



**ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT**

APPRENTICESHIP PROGRAM GENERAL INFORMATION

**For information or to register
Call Janet Carter at RADACT 563-9202
Or email at jmcarter@gci.net**

What is a Registered Apprenticeship?

Registered Apprenticeship is a highly flexible training and workforce development model that combines on-the-job learning, related instruction and paid work experience. Unlike a four-year degree program at a university where you pay, apprenticeship pays you while you train for well-paying jobs with promising futures.

Apprenticeship offers unique benefits. Apprentices “earn while they learn,” with a paycheck. As an apprentice’s skill level increases, by learning a trade in both a classroom and on a job site, wages increase progressively.

Apprenticeship connects job seekers looking to obtain new skills and employers looking for trained and qualified workers. The result will be skilled Alaskan workforce – developed with industry driven training – and employers with a competitive edge.

There are five components to typical apprenticeship programs. These include:

❖ Business Involvement

Employers are the foundation of every apprenticeship program. They play an active role in building the program and remain involved every step of the way.

❖ **Structured On-the-Job Training**

Apprenticeships always include an on-the-job training (OJT) component. Apprentices receive hands-on training from an experienced mentor at the job site. OJT focuses on the skills and knowledge an apprentice must learn during the program to be fully proficient on the job. This training is based on behavioral health counselor standards, customized to the needs of the particular employer.

❖ **Related Instruction**

One of the unique aspects of apprenticeships is that they combine on-the-job learning with related instruction on the technical and academic competencies that apply to the job. The related instruction will be provided by RADACT through its three-week academy, on-site training, correspondence and on-line courses.

❖ **Rewards for Skill Gains**

Apprentices receive wages when they begin work, and receive pay increases as they meet benchmarks for skill attainment. This helps reward and motivate apprentices as they advance through their training.

❖ **Nationally-recognized Credential**

Every graduate of a Registered Apprenticeship program receives a nationally-recognized credential. This is a portable credential that signifies to employers that apprentices are fully qualified for the job.

Is an apprenticeship a job?

Yes. Apprentices start working when they enter an apprenticeship, with steady wage increases as they become more proficient.

How does apprenticeship fit into career pathways?

Apprenticeship programs pave the way for career-building, and life-long learning through the attainment of stackable credentials. The foundation of the apprenticeship model is the continual building of skills and the ability for workers to obtain higher levels of employment in the behavioral health field. As a result, use of the apprenticeship model can provide communities with a competitive advantage by establishing a continual pipeline of qualified workers for local employers.

How is apprenticeship different from other types of work-based training?

First, apprentices are hired by employers and receive a paycheck from the first day of work. Wages increase over time as apprentices advance in their knowledge, skills, and abilities.

Apprentices take classes while they are working, combining theoretical and hands-on learning. At the end of the apprenticeship, apprentices earn industry-recognized credentials and in many cases can receive college credits that may lead to an associate or bachelor's degree.

What is Pre-Apprenticeship?

Pre-apprenticeship is designed to prepare individuals to enter and succeed in a Registered Apprenticeship program, and prepare participants to meet the basic qualifications for entry into apprenticeship, through:

- An approved training curriculum based on industry standards,
- Assistance in applying to Registered Apprenticeship programs.

Pre-apprenticeship programs involve formal partnerships with RADACT

Who operates Registered Apprenticeship programs?

Every Registered Apprenticeship program has a “sponsor”. The sponsor is responsible for the overall operation of the program. RADACT is the sponsor for BH apprenticeship program

How long are Registered Apprenticeship programs?

The length of an apprenticeship program is two years. This allows the apprenticeship to complete the requirements for Counselor Technician certification and Level 1 certification through Alaska Commission for Behavioral Health Certification (ACBHC).

What does an apprentice receive upon completion of a Registered Apprenticeship program?

After completion of an apprenticeship program, the apprentice earns a nationally-recognized credential from the U.S. Department of Labor that is portable and stackable. This means that other employers in the behavioral health field will recognize its value and that the apprentice can build on its foundation to further his or her knowledge and education.

It's On-the-Job Learning and Education

The "Earn and Learn" training model of Registered Apprenticeship provides a unique combination of structured learning with on-the-job training from an assigned mentor. Related instruction, or certified training is provided by RADACT through the three-week academy, on-site training, correspondence courses, or on-line courses.

What are the Advantages of Registered Apprenticeship?

For apprentices, benefits include:

- ❖ **Improved skills and competencies** that meet the specific needs of the employer
- ❖ **Incremental wage increases** as their skills improve
- ❖ **On-the-job training** and occupation focused education
- ❖ **Career advancement**
- ❖ **Industry issued, nationally recognized credentials**
- ❖ **Articulation agreements** between certain apprenticeship training programs and 2- and 4-year colleges that create opportunities for college credit and future degrees

For employers, benefits include:

- **Customized training** that results in highly skilled employees trained to employer specifications

- **Increased productivity and knowledge transfer** due to on-the-job learning from an assigned mentor combined with related instruction
- **Enhanced retention** for individuals completing an apprenticeship program
- **A systematic approach to training** that ensures that employees are trained and certified to produce at the highest skill levels required for that occupation
- **The ability to conduct a ready assessment** of where the employer and employee are in terms of the continuous improvement process
- **A proven training model** that allows employers to set the benchmark and the structure that can determine the Return on Investment in training dollars



Apprenticeship**USA**

www.dol.gov/apprenticeship/toolkit/index/htm