

Today's Session



**Registered
Apprenticeship
201**



**Business
Engagement
201**



**Role of RA
Intermediary
101**

Today's Session



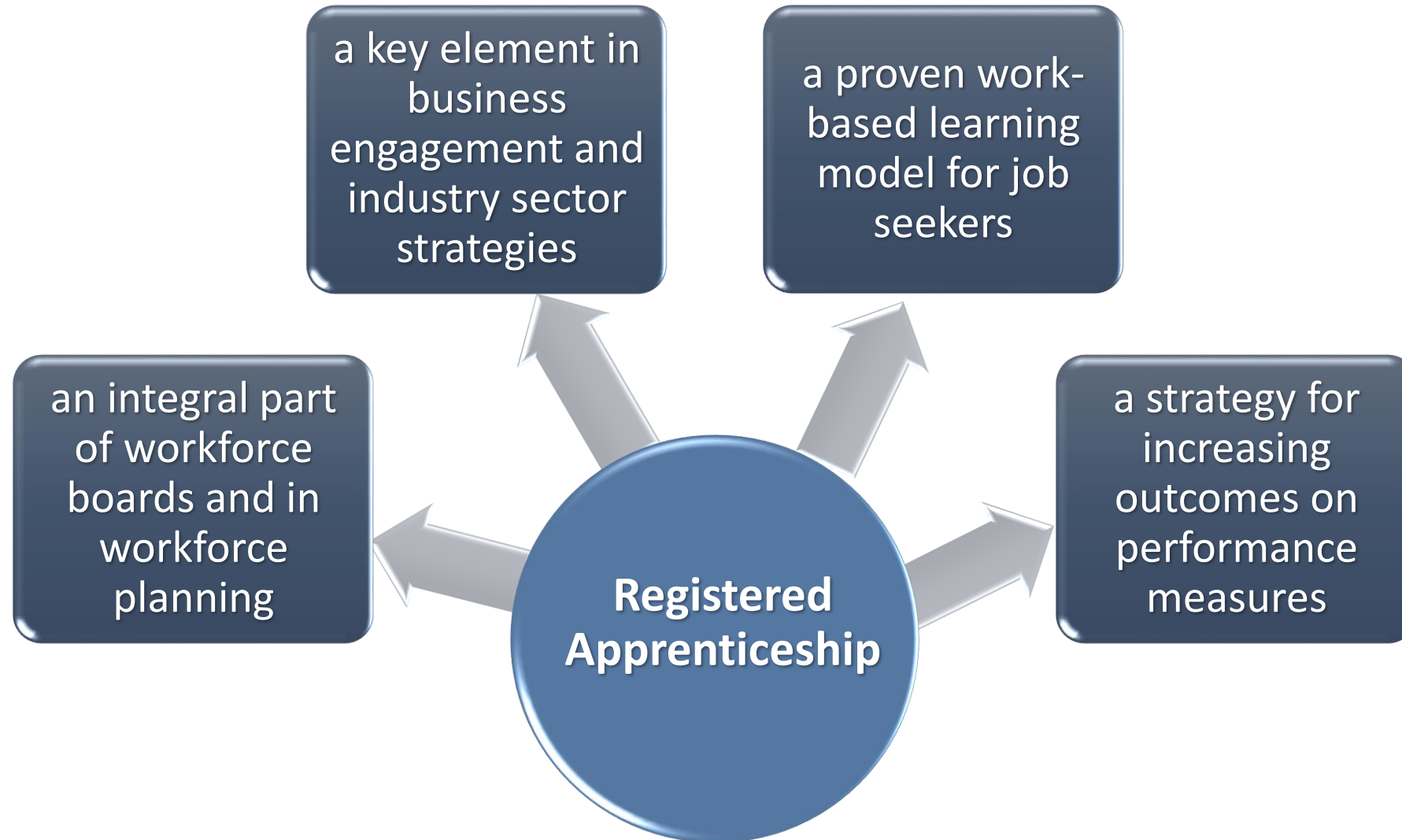
**Registered
Apprenticeship
201**

Registered Apprenticeship is job-driven. . .

Checklist for Job-Driven Training

- ✓ Work up-front with employers to determine local or regional hiring needs and designing training programs that are responsive to those needs.
- ✓ Offer work-based learning opportunities with employers.
- ✓ Measure and evaluate employment and earnings outcomes.
- ✓ Promote a seamless progression from one educational stepping stone to another, across work-based training, education, and on-the-job learning programs.
- ✓ Break down barriers to accessing job-driven training and hiring for any American who is willing to work, including access to supportive services and relevant guidance.
- ✓ Create regional collaborations among American Job Centers, education institutions, labor, non-profits, and employers.

. . . that is an integral part of WIOA and WDB strategies



Why 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!!!

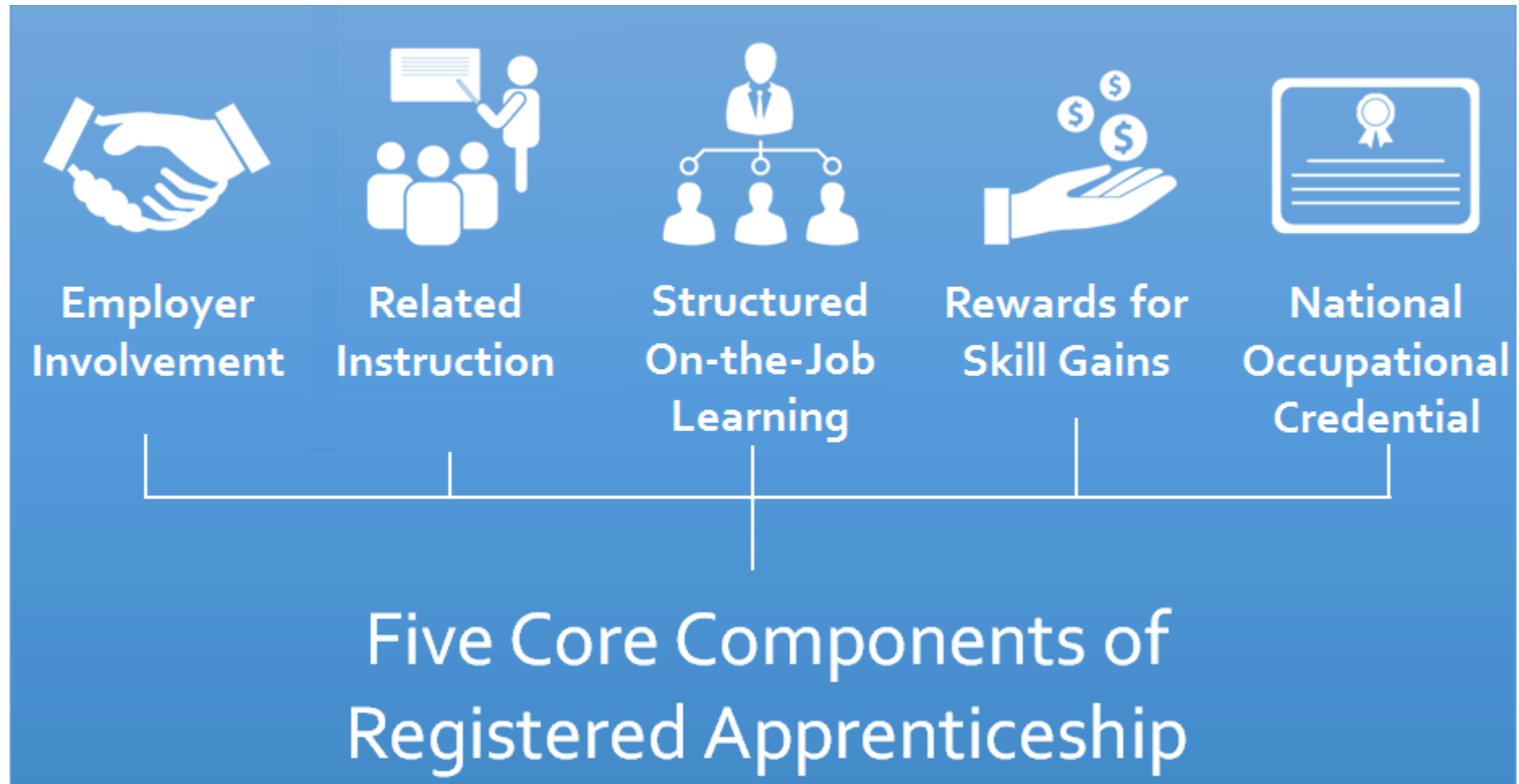


Talent develop needs of an ever-changing workforce



Registered Apprenticeship is a flexible and proven workforce development strategy that can help grow your talent.

What exactly is a Registered Apprenticeship?



Relate Registered Apprenticeships to What Businesses Already Do



Think Registered Apprenticeship it is as simple as five...four...three...two...one

5

5 Core Components: Employers, Related Technical Instruction, OJT, Reward Skill Gains, National Credentials

4

4 Key Roles: Employers, Sponsors, Education Providers, Workforce System

3

3 Ways to Complete: Time-Based (Short as 1 year) | Competency-Based: No Time Limits | Hybrid

2

2 Ways to Register: U.S. DOL and State Apprenticeship Agencies

1

1 System with Nationally Recognized Credentials

5

Core Components of Registered Apprenticeship



Employer Involvement Is Integral

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



Related Training and Instruction

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



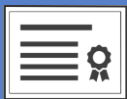
Structured On-the-Job Learning with Mentoring

Minimum of 2,000 hours
Structured and Supervised



Rewards for Skill Gains

Increases in skills brings about progressively increasing wages



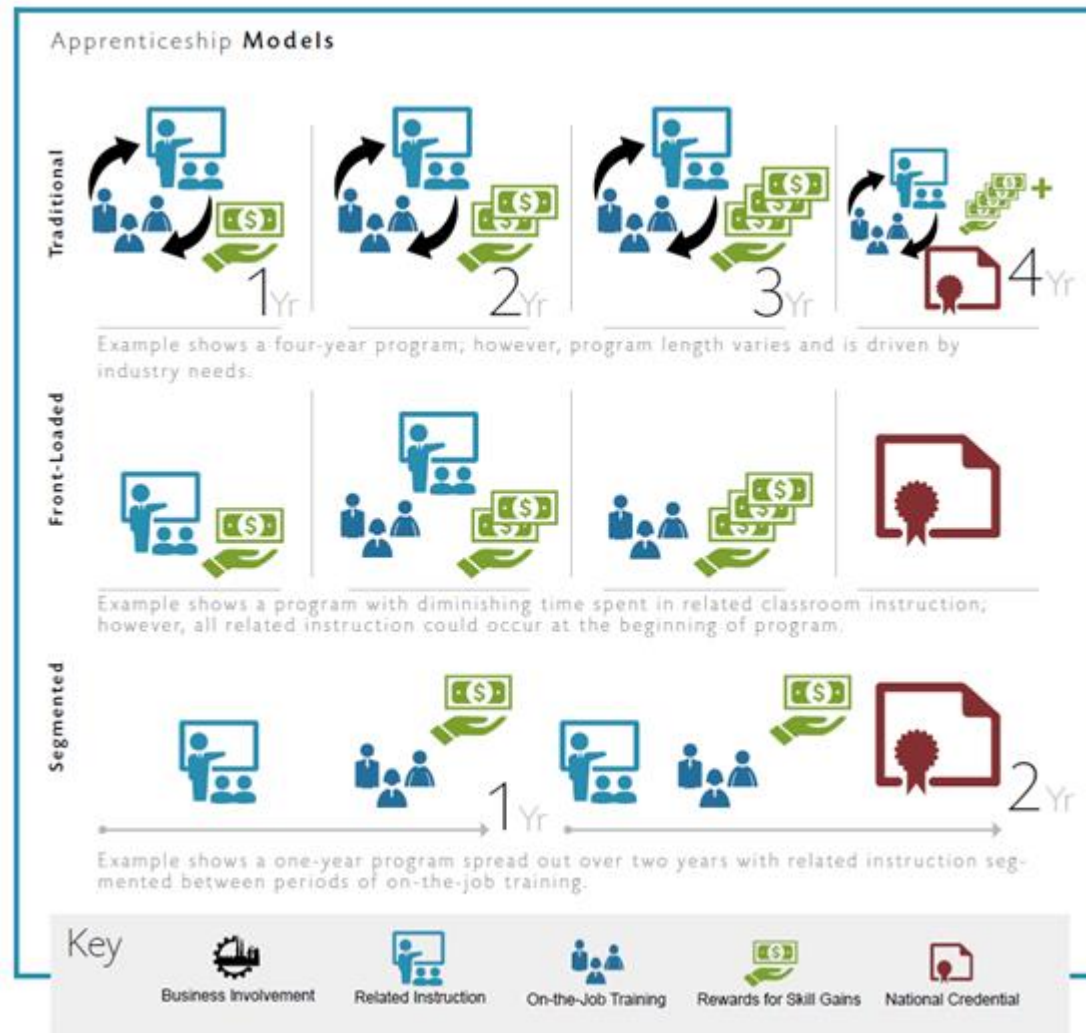
National Occupational Credential

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

The workforce system has a role to play in each component



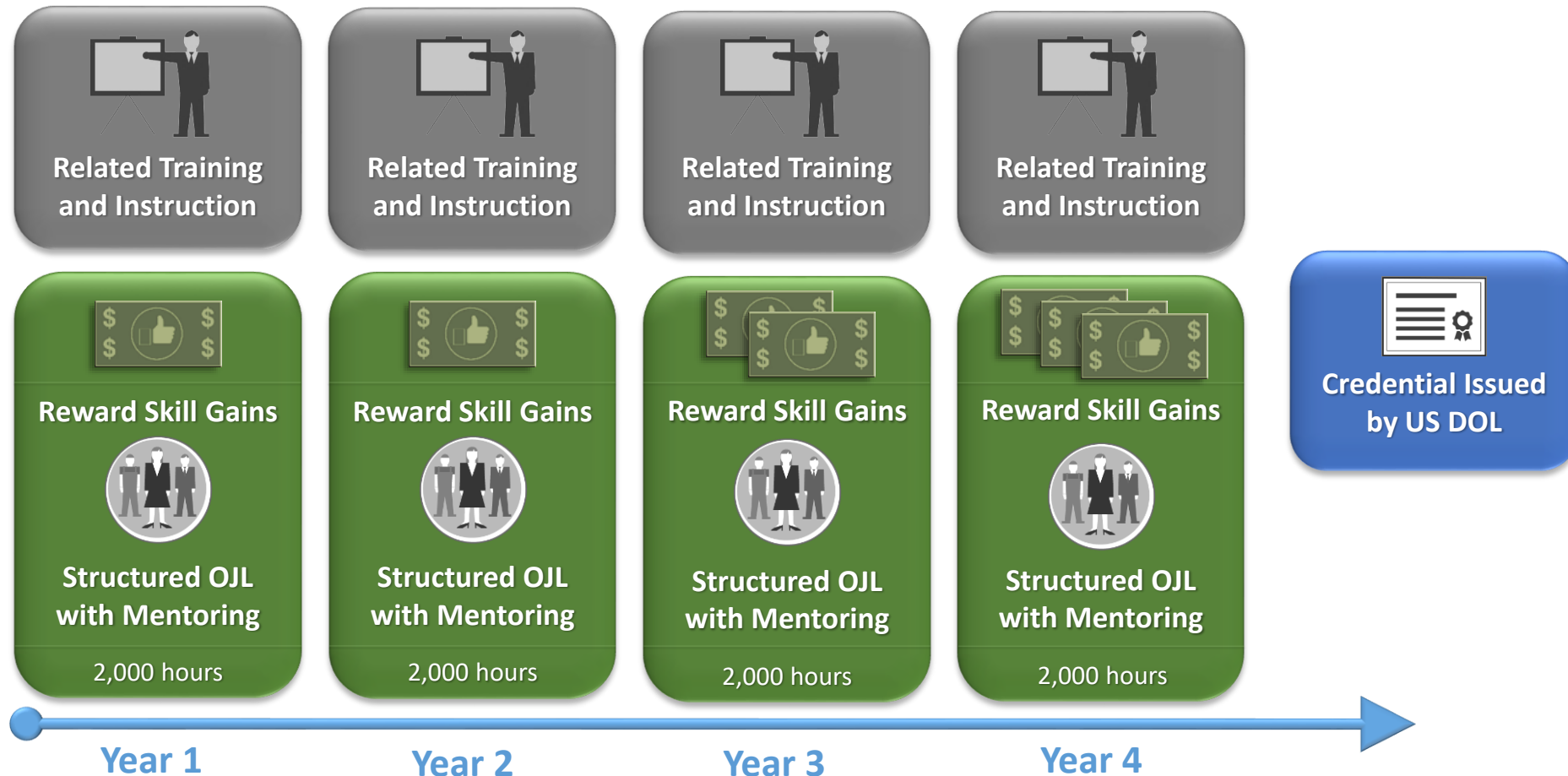
Registered Apprenticeship is adaptable & flexible



**Five Core Components
of
Registered
Apprenticeship**

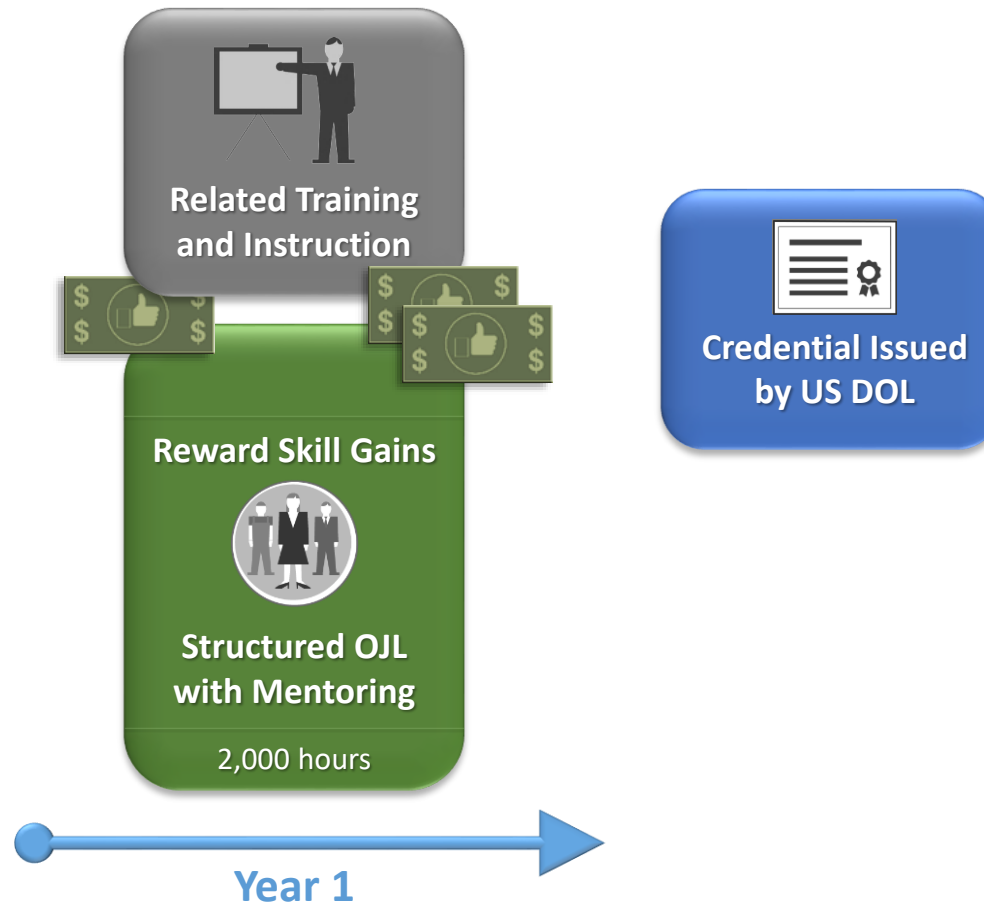
Traditional Registered Apprenticeship Model

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



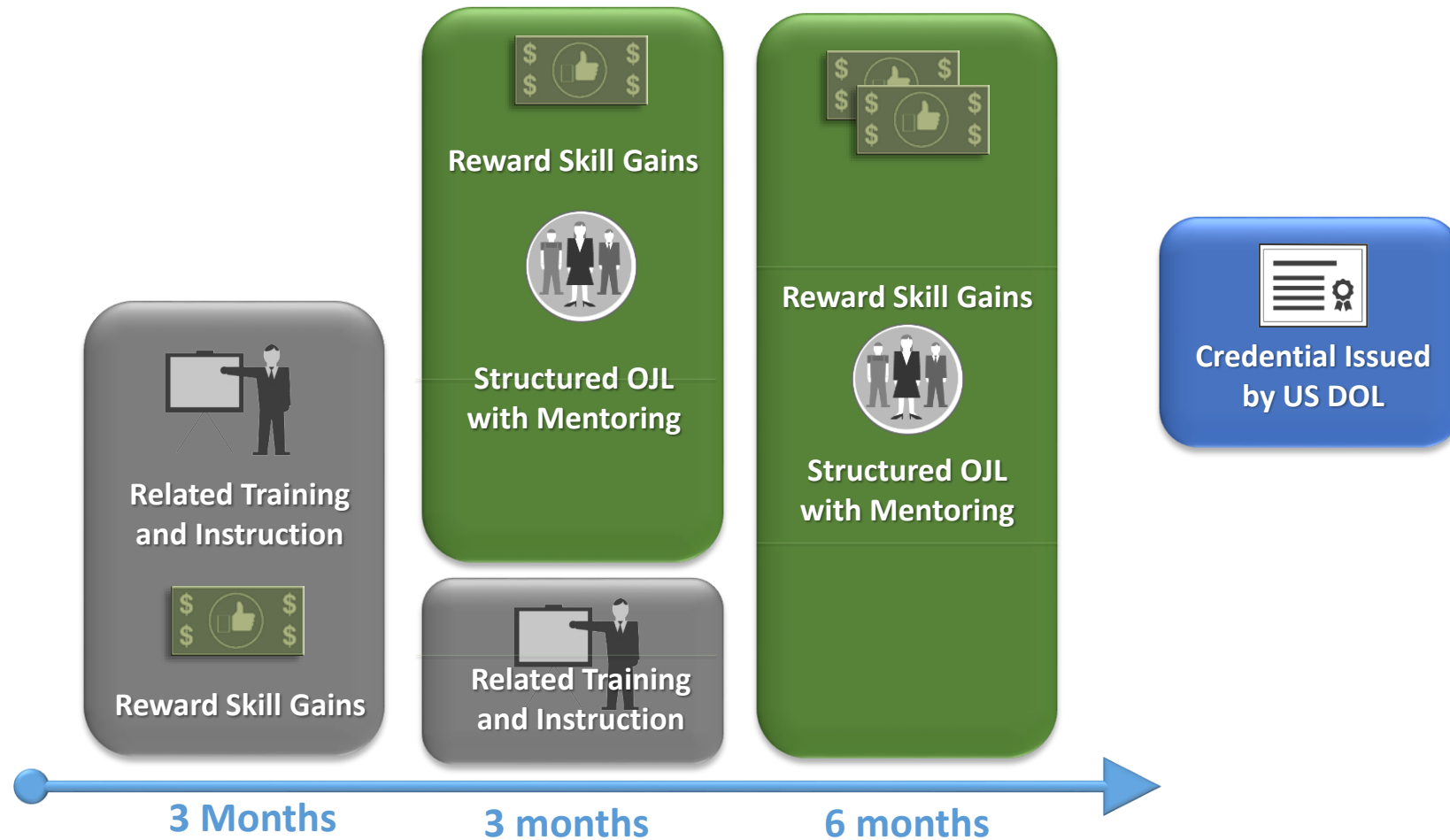
One (1) Year Apprenticeship Model

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



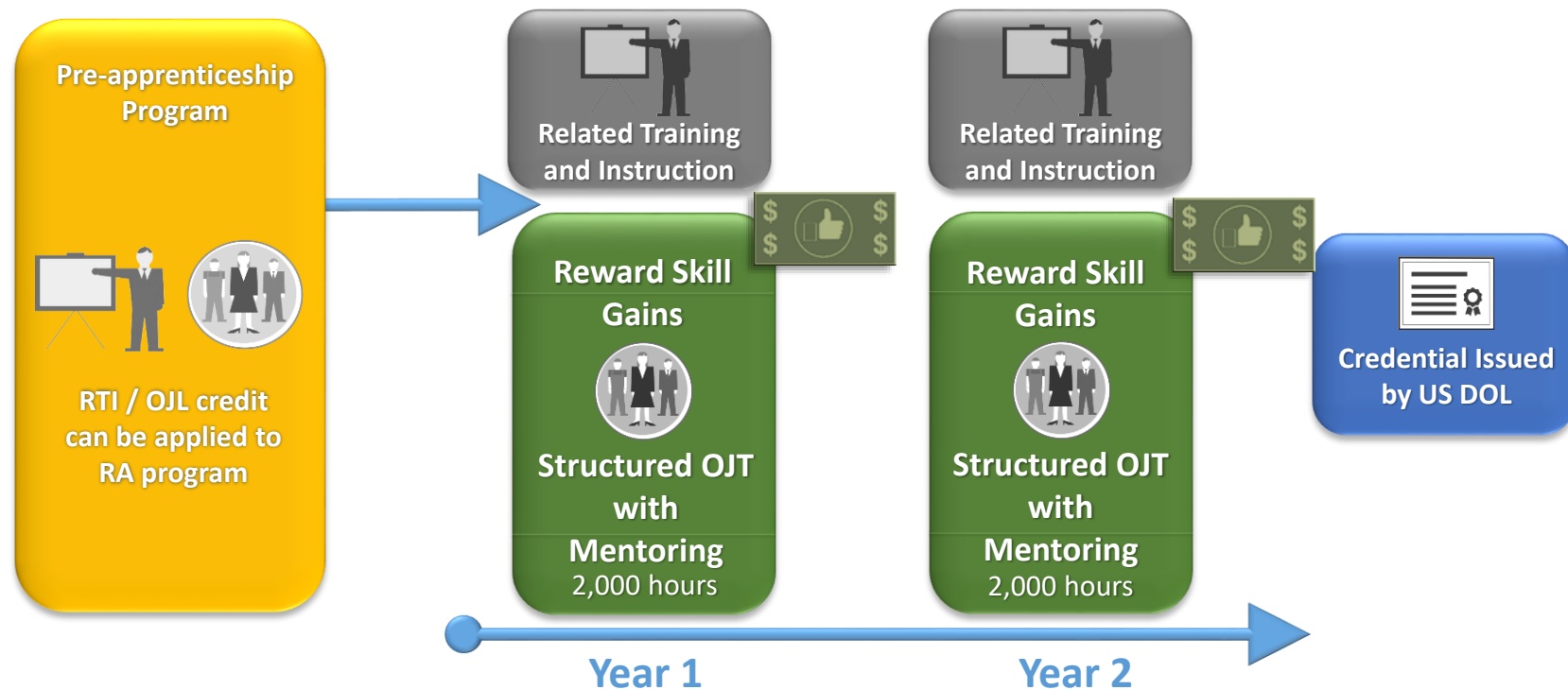
Front-loaded Apprenticeship Model

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



Pre-apprenticeship to Apprenticeship Direct Entry Model

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



4

Key Roles within Registered Apprenticeships

Employers (OJL)

- ✓ Must have employer(s)
- ✓ Must Drive Program Design / RTI
- ✓ Provider of OJL/Work-Based Learning

Sponsors (Administrators)

- ✓ Responsible for Administering the Program
- ✓ Can be Employer, Consortia of Employers, Industry Associations, Joint Labor-Management Organizations, Educational or Training Providers, CBOs, or Other Workforce Intermediaries!

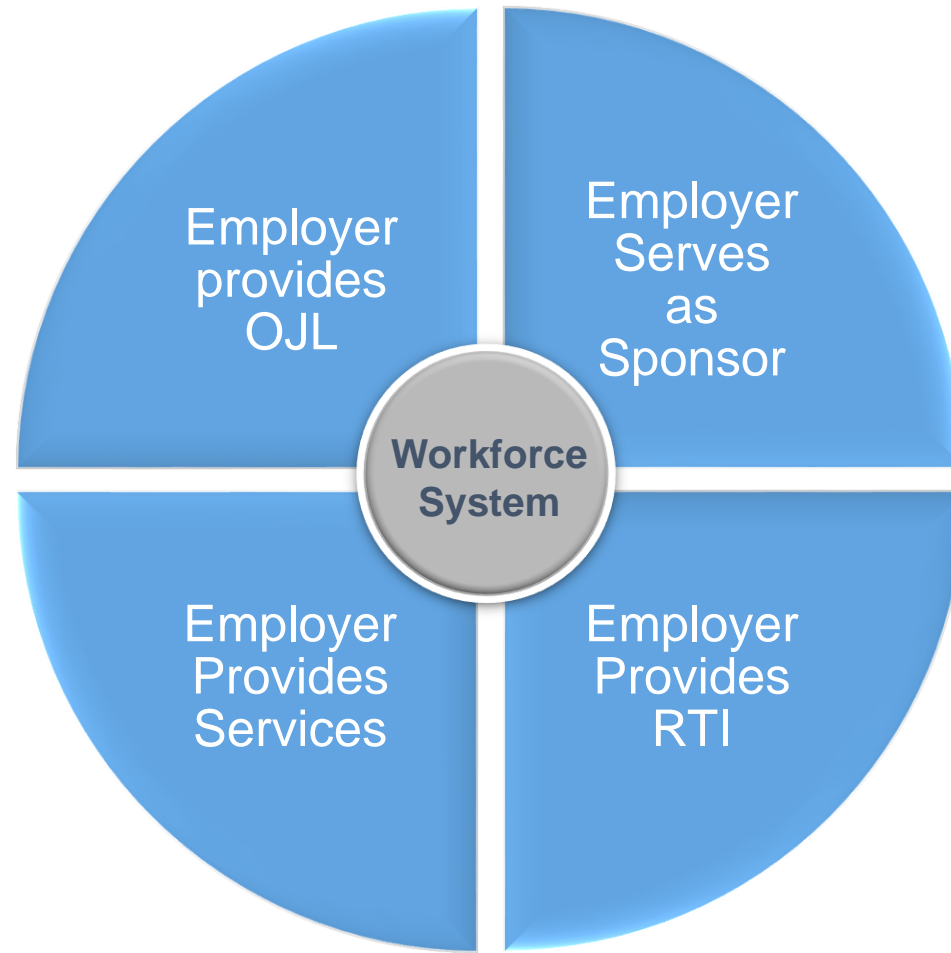
Public Workforce System

- ✓ Provide basic skills/pre-apprenticeship
- ✓ Provide training funds (through OJT contracts, ITAs, customized training)
- ✓ Provide support services

Educational (RTI) Provider

- ✓ Can be employer/industry based
- ✓ Can be Joint Labor-Management Orgs
- ✓ Community Colleges
- ✓ Others (Non-profits)

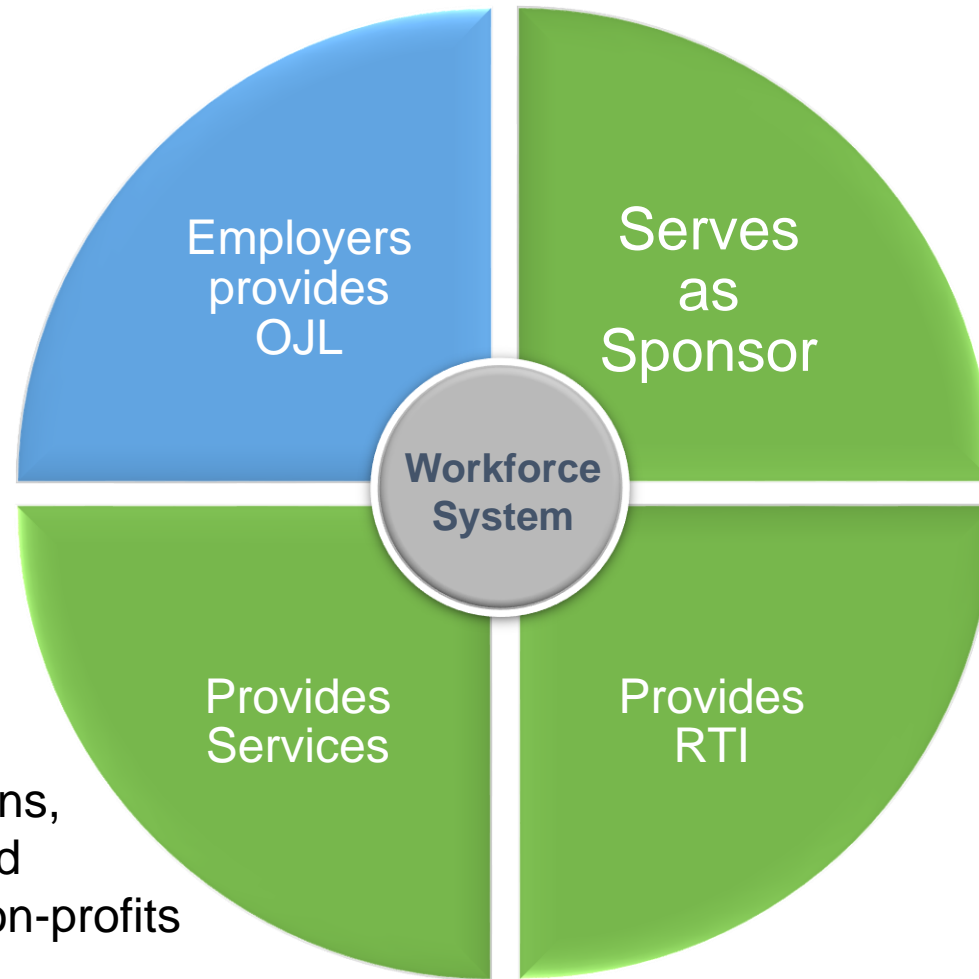
Single Employer Model



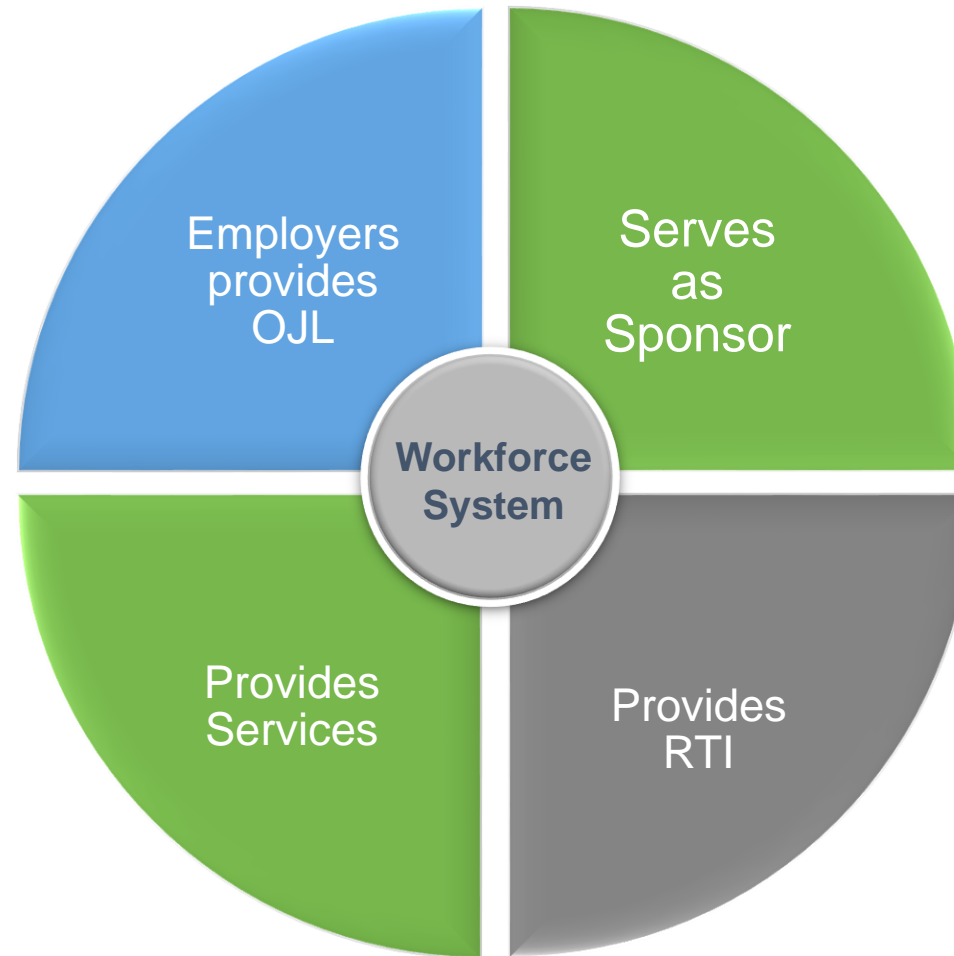
Multiple Employers + Intermediary Model

For example:

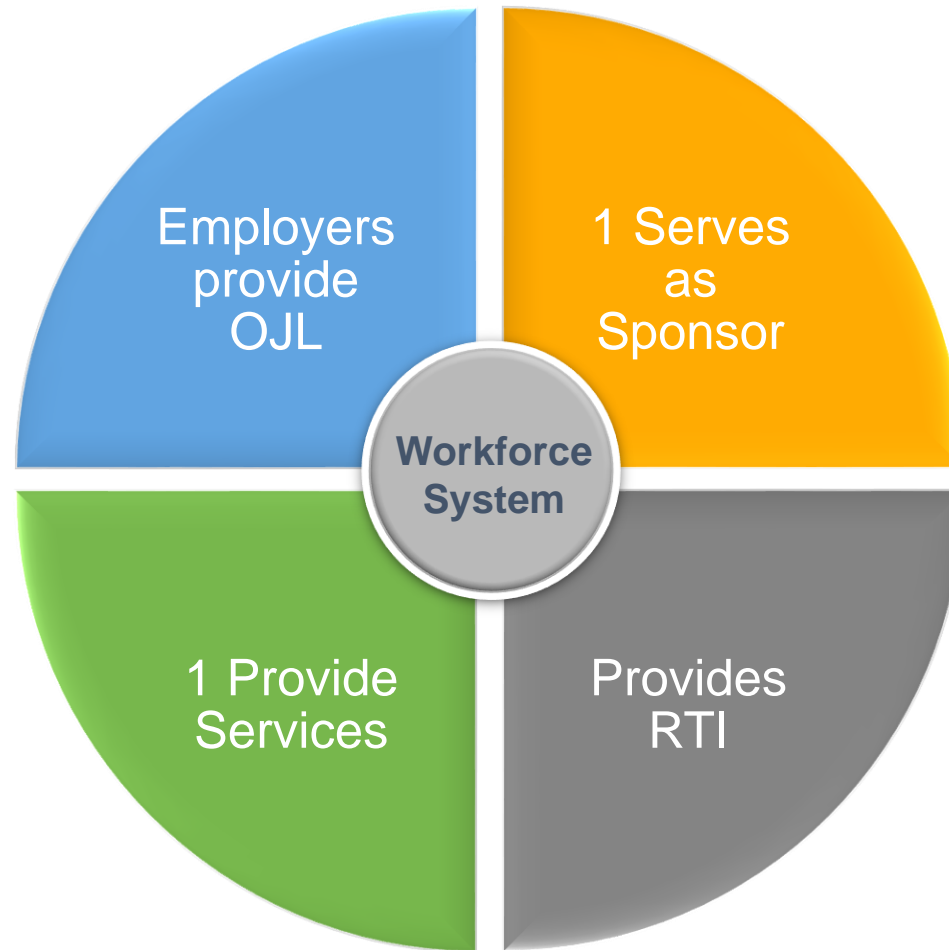
Industry associations,
labor organizations,
community-based
organizations, non-profits
etc.



Multiple Employers + Intermediary + Community College Model



Multiple Employers + Multiple Intermediaries + Community College Model



3

Ways to Complete a Registered Apprenticeship



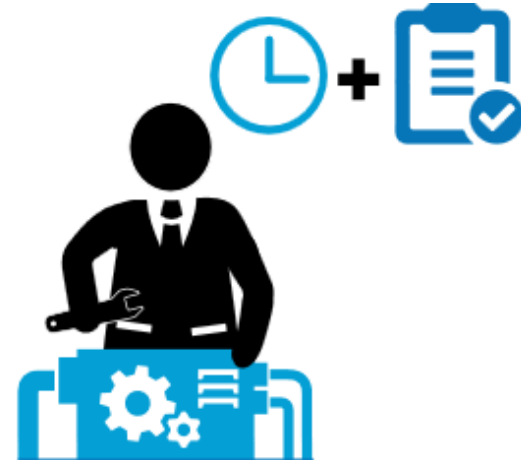
Time-based programs

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.



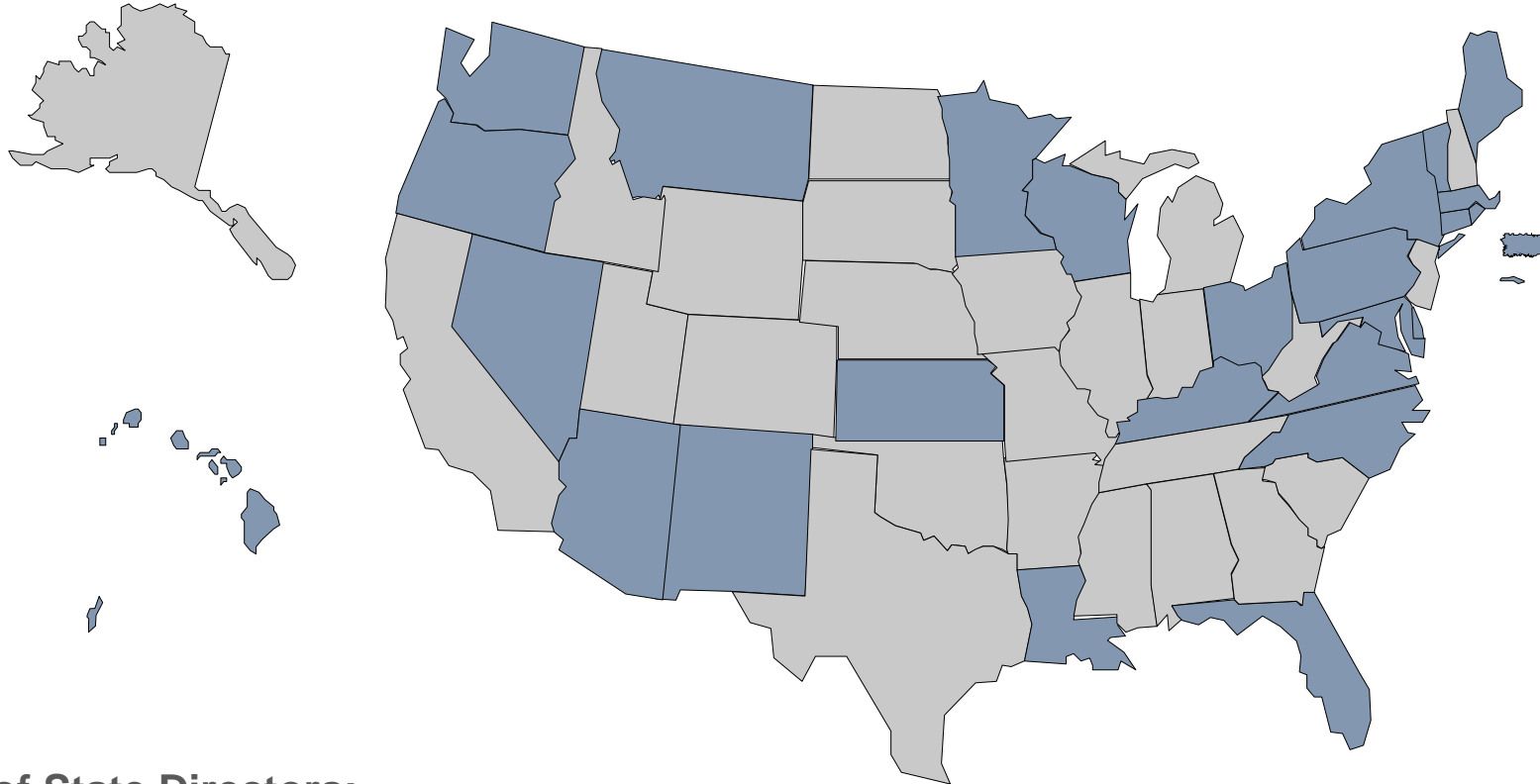
Hybrid approach

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

2

Ways to Register Apprenticeship Programs:

U.S. Department of Labor and State Apprenticeship Agencies



List of State Directors:

<http://www.doleta.gov/oa/contactlist.cfm>

■ DOL = 25 (FEDERAL)

■ SAA = 26 (STATE)

1

Nationally Recognized Credentials

All workers that graduate from a Registered Apprenticeship receive a national, industry-recognized, portable credential ... and sometimes more.



The credential is a 100% guarantee to **all employers** that graduates from Registered Apprenticeship programs are fully qualified to do the job



Exercise

COMPONENT #1: EMPLOYER ENGAGEMENT & INVOLVEMENT

What roles can the employer play in designing and implementing a registered apprenticeship program?
How can the various ways employers engage in hiring (e.g., interns, temporary workers) form the basis of a registered apprenticeship?

Exercise

COMPONENT #2: RELATED TECHNICAL INSTRUCTION

What are the various types of related technical instruction that can be used within a registered apprenticeship? How can it be structured? Who can deliver it? From looking at the job description, design the related technical instruction for the apprenticeship.

Exercise

COMPONENT #3: ON-THE-JOB LEARNING AND WORK PROCESSES

From looking at the job description, what skills, tasks, and competencies could be learned on-the-job?

What ways could the on-the-job learning be structured in relationship to the related technical instruction above?

Exercise

COMPONENT #4: WAGE REWARDS FOR SKILL GAINS

What are the various ways to structure wage gains throughout a registered apprenticeship? How are they determined and by who? From looking at the job description, create a wage scale for the registered apprenticeship and be able to defend it.

Exercise

COMPONENT #5: NATIONALLY RECOGNIZED CREDENTIALS

What are the various types of nationally recognized credentials that could be obtained by participating in a registered apprenticeship? Who can provide these? From looking at the job description, identify what credentials could be earned during and upon completion of a designed registered apprenticeship.



Today's Session



Business Engagement 201

Using the apprenticeship model as a key strategy

- The increased emphasis on work-based learning and business engagement in WIOA provides a new opportunity for the workforce system to integrate apprenticeship into its business services.
- Since employers are at the center of the model, apprenticeship automatically brings industry to the table.
- Apprenticeship aligns perfectly with sector strategies, industry partnerships, and other investments in meeting the needs of the business community

Apprenticeship as a Business Solution:

The Mindsets



- Apprenticeship is a workforce development tool.
- Registered Apprenticeship is a formalized approach to what businesses already do, but ensures them better results.
- Your apprenticeship pitch is only as good as the apprenticeship program you can deliver.

Employer Focused



Three Phases of Business Engagement in RA



Research and Preparation



Initial Conversation



- Start with a problem statement – not a solution.
- Define it in terms of their business challenge.
- Use business language.
- Ask questions, seek to understand.
- How have they solved their challenge? (recruitment, on-boarding, internal training, mentoring, etc.)

Relate Registered Apprenticeships to What Businesses Already Do



Talk Their Language



Apprenticeship Speak

- Outreach & Selection
- Work Processes / Competencies
- Related Technical Instruction
- On the Job Learning (OJL)
- Stepped-up Wages
- Certificate of Completion

Business Speak

- Recruitment & Interviewing
- Job Descriptions / Position Responsibilities
- Internal/External Training
Education or On-boarding
- Mentoring / Supervision of Work
Performance Reviews
- Merit-Based Increases
Performance Increases
- Position / Title Change

Understand what you're offering businesses

- Set forth the ROI involved with RA
- Compare traditional vs. RA hiring models

Value built into the RA program

- Stepped up wages vs. full wages
- Increased retention
- Provides a repeatable, organized framework for recruitment, hiring, onboarding, and advancement.

Additional value your state/region may add

- Tax credits, workforce development grants, WIOA ITAs and OJTs
- State / federal subsidies
- Shared recruitment costs/ hiring incentives

Follow Up:

Building on A Successful First Conversation

- Leave the first meeting understanding employer pain points.
- Always set up for next conversation with take-aways and next meeting scheduled.
- Understand that there will be multiple future calls with different audiences.
- Create an incentive for meeting with you again.

Closing the Deal

- Get an commitment in writing to participate in registered apprenticeship.
- Work through Appendix A.
(Work Processes and Related Technical Instruction Outline)
- Show them value with each interaction.
- Offer them registration alternatives using an intermediary.





Hands-on Exercise

COMPONENT #1: IDENTIFY A POTENTIAL EMPLOYER

Using the laptop provided (or your cell phones), work together to look up a company that you might like to work with or have responsibility for approaching and tell us:

- What industry sector does the company belong to and what products/services does the company produce or sell?
- From the website, what can you identify about this company's workforce? What type of workers and skills do you think they need?

Hands-on Exercise

COMPONENT #2: IDENTIFY COMPETENCIES AND EDUCATION REQUIREMENTS

Choose one employer and identify:

- What job positions are currently being posted by the employer (pick one)?
- What competencies are required for the job based on the job posting?
- What education levels/credentials are required for the job based on the job posting?

Hands-on Exercise

COMPONENT #3: FORMULATING YOUR INQUIRY AND EMPLOYER QUESTIONS

Based on the research you have done in steps #1 and #2, create 5-10 questions that you would ask this employer about their workforce needs and current hiring and training strategies?

Remember to cover the areas in the basic components of apprenticeship in your questions – employer role, related instruction, on-the-job learning, wage gains, and credential attainment.

Hands-on Exercise

COMPONENT #4: PROBLEM STATEMENT – FRAMING THE EMPLOYER'S WORKFORCE CHALLENGE

Using what you learned in the previous steps (and supplemental information provided), state the employer's workforce development challenge.

Hands-on Exercise

COMPONENT #5: CLOSING THE DEAL – USING REGISTERED APPRENTICESHIP AS THE SOLUTION

Develop a sales pitch that would convince an employer to take the next steps in utilizing registered apprenticeship as a strategy for developing its future workforce.

Today's Session



**Role of RA
Intermediary
101**

Wrap-up



Gerry Ghazi
Federal / State Apprenticeship SME
USDOL Office of Apprenticeship
gerry.ghazi@gmail.com
(802) 363-7985