



The Community of Apprenticeships

"The Community You Build May Be Your Own"

Related Instructions (RI)

Apprenticeship programs use the term: related instruction (RI), but don't let that frighten you. Employers may refer to RI as an onboarding process. Apprenticeship sponsors simply create a pathway for skill development that already exist through related instructions.

Rewards For Skill Gains

Employers call it merit increases, workers say, 'I need a raise,' and both are really speaking the same language. Reward for skill gains simply provide a structured merit and incentive system for employees to stay with their employer.

The Value of Apprenticeship

Carpenter's Daughter Apprenticeship Programs

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Trying to build the right talent for your company: we are speaking the same language.....LET'S TALK.

The Value of Apprenticeship

Apprenticeship models relate directly to the hiring and employee management systems that employers currently use. Answer the following question for your company and **relate** your answer to **how apprenticeship programs improve your current hiring, training, and retention methods.**

- What is the process for hiring new employees? What do these new employees need to learn?
- Apprenticeship programs outlines assessment tools for new employees through related instruction courses. Sponsor apprenticeship programs have taken skills assessment for the talent you are looking for and have prepared related instruction standards and guidelines through the Department of Labor (DOL) to help reduce the training dollars companies spend for researching training material.
- How do employees earn merit raises? Who guides them through the process?
- Apprenticeship reward for skill gains translates into merit raises. The employees start at a specific rate outlined by the DOL, Sponsor Apprenticeship, and employer through an agreement. The raise is incremental based on skill gains in the program. Companies training cost are offset by recruiting savings, lowering initial wages, and reduced turnover. The process ties them to clearly articulated skill and competency levels. Recorded wages are verified proof that they participated in the on-the-job learning with a journeymen worker.
- Are there any type of skill reward systems at your organization other than a monetary raise?
- Apprenticeships are National Occupational Credential and are certified through the DOL. Workers who have completed apprenticeship programs can use portable credentials as a part of their work portfolio. The curriculums being utilized in the construction related trades are primarily administered by National Center for Construction and Education Research (NCCER) and are portable credentials.
- What if we are not a construction company?
- The Department of Labor has developed related instructions and agreements for over 1,000 different types of apprenticeships. The process for developing the right apprenticeship for your organization can be easily developed through the Carpenter's Daughter Apprenticeship Programs.

Let's build the right talent for your company: we are speaking the same language.....LET'S TALK.