

Employer Responsibilities

The employer is responsible for providing the training as outlined by the training agreement. The company or program sponsor must have adequate space, equipment, instructional material, and qualified personnel to provide satisfactory training. Records must be kept to show the progress made by the apprentices toward their job objectives.

Selecting Apprentices

Apprentices are employees. As such, they must meet the employer's minimum qualifications. Employers set the standard, and can choose to award credit for prior education and experience to potential candidates. This flexibility enables employers to be in control of the apprentice selection process.

Employer may choose to train as many apprentices as their business will allow, as long as they continue to meet the ratio of skilled workers to apprentices that has been established by DAS. This ratio, is designed to ensure the safety of the apprentices.

Wage Progression

Apprentices start at a percentage of the skilled worker's wage and receive increases at regular intervals. Most programs are from 1 to 4 years.



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WORKFORCE BOARD**

1213 Purchase Street, 2nd Floor
New Bedford, MA 02740
508-979-1504 x121

For further information contact
DebbieH@mhgnb.com
or
Matt@mhgnb.com



Registered Apprenticeship For Employers

**Building a Skilled Workforce
in the 21st Century**



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Apprentice Training Information for Employers

Having skilled workers is critical to the success of any business. As we progress in the 21st century, this need will become even more critical. By participating in registered apprenticeship, employers can build a dynamic, self-empowered workforce that will lead their business into the future.

What is Apprenticeship Training?

Apprentice Training is a combination of on-the-job training and related instructions (schooling) which has been approved by the Commonwealth of Massachusetts' Division of Apprentice Standards (DAS). DAS can help the employer and the apprentice to set up approved standards of apprenticeship.



Benefits of Registered Apprenticeship

Registered Apprenticeship is a formalized, structured training program combining on-the-job training and related technical instruction in which paid employees receive practical and technical training in highly skilled occupations. Apprenticeship is industry-driven career training. Individual industries determine the skills that are essential to sustain the quality of their workforce.

In order to remain competitive in the global economy, U.S. companies must embrace a philosophy of continuous improvement. Institutionalizing apprentice training in your organization can help you retain your competitive edge in the face of continuously evolving training needs and technology.

Over 950 occupations are apprenticeable; here are a few examples:

- CNC Machine Operator
- Quality Control Technician
- Medical Assistant
- Solar Technician
- Banking Occupations
- Maritime Occupations
- And more...



Related Instruction

Instruction approved by the DAS and the program sponsor and taught by an approved instructor. Instructors must be competent in their trade or occupation. The instructional content must be reasonably consistent with the latest trade practices, improvements, and technical advances. A sponsor must review related technical instruction annually to ensure that it is relevant and current. A minimum of 150 hours is required per year.

