



Apprenticeship

RHODE ISLAND

Apprenticeship is structured, on-the-job training combined with related instruction tailored to the specific needs of the employer.

Core Components of Registered Apprenticeship



Employer
Designed & Driven

- ▶ Apprenticeship is structured employment designed and driven by employers
- Classroom instruction is combined with on-the-job learning
- Customized by an employer for its specific needs



Structured
On-the-Job Training

- ▶ A 1-5 year program, depending on the occupation
- Provided at the employer's job site
- Measurable evaluation points, designed by the employer, based on competencies, hours worked, or a combination



Job-Related Education

- ▶ At least 144 hours of education per year, classroom or online
- Education that reinforces skills learned on-the-job, provided by a college, in-house trainer, vendor or combination
- May include college-level learning articulated for college credit



Wage Progression

- ▶ Paid employment starting with first day on the job
- Wages progress from a training wage to full occupational wage in documented steps as the Apprentice gains skills



Valued Credentials

- ▶ Nationally recognized credential issued by the State of RI
- Credential is portable and travels with employee wherever they go



One of Apprenticeship RI's specific strategic goals is promoting greater inclusion and attracting diversity.... We value apprenticeship so much because its benefits are so clear.

**Scott Jenson, Director
RI Department of Labor and Training**



Apprenticeship really has been a great opportunity for us to close the "skills gap." It allows us to take talent development into our own hands by grooming talent through the right combination of education and on-the-job experience. It has reduced turnover and increased employee retention.

Rick Norberg, CEO, Vertikal6

Employers have recognized the value of the apprenticeship model as a key strategy to develop the skilled workforce needed for economic growth in a world of rising skill expectations.

 **Let us Help You**

Amy Weinstein, Employer Liaison
aweinstein@bfri.org | 401 919 5919 x203
ApprenticeshipRI.org

Expanding to New Occupations

Information Technology

Network Engineer
Help Desk Associate

Healthcare & Healthcare Technology

Biomedical Equipment Technician
Clinical Nurse Specialist
Community Health Nurse
Community Health Worker
Healthcare Data Scientist
Licensed Practical Nurse (LPN)
Licensed Alcohol & Drug Counselor
Medical Assistant
Medical Coder
Pharmacy Technician

Manufacturing & Marine Trades

General Manufacturing Worker
CNC Machinist / Programmer
Boat Builder
Composite Tool & Pattern Maker
Electronics Technician
Quality Control Inspector

Other Skilled Occupations

Construction Manager
Graphic Designer
Land Care Technician
Marketing Account Executive
Oyster Farmer Worker
Police Officer



Jim Wilkinson, PhD, President of SeaScape

We have always prided ourselves on the level of training provided to our employees,... Our current training programs have formed the basis for an effective apprenticeship program.



Amilcar Silva, Apprentice Network Engineer, Carousel Industries

Before this, I had done IT work in the Marine Corps. The apprenticeship is my way to get my feet back in the IT world and become a Network Engineer.



Eric Robinson, Director of Operations, CME

Apprenticeship is a game changer for tech-talent acquisition, with it we can close the "skills gap." It allows us to broaden our recruitment strategy and grow our own talent base, groomed exactly as we need them to be through the right combination of education and on-the-job experience.



Renee Vuz, Manager, Women and Infants Hospital

Results are more than anecdotal...the department saw a lower bill hold last quarter...our results show more cross-functional work between coders.

