

# A Powerful Competitive Edge

With thousands of apprentices throughout the state and hundreds of registered programs, Registered Apprenticeships are a proven solution to meet your needs for a highly skilled workforce. It is a cost-effective way to improve your company's profitability and productivity.

## Chartering Career Pathways

Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, mentorship, and a portable credential.

The length of a Registered Apprenticeship program can vary depending on the employer, complexity of the occupation, industry, and the type of program.



### Attaining Competitive Advantage through a Highly Skilled Workforce

Registered Apprenticeships are a proven solution to meet your needs for skilled workers, creating and retaining a pipeline of specialized talent.



**Recruit** - Apprentices can be new hires or a selection of current employees



**Train** - Registered Apprenticeships are an “earn and learn model”, to acquire new skills while on the job



**Retain** - A good way to reward high-performing employees and move them up the career ladder within your business

- Employer driven involvement and engagement
- Custom, on-the-job training (OJT)
- Technical classroom instruction
- National occupational certification

**Learn how to start your program at  
[ApprenticeshipTexas.com](https://ApprenticeshipTexas.com).**

**Or, contact us at  
[ApprenticeshipTexas@twc.texas.gov](mailto:ApprenticeshipTexas@twc.texas.gov)**



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# Benefits for Business



As a key component in closing current demands, Registered Apprenticeships add value to businesses and help decrease retention losses. It improves efforts to match a skilled workforce to careers in high-demand industries. Increased efficiency of production and delivery of products provides a future return on investment.



## **Increase Productivity**

As employees acquire new skills



## **Improve Profitability**

As your bottom line improves and you achieve a positive return on your investment



## **Increase Retention**

As you reduce worker turnover by fostering employee loyalty



## **Improve Efficiency**

As you standardize training for all workers



## **Increase Diversity**

As you bring in new talent and ideas



## **Improve Motivation**

As senior employees mentor entry-level or new employees

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# Sustainable Advantage



**\$** For Every \$1 Invested,  
Realize \$1.47 in Return  
on Investment

**93%**  
Apprenticeship  
Retention

Registered Apprenticeship programs are designed to be flexible and can be integrated into current training and human resources development strategies.



**Full support  
through design and  
application process**



**Facilitate introductions  
to training and  
workforce partners**



**Explore workforce  
assistance that may  
include funding**

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This activity is funded 100% under a \$9,450,000 federal Apprenticeship Expansion grant.

# Key Components

*By choosing to register their programs with the U.S. Department of Labor, employers show prospective job seekers their apprenticeship programs meets national quality standards.*



## Five Key Components of a Registered Apprenticeship

- **Paid Job** - Registered Apprenticeships are competitive wage jobs where apprentices earn and learn.
- **Work-Based Learning** - Structured on-the-job learning using a model that is either time-based, competency-based or a hybrid approach.
- **Mentorship** - Opportunity to develop a program that provides one-to-one support for apprentices.
- **Classroom Learning** - Choose a training partner, such as a community college or online training provider, with classroom instruction often leading to college credit.
- **Credentials** - Upon program completion, apprentices earn a portable, nationally-recognized credential within an industry.

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# Start in Five Easy Steps

## You Can Start an ApprenticeshipTexas Program at Your Company in 5 Simple Steps



### IDENTIFY

Assess key areas  
of opportunity by  
occupation.



### ENLIST

Enlist  
educational  
partners and  
assign internal  
support.



### DESIGN

Decide on a  
program type  
and create the  
plan.



### REGISTER

Apply for  
approval and  
register through  
USDOL.



### LAUNCH

Educate, recruit  
and promote with  
your new  
program.

Spanning more than a thousand occupations, Registered Apprenticeships are available across high-growth industries, from traditional to emerging fields. In addition, the Texas Workforce Commission can guide an efficient approach to the development and application of your Registered Apprenticeship program.

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