

Commonly Asked Questions:

Can Registered Apprenticeship programs be used in both non-union and union workplaces?

Yes, there are over 1400 occupations with Registered Apprenticeships. RA's are used with companies of any size and with both union/non-union businesses.

Do apprentices earn college credit while participating in a Registered Apprenticeship program?

Many employers work directly with two- and four-year colleges to structure the program so apprentices earn college credits.

Is there one apprenticeship model that must be followed?

An Apprenticeship is a flexible training strategy that can be customized to meet the needs of every business. The instructional component can also be arranged in different ways to suit both businesses and apprentices.

How long are Registered Apprenticeship programs?

The length of an apprenticeship program depends on the complexity of the occupation and the type of program model the employer chooses.

Apprenticeship programs range in length from one to six years.

What are the advantages of registering an apprenticeship program with the U.S. Department of Labor?

Quality Standards-Registration means the program has met national and independent standards for quality and rigor.

National Credential-Graduates of Registered Apprenticeship programs receive a national, industry-recognized credential.

Interested in Creating or Expanding a Registered Apprenticeship?

APPRENTICESHIP INFORMATION



GST MICHIGAN
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THUMB **WORKS!**™



About GST Michigan Works!

In an effort to increase registered apprenticeship programs in the state, GST Michigan Works! offers many services to employers who choose to create or expand a United States Department of Labor Registered Apprenticeship Program.

Registered Apprenticeship Definition

Apprenticeship is a flexible training strategy that can be customized to meet the needs of any business. Apprentices can be new hires, or businesses can select current employees who need skill upgrades to join the apprenticeship program.

Industries with registered apprenticeships:

- Manufacturing
- Transportation & Logistics
- Energy
- Construction
- Information Technology
- Healthcare

Apprenticeship programs enable employers to play a more active role in shaping the talent they need while also building a culture of ongoing learning and innovation.

Benefits of Partnerships with GST Michigan Works!

Employers with registered apprenticeship programs are able to broaden their pool of talent and fill critical vacancies. At no cost to your organization, our apprenticeship team will work with you to:

- Identify existing models for your occupations of interest
- Connect you with appropriate resources/funding to assist with your program
- Draw up your Training & Education outline based upon your input
- Submit your registration paperwork to the USDOL for full recognition in the National Registered Apprenticeship System
- Handle all the administrative tasks for the length of your program
- Assist you with program updates as your workforce needs evolve
- Promote your program and assist with recruitment

Additional Benefits

Businesses and apprentices may access funds to help support a Registered Apprenticeship program.

Examples of funding for Registered Apprenticeship Programs include, but are not limited to:

- Scholarship Assistance
- On-the-Job Training (OJT)
- Various State Grants aimed at creating or expanding Registered Apprenticeship programs.
- Supportive Services - Examples may include:
 - Transportation Assistance
 - Industry Specific Tools & Apparel

Value of a Registered Apprenticeship Program

- Tailored to the specific needs of businesses
- Offers increased knowledge transferred through On-the-Job Learning from an experienced mentor, combined with education courses to support work-based learning.
- Enhances employee retention: 91% of apprentices that complete an apprenticeship are still employed nine months later.
- Provides a safer workplace that may reduce worker compensation costs, due to the program's emphasis on safety training.
- Creates a stable and reliable pipeline of qualified workers.
- Is a systematic approach to training that ensures employees are trained and certified to produce at the highest skill levels required for an occupation.

Getting Started

Speak with your Business Solutions Professional about starting a United States Registered Apprenticeship Program.

If you are not already working with a Business Solutions Professional, call **Wanda Bigelow**:

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