

Registered Apprenticeship for Business: **Grow your own!**

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Agenda

- * Introduction
- * History of RA
- * Components of RA
- * How RA works
- * Benefits of RA
- * How can I get started?





Number One: Apprenticeship is a JOB

Registered Apprenticeship is an industry-driven pathway to high-quality careers where employers can develop and prepare their future workforce, and individuals can obtain paid work experience; progressive wage increases; classroom instruction; and a portable, nationally recognized credential.

(Workforce GPS))

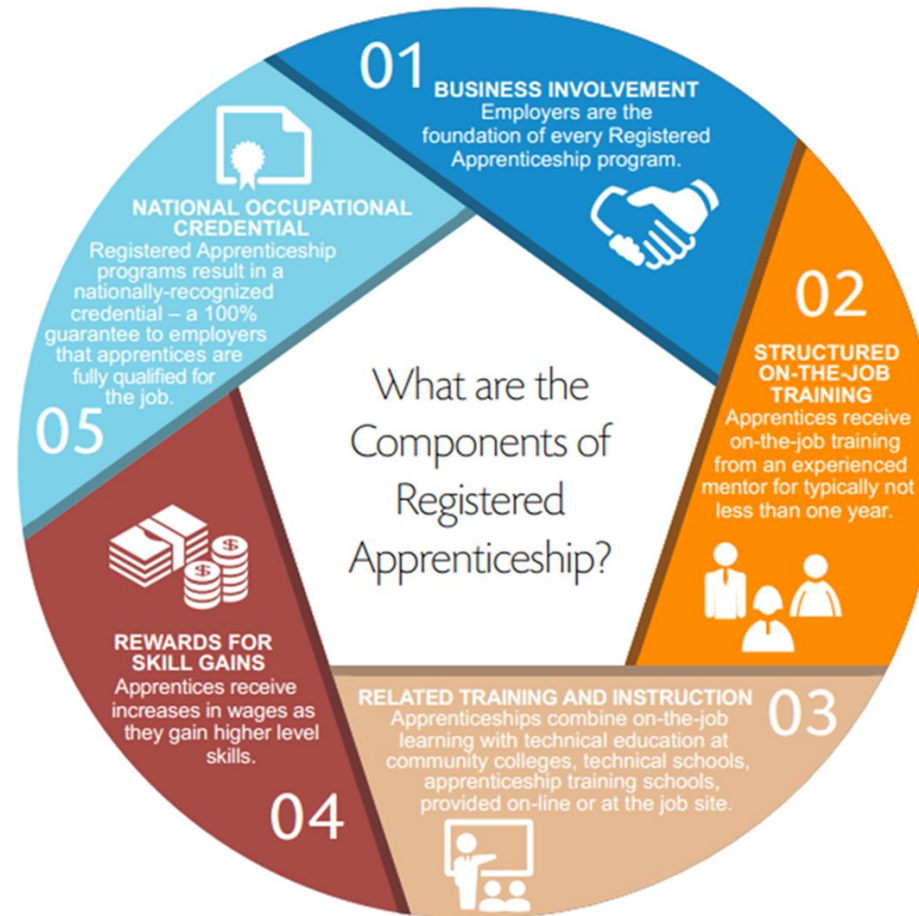
What is **Registered** Apprenticeship?

- ❖ Apprenticeship is not a new concept - history and mystery
- ❖ Created by the Fitzgerald Act (1937)
- ❖ Growing!! Over 2500 registered occupations and 15,000 apprentices and on rise
- ❖ Journeyworker/Journeyman status achieved at end of apprenticeship term

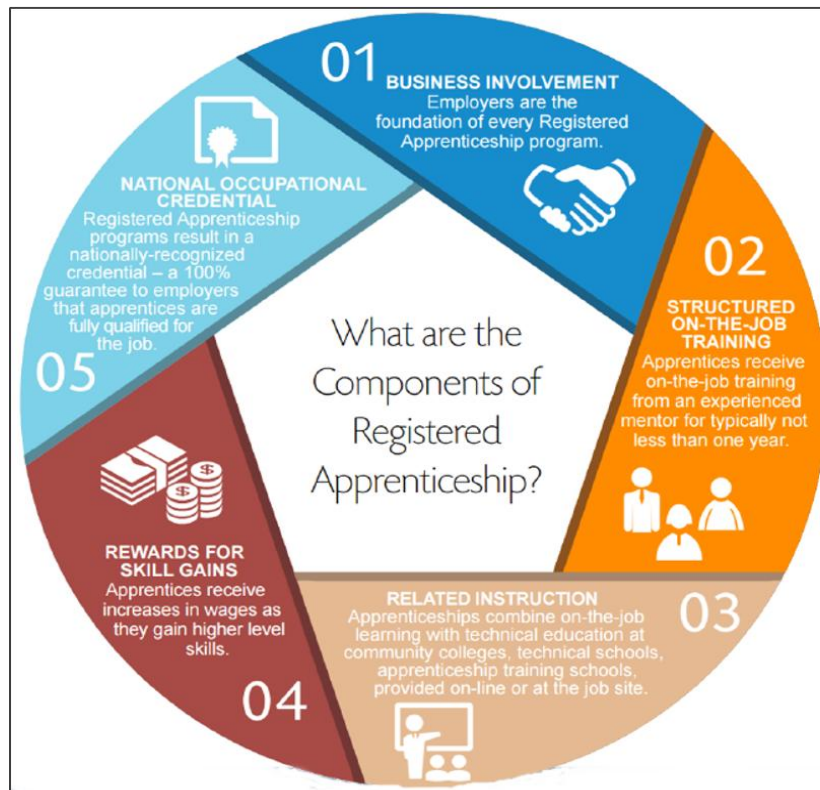
A journeyman is a fully qualified worker who is able to perform their trade without supervision or assistance.

Tell me more!

- Registered Apprenticeship (**RA**) is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and
- Registered Apprentices obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential.
- Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor and Virginia Works



Planning Process – Think outside the box



Employer Involvement Is Integral

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



Structured On-the-Job Training w/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

On the Job Training



- **We are** Sponsor-Driven, based upon Employer needs. The business is our client first – because without the business, there is no job.
- **Apprentice are employees first.** Full or part-time. *Youth typically work 12-20 hours during school, weekends and full-time during school breaks.*
- **Employees first!** Employers provide on-the-job-training (OJT) to apprentice with a skilled journey-worker mentor.
 - *Journey worker means a skilled, qualified competent worker*
 - *Drug test/background check/advance/promote/suspend/cancel*
- **OJT hours:** **A minimum of 2,000 on-the-job training hours** per Federal Guideline.

Related Technical Instruction

- ***Related Technical Instruction (RTI) is Occupation-specific***
- Participants spend a minimum of **144 annual contact RTI hours for every year in the program. (College credits x 15)**
- Apprentices attend classes at their local community college, vocational technical center, on-line, or the sponsor's site.
- Student/Youth apprentice can begin occupational education and on-the-job learning in high school, getting credit for CTE courses pertaining to the apprenticed occupation. Not taking CTE related courses? No problem
(The Apprentice/Employer would ensure any related courses are taken/completed after high school)*

Employers set the wage scale

A minimum wage scale is set by the Employer for each Registered Apprenticeship Program. The Employer will articulate this in the Appendix A document when registering their program.

An Employer may always pay more than what is set forth in their registration documents, but not less.

There must be at least one wage increase to the Registered Apprentice over the course of the apprenticeship. There may be more than one at employer discretion and consistent with industry and occupational standards.

The Wage increase is intended to ensure apprentices are compensated for increased skills throughout their apprenticeship period.

Note: The Starting Wage for any Registered Apprenticeship must always be at least minimum wage.

Registered Apprenticeship

Minimum:
144 hours per
year of Related
Technical
Instruction
(RTI)

Minimum: 2000
hours per year of
paid employment;
mentored and
trained within
company culture

Employer
sets wage
scale

Industry
driven
credentials



Classroom
Education



On-the-job
Training



Wage
Progression



Skilled and
Credentialed Workforce

Is RA a good fit for your company?



Positions that are hard to fill or have high turnover

Occupation(s) require specialized skills

Employer needs **skilled** employees

Employer interested in developing training standards

Benefits



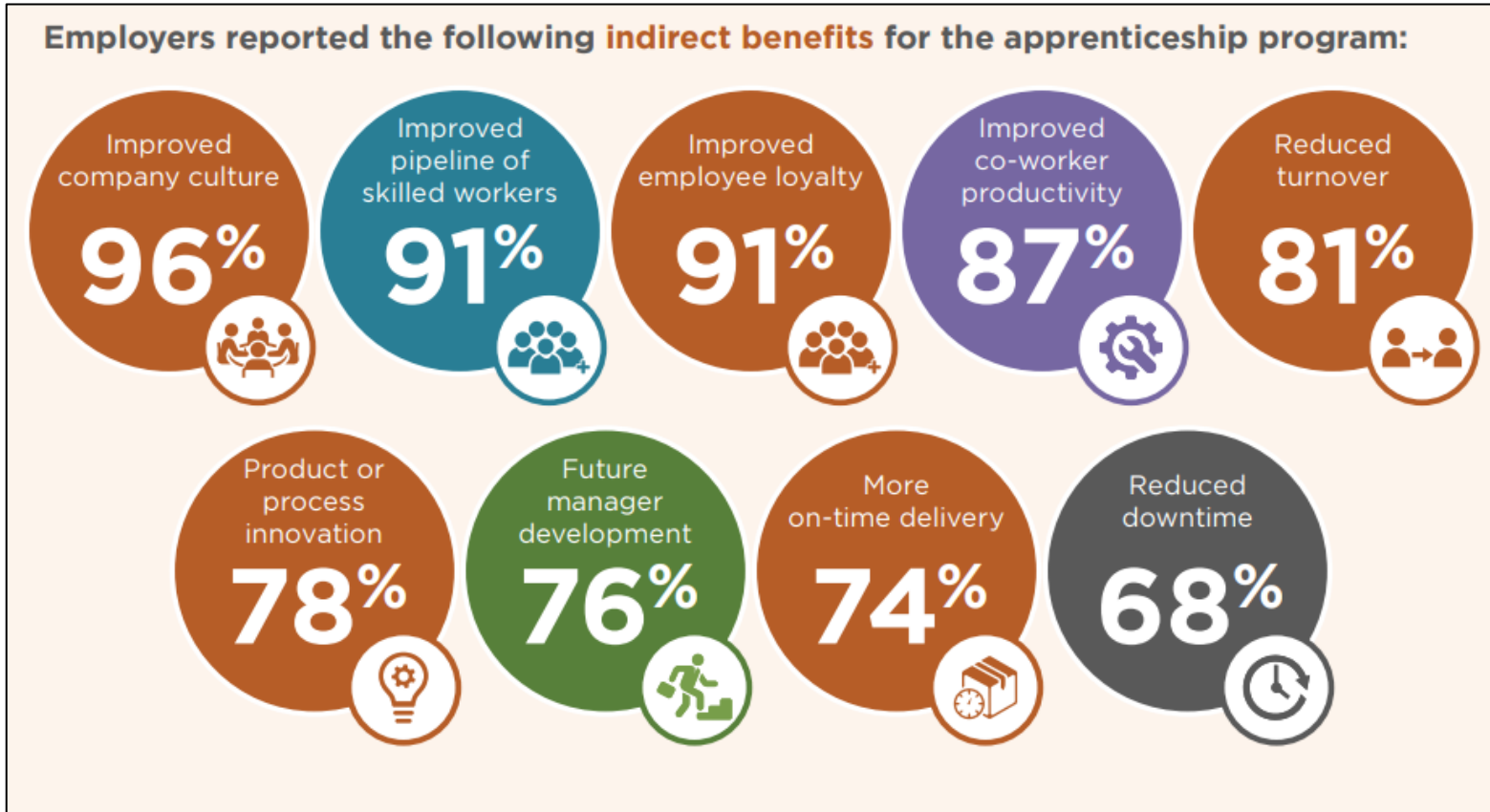
EMPLOYERS

- ✓ Skilled, trained workforce (existing employees looking to move up or a new employee learning the process)
- ✓ Loyalty & enhanced retention
- ✓ Possible lower recruitment cost (hire entry level and work up to journey worker)
- ✓ Stackable credentials (put in your benefits packet as a pathway to promotion)
- ✓ Possible grant opportunities to help off set training cost

APPRENTICE

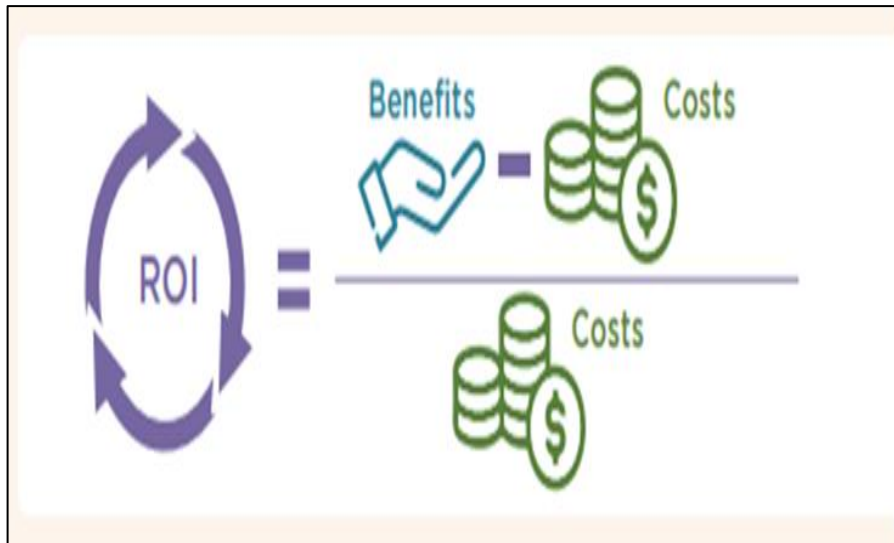
- ✓ A Career path with little to no debt
- ✓ Progressive wage: paid from day one and at least one bump in pay during the program
- ✓ Completion certificate & journey workers card in the apprenticed occupation
- ✓ Licensed craft exemption (from state licensure upon completion/passing grade)
- ✓ Not exempt? Obtain the knowledge, skills and ability to pass state licensure (Opticians, Service Trades, Surveyors)

Employer Reported Benefits from Evaluation of the American Apprenticeship Initiative



What is the Return on Investment for Employers Utilizing Registered Apprenticeship?

The median ROI for the employer is 44.3 percent.



Every \$100 an employer invests in the registered apprenticeship program (wages during training; related technical instruction; mentorship) generates \$144.30 in total benefits.

Additional Value-Added

Benefits of RA

- Incentive Benefits to offset housing and training costs paid directly to Veterans who are hired as Registered Apprentices (enhances recruitment to employment)
- Commonwealth of Virginia Tax Credits for Employers who create and utilize Registered Apprenticeship Programs]
- Federal Tax Credits for utilizing Registered Apprentices (i.e., Inflation Reduction Act 2022)

Contact your area consultant for
more details!

Greater Roanoke area:

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540-666-8324

APPRENTICESHIP

Training from Within

The Start of Something Good

• 30 Years of Apprenticeship at Volvo (GM White)

- First Apprenticeship Standards were approved on March 25, 1995.
- Skilled Trades
 - Electrician
 - Machine Repairer
 - HVAC
 - Machinist
 - Vehicle Mechanic
 - Receiving Layout Inspector
- 22 Current Apprentices
- 30 Apprentices Graduated since 2013
(many more before that)

APPRENTICESHIP STANDARDS

The following standards of apprenticeship covering the employment and training of apprentices in the trades included in the standards have been agreed to by Volvo GM Heavy Truck Corporation and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW and its Local Union No. 2069.

PURPOSE

The purpose of these standards is to make certain that proper care is exercised in the selection of the apprentices and that the methods of training are uniform and sound, with the result that they will be equipped for profitable employment, and to further the assurance to the Company of proficient journeymen at the conclusion of the training period.

THESE STANDARDS OF APPRENTICESHIP ARE TO BE UNDER THE ADMINISTRATION OF A JOINT APPRENTICESHIP COMMITTEE.

THE JOINT APPRENTICESHIP COMMITTEE:

Representing the Company

W. Burt Cooper
Bruce Jennings
William Johnson

Representing the International Union,
 United Automobile, Aerospace and
 Agricultural Implement Workers of
 America, UAW, and its local Union No.
 2069.

Lid Farley
Paul E. Hoffmann
James T. Clark

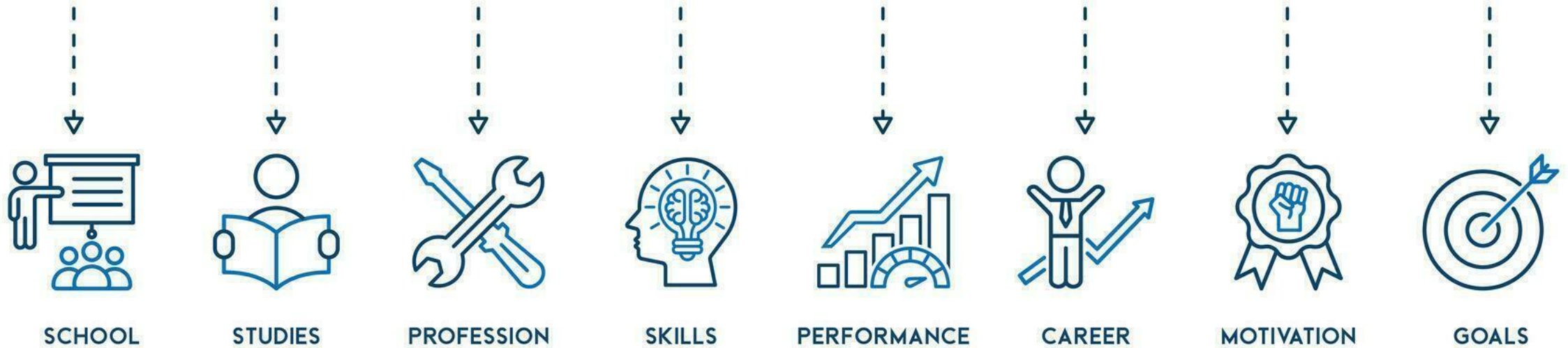
CONSULTANTS

Representing the Bureau of
 Apprenticeship and Training,
 U.S. Department of Labor and/
 or State Apprenticeship Agency

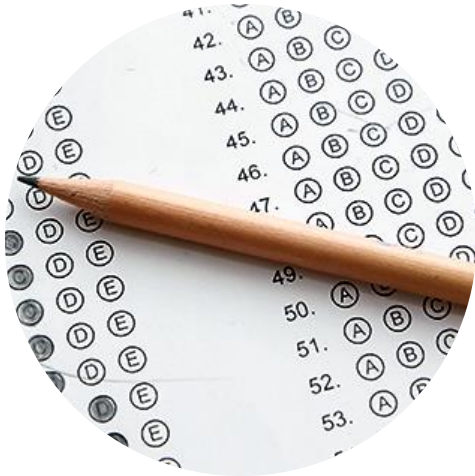
Representing the International Union,
 United Automobile, Aerospace and
 Agricultural Implement Workers of
 America, UAW, Skilled Trades
 Department

May K. Anderson 3-25-95

APPRENTICESHIP



Volvo – New River Valley Plant Process for Apprenticeship



Testing Every Two Years

Employees have the opportunity to take the CAPS Test
(Career Ability Placement Survey)



Ranking and Selection of Employee

As Apprenticeships are approved, employees are selected based on their ranking on the CAPS test



Four Year Apprenticeship Begins

Employees complete 8000 hours of apprenticeship including OJT and RI



Graduation to Journeyman Status

At the completion of 8000 hours of OJT and RI the apprentice is awarded Journeyman Status through DOLI

Related Instruction

- Courses that directly relate to the skilled trade they are apprenticing in
 - Courses can be from Community Colleges, In-House Training, On-line Classes, and Certificate Programs
 - Payment for the classes is up to the discretion of the company
- Volvo pays for our employees to attend courses and for the courses. Courses are taken during working hours. Hours may have to be adjusted to fit the schedule of classes



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On The Job Training

- The most critical portion of an apprenticeship
 - Enables the apprentice to get hands-on instruction
 - Allows the apprentice to work with Journeymen and learn the tips and tricks of the trade
 - Puts into practice what they are learning through their Related Instruction
 - Gradually increases in difficulty as the apprenticeship progresses
 - Gives the apprentice a sense of accomplishment seeing the product of their labor



Challenges

- Available Related Instruction
 - Courses are not available locally
- Buy-in from management
 - An apprentice is an investment you won't see for four years
- Apprentice Dedication
 - It takes a determined person to take on the burden of an apprenticeship. They have to balance school, work, and family, sometimes going to a non-preferred shift to accomplish their goal

Benefits

- Training them in the way your company works
- Working on the machines and learning from the employees they will be working with
- New voices bring a new look, and the potential of improvements not thought of
- Taking pride in being a part of the fix instead of the problem
- **Ensuring the future of your skilled trades program**