



Pre-Apprenticeship and Registered Apprenticeship

A Proven Partnership for Workforce Development

REGISTERED APPRENTICESHIP

- A program that combines on-the-job training (OJT) and related instruction (RI) under a set of Program Standards approved by ApprenticeOhio, which comply with the Ohio Administrative Code.
- Registered Apprentices are a minimum of age sixteen (16) who are employed and training under an Apprenticeship Agreement approved by the Ohio State Apprenticeship Council (OSAC)
- Sponsors create progressive wage scale to incentivize Registered Apprentices and to compensate them according to skill attainment.
- Results in the issuance of a nationally recognized credential to apprentices who complete their Registered Apprenticeship.

Benefits for the INDIVIDUAL

- Quality careers, safe and structured environments.
- Earn college credit, certificates or degrees associated with Related Instruction.
- Potential direct entry into Registered Apprenticeship after completing an OSAC recognized Pre-Apprenticeship.
- Incentivizing wage scale during training.
- A lifetime of improved earnings potential.
- Attainment of a nationally recognized credential from ApprenticeOhio; “The other 4-year degree.”

Benefits for EMPLOYERS

- Gain access to OSAC recognized Pre-Apprentices.
- Gain access to a simple, proven and structured workforce development/training program; added continuity with ApprenticeOhio.
- From day one, grow the skilled trades talent compatible with your operation
- Reduced recruitment costs, reduced turnover, keep and maintain high employee skill standards.
- Get the up-to-date skill sets in your workforce that are needed to expand your operations.
- Inherent cost savings with Registered Apprenticeship, strong initial **returns on investment** (while training).
- Benefit from even more resources when leveraging Pre-Apprenticeship, Community College Group Sponsorship, and grants (if available.)
- Earned employee loyalty from a workforce trained to national industry standards.

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The modern concept of apprenticeships is a “learn and earn” strategy with “work-based learning.”

About ApprenticeOhio:

- Provides service and technical assistance to prospective and existing Registered Apprenticeship Sponsors.
- Ensures quality and safety of apprentice training, growing a strong workforce of tomorrow.
- Promotes the access to and growth of Registered Apprenticeship around the state.

RECOGNIZED PRE-APPRENTICESHIP

- Recognized and formalized under a simple operating plan; approved by the Ohio State Apprenticeship Council (OSAC); and recognized by the Ohio Dept. of Education
- A program that teaches basic technical and job-readiness skills for a designated, apprenticeable occupational sector or industry.
- Prepares participants for future Registered Apprenticeship training.
- Pre-apprenticeship features a classroom and/or lab setting which train to prevailing industry standards.
- May also involve work-site visits, job-shadowing, or other activities outside the program facility which provide exposure to the work environment for the targeted occupation(s).
- The model for pre-apprenticeship training varies depending on the targeted group recruited for training.

Benefits for the INDIVIDUAL/STUDENT

- Safe and structured learning environment.
- Potential for transferrable credit to an institution of higher learning.
- Potential direct entry into Registered Apprenticeship; continued employment post-Pre-Apprenticeship.
- Potential to be paid while learning.
- Valuable work experience, development of soft skills and technical skills to succeed in the workplace.
- Attainment of an industry recognized credential.
- Completion of an OSAC recognized Pre-Apprenticeship is worth up to **12 points** towards high school graduation.

Benefits for EMPLOYERS

- Gain access to large and diverse pools of talent; from school to workforce.
- Leverage a continuous pipeline of motivated, workforce ready individuals.
- Employer training cost savings delivered through Pre-Apprenticeships by public education.
- Capitalize on motivation, good workplace attitudes and work ethic.
- Apply previous OJT and Related Instruction credit towards your apprentice registrations and get fully qualified journey-persons faster
- Benefit from employee loyalty, reduced recruitment costs, and reduced turnover potential.