

REGISTERED APPRENTICESHIP

It's Good for Business!



US Dept. of Labor/Office of
Apprenticeship
*Apprenticeship & Training
Representatives (ATR):*





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USDOL/Office of Apprenticeship

- Created in 1937 – ***National Apprenticeship Act*** (a.k.a., the ***Fitzgerald Act***)
- 2017 – **80th Anniversary** of Registered Apprenticeship

Our Mission

To help businesses & organizations looking for skilled professionals develop work-based training solutions, while creating quality career pathways for job-seekers, through Registered Apprenticeship.



USDOL/OA Key Responsibilities

- Promote Registered Apprenticeship
- Assist businesses & organizations develop RA programs
- Registers RA programs & oversees apprentice registrations
- Provide technical assistance to RA Program Sponsors
- Ensure RA program quality is maintained (via periodic
QA Assessments & Quality Reviews)
- Ensure safety & welfare of apprentices
- Issue Certificates of Completion to apprentices



USDOL/OA (Missouri) Staff

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Registered Apprenticeship Quick Facts

- **539,000+** active apprentices in US (> 44% from 2013)
- **3,000** new RA programs created in US in last 3 years

- MO has **400+** RA programs (& **13,000+** apprentices);
many programs have partnerships with multiple employers

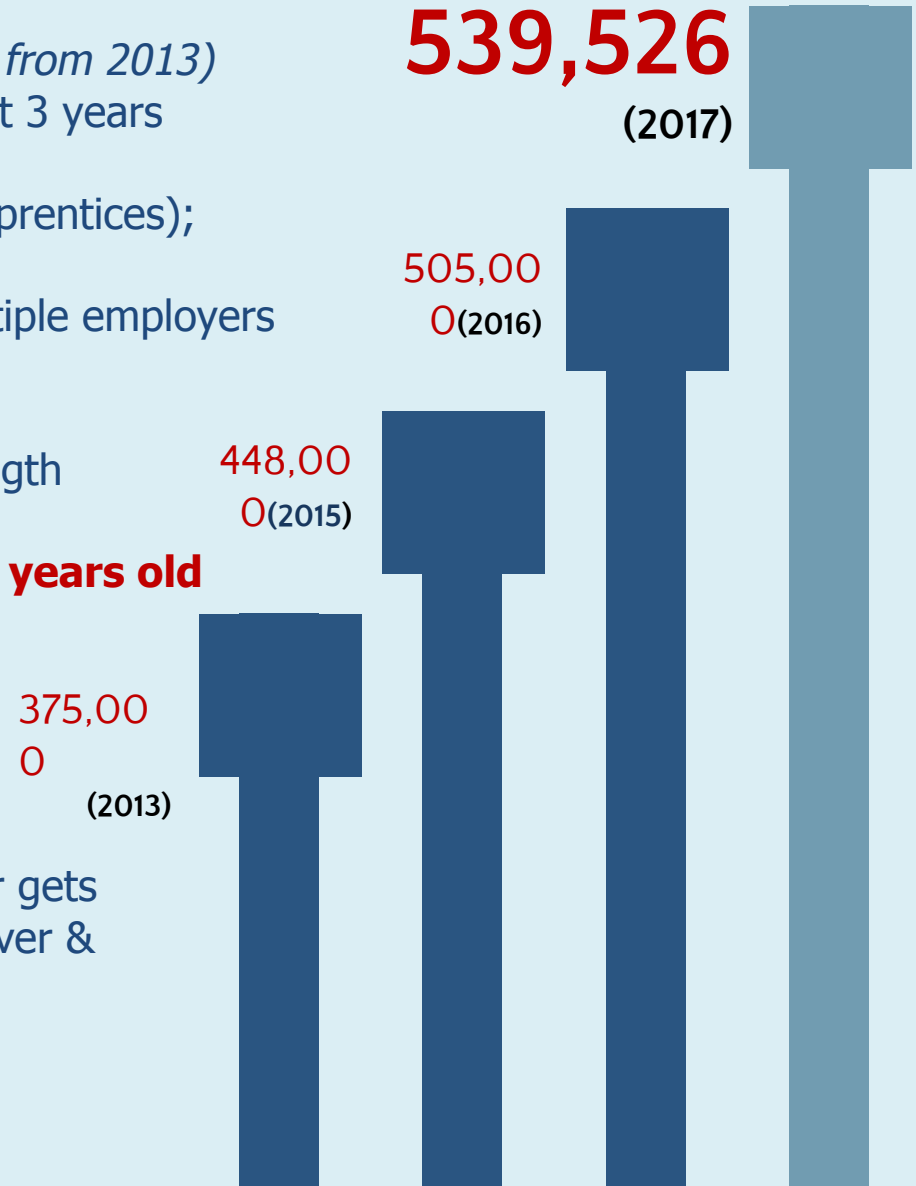
- **1300+** USDOL apprenticeable occupations

- Most apprenticeships are **1 to 4 years** in length

- Minimum age to become an apprentice is **16 years old**

- Average starting salary upon completing an
apprenticeship: **\$55,000+ /year**

- For every **\$1.00** invested in RA, an employer gets
back **\$1.47** due to reduced employee turnover &
increased productivity





What is Registered Apprenticeship?

Registered Apprenticeship is an employer-driven, highly-customizable career skills training model – *for businesses; non-profit organizations (charitable, community, faith-based); secondary & post-secondary institutions; & government agencies* – that combines structured on-the-job training with related classroom instruction; & in which participants earn a salary & scheduled wage increases during their apprenticeship, & are awarded a portable credential upon completion.



Registered Apprenticeship Myths

- **Myth #1:** *Registered Apprenticeships require union membership, or are a precursor to unionization.*

FACT: Nearly 80% of active USDOL RA's are non-union + union-based

RA programs must include management & be jointly administered.

- **Myth #2:** *RA's only apply to construction & manufacturing occupations.*

FACT: The list of USDOL apprenticeable occupations (1300+) includes

many non-blue collar jobs in high-demand career fields (e.g., Health Care, IT, Pharmaceutical, Banking, Insurance, Early Child Care, Administration).

- **Myth #3:** *RA's are only for low-skill, low-paying jobs, & are an inferior alternative to a 4-year college education*

FACT: For many job-seekers, RA & its rigorous training model can be an

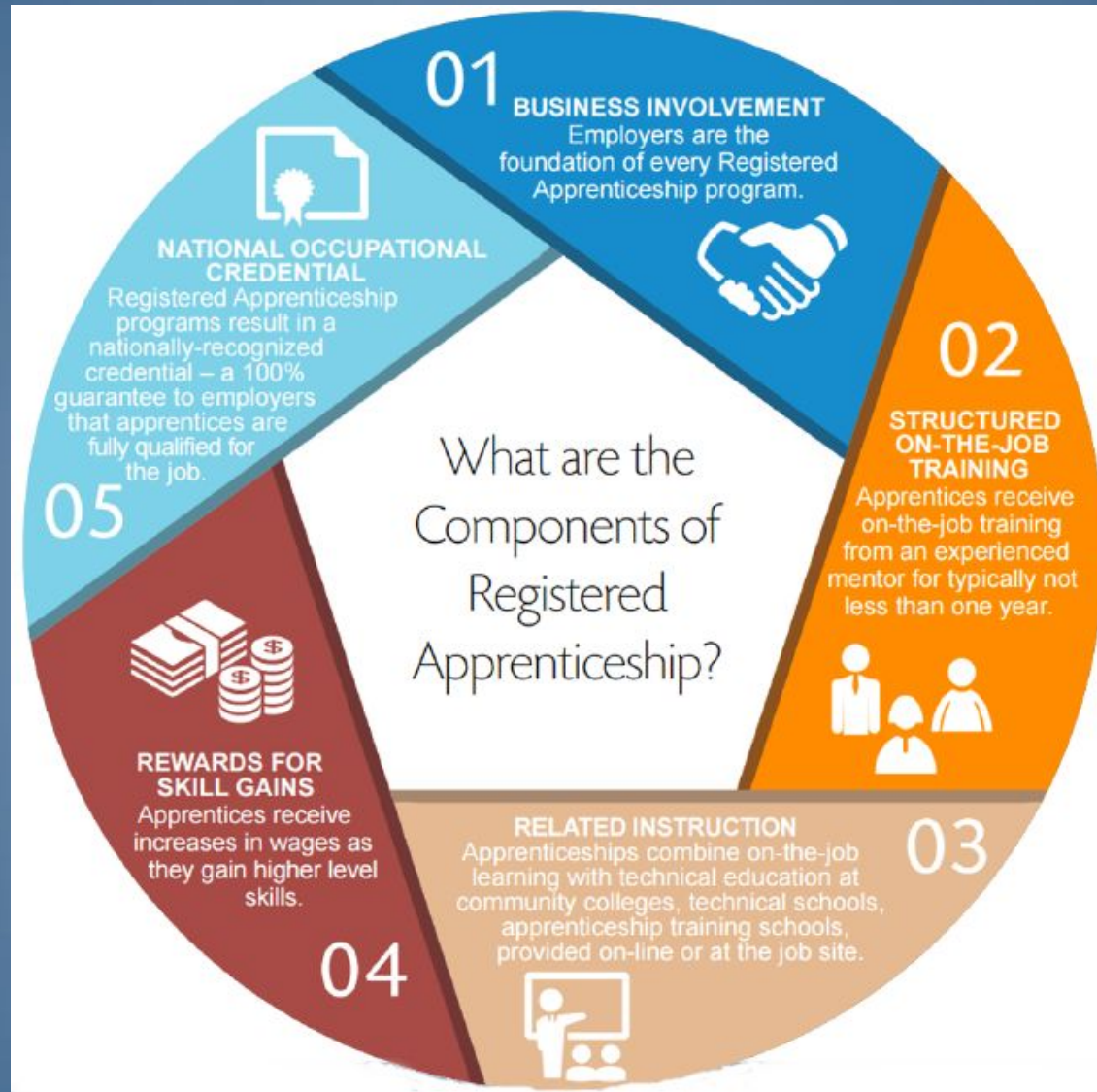
immediate, viable path to acquiring the critical professional skills & job



Registered Apprenticeship Key Terms

- **Program Sponsor:** Person, association, committee, or organization that oversees an apprenticeship program and in whose name the program is registered.
- **Standards of Apprenticeship:** Document that contains the customized RA program administration provisions & responsibilities, registered occupation(s), & apprenticeship training outline(s) developed between the Program Sponsor & the USDOL/OA.
- **Apprentice:** Individual who is employed by an employer participating in an RA program, who meets the qualifications specified in the RA Standards, is registered by the applicable RA Program Sponsor, & agrees to abide by the RA Standards.
- **Participating Employer:** Person or organization employing an apprentice. The Employer agrees to abide by the RA Standards & is responsible for providing the supervision, mentor-administered OJT & wages specified under the RA Standards. The Employer may or may not be the RA Program Sponsor.
- **Intermediary:** Person, association, committee, or organization serving as the Program Sponsor of an RA program, who partners with Participating Employers to develop customized apprenticeship training programs and help recruit apprentices. The Intermediary also performs the RA program's administrative duties.
- **Registered Apprenticeship Partners Information Data System (RAPIDS):** A federal online data management systems that provides for the automated collection, retention, updating, retrieval, and summarization of information related to apprentices and apprenticeship programs. RA Sponsors may use RAPIDS to manage their programs.

5 Components of Registered Apprenticeship





USDOL Apprenticiable Occupations

1300+ occupations are available under Registered Apprenticeship, in traditional & emerging career fields such as:

- Construction Trades
- Advanced Manufacturing
- Horticulture
- Information Technology
- Law Enforcement
- Robotics
- Health Care
- Early Childhood Care
- Tree Care
- Transportation & Logistics
- Restaurant & Hospitality
- Cosmetology
- Energy
- Firefighting & EMT
- Landscaping
- Operations Management
- Telecommunications
- Beekeeping
- Banking
- Insurance
- Logging
- Auto Maintenance & Repair
- Administration
- Agriculture



USDOL Apprenticeship Training Model

Structured On-the-Job-Training (OJT)

- 2000 hours/year (*recommended*)
- Provided by skilled Mentor (a.k.a. Journeyworker, SME, etc.)
- Progression tracked as apprentice demonstrates mastery of competencies

Related Training Instruction (RTI)

- 144 classroom contact hours/year (*recommended*)
- Administered by local or distance educational provider, or “in-house” by employer
- Instruction provided via traditional classroom, online &/or correspondence
- Progression tracked as apprentice sufficiently completes required courses

RA recognizes the following performance evaluation systems:

- Time-based: progress measured by number of hours spent accomplishing structured on-the-job-training and classroom learning
- Competency-based: progress measured by ability to demonstrate application of relevant knowledge, skills and abilities
- Hybrid: progress measured through combination of hours spent in the program and competencies demonstrated in the workplace



Registered Apprenticeship Benefits

For Employers:

- Stable Workforce Pipeline
- Customized Training
- Improved Employee Morale
- More Diverse Workforce
- Enhanced Employee Retention
- May Qualify for Workforce System
- More Highly-Skilled Workforce
- Increased Knowledge Transfer
- Close Skills/Credentials Gap
- Solution to Aging Workforce
- Safer Workplace

Funding to Help Off-Set Training Costs



Registered Apprenticeship Benefits

For Workers:

- Earn Paycheck from Day 1
- Hands-On Career Training
- Earn College Credit w/o the Debt
- Acquire In-Demand Skills & Certifications
- Attain Nationally-Recognized Credential
- May Qualify for Workforce System
- Progressive Wage Increases
- Stay & Work in Local Area
- Long-Term, Satisfying Career
- Significantly Increased Lifetime Earning Potential

Funding to Help Off-Set Training Costs



Links to Online RA Resources

- USDOL/OA (Missouri) Apprenticeship Website: <http://www.missouriapprenticeship.com>
- USDOL Apprenticeship Webpage: <https://www.dol.gov/featured/apprenticeship>
- Apprenticeship Community of Practice: <https://apprenticeshipusa.workforcegps.org/>
- RA Quick-Start Toolkit: https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf
- Federal Resources Playbook: <https://www.doleta.gov/oa/federalresources/playbook.pdf>
- Apprenticeship LEADERS Program: <https://www.dol.gov/apprenticeship/leaders.htm>
- RA College Consortium: <https://doleta.gov/oa/racc.cfm>
- RA Guidance for Veterans: <https://www.doleta.gov/oa/veterans.cfm>
- Youth Labor Provisions for Non-Ag Occupations (Child Labor Bulletin 101): <https://www.dol.gov/whd/regs/compliance/childlabor101.pdf>



National Apprenticeship Week 2017

November 13-19, 2017





REGISTERED
APPRENTICESHIP
Earn. Learn. Succeed.

Q & A

