



## DISCOVER APPRENTICESHIP: EARN WHILE YOU LEARN TODAY

American workers and career seekers, like you, are looking for opportunities to fast track their career goals, avoid debt, and earn competitive wages. An apprenticeship program can put you on that career pathway **today**.

### WHAT IS APPRENTICESHIP?

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, classroom instruction, and a portable, nationally-recognized credential.

**There are five key components of an apprenticeship. These components differentiate apprenticeships from other types of workplace training programs in several ways:**



#### PAID JOB

**Apprenticeships are jobs!** Get paid to learn throughout your apprenticeship with a guaranteed wage increase as you develop new skills.



#### MENTORSHIP

Gain workplace-relevant skills in the field of your choice through on-the-job learning and **under the supervision of an experienced mentor**.



#### WORK-BASED LEARNING

Gain **structured on-the-job learning** to prepare for a successful career.



#### CREDENTIALS

Earn a **portable, nationally-recognized credential** within your industry.



#### CLASSROOM LEARNING

Most apprenticeship opportunities include **classroom instruction** and often provide college credit for your experience **while allowing you to avoid student debt**.

The length of an apprenticeship program can vary depending on the employer, complexity of the occupation, industry, and type of program.

“Our apprenticeship program supports a top priority for The Hartford by helping attract and develop diverse talent outside of the traditional college track, for critical customer-facing roles. Participating students gain tuition support and a full-time position with a leading U.S. insurer, where they can grow their career – whether it’s their first professional role or a new career path. It’s a win for them and a win for us.” – John Kinney, The Hartford

## FIND PROGRAMS IN MULTIPLE INDUSTRIES

Apprenticeship programs are available in multiple industries, including:

- ▶ Information Technology
- ▶ Healthcare
- ▶ Hospitality
- ▶ Cybersecurity
- ▶ Energy
- ▶ Advanced Manufacturing
- ▶ Engineering
- ▶ Transportation
- ▶ Construction
- ▶ Financial Services

# 94%

of apprentices who complete an apprenticeship program retain employment, with an average annual salary of \$70,000

## HOW TO BECOME AN APPRENTICE

There are many ways to find the right apprenticeship opportunity for you.

- ✔ Apprenticeship opportunities are offered through an employer or the program sponsor.
- ✔ To become an apprentice, search for an opportunity using our [Apprenticeship Finder](#) and apply directly with the employer or the program sponsor.
- ✔ Questions about a specific opportunity? Contact the employer or the program sponsor listed on the job posting for more information.

## DISCOVER APPRENTICESHIP TODAY!

Want to learn more or find apprenticeship opportunities near you? Visit the U.S. Department of Labor’s one-stop source for all things apprenticeship: [www.apprenticeship.gov](http://www.apprenticeship.gov).

Phone: 1-877-872-5627

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Office of the Nevada Labor Commissioner

Email: [NEVADASAC@LABOR.NV.GOV](mailto:NEVADASAC@LABOR.NV.GOV)

Contact Nevada Registered Apprenticeship Programs regarding their application process:

[www.labor.nv.gov/NSAC/Current Programs & Contact Information](http://www.labor.nv.gov/NSAC/Current Programs & Contact Information)

Sponsored by the U.S. Department of Labor. The U.S. Department of Labor, Employment and Training Administration promotes registered apprenticeship under the National Apprenticeship Act.

Updated September 2020



## DISCOVER APPRENTICESHIP: HEALTHCARE

The American healthcare industry faces complex workforce challenges, including worker shortages and increasing demand for services. Apprenticeship is your proven solution for recruiting, training, and retaining world-class healthcare talent.

### THE NEED FOR APPRENTICESHIP IN HEALTHCARE

The healthcare industry is critical to our country's well-being – and our economy. The challenge? Employment in healthcare occupations is projected to grow 15% through 2029, faster than all other occupations.<sup>1</sup> However, talent shortages and increasing skill demands have made it difficult to keep pace with growing demand. Among these challenges:

- ▶ Large numbers of highly-skilled workers that are nearing retirement
- ▶ Attracting new talent pools with the right education, skills, and credentials
- ▶ Retaining skilled workers, including those eligible to retire
- ▶ Developing talent that can keep pace with advances in healthcare technology and service delivery
- ▶ Increasing workforce training capacity

These workforce challenges impact healthcare quality, efficiency and patient outcomes. The good news? There is a proven solution to meet your talent needs: **apprenticeship**. It can be integrated into your organization's current training and human resource development strategy.

#### SNAPSHOT: Apprenticeable Occupations

- ▶ Certified Nursing Assistant
- ▶ Health Unit Coordinator
- ▶ Home Health Aide
- ▶ Licensed Practical Nurse
- ▶ Long-Term Care Nurse Manager
- ▶ Medical Assistant
- ▶ Medical Coder
- ▶ Pharmacy Technician

<sup>1</sup>U.S. Bureau of Labor Statistics. Healthcare Occupations. URL: <https://www.bls.gov/ooh/healthcare/home.htm>.

## APPRENTICESHIP: YOUR TALENT DEVELOPMENT SOLUTION

Thousands of healthcare employers across the U.S. and among our global competitors use the apprenticeship training model to recruit, train, and retain workers with the right skills and qualifications. Apprenticeship has been the most effective training model for enhancing industries' performance and results.

**“Participants in our Direct Support Professional Apprenticeship Program demonstrate pride of accomplishment that is reflected in the quality of the work that they perform. They raise the bar for other staff, showing a deep understanding of their work and all it requires. They are more insightful, less reactive, and better-attuned to the needs of the individuals they support, making them true assets to the organization and a joy to manage.”**

– Jean M. Phelps, CEO, LifeLinks, Inc.

### WHAT IS APPRENTICESHIP?

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, classroom instruction, and a nationally-recognized, portable credential. Employers can choose to register their programs with the U.S. Department of Labor to show prospective job seekers that their apprenticeship program meets national quality standards.

### HOW CAN APPRENTICESHIP HELP YOUR COMPANY?

Healthcare employers realize a number of benefits from implementing apprenticeship programs. Through apprenticeship, you will:

- ✓ Vet workers and instill your company's culture
- ✓ Recruit and develop a diverse and highly-skilled workforce
- ✓ Improve productivity, profitability, and your bottom line
- ✓ Reduce turnover, improve loyalty, and retain top talent
- ✓ Demonstrate investment in your community

Partner with the Office of Apprenticeship to access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates industry solutions and helps you quickly achieve workforce results.

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## DISCOVER YOUTH APPRENTICESHIP: PROVIDING A FOUNDATION FOR CAREER SUCCESS

Apprenticeship stakeholders – employers, educators, and workforce professionals – across the country are launching apprenticeship programs for youth ages 16-24. These programs, also known as youth apprenticeship, combine technical classroom instruction with paid work experience. They provide the foundation for young people to choose multiple career pathways: enroll in college, begin employment, or a combination.

With apprenticeship:



**Youth** engage in work-based/experiential learning and continue in furthering their education during (dual enrollment) or after high school and/or college.



**Schools** find new ways to engage students, connecting them to career pathways during their secondary and post-secondary education, increasing the potential for career success.



**Businesses** gain access to a talent pipeline of entry-level workers to address skills shortages in the workplace.

Through partnerships with businesses, high schools, community and technical colleges, and other workforce systems, communities around the country can develop youth apprenticeship programs that make a difference in the lives of youth while supporting economic and workforce development. In 2019, there were over 100,000 youth apprentices registered, many of which were in high-growth industries like healthcare, public administration, and manufacturing. They provide new opportunities for youth and ways for businesses to recruit new talent.

### ELEMENTS OF YOUTH APPRENTICESHIP PROGRAMS

All high-quality youth apprenticeship programs have several key common elements. For example they:



Satisfy labor market needs of students/career seekers, businesses, local school districts, and colleges.



Align with the academic and technical standards in secondary and post-secondary education, as well as with industry-recognized credentials and certifications.



Address skills matching and individual assessments to promote competencies needed by businesses.



Provide strong linkages to adult apprenticeship programs in the community.

Building on these foundational elements of success, every community has the flexibility to design their apprenticeship programs to provide quality results for their students, businesses, and schools.

## TWO MODELS OF YOUTH APPRENTICESHIP PROGRAMS

Most programs fall into one of two types of models:

### 1. PRE-APPRENTICESHIP PROGRAMS FOR YOUTH

prepare students to enter an apprenticeship.

- ▶ Students take courses directly related to the apprenticeship field, in addition to their required high school coursework, which count toward high school graduation.
- ▶ They participate in on-the-job learning activities (beginning at age 16), which can count toward entry into an apprenticeship program.
- ▶ Students can apply to an apprenticeship program leading up to or upon high school graduation.

Youth may engage in pre-apprenticeship as an on-ramp to apprenticeship. They may also access supportive services by entering apprenticeship programs that leverage Workforce Innovation Opportunity Act (WIOA) funds.

For additional resources to help youth learn more about apprenticeships and learn about the youth apprenticeship experiences, visit our [Youth Apprenticeship Resource Page](#). To find an apprenticeship opportunity near you, use our [Apprenticeship Finder](#) tool on [apprenticeship.gov](#).

### 2. APPRENTICESHIP PROGRAMS THAT BEGIN IN HIGH SCHOOL, COMMUNITY COLLEGE, OR DUAL ENROLLMENT OPPORTUNITIES

allow youth to start their apprenticeship while still a student.

- ▶ Students become apprentices through an agreement signed by the student, the employer, and, if under 18 years old, parent/guardian.
- ▶ The work portion of the program is flexible and is done when school is not in session or through a formal work-study program.
- ▶ Students take courses at their high school and/or community and technical college, in addition to their required high school coursework, which counts toward high school graduation.
- ▶ Students may complete the apprenticeship program during high school or continue after graduation, depending on the program's length. For dual enrollment students, the apprenticeship program continues and is completed at the college.

The U.S. Department of Labor provides support to grow youth apprenticeship. Find a Youth Apprenticeship Readiness Grantee or Youth Apprenticeship Intermediary to work with on the [Apprenticeship Investments webpage](#) on [apprenticeship.gov](#).

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