Apprenticeship and ACT

Apprenticeship: The Workforce Development Strategy for Employers and Career-seekers

ETA | Office of Apprenticeship
National Apprenticeship System/Office of Apprenticeship (OA) and State Apprenticeship Agencies (SAAs)

- National Registered Apprenticeship System
- Office of Apprenticeship
- 21st Century Registered Apprenticeship and Industry Recognized Apprenticeships (IRAPS)
- Role of the OA and SAA’s
List of State Directors:
http://www.doleta.gov/oa/contactlist.cfm
Team OA

- National Office
  - Office of the Administrator
  - Division of Investments, Operations, and Performance
  - Division of Program Quality, Standards, and Policy
  - Division of Promotion and Strategic Partnerships
  - Roles and Functions

- Regional Offices
  - Six Locations (Boston, Philadelphia, Atlanta, Dallas, Chicago, San Francisco)
  - Roles and Functions

- Field Offices
  - Located primarily in OA States
  - Roles and Functions

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All our functions are important!

Key Functions

Promotion and Partnerships

Investments, Operations, Performance

Quality, Standards, and Policy
OA and SAA’s Partner Coordination

Government Agencies

Community & Faith-based Organizations

Workforce Boards & One-Stop System

Applicants & General Public

Education & Training Providers

Joint & Non-joint Sponsors

Local/state/federal Initiatives

Business & Industry Associations
Apprenticeship Representative/Consultant Role

- Promote, Develop, Customize & Register Programs to Industry Standards
- Coordination & Integration of Services with Others
- Diversity Training & Counseling
- Investigation of Complaints & Problem Solving
- Technical Assistance & Program Information
- Placement Opportunities for Adults, Youth, Job Seekers & Incumbents
- Program Compliance & Quality Assurance
- Strategic Planning & Reporting

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President’s Challenge: Doubling the Number of Apprentices

Number of Active Apprentices in US

- FY 2014 Q1: 375,000
- FY 2016 Q2: 456,989
- FY 2018 Q4: 583,000
- 5 Year Goal: 1,000,000

The Gap
How do we bridge the gap?
How do we bridge the gap?

Strengthen the **core** and expand into **new** industries.
Expand Registered Apprenticeship across new and emerging growth industries.

- Energy
- Healthcare
- Transportation & Logistics
- Manufacturing
- IT - Cyber
### Core Components of Registered Apprenticeship

<table>
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<tr>
<th>Component</th>
<th>Description</th>
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<tr>
<td>Employer Involvement Is Integral</td>
<td>Employer is the foundation for the RA program and must be directly involved and provider of OJT</td>
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<td>Structured On-the-Job Training with Mentoring</td>
<td>Minimum of 2,000 hours Structured and Supervised</td>
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<td>Related Training and Instruction</td>
<td>144 hours recommended per year Parallel</td>
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<td>Rewards for Skill Gains</td>
<td>Increases in skills brings about increases in earnings</td>
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<tr>
<td>National Occupational Credential</td>
<td>Nationally recognized credential showing job proficiency Sponsor certifies individual is fully competent for career</td>
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The components of Registered Apprenticeship are flexible and can be mixed-and-matched to develop solutions for businesses and job seekers.

“Traditional” Registered Apprenticeship

“One-Year” Registered Apprenticeship

“Front-loaded” Registered Apprenticeship

Pre-apprenticeship to Registered Apprenticeship – Direct Entry Model
Key Roles within Registered Apprenticeships

Employers (OJT)
- Must have employer(s)
- Must Drive Program Design / RTI
- Provider of OJT/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!

Supportive Services
- Can bring together a range of other entities to complement program design and to support apprentices and industry partners.
- Note: Key question is role of for-profit staffing (employee leasing) firms

Educational (RTI) Provider
- Can be employer/industry based
- Can be Joint Labor-Mgmt Orgs
- Community Colleges
- Others
Let’s review our regulatory definition of a “sponsor.”

Sponsor means any person, association, committee, or organization operating an apprenticeship program and in whose name the program is (or is to be) registered or approved.
There is flexibility in the types of partners and roles in Registered Apprenticeship. Note: Employer involvement in OJT is the constant.

- **Single Employer Model** (e.g. Apprentice School)
- **Multiple Employers + Intermediary Model** (e.g. Joint Labor Management or Community College Centered Programs)
- **Multiple Employers + Intermediary Model + Community College** (e.g. New Century Careers, PA)
- **Multiple Employers + Multiple Intermediaries Model** (e.g. Workforce + Education + CBOs/Other)
IRAPs – Proposed Regulations

The U.S. Department of Labor announced major milestones in the continuing effort to expand apprenticeships in the United States. A Notice of Proposed Rulemaking (NPRM) was made public that would establish a process to recognize high-quality industry-recognized apprenticeship programs (IRAPs).
Contact Information

DOL Website:
•  https://www.apprenticeship.gov/

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