



Apprenticeship**USA**

Introduction to Apprenticeship Expansion

Russ Davis Michigan State Director

Office of Apprenticeship
US Department of Labor | Employment and Training Administration

If you want to achieve great outcomes and are always looking for effective strategies...



VISION



MISSION



STRATEGY



ACTION PLAN



Return on Investment Study Released



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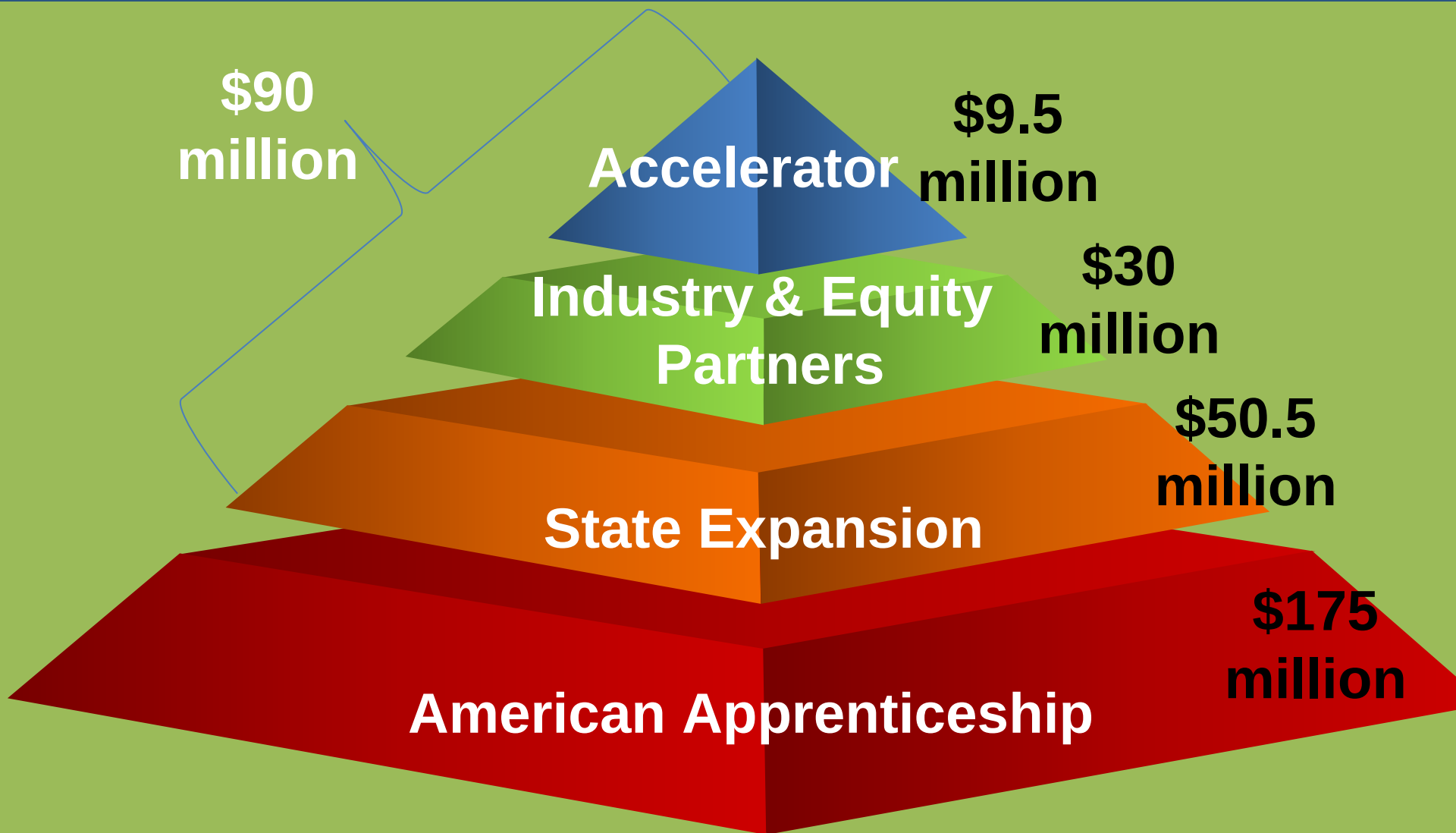
“One of the first studies of its type in the U.S.”

“Businesses studied unanimously agreed that the benefits of RA outweigh its costs”

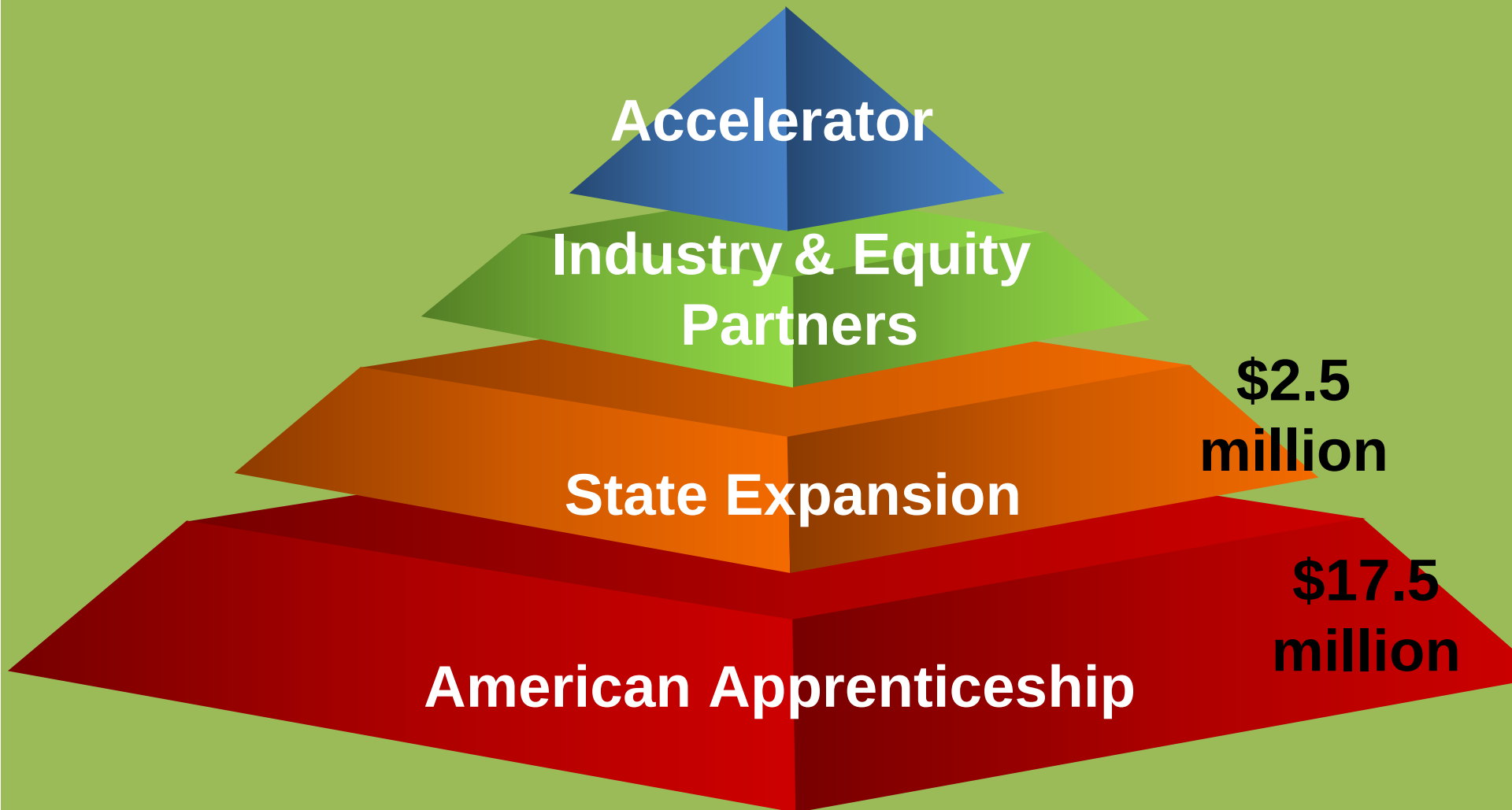
“Apprenticeship programs have improved overall performance, lowered job vacancies and provide a competitive advantage over other companies”



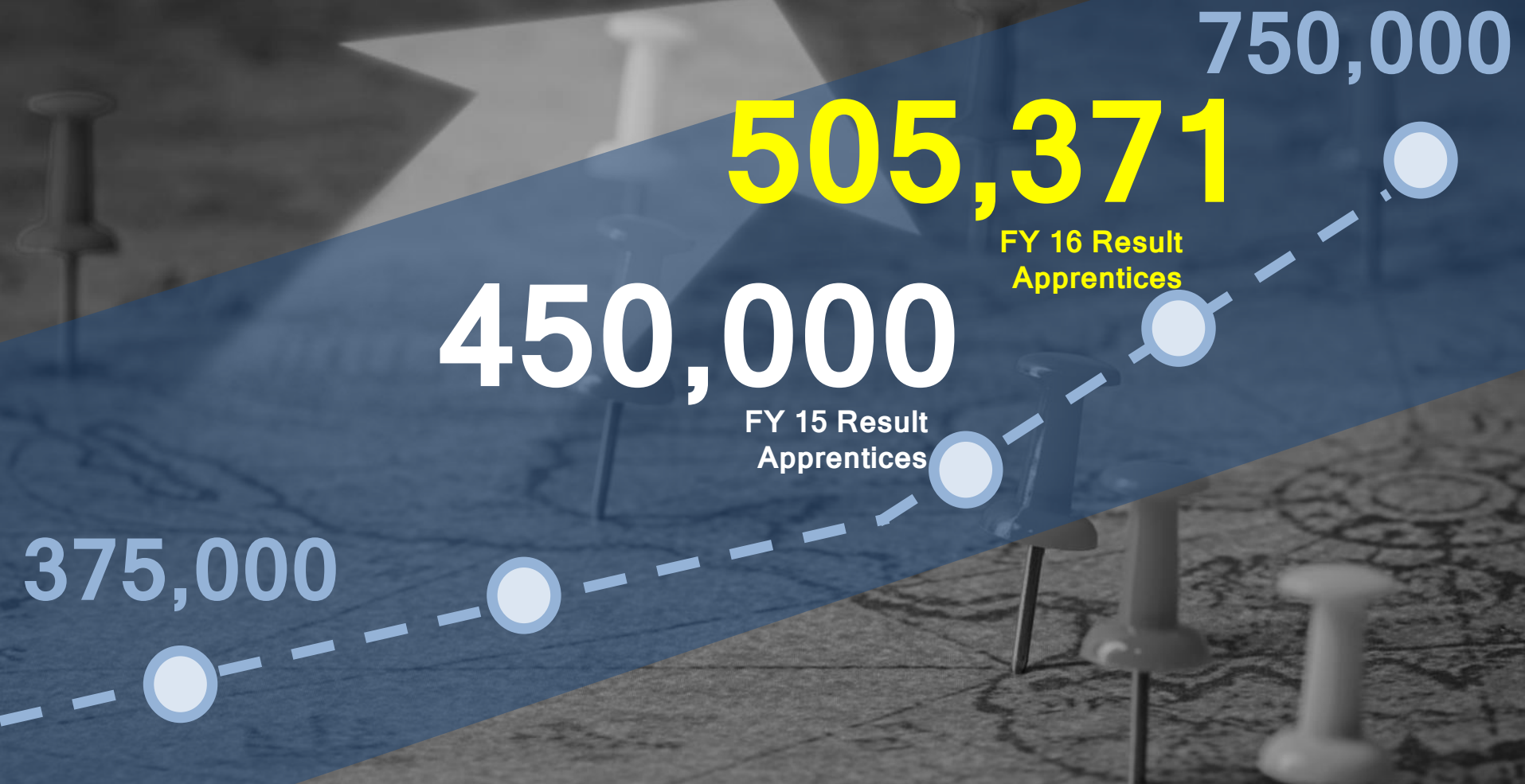
The FY 16 ApprenticeshipUSA Initiative Features \$90 Million to Expand Registered Apprenticeship.



The ApprenticeshipUSA Initiative Features \$20 Million to Expand RA in MI.



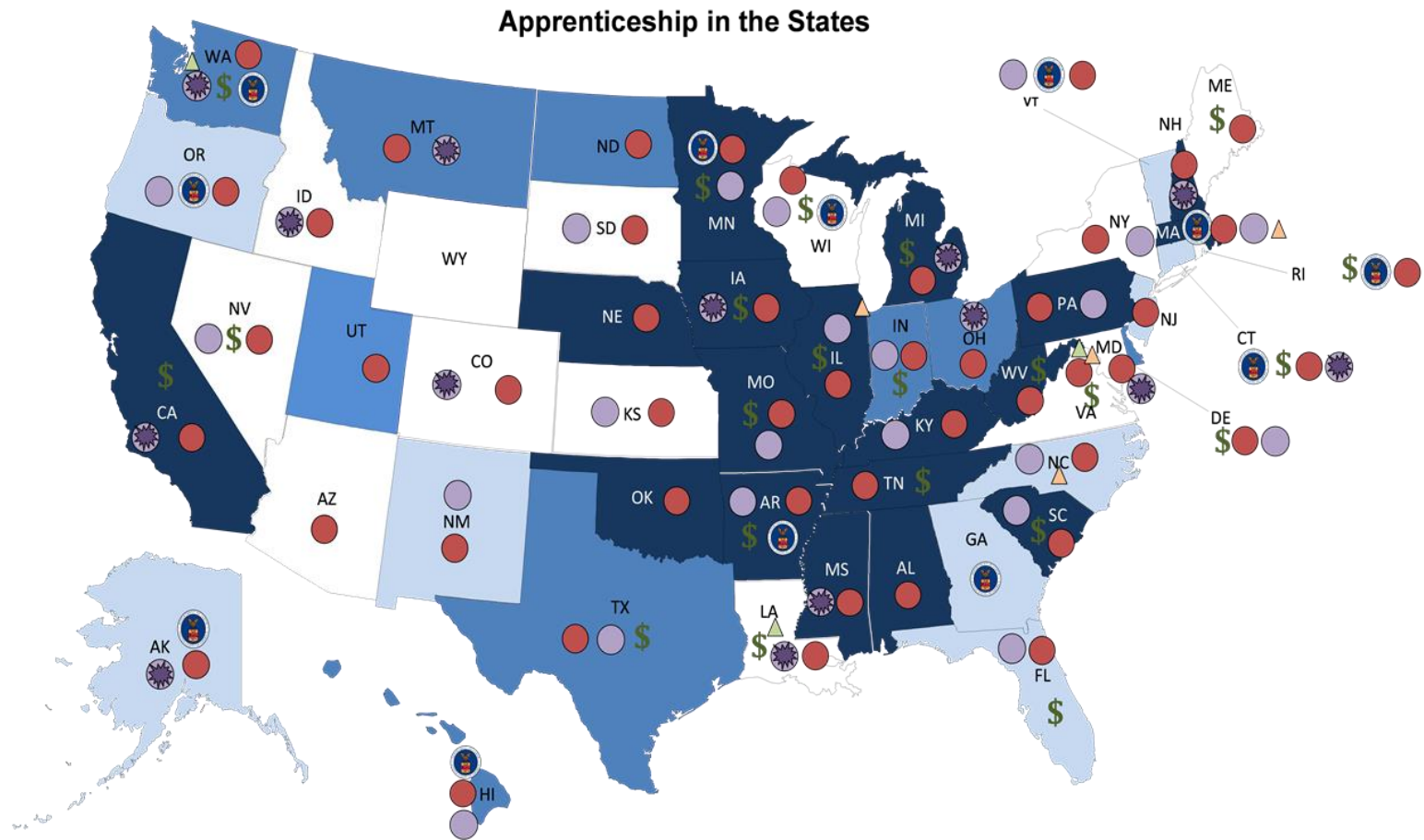
ApprenticeshipUSA Continues to Grow



MICHIGAN OA Numbers

- Active Apprentices: 14,442
- MI ranks 8th in nation, 2nd in the Midwest
- RA Programs: 1,015
- MI ranks 3rd in nation, 1st in the Midwest
- New programs and occupations added: 40

Overview of FY16 ApprenticeshipUSA Investments AAI and Expansion Grants



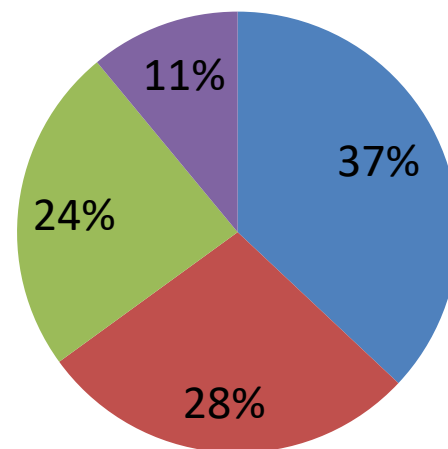
Apprenticeship Grantees

- Michigan
 - Focus Hope
 - SEMCA
 - Macomb
 - UAW CA To MI
 - Milwaukee/Detroit
- Affiliated
 - MI Area Workforce Investment Board
 - Detroit Employment Solutions Corp.
 - National Joint Apprenticeship and Training Committee

Findings: Grantee Characteristics and Operations

- Most common grantee affiliation is non-profit organization (37%)
- Key partners include community and technical colleges and labor unions
- Most grantees (78%) operate in one state only
- Almost two-thirds have prior experience operating a registered apprenticeship program

Grantee Affiliation



- Non-profit
- College
- State agency
- Workforce board

Findings: Employer Recruitment

- Most grantees had at least one committed employer
 - One-third had identified 10+ employers to host apprentices
- Grantees recruit employers through
 - Pre-existing relationships such as with unions, businesses, and American Job Centers
 - Engaging industry councils and associations
 - Direct marketing such as press releases
 - Grant-funded staff to focus on employer outreach

Findings: Program Design

- ***Occupational standards:*** Most grantees using a combination of existing and newly developed occupational standards for their apprenticeships
- ***Length:*** Apprenticeships will generally last one to five years
 - A function of occupation and associated training requirements
- ***Credentials:*** All grantees reported participation will result in college credit or an industry credential
- ***RTI training:*** The majority of grantees (78%) plan to use grant funds to support training related to the apprenticeship
- ***Supports:*** Grantees plan to provide vocational and personal supports to help promote retention and success
 - Generally leveraging funds and facilitating connections to other providers

Over 180 LEADERs (including National Partners) and Still Growing!



National Apprenticeship Week – TBA for 2017



In 2016, there were over 600 events nationwide intended to raise awareness and image of Apprenticeship

Apprenticeship Programs Hosted:

- Open Houses for Public, Prospective Apprentices
- Tours for Public, Employers, Others
- Employer Roundtables
- Media Opportunities (Blogs, Op-Eds, Other)

ApprenticeshipUSA Resources

A Quick-Start Toolkit Building Registered Apprenticeship Programs



What do a computer programmer, an electrician, an office manager, a home health aide, and a wind turbine technician all have in common? They are all jobs that can be learned through an apprenticeship. While 75 years ago the apprenticeship system started in construction and other skilled trades, today there are apprenticeships in over 1,000 occupations including careers in Healthcare, Information Technology, and Logistics, and Energy.

Toolkit

This toolkit provides helpful steps and resources to start and the apprenticeship model as a workforce strategy to launch organization, an industry association or another level of workforce system, or a community-based or service organization.

- 1 **Explore**
Explore apprenticeship as a strategy to meet your need for skilled workers
- 2 **Partner**
Partner with key players in your region to develop an apprenticeship
- 3 **Build**
Build the core components of your apprenticeship program
- 4 **Register**
Register your program to become part of the national Registered Apprenticeship network
- 5 **Launch**
Launch your new Registered Apprenticeship program

The Federal Resources Playbook for Registered Apprenticeship

EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

Quick-Start Toolkit

5 Step Format to take you from “exploring” to “launching” a Registered Apprenticeship Program.

http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

Federal Resources Playbook for Registered Apprenticeship

Guide to resources from the Departments of Labor, Education, Veterans Affairs, Agriculture, Transportation, and Housing and Urban Development to support Registered Apprenticeship

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

DOL Apprenticeship Website

New Registered Apprenticeship website launched with additional resources and streamlined design.

<http://www.dol.gov/apprenticeship/>



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Registered Apprenticeship Model

What is it?

- ✓ Employer-driven model that combines on-the-job learning with related classroom instruction that increases an apprentice's skill level and wages.
- ✓ Proven solution for businesses to recruit, train, and retain highly skilled workers.

Apprenticeship Fast Facts

- ✓ Earn and Learn
- ✓ Opportunities to earn college credit
- ✓ Increases workforce skill, productivity and morale
- ✓ And more!

How does Registered Apprenticeship Benefit Employers?

Helps business develop highly skilled employees

Reduce turnover rates, increase productivity and lower the cost of recruitment

Additional Benefits Include

- ✓ Customized training
- ✓ Increased knowledge
- ✓ Enhanced employee retention
- ✓ A safer workplace
- ✓ Stable and reliable pipeline of qualified workers
- ✓ Systematic approach to training

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On-the-Job + “Classroom Training”

A business-driven model that combines on-the-job training with related technical instruction.

Customized and Flexible Approach

A flexible training strategy that can be customized to meet the needs of every

business.

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“Earn and Learn” Model

Apprentices receive a paycheck from day one, so they earn wages while they learn on the job.



Think Registered Apprenticeship is as simple as five...four...three...two...one...

5

5 Core Components: Employers, OJT, Related Instruction, Rewards Skill Gains, National Credentials

4

4 Key Roles: Employers, Sponsors, Education Providers, and Supportive Services

3

3 Ways to Complete: Time-Based (Short as 1 year) | Competency-Based: No Time Limits | Hybrid

2

2 Ways to Register: US DOL and State Apprenticeship Agencies

1

1 System with unique National Credential



Office of Apprenticeship Initiative Update Series

RAPIDS 2.0 and Standards Builder

US Department of Labor | Employment and Training Administration | January 23, 2017



1 Basic Questions Answered



What is RAPIDS 2.0?

- The new case management tool is currently designed for registering new programs only
- This first generation of the tool has limited functionality and reporting capabilities
- Approximately every four to eight weeks we will push into production additional functionality and reporting capabilities
- Short-Term Goal: Transfer data and shutdown the current RAPIDS system in the Spring of 2017

What is Standards Builder?

- Standards Builder is a web-based tool that enables users to generate and modify apprentice program standards in Microsoft® Word format.
- The tool is designed to allow both program sponsors and/or ATRs to create customized program standards.
- The latest version of the tool now includes work process templates for most hybrid and competency-based occupations.

How do I access RAPIDS 2.0?

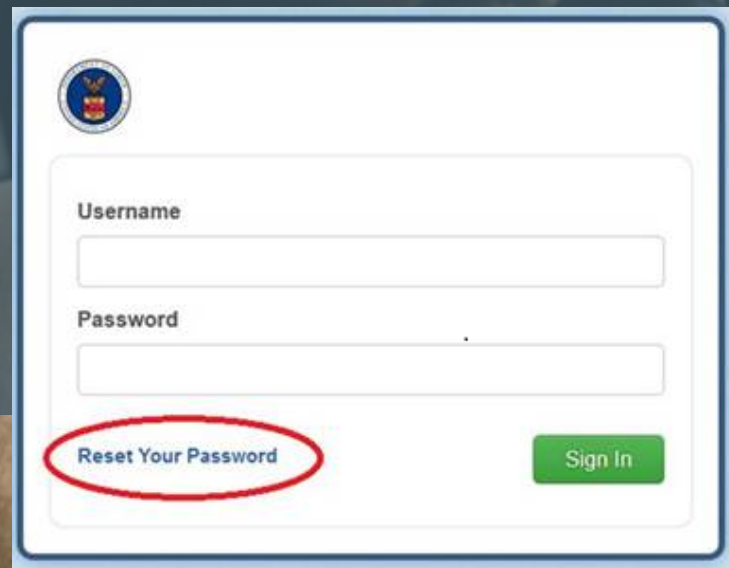
- <https://dol.appiancloud.com/suite/sites/oa>
 - ❖ User Name = work email (all in lower case)
 - ❖ User Name Example: davis.russell@dol.gov

How do I reset my password?

Select the password reset link from the logon screen after you enter your username.

NOTE:

<https://dol.appiancloud.com/suite/sites/oa>



The screenshot shows a login interface with the Department of Labor seal at the top left. Below the seal are two input fields: 'Username' and 'Password'. At the bottom left, the link 'Reset Your Password' is circled in red. At the bottom right, there is a green 'Sign In' button.

What will happen if I enter a new program sponsor in both legacy RAPIDS and RAPIDS 2.0?

- If this occurs, you will end up having two entries for the program sponsor once the legacy data is transferred to the new system in the Spring of 2017
- One record will have the legacy program sponsor number and other will have the RAPIDS 2.0 program sponsor number and you will need to cancel one of the two programs to remove the duplication

How can program sponsors self-register to access Standards Builder?

- Program sponsors can self-register to access Standards Builder by registering an account on our website at <https://doleta.gov/oa/registration/>.
- Using the self-registration process, sponsors can develop their draft standards and submit them to the appropriate State Director for review, approval, or reassignment to an ATR.
 - ❖ <https://dol.appiancloud.com/suite/sites/registered-apprenticeship>



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Employers

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Why Apprenticeship is Right for Your Company

Companies in all sectors of the American economy are facing complex workforce challenges in increasingly competitive domestic and global markets. Registered Apprenticeship is your proven solution for recruiting, training, and retaining

REGISTER YOUR APPRENTICESHIP
PROGRAM

Apprenticeship is



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ApprenticeshipUSA

Welcome to the ApprenticeshipUSA Registration Page



- Access **resources from federal programs** to help reduce costs and support your apprentices.
- Join the apprenticeship system and leverage a nationwide network of expertise and support at no cost.

How do I register my apprenticeship program?

The **ApprenticeshipUSA Registration Tool** will help you gather all the information needed to generate the registration package for submission to the U.S. Department of Labor for federally-recognized programs.

Register Your Program

Forgot your User ID?

Who can I contact with questions about apprenticeship registration?

Your state apprenticeship representative can answer your questions and guide you through the process of developing and registering your program. Visit the **Directory of State Apprenticeship Offices** to find the contact in your state.

Click **here** to return to DOL.gov and see what else ApprenticeshipUSA can offer you.



Request Standards Builder

Disclaimer: This is a Pilot system to assist with the creation of program standards for the Registered Apprenticeship program. The system provides an overview of the requirements for program registration and allows for the creation of prototype program standards. The creation of a complete set of program standards and program registration requires coordination with the state Registration Agency. Find the apprenticeship contact in your state using the [directory of state apprenticeship offices](#).

* First Name:

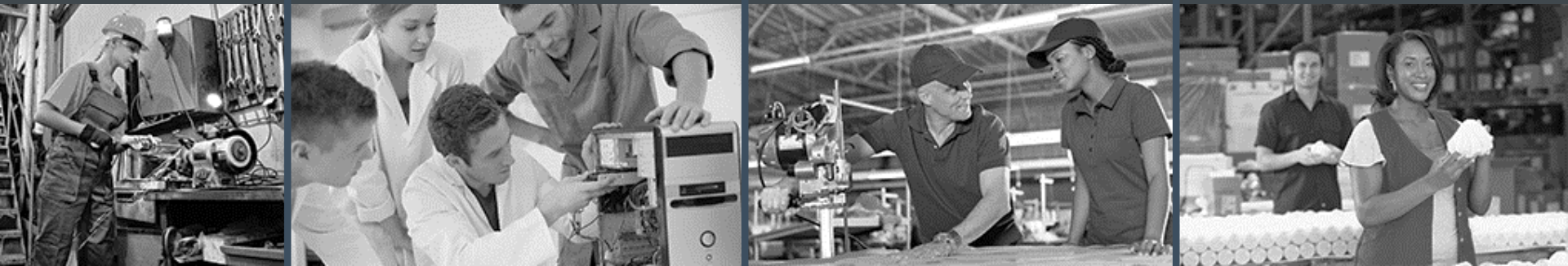
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* Last Name:

* Email:



Keep Calm and Register Apprentices Thank You!



Apprenticeship.Grants@dol.gov