

# APPRENTICESHIP PAYS

## The **COMMUNITY** benefits from Apprenticeship because:

- The apprentice is earning a wage and hence becomes a taxpayer directly supporting the local community.
- Consumers are assured of high quality goods and services when these are produced by properly trained and proficient journeymen.
- Apprenticeship provides avenues for upward mobility which allow workers to become contributing members of the community with an interest in its economic future.
- The Apprenticeship system can meet the needs of unskilled workers for training.
- Apprenticeship assures a means for passing on skills and knowledge from one generation to the next.

## The **APPRENTICE** benefits by:

- Earning a living while in training for a career.
- Receiving regular pay increases as job skills increase.
- Receiving formalized training on-the-job under the supervision of a qualified worker in all processes necessary to become skilled in the occupation.
- Receiving classroom or related instruction which supplements on-the-job training with necessary theoretical knowledge.
- Acquiring a skill which will enable the apprentice to compete more effectively in the labor market.
- Receiving V.A. benefits in addition to wages if the apprentice is an eligible veteran.

## The **EMPLOYER** benefits by:

- Instilling loyalty in employees by demonstrating interest in providing training.
- Reducing labor turnover and absenteeism through employee motivation to learn new job skills.
- Lowering cost by increased productivity as employees become more skilled on-the-job. Paying wages on a graduated scale in proportion to the increasing skills and abilities of the apprentice.
- Developing a reservoir of skilled workers, many of whom are potential supervisors or managers.
- Providing a more flexible workforce because of greater employee skills.
- Creating customer satisfaction generated by quality of workmanship.
- Participating in a program which has proven successful in implementing affirmative action for minorities and women.
- Receiving recognition as a supporter of State and National efforts to train young people in skills necessary to become contributing members of society.



# Apprenticeship Pays

**APPRENTICESHIP  
PAYS**

**THE COMMUNITY**  
support

**THE WORKER**  
a start

**THE EMPLOYER**  
an investment

## California Apprenticeship

as created by the Shelley-Maloney Apprentice Labor Standards Act of 1939 approved training standards covering wages, length of training, skills to be learned, supplemental instruction, and working conditions. The Division of Apprenticeship Standards (DAS) also provides consultative services for each apprenticeship program sponsor; promotes and develops training standards in occupations and industries under equal employment laws and regulations; and approves on-the-job training for veterans and others.

The Division works with employers to establish apprenticeship training programs. Apprenticeship is a time tested workforce development model that combines classroom instruction and on-the-job training to meet the business world's workforce demands. Apprenticeship is a practical tool for businesses and has applications that span all industries that require skilled workers.

Apprenticeship can be a single employer, an association of employers, or a jointly administered program by labor and management.

See how apprenticeship pays.



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