

# Apprenticeships

## *PROGRAM DESCRIPTION*

The Department of Workforce Services (DWS) partners with the Office of Apprenticeship. Registered Apprenticeship is a formalized, structured training program. It combines on-the-job training that as an employer, you provide your employees, and related technical instruction in which paid employees receive practical and technical training in a highly skilled occupation. Apprenticeship is industry-driven career training. Industry determines the skills that are essential to sustain a quality workforce.

Apprenticeships can last from one to six years (occupation dependent). Most of them average three to four years. During this time, apprentices work and learn under the direction of your experienced journey workers. Over time, apprentices are provided the diversity and complexity of training that leads to becoming highly skilled in their chosen occupations. As they gain skill, they become more productive and profitable, and are compensated through an increase in wages.

When individuals complete a Registered Apprenticeship program, they will possess the skills, knowledge, and experience needed to succeed in their chosen occupation. They will be more profitable for you, the employer. They will also possess a nationally-recognized Certificate of Completion of Apprenticeship from the U.S. Department of Labor.

## *BENEFITS TO PARTICIPATING EMPLOYERS*

- **Recruiting:** Registered Apprenticeship programs aid in recruiting new, better quality of personnel, and often support the activities of your human resources department.
- **Employee loyalty:** Investing in the future of your employees can strengthen their loyalty to your company. Teaching employees new skills and providing incremental raises increase productivity, decrease turnover and save your company money spent on training.
- **Increased quality:** Registered Apprenticeship will help your employees become nationally certified, which will ensure a quality product and knowledgeable employees. You will be better equipped to compete in the market.
- **Business-driven, customizable program:** The Office of Apprenticeship will work with you to create a flexible training program appropriate for your business. As your workforce needs change, we will help you adjust your training curriculum or design a new program if necessary.
- **Opening doors to networking:** Program sponsors of registered apprentices are part of a nationwide network of 250,000 employers in 1,000 occupations. Learn best practices from leading training programs.

## *FOR MORE INFORMATION*

- Find out more about the benefits of the Registered Apprenticeship program at <http://www.doleta.gov/oa/employer.cfm>
- Office of Apprenticeship  
125 S. State Street, Room 2412 • Salt Lake City, UT 84138 • 801-524-5451 • 801-524-5452

**jobs.utah.gov • 1-888-920-WORK**

140 East 300 South • Salt Lake City, Utah 84111

Equal Opportunity Employer/Program • 07-89-0717

Auxiliary aids and services are available upon request to individuals with disabilities. Call 801-526-9240. Individuals with speech or hearing impairments may call the state relay by dialing 711. Spanish Relay Utah: 1-888-346-3162.