



CareerSource
RESEARCH COAST

Apprenticeships are a proven solution for businesses to recruit, train and retain highly skilled workers. Through apprenticeships, job seekers earn wages while learning workplace skills, working toward a career and avoiding student loan debt.

THE FIVE KEY COMPONENTS:

To ensure Registered Apprenticeships are high-quality and meet the needs of both employers and apprentices, programs must have these elements:

1. **Business Involvement:** Employers are the foundation of every apprenticeship program.
2. **Structured On-The-Job Training:** Apprentices receive training from an experienced mentor.
3. **Technical Instruction:** Online, at the job site, classroom based or a combination.
4. **Wage Increases:** Apprentices receive increases in wages with demonstrated gains in skills and knowledge.
5. **Certificate of Apprenticeship Completion:** Industry-recognized credential certifying apprentices are qualified for the job.

FLORIDA'S KEY SECTORS:

- Advanced Manufacturing
- Construction
- Healthcare
- Information Technology
- Hospitality
- Trade & Logistics

FOR BUSINESSES:

Preparing your business for tomorrow means finding the skilled team you need today. Registered Apprenticeships provide the opportunity to custom train a ready workforce to better prepare for future needs and growth. Apprentices earn while they learn, gaining skills that enhance your bottom line.



Once established, apprenticeship programs **reduce turnover rates, increase productivity, lower the cost of recruitment and increase safety** in the workplace or job site.



For every dollar spent on Registered Apprenticeships, employers see an **average return on investment of \$1.50**.



97% of participating employers recommend Registered Apprenticeship as a training model.

FOR POTENTIAL APPRENTICES:

Whether you are a recent high school graduate or are looking to switch careers, a Registered Apprenticeship program may be just what you need. You'll earn a wage that increases with your experience and work for an employer who is committed to your success, all while incurring no college or training debt.



The average starting wage for an apprentice is **\$15.00 per hour**.



91% of apprentices who complete an apprenticeship **are still employed nine months later**.



On average, Registered Apprentices earn nearly **2.5 times their counterparts within nine years** and about **\$300,000 more over the course of their career**.

Apprentice Florida provides businesses, including targeted industries of Information Technology, Advanced Manufacturing, Healthcare, Hospitality, Trade and Logistics and Construction, with information and resources to help establish or expand a Registered Apprenticeship program. Successful apprenticeships are collaborative and include businesses, industry associations, educational institutions, the CareerSource Florida network and community organizations. These partnerships identify resources needed, design the apprenticeship program and recruit apprentices.

HOW FLORIDA COMPARES:

5 Largest (Population) States in the US - Snapshot FY 2018¹

State Name	Active Apprentices	New Apprentices	Graduates	Active Programs	New Programs
1. California (39M)	89,949	34,303	12,584	2,984	149
2. Texas (28M)	17,767	6,463	2,157	454	43
3. Florida (21M)	12,207	5,233	1,500	221	22
4. New York (20M)	18,337	3,638	3,026	790	99
5. Illinois (13M)	15,905	5,639	2,201	445	38

Southeastern Region - Snapshot FY 2018¹

State Name	Active Apprentices	New Apprentices	Graduates	Active Programs	New Programs
1. Florida (21M)	12,207	5,233	1,500	221	22
2. Georgia (11M)	8,529	3,290	877	144	16
3. Virginia (9M)	11,971	3,666	1,943	2,000	354
4. Tennessee (7M)	5,590	1,956	730	359	14
5. Alabama (5M)	4,130	1,596	464	131	15
6. South Carolina (5M)	20,763	7,042	2,158	1,054	148
7. Mississippi (3M)	2,293	944	266	89	7

APPRENTICE FLORIDA MOMENTUM:

Registered Apprenticeships in Florida 2014 – 2018¹

State of Florida (Fiscal Year)	2014	2015	2016	2017	2018
Active Apprentices	7,395	7,883	9,558	12,621	12,207
New Apprentices	3,856	3,915	4,844	5,299	5,233
Graduates	1,198	1,202	1,029	1,343	1,500
Active Programs	222	205	201	206	221
New Programs	3	8	7	11	22

Nationally, more than 150,000 businesses have adopted apprenticeships. In Florida, more than 4,500 employers including CVS/Caremark Pharmacy, PGT Windows, Lockheed Martin and The Hartford participate in Registered Apprenticeships. **Your business could be next!**

SOURCE:

¹ U.S. Department of Labor Employment and Training Administration Office of Apprenticeship