

# PENN COLLEGE® ■ Professional Development



## APPRENTICESHIPS

**Apprenticeships are a proven way to meet the increasing demand for a highly-skilled workforce.**

Companies may choose a delivery model that works best for them: remote delivery, on-site, at Penn College, or in portable labs. This customizable model is flexible enough to meet the demands of nearly any company in any industry. In order to address the challenges faced by manufacturers due to the skills gap, apprenticeships have been increasingly stressed by employers and policy makers. Penn College provides flexible, innovative approaches to the Related Instruction component of programs, yielding the highest caliber of training with minimal disruptions to work flow. And with numerous options for employees to pursue degrees in nearly any apprenticeship related field, the benefits to employees are extensive.



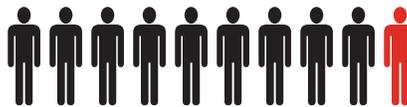
**1349**

DOL approved  
apprenticeship  
occupations



**1.5**

**DOLLARS RECEIVED**  
for every one dollar employers  
spend on apprenticeship programs



**9 OUT OF 10**

apprentices are employed after  
completing their apprenticeship program



**2000 REQUIRED OJT HOURS**

per year of apprenticeship



**144  
HOURS**

per year of Related Training  
Instruction received by  
each apprentice

**ADDITIONAL DOLLARS EARNED IN A LIFETIME**



**300,000**

workers who complete apprenticeship programs compared to their peers who don't.

## There are five essential components of apprenticeship programs.

### Business Involvement

As the program owners and builders, businesses are key stakeholders. They often work together through consortia or associations to share costs.

### On-the-Job Training

Mentors train apprentices through hands-on instruction in the workplace.

### Related Instruction

Companies collaborate with training partners to provide instruction on the technical competencies outlined for the program.

### Skills Gain Incentives

Wage increases and promotional opportunities are tied to specific benchmarks as apprentices advance through the program.

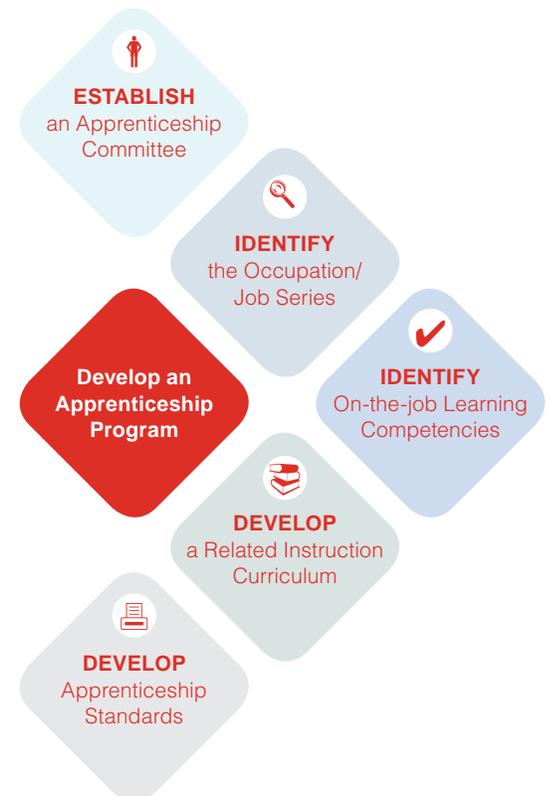
### Nationally Recognized Credential

Registered apprenticeship programs are tied to industry credentials that demonstrates job readiness.

## Consider a Consortium

Many companies exploring the possibility of apprenticeship programs incorrectly assume they require large numbers of employees in a given occupational category in order to proceed. The reality is that many companies beginning apprenticeships start with fewer than a dozen apprentices. They are members of the growing number of consortia that leverage the power of combined grouping to make apprenticeship formation easier and more affordable. Penn College has considerable expertise in consortium training with curriculum and delivery models specifically designed for group delivery.

- Train multiple locations simultaneously
- Save money through shared cost
- Reduce travel expense with Penn College's iris delivery
- Minimize administrative burdens



**Penn College is approved by the PA Department of Labor & Industry as a sponsor of apprenticeship programs.**

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