



Apprenticeship and ACT

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

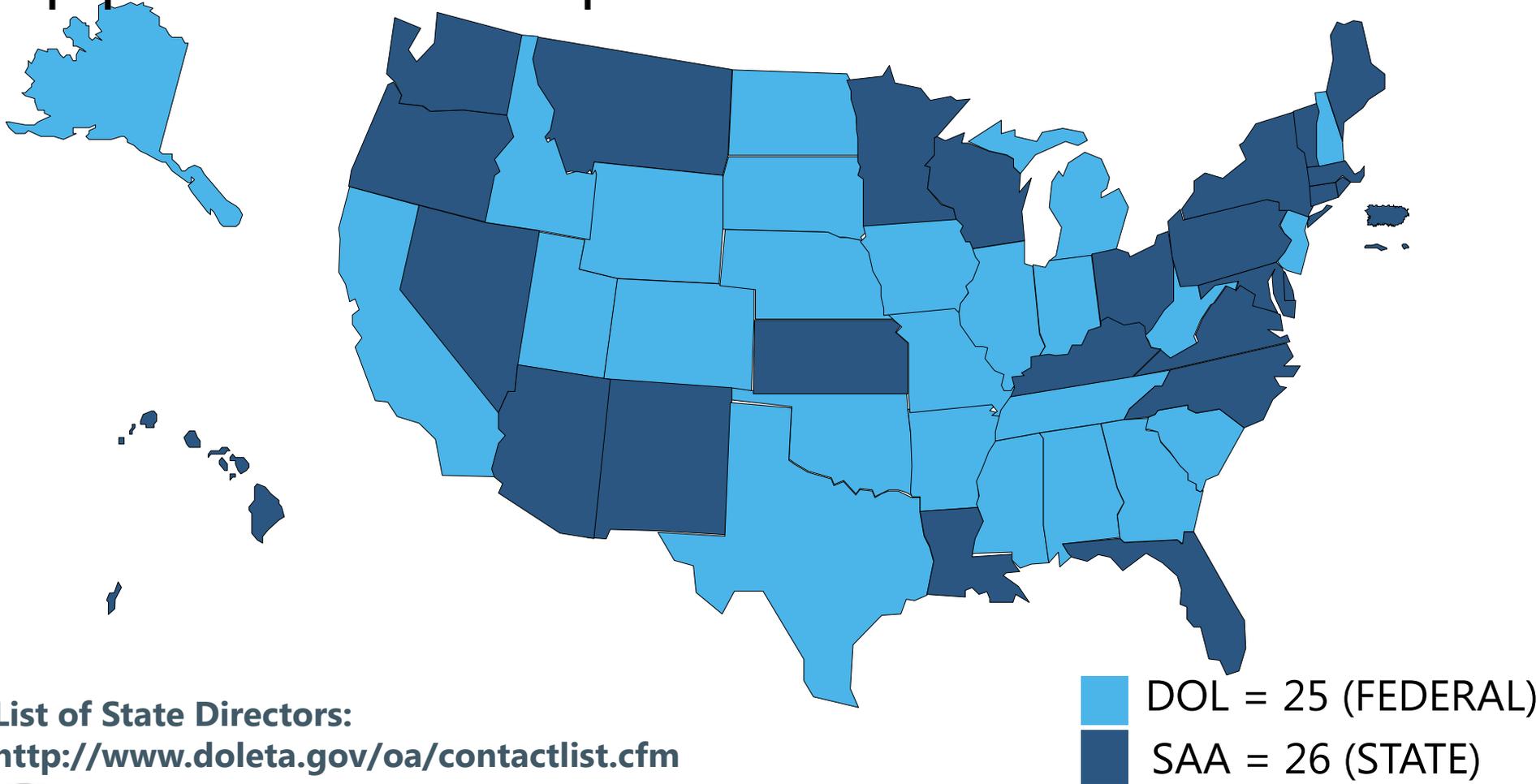
National Apprenticeship System/Office of Apprenticeship (OA) and State Apprenticeship Agencies (SAAs)

- **National Registered Apprenticeship System**
- **Office of Apprenticeship**
- **21st Century Registered Apprenticeship and Industry Recognized Apprenticeships (IRAPS)**
- **Role of the OA and SAA's**



National Registered Apprenticeship System

ApprenticeshipUSA



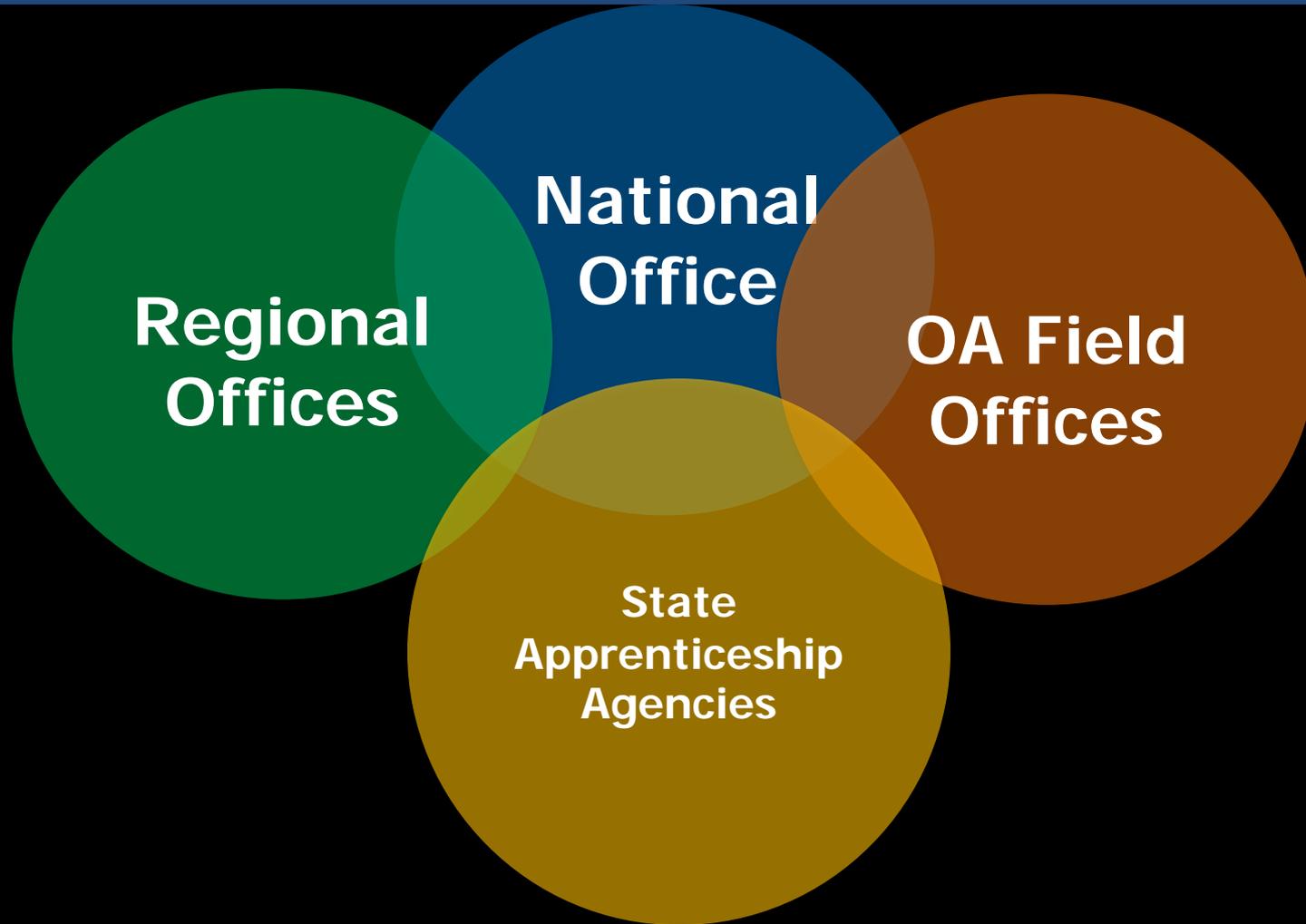
List of State Directors:

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



ApprenticeshipUSA

TEAM APPRENTICESHIP



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

All our functions are important!

Key Functions

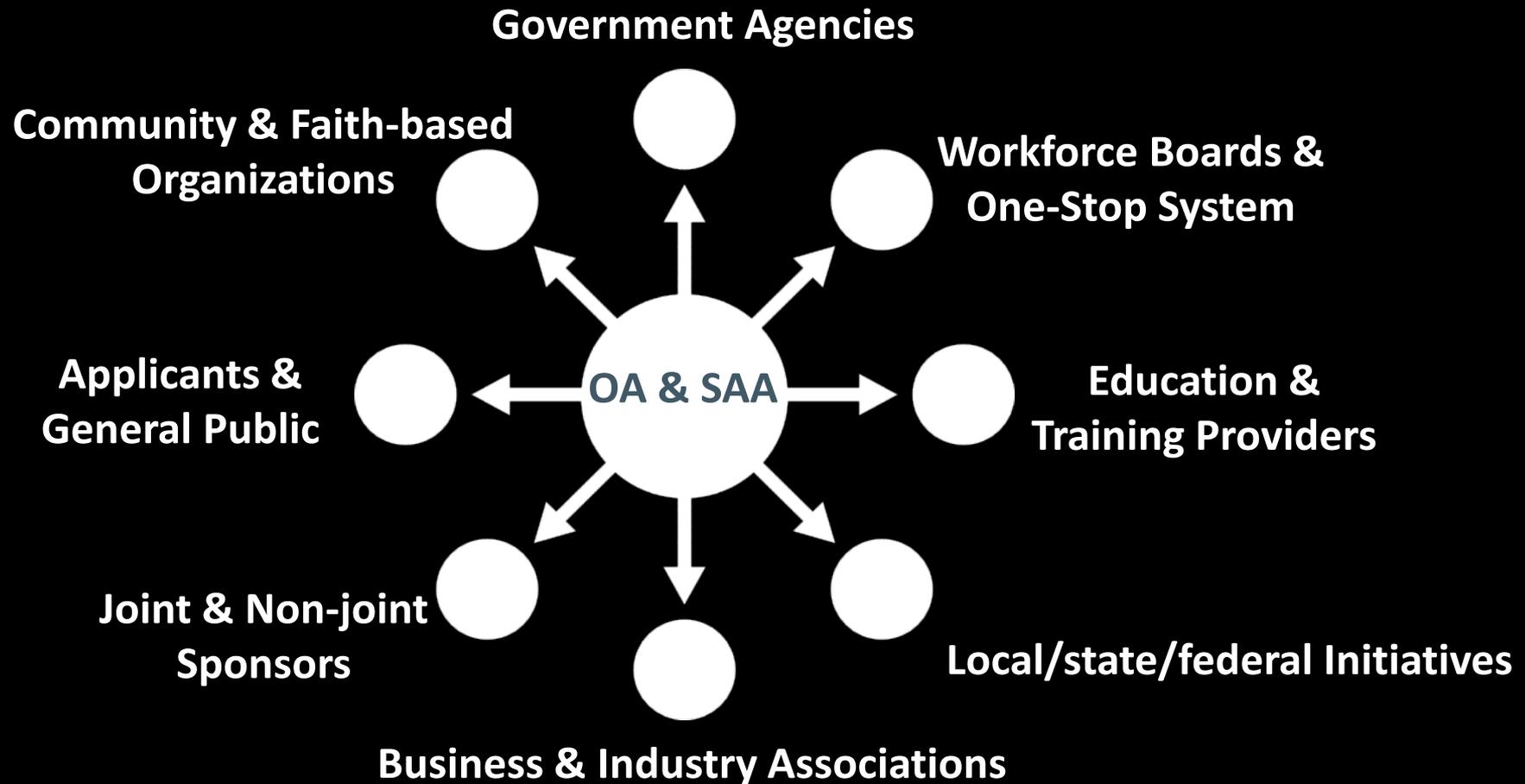
Promotion
and
Partnerships

Investments,
Operations,
Performance

Quality,
Standards,
and Policy



OA and SAA's Partner Coordination

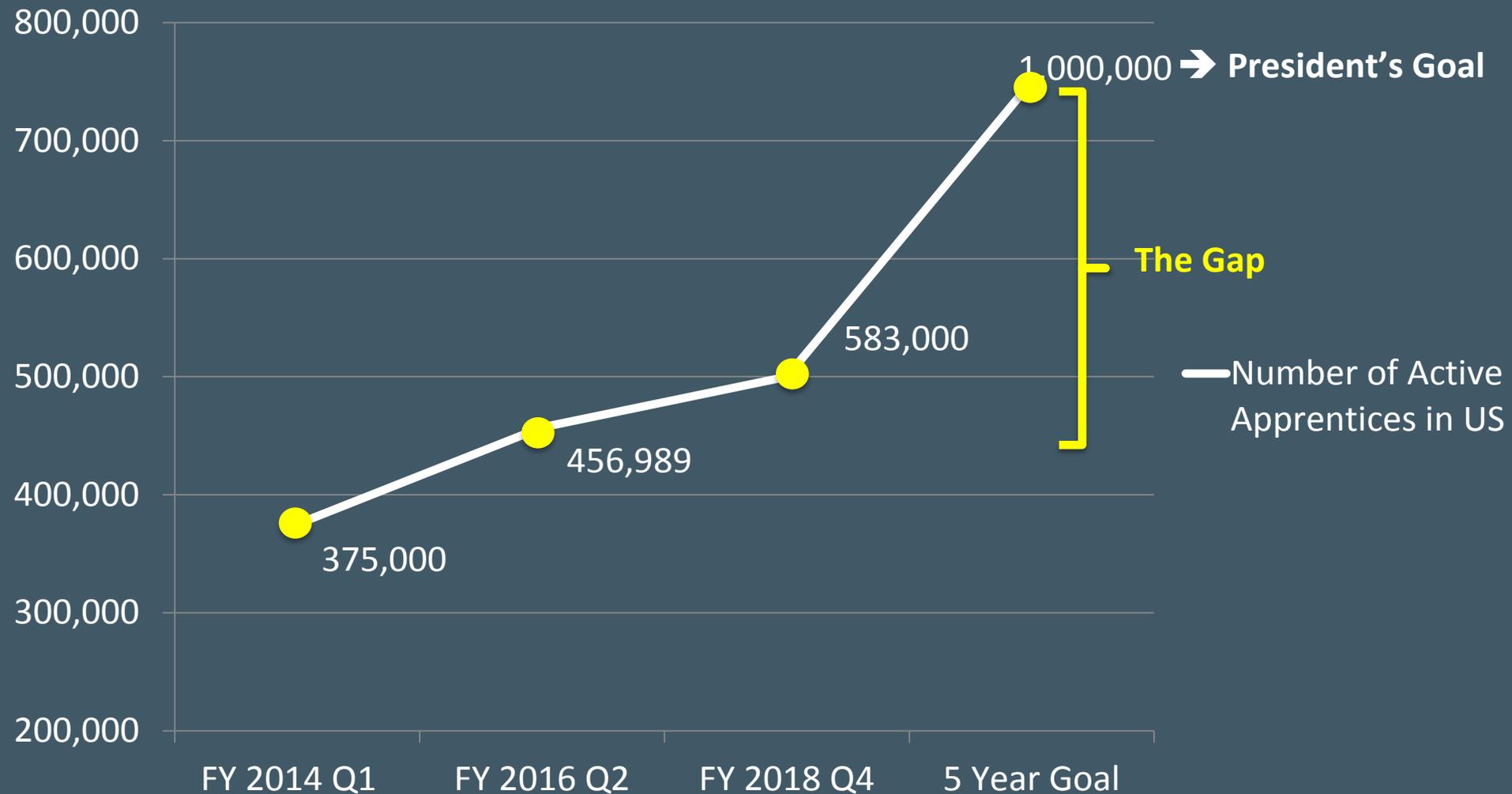


Apprenticeship Representative/Consultant Role



President's Challenge: Doubling the Number of Apprentices

Number of Active Apprentices in US



How do we bridge the gap?



$$\frac{dx}{\sqrt[3]{x}} = \frac{dx}{\sqrt[6]{x^3} + \sqrt[6]{x^2}} = \left[\begin{array}{l} \sqrt[6]{x} = E \\ x = E^6 \\ dx = 6E^5 dt \end{array} \right] = \frac{6t^5}{t^3 + t^2} dt =$$

$$\frac{6t}{E} \left(\frac{t^3 + 1}{t + 1} - \frac{1}{t + 1} \right) dt = 6 \left(t^2 - t + \frac{1}{t + 1} \right) dt$$

$$6 \left[\frac{t^3}{3} - \frac{t^2}{2} + \ln |E + 1| \right] + C =$$

$$= \left[\frac{(\sqrt[6]{x})^3}{2} + \sqrt[6]{x} \cdot \ln |\sqrt[6]{x} + 1| \right] + C$$

How do we bridge the gap?

Strengthen the **core** and expand
into **new** industries.

Expand Registered Apprenticeship across new and emerging growth industries.



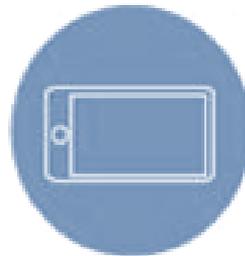
Energy



Healthcare



Transportation
& Logistics



Manufacturing



IT- Cyber



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



Structured On-the-Job Training with Mentoring

Minimum of 2,000 hours
Structured and Supervised



Related Training and Instruction

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



Rewards for Skill Gains

Increases in skills brings about
increases in earnings



National Occupational Credential

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

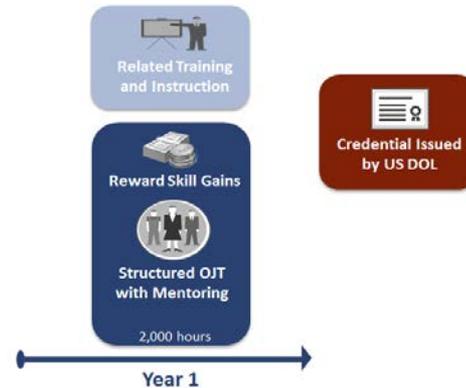


The components of Registered Apprenticeship are flexible and can be mixed-and-matched to develop solutions for businesses and job seekers.

“Traditional” Registered Apprenticeship



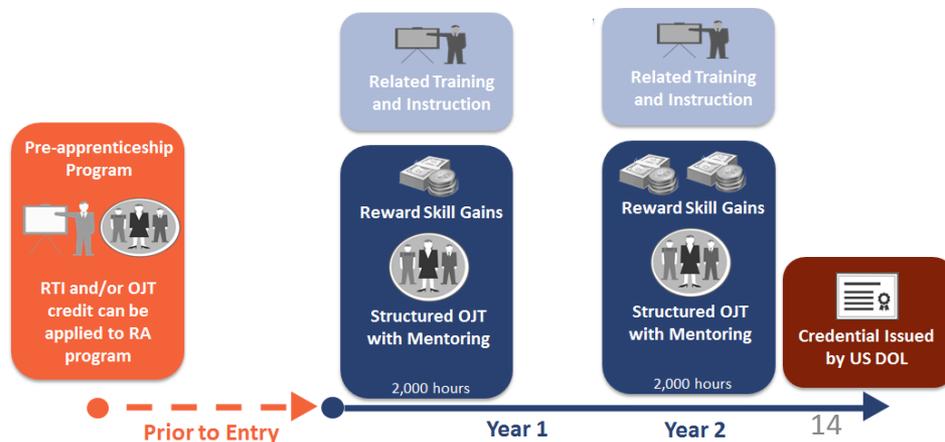
“One-Year” Registered Apprenticeship



“Front-loaded” Registered Apprenticeship



Pre-apprenticeship to Registered Apprenticeship – Direct Entry Model



4 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!

4

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

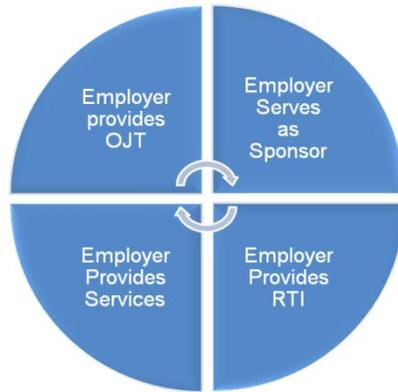
- Can be employer/industry based
- Can be Joint Labor-Mgmt Orgs
- Community Colleges
- Others

Let's review our regulatory definition of a "sponsor."

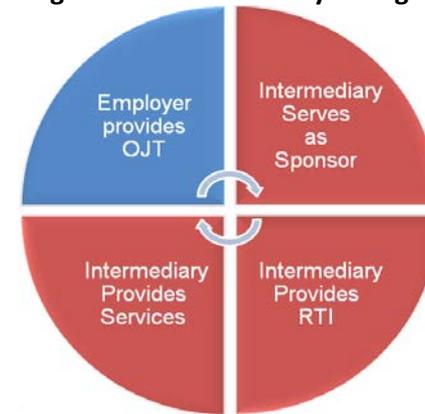
Sponsor means any person, association, committee, or organization operating an apprenticeship program and in whose name the program is (or is to be) registered or approved.

There is flexibility in the types of partners and roles in Registered Apprenticeship. Note: Employer involvement in OJT is the constant.

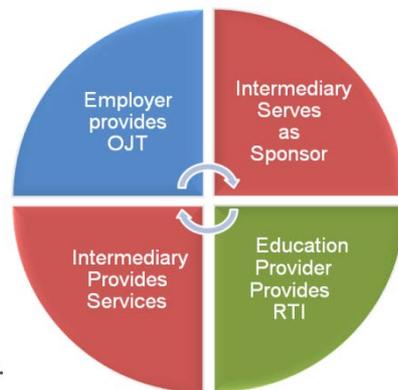
Single Employer Model (e.g. Apprentice School)



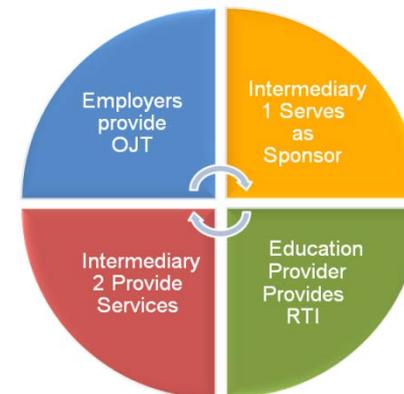
Multiple Employers + Intermediary Model (e.g. Joint Labor Management or Community College Centered Programs)



Multiple Employers + Intermediary Model + Community College (e.g. New Century Careers, PA)



Multiple Employers + Multiple Intermediaries Model (e.g. Workforce + Education + CBOs/Other)



Contact Information

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- <https://www.apprenticeship.gov/>

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