California Division of Apprenticeship Standards

Apprenticeship: Employer benefits, roles & responsibilities

BENEFITS FOR EMPLOYERS

productivity

Industry knows best what it needs—when an apprenticeship program is developed, the curriculum is guided by that need.

Apprenticeship instills loyalty in employees that pays dividends through high retention rates.

Apprenticeship creates a diverse, flexible pool of employees who have the specific skills needed in the workplace.

Apprenticeship increases productivity because employees in a structured training program are motivated to achieve.

Apprenticeship connects employers with public education facilities for related classroom instruction.

According to research, for every dollar invested in an apprentice, the apprentice brings in $1.40 in revenue — a 40 percent return on investment. *(Canada, 2006)*

The cost of not training individuals is much higher.

WHAT ARE THE EMPLOYER'S RESPONSIBILITIES?

diversity

It's the employer's responsibility to:

- Select apprentices on the basis of qualifications alone, through fair and impartial procedures applied uniformly to all applicants. *(California Code of Regulations, Title 8, Chapter 2)*
- Provide reasonably continuous employment to all apprentices employed.

ON-THE-JOB TRAINING

A DAS consultant works with the employer to determine standards, work processes, and wage schedules.

flexibility

Employers must:

- Provide diversified work training under competent trainers.
- Include safety training in their program, and first aid training either in the related classroom instruction or otherwise.
- Provide training to prevent illegal discrimination and sexual harassment.

RELATED CLASSROOM INSTRUCTION

A DAS consultant can help the employer secure an agreement with the local community college or adult education agency to develop curriculum based on employer-specified learning goals.

Classes may be held at the employer's facility using the employer's equipment, and/or at the school—and the employer can help select the instructors.

An employer can provide related instruction not offered at the local school, and may receive state funds for providing educational services, equipment or facilities.

OPERATING AN APPRENTICESHIP PROGRAM

loyalty

Employers must:

- Ensure that the program represents the interests of the apprentice as well as the employer.
- Maintain records of each apprentice's training, related instruction and progress.
- File a copy of each apprentice agreement with the Division of Apprenticeship Standards.
- Grant apprentices credit for previous experience.
- Use DAS consultant as a resource for labor issues to ensure compliance with labor law.