



Registered Apprenticeship is an employer driven, time-tested workforce development strategy which has been served by Ohio's State Apprenticeship Agency since 1957. Previously referred to as the Ohio State Apprenticeship Council (OSAC), ApprenticeOhio delivers services to "Sponsors" of Registered Apprenticeship and "Providers" of OSAC recognized Pre-Apprenticeship at no cost. ApprenticeOhio is housed within the Ohio Department of Job and Family Services' very own Office of Workforce Development.

### **1. What is Registered Apprenticeship?**

Registered Apprenticeship is a proven workforce development strategy which uses on-the-job training and related instruction (classroom, online, shop, lab, etc.) to deliver a high-quality training experience to grow an employer's workforce.

### **2. What is OSAC recognized Pre-Apprenticeship?**

OSAC Recognized Pre-Apprenticeship program that teaches basic technical and job-readiness skills for a designated apprenticeable occupation or occupational sector, to form a pipeline of talent to Registered Apprenticeship training. The term refers particularly to a program that receives recognition under the OSAC Policy on Pre-apprenticeship.

Pre-apprenticeship normally features a classroom and/or lab setting, but may also involve work-site visits, job-shadowing, or other activities outside the program facility, to provide exposure to the work environment for the targeted occupation(s). OSAC recognized Pre-Apprenticeships are used for both in school youth and adult populations.

### **3. What kind of occupations may be apprenticed?**

There are more than 1,000 currently approved for registered apprenticeship; industries include construction, manufacturing, health care, aviation, information technology, hospitality, civil service and more!

### **4. How long are registered apprenticeships?**

All registered apprenticeships are based on occupations which need a minimum of 2000 hours of on-the-job training.

Time based occupation training models have defined lengths of training set by industry recommendations. In most cases you will see occupations with training lengths of 2,000; 4,000; 6,000; or 8000 hours of on-the-job training. Typically, occupations with high requirements of knowledge, skills and abilities require longer lengths of on-the-job training.

Occupations developed using Competency or Hybrid models of training use ranges of on-the-job training hours (ex. 2,000-8,000) to establish a timeframe in which an apprentice is able to complete a registered apprenticeship as long as they have achieved a measured competency in all required skill areas.

**5. How much Related Instruction is required for an occupation?**

For every 2,000 hours of on-the-job training required of the apprentice, 144 hours of Related Instruction must be offered.

Example: An occupation requires an apprentice to complete 5,275 hours of on-the-job training will necessitate that the apprentice complete a minimum of 379.8 hours of Related Instruction according to the ratio (2,000 hours OJT/144 Hours RI).

**6. Where/how is Related Instruction Delivered?**

Related Instruction is either delivered by the University System of Ohio (Universities, Colleges or Career Technical Education) or in conjunction with the University System of Ohio. Meaning that a Registered Apprenticeship program may deliver Related Instruction in-house using their own instructors using an approved curriculum.

In certain instances, Sponsors of Registered Apprenticeship may request an exemption to use Related Instruction sources outside of the University System of Ohio. Related Instruction commonly takes the form of classroom, online delivery, shop, lab, etc.

**7. How can I get my organization involved in Registered Apprenticeship?**

Form an "individual program" which is designed around and is specific to your organization. Your region's Apprenticeship Service Provider works with you and guides you through this process to form a registered apprenticeship specific to your needs.

Join or form a "group program," these are opportunities to be a part of a group sponsored registered apprenticeship which are administered by an approved third-party which offers convenience and ease of use to employers. In many cases there are no costs associated with joining a group sponsor!

**8. Is there any opportunity to receive funding to help with Registered Apprenticeship?**

Yes, there are 10 community college group sponsors throughout the state of Ohio which may be able to offer \$2,500.00 for each newly enrolled registered apprentice. The funding is there to cover the costs of related instruction.

Additionally, local OhioMeansJobs Centers are holders of the Workforce Innovation and Opportunity Act funding which may be applied towards on-the-job training or education. These dollars are based off of individual eligibility, employers should contact their local OhioMeansJobs Centers to find out how to refer individuals or find eligible individuals.

## 9. What are the benefits to employers participating in Registered Apprenticeship?

- Gain access to an exclusive pipeline of talent through partnerships with OSAC recognized Pre-Apprenticeships.
- Save time and money recruiting and retaining talent.
- Attract talent to your company with our nationally recognized credential.
- Flexible training options; enabling employers to hire and train to the needs of the company.
- Increased employee loyalty; 90% of individuals who complete a registered apprenticeship are still employed with their company one year after completion!
- Reward successful employees with opportunities for growth within your organization.
- Develop a culture of continuous learning within your organization; grow and be ready for new technology.
- Grow your own talent, prevent poor work habits and practices from outside sources from entering your workforce.
- And much more!

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 **BUILDING** Ohio's Workforce  
**CREATING** Innovative Solutions  
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