



Registered Apprenticeship Building a 21st Century Workforce

US Department of Labor | Employment and Training Administration
Office of Apprenticeship | Michigan



Apprenticeship**USA**



**REGISTERED
APPRENTICESHIP**
Earn. Learn. Succeed.

Registered Apprenticeship has



union and **non-union** programs

Registered Apprenticeship is



Energy



Healthcare



Transportation



IT



Manufacturing

more than only **construction**

Some occupations that are learned through apprenticeship

- Automobile-body repairer, Automobile mechanic, Baker, Biomedical equipment technician, Boilermaker, Bricklayer, Building Maintenance Repairer, Carpenter, Cement mason, Cook, Cosmetologist, Dairy equipment repairer, Dental Assistant, Die maker, Drafter, Electrician, Electronics Technician, Embalmer, Engraver, Farm equipment mechanic, Floral designer, Furniture finisher, Glazier, Hotel Associate, Instrument mechanic, Interior designer, Internetworking Technician, Lithographic plate maker, Locomotive electrician, Machinist, Marble setter, Millwright, Miner, Model maker, Molder, Ornamental Ironworker, Painter, Pipefitter, Plasterer, Plumber, Powerhouse mechanic, Printer, Prosthetics technician, Roofer, Sheet-metal worker, Small Engine Mechanic, Telecommunications Technician, Television-and-radio repairer, Terrazzo worker, Tile setter, Toolmaker, Upholsterer, Watch repairer, Water treatment-plant operator

So, what is Registered Apprenticeship?

Registered Apprenticeship

Apprenticeship is a unique and voluntary training program.

- Time-tested training system;
- Structured on-the-job learning;
- Supervised by qualified mentors;
- Combines related technical instruction;
- Progressive pay scale;
- Occupation specific: 1 - 6 yrs in length
- Competency or time based;
- Credentialed; and,
- Over 937 approved occupations.



Registered Apprenticeship is rigorous and structured. It brings multiple components together to support work-based learning.

Work Experience

Internships

On-the-Job Training

Registered Apprenticeships

Work-Based Learning Continuum

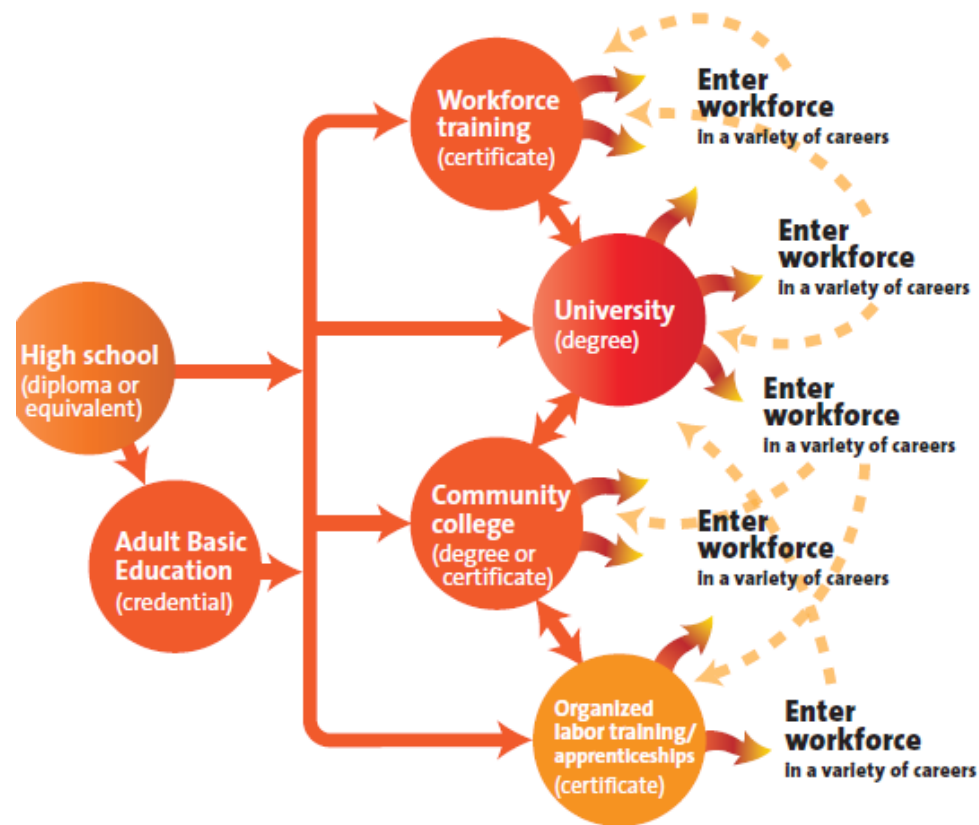
Less Intense-Structured

More Intense-Structured

Sector Partnerships and Career Pathways

Career Pathways

Effective career pathways rely on coordination across education and training programs in order to offer a clear sequence of industry-relevant coursework and credentials to job seekers. Today's education and training programs include online and in-person opportunities.



After being in the workforce, a person may choose to go back for more credentials to make an upward or lateral career move.

The partnership addresses common needs of employers and generates coordinated solutions that benefit workers.

- K-12
- Adult basic education
- Community colleges
- Universities
- Community-based organizations
- Human services organizations
- Organized labor
- Workforce boards, one-stops
- Economic development organizations
- Industry members

- Attain better completion via diverse pathways to post-secondary degrees.
- Facilitate articulation of the Registered Apprenticeship certificate for college credit on a national scale to enable apprentices to earn a college degree
- Strengthen relationships among Registered Apprenticeship and two- and four-year post-secondary institution representatives nationwide



The core components of Registered Apprenticeship are well-established and have been the cornerstone of successful and quality programs that have delivered strong outcomes.



Employer Involvement Is Integral

Employer is the foundation for the RA program and must be directly involved and provider of OJT



Structured On-the-Job Learning with Mentoring

Minimum of 2,000 hours
Structured and Supervised



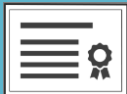
Related Training Instruction

144 hours recommended per year
Parallel | Front-loaded | Segmented Options



Rewards for Skill Gains

Increases in skills brings about
increases in earnings



National Occupational Credential

Nationally recognized credential showing job proficiency Sponsor certifies individual is fully competent for career

What is On-The-Job-Learning?

- As a full-time paid employee, apprentices work under the guidance of mentor/crafts person, who pass their experience, knowledge and the sponsor's culture to the apprentice.
- Specific desired skills are listed within the apprentice standards. Acquisition of skills may be on a time or competency basis.
- Apprentice progression is reviewed regularly.
- With each periodic review comes more responsibility, broader assignments and increased pay.

What is Related Instruction?

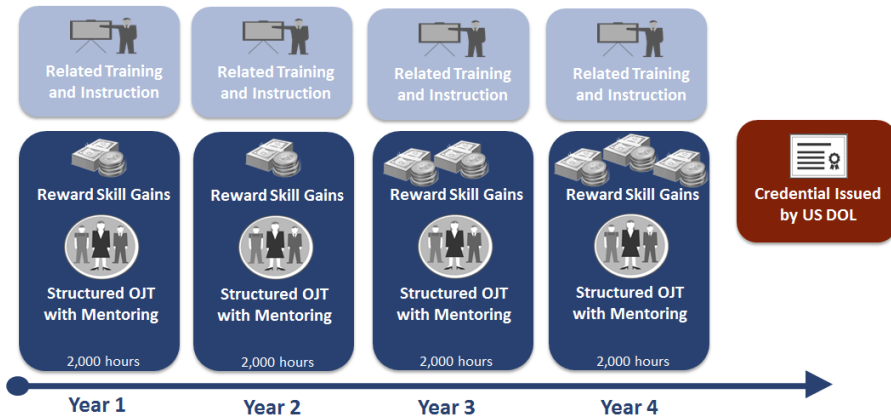
- Apprenticeships require a minimum of 144 hours of related classroom instruction for each year of the training.
- Related instruction may be obtained through, technology centers, community colleges, universities, OEMs, correspondence, distance learning, the sponsor, or combinations of these sources.
- Almost 1000 occupational apprenticeships are available.



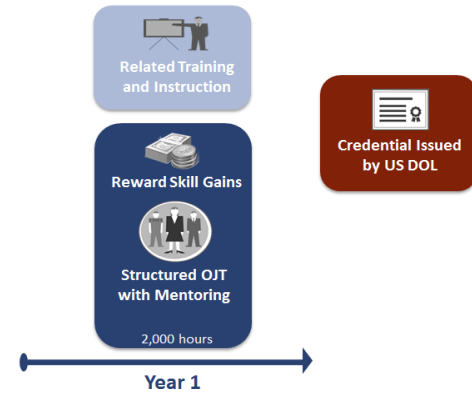
Let's examine some flexibilities in Registered Apprenticeship program and partnership models.

As the use of the Registered Apprenticeship model extends into new occupations and industries, the flexibility of the core components can enable programs of many forms.

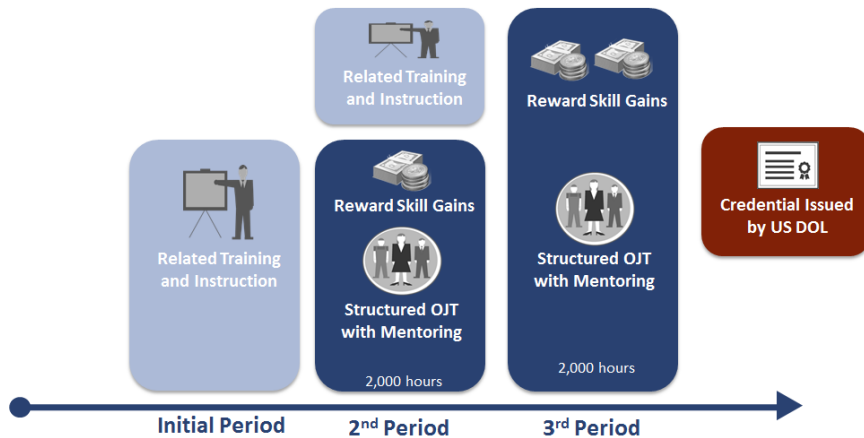
“Traditional” Registered Apprenticeship



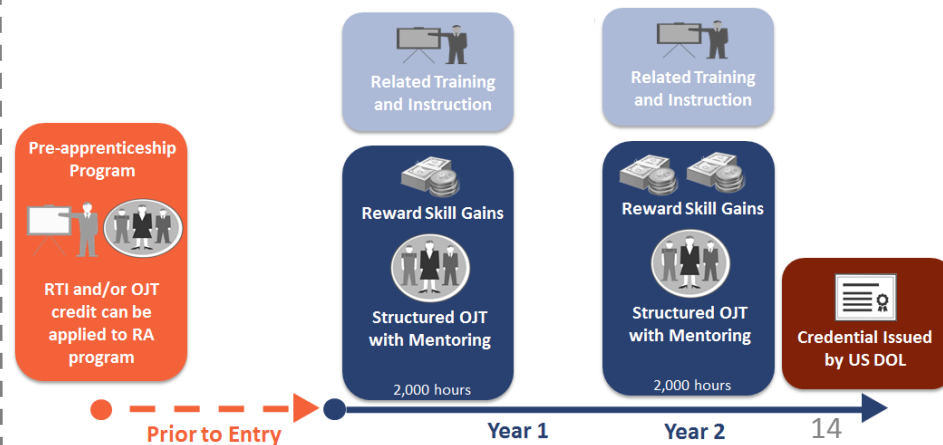
“One-Year” Registered Apprenticeship



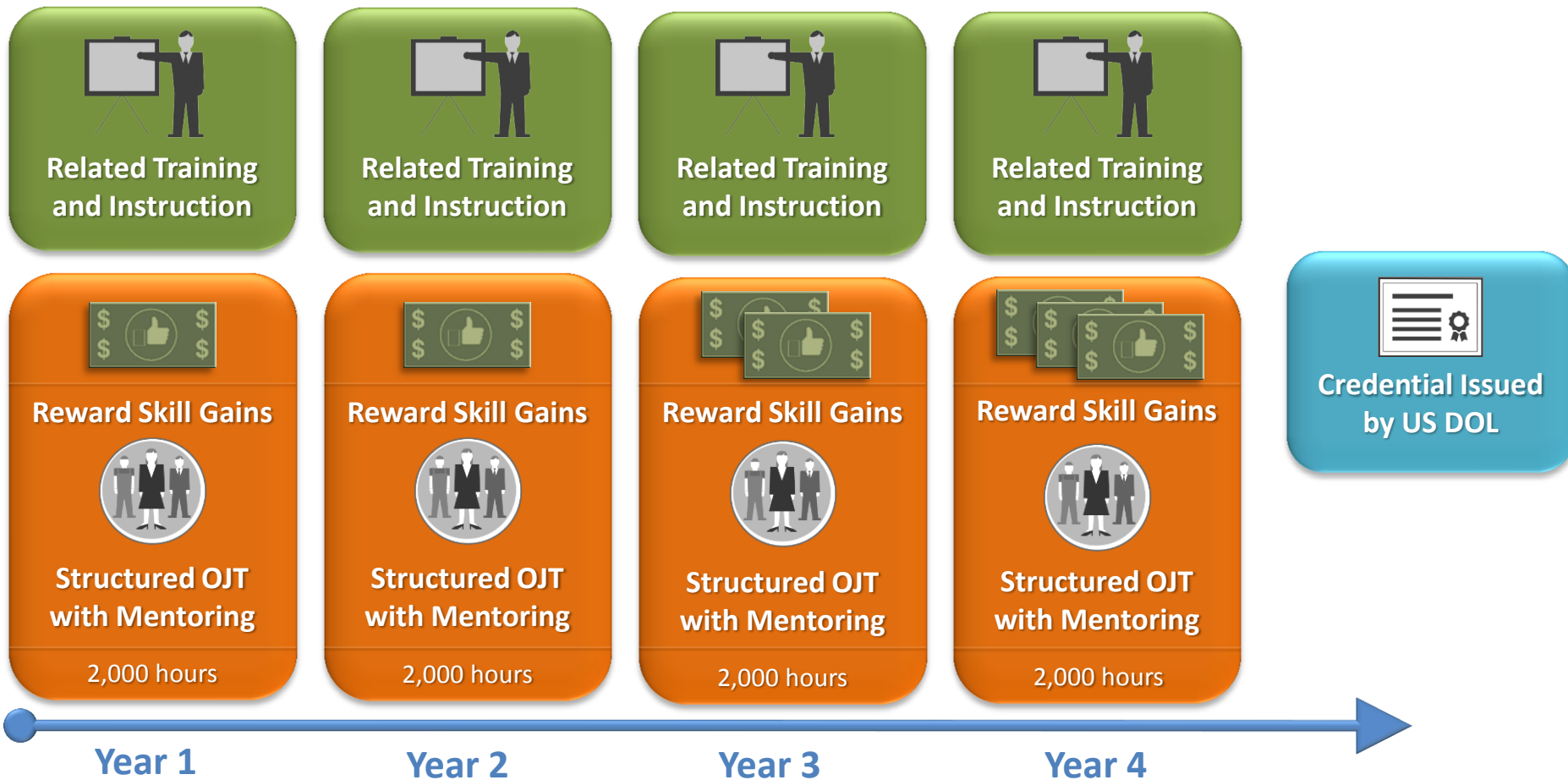
“Front-loaded” Registered Apprenticeship



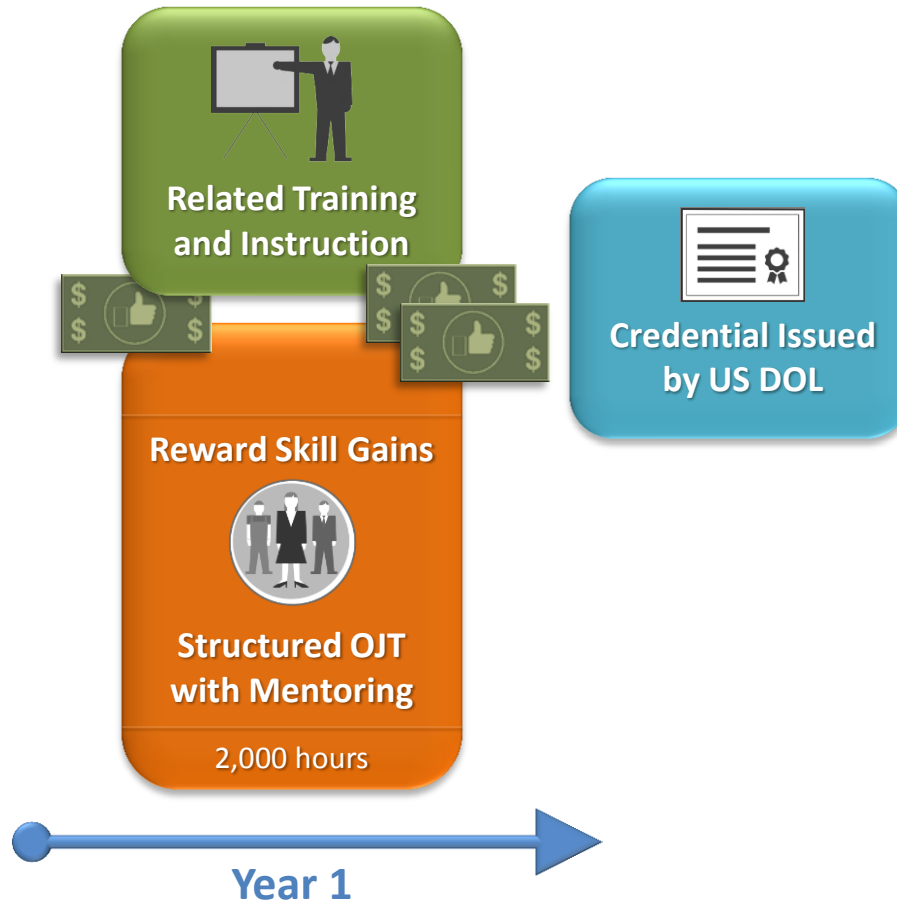
Pre-apprenticeship to Registered Apprenticeship – Direct Entry Model



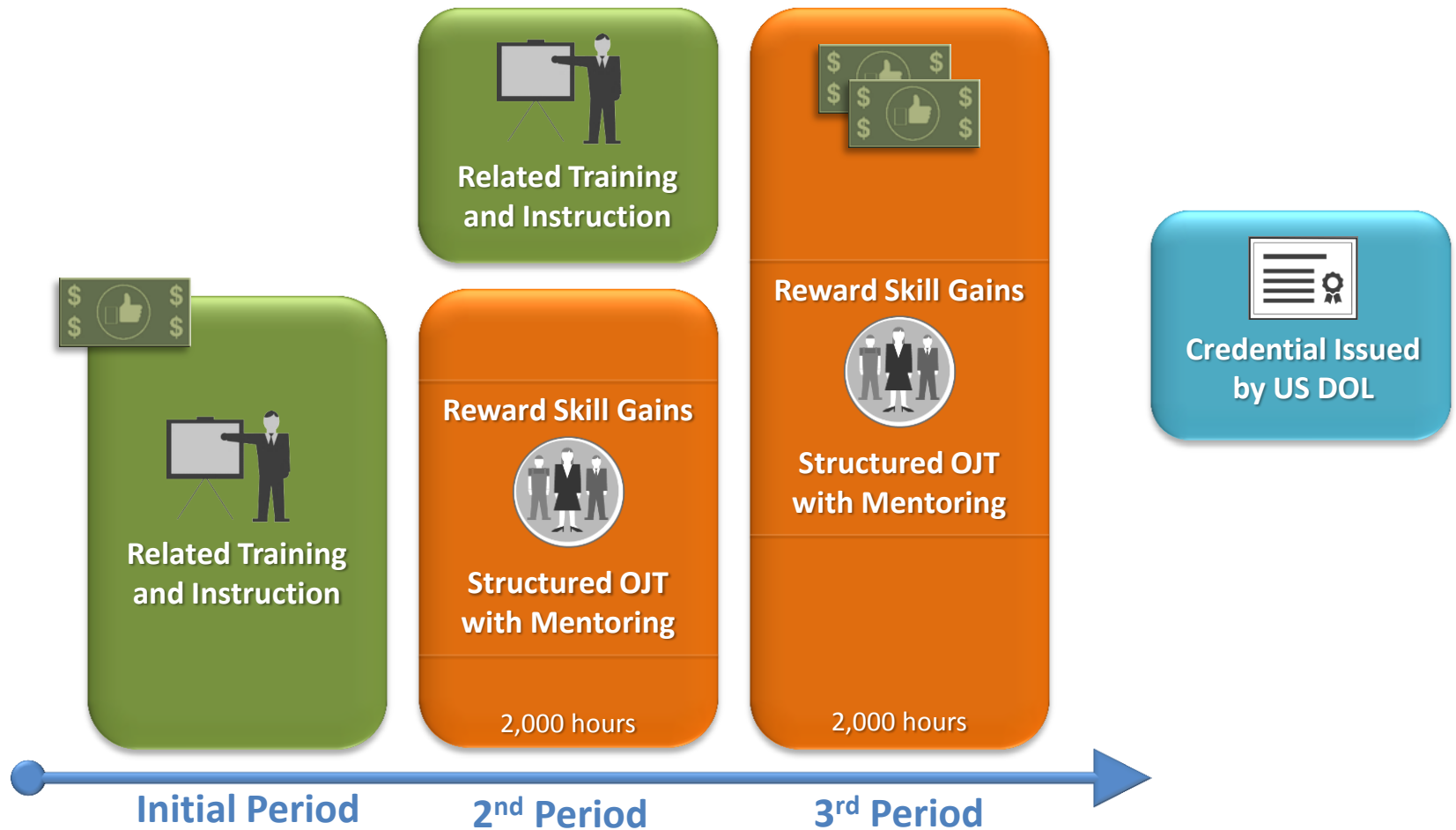
Example shows a four year program; however, program length driven by industry needs (e.g. most construction programs).



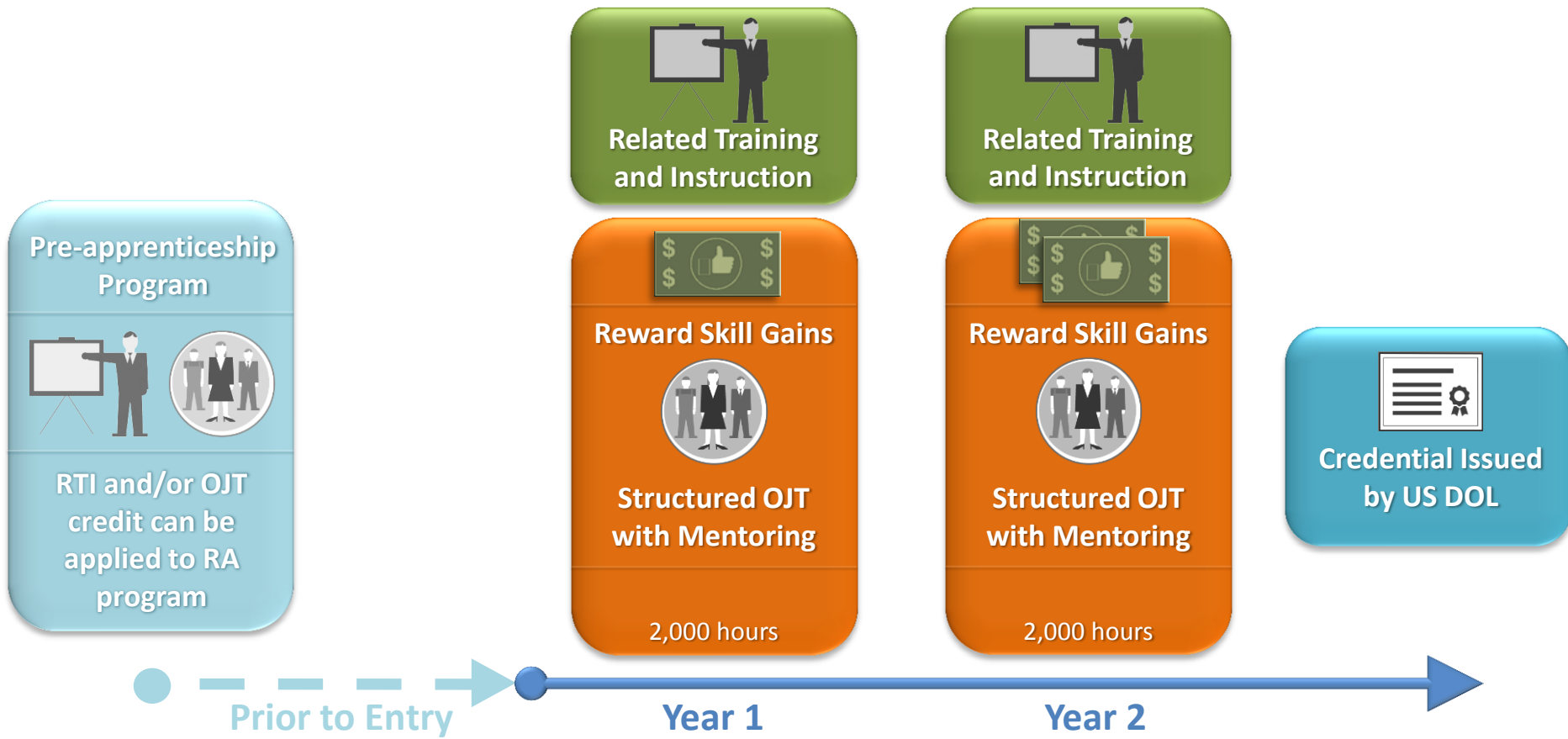
Example shows a one year program; however, program length driven by industry needs



Example shows a program with diminishing time spent in classroom training; however, all RTI could occur at the beginning of program.



Quality Pre-Apprenticeship Programs have a partnership with an RA program to ensure direct entry with advanced credit upon completion of the pre-apprenticeship.



Post-secondary Institutions

- ✓ Be in the Department of Education Database of Accredited Programs;
- ✓ Grant degrees;
- ✓ Accept prior learning assessment and transfer credits.

Apprenticeship Sponsors

- ✓ Have program with standards registered with DOL;
- ✓ Submit to program review to assess program quality and rigor, and determine credit value.

What are the Sponsor Advantages?

- Attracts career minded applicants.
- Fosters a workforce to keep company competitive, flexible and adaptive.
- Develops a competent employee, who is capable of advancing.
- Develops an employee who embraces the company culture.
- Reduces turnover.
- Incorporates training standards that are nationally recognized by industry.

Registered Apprenticeship is a proven work-based model that delivers

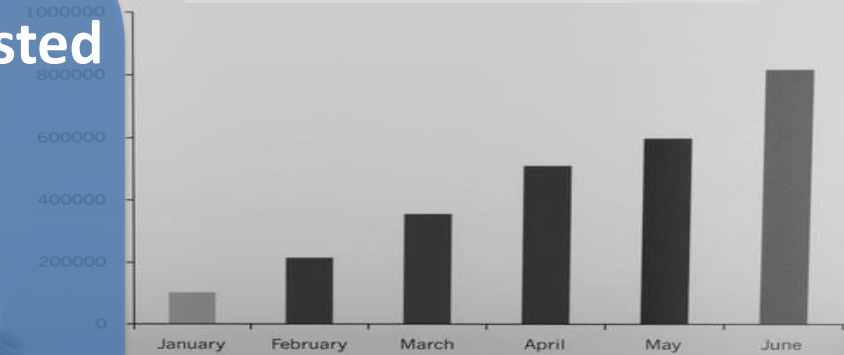
Impressive Public Benefits

- ✓ \$28 in benefits for every \$1 invested by Government*

Strong Outcomes

- ✓ Completers earn approximately \$50,000 per year
- ✓ 87% of completers employed
- ✓ Opportunities to earn college credit
- ✓ Over \$300,000 more than their peers in life-time earnings

OUTCOMES AND RESULTS



*(Source: An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States, Mathematica Policy Research, 2012)

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Making Apprenticeships Work for More Americans: Streamlining GI Bill Benefits for Apprentices

Through a new partnership between the Departments of Veteran Affairs and Labor, employers now have a fast-track for their veterans to access GI Bill benefits for Registered Apprenticeships.



Some Web Resources

- www.doleta.gov (ETA Home Page)
- www.doleta.gov/apprenticeship/ (Office of Apprenticeship)
- www.grants.gov (Grants.Gov)
- http://www.doleta.gov/grants/find_grants.cfm (ETA Grants Announcements Page)



**Thank You for
Participating Today**



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Your hosts today were:

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Questions?