



Registered Apprenticeship

FACT SHEET

Every Registered Apprenticeship starts with a job and includes on-the-job training, classroom instruction and incremental wage increases, leading to a nationally recognized credential.

Registered Apprenticeship is a special type of apprenticeship managed by the Washington State Department Labor & Industries (L&I) under direction from the U.S. Department of Labor.

A proven, flexible model

Registered Apprenticeship programs have been a proven employment and training strategy of the public workforce system for many years. Work-based learning focuses on developing skills through hands-on training and applied education, filling labor pools with knowledgeable and productive workers.

Regardless of industry or model, the basic components of every Registered Apprenticeship program are the same. However, flexibility is built in; employers can customize programs to meet their needs and integrate with their existing training and human resource development strategies. L&I consultants can help identify which model and structured learning best suits an employer's needs.

Businesses are the key

Employers play an active role in building the program and remain involved every step of the way. Employers work through industry associations, Registered Apprenticeship councils, unions, or other consortia to develop and maintain their programs. An employer is not required to be affiliated with a union to participate in a Registered Apprenticeship program.

4,500 employers filled open positions with apprentices.

The five components of every Registered Apprenticeship

1. A job: An employer with an open job is the foundation of every Registered Apprenticeship.
2. Structured on-the-job training: Employers outline on-the-job training plans for apprentices using identified skill sets for the occupation as a guide. Experienced mentors or journey-level workers provide the on-the-job training.
3. A paycheck: Apprentices earn a paycheck from day one and get wages competitive in the industry. Wages cannot be below minimum wage. Requirements also call for incremental pay raises as skill levels increase.





4. Related supplemental instruction: Each year of a Registered Apprenticeship, apprentices complete a minimum of 144 hours of formal instruction to learn the theory behind what they do on the job. All classroom hours relate directly to the occupation.
5. National occupational credential: Registered Apprenticeship programs train to industry standards, and every graduate receives a nationally recognized credential. It certifies that the worker is fully qualified for that occupation.

- Current apprentices: Those currently in a Registered Apprenticeship can find support, including unemployment benefits and financial help while in training.
- Sponsor organizations: Registered Apprenticeship sponsors can be trade organizations, unions, councils and other industry groups that are designated as trainers or training agents for a business. The website explains how these sponsors can use existing apprenticeship program standards or design their own to train apprentices.

New website: ApprenticeshipWA.com

Fall of 2018 marked the launch of ApprenticeshipWA.com, the Employment Security Department's website to promote Registered Apprenticeship to employers and career seekers. ApprenticeshipWA.com resides inside WorkSourceWA.com, the state's job-match website. Grant funding for the site came through L&I and created collaboratively with partners from multiple agencies and organizations.

The website targets four audiences:

- Career seekers: Potential apprentices can discover their career paths and search for openings. They also can explore pre-apprenticeships, which prepare participants to advance to a Registered Apprenticeship program.
- Businesses: Employers can explore how a Registered Apprenticeship program fits within their business model, learn about the benefits of the program and learn where to begin.

By the numbers

October 2018 became the high mark for Registered Apprenticeship in Washington, when more than:

- 19,000 participating apprentices.
- 4,500 employers filled open positions with apprentices.
- 180 occupations are represented.

