

ApprenticeshipUSA



ApprenticeshipUSA





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
- Since 2016 MO has **44** new RA programs and **616** new Registered Apprentices.
- **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



ApprenticeshipUSA Expansion

- DWD received a competitive grant in the amount of \$1,300,000 from the USDOL, Office of Apprenticeship.
- Additionally DWD has awarded over \$800,000 in WIOA Discretionary Funds to Local Workforce Development Boards to support the expansion.
- The goal is to increase and diversify the number of Registered Apprenticeships and Apprentices in Missouri.
- Under the grant, DWD is focusing on apprenticeship growth in the Advanced Manufacturing and Healthcare Industries.
- DWD is currently on-pace to surpass performance goals and has already met 18 month performance goals for most categories.
- The success of this grant is attributed to a diversified strategy that has resulted in innovative partnering and funding opportunities.



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.



USDOL/Office of Apprenticeship

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.

- Created in 1937 – ***National Apprenticeship Act*** (also known as the ***Fitzgerald Act***)
- 2017 – **80th Anniversary** of Registered Apprenticeship



Registered Apprenticeship Benefits

For Employers:

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



Registered Apprenticeship Benefits

For Workers:

- **Earn Paycheck from Day 1 of OJT**
- **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 Funding to Help Off-Set Training Costs**
- **Progressive Wage Increases**
- **Stay & Work in Local Area**
- **Long-Term, Satisfying Career**
- **Significantly Increased Lifetime Earning Potential**



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



USDOL Apprenticeable Occupations

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

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

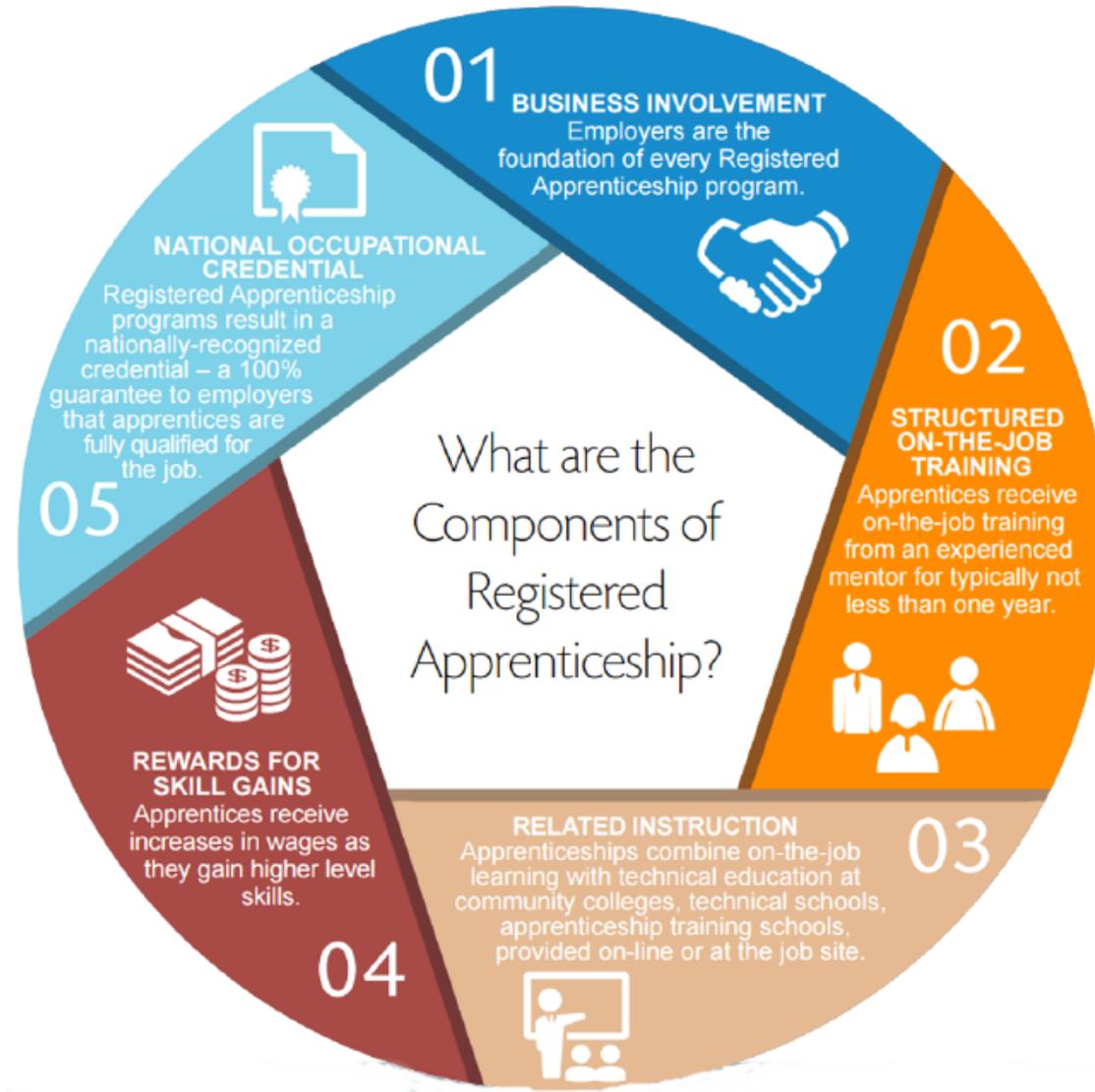
- 144 classroom contact hours/year (recommended)
- Administered by local or distance educational provider, or “in-house” by employer
- Instruction provided via traditional classroom, online &/or correspondence
- Progression tracked as apprentice sufficiently completes required courses

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



5 Components of Registered Apprenticeship



Missouri Division of Workforce Development Staff

ApprenticeshipUSA Coordinator-

Jeanna Caldwell, Jeanna.Caldwell@ded.mo.gov, (573)526-1643

ApprenticeshipUSA Training and Development Specialist-

Suzanne Richards, Suzanne.Richards@ded.mo.gov, (660)827-2179





USDOL/OA (Missouri) Staff

State Director – Neil Perry, perry.neil@dol.gov, (314) 539-2519

Apprenticeship & Training Representatives (ATR):

- **Roy Konkey** (Kansas City/Northern MO)
konkey.roy@dol.gov, (816) 502-9093
- **Stephanie Schmitt** (St. Louis/Central MO)
schmitt.stephanie@dol.gov, (314) 539-2523
- **Mike Smith** (Springfield/Southwest MO)
smith.michael.d@dol.gov, (417) 831-1693
- **Wade Johnson** (St. Louis/Southeast MO)
johnson.wade@dol.gov, (314) 539-2527