



# BUILD YOUR WORKFORCE

WITH REGISTERED APPRENTICESHIP PROGRAMS



## Registered Apprenticeship By The Numbers



**1,500**  
Registered Apprentices



**370+**  
Registered Sponsors



**20+**  
Occupations with a program



**16**  
Minimum Age



**26**  
Average Apprenticeship Age



**4**  
Average Length of a program

## Stay Connected | Be a sponsor today!

302-761-8328

[apprenticeship@delaware.gov](mailto:apprenticeship@delaware.gov)

[de.gov/apprenticeship](http://de.gov/apprenticeship)

@DelawareDET

@DelawareDET

@delawaredoldet



## About

Registered Apprenticeship is a combination of **on-the-job training (OJT)** and **related classroom or lab instruction**. OJT is delivered under the supervision of a trade professional (highly-skilled staff).

## Get Started

### Complete Sponsor Application Form

Download application: [de.gov/apprenticeship](https://de.gov/apprenticeship)

## Programs

Delaware Registered Apprenticeship programs include the traditional trades, as well as expanding apprenticeship programs in the following: auto, culinary, child care, IT, healthcare and beyond

## Employer Benefits



Customized Training



Increased Knowledge



Enhanced Employee Retention



Safer Workplace



Pipeline of Talented Workers



Education Approach to Training

## Wages

Registered Apprentices earn competitive wages, a paycheck from the first day of employment and incremental raises as skill levels increase. Registered Apprentices receive wages when they begin work, and receive pay increases as they meet benchmarks for skill attainment. This helps reward and motivate apprentices as they advance through their training.

## Business & Partner Roles

### Delaware Department of Labor (DOL)

#### The Office of Apprenticeship & Training (OAT)

- Register programs in U.S. DOL database, RAPIDS.
- Provide nationally-recognized credentials.
- Promote the development of new programs through marketing and technical assistance.
- Assure that all programs provide high-quality training and produces skilled, competent workers.

## Business Services

OAT can connect employers with a Business Services Representative by county for all of your general workforce needs — such as posting jobs, screening for candidates, referrals, Delaware JobLink support, and more. **Visit [de.gov/detbusinessservices](https://de.gov/detbusinessservices).**

## Registered Sponsors (Employers)

Employers drive the design of an apprenticeship program. An individual business or a consortium of businesses often serve as the sponsor of an Apprenticeship. Sponsors make significant investments to design and execute Apprenticeship programs, provide jobs to apprentices, oversee training development, and provide hands-on learning and technical instruction for apprentices. There cannot be an apprenticeship without an employer, which is why employers play an indispensable role in Registered Apprenticeship Programs in Delaware. The Apprentice or Sponsor 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- prices vary at each location.

## Typical Sponsors

- Individual Businesses
- Industry Associations
- Labor Management organizations
- Government Entities
- Community-based organizations

## Educators

Delaware local vocational schools in the Adult Education Divisions provide training in classrooms and lab areas.

- New Castle County Vo-Tech: (302) 683-3652
- Polytech: (302) 697-4545
- Sussex Tech: (302) 856-9035

## Apprentices

The apprentice is expected to complete at least 144 hours of related instruction per year and depending upon the program, is required to complete 2,000-8,000 hours of OJT with their employer. Typically, an apprentice works during the day and attends school at night.

## Veterans

Registered Apprenticeships are beneficial to both transitioning service members and veterans and employers. Civilian apprenticeship programs offer advanced standing or provide credit hours for, military

training and experience. Any service member can pursue a skill unrelated to their military training and experience. For more information about Registered Apprenticeship for veterans and active service members in the Armed Forces, visit **[apprenticeship.gov/service-members-and-veterans](https://apprenticeship.gov/service-members-and-veterans)**.

## Rapids

By the end of 2020, OAT will be moving from the current Management Information System to a more user-friendly platform, called RAPIDS—developed by USDOL. The benefits of moving to RAPIDS include:

- **Sponsor access**—provides Sponsor control of their account enabling you to enter Apprentice information allowing more timely registration of apprentices, accuracy of information, etc.
- **Minimizing paper**—reduces paper with sensitive information and more environmentally friendly.

If you are a current sponsor, your Apprenticeship Representative will reach out to you and assist you in navigating the system while the transition continues throughout 2020.

## Stay Informed

Get the latest news and updates. Sign-up for quarterly newsletters at [de.gov/deapprenticeshipnewsletter](https://de.gov/deapprenticeshipnewsletter) for news and updates, events, sponsor highlights, and more!

## Resources

- Delaware Department of Labor **[dol.delaware.gov](https://dol.delaware.gov)**
- Delaware JobLink **[de.gov/joblink](https://de.gov/joblink)**
- Employer Services **[de.gov/detbusinessservices](https://de.gov/detbusinessservices)**
- Industry Projections **[de.gov/doldetprojections](https://de.gov/doldetprojections)**
- Delaware Statistics & Labor Market **[lmi.delawareworks.com](https://lmi.delawareworks.com)**

## Popular Delaware Apprentice Occupations

 **Electrician**

 **Carpentry**

 **Plumbers & Pipefitters**

 **Construction Laborer**

 **HVAC**

 **Auto Technician**