



# Registered Apprenticeship Program

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DEPARTMENT OF ECONOMIC  
 DEVELOPMENT  
AND COMMERCE  
GOVERNMENT OF PUERTO RICO

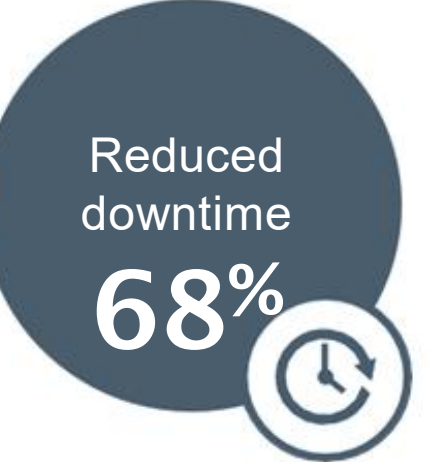




# REGISTERED APPRENTICESHIP: A **PROVEN** WORKFORCE SOLUTION

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

# EMPLOYERS HAVE REPORTED THE FOLLOWING **INDIRECT BENEFITS** FOR THEIR APPRENTICESHIP PROGRAMS:



# REGISTERED APPRENTICESHIP HAS A **PROVEN TRACK RECORD** OF PRODUCING **STRONG RESULTS** FOR EMPLOYERS AND WORKERS

IMPRESSIVE INDIVIDUAL – EMPLOYEE –  
PUBLIC RETURN ON INVESTMENT



**44.3%** Employer return on investment in Registered Apprenticeship

**90%** Of those that complete their apprenticeship retain employment after completion.

**\$28** In benefits for every \$1 invested by the government

**\$80K**  
Completers earn per year on average

**\$300K+**  
Apprentices' lifetime earning advantage

Data provided by [www.apprenticeship.gov](http://www.apprenticeship.gov)

# A DIVERSE RANGE OF INDUSTRIES



Healthcare



Cybersecurity



Biotechnology



Transportation



Construction



Energy



Hospitality



Financial Services



Information Technology



Advanced Manufacturing



Critical Supply Chain



Infrastructure



Engineering



Telecommunications

D I S T I N G U I S H I N G F A C T O R S

# SEVEN COMPONENTS OF REGISTERED APPRENTICESHIP



Industry-Led



Paid Job



On-the-Job  
Learning/Mentorship



Supplemental  
Education



Diversity



Quality & Safety



Nationally-Recognized  
Credentials

# TYPES OF APPRENTICESHIP

## Time-based Approach:

Measures skill acquisition through apprentice's completion of at least 2,000 hours of on-the-job learning and a minimum of 144 hours of Related Training and Instruction.

## Competency based:

Measures skill acquisition through apprentice's successful demonstration of acquired skills and knowledge.

## Hybrid:

Measures apprentice's skill acquisition through a combination of specified minimum number of hours of on-the-job learning and the successful demonstration of competency.



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SECTION TWO

# BENEFITS OF REGISTERED APPRENTICESHIPS





# Employers & Apprentices

## BENEFITS OF REGISTERING YOUR PROGRAM

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By registering your program with the U.S. Department of Labor you will gain access to additional resources:



Access to a **nationwide network of expertise, customer service**, and **support at no charge**.



Access **funding** and other resources from federal programs. In many states, businesses can qualify for tax credits. This is not available in PR.



Graduates receive an **industry-recognized** and **nationally-portable credential**.

# BENEFITS FOR EMPLOYERS

- Create a diverse and highly-skilled workforce
- Improve productivity and profitability
- Increase staff loyalty and retention of workers
- Flexible training options
- Minimize liability costs
- Access to federal and state resources
- Receive employee tuition benefits



## RESOURCES

**Want more info?** Visit the [Employer page on Apprenticeship.gov](#)

**Helpful reading:** *Department of Commerce Study: The Benefits and Costs of Apprenticeship: A Business Perspective*



# BENEFITS FOR CAREER SEEKERS

- Earn as you learn
- Avoid student debt
- Gain workplace-relevant skills in the field of their choice
- Ease the transition from school to career
- Receive a nationally-recognized, portable credential and/or college credits
- Jump start your career



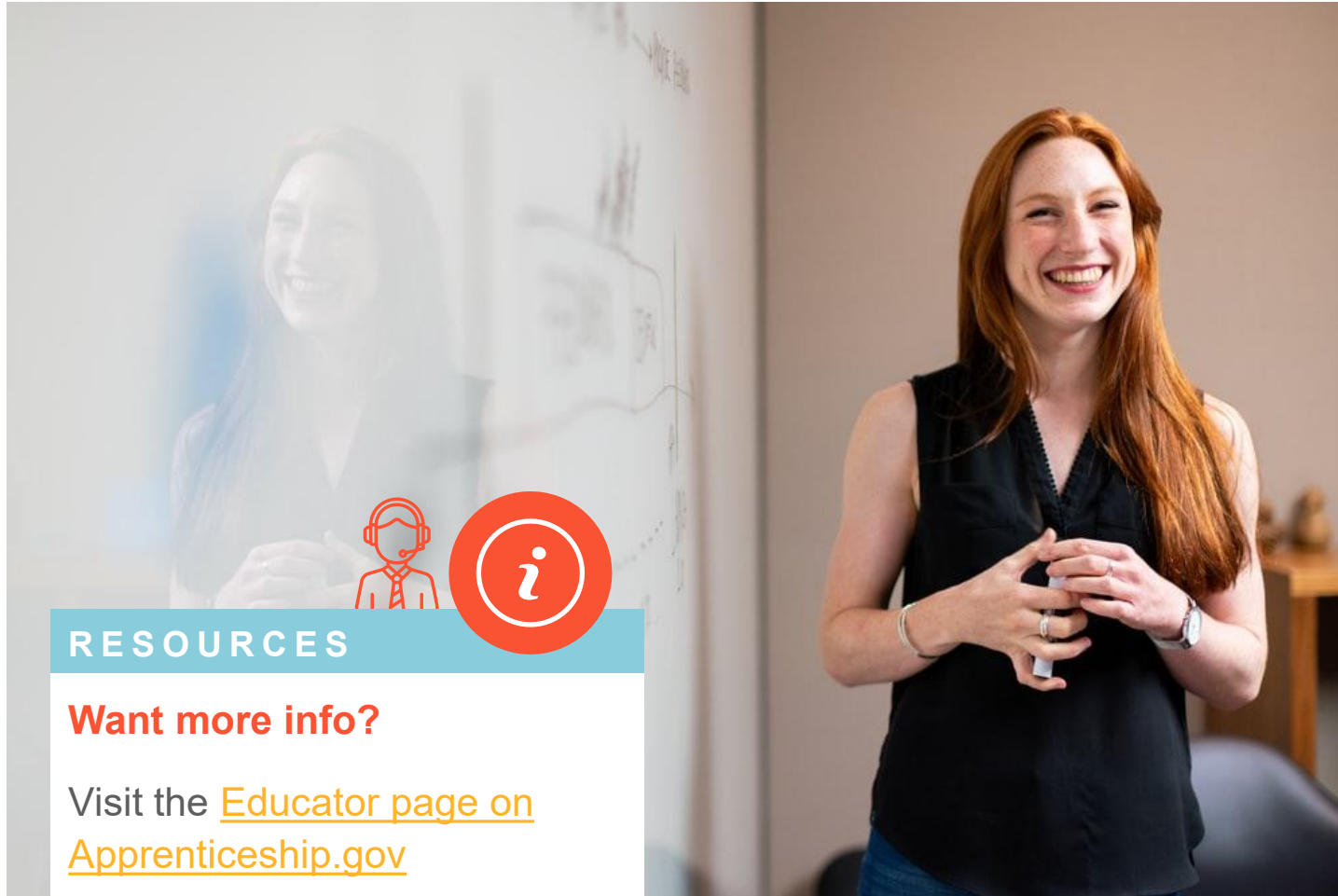
## RESOURCES

**Want more info?** Visit the [Career Seeker page on Apprenticeship.gov](#).

**Did you know?** 93% of apprentices who complete an apprenticeship retain employment, with an *average salary of \$77,000*.

# BENEFITS FOR EDUCATORS



- Creates a revenue stream
- Fulfills mission
- Increases enrollment and number of completers
- Provides students hands-on learning opportunities
- Strengthens connection to employers
- State and tax credits may apply via WIOA and, possibly, FASFA



**RESOURCES**

**Want more info?**

Visit the [Educator page on Apprenticeship.gov](#)



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# HOW TO GET STARTED



# HOW IT WORKS



## EXPLORE

Get to know apprenticeship, its benefits, and how different employers and sponsors are creating programs across industry and geography.



## BUILD

Understand your options, the steps involved in building an apprenticeship program, and the tools we offer to help you get started.



## PARTNER

Collaborate with apprenticeship representatives, workforce organizations, educators, and others to build your program.



## REGISTER

Take advantage of benefits such as funding opportunities, tax credits, and no-cost technical assistance when you register your program.



## LAUNCH

Recruit prospective apprentices, measure and monitor your program, and share your program success.

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# APPRENTICESHIP FUNDING



# FUNDING REGISTERED APPRENTICESHIP THROUGH WIOA

The workforce system supports the components of Registered Apprenticeship programs



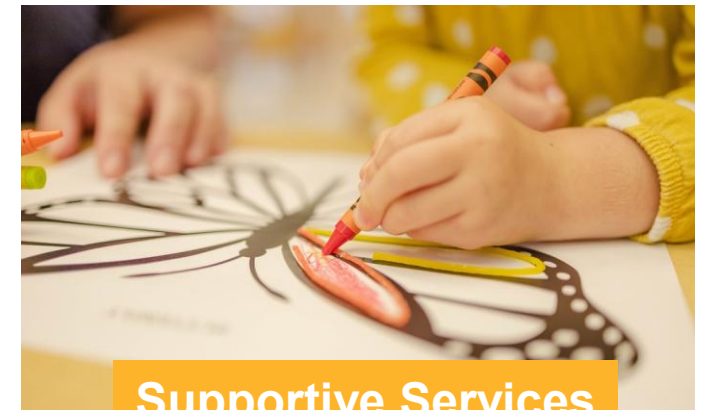
## On-The-Job Training / On-The-Job Learning

On-The-Job Training (OJT) is funded through a contract, not Individual Training Accounts (ITAs). OJT contracts can cover one or multiple apprentices and, in some circumstances, OJT reimbursement under WIOA has increased from 50% to 75%.



## Related Training / & Instruction

Under WIOA, all classroom training is funded through ITAs. To take advantage of potential funding, programs must be on the state's eligible training provider list. In addition to ITAs for individual apprentices, utilizing contracts for cohort training is also possible.



## Supportive Services

e.g., transportation & childcare

WIOA formula funds can be utilized to provide a range of supportive services. If an ITA is used to fund the related training and instruction, the ITA can also be used to provide supportive services.

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# PRE-APPRENTICESHIP & YOUTH APPRENTICESHIP





# ELEMENTS OF YOUTH APPRENTICESHIP

## Work-Based Learning

- Under the supervision of mentors

## Formal Instruction

- Related classroom instruction

## Skills Assessment

- Ongoing evaluation of skills competency standards

## Credentials

- Completion with an industry-recognized credential and postsecondary credits

# ELEMENTS OF YOUTH APPRENTICESHIP

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- A Pre-Apprenticeship is a program designed to prepare individuals to enter a Registered Apprenticeship Program. It can begin while students are still in high school and helps them build the skills needed for future success.
- High-quality programs are developed through partnerships with employers, schools, and community colleges. They include industry-based training, structured curriculum, and career readiness support.
- One of the main benefits is that young people gain early exposure to real work environments, helping them make informed decisions about their education and career paths.

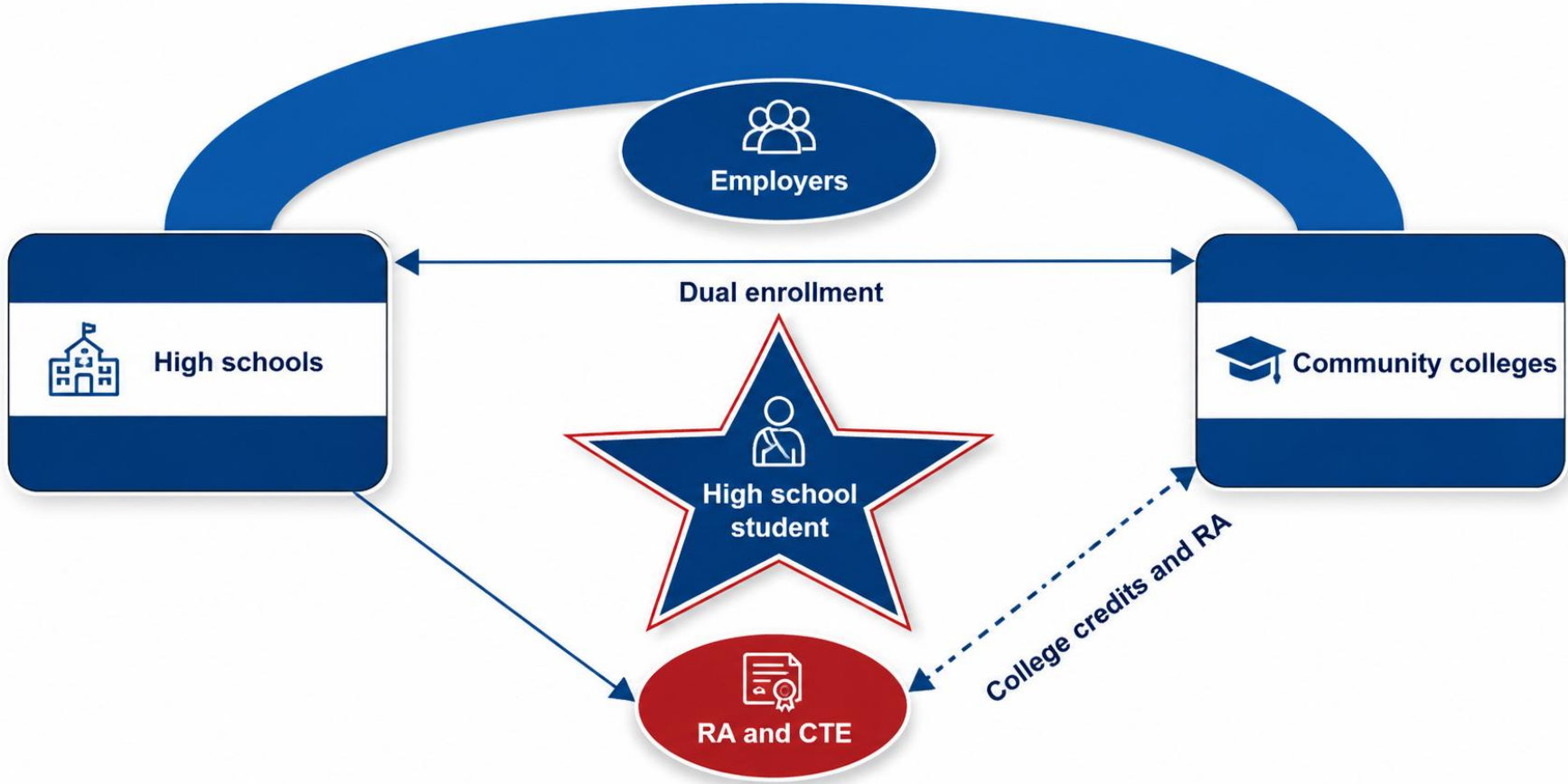
*Reference: TEN 13-12.*

# BENEFITS OF DEVELOPING AN APPRENTICESHIP PATHWAY STARTING WITH PRE-APPRENTICESHIP

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- When a strong Pre-Apprenticeship program is implemented, it serves as a bridge that helps students access better career opportunities.
- Pre-Apprenticeship is especially effective in preparing individuals from underrepresented communities for quality jobs, helping increase diversity and equity across the workforce system.
- Technical careers are highly valuable today, and these programs give young people the opportunity to succeed through shorter career pathways without necessarily attending college. Participants can earn industry-recognized credentials and access well-paying careers.

# OPPORTUNITIES OF YOUTH APPRENTICESHIP



# How it works:

1. Generally, students begin the Pre-Apprenticeship program in 11th or 12th grade.
  - **11th Grade:** While in high school, students spend one-fourth of their time in simulated work-based learning (OJL).
  - **12th Grade:** While in high school, students spend half of their time in simulated work-based learning (OJL).
2. Students earn their high school diploma.
3. They can then begin college, enter a Registered Apprenticeship Program with full-time employment, or combine both by studying and working.



# Benefits for All Stakeholders!

## Employers and Unions:

- Pre-Apprenticeship provides pre-screened candidates who are ready to work and trained in skills aligned with employer needs.
- The program's credibility supports recruitment efforts.
- Expands training and education opportunities.
- Increases retention.
- Builds a skilled and prepared workforce.

## Educators:

- Students gain hands-on work experience related to their field of study.
- Stronger partnerships are created with industry partners.
- Increases enrollment and graduation of apprentices in accredited programs.



# Thank You

## For Joining Us Today

Let's continue to **explore ideas**  
to **grow Registered Apprenticeships**



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Or Visit:

[www.apprenticeship.gov](http://www.apprenticeship.gov)

