



# Registered Apprenticeship: A Proven Workforce Strategy

ApprenticeOhio





# Ohio's System

- ❑ Over 200 different occupations & growing with an average of 3500 apprentices registered per year
- ❑ 20K + Registered Apprentices\*
- ❑ 600+ Registered Apprenticeship Programs (RAP)\*
- ❑ Ohio's Completion Rate is one of the highest in the NATION

*\*as of 9/22/2022*



# Benefits for Employers

- Establishes a pipeline of skilled workers with a structured training plan, coupled with on-the-job training
  
- Reduced employee turnover costs
  
- ROI (return on investment)
  - on average; 26% nationally..
  - Calculator is available at: <https://nationalapprenticeship.org/roi>



# Benefits for Apprentices

- High-demand, career opportunities
- Employment with sustainable wages and benefits
- Increased marketable skill set and job security
- Opportunity/Options for a paid education, with no college debt
- Earn AND Learn
  - Apprentices are employed by the Sponsor or the signatory employer (if group model RAP)
- Nationally recognized portable credential

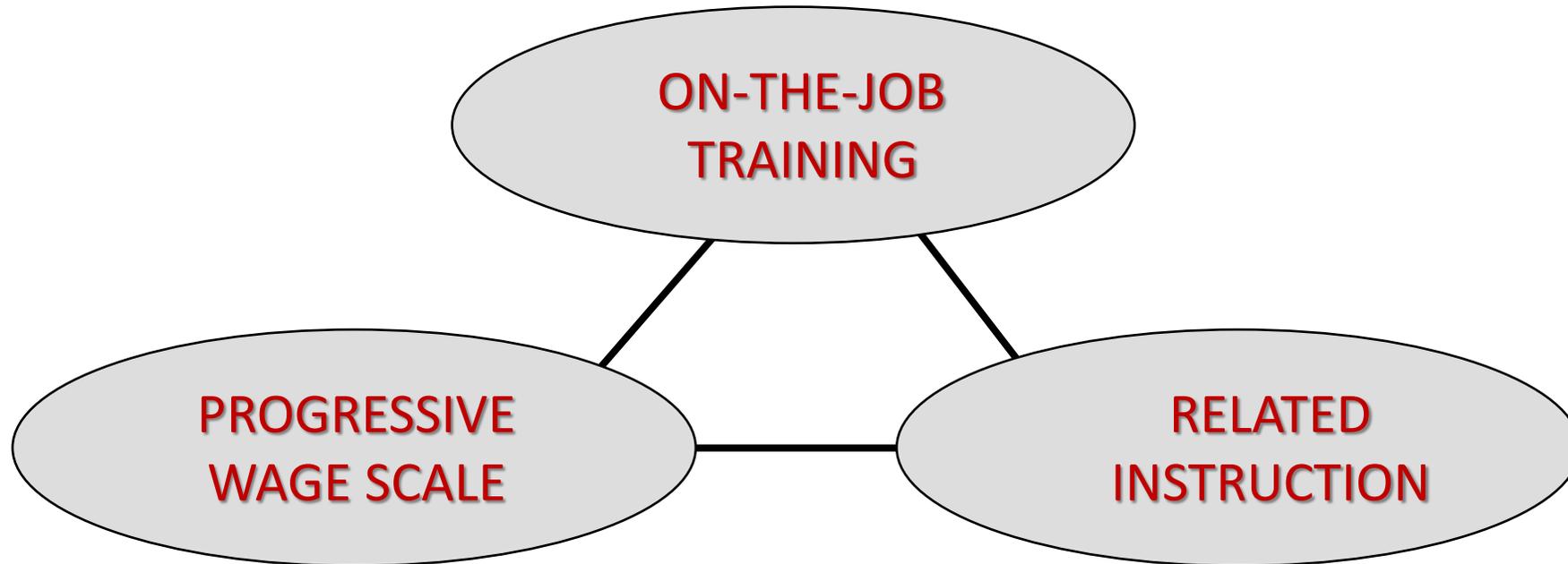


Ohio is home to Registered Apprenticeship Programs (RAP)  
in both traditional and non-traditional industries

- Healthcare
- Education & Training
- Transportation & Logistics
- Manufacturing
- Information Technology & Cyber Security
- Hospitality & Tourism
- Construction & Utilities

... and many more industries are utilizing Registered  
Apprenticeship to grow and retain their workforce in Ohio

MAIN COMPONENTS OF A REGISTERED  
APPRENTICESHIP PROGRAM





# Program Sponsor Requirements

- Applicant qualifications
- Apprentice selection procedures
- Journeyperson-to-apprentice ratio
- Progressive wage schedules & employment
- Compliance with EEO
- Affirmative Action Plan
- On-the-Job Training for a minimum of 2000 hours; or the requirements set by the Dept. of Labor – Office of Apprenticeship
- Related Instruction for a minimum of 144 clock hours
  - Instruction must be provided by an Ohio Dept. of Higher Education (USO) entity. However, industry training providers, recognized curriculum, and/or the Sponsor of the RAP providing internal training could be utilized as a stand-alone or in conjunction with a USO school\*

*\*all Related Instruction provided outside the University System of Ohio (Ohio Dept. of Higher Ed) would be reviewed for content & delivery for possible exemption to be considered*



# Registered Apprenticeship Program

Approved RAP Sponsors in Ohio include:

- Private/Individual Employers
- Group Model
  - Workforce Development Boards
  - Ohio Colleges/Universities
  - Business Associations
  - State & Local Governments
  - Construction Trades (Union/Labor)\*
    - Joint Apprenticeship Training Council

*Group Model Sponsors develop and administer the RAP, while signatory employers provide the apprentice On-the-Job Training as their employee*



[www.apprentice.ohio.gov](http://www.apprentice.ohio.gov)

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