

BUILD YOUR BRAND, EXPAND YOUR TALENT PIPELINE:

Converting Your Internships into a Registered Professional Apprenticeship

Does your organization have an internship or externship program for college students? By upgrading your internship Program, you will tap into a new and more diverse talent pool, expanding your incoming talent pipeline by lining up work-ready graduates upon program completion.

Converting your internship or externship program into a Registered Professional Apprenticeship/ Entrepreneurial Program delivers more value to both you and the students you hire.

INTERNSHIPS VS. REGISTERED PROFESSIONAL APPRENTICESHIPS

Registered Professional Apprenticeship/Entrepreneurial Programs are a proven, structured model for developing a skilled workforce.

Registered
Professional
Internship Apprenticeship

		Apprenticeship
Provides paid work experience	Maybe	Yes
On-the-job training (OJT) is directly related to what a student is studying	Maybe	Yes
Includes intentional mentoring by an experienced professional	Maybe	Yes
Can receive college credit	Maybe	Yes
Requires classroom instruction/college courses as part of the program	No	Yes
Ensures that students gain skills and knowledge for a specific job	No	Yes
Results in at least one nationally-recognized, portable credential or certification	No	Yes
More than 90 percent of participants become full-time employees upon program completion	No	Yes

Registered Professional Apprenticeship Program Roles



THE EMPLOYER

- Communicates occupational needs
- Works with college and Registered Apprenticeship intermediary or USDOL to determine program occupation, length, minimum qualifications, etc.
- Provides input on Registered Apprenticeship related courses and curriculum.
- · May be the program sponsor.
- Selects and hires student/apprentices, typically starting the summer after their sophomore or junior year.
- Provides on-the-job training (OJT) under a mentor's supervision during work.
- Creates paid OJT schedule for apprentice(s) over summers, holidays and/or during the school year.
- May choose to offer the student a full-time job after graduation and completion of the Registered Apprenticeship program



THE COLLEGE

- Works with local employers to identify in-demand occupations aligned with current college programs.
- (RTI) for student apprentices through coursework.
- Provides employer with pipeline of qualified, interested students for Registered Apprenticeship position interviews and markets program to students.
- May be the program sponsor.



THE STUDENT

- Applies for a paid Registered
 Apprenticeship Program typically during their sophomore or junior year.
- Is selected and hired as an apprentice, starting paid OJT typically the summer afte their sophomore or junior year.
- Continues taking college courses during academic year toward related technical instruction requirement; works as an apprentice for employer during summer holiday breaks and/or during the school year on a part-time basis.
- Graduates and continues as apprentice for remaining paid OJT until program completion.
- Earns academic certificate or degree (from college), national occupational credential (from USDOL), and potential full-time employment after program completion

BENEFITS

While a Registered Professional Apprenticeship/Entrepreneurial Program empowers college students with valuable, paid workplace experience, it also provides your organization with numerous tangible benefits:



Pipeline Expansion: It gives you the opportunity to build a steady pipeline of young, qualified and competent talent. Once a Registered Apprentice completes the program, you are not required to hire them as a full-time employee. However, you will likely want to. You will have experienced a unique opportunity to watch their performance, introduce them to your company's culture and values, and determine their potential for long-term advancement within your company.



Brand Awareness: Having a Registered Apprenticeship Program also sets you apart as an employer of choice. Providing an opportunity that provides hands-on workplace training and professional experience while integrating college students' academic careers will naturally increase your brand value among jobseekers.



ROI: It can also provide long-term return on investment (ROI). While 92% of all apprentices are retained by employers as permanent full-time employees (FTEs) upon program completion, only 55% of interns are offered FTE positions; of those hired, 91% of apprentices remain with their employer for more than a year following their hire compared to only 62% of interns.



Partnerships and Support: Having a Registered Apprenticeship Program often provides companies with significant benefits including new community-based workforce and educational partners (for recruiting, education and support services), and even financial support (through tax credits and/or state job training funding).

