

A Powerful Competitive Edge

With thousands of apprentices throughout the state and hundreds of registered programs, Registered Apprenticeships are a proven solution to meet your needs for a highly skilled workforce. It is a cost-effective way to improve your company's profitability and productivity.

Chartering Career Pathways

Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, mentorship, and a portable credential.

The length of a Registered Apprenticeship program can vary depending on the employer, complexity of the occupation, industry, and the type of program.



Attaining Competitive Advantage through a Highly Skilled Workforce

Registered Apprenticeships are a proven solution to meet your needs for skilled workers, creating and retaining a pipeline of specialized talent.



Recruit - Apprentices can be new hires or a selection of current employees



Train - Registered Apprenticeships are an "earn and learn model", to acquire new skills while on the job



Retain - A good way to reward high-performing employees and move them up the career ladder within your business

- Employer driven involvement and engagement
- Custom, on-the-job training (OJT)
- Technical classroom instruction
- National occupational certification

Learn how to start your program at ApprenticeshipTexas.com.

Or, contact us at ApprenticeshipTexas@twc.texas.gov



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Benefits for Business



As a key component in closing current demands, Registered Apprenticeships add value to businesses and help decrease retention losses. It improves efforts to match a skilled workforce to careers in high-demand industries. Increased efficiency of production and delivery of products provides a future return on investment.

“The apprenticeship approach for building a pipeline of talent provides Texas employers with yet another choice, and those who choose to embrace this model, contribute every day to the success story that is the Texas economy.” - TWC Commissioner Representing Employers Aaron Demerson.



Increase Productivity

As employees acquire new skills



Improve Profitability

As your bottom line improves and you achieve a positive return on your investment



Increase Retention

As you reduce worker turnover by fostering employee loyalty



Improve Efficiency

As you standardize training for all workers



Increase Diversity

As you bring in new talent and ideas



Improve Motivation

As senior employees mentor entry-level or new employees

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Sustainable Advantage



\$ For Every \$1 Invested,
Realize \$1.47 in Return
on Investment

93%
Apprenticeship
Retention

“Apprenticeships are a customizable training and education strategy to benefit workers and their employers. The skills gained during work-based learning put these apprentices on the cutting edge of technology in their career field and allow them to earn while they learn.” -TWC Commissioner Representing Labor Alberto Treviño, III

Registered Apprenticeship programs are designed to be flexible and can be integrated into current training and human resources development strategies.



**Full support
through design and
application process**



**Facilitate introductions
to training and
workforce partners**



**Explore workforce
assistance that may
include funding**

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This project is wholly funded with Federal workforce development funds.

Key Components

By choosing to register their programs with the U.S. Department of Labor, employers show prospective job seekers their apprenticeship programs meets national quality standards.



“TWC’s apprenticeship training programs help job seekers learn key trades and gain industry certifications while providing employers access to a highly trained workforce with the specialized skills their businesses need to thrive. Apprenticeship programs are an important tool TWC is using to close the middle skills gap in Texas. I want to applaud the businesses and workers who have embraced apprenticeships in the Lone Star State.”
- TWC Chairman Bryan Daniel

Five Key Components of a Registered Apprenticeship

- **Paid Job** - Registered Apprenticeships are competitive wage jobs where apprentices earn and learn.
- **Work-Based Learning** - Structured on-the-job learning using a model that is either time-based, competency-based or a hybrid approach.
- **Mentorship** - Opportunity to develop a program that provides one-to-one support for apprentices.
- **Classroom Learning** - Choose a training partner, such as a community college or online training provider, with classroom instruction often leading to college credit.
- **Credentials** - Upon program completion, apprentices earn a portable, nationally-recognized credential within an industry.

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Start in Five Easy Steps

You Can Start an ApprenticeshipTexas Program at Your Company in 5 Simple Steps



IDENTIFY

Assess key areas of opportunity by occupation.



ENLIST

Enlist educational partners and assign internal support.



DESIGN

Decide on a program type and create the plan.



REGISTER

Apply for approval and register through USDOL.



LAUNCH

Educate, recruit and promote with your new program.

Spanning more than a thousand occupations, Registered Apprenticeships are available across high-growth industries, from traditional to emerging fields. In addition, the Texas Workforce Commission can guide an efficient approach to the development and application of your Registered Apprenticeship program.

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