



IowaWORKS

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101: Registered Apprenticeship



ApprenticeshipUSA



Why Registered Apprenticeship?

WHY
ARE
WE
HERE?



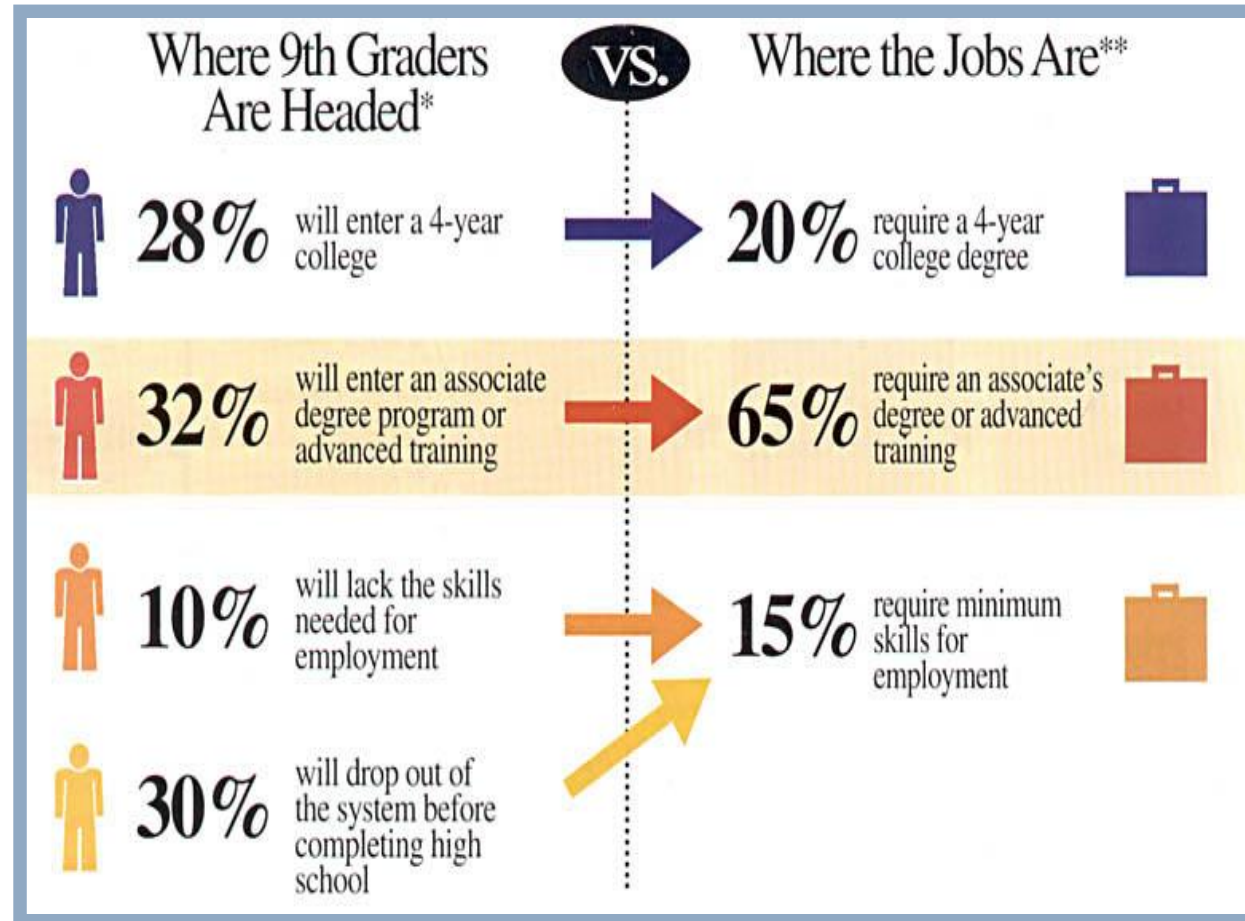
- What is the purpose?
- How does this relate to my position?
- What to expect from this training?



Why Registered Apprenticeship?

People without
Jobs.

Jobs without
people.



Registered Apprenticeship- A New Idea?

Enacted July 1, 1937

The Fitzgerald Act The National Apprenticeship Act

Identifies our charge in four short paragraphs

- ...to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices,
- ...to extend the application of such standards by encouraging the inclusion thereof in contracts of apprenticeship
- ...to bring together employers and labor for the formulation of programs of apprenticeship
- ...to cooperate with State agencies engaged in the formulation and promotion of standards of apprenticeship...



THE NATIONAL APPRENTICESHIP ACT (50 Stat. 664; 29 U.S.C. 50)

To enable the Department of Labor to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices and to cooperate with the States in the promotion of such standards.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the Secretary of Labor is hereby authorized and directed to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, to extend the application of such standards by encouraging the inclusion thereof in contracts of apprenticeship, to bring together employers and labor for the formulation of programs of apprenticeship, to cooperate with State agencies engaged in the formulation and promotion of standards of apprenticeship, and to cooperate with the National Youth Administration and with the Office of Education of the Department of the Interior in accordance with section 6 of the Act of February 23, 1917 (39 Stat. 932), as amended by Executive Order Numbered 6166, June 10, 1933, issued pursuant to an Act of June 30, 1932 (47 Stat. 414), as amended.

SEC. 2. The Secretary of Labor may publish information relating to existing and proposed labor standards of apprenticeship, and may appoint national advisory committees to serve without compensation. Such committees shall include representatives of employers, representatives of labor, educators, and officers of other executive departments, with the consent of the head of any such department.

SEC. 3. On and after the effective date of the Act the National Youth Administration shall be relieved of direct responsibility for the promotion of labor standards of apprenticeship as heretofore conducted through the division of apprentice training and shall transfer all records and papers relating to such activities to the custody of the Department of Labor. The Secretary of Labor is authorized to appoint such employees as he may from time to time find necessary for the administration of this Act, with regard to existing laws applicable to the appointment and compensation of employees of the United States: *Provided, however,* That he may appoint persons now employed in division of apprentice training of the National Youth Administration upon certification by the Civil Service Commission of their qualifications after non assembled examinations.

SEC. 4. This Act shall take effect on July 1, 1937, or as soon thereafter as it shall be approved.

Approved August 16, 1937.



Core Components of Registered Apprenticeship



Employer Involvement is Integral

The Employer is the foundation for the RA program and must be directly involved and provide paid On-the-Job Learning



Structured, Paid On-the-Job Learning

Minimum of 2,000 hours
Structured and Supervised



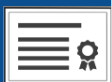
Job Related Educational Instruction

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. The Industry certifies individual is at the full performance level for the occupation



Benefits to Employers

Customized Training

Increased Knowledge

**Enhanced Employee
Retention**

A Safer Workplace

**Pipeline of
Qualified Workers**

**Systematic Approach
To Training**



Why Register?

Technical Assistance

National Credential

Quality Standards

Tax Credits & Related Funding



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.



Who Sponsors Registered Apprenticeship Programs?

Partnerships of Business and Organized Labor

Intermediaries/Lead (Colleges, CBOs, Foundations)

Employers (single)

Employer Associations (Wine Growers Association)



Registered Apprenticeship: Proven Results

Impressive Public Benefits

- \$28 in benefits for every \$1 invested by Government*
- Every \$1 invested, \$1.40 returned

Strong Outcomes

- \$60,820 Iowa income
- 91% of completers remain employed
- Opportunities to earn college credit
- Over \$300,000 more than their peers in life-time earnings

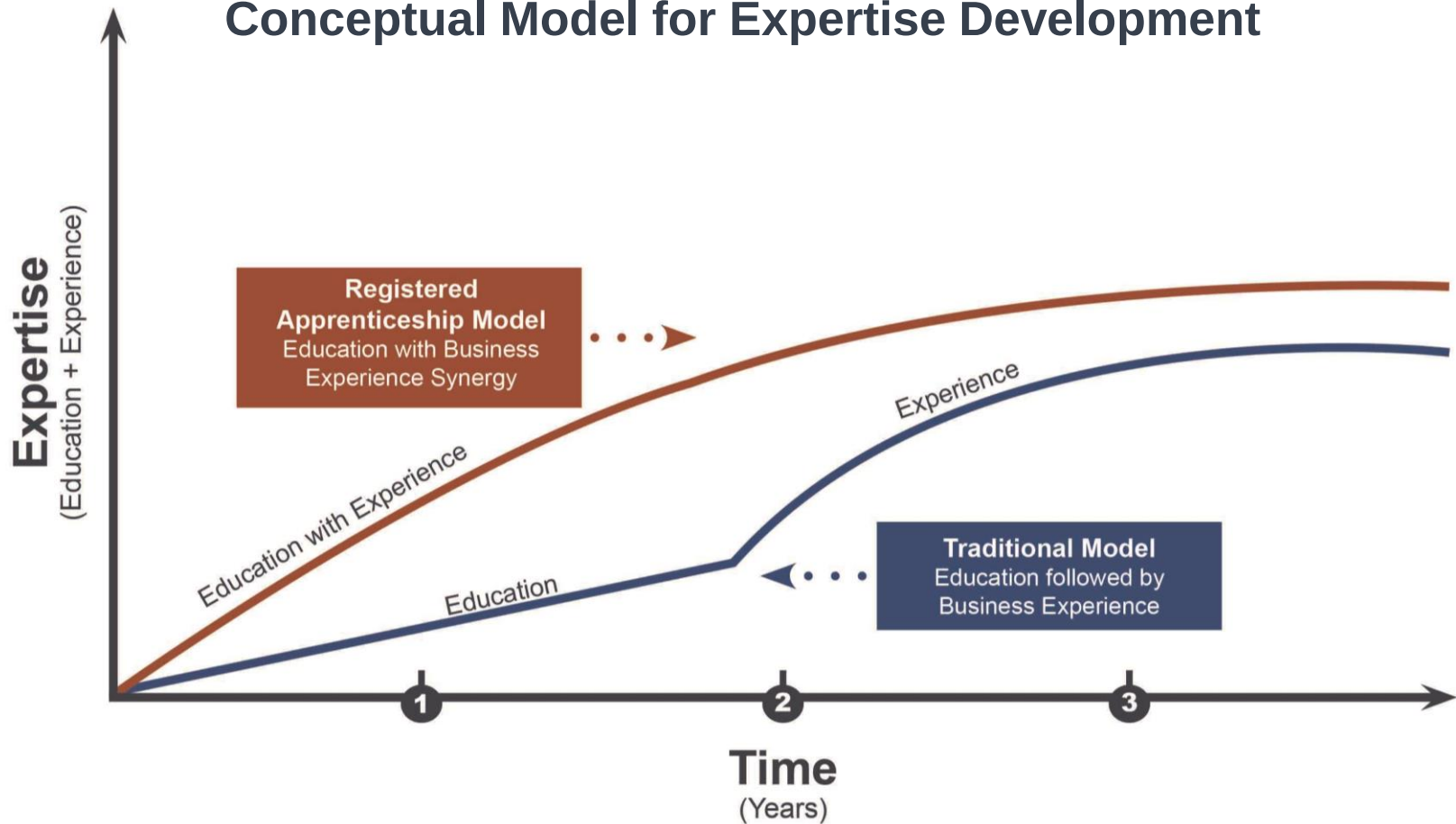


*(Source: An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States, Mathematica Policy Research, 2012)

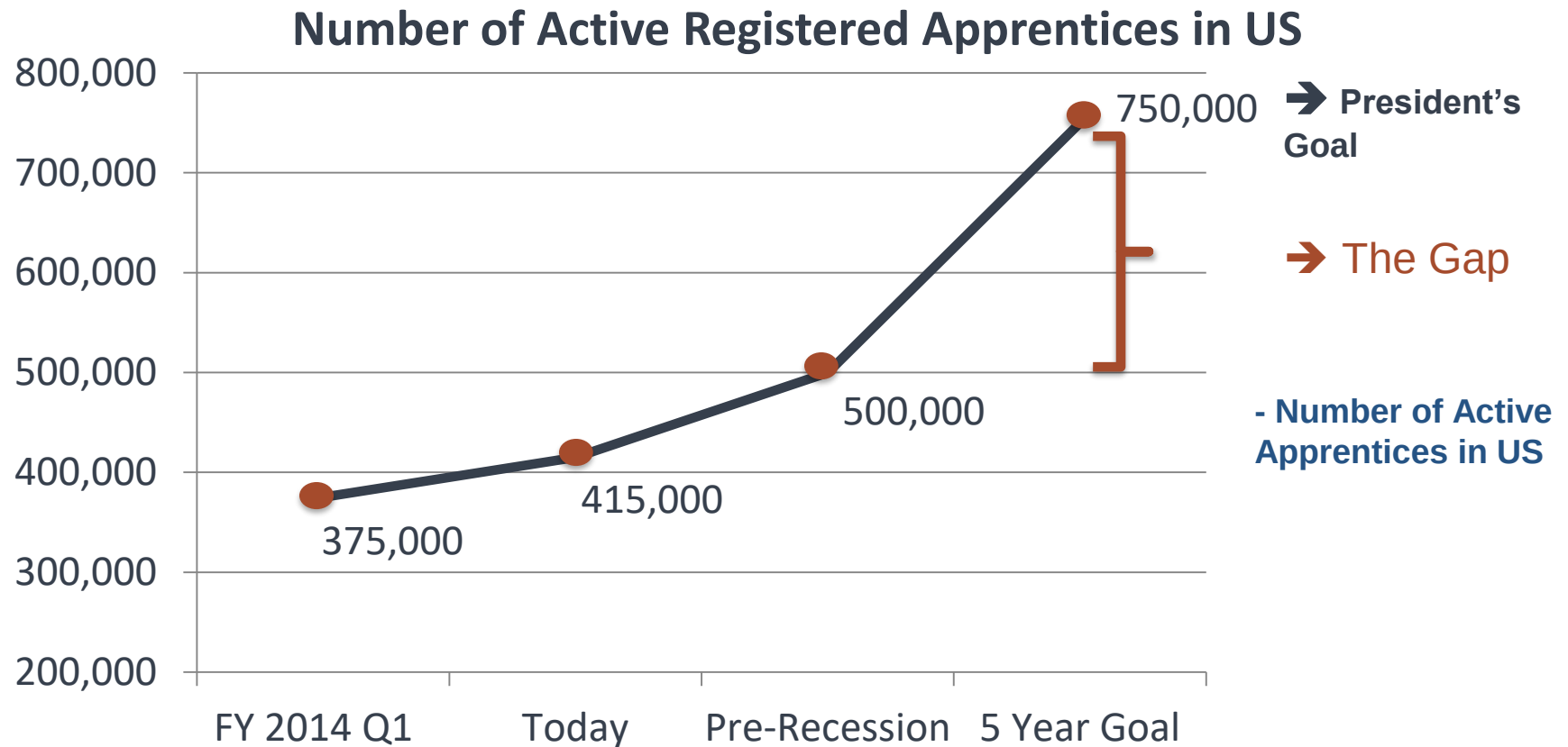


Registered Apprenticeship vs. Traditional Learning

Conceptual Model for Expertise Development



The Federal Challenge: Doubling the Number of Registered Apprentices



Future Ready Iowa



The goal of the Future Ready Iowa initiative is for 70 percent of Iowa's workforce to have education or training beyond high school by the year 2025.

Registered Apprenticeships are an important tool in reaching the Future Ready Iowa goal.



How do we bridge the gap?



Closing the Gap

Strengthen the **Core**,
partner with **Intermediaries**,
and Expand into **New** Industries



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Closing the Gap

You play an **essential** role
in bridging the gap.
We are not starting from scratch!





State Expansion Grant Goals

- Double the number of Registered Apprentices
- Start 143 Registered Apprenticeship Programs in Iowa
- Help employers start or grow apprenticeship programs in high-growth, high-tech industries like health care, IT and advanced manufacturing
- Expand opportunities to underrepresented populations, including women, minorities, youth and people with disabilities

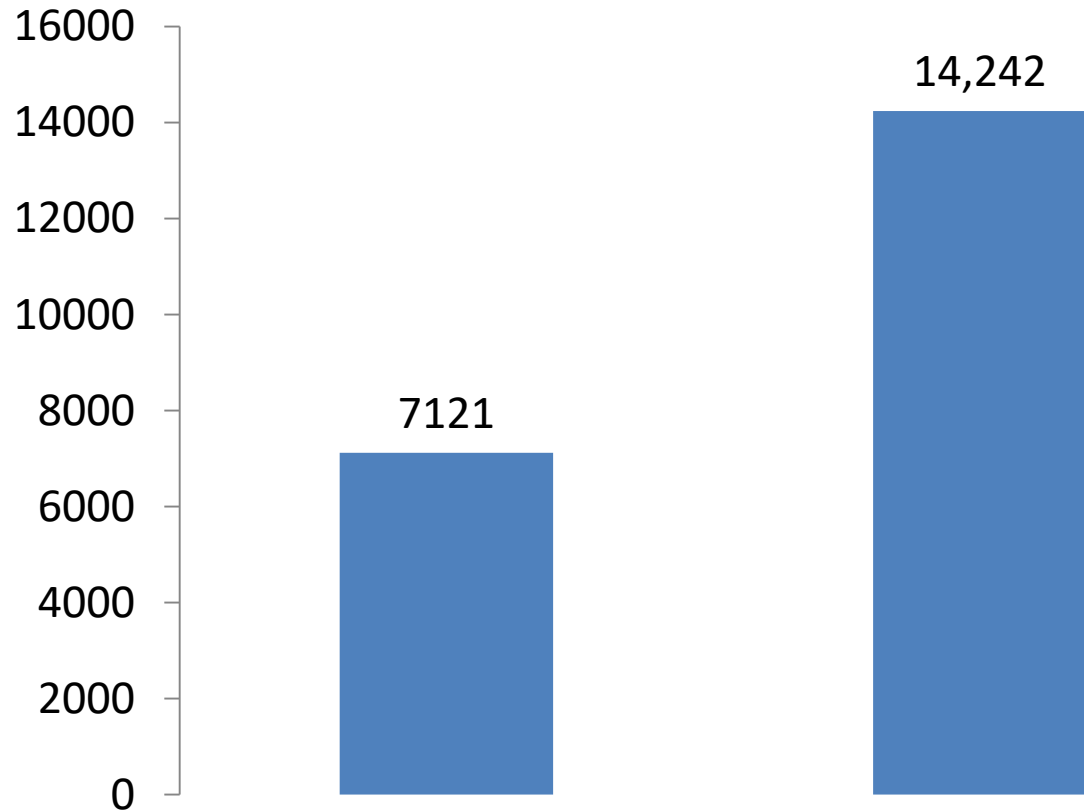


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Goal Baseline Numbers

Double the Number of Registered Apprentices



Goal Deadline: April 30, 2018

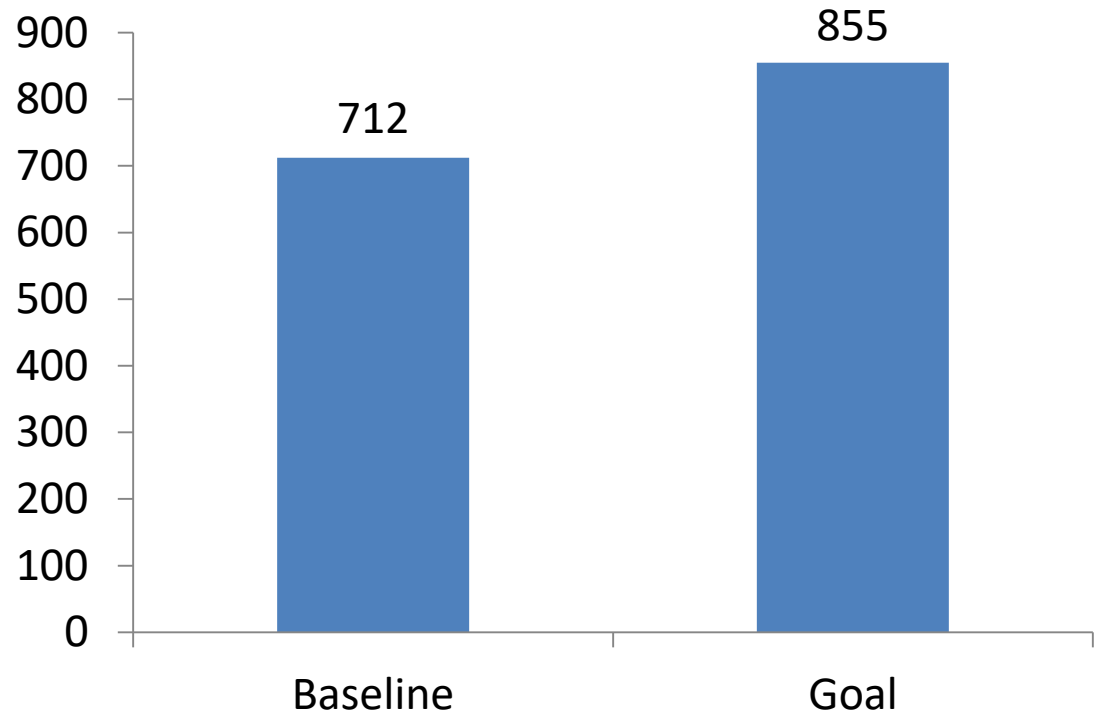


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WORKFORCE
DEVELOPMENT

Goal Baseline Numbers

Increase the Number of Registered Apprenticeship Programs by 143



Goal Deadline: April 30, 2018

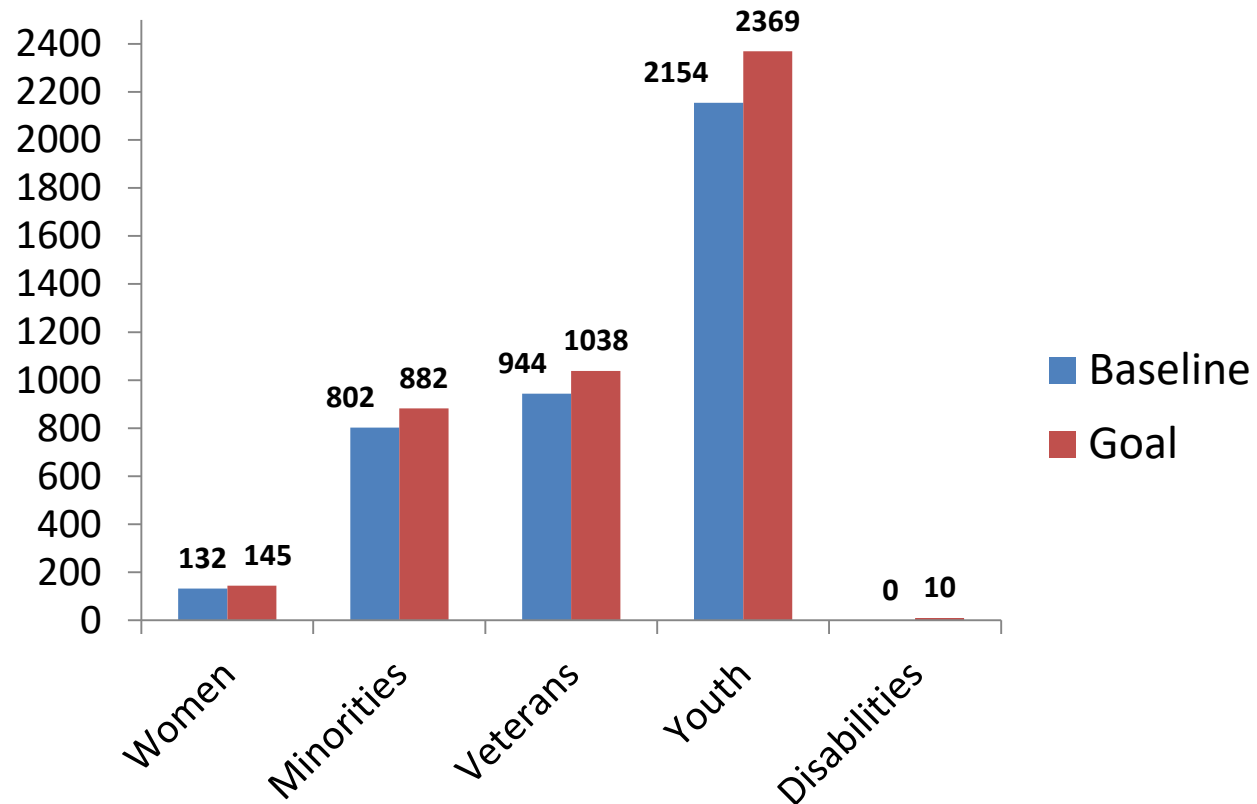


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Goal Baseline Numbers

Increase Underrepresented Populations by 10 Percent



Goal Deadline: April 30, 2018



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Initiatives Working Together

- Future Ready Iowa
- Minority Unemployment Subcommittee
- Federal Grants
(JD-NEG, SP-NEG,
ApprenticeshipUSA)



Part of the Puzzle

- Partnership & Collaboration
 - Business Service Team & WIOA partners
 - Sector Board



Flexibility of the Registered Apprenticeship Program Model



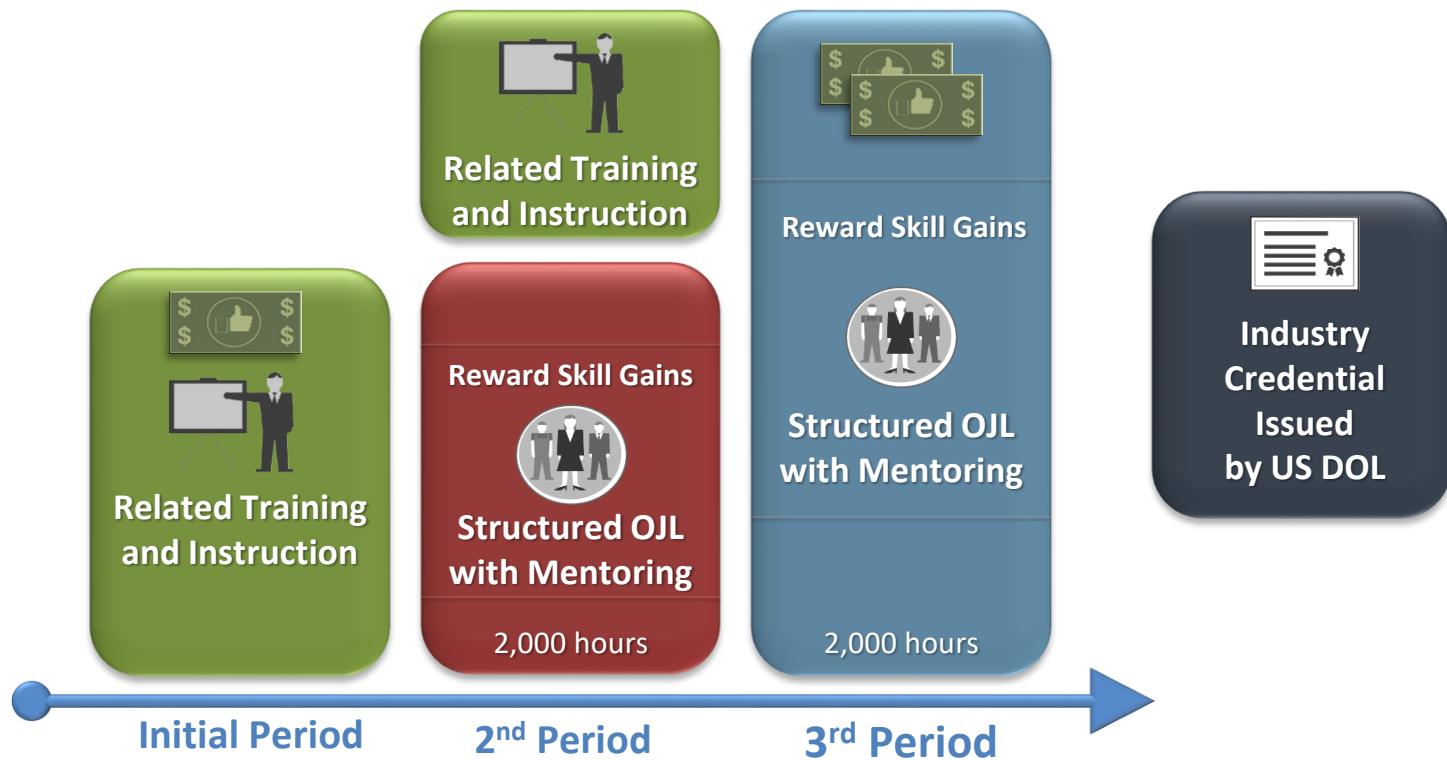
Traditional Model

Example shows a four year program;
however, program length driven by industry needs.



Front-loaded Model

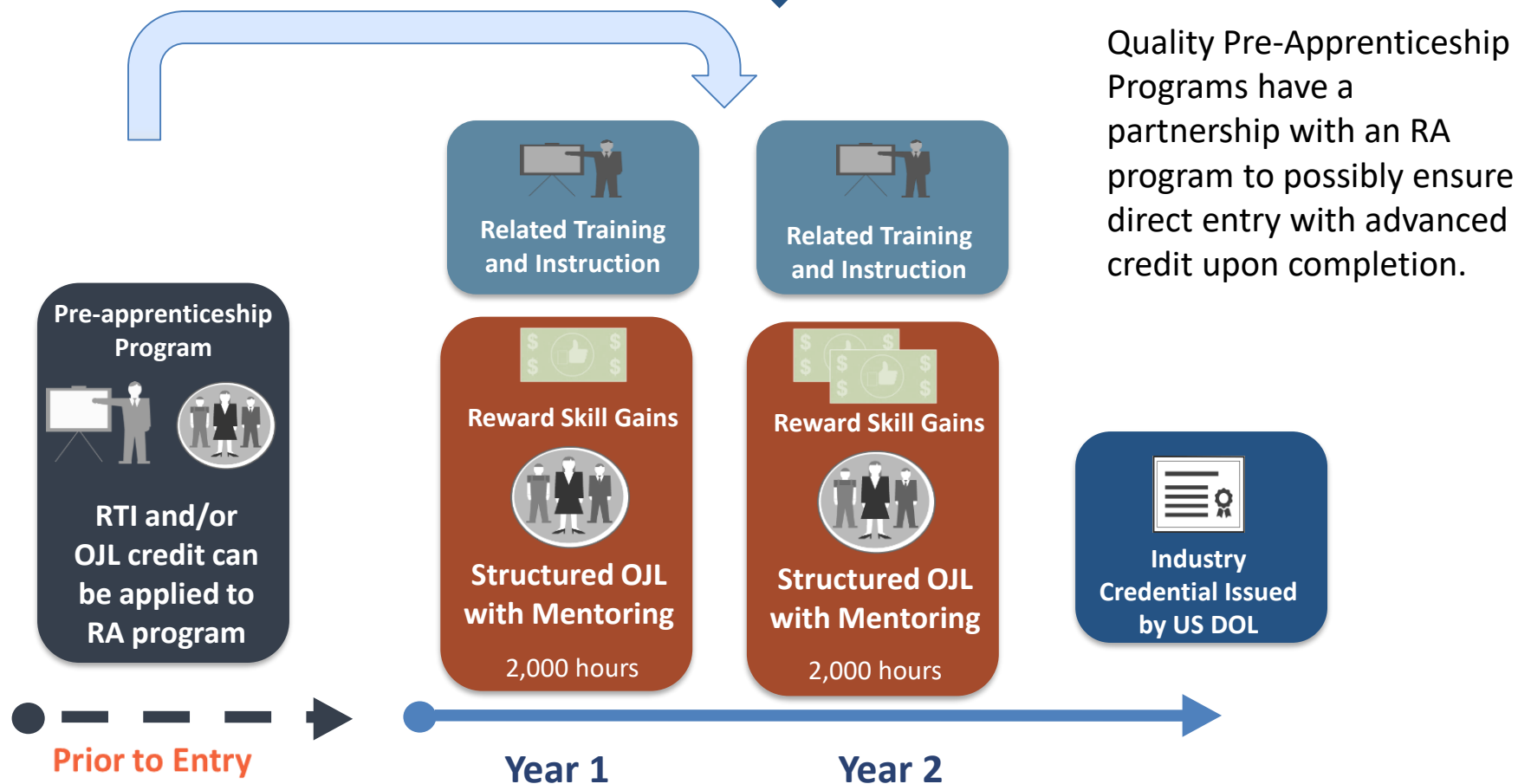
Example shows a program with diminishing time spent in classroom training; however, all RTI could occur at the beginning of program.



Quality Pre-Apprenticeship Requirements



Quality Pre-Apprenticeship to Registered Apprenticeship Model



Expand to High Growth, High Tech Companies



Energy



Healthcare



Transportation



Manufacturing



ICT



Key Players with Registered Apprenticeship

Employers (OJL)

- Must have employer(s)
- Must Drive Program Design / RTI
- Provider of OJL/Work-Based Learning
- Provide mentorship throughout the program

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
- WIOA Services

Educational (RTI) Provider

- Can be employer/industry based
- Can be Joint Labor-Management Organizations (e.g., JATC)
- Community Colleges
- Others



Flexibility in Types of Partners and Roles in Registered Apprenticeship

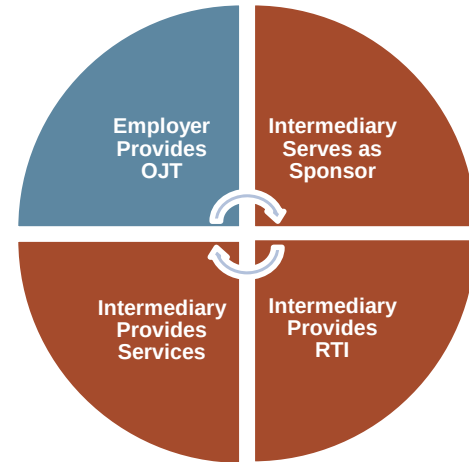
Single Employer Model

(e.g. Apprentice School)



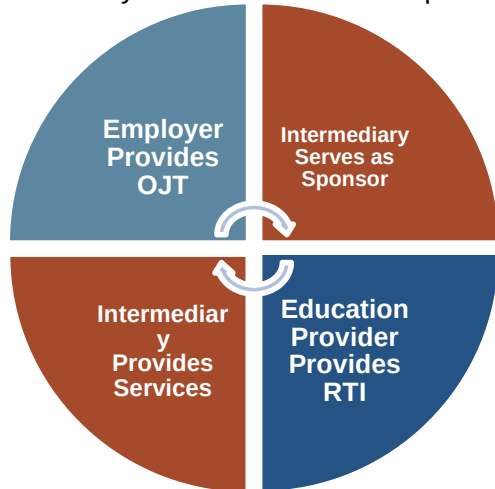
Multiple Employers + Intermediary Model

(e.g. Joint Labor Managements or Community College Centered Programs)



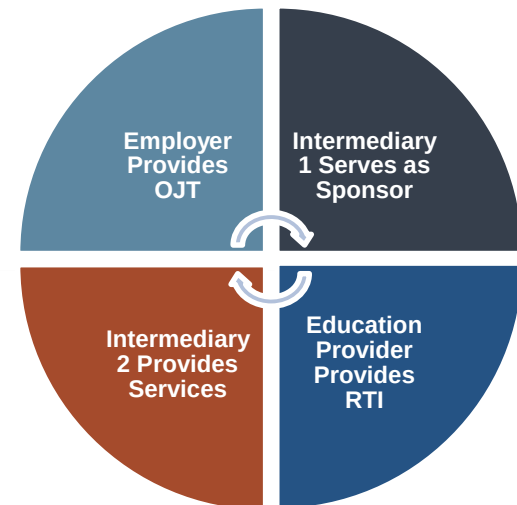
Multiple Employers + Intermediary Model + Community College

(e.g. New Century Careers, PA www.ncsquared.com)



Multiple Employers + Multiple Intermediary Model

(e.g. Workforce + Education + CBs/Other)



Funding Assistance

- Various funding available
 - Funding for service providers
 - Funding for job seekers
 - Funding for business
- Workforce Programs and grants
- Educational Awards
 - Post 9-11 GI Bill
 - Federal Financial Aid Programs (Pell Grants and Work-Study)
 - 529 College Saving Plans
- Iowa Economic Development Authority
 - 15B funding



Next Step

- **Second Round Training**
 - Business or Job Seeker Presentation on Registered Apprenticeship
 - Length
 - Pair up with another staff member from your office

VIDEO

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The background of the slide is a photograph of the Iowa State Capitol building in Des Moines. The building is a large, ornate structure with a prominent golden dome and classical architectural features like columns and arched windows. The sky is blue with some light clouds. In the foreground, there are some bare trees. A large, dark grey circular graphic is overlaid on the left side of the image, containing the text.

Questions?

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