

MNRAE Related Technical Instruction (RTI) and On-the-Job Training (OJT) FAQs

What is Apprenticeship Minnesota?

Apprenticeship Minnesota helps employers develop and register apprenticeship programs (RAPs) and promote workforce diversity through outreach and education. Employers design their own RAP that provides apprentices with specific skills, training and job-related instruction tailored to the company's needs.

What is registered apprenticeship?

Registered apprenticeship is a successful and innovative employee training model that can be designed to meet employers' needs to recruit, train and retain 21st century talent. From day one, an apprentice earns, learns and works for their employers as they receive structured on-the-job (OJT) training and related classroom instruction (RTI). RAPs help businesses develop highly skilled and motivated employees, reduce turnover rates, increase worker productivity and lower the cost of recruitment.

What is the cost to set up a registered apprenticeship program?

Cost considerations include apprentice supervision, administrative support and related classroom instruction. However, if you leverage your existing leadership and human resource roles and functions, it will help reduce costs. There is no requirement that employers pay the cost of related instruction, however, if an employer covers the cost of classroom training to accompany the on-the-job work, it is a great way to attract potential talent. Registered apprenticeship is a solid investment in an employer's long-term workforce recruitment and retention strategy because its systematic approach to training ensures employees are trained and certified to produce at the highest skill levels required for the occupation.

How is registered apprenticeship different from other types of work-based training models?

There are several factors that differentiate apprenticeship from other training models.

1. Registered apprentices earn wages from their employer while training;
2. RAPs provide both on-the-job training and accompanying related classroom training;
3. OJT learning is conducted on an actual job site under the watchful eye of a mentor; and
4. The completed training results in an industry-recognized and portable credential.

What resources are available to develop a RAP?

Our Apprenticeship Minnesota team provides free services to assist employers with the development, registration and launch of their apprenticeship strategy and program. Apprenticeship Minnesota does not pay for apprentice wages, but our team will provide ongoing support to ensure your RAP is a success.

What are the employer benefits of a RAP?

Build a motivated, highly skilled workforce customized RAP to fit your company needs that will increase employee productivity and enhance efficiency and improve employee recruitment and retention.

Are RAPs only for unions?

Registered apprenticeship is for everyone. Union and non-union companies can enjoy the benefits of well-trained employees.

How long will it take to start a RAP?

Our Apprenticeship Minnesota team will move you through the process at your speed and answer all your questions along the way. A new program can be set up in as few as 30 days.

Can RAPs be created in greater Minnesota?

Yes. Many of our existing programs are located outside of the Twin Cities metro area.

Can any size company start a RAP?

Yes. Employers large and small are sponsors for RAP. Apprenticeship is driven by the needs of each company.

Can registered apprenticeship help decrease employee turnover?

Yes. RAPs have proven to reduce turnover and increase employee productivity.

How many hours of RTI and OJT does a RAP require?

It depends. For the time-based model, programs typically require 2,000 of OJT per year of the program. This is coupled with a minimum of 144 hour of related instruction per year.

Does registered apprenticeship require any safety training?

All RAPs require a minimum of 50 hours of safety training over the term of the program.

Are there registered apprenticeship programs in high-growth industries?

Registered apprenticeship spans many industries including health care, manufacturing, information technology, and construction, just to name a few.

Who can provide the RTI and OJT instruction?

Apprenticeship Minnesota representatives will assist in identifying RTI providers and how training can be delivered. Every apprenticeship instructor must meet the Department of Education's requirements for a vocational-technical instructor or be a subject matter expert, which is an individual such as a journey worker who is recognized within an industry as having expertise in a specific trade or occupation.