

# Apprenticeship Desk Reference

## Frequently Asked Questions of Job Seekers

What is apprenticeship?	An Apprenticeship program is a job. You must be hired by a company that has a Registered Apprenticeship program. It will include related training, on the job learning, a wage schedule and a completion certification.
What is Pre-Apprenticeship?	Pre-apprenticeship is a program to prepare individuals for entry into Register Apprenticeship. Pre-apprenticeships may last from a few weeks to a few months and may or may not include wages or stipend.
Who is Apprenticeship for?	Anyone who wants to learn by doing. Apprentices do not have to have previous experience to be qualified for these roles. They just need to be interested in the work and meet the minimum qualifications. They will learn on the job.
What is the difference between an apprenticeship and an internship?	An apprenticeship is a secure job with wages and benefits as well as mentorship and training. An internship is work experience that can be paid or un-paid.
How long are apprenticeship programs?	Apprenticeships can be anywhere between 1 and 5 years in length.
What industries offer apprenticeships?	Apprenticeships are available in construction, healthcare and human services, financial services, landscaping and gardening, manufacturing, education and more.
How do I find open apprenticeship opportunities?	Approach this as a job search. Available opportunities can be found by visiting <a href="http://Apprenticeship.gov">Apprenticeship.gov</a> and clicking on "Apprenticeship Job Finder" and searching by keyword or location. Or <a href="http://dlt.ri.gov/apprenticeship/opportunities">dlt.ri.gov/apprenticeship/opportunities</a> .  <b>For construction:</b> Most unions have specific times when you can apply to their apprenticeship programs, see their websites for more information.
Are costs associated to apprenticeship?	Coursework may be paid by the employer or the Apprentice. The employer will inform applicants of any responsibility for instructional costs. If you are required to pay for apprenticeship instruction, you may be eligible for financial assistance or other instruction options. Contact Lori Turchetta (contact below).
How much will I get paid?	Starting wages differ by occupation. The apprentice generally starts out at about half the wage of the skilled worker. The apprenticeship contract provides for periodic pay increases.
Do you earn college credit while participating in apprenticeship?	Depends on the program. Most apprenticeship opportunities include on-the-job learning and classroom instruction provided by apprenticeship training centers, technical schools, colleges and universities.
Are there resources for veterans?	Yes! Veterans in apprenticeship may be able to receive a tax-free stipend to offset educational and training expenses. To check your eligibility for veterans education benefits visit <a href="http://vets.gov/education">vets.gov/education</a>
What do I get when I complete the program?	When an apprentice successfully completes, he or she earns a certified portable credential accepted by industries and employers across the U.S.

Please contact Lori Turchetta with any questions regarding Apprenticeship.

Lori Turchetta  
RIDLT Workforce System Apprenticeship Liaison  
[lori.turchetta@dlt.ri.gov](mailto:lori.turchetta@dlt.ri.gov)

## Frequently Asked Questions of Employers

What is apprenticeship?	An Apprenticeship is a job with a commitment to learning and development through on the job education and related coursework. Registered Apprenticeships are registered with the state of Rhode Island DLT Office of Apprenticeship.
What is Pre-Apprenticeship?	Pre-apprenticeship is a program to prepare individuals for entry into Register Apprenticeship. Pre-apprenticeships may last from a few weeks to a few months and may or may not include wages or stipend.
How do I create an Apprenticeship?	Apprenticeship is employer designed and driven. Building Futures & the RIDLT Apprenticeship Office provide free technical assistance with everything from identifying the right occupation to registering the program to helping with program implementation. See contact information below in inquire about creating an apprenticeship program.
What is the difference between an apprenticeship and an internship?	An apprenticeship is a secure job with wages and benefits as well as mentorship and training. An internship is work experience that can be paid or un-paid.
How long are apprenticeship programs?	Apprenticeships can be anywhere between 1 and 5 years in length.
How will apprenticeship help my company?	<ul style="list-style-type: none"> <li>• <b>A systematic approach to training</b> that ensures employees are trained and certified to the highest skill level required for the occupation</li> <li>• <b>Increased knowledge</b> transfer through on-the-job learning from an experienced mentor, combined with education courses to support work-based learning</li> <li>• <b>A stable and reliable pipeline</b> of qualified workers.</li> <li>• <b>Enhanced employee retention:</b> 91% of apprentices that complete an apprenticeship are still employed nine months later</li> </ul>
What occupations are best for apprenticeship?	Any occupation that can be learned in a practical way through a structured program with supervised learning, a commonly recognized throughout an industry, requires related instruction to supplement on the job learning.
What industries offer apprenticeships?	Apprenticeship programs operate in both the public and private sectors in a variety of industries. Employers, associations and labor unions operate apprenticeships. There are over 24,000 apprenticeship programs in the nation and increasing every day.
Are their costs to apprenticeship?	Employers must pay apprentice wages in accordance with federal law and pay them progressively as outlined by the wage schedule created as part of the apprenticeship. Coursework may be paid by the employer or the apprentice.
<b>Funding to support apprentices?</b>	Yes! Customized Training Contracts (also known as OJT contracts) can reimburse up to 75% of the training costs for new hires up for six months for candidates that need skill upgrades.
Funding to support programs?	Yes! Non-Trade Apprenticeship Incentive Program offers a reimbursement of up to \$5000 per employer per 12 month period from the Governor's Workforce Board for non-trade apprenticeship expenses after the probationary period.
Are there benefits for veterans?	Yes! Veterans Education Benefits can support Registered Apprentices. Employers can apply for their program to be added to the list of qualified education providers shared with veterans.

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