

# Apprenticeship Program

Partner With Purpose





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# About JEVS Human Services

JEVS Human Services (JEVS) works with individuals to create sustainable paths to independence and economic security. As a leader in workforce development in the Philadelphia region, JEVS offers innovative solutions—including Registered Apprenticeships—to meet evolving employer needs.

We specialize in designing and managing customized apprenticeship and pre-apprenticeship programs that help employers build skilled, loyal, and diverse teams. Our approach connects businesses to federal, state, and local resources to reduce the cost and complexity of workforce development.

## Apprenticeship & Pre-Apprenticeship Programs

### Registered Apprenticeship Program (RAP)

A Registered Apprenticeship Program is a federally recognized, earn-as-you-learn model that combines paid, on-the-job experience with structured classroom instruction. Apprenticeships lead to a national credential and are tailored to meet the specific needs of each employer.

#### Benefits of RAPs:

- Structured training aligned with your standards
- Reduced turnover and onboarding costs
- Increased productivity and employee retention
- Access to tax credits and funding incentives



## Pre-Apprenticeship Program

A Pre-Apprenticeship is a short-term training program that prepares individuals for entry into a RAP by building foundational skills, industry knowledge, and work readiness. Pre-apprenticeships serve as a low-risk strategy for employers to evaluate and develop motivated, job-ready talent.

### These programs may include:

- Hands-on learning
- Career exploration
- Supportive services
- Certification and training



## Why Partner with JEVs?

### Return on Investment

**+47% ROI**

Employers earn an average **\$1.47** for **every \$1** invested in apprenticeships.

**90%** **Retention Rate**  
for completed apprenticeships

**50%** **Reduced Costs**  
due to turnover

### Skilled Workforce Development

- Upskill existing employees
- Recruit and train qualified employees
- Occupation-specific training improves performance and efficiency
- Programs tailored to high priority roles or skill development
- Talent Pipeline Solutions
- Access to diverse, local talent through JEVs recruitment and community partnerships

## Key Statistics

### Pennsylvania in 2024

Source: State of PA ESAC 2025 Conference

**20,100+**  
active apprentices

**886**  
program sponsors

**1,558**  
active programs

Average wage  
**\$24.39/hr**  
with many earning \$70K+ annually

**6,021**  
new apprentices



**42**  
new programs  
launched

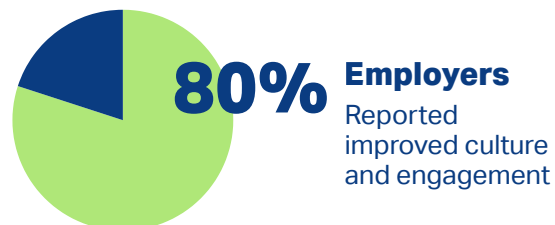
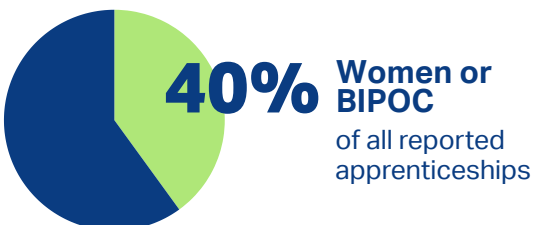


### National Trends

Source: Department of Labor

**600,000+**  
active apprentices

**20%** Productivity  
increase  
among apprentices vs. traditional hires





# Common Terms & Definitions

**Apprentice:** Paid employee enrolled in structured training.

**Competency-Based Apprenticeship:** Progress based on skill mastery.

**Host Employer:** Business providing on-the-job training and employment.

**Hybrid Apprenticeship:** Combines time and competency benchmarks.

**Intermediary:** Workforce partner that connects employers with apprentices and manages training partnerships.

**Journeyworker Credential:** Certification awarded upon completion.

**Mentor/Journeyworker:** Experienced employee guiding the apprentice.

**On-the-Job Training (OJT):** Hands-on learning under supervision.

**Pre-Apprenticeship:** Preparatory program for RAP entry.

**Registered Apprenticeship Program (RAP):** Federally recognized training model combining paid work and classroom instruction.

**Related Technical Instruction (RTI):** Classroom-based instruction coordinated by JEVS.

**Sponsor:** Organization responsible for program administration and compliance (JEVS).

**Time-Based Apprenticeship:** Progress based on hours completed.

**Wage Progression:** Pay increases tied to skill development.

# Frequently Asked Questions (FAQs)

## What is a Registered Apprenticeship Program (RAP)?

A federally approved workforce model that combines paid on-the-job training with structured classroom instruction and mentorship. Apprentices earn wages while building skills and working toward an industry-recognized credential.

## What is a Pre-Apprenticeship?

A short-term preparatory training that helps individuals build foundational skills before entering a Registered Apprenticeship. It strengthens job readiness, reduces hiring risk for employers, and creates a smooth transition into a RAP.

## What role does JEVS Human Services play in this process?

JEVS is the official sponsor and intermediary. JEVS handles registration, design, compliance, and support.

## What does it mean to be a "host employer"?

A host employer hires an apprentice as a regular employee from Day 1. While the apprentice contributes to daily operations, the employer provides hands-on training, supervision, and mentorship aligned with required occupational skills.

## What is required of employers?

- Pay wages (using a progressive wage schedule)
- Provide standard employee benefits
- Assign a qualified mentor
- Offer on-the-job learning
- Allow time for instruction
- Participate in periodic check-ins

## What are the benefits of hosting apprentices?

- A loyal, skilled talent pipeline
- Reduced recruitment and onboarding costs
- Improved retention and workforce stability
- Increased diversity and inclusion
- Training tailored to business needs
- Access to potential state and federal incentives

## What kind of support does JEVS provide?

- Recruitment and screening
- Registration with government agencies
- Coordination of related technical instruction
- Training coordination
- Monitoring apprentice progress
- Documentation and compliance management
- Monthly check-ins and troubleshooting

## Which occupations are covered?

- Healthcare
- Human Services
- Information Technology
- Manufacturing
- Skilled Trades



## **Do employers handle government paperwork?**

No. JEVS manages all state and federal compliance requirements.

## **Are apprentices paid?**

Yes. Apprentices are paid employees and follow a progressive wage scale tied to skill development and milestone completion.

## **Are benefits required?**

Apprentices typically receive the same benefits provided to comparable entry-level employees, following the employer's established benefit policies.

## **How long is an apprenticeship?**

Most programs require a minimum of 2,000 on-the-job training hours (about one year), but the exact duration depends on the occupation and training plan.

## **Who provides instruction?**

JEVS partners with accredited education providers to deliver classroom or online instruction.

## **What is expected day to day?**

- Hands-on training
- Skill supervision
- Support toward learning goals
- Time for class or online instruction
- Participation in regular check-ins with JEVS

## **Are there incentives available to employers?**

Yes. JEVS helps employers identify and access state and federal incentives, including grants, tax credits, and workforce funding when available.

## **How do we get matched with an apprentice?**

JEVS recruits and screens candidates. Employers interview and make the final hiring decision.

## **What kind of tracking is required?**

- Hours worked
- Skills practiced and competencies achieved
- Performance and mentor feedback
- Wage progression milestones (to confirm increases as skills develop)

## **Can smaller organizations participate?**

Absolutely. The apprenticeship model is designed to be scalable and works well for small businesses, nonprofits, healthcare providers, manufacturing firms, and IT employers.

## Employer Partners Include:

- Ameriscend
- Community Council Health Systems
- CVS Health
- Einstein Health
- Greene Tweed
- Hope's Cookies
- i2m
- Jefferson Health
- JEVS CLHS
- KMM, Group
- Milton Roy
- Neu Dynamics
- Tri-Kris
- Young Men & Women in Charge, Inc.

## Getting Started

Whether you want to **recruit new skilled employees** or **further train current staff**, JEVS Human Services coordinates it for you!

**Contact us to learn more and get started!**  
[apprenticeships@jevs.org](mailto:apprenticeships@jevs.org)



Scan and get started!







[jevs.org](http://jevs.org)  
[orleanstech.edu](http://orleanstech.edu)  
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