Registered Apprenticeship
Building a 21st Century Workforce
US Department of Labor | Employment and Training Administration
Office of Apprenticeship | Michigan
Registered Apprenticeship has union and non-union programs
Registered Apprenticeship is more than only construction.
Some occupations that are learned through apprenticeship

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.
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

After being in the workforce, a person may choose to go back for more credentials to make an upward or lateral career move.
- 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**
- Related Training and Instruction
- Reward Skill Gains
- Structured OJT with Mentoring
- 2,000 hours

Year 1, Year 2, Year 3, Year 4

**“One-Year” Registered Apprenticeship**
- Related Training and Instruction
- Reward Skill Gains
- Structured OJT with Mentoring
- 2,000 hours

Year 1

**“Front-loaded” Registered Apprenticeship**
- Related Training and Instruction
- Reward Skill Gains
- Structured OJT with Mentoring
- 2,000 hours

Initial Period, 2nd Period, 3rd Period

**Pre-apprenticeship to Registered Apprenticeship – Direct Entry Model**
- Related Training and Instruction
- Reward Skill Gains
- Structured OJT with Mentoring
- 2,000 hours

Prior to Entry, Year 1, Year 2

Credential Issued by US DOL

RTI and/or OJT credit can be applied to RA program
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.

Prior to Entry

Pre-apprenticeship Program
RTI and/or OJT credit can be applied to RA program

Year 1
Pre-apprenticeship to Registered Apprenticeship
Direct Entry Model
Credential Issued by US DOL

Related Training and Instruction

Related Training and Instruction

Reward Skill Gains
Structured OJT with Mentoring
2,000 hours

Reward Skill Gains
Structured OJT with Mentoring
2,000 hours

Year 2

Credential Issued by US DOL
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 results for workers and the nation.

**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

*(Source: An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States, Mathematica Policy Research, 2012)*
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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](http://www.doleta.gov) (ETA Home Page)
- [www.grants.gov](http://www.grants.gov) (Grants.Gov)
- [http://www.doleta.gov/grants/find_grants.cfm](http://www.doleta.gov/grants/find_grants.cfm) (ETA Grants Announcements Page)

Thank You for Participating Today
Your hosts today were:

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Questions?