



# APPRENTICESHIP WORKS!

*A Workforce Program for All Ages*

*For residents of any age, skilled apprenticeship positions pay well and offer transferable skills. Even in a volatile job market these jobs offer solid careers.*

## **Q: How does the state's apprenticeship program work?**

**A:** Registered apprenticeship is a premier form of workforce development that combines on-the-job training (OJT) with related classroom instruction. Each year of apprenticeship comprises 2,000 hours of OJT with 144 hours of related instruction. Most apprenticeships take about three to four years (6,000 to 8,000 hours of OJT and 432 to 576 hours of related instruction) to complete, but many can be completed in two years or less.



Sponsors are the employers that take on the responsibility of conducting apprenticeship programs. An apprentice is a person employed with a sponsor receiving skill training under a written agreement that provides specific terms of apprenticeship and employment. This may include wage progression; specific hours of job training processes; and hours and courses of school instruction, which when completed, provide recognition as a qualified professional, technical, craft or trade worker.

The CT Department of Labor (CTDOL) Office of Apprenticeship oversees registered apprenticeships for both state and federal purposes. Skilled staff provides technical assistance, monitoring, and consulting services to qualified employers.

## **Q: Are apprenticeship opportunities limited to just those starting their careers?**

**A:** Apprenticeships are viable for workers from age 16 to those in their '60s. The program is the same for everyone, regardless of age. While the Connecticut Technical High School System (CTHSS) is a great pipeline for pre-apprentices during the day, it also hosts apprentice courses for adults at night and during the day. These courses are designed for those looking at careers that rely on newer technologies. On-line apprentice instruction training is also available for older workers that need to be home after the regular workday to handle family needs.

Older workers bring their work experience and knowledge to apprenticeship, especially those with engineering, mechanical or design backgrounds. A good tool and die maker, for example, must combine creative, designing, problem solving and engineering skills. They must also have understanding of high-level mathematics metallurgy.

People often do not realize that someone who completes an apprenticeship will be underway in a career, have earned over \$100,000 during the apprenticeship, have a nationally-recognized and portable credential, and no student loan debt.

## **INTERESTED?**

Contact the Office of Apprenticeship at **860.263.6085**. General information about registered apprenticeships, including available tax credits can be found on the agency's apprenticeship website at [www.ctapprenticeship.com](http://www.ctapprenticeship.com)



**Q: What types of apprenticeships are available?**

**A:** Many apprenticeships center on the construction and manufacturing trades. Construction apprenticeships, including those such as electricians or plumbers, often lead to professional licensing. Trades in manufacturing include traditional Tool and Die, Machinist, CNC Machinist, Non Destructive Testing, and Quality Assurance/Quality Control.

Any occupation that requires a year of or more of training is apprenticeable. The Labor Department's Office of Apprenticeship Training also works with employers to help customize on-the-job work schedules and related classroom instruction schedules to accommodate companies and their specific processes.

**Q: What is the history of apprenticeship?**

**A:** Apprenticeships have a long tradition in the manufacturing industry. Apprenticeship is a tried and true system, dating even before Paul Revere apprenticed as a silversmith apprentice and Benjamin Franklin as printer for his brother. Paul Revere developed his mechanical skills and became one of the nation's first manufacturers by opening a rolling mill in Canton, MA. One customer for his copper sheets was the U.S. Navy, making him one of the first defense contractors as well. In the modern era, apprenticeship still remains one of the best ways to transfer a skill.

**Q: Are all apprenticeships physically demanding?**

**A:** Any job can amount to hard work. Construction site work or being on a production floor requires physicality, lifting objects or possible climbing. However, many occupations involving apprenticeship are more technical, such as quality control inspector or low-voltage communications. On the other hand, a job requiring some movement can help maintain a healthy lifestyle. For some, the best job is one that allows them to say, "Guess I can skip the gym today!"

**Q: Does entering an apprenticeship mean I must go to school first and forgo an income?**

**A:** Apprenticeship is a program where you "earn while you learn." An apprentice typically works during the day earning a wage and goes to school after work hours. At the CTHSS system, courses are affordable and the sponsor will pay for half the tuition. There are also training programs at the Connecticut Community Colleges that help prepare workers for careers in manufacturing.

**Q: Can I get credit for work I have done in the past or for military training I may have?**

**A:** An apprenticeship is designed to teach a new skill. This can sometimes mean moving within a company to a new occupation or upgrading skills to get a job. Therefore, it is likely that the on-the-job learning portion of an apprenticeship will need to be fully completed. However, credit can be given for any similar classroom training and also for military experience related to the occupation.

**Q: When a person begins an apprenticeship, what are the career benefits?**

**A:** A completed apprenticeship is recognized with a Certificate of Completion issued by the State Apprenticeship Council. Many studies show that skilled apprentices earn more than many college graduates. This certificate is portable throughout the country. Many apprenticeships also qualify a worker to take an exam that leads to a professional trade license.

**Q: Is it difficult for an employer to set up an apprenticeship program?**

**A:** Registered apprenticeship helps employers standardize and deliver cost-effective training programs. The Labor Department's Office of Apprenticeship Training will work with any Connecticut employer interested in setting up a program, including customized training for a specific workplace. Qualified employers can begin conducting the program in a relatively short amount of time.



The Connecticut Department of Labor (or local WIB) is an Affirmative Action/Equal Opportunity employer and equal opportunity program and service provider. Auxiliary aids and services are available upon request to individuals with disabilities.