



Registered Apprenticeship

What is Registered Apprenticeship?

- An “earn while you learn” model to prepare workers for careers.
 - Tuition-Free School
 - Paid Job
- A person is recognized as a registered apprentice when they enter into a formal agreement with their employer, who is a sponsor with the Delaware Department of Labor.
- The registered apprentice receives a combination of both classroom/related technical instruction and on-the-job training. On-the-job training is completed by one of your skilled employees who serves as a mentor to the apprentice (sample work process available).
- Typically, an apprentice works during the day and attends school at night.

Delaware Registered Apprenticeship

Q de.gov/apprenticeship



5 Core Components



Employer Involvement Is Integral

Employer is the foundation for the RA program and must be directly involved and provider of OJT



Structured On-the-Job Training with Mentoring

Minimum of 2,000 hours
Structured and Supervised



Related Training and Instruction

144 hours recommended per year
Parallel | Front-loaded | Segmented Options



Rewards for Skill Gains

Increases in skills brings about
increases in earnings



National Occupational Credential

Nationally recognized credential showing job proficiency Sponsor certifies individual is fully competent for career



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Each program has scheduled wage increases for the apprentice;
Apprentices receive Journey person's papers at the end of their program commonly referred to as the "other 4 year degree";

As a registered apprentice, the tuition to the selected Vo-Tech school is waived. There is a registration fee the apprentice will be responsible for paying.

There are ratio requirements for each occupation. For example, one mentor to one apprentice.

In Delaware, there are:

- 1,400 Registered Apprentices (RA)
- 360 employer sponsors with at least one RA
- Over 20 Occupations with a program
- Top 5 Occupations:
 - Electrician
 - Plumbers & Pipefitters
 - Heating Ventilation and Air Conditioning
 - Sheet Metal Workers
 - Construction Laborers

Occupation	Avg. Entry Wage	Avg. Exp. Wage
Electrician	\$38,896	\$71,302
Plumbers & Pipefitters	\$40,310	\$69,472
HVAC	\$39,353	\$57,491
Carpentry	\$33,820	\$56,660
Construction Laborer	\$25,916	\$38,875



Apprenticeships in Delaware

Occupation	New Castle County (New Castle County Vo-Tech)	Kent County (PolyTech)	Sussex County (Sussex Tech)
Auto Mechanic	X	X	X
Auto Mechanic (Diesel)		X	
Carpentry	X		
Construction Laborer	X		
Early Learning Specialist (Childcare)			X
Electrician	X	X	X
Electronic Systems Technician	X	X	
Heavy Equipment Operator	X		
HVAC	X	X	X
Maintenance Mechanic	X*	X**	
Iron Worker	X		
Machinist	X		
Plumbing	X	X	X
Pipe Fitting	X		
Pipe Welding	X		
Sheet Metal	X		
Sprinkler Fitter	X		
Welding	X	X	X
Marine Mechanic			X
Millwright	X		

The above programs are only the programs offered at the State's Adult Division of the Technical Schools. If you are not sponsored by an employer yet, you may begin taking the classes in the trade you are interested in. These do not represent all Registered Apprenticeship programs. For a full list, visit our website to browse by Occupation or County.

Benefits of Apprenticeship

- ✓ Build valuable skills
- ✓ Gain higher wages as an Apprentice
- ✓ Receive National Credential
- ✓ Advance your career in growing fields
- ✓ Tuition-Free Education
- ✓ Receive your State of Delaware Journeyman papers upon completion.

\$300,000 more is earned on average by apprentices during their careers than workers who did not apprentice.

USDOL, ApprenticeshipUSA Toolkit (2016)



As an Apprentice

Monday-Friday: Work during the day

Mondays and Wednesdays: Attend night class from 6-9.



Apprenticeship Process

Employer fills out a Sponsor Application and returns it to the Office of Apprenticeship (OA).

OA reviews the Application and creates the Standards of Apprenticeship. The Employer reviews and signs.
At this point the Employer becomes a Registered Sponsor.

The Apprentice Agreement is signed between the Employer, Apprentice, and OA.
At this point the employee becomes a Registered Apprentice.

The Apprentice or Sponsors provides the Apprenticeship Agreement to the local Vo-Tech Adult Education Division to register for tuition-waived courses.

The Apprentice or Sponsor pays the registration fee

The Apprentice works and attends course instruction.



I'm Interested, Now What?

- **Determine an occupation that matches you!**
Our website has a list of occupations that are currently supported by Registered Apprenticeship.
- **Find employment!**
 - Find a current sponsor on our website and contact them to see if they are hiring!
 - Create a jobseeker account today with DJL:
 - joblink.delaware.gov
- **Take classes!** There are night classes you can take, even if you aren't sponsored yet. Call your local Vo-Tech to find out!





CONTACT US

apprenticeship@delaware.gov

302-761-8328

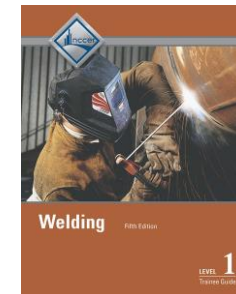
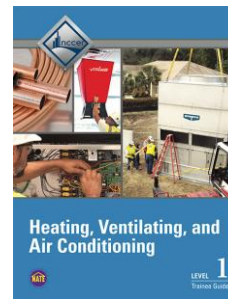
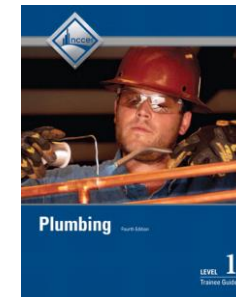
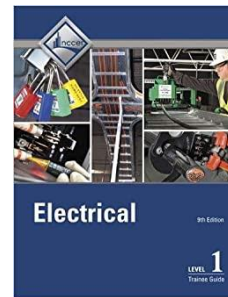


Related Training Instruction

Delaware Vo-Tech Schools

Related Training Instruction

- The registered apprentice receives a combination of both classroom/related technical instruction and on-the-job training.
- The RTI is the foundational theory associated with each respective trade.
- Students learn trade theory at night and apply hands on skills during the day.

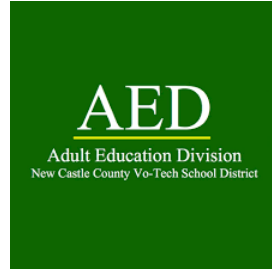
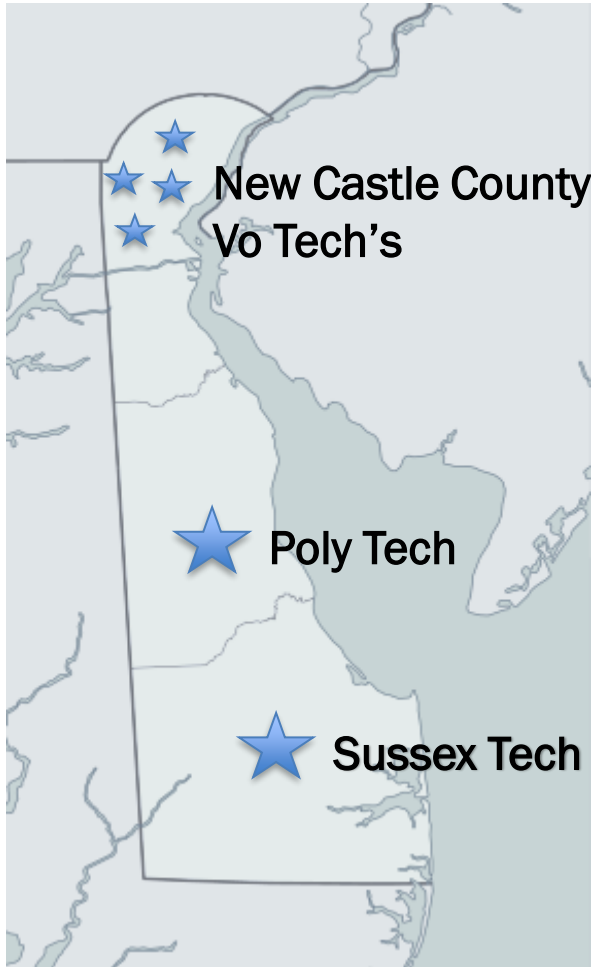


Related Training Instruction

- The RTI is delivered by each county's Vo-tech school adult education division.
- The instructors are industry experts. Most work in the field during the day and teach at night.
- Our curriculum is nationally recognized, accredited, and used across the country.



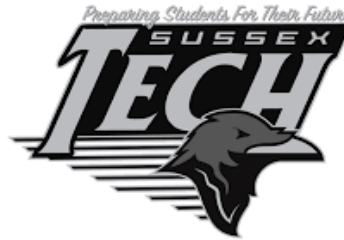
Apprenticeship RTI Locations



Mark Wilson
302-683-3642



Jeremy McEntire
302-697-4545



Mike Hague
302-856-9035



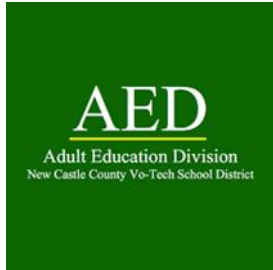
REGISTRATION

- Begins July 1st
- Call to register
- Visit the website & register online
- Seats fill quickly
- Registration fee
- Very affordable



DELAWARE REGISTERED
APPRENTICESHIP
TRAIN. BUILD. MASTER.

Vo-Tech Websites



www.nccvtadulthoodeducation.com



www.polytechworks.com



www.sussexvt.org