Registered Apprenticeship Myths

- 1. Apprenticeships are only for trades people
- People are better off going to college
- 3. Apprenticeships are only for people who did not do well in school
- There is no support from businesses
- Apprenticeships do not lead to full time work

Employer Benefits

- Highly-Skilled Employees
- Reduced Turnover Costs
- **Higher Productivity**
- More Diverse Workforce
- Test Apprenticeship Applicants During the Selection Process
- Register All Apprentices
- **Deliver Certificates Upon** Completion of Apprenticeships

Apprentice Benefits

- Increased Skills
- Higher Wages
- National Credential
- Career Advancement

Registered Apprenticeship Program

- Proven Workforce Solution
- Customized Training
- Return on Investment \$1.47 for every \$1.00
- 94% retention rate after completion of program
- Industry driven Standards

What are the

Components of

Registered

Apprenticeship?

Business Involvement

Employers are the foundation of every Registered Apprenticeship program.

Structured On-The-Job **Training**

Apprentices receive

Related Instruction

Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, apprenticeship training schools, provided online or at the job site.

Rewards for Skill Gains

Apprentices receive increases in wages as they gain higher level skills.

Occupational

Credential Apprenticeship

National

programs result in a nationally recognized

a 100% guarentee to employers that apprentices are fully qualified

for the

How Apprenticeship and Pre-Apprenticeship Work Together

US DOL Registered Apprenticeship Program must be registered in

TN first!

Registered Apprenticeship **Program**

- 1. Full-time employment
- Long-term employment
- Training Hours Defined

Application Requirements for Pre-Apprenticeship

- 1. Applicant Information
- 2. Cost Information
- Commitment to non-discrimination in Training
- 4. Hands-On Training
- 5. Credential Earned
- Sustainability
- MOU

Apprentice and Employer **Benefits**

- 1. Reduces Cost of Training
- **Reduces Time of Training**
- Quality Talent Pipeline of **Employees**
- 4. Employer only required to Interview pre-apprentice.





Apprenticeship Tennessee

Shalondria Shaw State Apprenticeship Director 731-202-6027 Shalondria.Shaw@tn.gov www.ApprenticeshipTN.com

Autumn Derrick State Apprenticeship Deputy Director / East TN Apprenticeship Director 423-331-8360 Autumn.Derrick@tn.gov www.ApprenticeshipTN.com

Vacant Middle TN Apprenticeship Director

Vacant
West TN Apprenticeship Director

Steffany S. Daniel Apprenticeship Specialist 615-626-3595 steffany.s.daniel@tn.gov www.ApprenticeshipTN.com

LeAnn Blevins
Grants Program Manager
615-633-8084
LeAnn.Blevins@tn.gov
www.ApprenticeshipTN.com

Lynn Kirby
Apprenticeship Compliance Officer
615-330-1631
Lynn.Kirby@tn.gov
www.ApprenticeshipTN.com



