



*Eric R.*  
Eric R. @WORK



# Registered Apprenticeship Program



**ARIZONA @WORK™**  
Innovative Workforce Solutions



# What is Registered Apprenticeship?

- Registered Apprenticeship is a **job** from day one.
- It's an **employer-driven** training model that combines on-the-job learning (OJL) with related technical instruction (RTI).
- This **“earn while you learn”** approach helps workers start new careers and helps businesses recruit and retain a highly-skilled workforce.



# History of Apprenticeship

- In 1937 Congress enacted the **National Apprenticeship Act** (also known as the Fitzgerald Act)
- In Arizona on June 16, 1941 by **Governor Sidney Osborn**



Arizona Registered Apprenticeship



# Core Components



Employer Engagement

Related Technical Instruction

On-the-Job Learning

Rewards for Skill Gains

National Credential



# Registered Apprenticeship Benefits



- **Reduced turnover** rates
- More **diverse workforce**
- Builds partnership with **certification and licensing** agencies
- Employees trained to **company standards**
- **Recruitment & retention** of a highly qualified workforce



# Registered Apprenticeship Benefits 2

- Increased **skills**
- Higher **wages**
- National **credentials**
- **Career** advancement
- Often receive **college credits** toward an associate or bachelor's degree
- **GI Bill** benefits



# DOL Certification



**The United States Department of Labor**  
**Office of Apprenticeship**  
**Certificate of Completion of Apprenticeship**

*This is to certify that*

**Apprentice Name**  
*has completed an apprenticeship for the occupation*

**Occupation Title**  
*under the sponsorship of*

**Employer Name**  
*in accordance with the basic standards of apprenticeship  
established by the Secretary of Labor*

\_\_\_\_\_

\_\_\_\_\_

December 1, 2017

*Date Completed*



*Jul V. Lohd*

\_\_\_\_\_  
*Administrator, Office of Apprenticeship*

# State of Arizona Certifications



ApprenticeshipArizona



**STATE OF ARIZONA**

*Certificate of Completion of Apprenticeship*

Know All Persons by These Presents That

**Apprentice Name**

has completed the terms of Apprenticeship in accordance with the standards of the Arizona Apprenticeship Office and the Apprenticeship Advisory Committee and is hereby awarded this Certificate of Completion of Apprenticeship in the trade of

**Occupation Title**

Witness our signatures and seals  
 this 1<sup>st</sup> day of December, 2017

Name of Firm \_\_\_\_\_  
 By \_\_\_\_\_  
 Title LOCAL APPRENTICESHIP SPONSOR

Chairman \_\_\_\_\_  
 Secretary \_\_\_\_\_

In Witness Whereof, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Arizona,  
 Done at the City of Phoenix, the Capital,  
 this 12<sup>th</sup> day of December Seventeen

One year of our Lord, two thousand and \_\_\_\_\_

*William Huggins*  
 Secretary of State

ARIZONA APPRENTICESHIP OFFICE  
 APPRENTICESHIP ADVISORY COMMITTEE  
*Dennis Anthony*  
 Chairman  
*William Huggins*  
 Director, Apprenticeship Division




**STATE OF ARIZONA**

*Certificate of Completion of Apprenticeship*

APPRENTICESHIP  
 ADVISORY COMMITTEE

Issued to: \_\_\_\_\_  
 Apprentice Name \_\_\_\_\_  
 Occupation Title \_\_\_\_\_

IN THE TRADE OF \_\_\_\_\_

COMPLETION DATE 12/1/17

AGREEMENT NO. AZXXXXXX *William Huggins*  
 DIRECTOR

AF-004 (1-01) APPRENTICESHIP DIVISION

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# What Occupations are for Apprenticeship?

## TRADITIONAL

- Carpenter
- Electrician
- HVAC Technician
- Plumber / Pipe Fitter
- Sheet Metal Worker

## NON-TRADITIONAL

- Aerospace
- Chef
- Computer Programmer
- Cyber Security Support Technician
- Hotel Manager
- Pharmacy Technician

**Over 1,200 occupations**





# Facts and Figures

**150,000**

Employers and Labor Management Organizations participate in Registered Apprenticeship

**800,000**

Registered Apprentices Nationwide in more than 1,200 occupations

**\$80,000**

Average Starting Salary of Apprentices Per Year while earning a credential equivalent to a 2 or 4 year degree

**\$300,000**

Amount workers who complete RA Programs earn more over a lifetime than their peers

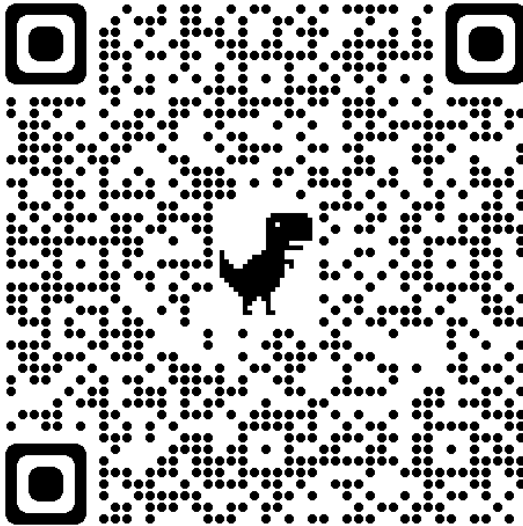
**93%**

Percentage of apprentices who retain employment after apprenticeship completion

# Contact Us to Learn More



ApprenticeshipArizona



[AZApprenticeship@azdes.gov](mailto:AZApprenticeship@azdes.gov)  
[www.AZApprenticeship.com](http://www.AZApprenticeship.com)