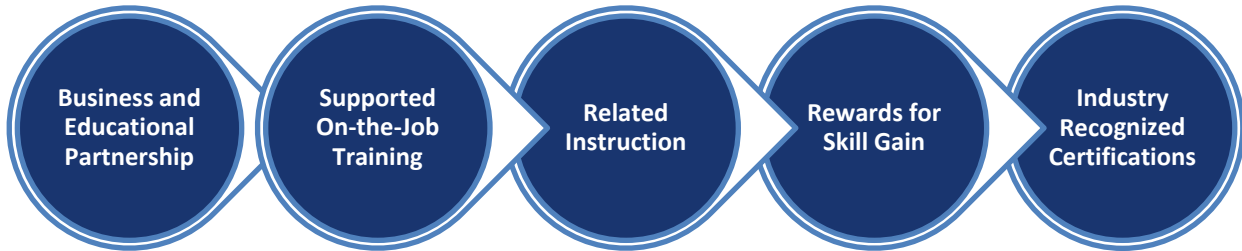




The Indiana Office of Work-Based Learning and Apprenticeship (OWBLA) connects Hoosiers and Hoosier Employers by promoting and supporting Registered Apprenticeship, Certified State Earn and Learn (SEAL), and Pre-Apprenticeship programs that are certified for quality and consistency. They are comprehensive, structured, and flexible programs that include on-the-job training, related instruction, certifications, and detailed training plans. RAP, SEAL, and Pre-Apprenticeships programs focus on employer needs, with sustainable partnerships and embedded industry certifications. They can last from weeks to years depending on employer, education, certification, or licensing requirements. These can be developed as youth or adult programs with K-12 or post-secondary partners.

WBL Standards		Registered Apprenticeship	Pre-Apprenticeship	State Earn and Learn
Paid Work Experience	Participants are paid employees who work, learn, and enhance their skills while increasing their employer's productivity	Required: Min Wage Average: \$16.50	Required: Min Wage Average: \$16.50	Required: Min Wage Average: \$16.50
On-the-Job Learning	Develops skilled workers through structured learning in a work setting	2,000 Hr. Min.	6 months-2 Years	200 Hr. Min.
Classroom Learning	Improves job-related skills through education in a classroom setting with college credit typically available	144 Hr./Yr. Min.	12-100 Hr.	40 Hr. Min.
Mentorship	Provides participants with the support of a journeyman/skilled worker to assist and enhance critical hands-on learning	Required	Required	Recommended
Credentials	Offers a portable, nationally-recognized credential to be issued during or at the completion of the program	Included In Program	Articulation Agreement to Registered Apprenticeship	Certification chosen from Indiana Promoted Industry Certification List
Rewards for Skills Gains	Participants receive progressive wage increases as their skills and knowledge increase	\$	\$	\$
Certified Registered	Programs must go through a review process in order to become state certified or federally registered	Federally Registered	State Certified	State Certified

Indiana Office of Work-Based Learning and Apprenticeship



RECRUIT



- The Registered Apprenticeship and Certified State Earn and Learn program development process is a great time to rethink talent recruitment and staff development strategies. Apprenticeships and SEALs offer **multiple entry points** through training.
- New and existing employees can benefit from a planned training experience that **wage increases, hands-on training and relevant instruction.**

RETAIN



- Apprenticeship and SEAL participants have a much **higher retention** rate after program completion.
- Apprenticeships and SEALs can:
 - Improve Productivity
 - Reduce Turnover
 - Foster Loyalty
 - Build Confidence and Comfort
 - Develop a Talent Pipeline

SUSTAIN



- Apprenticeship and SEAL programs allow industry partners to **meet workforce demands** while building a pipeline that will grow and sustain business in today's competitive labor market.
- Apprenticeships and SEALs encourage **local industry engagement** through OJT and related classroom instruction and provide intentional and relevant skill instruction and certifications as a result.

SUPPORT



- SEALs and apprenticeships are locally created programs with the guidance of the OWBLA or Regional Workforce Board staff.
- SEALs **can scale** and are able to transition to US DOL Registered Apprenticeship Programs with advanced standing.