ApprenticeshipUSA

Registered Apprenticeship as a Talent

ApprenticeshipUSA
U.S. Department of Labor - Office of Apprenticeship

Polling Question

Choose the answer that best reflects your understanding of Registered Apprenticeship (Honestly ☺)

1. What's Registered Apprenticeship?
2. Apprenticeship is just for construction.
3. Apprenticeship is just for Unions.
4. I know some but I'm still learning.
5. I'm actively involved with a Registered Apprenticeship program.

Registered Apprenticeship

Build a Competitive Workforce

Employers Facing Complex Workforce Challenges in Competitive Domestic and Global Markets

Time-Tested Model

Proven Strategy for Recruiting, Training and Retaining World-Class Talent Used by Industry for Decades (and longer!)

Adaptable and Flexible

Registered Apprenticeship is a Solution and Can Be Integrated into existing Training and Human Resources Development Strategies!!!

Registered Apprenticeship is a "Win-Win-Win-Win"

Apprentices

- Earn-As-You-Learn
- Incremental Pay Increases
- Earn college credit
- Training under qualified mentors
- Learn on-the-job with current technology and equipment
- Career development

Education Institutions

- Closer industry relationships
- Articulation between apprenticeship and college programs ensures relevance and rigor
- Increased enrollment in credit classes
- Increased program graduations

Businesses and Unions

- Effective recruitment tool
- Expand education and training options
- Increased employee retention
- Trained and educated workforce
- Address pipeline concerns
- Transfer knowledge, skills, and expertise
- Develop future leadership

States

- Aligns with key workforce system initiatives
- Learn and train locally
- Economic contributor
- Employed apprentices raise families, and purchase goods, services, and homes
- Future business leaders

Think Registered Apprenticeship is as simple as five…four…three…two…one…

Five Core Components of Registered Apprenticeship

Employer Involvement

Structured On-the-Job Learning

Related Technical Instruction

Rewards for Skill Gains

National Occupational Credential

On-The-Job Learning (OJL)

- Job Tasks Developed with Industry/Employers
- Minimum of 2,000 Hours = One Year of Training
- Over 1,000 Apprenticeable Occupations
- Real World Environment

OJL Learning Model Types

Time-based programs

In Time-based programs, apprentices complete a required number of hours in on-the-job training and related instruction.

Competency-based programs

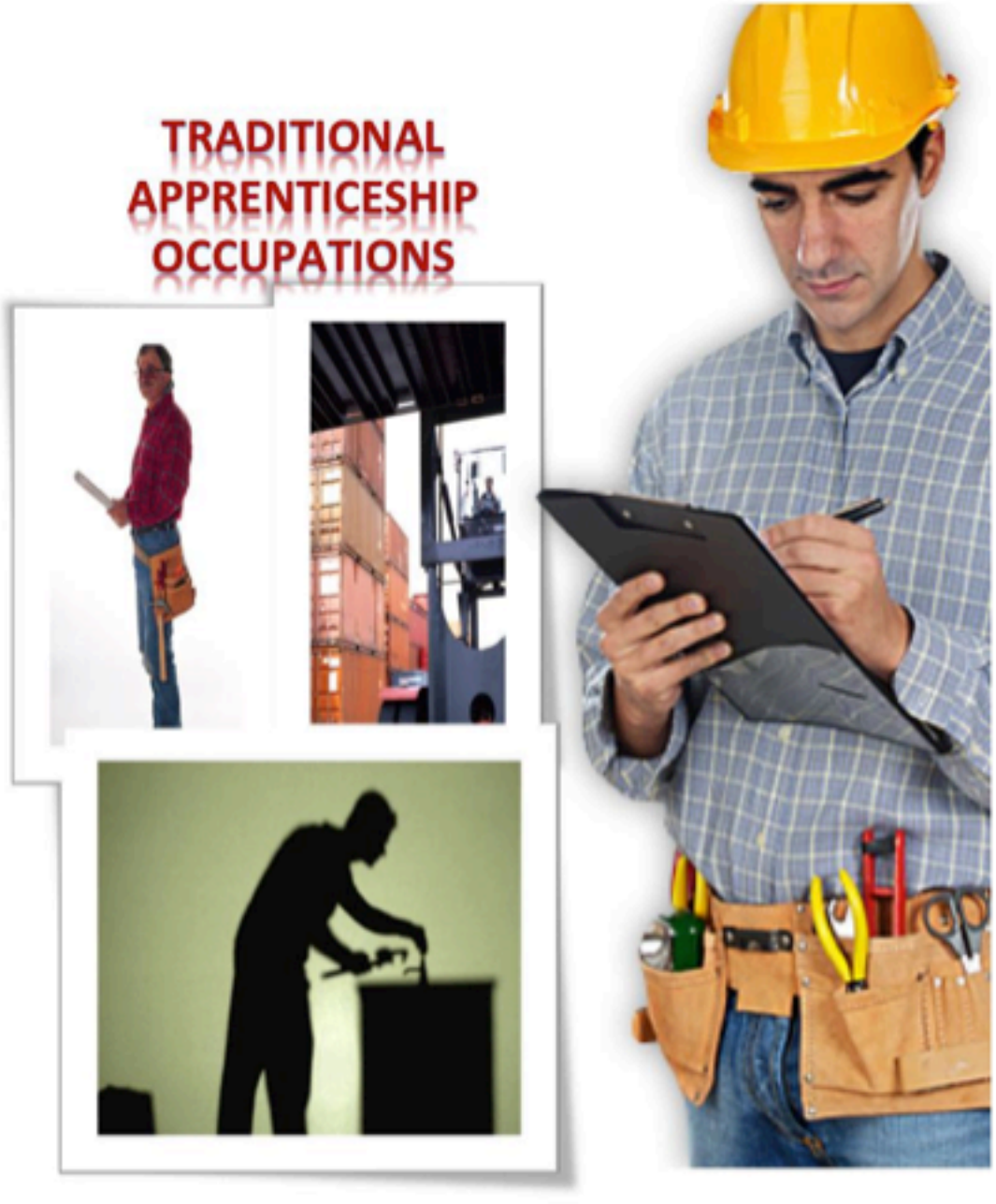
In Competency-based programs, apprentices progress at their own pace – they demonstrate competency in skills and knowledge through proficiency tests, but are not required to complete a specific number of hours.

Hybrid approach

Many programs are built using a **Hybrid approach,** using minimum and maximum range of hours and the successful demonstration of identified and measured competencies.

TRADITIONAL APPRENTICESHIP OCCUPATIONS

- Bricklayer
- Carpenter
- Cement Mason
- Insulator
- Electrician
- Elevator constructor
- Tool and Die
- Pipefitter
- Tree trimmer
- Line Maintainer
- Plumber
- Operating Engineer



More than *only* construction

There are over 1,300 Apprenticeable occupations, including new and emerging growth industries.

- Health Care
- Energy
- Advanced Manufacturing
- Information Technology
- Hospitality
- Geospatial
- Biotechnology
- Aerospace
- Transportation
- Finance
- Agriculture

NON-TRADITIONAL APPRENTICESHIP INDUSTRIES

Related Technical Instruction (RTI)

Related Training Providers

- ✓ Vocational and/or Technical Schools
- ✓ Community Colleges or Universities
- ✓ Industry Associations
- ✓ Labor Non-Union and Union Organizations
- ✓ In-House or Sponsor

RTI Delivery Methods

- ✓ Classroom
- ✓ Correspondence
- ✓ Electronic Media/Online

Recommended Minimum of 144 Hours Per Year

Registered Apprenticeship Credentials

Employer Credentials

- ✓ Nationally Recognized Certificate of Registration
- ✓ National Recognition as an ApprenticeshipUSA LEADER

Apprenticeship Credentials

- ✓ Nationally Recognized Certificate of Completion
- ✓ Interim Credentials
- ✓ Stackable Credentials
- ✓ Opportunity to Earn College Credits, Certificates, Diplomas & Degrees

Types of Registered Apprenticeship Programs

Individual Non-Joint

One Employer
No Union Involvement

Individual Joint

One Employer
Union Involvement

Group Non-Joint

Multiple Employers
No Union Involvement

Group Joint

Multiple Employers
Union Involvement

Who operates Registered Apprenticeship programs?

Traditional Sponsors

- Single Employers
- Joint Labor-Management Organizations

Other Types of Sponsors

- Institutions of Higher Education
- Community-based Organizations (CBOs)
- Community Service Organizations
- Multiple Employers
- Industry Associations

TECHNOLOGY ASSOCIATION OF IOWA

COLLEGE CONNECTION

EASTERN IOWA COMMUNITY COLLEGES
CLINTON • MUSCATINE • SCOTT

IOWA WINE GROWERS ASSOCIATION

Basic Sponsor Responsibilities

- **Employ Apprentices Full Time**
  - Program Sponsor Does Not Have to Be the Employer
  - High School Student Apprentices Work Hours Based Upon School and RA Program Agreements IAW FLSA
- **Train Apprentices in OJL Job Tasks**
  - Apprentices Must Have the Opportunity to Train in All Phases of the Occupation
  - OJL and RTI are Coordinated to Maximize Effectiveness of Training
- **Train Apprentices in RTI Courses**
  - Program Sponsor and/or Related Training Provider
  - Apprentices Do ***Not*** Have to Be Paid for RTI hours
  - RTI is Conducted During and/or After Apprentice Work Hours at Employers Discretion
  - RTI Courses are Completed as Outlined in Work Process Schedule and Based Upon Availability of RTI Provider and Employer Work Schedule
  - Can Partner with High School College Preparatory, Career Academies, Career Technical Education, and Work Based Learning Programs
- **Desire to Develop Skilled Workforce!**
  - RA Programs Require Minimal Sponsor Administrative Activities
  - Free Technical Assistance Services to Employers from OA Staff and Strategic Partners

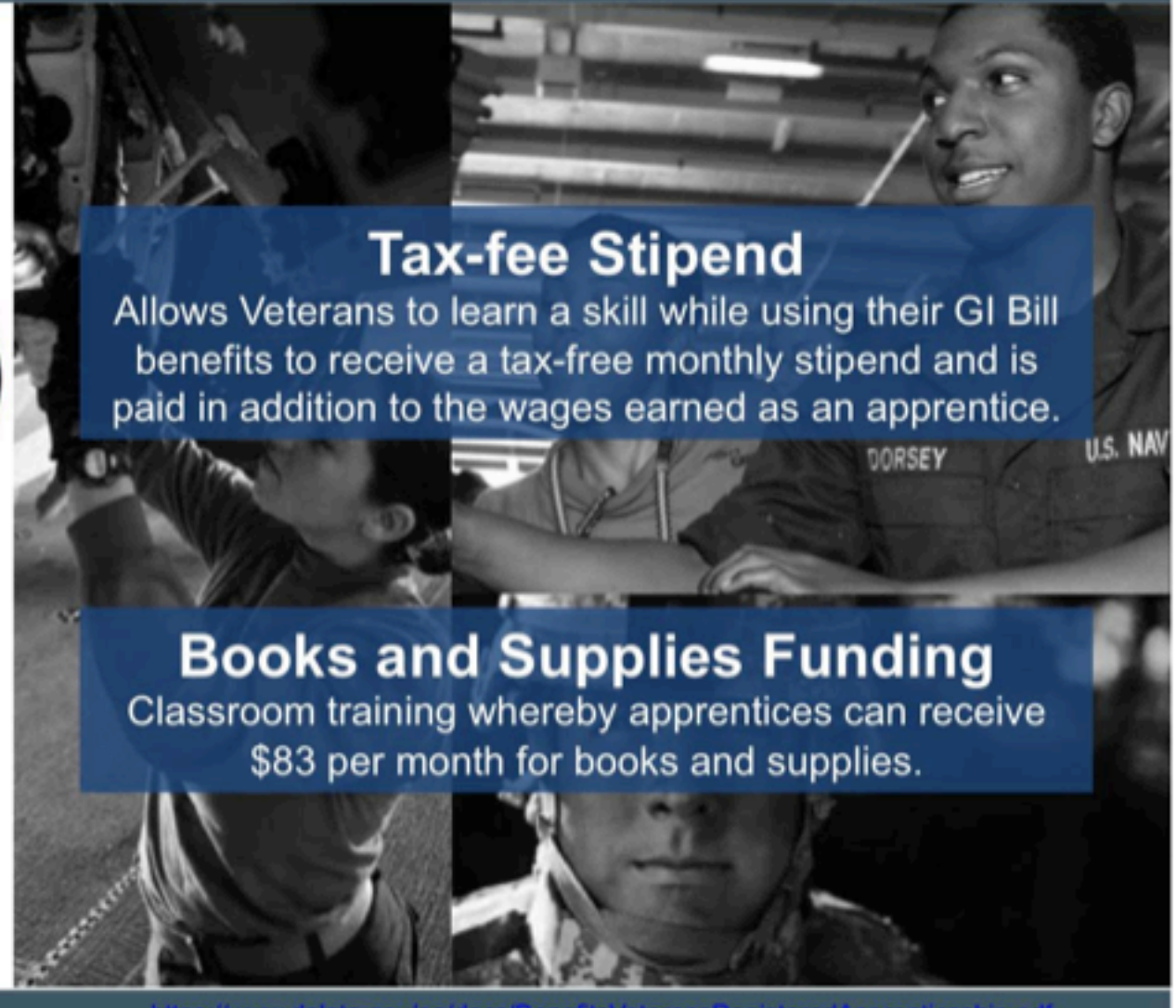
Apprentice Minimum Requirements

- **Minimum Age of 16 Years Old & 17 Years Old with Parental Consent** (No Maximum Age Requirement)
- **U.S. Citizenship, Permanent Residency Status or Residents Whose Visas Permit Employment Within the United States**
- **Ability to Satisfy Sponsor Additional Minimum Requirements** (If Applicable)
  - Education, Physical Ability, Background Checks, Drug Testing, etc.
- **Ability to Successfully Complete OJL and RTI Requirements** (Apprentice Progress Assessed by Sponsor)
  - Apprentices are Bound by Requirements in RA Program Standards of Apprenticeship
  - Failure to Satisfy Program Standards Requirements May Result in Apprentice Suspension, Termination and/or Financial Obligation, etc. as Outlined in RA Program Standards of Apprenticeship
- **Desire to Earn – Learn – Succeed!**

How does Registered Apprenticeship Benefit Veterans?

Streamlining GI Bill Benefits for Apprentices

Through a new partnership between the Departments of Veterans Affairs and Labor, employers now have a fast-track for their veteran employees to access their GI Bill benefits for registered apprenticeships.



Tax-fee Stipend

Allows Veterans to learn a skill while using their GI Bill benefits to receive a tax-free monthly stipend and is paid in addition to the wages earned as an apprentice.

Books and Supplies Funding

Classroom training whereby apprentices can receive $83 per month for books and supplies.

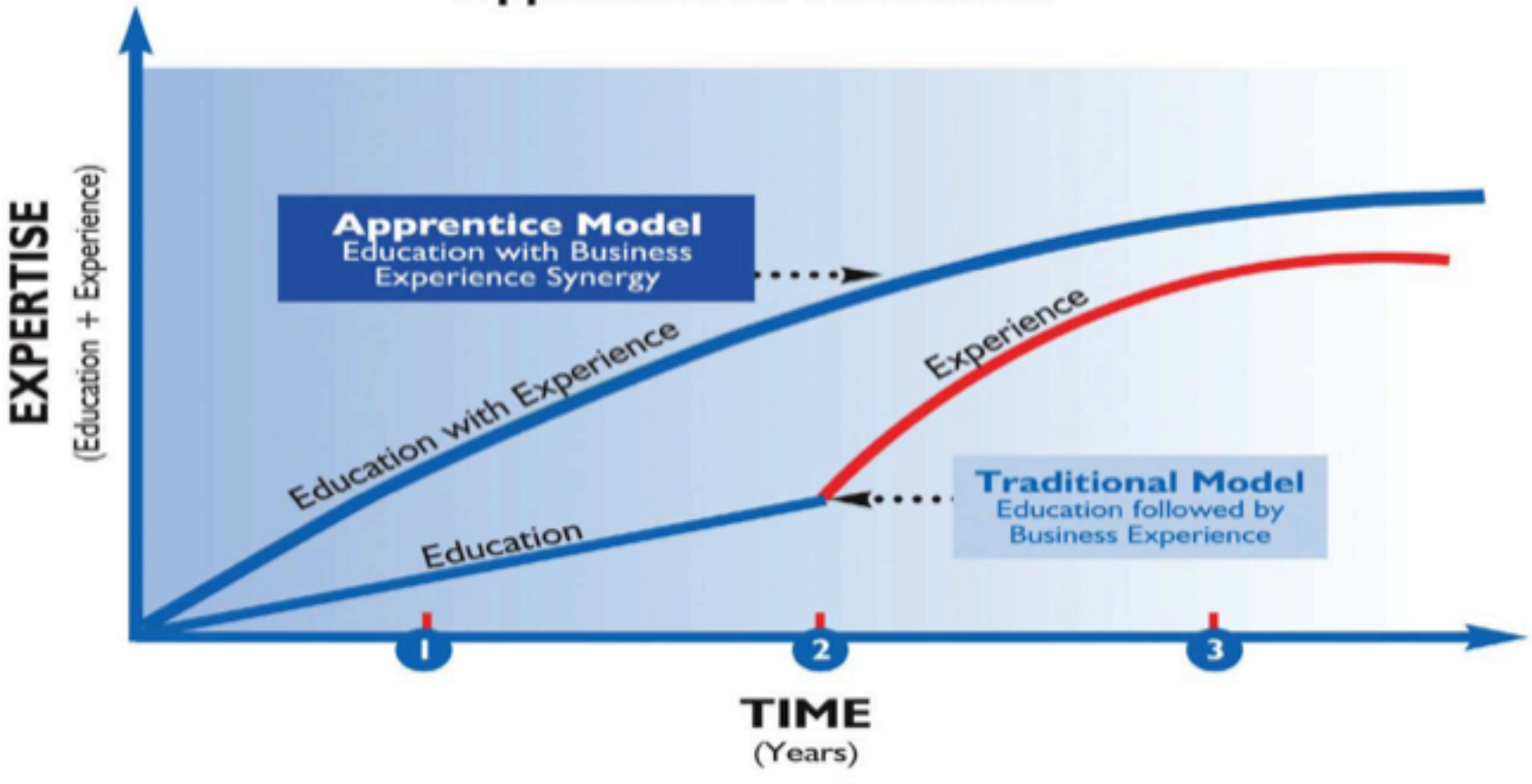
https://www.doleta.gov/oa/docs/BenefitsVeteransRegisteredApprenticeship.pdf

Statistics Say

- 97% of sponsors of registered programs said they would recommend the program to others.
- 80% of sponsors cited that the greatest benefit of apprenticeship was that it helped meet their demand for skilled workers
- 44% of sponsors said that the completion rate for their program was between 90 to 100 percent and 21% indicated it was between 70 and 89 percent
- Employers receive a return when they invest in apprentices. For every $1 spent on apprenticeship training, an employer receives a benefit, on average, of $1.47 the net benefit of apprenticeship training increases in each year over the course of the apprenticeship period.

Apprenticeship vs. Traditional Learning

Conceptual Model for Expertise Development
Apprentice vs. Traditional



Registered Apprenticeship Program Development Process

Step 1 Contact Us

Contact U.S. Department of Labor, Office of Apprenticeship (OA) Representative

Step 2 Build Program

Provide New Sponsor Information

Step 3 Program Check

Review and Approval of Customized Standards of Apprenticeship Developed Based on Sponsor's Operational Input

Step 4 Program Registered

OA Receive Finalized Standards of Apprenticeship and Certificate of Registration Documents

Step 5 Launch Program

Employer Implements Registered Apprenticeship Program

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Registered Apprenticeship System

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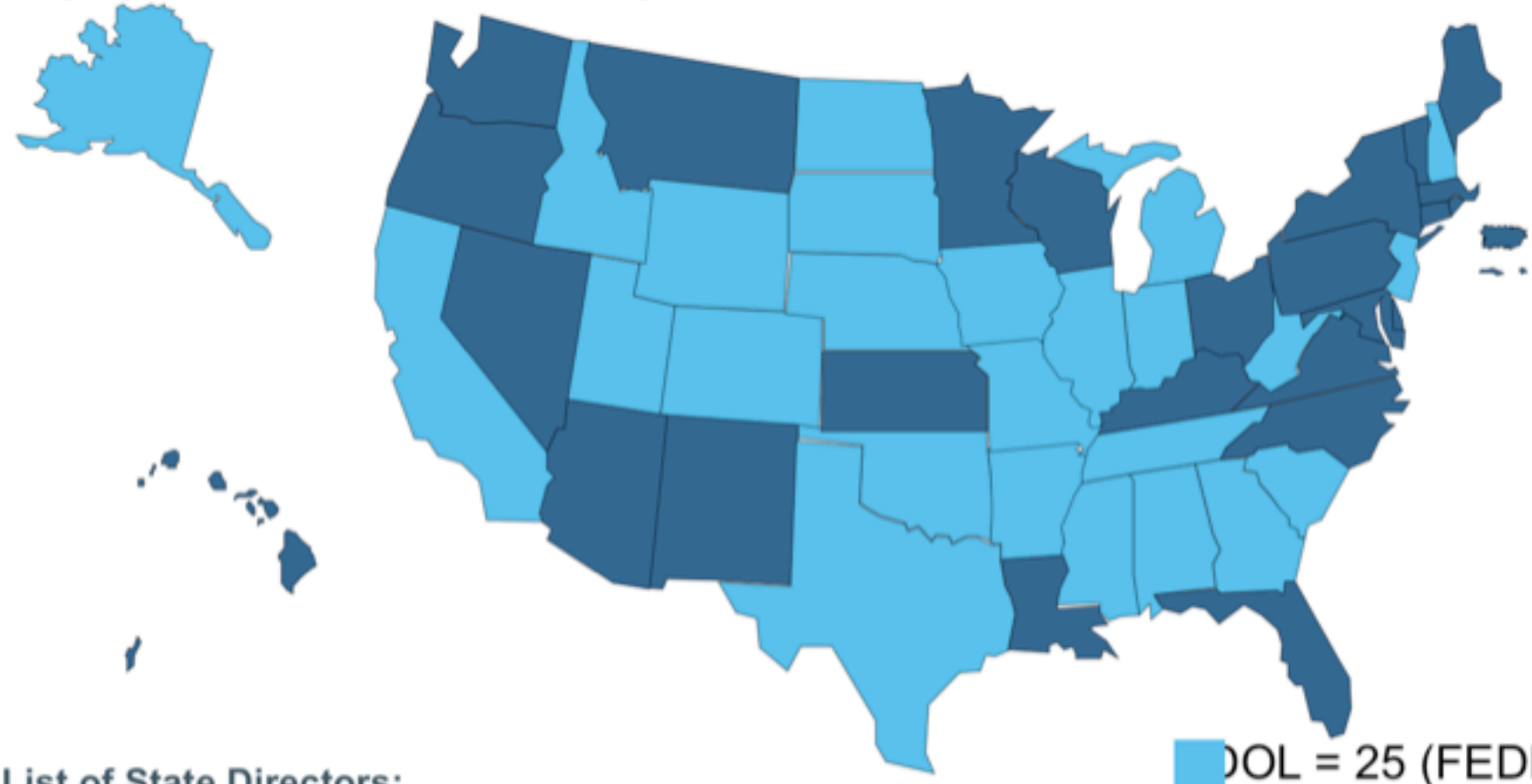


DOL = 25 (FEDERAL)
SAA = 26 (STATE)

List of State Directors:
http://www.doleta.gov/oa/contactlist.cfm

Funding

WIOA

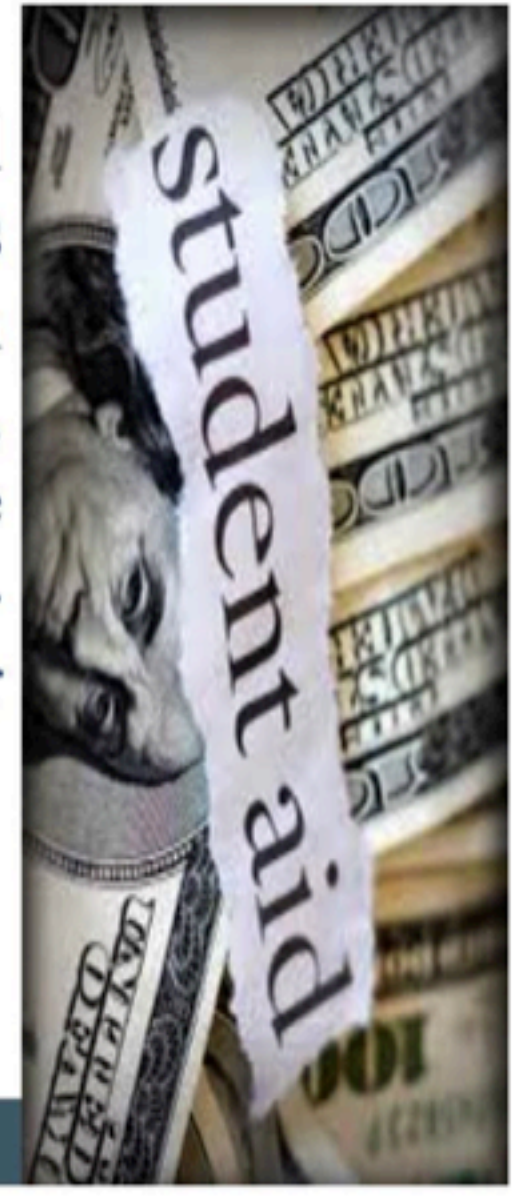
- WIOA programs can support the on-the-job training component of apprenticeship programs.
- WIOA funds can also pay for the cost of related classroom instruction, including tuition, books, supplies, fees, uniforms, tools and other required items.
- Customized training and incumbent worker training are other ways that WIOA funds can support businesses that sponsor apprenticeship programs.
- Basic skills training and pre-apprenticeship programs can be provided under WIOA to prepare participants to enter apprenticeship programs.
- WIOA youth services for tutoring, mentoring, and work experience can be used in combination with pre-apprenticeship and apprenticeship programs.

IOWA WORKFORCE DEVELOPMENT
Smart. Results.

http://www.dol.gov/apprenticeship/toolkit/docs/Desk-Aid-Use-of-Funds.pdf

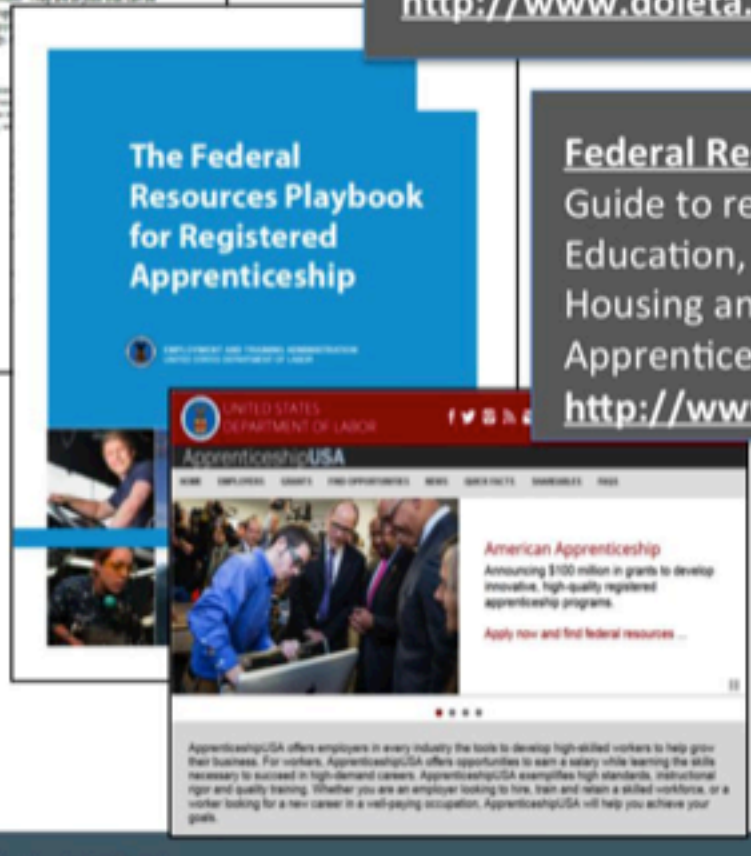
Federal Financial Aid for Apprentices

Some apprentices may be eligible for Federal Financial Aid. If the apprenticeship is connected to a school's program of study, then apprentices may be eligible for Pell Grants, $3,000 on average per apprentice, and the school may choose to provide federal work-study grants, $2,000 on average per apprentice.



Resources

Registered Apprenticeship TA Resources



Quick-Start Toolkit
5 Step Format to take you from "exploring" to "launching" a Registered Apprenticeship Program.
http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

Federal Resources Playbook for Registered Apprenticeship
Guide to resources from the Departments of Labor, Education, Veterans Affairs, Agriculture, Transportation, and Housing and Urban Development to support Registered Apprenticeship
http://www.doleta.gov/oa/federalresources/playbook.pdf

DOL Apprenticeship Website
New Registered Apprenticeship website launched with additional resources and streamlined design.
http://www.dol.gov/apprenticeship/

Community Colleges

http://www.doleta.gov/oa/racc.cfm

The Registered Apprenticeship College Consortium (RACC), a partnership among community colleges, national accreditors, employers, and major apprenticeship sponsors, will make it possible for apprenticeship graduates to earn credits that will transfer to any community college in the consortium they attend.

Polling Question

What are your challenges with Registered Apprenticeship?

Check all that apply:

1. Understanding the Registered Apprenticeship model and benefits
2. Understanding how to leverage WIOA and other funds for Registered Apprenticeship
3. Knowing how to set up an Apprenticeship program
4. Other (please write in chat)

Pop Quiz

Just Kidding!

Thank You

In A Nut Shell

Registered Apprenticeship is a ***cost effective,*** time-tested, results-oriented ***training*** and ***education*** strategy that puts people to ***work immediately***.

JOBS that Train!

You've Been Awesome!!!