



The Alabama Office of Apprenticeship

Registered Apprenticeships (RAs) are workforce training models that combine paid on-the-job training and related instruction. RAs are industry-driven and flexible in design with employers at the foundation of every program. As a State Apprenticeship Agency, the Alabama Office of Apprenticeship (AOA) is committed to expanding the use of these programs to enhance the quality of our workforce and provide individuals with access to education and career advancement opportunities. AOA provides technical assistance to support the creation and growth of Registered Apprenticeship programs across various industries.

5 Core Components of Registered Apprenticeships:

- 1.** Business Involvement
- 2.** Related Instruction
- 3.** On-the-Job Training
- 4.** Rewards for Skill Gains
- 5.** National Occupation Credential

Building Your Registered Apprenticeship Program

Registered Apprenticeships are innovative training programs that have been significantly modernized to match our ever-changing workforce climate and can encompass various industries and participants. Modern apprenticeship programs can be seen in healthcare, IT, and hospitality and include college credit towards an associate degree or bachelor's degree.

Available Occupations

Nationally recognized apprenticeships are available in over 1,000 occupations. In addition, as a State Apprenticeship Agency, the AOA has the flexibility to create specialized state occupations to fit unique employer needs. AOA will work with the Sponsor of the program to develop work processes that define the apprenticeship training, providing consistency and ensuring the integrity of the program. These work processes include On-the-Job Training and Related Instruction.

On-the-Job Training Models:



Steps for Developing a Registered Apprenticeship:

1. Connect with the Alabama Office of Apprenticeship
2. Determine Employer workforce needs
3. Identify specific occupation for apprenticeship
4. Decide on program structure and key partners
5. Build work process
6. Draft Standards
7. Register Apprenticeship

Training Models

There are three training models for Registered Apprenticeship programs:

- 1.) **Time-based models** measure the individual apprentice's skill acquisition through the completion of at least 2,000 hours of on-the-job training as described in a work process schedule.
- 2.) **Competency-based models** measure individual apprentice's skill acquisition through the successful demonstration of acquired skills and knowledge, as verified by the program sponsor.
- 3.) **Hybrid models** measure the individual apprentice's skill acquisition through a combination of specified minimum number of hours of on-the-job training and the successful demonstration of competencies as described in a work process schedule.

Roles

There are three main roles in a Registered Apprenticeship program:

- 1.) **Sponsor** administers the program and oversees its overall operation. A sponsor can be an employer, training provider, or third-party organization.
- 2.) **Employer** ensures proper supervision of On-the-Job Training (OJT), progressive wages for the apprentice, and funding for related instruction.
- 3.) **Related Instruction Provider** delivers the related instruction that complements the OJT.

Next Steps

Registered Apprenticeships are a proven system of workforce training that allows employers to "grow their own" workers, while helping employees learn the skills to be successful on the job. If you are interested in learning more about Registered Apprenticeship programs, please contact the Alabama Office of Apprenticeship or visit alapprentice.org.