

# Forging Futures for Today's Pioneer

## *Registered Apprenticeships*



COLORADO  
APPRENTICESHIP  
HUB

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# What is an Apprenticeship?

A hands-on training program that employers use to grow and keep skilled talent.



# Registered Apprenticeship

Approved by the U.S. Dept. of Labor or a  
State Apprenticeship Agency (SAA) -- AppCO

- Designed by U.S. employers to build a strong, skilled workforce
- Combines paid, on-the-job experience with “classroom” learning
- Leads to nationally recognized industry credentials
- Offers flexible program models: Time-Based, Competency-Based, or Hybrid



# What's the difference?

## **Internship:**

- Informal; may or may not include training
- Temporary in nature (a few weeks to a few months) and may be paid or unpaid

## **Apprenticeship (*non-“registered”*):**

- Employer developed; no formal oversight.
- May or may not result in a professional credential.

## **Registered Apprenticeship:**

- Paid, On-The-Job Learning (OJL) with progressive wage increases
- Has supported Related Instruction
- Nationally recognized and transferrable credential

# Why Employers Choose Registered Apprenticeship

- **Solve hiring challenges:** develop skilled workers, reduce turnover
- **Leverage their team:** experienced employees can mentor, build a talent pipeline
- **Strong ROI:** \$1.44 ROI per \$1 invested, apprentices contribute while earning
- **Plan for the future:** 93% retention rate after completion, grow a loyal team
  - \*Incumbent workers are excellent apprentice candidates
- **Industry approved, structured training:** proven model, flexible to business needs

# Setting the Record Straight

- Apprenticeships exist beyond the trades, including: healthcare, IT, childcare, education, manufacturing, and more.
- Many programs completed in just 1-2 years
- Paperwork is simplified with support and ready-to-use templates.
- Apprenticeships work for small businesses, not just large employers
- Training is hands-on and directly tied to real jobs



### **Paid Job**

Apprentices are paid employees who produce high-quality work while they learn skills that enhance their employers' needs.

**Each apprentice receives a minimum of one interim wage progression**



### **Related Instruction (RI)**

Improve job-related skills through education in a classroom setting (virtual or in-person).

**Recommended 144 hours per year**



### **On the Job Learning**

**(OJL)** Develop skilled workers through structured learning in a work setting.

**Minimum of 2,000 hours**



### **Mentorship**

Provides apprentices with the support of a skilled worker to assist and enhance critical hands-on learning.

# Registered Apprenticeship Programs (RAP)

## Core Components



## 3 Key Roles Within Registered Apprenticeships



### Employer

- ❑ Hire, train, and pay through On-the-Job Learning (OJL)
- ❑ Provides mentorship and skill development
- ❑ May also serve as Sponsor



### Sponsor

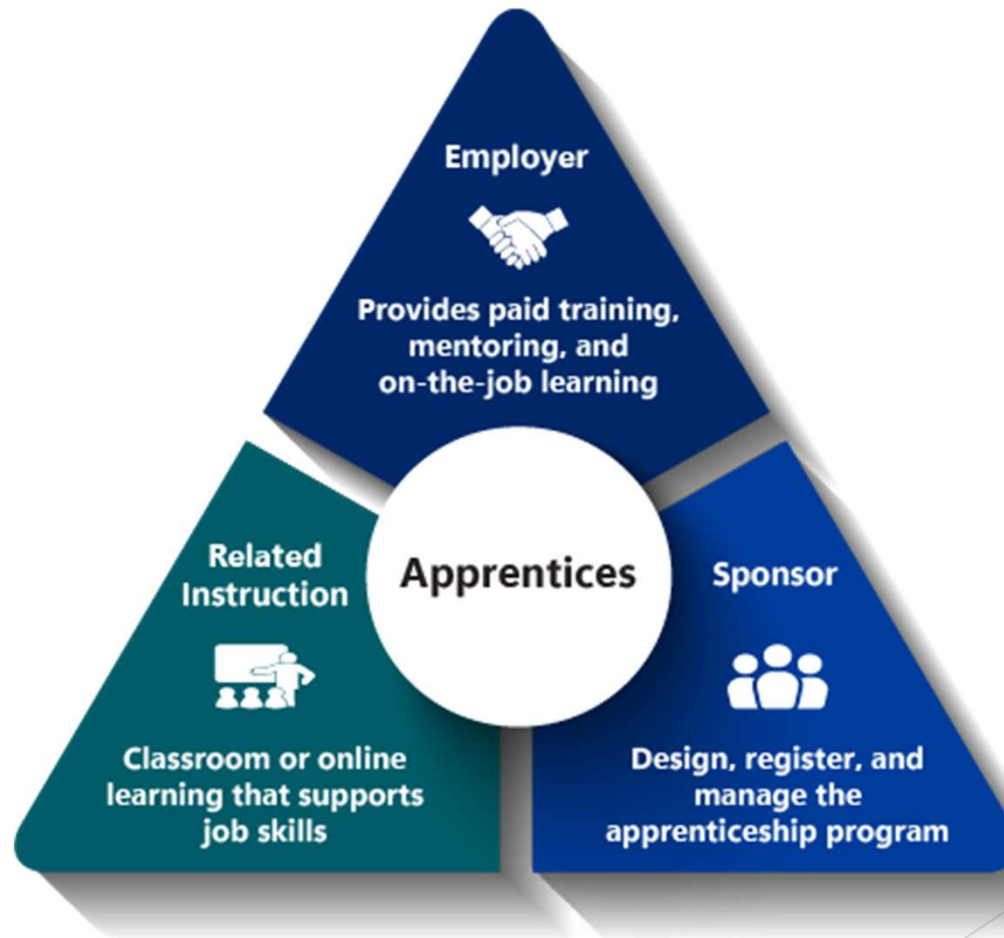
- ❑ “Owner” of the program
- ❑ Registration and Admin. through ***Apprenticeship Colorado***
- ❑ Can be an employer, school, non-profit, or other organization



### Related Technical Instruction (RTI) Provider

- ❑ Delivered via classroom or online
- ❑ Supports technical and academic training
- ❑ Can be a college, high school, or other approved training center

## Three Critical Roles for Success



# Registered Apprenticeship In Action

## Medical Secretary

(ONET Code: 43-6013 / RAPIDS Code: 0751)

- Competency-based(CB)
    - 2000 hours of OJL
    - 251 hours of Related Instruction (*initial training is RI front-loaded*)
  - Employer: Rangely Hospital
  - Sponsor and RTI provider: Colorado Northwestern Community College
- 



## Apprentice Recruiting Message: “From Application to Certification”

- Apply, Interview, and earn your spot
- Train on the job while studying at CNCC
- Finish strong – take the exam and get certified



# CMU Tech - APPRENTICESHIPS

## REGISTERED APPRENTICESHIP PROGRAMS (RAP)

- Early Childhood Education
- Culinary
- Information Technology
- Medical Assistant Clinic
- Medical Assistant Hospital
- Online Medical Assistant with Mobile Learning Lab
- Automotive/Diesel Mechanic



# MEDICAL ASSISTANT PROGRAM

ONLINE OR IN-PERSON  
4,000 HOUR PROGRAM  
559 HOURS RELATED  
INSTRUCTION  
(HOSPITAL OR CLINIC  
SETTING)



# EARLY CHILDHOOD EDUCATION

ONLINE OR IN-PERSON  
2,000 HOUR PROGRAM  
190 HOURS RELATED  
INSTRUCTION



Office of Apprenticeship  
U.S. Department of Labor

### Work Process Schedule

<b>Automotive Technician Specialist (Alternate Title: Light-weight Vehicle Mech)</b>	
<b>Job Description:</b> Diagnose, adjust, repair, or overhaul automotive vehicles.	
<b>RAPIDS Code:</b> 1034HY	<b>O*NET Code:</b> 49-3023.00
<b>Estimated Program Length:</b>	
<b>Apprenticeship Type:</b> <input type="checkbox"/> Competency-Based <input type="checkbox"/> Time-Based <input checked="" type="checkbox"/> Hybrid	

### Suggested On-the-Job Learning Outline

Inspect vehicles to determine overall condition.	Approximate Hours	
A. Inspect vehicles for damage and record findings so that necessary repairs can be made.		
<b>Total Hours</b>	-	
Record information about parts, materials or repair procedures.	Approximate Hours	
A. Inspect vehicles for damage and record findings so that necessary repairs can be made.		
<b>Total Hours</b>	-	
Operate transportation equipment to demonstrate function or malfunction.	Approximate Hours	
A. Test drive vehicles and test components and systems, using equipment such as infrared engine analyzers, compression gauges, and computerized diagnostic devices.		
<b>Total Hours</b>	-	
Adjust equipment to ensure optimal performance.	Approximate Hours	
A. Test and adjust repaired systems to meet manufacturers' performance specifications.		
<b>Total Hours</b>	-	

Plan work procedures.	Approximate Hours	
A. Plan work procedures, using charts, technical manuals, and experience.	-	
<b>Total Hours</b>	-	
Service vehicles to maintain functionality.	Approximate Hours	
A. Perform routine and scheduled maintenance services, such as oil changes, lubrications, and tune-ups.	-	
<b>Total Hours</b>	-	
Service green vehicles to make repairs or maintain good working order.	Approximate Hours	
A. Change spark plugs, fuel filters, air filters, and batteries in hybrid electric vehicles.	-	
B. Diagnose and replace or repair engine management systems or related sensors for flexible fuel vehicles (FFVs) with ignition timing, fuel rate, alcohol concentration, or air-to-fuel ratio malfunctions.	-	
<b>Total Hours</b>	-	
Repair worn, damaged, or defective mechanical parts.	Approximate Hours	
A. Repair and service air conditioning, heating, engine cooling, and electrical systems.	-	
Occupation: Automotive Service Technicians and Mechanics		
B. Overhaul or replace carburetors, blowers, generators, distributors, starters, and pumps.	-	
C. Repair or rebuild transmissions.	-	
<b>Total Hours</b>	-	
Disassemble equipment to inspect for deficiencies.	Approximate Hours	
A. Disassemble units and inspect parts for wear, using micrometers, calipers, and gauges.	-	
<b>Total Hours</b>	-	

Install vehicle parts or accessories.	Approximate Hours	
A. Install, adjust, or repair hydraulic or electromagnetic automatic lift mechanisms used to raise and lower automobile windows, seats, and tops.		-
B. Retrofit vehicle fuel systems with aftermarket products, such as vapor transfer devices, evaporation control devices, swirlers, lean burn devices, and friction reduction devices, to enhance combustion and fuel efficiency.		-
<b>Total Hours</b>	<b>Total OJL Hours:</b> - -	



Suggested Related Instruction Outline

<b>Provider</b>	
<b>Name:</b>	
<b>Address:</b>	
<b>Email:</b>	<b>Phone Number:</b>
<b>Suggested Related Instruction Hours: XXX</b>	

\*If related course number data are available, information displayed includes the Classification of Instructional Programs (CIP) code that best represents the field of study, course, or program. CIP provides a taxonomic scheme that supports the accurate tracking and reporting of educational programs. CIP is developed and maintained by the U.S. Department of Education.

*CIP Code	Course Title	Contact Hours
15.0807	Motorsports Engineering Technology/Technician	
47.0600	Vehicle Maintenance and Repair Technology/Technician, General	
47.0612	Vehicle Emissions Inspection and Maintenance Technology/Technician	
47.0613	Medium/Heavy Vehicle and Truck Technology/Technician	
47.0614	Alternative Fuel Vehicle Technology/Technician	
47.0604	Automobile/Automotive Mechanics Technology/Technician	
47.0617	High Performance and Custom Engine Technician/Mechanic	
15.0803	Automotive Engineering Technology/Technician	
<b>Total</b>		

Occupation: Automotive Service Technicians and Mechanics

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# Resources to Support Registered Apprenticeship

## Colorado Apprenticeship Hub

### No-Cost Support for Apprenticeships

- Learn what apprenticeships are
- Get help starting a program, or joining one that already exists
- See examples to guide you
- Connections to the right people to get your program going
- Support through every step
- Options to find workers, RTI funding, and possible tax credits



### Your CO Apprenticeship Hub Consultant for the Western Slope



Marcus Weathersby

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# Apprenticeship Hub / Apprenticeship CO

<b>Colorado Apprenticeship Hub</b> <i>(Hosted by Arapahoe/Douglas Works!)</i>	<b>Apprenticeship Colorado (AppCo)</b> <b>Office of the Future of Work</b> <b>(CDLE)</b>
Works directly with local employers and partners	Oversees and registers programs statewide
Helps start and grow apprenticeship programs	Sets program standards and rules
Provides hands-on support and funding guidance	Maintains official apprenticeship records



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**OFW** The Office of the Future of Work  
**Apprenticeship Colorado**

# Resources, Continued...

## Explore Apprenticeship Opportunities at

**\*[Apprenticeship.gov/apprenticeship-occupations](https://www.apprenticeship.gov/apprenticeship-occupations)\***

### Why Use It?

- Quickly identify occupations and apprenticeship models that align with specific business, or regional workforce needs.

### What You Can Do on the Site



#### **Browse by Occupation or Industry**

See apprenticeship options in healthcare, construction, IT, manufacturing, and more.



#### **View Sample Program Standards**

Download example work processes, training outlines, and RAP structures.



#### **Apprenticeship CO ([apprenticeship.Colorado.gov](https://www.apprenticeship.Colorado.gov)):**

**Find RA Programs by industry, location, or job type**

# Resources, Continued...



## Qualified Apprenticeship Intermediaries – AppCo

Apprenticeship Colorado (CDLE) has recognized **46** (as of 8/4/25) Qualified Apprenticeship Intermediaries (QAI) to help grow strong career pathways and connect new talent with in-demand jobs across the state.

### Western Slope Apprenticeship Partners

#### Current Qualified Intermediaries:

- Arapahoe/Douglas Works! (Apprenticeship Hub)
- Mesa County Workforce Center
- Grand Junction Area Chamber of Commerce
- Western CO Area Health Education Center (WC AHEC)
- Colorado Rural Workforce Consortium

■ *We're always looking to grow this network — especially with partners who bring industry-specific expertise or deep community connections.*

# Cost Offset Opportunities

## Programs to help reduce employer and apprentice costs in Colorado:

### State Tax Credits

- *HB22-1439*: New & emerging industries – Up to \$12,600/year per apprentice
- *Enterprise Zone/Enhanced Rural EZ* – i.e. Up to \$2,000/year per apprentice; 12% for job training costs

### Workforce System Support (WIOA)

- Partial wage reimbursements (if available)
- Training costs: tuition, tools, support services
  - *Contact your local workforce center for available options*

### Colorado Apprenticeship Incentive (CAI) Grant

- Coming Soon 2025 via CO Apprenticeship Hub – Awards up to \$150k to support program development or expansion expenses

Up-to-date listing at [apprenticeship.colorado.gov/resources/apprenticeship-funding-opportunities](https://apprenticeship.colorado.gov/resources/apprenticeship-funding-opportunities)

# Next Step...Connect!

## CO Apprenticeship Hub Consultant

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