



Registered Apprenticeship

BEFORE YOU LEAP INTO APPRENTICESHIP, WHAT YOU SHOULD KNOW

Topics we will cover today

- ▶ The language of apprenticeship
- ▶ What occupations are "apprentice-able"?
- ▶ What are the different types of registered apprenticeship programs?
- ▶ What is the difference between a pre-apprenticeship and an apprenticeship?
- ▶ What is the difference between state and federal apprenticeships?
- ▶ How do various credentials fit into registered apprenticeship?
- ▶ What is an apprenticeship sponsor?
- ▶ How do employers view apprenticeship?
- ▶ What are the potential costs of an apprenticeship and funding available?
- ▶ Looking to the future of apprenticeship

Speaking apprenticeship

- ▶ The language of apprenticeship and other workforce programs use the same words...
- ▶ With different meanings
- ▶ For example OJT and classroom training
- ▶ Make sure you understand who you are talking to
- ▶ Are they speaking apprenticeship or some other workforce language

One of the biggest mistakes workforce development people make is thinking everyone (employers, apprenticeship people, state and federal staff) understands what they are talking about when they are speaking different languages using the same words

SAC or Fed... which one are you?

- ▶ What is a “SAC” State?
 - ▶ State Advisory Council oversees and advises state registration agency
 - ▶ State level registration agency approves apprenticeable occupations, on-the-job learning, related instruction and all standards for apprentices
 - ▶ State level registration agency enforces standards and oversees apprenticeship sponsors and contracts
 - ▶ State level registration agency issues journey level credentials
- ▶ What is a “Fed” state?
 - ▶ Federal Office of Apprenticeship approves apprenticeable occupations, on-the-job learning, related instruction and all standards for apprentices...

It is important to know the difference because it determines all the rules and people who you will be dealing with

In California apprenticeships could fall under one or both sets of rules... The systems run parallel

What types of occupations can be apprenticeships?

It all starts with an apprenticeable occupation

- ▶ Varies across SAC states
- ▶ The same in fed States
- ▶ It can be reciprocal if requested by SAC
- ▶ In general:
 - ▶ Fed State Minimums
 - ▶ 144 hrs RTI
 - ▶ 2,000 hr OJL
 - ▶ SAC State Minimums vary substantially by state but generally, not less than feds
- ▶ Forces that drive minimums “old” vs “new” on minimums

Types of apprenticeships

- ▶ Hours based – as it was in the beginning
 - ▶ Do the time, pass the tests you complete
- ▶ Competency based – a new approach and how it relates to hours based
 - ▶ Bolting two pieces of metal together example
- ▶ Hybrid – blending old and new
 - ▶ You have to do both time and competencies

Industries – the big three & how they differ

▶ Construction

- ▶ Some of the oldest occupations – carpenters, brick layers
- ▶ The largest by number – over 70% in some states
- ▶ Far more JATCs

▶ Industrial

- ▶ More individual sponsor driven
- ▶ More technology driven than in the past (i.e. CNC)

▶ Services

- ▶ Large
- ▶ More individual driven occupations (Morticians, cosmetology)

Shifting toward new industries and occupations

- ▶ Construction, Manufacturing and service trades have been around for a while
- ▶ New industries where apprenticeships are emerging include:
 - ▶ Health care
 - ▶ Information Technology/Telecommunications
 - ▶ Hospitality
 - ▶ Finance and Business

Related Instruction

- ▶ Many types of providers
 - ▶ Technical colleges (apprenticeship vs special contracts)
 - ▶ Union training providers
- ▶ It's not just classroom anymore
- ▶ Academic Credit
 - ▶ Toward Associates degrees
- ▶ Recognizing what's already done
- ▶ On line instruction

On the Job Learning

- ▶ The Job Book – documenting competency
 - ▶ States may require
 - ▶ Feds do not
 - ▶ It's still a good idea to have one
- ▶ Apprenticeship to Journey worker ratios
 - ▶ Varies by state and occupation
 - ▶ Often 1:1
 - ▶ I've never seen one more than 3:1

Credentials

- ▶ The big one – A journey worker card
- ▶ Interim credentials - typically part of a required sequence of course work
 - ▶ Examples – CNA, OSHA 10, Confined Space
- ▶ Stackable credentials – a career portfolio - all of the above
 - ▶ IMT Example – Safety, Quality, Mfg Processes, Maintenance Awareness, Green Mfg
 - ▶ Certified Production Technician
 - ▶ CPR /first aid
 - ▶ Journey Industrial Manufacturing Technician
- ▶ Imbedded certifications – required licenses or academic degrees required for certain occupations

Sponsors

Sponsor's are required to monitor and track RI and OJL, enforce apprenticeship agreements, resolve disputes and recommend issuance of credentials to registration agencies.

They include:

- ▶ JATC Union/Management
- ▶ Unions (Other roles may include CBA, RTI)
- ▶ Unilateral sponsor - Associations – ABC
- ▶ Individual employers
- ▶ Not for profits – new to the sponsor arena

Employer point of view

- ▶ It's a voluntary program – I can walk away at any time
- ▶ Scope of training – why train for things we don't do?
- ▶ Apprentices are employees – nothing happens until I hire someone
 - ▶ Must pay wages
 - ▶ Must pay UI
 - ▶ Must pay Workers Comp
 - ▶ They are on my liability ins
- ▶ Cost (in addition to above)
 - ▶ Lost production time for apprentices and their journey workers
 - ▶ Related instruction
 - ▶ Wages & benefits

One of the biggest mistakes workforce professionals make is not understanding what they are asking an employer to commit to.

Funding – how is the system funded

- ▶ The cost of an apprenticeship can range from \$25,000 - \$250,000 per apprentice depending on the occupation and length of training
- ▶ When broken down into OJL and RI
 - ▶ OJL is always funded completely by employers who pay the wages for apprentices and trainers and administrative costs for reporting to registration agencies. In some states, employers may receive tax credits or subsidies
 - ▶ RI is funded through lots of sources, employers, apprentices, WIOA, Unions, federal and state grants, some technical college tax levies. Workforce intermediaries can be helpful with packaging.
- ▶ State and federal staff are funded by tax \$ generally allocated to labor departments

Resources

- ▶ USDOL
 - ▶ <https://www.dol.gov/apprenticeship/>
 - ▶ <https://www.doleta.gov/OA/apprenticeship.cfm>
- ▶ State of California
 - ▶ <https://www.dir.ca.gov/das/>
- ▶ Jobs For the Future
 - ▶ <https://center4apprenticeship.jff.org/resources/?page=1&partners=employerindustry-associations>
- ▶ Workforce GPS
 - ▶ <https://apprenticeshipusa.workforcegps.org/>

The Future of Registered Apprenticeship

- ▶ Executive Order on Expanding Apprenticeship
- ▶ Apprenticeship Task Force
- ▶ “Industry Recognized” approval
- ▶ Funding – the Presidents Budget
- ▶ More new industries and occupations



Thank You!
Any questions?

Have we helped you understand registered apprenticeship better? Have more questions?

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