PENNSYLVANIA 
COLLEGE OF
TECHNOLOGY

#### APPRENTICE ROLES

#### & EXPECTATIONS

FREQUENTLY ASKED QUESTIONS

WORKFORCE DEVELOPMENT

# WHY DOES MY EMPLOYER WANT ME TO ENROLL IN AN APPRENTICESHIP?

An apprenticeship is an investment made by your employer not only in helping you attain more skills to do your job well, but also, in building a workforce that is more productive, efficient, and sustainable. Your employer is demonstrating they value you as a highly-trained team member.

### WHY SHOULD I TAKE AN APPRENTICESHIP SERIOUSLY?

There are many benefits to participating in apprenticeship: wage progression for the additional training you receive; career path to advanced positions with greater responsibility; contributing to a team environment where you become a team leader and mentor; and earning journey worker papers that recognizes you as a skilled master in your field.

## WHAT IS A REGISTERED APPRENTICESHIP?

Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce. Apprentices benefit from classroom sessions and paid work experience that result in a portable, nationally-recognized credential — referred to as journey worker papers. An apprenticeship is officially registered when it meets the standards for registration defined by either a State Apprenticeship Agency or the U.S. Department of Labor.

#### WHY DO I HAVE TO ATTEND A CLASS?

While training on the job is one piece of apprenticeship, related technical instruction that occurs in a class setting accomplishes many things. Classroom learning from industry experts fills in historical and theoretical concepts of why and how specific skills are applied in the work environment. The class sessions help you develop critical thinking and problem-solving skills for when you are on the job.

### AM I BEING GRADED? WILL THERE BE TESTS?

Many of us develop test anxiety or worry about a grade; however, there are no grades for your participation in apprenticeship. The only test may be an assessment test given at the beginning of an instructional module so the instructor understands the knowledge you already have about certain technical concepts going into the related instruction. In addition, you may take an assessment at the end of an instructional module in order to earn an industry-recognized credential. Your performance on these assessments does not affect your standing in the apprenticeship or your employment.

# WHAT HAPPENS IF I MISS AN INSTRUCTIONAL SESSION?

All technical instruction sessions are recorded and available through the Learning Management System (LMS). You may view them on your own time. You will be given instructions for finding the video recording in the LMS during the orientation session of your apprenticeship or ask any apprenticeship instructor.

### WHAT IS MY ROLE AS AN APPRENTICE?

Your main role as an apprentice is to be receptive to learning new technical skills so that you can perform your job and contribute to the business goals of your employer. For the full apprenticeship experience, you should attend all classroom sessions, be on time and productive at your job, and develop a relationship with your mentor(s).

#### WHAT IS MY ROLE AS A MENTOR?

Apprenticeship mentors are experienced and knowledgeable individuals who have committed to helping apprentices learn new skills on the job. Often referred to as a journey worker, the mentor serves as a teacher for helping you become competent in your job, a guide for your development as a member of the team, and a resource to discuss challenges or problems when they occur. Mentors are charged with overseeing the apprentice's training while they are on the job.

#### DOES AN APPRENTICESHIP LEAD TO A PENN COLLEGE DEGREE?

Apprenticeship in itself is not a Penn College degree because it is a training program designed to meet employers' specific needs. However, any apprentice who completes at least two years of a Registered Apprenticeship may enroll in the Apprenticeship Technology program which awards an Associate of Applied Science Degree. Upon matriculation, the apprentice may earn up to 39 tuition-free credits toward the degree. The remaining 22 credits may be taken on-campus or online as advised by a Penn College faculty member.