



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*

Frequently Asked Questions

What is a Registered Apprenticeship?

Apprenticeship is structured employment (on-the-job learning) combined with job-related classroom instruction, designed and driven by employers, to create an “earn while you learn” pathway.

How does Registered Apprenticeship differ from internship?

An internship is temporary “work” experience, often unpaid or without established expectations. A Registered Apprenticeship is paid employment that leads to a career.

What are the benefits of an Apprenticeship for an employer?

- Addresses shortage of qualified employees
- Ensures consistency in industry standards, training and professional development
- Enhances skills of employees
- Develops career pathways
- Retains the best people for the job, providing tangible return on investment
- Offers monetary incentives through state workforce development funds

The RI Nursery and Landscape Association, in conjunction with RealJobs Rhode Island and Apprenticeship RI, is developing and piloting a nationally recognized Registered Apprenticeship program for different occupations within agriculture and plant-based industry.

What are the core components of a Registered Apprenticeship 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

