

Apprenticeship Program

Partner With Purpose



2026 Edition

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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

 **28.3%**
since 2022

42
new programs
launched

 **133%**
since 2022

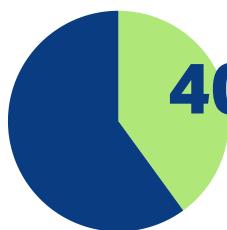
National Trends

Source: Department of Labor

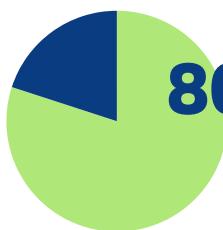
600,000+
active apprentices

20% Productivity
increase

among apprentices vs. traditional hires



40% Women or
BIPOC
of all reported
apprenticeships



80% Employers
Reported
improved culture
and engagement

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
- Monitoring apprentice progress
- Documentation and compliance management
- Monthly check-ins and troubleshooting

What kind of support does JEVS provide?

- Recruitment and screening
- Registration with government agencies
- Coordination of related technical instruction
- Training coordination

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



Scan and get
started!





jevshumanservices



JEVSHumanServices



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Human Services

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