HOW DOES AN EMPLOYER BENEFIT FROM APPRENTICESHIP?

“Apprenticeship really has been a great opportunity for us to close the ‘skills gap’. It allows us to take talent development into our own hands by grooming talent through the right combination of education and on-the-job experience. It has reduced turnover and increased employee retention.”

Rick Norberg, CEO, Vertikal6
Warwick, RI
What are the core components of a Registered Apprentice program?

**Employer designed & driven:**
- Apprenticeship is structured employment designed and driven by employers
- Classroom instruction is combined with on-the-job learning
- Customized by an employer for its specific needs

**Structured on the job training:**
- A 1-5 year program, depending on the occupation
- Provided at the employer’s job site
- Measurable evaluation points, designed by the employer, based on competencies, hours worked, or a combination

**Job related education:**
- At least 144 hours of education per year, classroom or online
- Education that reinforces skills learned on the job, provided by an industry association, college, in-house trainer, vendor or combination
- May include college-level learning articulated for college credit

**Wage progression:**
- Paid employment starting with first day on the job
- Wages progress from an entry wage to full occupational wage in documented steps as the apprentice gains skills

**Valued credentials:**
- Nationally recognized credential issued by the State of Rhode Island
- Credential is transferable with employee wherever they go

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The RI Nursery and Landscape Association, in conjunction with Real Jobs Rhode Island and Apprenticeship RI, piloted and registered the first in the nation Registered Apprenticeship program for different occupations within agriculture and plant-based industry.