

# Earn While You Learn Today

Career seekers are looking for opportunities to fast track their career goals and earn competitive wages. A Registered Apprenticeship program can put you on that career pathway today.

## WHAT IS REGISTERED APPRENTICESHIP?

Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce. Individuals can obtain paid work experience; progressive wage increases; classroom instruction; and a portable, nationally recognized credential.

There are seven key components of a Registered Apprenticeship. These components differentiate Registered Apprenticeships from other types of workplace training programs in several ways:

- 1. Industry Led** – Programs are industry-vetted and approved to ensure alignment with industry standards and that apprentices are trained for highly skilled, high-demand occupations.
- 2. Paid Job** – Registered Apprenticeships are jobs! Apprentices earn progressive wages as their skills and productivity increase.
- 3. Structured On-the-Job Learning/Mentorship** – Programs provide structured on-the-job training to prepare for a successful career, which includes instruction from an experienced mentor.
- 4. Supplemental Education** – Apprentices are provided supplemental classroom education based on employers' unique training needs to ensure quality and success.
- 5. Equal Employment Opportunity** – Programs are designed to reflect the communities in which they operate through strong non-discrimination, anti-harassment, and inclusive recruitment practices.
- 6. Quality & Safety** – Apprentices are afforded worker protections while receiving rigorous training to equip them with the skills they need to succeed and the proper training and supervision they need to be safe.
- 7. Credentials** – Apprentices earn a portable, nationally recognized credential within their industry.

## SUPPLEMENTAL EDUCATION

Most apprenticeship opportunities include **classroom instruction** and often provide college credit for your experience **while allowing you to avoid student debt**.

The length of a Registered Apprenticeship program can vary depending on the employer, complexity of the occupation, industry, and type of program.



*“Our apprenticeship program supports a top priority for The Hartford by helping attract and develop diverse talent outside of the traditional college track, for critical customer-facing roles. Participating students gain tuition support and a full-time position with a leading U.S. insurer, where they can grow their career—whether it’s their first professional role or a new career path. It’s a win for them and a win for us.”—John Kinney, The Hartford*



Registered Apprenticeship programs are distinguished from other types of workplace training models such as internships by several factors:

- ▶ Registered Apprenticeship programs are jobs from day one and apprentices earn family-sustaining wages from their employers, allowing them to earn and learn at the same time.
- ▶ Registered Apprenticeship programs provide structured on-the-job learning and job-related classroom training, some with articulation agreements with 2- and 4-year colleges, including minority-serving institutions.
- ▶ Apprentices earn wage increases as they learn and gain new skills.
- ▶ On-the-job learning is conducted in the work setting under the direction of a mentor(s).
- ▶ Training results in a portable, nationally recognized credential.

### FIND PROGRAMS IN MULTIPLE INDUSTRIES

Registered Apprenticeship programs are available in multiple industries, including:

- ▶ Advanced Manufacturing
- ▶ Agriculture
- ▶ Construction
- ▶ Education
- ▶ Energy
- ▶ Financial Services
- ▶ Healthcare
- ▶ Hospitality
- ▶ Public Service
- ▶ Technology
- ▶ Telecommunications
- ▶ Transportation

**94%**  
of apprentices  
who complete  
a registered  
apprenticeship  
retain employment,  
with an average  
annual salary  
of \$80,000



*“My goal had always been to springboard a career in cybersecurity. If not for Apprenti’s Apprenticeship Program, I wouldn’t be a 20-year-old Risk Analyst happily employed at Mass General Brigham.”—Mali Gyurina, Risk Analyst, Mass General Brigham*

### HOW TO BECOME AN APPRENTICE

There are many ways to find the right Registered Apprenticeship opportunity for you.

Apprenticeship opportunities are offered through an employer or the program sponsor.

To become an apprentice, search for an opportunity using our [Apprenticeship Finder](#) and apply directly with the employer or the program sponsor.

Questions about a specific opportunity? Contact the employer or the program sponsor listed on the job posting for more information.



## Explore Registered Apprenticeship Today!

Want to learn more? Visit the U.S. Department of Labor’s one-stop source for all things apprenticeship: [www.apprenticeship.gov](http://www.apprenticeship.gov) or email us at [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov).

**APPRENTICESHIPUSA™**  
★★★