



Education for Generation Green

Apprenticeship Information for Students

If you are a student looking for an alternative to a four-year college degree, consider apprenticeship training.

What is Apprenticeship?

Apprenticeship programs offer the best of both worlds - paid work experience and related educational instruction. Apprenticeship is a combination of on-the-job training (OJT) and related classroom instruction under the supervision of a journey-level craft person or trade professional in which workers learn the practical and theoretical aspects of a highly skilled occupation.

Apprenticeship is a structured system of hands-on training designed to teach highly technical skills. It is designed to produce craft workers that are fully competent in all aspects of an occupation, including knowledge, skill and proficiency on the job. An apprenticeship will prepare you to become skilled in all the areas of an occupation, acquiring the necessary knowledge and abilities to perform the job.

With apprenticeship training, there is a written agreement between the apprentice and the employer or apprenticeship program sponsor, approved by and registered with the Department of Labor. This agreement specifies the length of training, related technical instruction, an outline of the skills of the trade to be learned and the wages the apprentice will be paid. After successfully completing the prescribed hours of related classroom instruction and hands-on training, the apprentice will graduate to a highly skilled "journey worker."

The worker's journey-level status provides an additional benefit of nationwide mobility at journey level scale.

Who sponsors apprenticeship programs and how are they regulated?

Apprenticeship programs are sponsored by joint employer and labor groups, individual employers, and/or employer associations. The sponsor of an apprenticeship program plans, administers, and pays for the program. Frequently, organized labor unions also participate jointly with these employer(s) to sponsor apprenticeship programs. Registered apprenticeship, traditionally associated with the trades in construction, precision, craft and repair, is now available in hundreds of occupations.

When program sponsors voluntarily request state approval of their training programs, they also voluntarily choose to come under various state and federal regulations affecting the conduct of their training programs. The approved apprenticeship/training standards set forth the terms and conditions of training. Representatives of Labor and Industries Apprenticeship Section assist program sponsors with local administration of their training programs. Labor and Industries Apprenticeship Section works with approximately 300 program sponsors throughout the state in developing and keeping current their individual apprenticeship/training standards. The

www.lg2lg.com

www.livingtreeco.com



Education for Generation Green

Apprenticeship Section is responsible for the reproduction of all apprenticeship/training standards.

Students can prepare to qualify for an apprenticeship program by working with teachers or counselors to select preparatory courses for an apprenticeship.

What qualifications are needed?

- **Registered apprenticeship in most apprenticeable occupations is open to anyone age 16 or older.** However, individuals must usually be age 18 to be an apprentice in hazardous occupations. About 14 percent of newly registered apprentices are age 21 or younger. More than 360,000 apprentices are currently receiving training nationwide, including 80,000 apprentices in the armed services.
- **Individuals must satisfy the sponsor that they have the ability, aptitude, and education.** With school guidance, you can plan coursework to obtain skills such as mathematics, reading comprehension and science. These courses are necessary for you to be successful in an apprenticeable occupation.
- **Credentials or documentation may be required by the sponsor** along with the completed application form include a transcript of school subjects and grades, proof of age, honorable military discharge (if applicable) and high school diploma or general equivalency certificate "GED" (if applicable). References from all previous employers may be required.
- **In most other cases, a great deal of financial resources** and energy are required to prepare for your career, but in a registered apprenticeship program, you are paid a progressively increasing wage while you learn the occupation.

What makes apprenticeship training different?

Apprenticeship training includes paid on-site training as well as quality related technical instruction. This training teaches the apprentice the knowledge and hands-on skills needed for the job. An apprentice is also taught unique craft skills associated with the occupation through the progression toward journey-worker status.

What types of occupations can be learned?

There is a wide variety of occupations for apprenticeship training. Opportunities are available in the building trades, such as carpenters, plumbers, hvac tech, welder, painter, roofer, and electricians, just to name a few. There are also opportunities that exist outside the construction trades, such as firefighter, machinist, printer, child care development specialist, finance specialist, sign painter, automotive technician, teacher assistant, master craftsman and other professional technical trades.

How long does an apprenticeship last?

Depending upon the occupation, apprenticeship programs can last from one to five years. It is customarily learned in practical way through a structured, systematic program of supervised on-the-job training.

www.lg2lg.com

www.livingtreeco.com



Education for Generation Green

- It is clearly identified and commonly recognized throughout an industry.
- It involves manual, mechanical, or technical skills and knowledge that require a minimum of 2000 hour of on-the-job experience.
- It requires related instructions to supplement the on-the-job training. Such instruction may be given in a classroom, through correspondence courses, self-study, or other means of approved instruction. A minimum of 144 hours for each year of apprenticeship is recommended.

What can I expect to be paid as an apprentice and after completing the program?

Apprenticeship graduates are paid very well. Beginning apprentice wages steadily increase as knowledge and skill increases. An apprentice can expect to receive a raise periodically if his or her progress is satisfactory. The expected wages will be outlined in the agreement between the apprentice and the employer providing the on-the-job training. This agreement will also clarify the length of the training, the related technical instruction and the skills to be learned. Hiring statistics have shown that after completion of apprenticeship programs, journey-worker wages have steadily increased throughout the years.

What will I gain as an apprentice?

Apprentices receive an apprenticeship Certificate of Completion of from the Department of Labor Apprenticeship and Training Bureau after completing an apprenticeship-training program. Many people compare this certificate to a four-year college degree. The certificate confirms the graduate has the professional skills needed to perform successfully in his or her chosen career. Employers readily recognize apprenticeship completion certificates and cards.

If you are considering an apprenticeship

- Remember that an apprenticeship can be as important to your career as a four-year college degree.
- Study many occupations before choosing your profession.
- Plan your coursework to support your professional interests. Talk to school or vocational counselors about your interests and abilities. Talk to parents/guardians, relatives, friends, counselors, teachers or people you know who work in the occupation, about apprenticeship opportunities.
- Search for part-time or summer employment to test your occupational interests.

Qualities of a Successful Apprentice

Good work ethic

Shows up every day, on time, for work and school. Always has back-up day care and transportation plans. Works hard at a steady pace.

Positive attitude

- Listens and learns on the job and in school.

www.lg2lg.com

www.livingtreeco.com



Education for Generation Green

- Works with others as a team to build the project.
- Follows directions of crew leaders regardless of the manner in which they are given. (Directions are often given quickly and may sound angry because the immediacy of the job situation demands it. This is not the time for sensitive feelings.)

Aptitude

- Aptitude for the trade/occupation and some work history (paid or unpaid).
- Has some experience doing construction, production, or other comparable work or transferable skills.
- Has proven potential to be good worker. Any continuous employment or training with a good attendance record can indicate this, even if not related to the trade/occupation.

Physical condition

Some apprenticeships require both physical strength and endurance. In those that do, able to work in a physically demanding environment for extended periods of time in all weather conditions. Can work at heights and in enclosed areas. Is very safety conscious in all work.

Drug free

Drug free and can pass drug/alcohol tests that are given randomly to workers.

Driver's license

Valid Washington State driver's license and good driving record. Has reliable transportation, preferably owns a car. (Companies may send you to another job in the middle of the day and you need to be able to get there. The contractor may need you to drive a company truck.) Also is willing to drive to where the work is, which may be some distance and may not be on a bus line.

English language

Good comprehension of the English language. This includes both verbal and written comprehension for successful learning on the job and in school.

Education

Education required of the trade - usually GED or high school diploma.

Math

Good basic math skills as some trades require geometry or algebra. Some apprenticeships require accurate reading of a tape measure.

Tools

Good basic knowledge of hand and power tools and how to use them safely if going into a trades-related apprenticeship.

Life situation

Stable living situation and a phone. This means managing personal issues such as credit or

www.lg2lg.com

www.livingtreeco.com



Education for Generation Green

relationships so they do not interfere with work or school performance. It also means resolving dependable transportation or childcare issues.

Trade requirements

Meets the minimum requirements for chosen trade.

You are an excellent apprentice candidate if you can meet the above guidelines. Ask your career/employment counselor, community center counselors, or the apprenticeship program for assistance if needed.

Values the System

Values the apprenticeship system as an excellent way to learn skills and develop a career while making a good living wage with benefits.

Enjoys the Work

Chooses a trade that he/she really enjoys and wants to learn. You need to like the work in order to stay with it when times are tough.

Understands the System

It can be a complicated process to become an apprentice. You may have to wait to be interviewed since apprenticeship programs only accept the number of apprentices they can keep working steadily. This is very different from just applying for a job. You need to be both patient and persistent. If a person truly values and understands the system, they won't give up. You may need a survival job until the apprenticeship starts.

Makes a Commitment

Apprenticeship program sponsors invest time and money training apprentices. They want apprentices who will complete their program and stay employed within the industry that has invested time and money into an individual's career training.

Where can I get more information?

Start by contacting your high school or technical college counselor, an employer, employer's organization or union in your area or the Department of Labor Apprenticeship and Training Bureau. The Department of Labor Web site includes a list of apprenticeable trades. The Department of Labor Apprenticeship and Training Bureau registers your state's apprenticeship programs.

www.lg2lg.com

www.livingtreeco.com