

How familiar are you with Registered Apprenticeship?

Choose the answer that best reflects you or your team's understanding of Registered Apprenticeship (Honestly 😊)

- What's Registered Apprenticeship?
- Isn't Apprenticeship just about construction?
- I know some but I'm still learning.
- I'm actively involved with Registered Apprenticeship.



➔ I hope to strengthen your understanding today



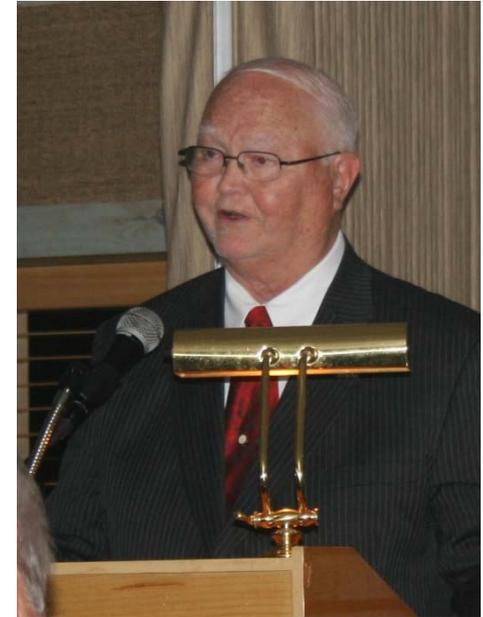
Many Myths Surround Registered Apprenticeship – *Focus on Facts*

- Registered Apprenticeship is more than the construction trades
- It's not just a second chance system
- It's not inconsistent with a college degree
- There IS a future and pathway to the middle class
- It's not outdated, outmoded or outlasted its usefulness—it works!
- There are numerous opportunities across the USA
- Programs are not just time-based, but competency-based and hybrid as well



Meet Dr. Douglas Posey

- In high school, Doug was a D student. He didn't like school at all.
- In college, Doug was an A student.
- What happened in between??
 - ✓ Registered Apprenticeship
- Today, Doug is the Director of Apprenticeship Programs at Houston Community College
- “The best education I ever received was as an apprentice.”



**Make no mistake!
Registered
Apprenticeship
changes lives and
family legacies!**



RA is *Revered* in Other Countries

- **Germany**
- **Switzerland**
- **United Kingdom**
 - These countries don't have the same image challenge we do

~40% of employers offer apprenticeships; two-thirds of HS graduates participate in them.

“A person who starts with an apprenticeship can end up as a CEO of a multi-national company....”

Martin Dahinden
Swiss Ambassador to the U.S.



There are over 1,300 apprenticeable occupations in the United States today...

...including in new and emerging growth industries.

- Health Care
- Energy
- Advanced Manufacturing
- Information Technology
- Hospitality
- Geospatial
- Biotechnology
- Aerospace
- Transportation
- Finance
- Agriculture



<https://www.doleta.gov/OA/bul15/2015-06.pdf>



Apprenticeship**USA**

What is Registered Apprenticeship?

Another Take On It

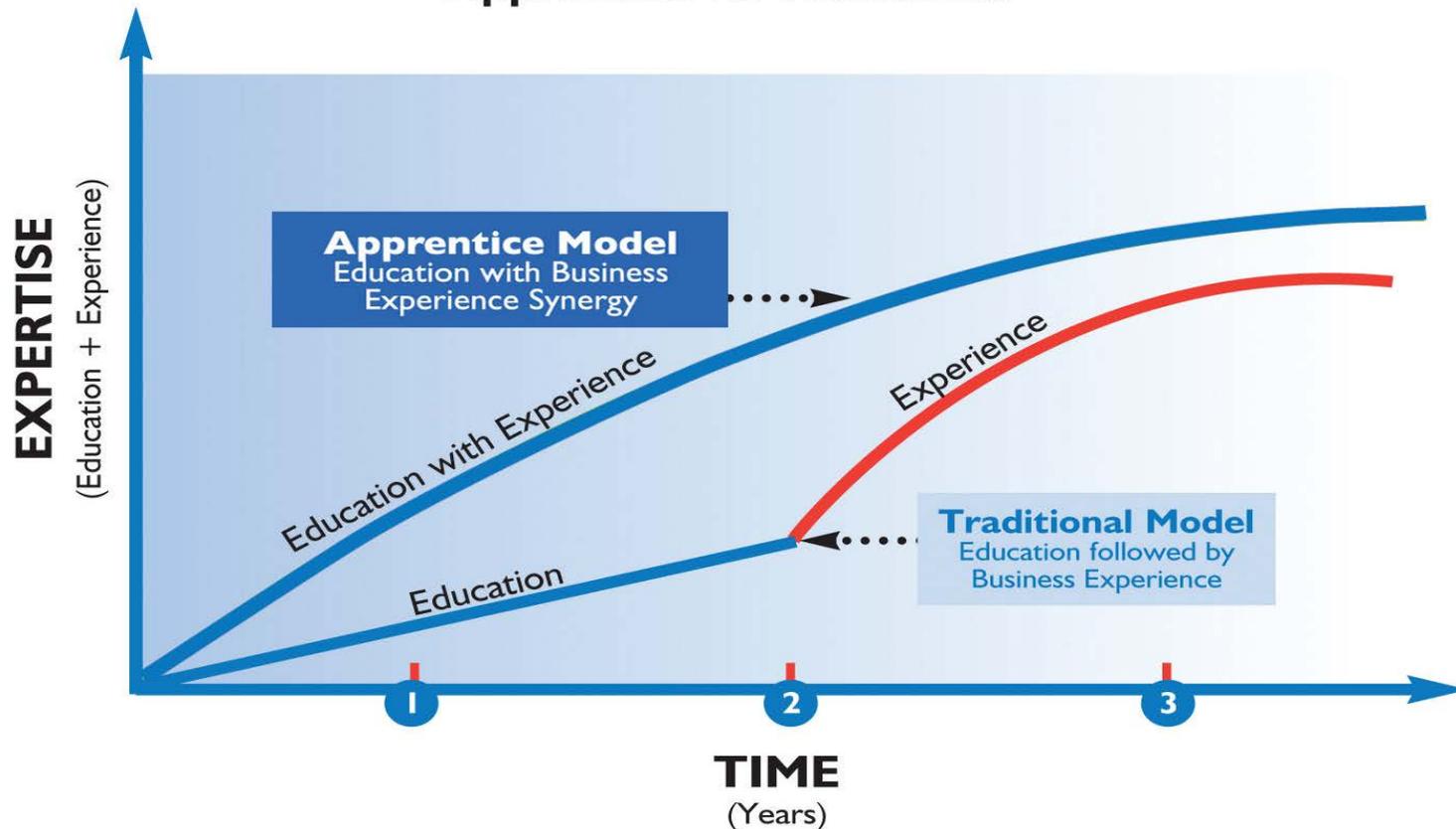


- The best kept secret in talent development
- The “other” credential
- A strategic approach for human resource professionals to create a pipeline of skilled workers
- Likely the most underutilized strategy in our suite of workforce services

Apprenticeship vs. Traditional Learning

Apprenticeship vs. Traditional Learning

Conceptual Model for Expertise Development
Apprentice vs. Traditional



Yes, it matters!



Being a
"Registered"
Program makes
all the
difference in
the world!

- High quality and safe working conditions
- Rigorous standards set by industry
- Veterans using GI Bill benefits
- Automatic designation as Eligible Training Provider under WIOA



5 Components of Any *Registered* Apprenticeship Program

1. Employer Involvement

- Programs *start* with employer needs; employers are the foundation for the program

2. Structured and Supervised OJT

- Provided by employer; competencies are attained through OJT; minimum of 2000 hours

3. Related Training and Instruction

- Called the “RTI” – the classroom training portion or associated curriculum (144 hours per year recommended)

4. Rewards for Skill Gains

- Progressive wage increases commensurate with increase in proficiency

5. National Occupational Credential

- RA Completion Certificate is a recognized post-secondary credential under WIOA (Section 3(52))



The Quality Difference

Not Your Webster's Dictionary Apprenticeship

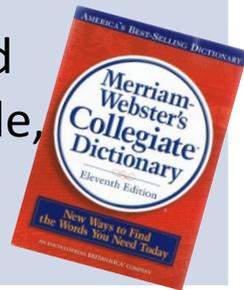
Registered Programs

- 5 core components in *every* program
- “Registered Apprenticeship programs are not subject to the same application and performance information requirements...as other providers because they go through a detailed application and vetting procedure...” (e.g., TEGL 41-14, page 8)
- Performance evaluation includes:
 - Quality Assurance Assessments
 - EEO Compliance Reviews
 - Completion rates
- 29 CFR Part 29 / 29 CFR Part 30



Non-Registered Programs

- Generally do not consist of the same five core components or to the same extent
 - May only have OJT (no RTI)
 - OJT may be less than 2000 hours
 - May not have progressive wage increases
 - Can lack safety and quality standards
 - May not have recognized credential that is portable, stackable
 - Etc.



Every Registered Program Has “Standards of Apprenticeship”

- Includes the **Work Process Schedule**, which is where the description and details pertaining to OJT and RTI ‘live’



Routine Questions We Get

(Flexibility is Crucial to Meet Employer Needs)

What does
the OJT
look like?

What does
the RTI look
like?

How long is
the
program?

It all depends
on the
occupation!



- **Occupation: Police Officer**
 - *Front-Loaded RTI* (most of instruction is up front before OJT)
- **Occupation: Carpenter**
 - *Parallel RTI* (instruction may be at night after the workday)
- **Occupation: Drilling Rig Operator**
 - *Segmented RTI* (e.g., OSHA training 1 week per year)

OJT and RTI Live in the 'Work Process Schedule' (1)

- **Example of OJT—Occupation of *Medical Assistant***

OJT Schedule – O*NET-SOC Code 31-9002.00 (4000 Hours)	Hours
Orientation and Safety	100
Maintain the Patient Environment	500
Vitals	500
Patient Care (Assist with Medical Procedures)	2000
Collection, recording and disbursement of non-medical data	100
Maintenance and use of filing systems and cross-references	400
Acquisitions and retrieval systems for medical data	300
Operation of office equipment	100



OJT and RTI Live in the 'Work Process Schedule' (2)

- **Example of RTI for *Medical Assistant***



Course Outline	Hours
Community Health Centers History & Foundation	5
Customer Service & Cultural Sensitivity	30
Patient Financial Assistance Programs for Community Health Centers	5
Federally Qualified Health Centers – 19 Core Requirements	5
The Patient Centered Medical Home – PCMH Requirements and impacts on the community	5
Basic Medical Terminology	5
Spanish Medical Terminology	10
Pharmacy and the Community Health Center	5
Complete Cardiopulmonary Resuscitation - CPR/First Aid Training—Obtain certification	10
Medical Ethics and the Community Health Center	5
Safety and OSHA/Regulations	15
Health Center Office Management	5
Applied Math - Conversions	5
Patient Education, Disease/Medical Conditions	10
Introduction to Human Behavior – Conflict Management	5
Stress Management	5
Insurance, coding	10
CPT Medical Office Coding	30
ICD-10-CM Medical Office Coding	30
Vital signs – The story: taking, documenting, verify	10
Electronic Health Record (eHR) for the Health Center	40
Community Health Center Assisting Procedures I	30
Community Health Center assisting Procedures II	30
Total Hours	310

Sample Progressive Wage Schedule

Also Part of Work Process Schedule



Period of Apprenticeship	Requirement for Advancement (Medical Assistant)	Wage
1 st period	2000 OJT hours + 1 st 12 months curriculum	\$16.00 per hour
2 nd period	2000 OJT hours + 2 nd 12 months curriculum	\$16.15 per hour
At completion	All of the above hours and curriculum	\$18.29 per hour (minimum)

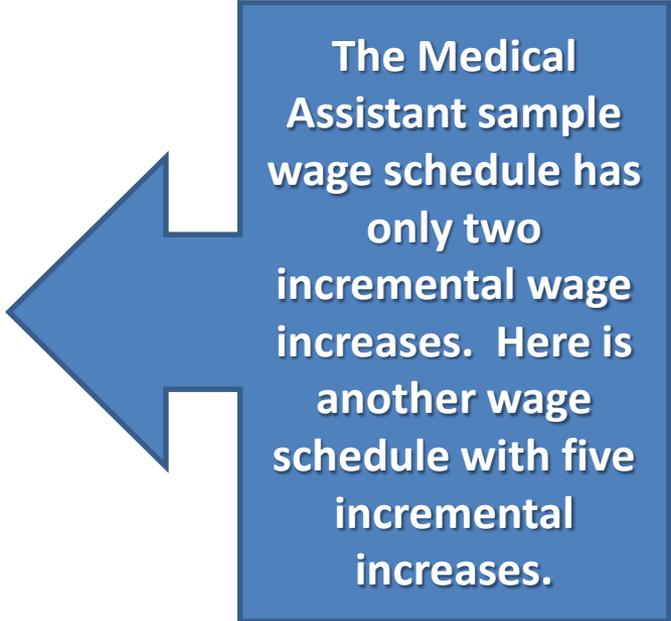
Another Sample Progressive Wage Schedule

4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate, which is: \$38.00.

3-Year Term

1 st	6 months + 1000 OJL hours = 50%
2 nd	6 months + 1000 OJL hours = 60%
3 rd	6 months + 1000 OJL hours = 70%
4 th	6 months + 1000 OJL hours = 80%
5 th	6 months + 1000 OJL hours = 90%
6 th	6 months + 1000 OJL hours = 95%



The Medical Assistant sample wage schedule has only two incremental wage increases. Here is another wage schedule with five incremental increases.

The Players

Flexibility Here as Well

1

2

3

4

Program Sponsor	Employer(s)	Provider of RTI	Workforce System
<ul style="list-style-type: none"> Responsible for administering the program (they do the paperwork and data entry) Can be the employer or another entity such as a community college 	<ul style="list-style-type: none"> Provider of OJT Often the program sponsor Can be group of employers Foundation and driver of the program 	<ul style="list-style-type: none"> Can be employer, community college, joint apprenticeship training committee, or other entity 	<ul style="list-style-type: none"> There are <i>many</i> opportunities to partner with registered apprenticeship programs and sponsors for mutually beneficial results

WHAT'S IN IT
FOR ME?

Registered Apprenticeship: A Natural Fit

- **Connections – The WIIFM**
 - National statistics and ROI
 - Benefits/value to employers
 - Benefits/value to workers
 - Alignment with State goals
 - Alignment with today's workforce issues
 - Alignment with WIOA performance measures



Some National Stats

- 87% of apprentices are employed after completing their programs
- Average starting wage is above \$50,000 per year
- Return on investment for employers – for every dollar spent on apprenticeship, employers get an average of \$1.47 back in increased productivity, reduced waste and greater front-line innovation
- Return on investment for taxpayer dollars – for every dollar invested in apprenticeship, there's a \$27 return



Benefits/Value to Employers

- Offers a flexible training strategy that can be customized to meet the needs of any business
- Apprentices can be new hires or current employees
- RA helps businesses thrive by:
 - Developing highly-skilled, highly productive employees
 - Reducing turnover rates
 - Increasing productivity
 - Lowering the cost of recruitment
 - Increased safety in the workplace
 - Creating a more diverse workforce and new pool of workers
 - Creating Career Pathways



Benefits/Value to Workers

Hands-on Career Training

Practical on-the-job training in a wide variety of occupations and industries

An Education

Hands-on and technical training which has the potential to earn college credits

Long-term Career and Greater Earning Potential

Following completion of RA program

Little/No Education Debt

Apprenticeship = College Without the Debt

National Credential

Upon graduation, a certified portable credential nationally recognized by industries and employers



RA aligned with State Goals

STRENGTHENING OUR WORKFORCE

North Dakota's Strategic Plan for Workforce Development

Vision: An enterprising workforce that drives North Dakota's global competitiveness, has regional access to exemplary skill development, embraces lifelong learning, and contributes to individual, community, and state vitality.

Goal 1: Create Transparency in Workforce Image and Development Activities

STRATEGY 1: Inventory and analyze existing workforce development services, programs and challenges.

- Compile, publish and market existing workforce programs, such as scholarships, tax incentives and other workforce initiatives.
- Analyze existing workforce development services and challenges and provide policy recommendations.
- Improve Performance Accountability reporting by utilizing the North Dakota State Longitudinal Data System to evaluate workforce program effectiveness.

Goal 2: Prepare Our Future Workforce

STRATEGY 1: Engage students, parents, educators, schools and businesses in a comprehensive career planning process.

- Expand the use of RUReadyND.com – an online computer-based career development system – and a statewide grade 7-12 career planning curriculum.
- Seek out and review best practices studies of innovative and emerging methodology in the fields of education and training for the future workforce, pre-K through university students. Present findings to stakeholders where recommendations will be made regarding skill gaps, policy, and funding.
- Engage K-12 educators by expanding Educators in Industry Program.
- Expand available Career and Technical Education program options to high schools to meet workforce demands and increase school completion rates.

STRATEGY 2: Increase stakeholder promotion of and employer use of work-based learning.

- Expand work-based learning through a core resource for information, promotion and assistance for internships and cooperative work experience activities.
- Promote and provide resources for events and opportunities to showcase experiences that are available for stakeholders; private, public and tribal college and university students, chambers of commerce, economic development and employers.

1. Create Transparency in Workforce Image and Development Activities
2. Prepare Future Workforce
3. Meet State's Workforce Needs by Connecting Employers with a Skilled Candidate Pool
4. Expand and Retain Our Workforce

RA Aligns with Top 5 Workforce Development Issues of 2016

- **Council of State Governments** annual report
 1. WIOA Implementation
 2. Career Pathways
 3. Employment Issues for Individuals with Criminal Records
 4. Engaging Individuals with Disabilities in the Workforce
 5. Veteran Employment Issues
- About Career Pathways
 - “Alignment between the education sector, workforce development and employers is crucial to meeting the job market needs of today and tomorrow.”
- www.csg.org/top5in2016



Resources & Tools



Your North Dakota Contact for Registered Apprenticeship!



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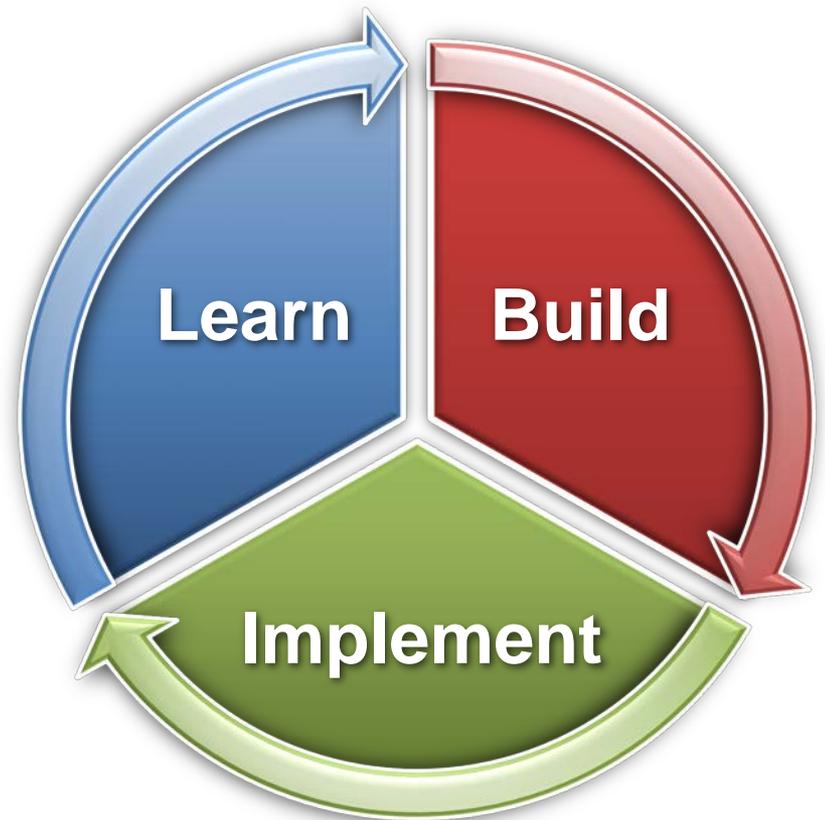
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ApprenticeshipUSA Toolkit

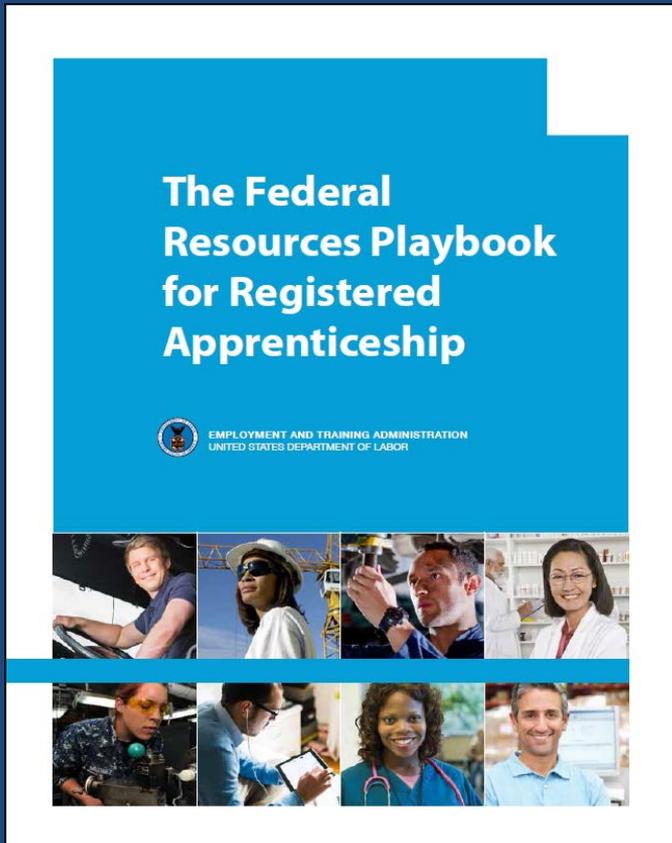
www.dol.gov/apprenticeship/toolkit.htm

A comprehensive set of tools and resources for the workforce system and its partners to launch or expand registered apprenticeship programs



The Federal Resources Playbook

<http://www.doleta.gov/oa/federalresources/playbook.pdf>



Review of Federal Resources That Can Be Used to Support Registered Apprenticeship From Several Departments.

US Department of Education

US Department of Labor

US Department of Veterans Affairs

US Department of Agriculture

US Department of Transportation

US Department of Housing and Urban Development



Registered Apprenticeship College Consortium – RACC

- Partnership between Department of Labor and Department of Education
- ***Earn credit towards Associates and/or Bachelors degree***
- More than 250 colleges and universities have joined the RACC, recognizing the correlation between a Registered Apprenticeship Completion Certificate and Post-Secondary Education

<https://doleta.gov/oa/racc.cfm>



Thank you!

