



## Apprenticeship

### Apprenticeship

### Apprentices

### Employers

### Career & Technical Education (CTE)

### Grants

### Marketing & Communications

### National Center for Supply Chain Automation

### Workforce Preparation

## Apprenticeship

Apprenticeship is an Earn & Learn model of training where employers structure a career pathway by combining an educational track alongside paid on-the-job training. Apprentices agree to a duration of apprenticeship and a skills development path. In return, apprentices are awarded with regular salary increases throughout their program and an industry recognized certification upon completion.

In apprenticeship, both career seekers and employers benefit. Career seekers are provided with clear and directed pathways to lucrative opportunities and employers have an internal method to perpetuate skill development and increase the pool of qualified individuals.

Norco College works to increase apprenticeship opportunities in the Inland Empire region by providing guidance and educational support to employers, partnering with regional apprenticeship programs, and assisting career seekers in starting apprenticeships in high-demand occupations.

Leave a message



## Apprenticeship

Apprenticeship

**Apprentices**

Employers

Career & Technical Education  
(CTE)

Grants

Marketing & Communications

National Center for Supply Chain  
Automation

Workforce Preparation

## Starting an Apprenticeship

### What is an Apprentice?

- Apprentices learn the skills of an occupation while earning a paycheck and completing on-the-job training combined with related instruction.

### How Do I Get Started?

- Apprenticeship Programs are run by different entities. Some individual companies runs internal apprenticeship programs and other times trade unions and employer associations sponsor apprenticeship programs and work with large employer groups.
- The best method for getting started is to begin researching programs in occupations you are interested in pursuing. You can use this database of approved apprenticeship programs to find contact information for programs available in your area.

### How Can Norco College Help?

- Norco College works with apprenticeship programs in the region and can assist you with getting information on the occupations and programs in your area.

If you are interested in learning more about apprenticeship and have more questions, please contact us and inquire!



**Charles Henkels**  
Apprenticeship Director,  
California Careers Pathway Trust  
(951) 372-7028  
[charles.henkels@norcocollege.edu](mailto:charles.henkels@norcocollege.edu)

### Programs Affiliated with Norco College

- Local Education Agency for: [The Inland Empire Electrical Training Center](#)

### Helpful Links:

- [Find Programs in Your Occupation](#)
- [Apprenticeship in the News](#)

Leave a message



## Apprenticeship

Apprenticeship

Apprentices

**Employers**

Career & Technical Education  
(CTE)

Grants

Marketing & Communications

National Center for Supply Chain  
Automation

Workforce Preparation

## Using Apprenticeship to Train Your Workforce

### Why Use the Apprenticeship Model?

- Combining a customized education and career path for your employees is a proven method for:
  - Increasing the skills among your current workforce
  - Standardizing training for professions within your company
  - Reducing turnover
  - Increasing productivity
- Apprenticeship facilitates succession within your company by providing a structure for skills and knowledge to transfer from expert employees to new recruits

### How Can Norco College Help?

- Apprenticeship Directors at Norco College are here to help you:
  - Understand the registered apprenticeship model
  - Link with existing models and/or programs that fit your needs and connect you with the appropriate resources
  - Start using the apprenticeship model within your company

To discover whether an apprenticeship program is right for your organization, please contact us and inquire!



Charles Henkels  
Apprenticeship Director, California Careers Pathway Trust  
(951) 372-7028  
[Send Email](#)

### Helpful Links:

- [Apprenticeship in the News](#)
- [Frequently Asked Questions](#)

Leave a message

