



New Jersey Registered Apprenticeship Fast Facts

What is a Registered Apprenticeship program?

For apprentices, Registered Apprenticeship is a job! For employers, an Apprenticeship program is a workforce development strategy to prepare employees for an occupation with the skills to meet the employer's specific business needs. The training is hands-on experience and classroom-focused learning. The training typically brings together employers, labor organizations, vocational/secondary schools, nonprofit and government agencies to address shared goals.

What are the benefits of Apprenticeship?

For Apprentices, the program provides:

- Knowledge, skills, and competencies to meet the specific needs required for their occupation.
- Incremental wage increases commensurate with advances in skills.
- On-the-job training coupled with classroom learning – while getting paid.
- Opportunity to obtain occupation-related licenses and credentials.
- Training under the direction of experienced workers.

For Employers, the program provides:

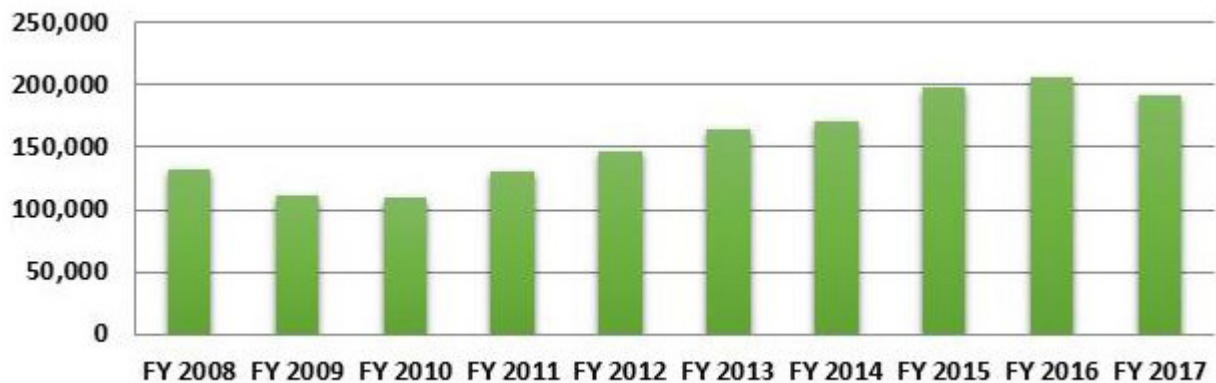
- An opportunity to align specialized occupations with business needs, resulting in highly skilled employees trained to employer specifications.
- A means for employers to set benchmarks and structure that can help determine return on its investment.
- Reduced turnover rates, increased productivity, lower cost of recruitment and increased safety in the workplace.
- A strategic plan to ensure a pipeline of qualified workers to meet the future business needs.



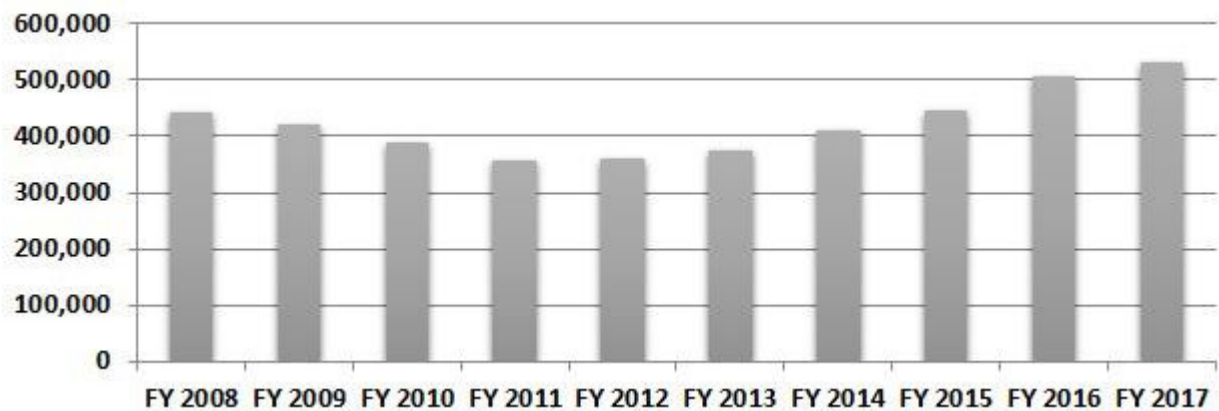
How much interest is there in apprenticeship programs nationally?

Let's look at the stats:

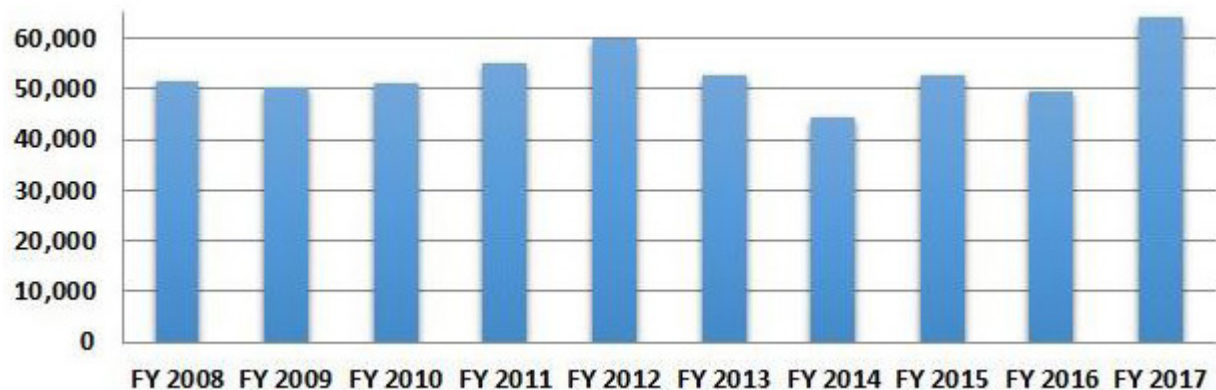
National Total: New Apprentices*



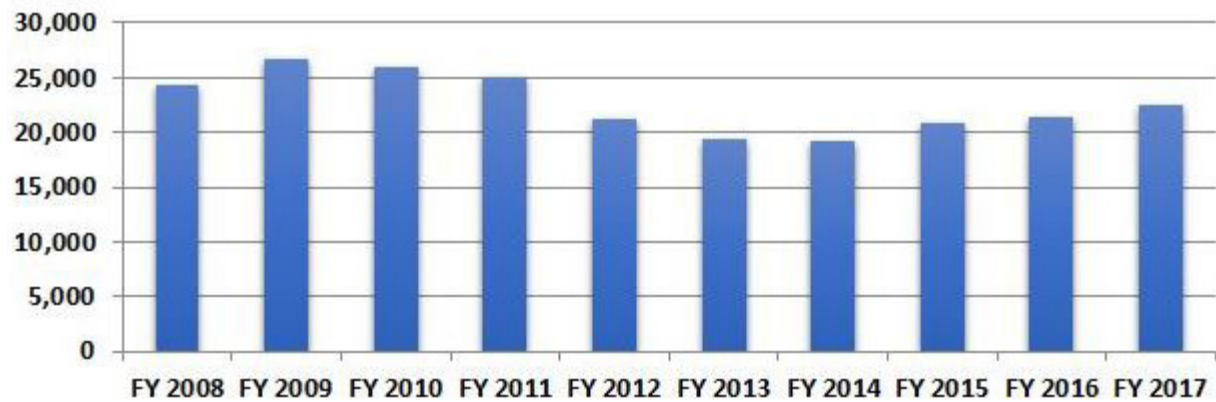
National Total: Active Apprentices*



National Total: Active Completers*



National Total: Active Programs*



*Includes the US Military Apprenticeship Program (USMAP)

And yes, there is interest in New Jersey too!

Status	Nationally	Actual	New Jersey Percentage	Ranking
Active participation	440,036	7,299	1.7%	24
Registered	162,536	2,569	1.6%	24
Completed	45,678	1,188	2.6%	16
Active programs	21,407	727	3.4%	11
New programs	2,529	94	3.7%	10

(Source: U.S. Dept. of Labor, FY17–Based upon data availability)

Specifics to be Mindful of:

- Registered apprenticeship programs typically span one to four years, depending on the occupation. Training guides are available to the employer that identify the length of the apprenticeship, the tasks that need to occur on the job, and a sample of related instruction courses.
- At the end of a registered apprenticeship program, apprentices earn a nationally recognized certificate of completion, signifying that a prescribed number of technical instruction hours has been completed in addition to actual job experience. (BLS)
- In fiscal year 2016, U.S. Department of Labor counted about 500,000 active apprentices in more than 21,000 registered apprenticeship programs across the country.
- New Jersey's participation accounted for about 1.2% of the active apprentices in more than 577 registered apprenticeship programs.
- Apprenticeship's many benefits to businesses include:
 - Improved productivity, profitability, efficiency and proficiency, which increases the company's bottom line. (USDOL)
 - Reduced turnover and liability cost. (USDOL)
 - Development of a highly skilled workforce. (USDOL)
 - Standardized training so all workers receive the same national, industry-endorsed training at all facilities. (USDOL)

Nationally, the Healthcare sector's high-demand apprenticeship occupations include:

Dental assistant

Emergency medical technician

Health care sanitary technician

Nurse aide

Paramedic

Pharmacist assistant

Nationally, the Advanced Manufacturing sector's high-demand apprenticeship occupations include:

Dental CNC set-up programmer — milling and turning

Precision machinist

Industrial maintenance repairer

Mold maker, die casting, and plastic molding plastics fabricator

Tool and die maker