

The facts about **APPRENTICESHIPS**

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Michigan Workforce Development Agency

Business Solutions Professional Training Presentation

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Michigan State University

School of Labor and Industrial Relations

This certifies that:

MARCIA S. BLACK-WATSON

Has successfully completed requirements for certification as a

BUSINESS SOLUTIONS PROFESSIONAL

Dated in East Lansing, Michigan this twenty-ninth day of September, Two Thousand and Ten

A handwritten signature in black ink, appearing to read "John P. Beck".

John P. Beck, Associate Director
School of Labor and Industrial Relations

- **Understand apprenticeship in order to identify existing opportunities and create new ones**
- **Be able to work with current and potential apprenticeship employers**

Apprenticeships

Opening doors to a

better future



Apprenticeship **FACTS**

Apprenticeship is:

- **First and foremost a job**
 - Progressive pay scale
- **Industry-recognized skilled occupations**
 - Employer-established standards of proficiency
 - Credentialed
- **Structured on-the-job training & related classroom instruction**
 - Time-tested training system
 - Supervised by qualified mentors
 - Combines related technical instruction
 - Occupation specific: 1 - 6 years in length
 - Competency or time based

- **Apprenticeship has a history dating back over 4,000 years and has developed skilled workers in this country since its discovery.**
- **The National Apprenticeship Act, signed into Law in 1937 initiated the formalization of apprenticeship in the U.S.**
- **Because of the flexibility and adaptability of the apprenticeship system, it continues to be a highly successful training model**



- Apprenticeships are in federal regulations
- The government role is to:
 - recognize occupations for apprenticeship
 - register programs
 - provide technical assistance
 - track programs and participants
 - issue credentials



- **State participation is voluntary; states do not receive federal funds to administer apprenticeship**
- **Federal regulations prescribe what a state must do to be “recognized” to administer apprenticeship in the state**
- **Some states have been recognized by DOL to administer apprenticeship in their state**

- **In other states all functions are performed by DOL staff**

doleta.gov/oa/stateoffices.cfm

- **State Director for Michigan**

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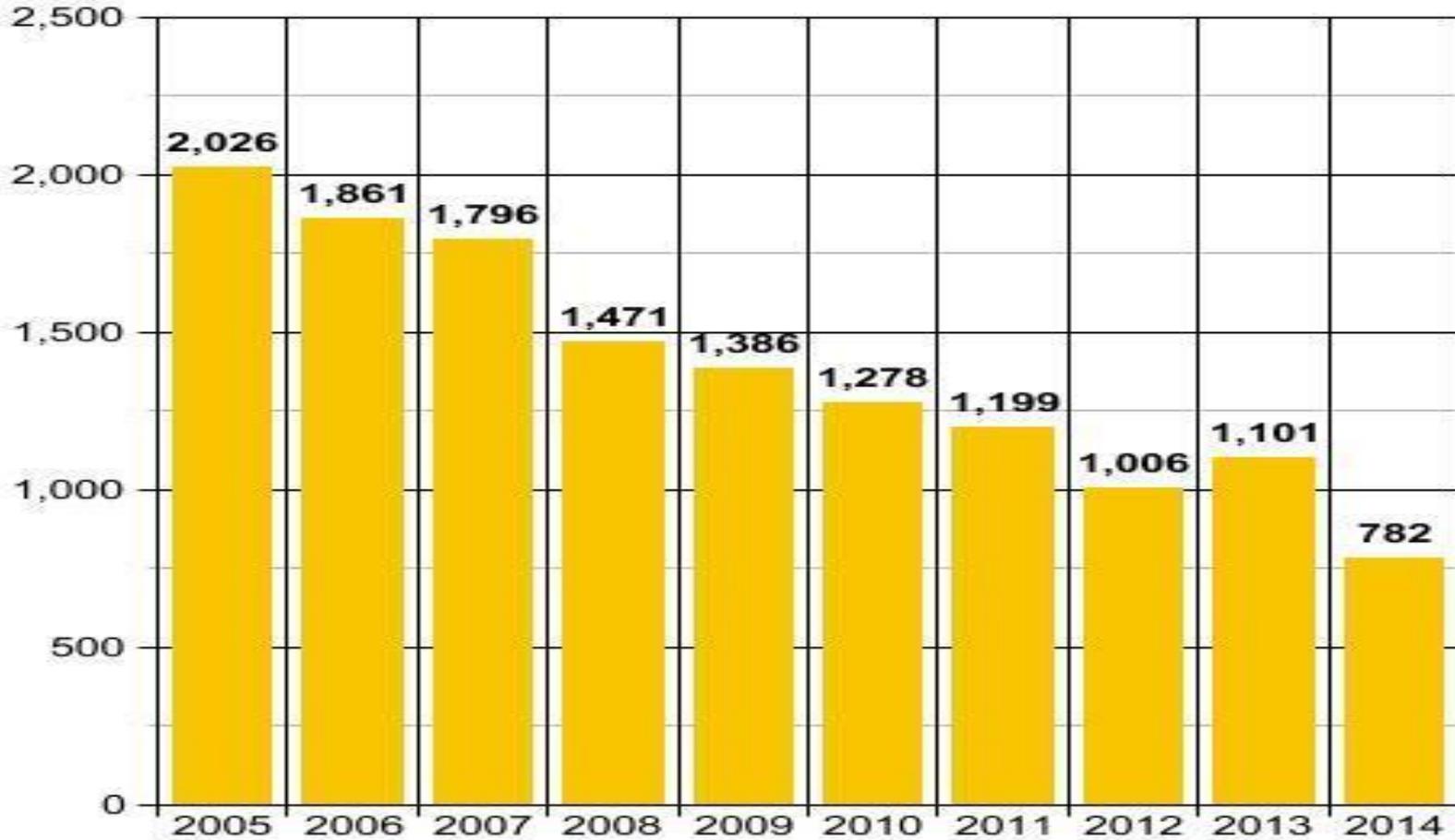
- The other 2 or 4 year degree
- Average starting salary is \$50k
- Increases workforce skill, productivity, & morale
- 150k employers & labor management organizations participate
- ~ 28k apprenticeship programs
- ~ 400k apprenticeships nationwide
- > than 1k occupations are registered
- The construction industry still dominates





Apprenticeship **STATS**

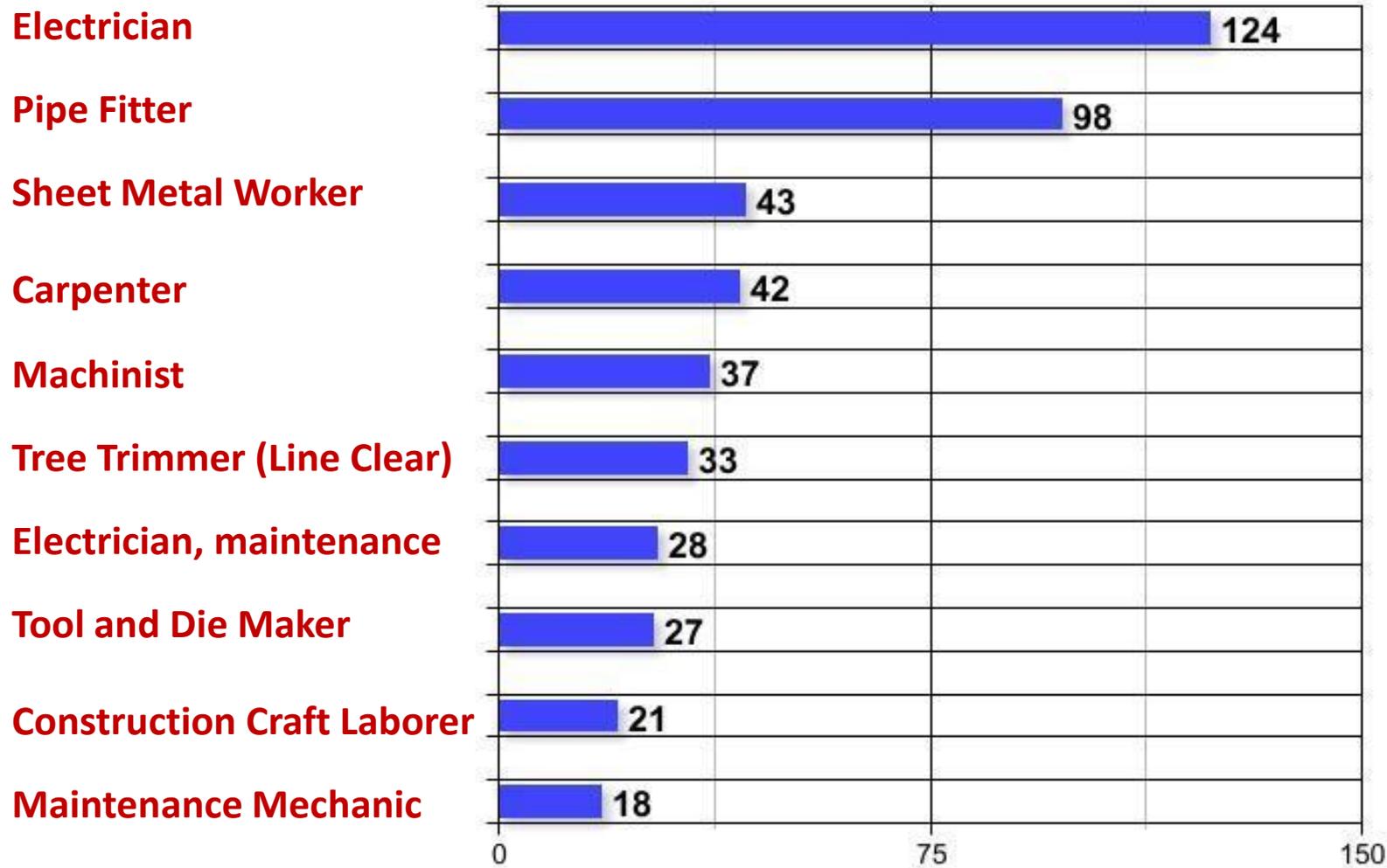
Michigan Active Programs



Source: USDOL - ETA

Dominated by Construction

Top Ten Occupations FY 2014



Source: USDOL - ETA

Industry Sectors That Take Advantage of Apprenticeships

- Construction
 - Manufacturing
 - Public Utilities
 - Military
 - Health Care
 - Information Technology
 - Production
 - Biomedical
 - Automotive Services
 - Public Sector
-

Clusters as of April 2014

- Advanced Manufacturing 1,194
- Advanced Energy 216
- Information Technology 56
- Agriculture 8
- HealthCare 6



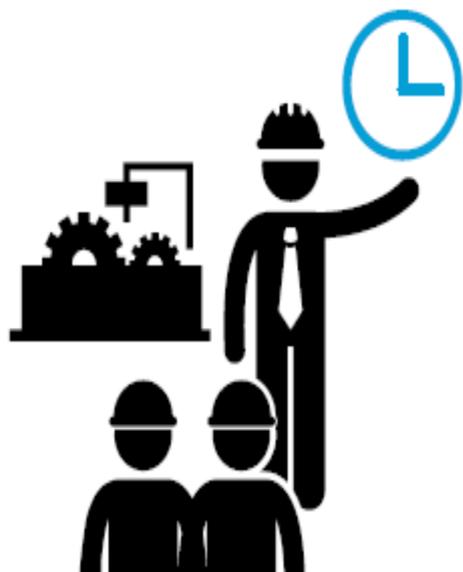
Apprenticeship **MODEL**

Criteria for Apprenticeships

- Involve skills that are customarily learned in a practical way through a structured, systematic program of on-the-job supervised learning
- Clearly identified and recognized throughout an industry
- Attainment of manual, mechanical, or technical skills
- Completion of at least 2,000 hours of on-the-job learning
- Require related classroom instruction
 - 144 hours recommended

Apprenticeship Program Design:

Flexibility in Program Design. Apprenticeships can be designed to be time-based, competency-based, or a hybrid of the two.



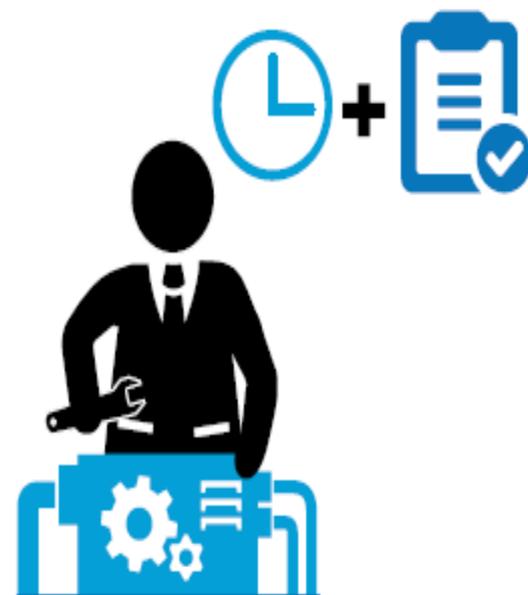
Time-based programs

In **Time-based programs**, apprentices complete a required number of hours in on-the-job training and related instruction.



Competency-based programs

In **Competency-based programs**, apprentices progress at their own pace – they demonstrate competency in skills and knowledge through proficiency tests, but are not required to complete a specific number of hours.



Hybrid approach

Many programs are built using a **Hybrid approach**, using minimum and maximum range of hours and the successful demonstration of identified and measured competencies.

Sponsoring Apprenticeship Programs

- **Common misperception is that apprenticeship programs are “union programs”**
- **While organized labor is often involved in apprenticeship, nonunion employers also participate**
- **Employers in conjunction with employees and associations are the apprenticeship program sponsors**
- **The same program standards apply to all prospective apprenticeship program sponsors**

Program Standards

- **Criteria for apprenticeship program registration**
- **Basic components are:**
 - **Apprenticeship occupation**
 - **Training agreement between program sponsor and apprentice**
 - **Administrative and program compliance requirements**

U.S. Department of Labor
Employment and Training Administration



Program Registration and Apprenticeship Agreement
Office of Apprenticeship

APPRENTICE REGISTRATION-SECTION II OMB No. 1205-0223 Expires: 01/31/2012

Warning: This agreement does not constitute a certification under Title 29, CFR, Part 5 for the employment of the apprentice on Federally financed or assisted construction projects. Current certifications must be obtained from the Office of Apprenticeship (OA) or the recognized State Apprenticeship Agency shown below. (Item 22)

The program sponsor and apprentice agree to the terms of the Apprenticeship Standards incorporated as part of this Agreement. The sponsor will not discriminate in the selection and training of the apprentice in accordance with the Equal Opportunity Standards in Title 29 CFR Part 50.3, and Executive Order 11246. This agreement may be terminated by either of the parties, citing cause(s), with notification to the registration agency, in compliance with Title 29, CFR, Part 29.6

PART A: TO BE COMPLETED BY APPRENTICE. NOTE TO SPONSOR: PART A SHOULD ONLY BE FILLED OUT BY APPRENTICE

1. Name (Last, First, Middle) and Address (No., Street, City, State, Zip Code, Telephone Number)		*Social Security Number		Answer Both A and B (Voluntary) (Definitions on reverse)		5. Veteran Status (Mark one) <input type="checkbox"/> Non-Veteran <input type="checkbox"/> Veteran	
2. Date of Birth (Mo., Day, Yr.)		3. Sex (Mark one) <input type="checkbox"/> Male <input type="checkbox"/> Female		4. a. Ethnic Group (Mark one) <input type="checkbox"/> Hispanic or Latino <input type="checkbox"/> Not Hispanic or Latino		6. Education Level (Mark one) <input type="checkbox"/> 8th grade or less <input type="checkbox"/> 9th to 12th grade <input type="checkbox"/> GED <input type="checkbox"/> High School Graduate or Greater <input type="checkbox"/> Post Secondary or Technical Training	
7. Career Linkage or Direct Entry (Mark one) (Instructions on reverse) <input type="checkbox"/> Dislocated Worker <input type="checkbox"/> YouthBuild		<input type="checkbox"/> None <input type="checkbox"/> Trade Adjustment Assistance <input type="checkbox"/> HUD/STEP-UP		<input type="checkbox"/> Incumbent Worker <input type="checkbox"/> Job Corps		<input type="checkbox"/> Adult <input type="checkbox"/> School-to-Registered Apprenticeship	
8. Signature of Apprentice _____ Date _____				9. Signature of Parent/Guardian (if minor) _____ Date _____			

PART B: SPONSOR:

10. Sponsor Program No. Sponsor Name and Address (No. Street, City, County, State, Zip Code)			11a. Trade/Occupation (The work processes listed in the standards are part of this agreement.)		
11b. Occupation Code		12. Term (Hrs., Mos., Yrs.)	13. Probationary Period (Hrs., Mos., Yrs.)		
14. Credit for Previous Experience (Hrs., Mos., Yrs.)		15. Term Remaining (Hrs., Mos., Yrs.)	16. Date Apprenticeship Begins		
17a. Related Instruction (Number of Hours Per Year)		17b. Apprentice Wages for Related Instruction <input type="checkbox"/> Will Be Paid <input type="checkbox"/> Will Not Be Paid		17c. Related Training Instruction Source	
18. Wages: (Instructions on reverse)					
18a. Pre-Apprenticeship Hourly Wage \$ _____		Apprentice's Entry Hourly Wage 18b. \$ _____		Journeyworker's Hourly Wage 18c. \$ _____	
18d. Term Check Box <input type="checkbox"/> Hrs., <input type="checkbox"/> Mos., or <input type="checkbox"/> Yrs.					
18e. Wage Rate (Mark one) % <input type="checkbox"/> or \$ <input type="checkbox"/>					
19. Signature of Sponsor's Representative(s) _____ Date Signed _____			21. Name and Address of Sponsor Designee to Receive Complaints (if applicable)		
20. Signature of Sponsor's Representative(s) _____ Date Signed _____					

PART C: TO BE COMPLETED BY REGISTRATION AGENCY

22. Registration Agency and Address		23. Signature (Registration Agency)		24. Date Registered	
25. Apprentice Identification Number (Definition on reverse):					

More Specifically:

- **Criteria for registering programs by a federal or state agency, relating to:**
 - **Type of occupations and length of training**
 - **The methods of training and the contents of the training agreement**
 - **Employment conditions and supervision, including wage progression**
 - **Registration, record maintenance, reporting, and certification**
 - **Compliance with equal employment opportunity requirements**
 - **Check with state or federal Office of Apprenticeship for additional specific standards**

Training Agreement

- **Core of the apprenticeship program standards**
- **Details the on-the-job competencies that must be mastered along with hours (or equivalent) of practice to complete**
- **Identifies the supplemental training or related instruction needed, 144 hours per year is recommended**

Starting an Apprenticeship Program Action Plan

- **Determine workforce needs for skilled talent**
 - What are the challenges?
 - Specific occupations?
 - Long – term trends?
- **ID Partners and Resources**
 - Contact local DOL Apprenticeship Coordinator
 - Contact local workforce agencies and service providers
 - Meet with local educational institutions
 - Meet with local community organizations and/or economic development partners

Starting an Apprenticeship Program Action Plan - Continued

- **Determine classroom training model**
 - Who will provide classroom training?
 - Do you need to align training to any industry credentials?
 - How will classroom training be paid for?

- **Design Program**
 - How will you select participants?
 - Specific population program will serve (incumbents, new hires, dislocated workers, veterans, etc.?)
 - How long will it take someone to complete program?
 - What skills, competencies, and knowledge will they gain?
 - How will you determine someone has completed program?
 - How will participants be compensated?

Starting an Apprenticeship Program Action Plan - Continued

- **Program Marketing and Implementation**
 - Conduct targeted marketing and outreach efforts
 - Recruit and select program participants
 - Identify program mentors and levels of instructor supervision
 - Implement program and begin training
- **Assess and Continuously Improve**
 - Receive recognition from DOL for meeting national requirements
 - Assess program participants successfully complete program
 - Continue to review and improve program quality



Apprenticeship **BENEFITS**

- **Build a pipeline of skilled workers**
- **Save \$ on wages**
- **Long-term loyalty/retention**
- **Lower worker's compensation \$**
- **High levels of satisfaction**



Apprenticeships benefit workers

- **Real Jobs**
- **Dramatically raise worker's wages**
- **Hands-on career training**
- **An education with little or no debt**
- **National industry certification**





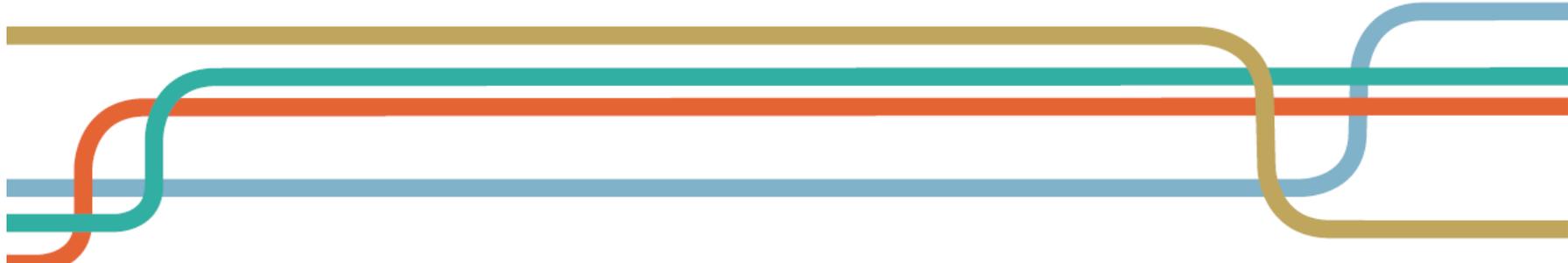
Apprenticeship **SUPPORT**

Trends in Apprenticeship

- **New Federal Regulations update the system by:**
 - **Authorizing interim credentials**
 - **Providing more flexibility in completing an apprenticeship program – no longer just time-based**
 - **Recognizing technology for related instruction**
 - **Improving the administration of the system**

- **Workforce Innovation & Opportunity Act**
 - Integrating apprenticeship into the workforce development system, including one-stop career centers
 - Apprenticeship jobs listed
 - Apprenticeship representatives serve on local boards
 - Apprenticeship included in local area and statewide plans

American Job Training Investments: Skills and Jobs to Build a Stronger Middle Class

- 
- A decorative graphic consisting of five horizontal lines in gold, teal, orange, blue, and light blue. The lines are interconnected with loops and curves, creating a complex, abstract pattern that spans the width of the slide above the main text.
- The Department of Labor is making \$100 million in existing H-1B funds available for **American Apprenticeship Grants** to reward partnerships that help more workers participate in apprenticeships.
 - Launch apprenticeship models in new, high growth fields
 - Align apprenticeships to pathways for further learning and career advancement
 - Scale apprenticeship models that work

- **MI-AIM (Apprenticeships, Internships, Mentoring)
The Path to Work-based Learning Career
Opportunities in Michigan**
 - an umbrella or framework for promoting and coordinating apprenticeships and other forms of work-based learning
 - more than 70 external partners including representatives from industry, the workforce system, community colleges, universities, secondary education, business associations, unions, etc.

- **American Apprenticeship Initiative Advisory Group**
 - *Michigan Apprenticeship Success Network*

- **Promotion & Outreach**
 - *Skilled Trades Website and Videos*

- **Funding & Resources**
 - *Guide*

Skilled Trades

Home > Career Explorer > Skilled Trades

Think you know everything about skilled trades?
Think again.



Watch Tom's Videos

K / **5th**

Tom Daldin talks to children about early curiosities and skilled trades



Watch Mike's Videos

6th / **12th**

Mike Rowe talks to young adults about skilled trades

Today's skilled trades are the hot jobs that are growing and evolving. Advanced manufacturing. IT. Construction. Healthcare. Did you know skilled trades:

- Are some of the most in-demand jobs posted online? More than 8,300 skilled trade jobs are currently available in Michigan.
- Provide opportunities that will continue to grow? More than 6,700 job openings are expected every year, through 2022.
- Don't necessarily require a four-year degree?

Skilled Trade Myths

- **There's No Demand For Skilled Trade Workers**

Kindergarten / 5th Grade

Find out how to encourage a child's interest in skilled trades.

[LEARN MORE ▶](#)

6th / 12th Grade

Explore hot career paths and apprenticeship opportunities.

[LEARN MORE ▶](#)

Parents & Educators

Find resources to help you guide children and youths through skilled trades explorations.

[LEARN MORE ▶](#)

Check back often!

We continue to add information and resources on a regular basis.

[+ Feedback about this page?](#)

Skilled Trades Training Fund

STTF



Promoting a flexible, innovative, and effective workforce system within the State of Michigan.

- **Began in fiscal year 2014**
- **To be used for short-term training needs for employers**
- **Demand driven**
- **Filling the gap of federal funds**
- **Partner Inclusive**

Allowable Training

■ Classroom

- Conducted by third party unless exclusive in nature
- Lead to recognizable credential
- May take place at training provider, onsite at company, or online
- May be for existing employee(s) or individual(s) to be hired after the STTF application is approved

■ On-site training with wage reimbursement, for individual(s) to be hired

- Training for the individual(s) to obtain skills to become proficient in the new job
- Individual(s) must be hired after the STTF application is approved and before training begins

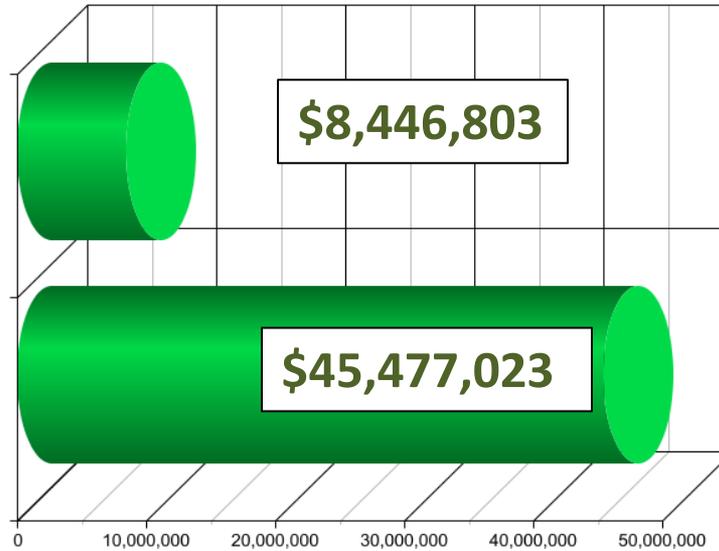
■ Apprenticeships– for *new apprentices* only

- U.S. Department of Labor (USDOL) Registered Apprenticeships
- Apprentices may be a new employee or an existing employee, new to the position

Leveraged Funds

Skilled Trades
Training Funds

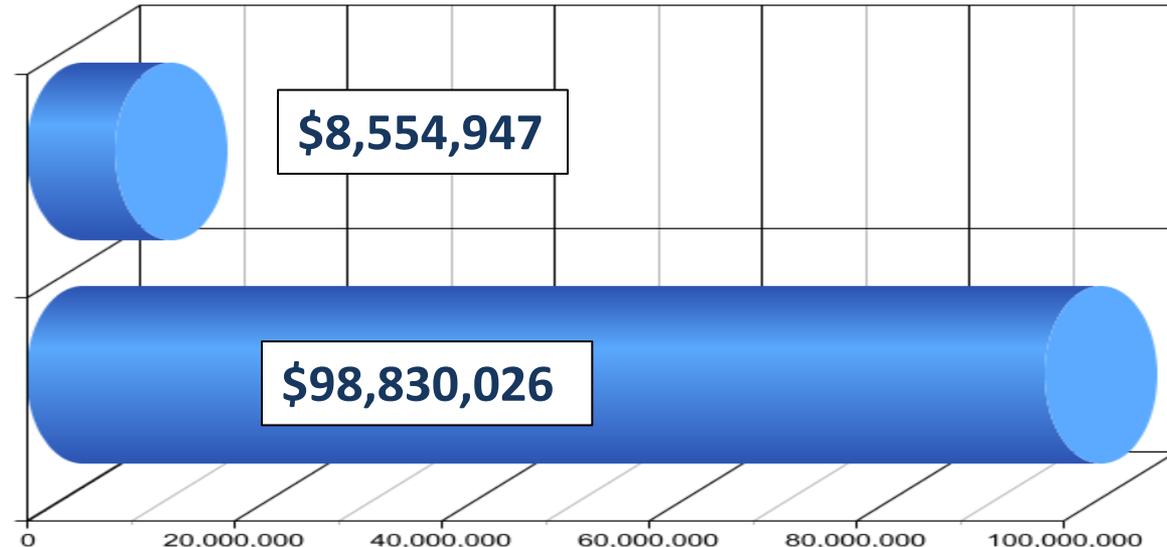
Partner
Leveraged Funds



**Fiscal
Year
2014**

Skilled Trades
Training Funds

Partner
Leveraged Funds



**Fiscal
Year
2015**

*Data as of March 18, 2015

	FY14*	FY15*
Number of Awards	184	232
Number of Companies Benefitting	210	252
Number of Current Employees to be Trained	9,351	6,103
Number of Individuals to be Hired and Trained	1,758	2,498
Average Cost of Training (per person)	\$760	\$990
Number of New Apprenticeships	<i>Not Collected</i>	168



*Data as of April 23, 2015



Apprenticeship **PROGRAMS**

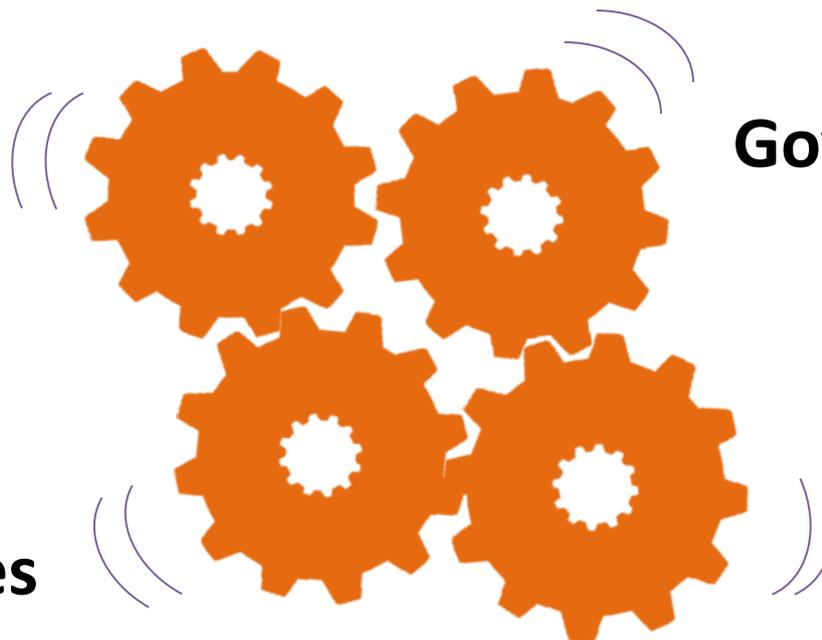
Michigan Advanced Technician Training

Industry

Government

Colleges

K-12 Schools





MAT² Facts

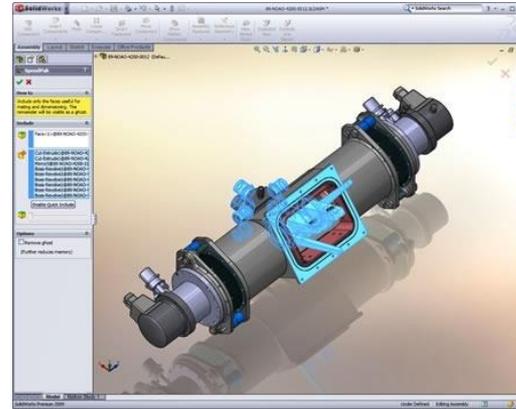
- **Developed with global technology leaders to combine theory, practice, and work to train a globally competitive workforce**
- **Three-year training program with all tuition costs paid for by the employer**
- **On-the-job training with pay, an advanced Associate's degree in a high-tech, in-demand field, and guaranteed job upon successful completion of program**
- **Graduates commit to two years on the job**
- **All programs are approved for USDOL registration**

Current MAT² Programs

Mechatronics



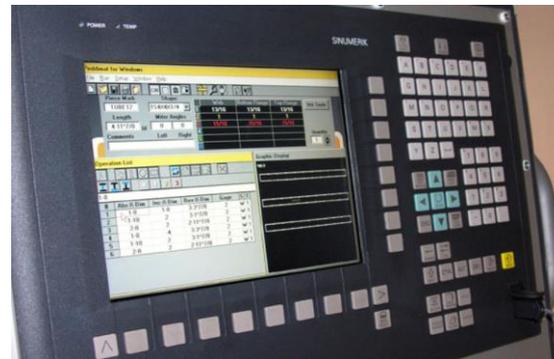
Technical Product Design



Information Technology



Computer Numerical Control (CNC)



Growth of the MAT² Program

2013

Mechatronics

Students

31

Companies

11

Colleges

2 Henry Ford College and Oakland Community College

2014

Mechatronics Technical Product Design
Information Technology

Students

68

Companies

29

Colleges

3 HFC, OCC, and Macomb Community College

2015 MAT² Proposed Colleges & Programs

Mechatronics

- Oakland Community College
- Macomb Community College
- Lansing Community College
- Henry Ford College
- Baker College-Cadillac

Information Technology

- Oakland Community College
- Lansing Community College

Technical Product Design

- Mott Community College
- Macomb Community College

Computer Numerical Control

- Delta College
- Henry Ford College
- Kalamazoo Valley Community College

Detroit Registered Apprenticeship Program (DRAP)



BUSINESS SERVICES DIVISION

A Michigan Works! Agency

- **DOL national apprenticeship readiness model**
- **Prepares adults to become registered apprentices in any field using multiple comprehensive assessments**
- **Designed to increase exposure and opportunities for minorities and women who have historically not had equal access to apprenticeship opportunities**
- **Currently more than 100 Detroit residents are active DOL apprentices**



Apprenticeship **ADVOCATES**

Community College Apprenticeship Coordinators



- **Designated Apprenticeship Coordinator at all 28 community colleges plus Ferris State University**
- **Related training instruction designed and delivered in accordance with federal guidelines and industry standards**
- **Works in coordination with U.S. DOL Office of Apprenticeship**

Michigan Apprenticeship Steering Committee, Inc.



- **Advocacy group including education industry, manufacturing sector, construction trades & government reps**
- **Objective to educate Michigan's workforce and employers on the benefits of participation in Registered Apprenticeship**

Michigan Educators Apprenticeship & Training Association



- **Non-profit organization**
- **Provides a forum for the professional development of secondary and post-secondary educators & other individuals involved in providing apprenticeships and work-based education**
- **Vocal advocate for expanding use of work-based learning as the most effective & least costly means of transferring generational knowledge from older to younger workers**



- **Career Liaisons in each of Michigan's 10 Prosperity Regions**
- **Work with several groups to better inform them about jobs and training:**
 - High school students
 - Parents/guardians
 - Educators
- **Focused on educating students about shorter term credentials, Associate degrees, and **apprenticeships** that are in high demand by employers**

Questions



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