



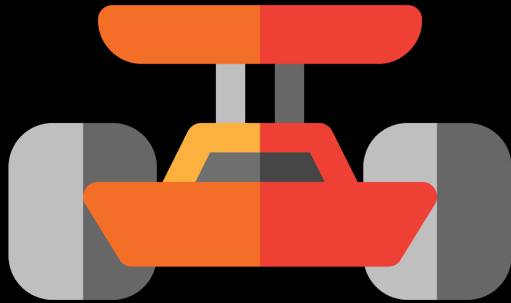
MICHIGAN DEPARTMENT OF
LABOR & ECONOMIC
OPPORTUNITY



WORKFORCE
DEVELOPMENT



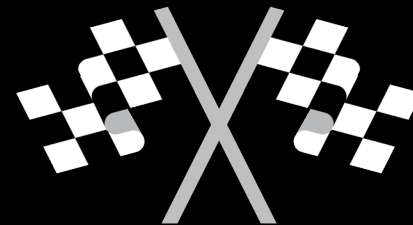
DISCOVER
APPRENTICESHIP™



Wednesday, April 13, 2022

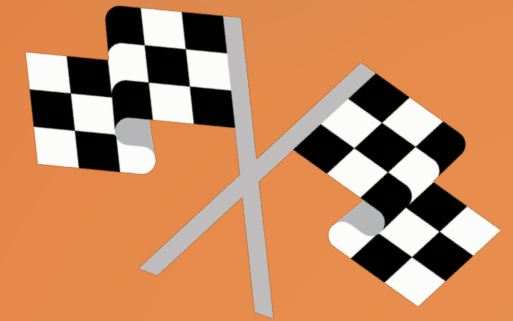
10:00 AM to 11:30 AM

Registered Apprenticeship Celebration Event



AGENDA

- 10:00 – 10:10** **Welcome, Opening Remarks and Introductions**
- **Russ Davis, Michigan State Director, USDOL Office of Apprenticeship**
 - **Scott Jedele, State Administrative Manager, Workforce Development, State Apprenticeship Expansion**
- 10:10 – 10:20** **Benefits of Registered Apprenticeship**
- **Steve Long, Apprenticeship and Training Representative, USDOL Office of Apprenticeship**
- 10:20 – 10:50** **Recognition of Registered Apprenticeship Leaders**
- 10:50 – 11:00** **Veteran Employment Services'**
- **Richard Gibson, Veterans' Coordinator**
- 11:00 – 11:30** **Questions and Closing Remarks**



United States
Department of Labor
Office of Apprenticeship

WELCOME!

Michigan State Director



with Registered Apprenticeship

United States Department of Labor Office of Apprenticeship (USDOL OA)



Russell W. Davis

USDOL OA
*Michigan State
Director*



Marybeth Koski

USDOL OA
*Apprenticeship and
Training Representative
(ATR)*



Tiffanie Clawson

USDOL OA
*Apprenticeship and
Training Representative
(ATR)*

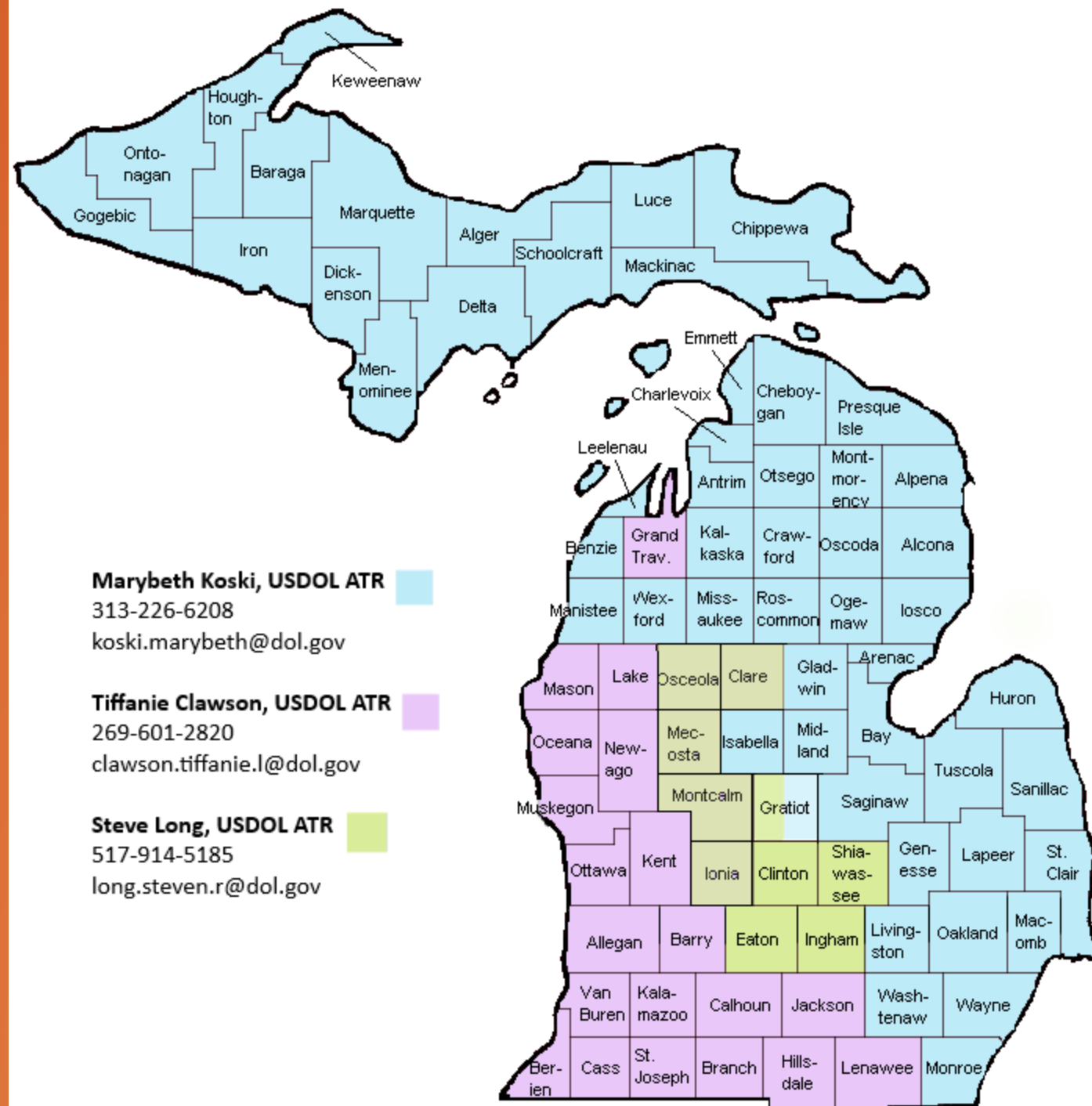


Steve Long

USDOL OA
*Apprenticeship and
Training Representative
(ATR)*

USDOL Apprenticeship and Training Representatives Map by County

*** Keep in mind
this map is fluid!**



USDOL Registered Apprenticeship Programs . . .

- ❖ Core Components
- ❖ Roles / Types
- ❖ Benefits





Registered Apprenticeship 1.0



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



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Core Components of Registered Apprenticeship

Think of Registered
Apprenticeship as

five...

four...

three...

two...

one...



Apprenticeships are jobs



On-the-job learning in a work setting



Job-related classroom training



Learning with the help of a mentor



Industry-recognized credential

4

Key Roles within Registered Apprenticeships

Employers (OJT)

- Must have employer(s)
- Must Drive Program Design / RTI
- Provider of OJT/Work-Based Learning

Sponsors (Intermediaries)

- Responsible for Administering the Program
- Can be Employer, Consortia of Employers, Industry Associations, 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.

Educational (RTI) Provider

- Can be employer/industry based
- Can be Joint Labor-Mgmt Orgs
- Community Colleges
- Others

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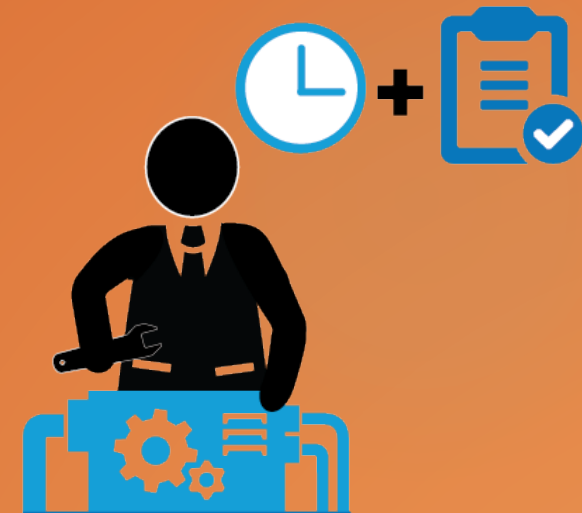
Ways to Complete a Registered Apprenticeship



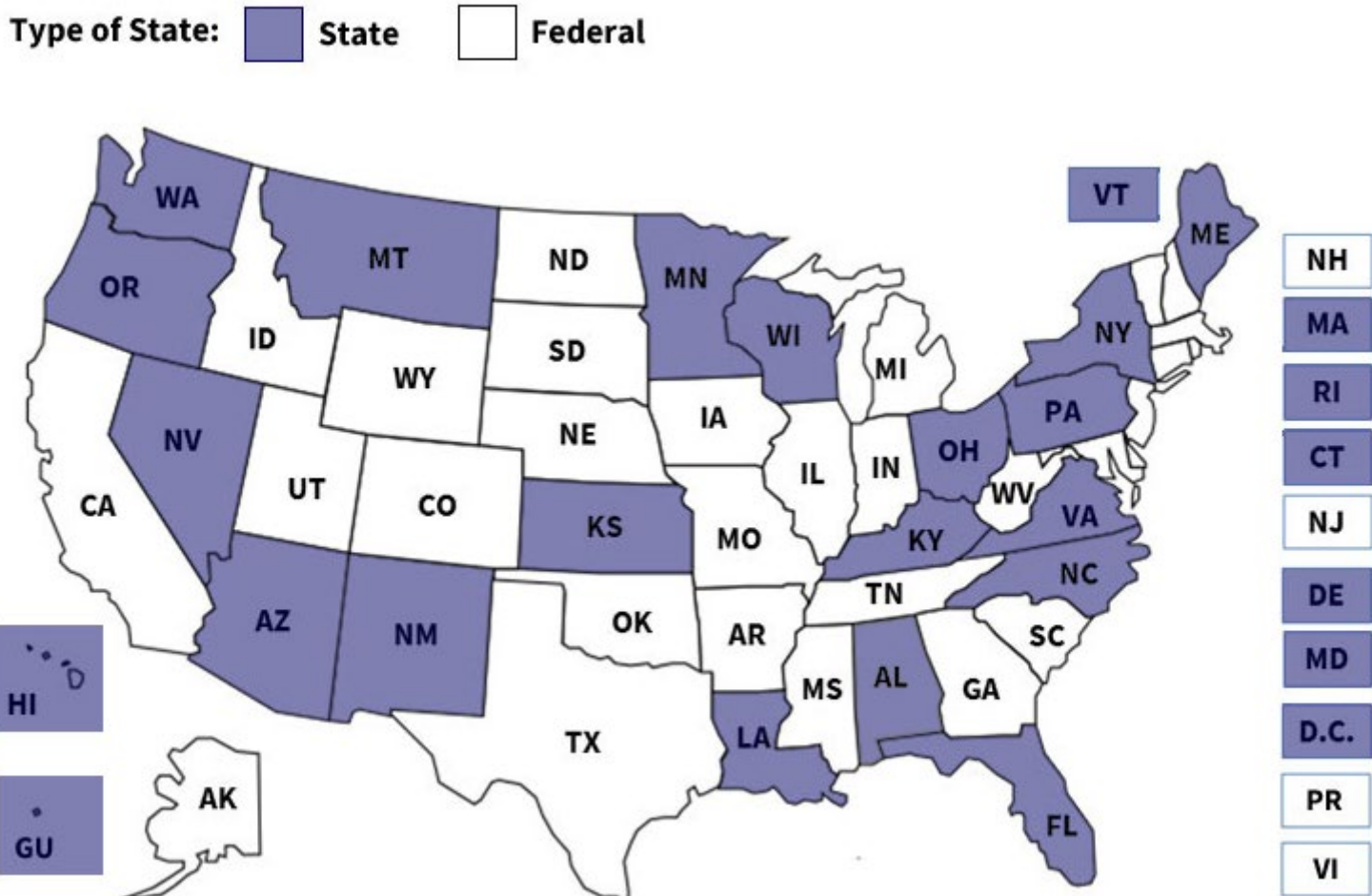
Time-based programs



Competency-based programs



Hybrid approach



List of State Directors (OA/SAA):

<https://www.apprenticeship.gov/about-us/apprenticeship-system>



System with Nationally Recognized Credentials

All Apprentices that graduate from a Registered Apprenticeship receive a *national, industry-recognized, portable credential*

The credential is a 100% guarantee to **all employers** that graduates from Registered Apprenticeship programs are fully qualified to do the job



State of Michigan Registered Apprenticeship Expansion

- ❖ More Benefits
- ❖ Resources / Funding
- ❖ Expansion Network



MORE BENEFITS . . .

- Employer Involvement (starts with a job)
- Structured On-the-Job Learning (on-the-job training | competent mentor)
- Related Instruction (related)
- Rewards for Skill Gains (increased wages for skills)
- National Occupational Credential (USDOL, national, industry recognized)

Note: Non-registered programs may or may not have these elements

SPONSOR | EMPLOYER BENEFITS

- Immediately fills job openings w/ motivated workers learning needed skills
- Starts rapid transfer of knowledge from current to future high-value workers
- Eliminates typical 2-6-year wait when most jobseekers learn general skills
- Industry-driven solution that facilitates access to related resources (i.e., Federal reimbursements, GI Bill® benefits, participant support, etc.)
- Reduces employee turnover, improves productivity and the bottom line

MICHIGAN BENEFITS

- Michigan is serious about Registered Apprenticeship expansion
- Supports Governor's "Sixty by 30" plan (increase % of credentials by 2030)
- Occupations now include Advanced Manufacturing, Construction, Energy, Healthcare, Information Technology and Mobility
- Growing – nearly 1,000 programs and 18,000 active apprentices
- Over \$27 million in US DOL expansion funds – over 6,000 new RAs
- Apprenticeship Success Coordinators (ASCs) in each workforce region

EXPANSION NETWORK

OA ATRs + Apprenticeship Success Coordinators



EXPANSION
HAPPENS
HERE

Michigan Works! Apprenticeship Success Coordinator (ASC)

- Michigan Works! RA champions, to help encourage and support regional RA expansion.
- Promote access to available RA expansion resources across Michigan. Contact one today!



Michigan Works! Agencies

- A** Upper Peninsula Michigan Works!
- B** Networks Northwest
- C** Michigan Works! Northeast Consortium
- D** Michigan Works! Region 7B Consortium
- E** West Central Michigan Works!
- F** West Michigan Works!
- G** Great Lakes Bay Michigan Works!
- H** GST Michigan Works!
- I** Capital Area Michigan Works!
- J** Michigan Works! Berrien Cass Van Buren / Kinexus
- K** Michigan Works! Southwest
- L** Michigan Works! Southeast
- M** Detroit Employment Solutions Corporation
- N** Macomb-St. Clair Workforce Development Board
- O** Oakland County Michigan Works! Development Division
- P** Southeast Michigan Community Alliance Michigan Works!

A Upper Peninsula Michigan Works! (Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon and Schoolcraft Counties)

Holly Peoples
906-280-2441

hpeoples@upmichiganworks.org

B Networks Northwest (Antrim, Benzie, Charlevoix, Emmet, Grand Traverse, Leelanau, Kalkaska, Manistee, Missaukee and Wexford counties)

Evelyn Szpliet
231-631-2613

Evelyn.szpliet@networksnorthwest.org

C Michigan Works! Northeast Consortium (Alcona, Alpena, Cheboygan, Crawford, Montmorency, Oscoda, Otsego and Presque Isle counties)

Jennifer Coughlin
989-306-8589

coughlinj@nemcworks.org

D Michigan Works! Region 7B Consortium (Arenac, Clare, Gladwin, Iosco, Ogemaw and Roscommon counties)

Pam O'Laughlin
989-426-8571

polaughlin@michworks4u.org

E West Central Michigan Works! (Lake, Mason, Mecosta, Newaygo, Oceana and Osceola counties)

Merri Bennett
231-583-2029

mbennett@michworkswc.org

F West Michigan Works! (Allegan, Barry, Ionia, Kent, Montcalm, Muskegon and Ottawa counties)

Joel Elsenbroek

616-295-7449

jelsenbroek@westmiworks.org

G Great Lakes Bay Michigan Works! (Bay, Gratiot, Isabella, Midland and Saginaw counties)

Kristen Wenzel

989-423-0095

kristenw@michiganworks.com

H GST Michigan Works! (Genesee, Huron, Lapeer, Sanilac, Shiawassee and Tuscola counties)

Wanda Bigelow

810-233-5974 x348

wbigelow@gstmiworks.org

I Capital Area Michigan Works! (Clinton, Eaton and Ingham counties)

Jayson LaNew

517-492-5511

ilanew@camw.net

J Michigan Works! Berrien Cass Van Buren/Kinexus (Berrien, Cass and Van Buren counties)

Rick Vanlittersum

269-927-1064 x1126

vanlittersumr@kinexus.org

K Michigan Works! Southwest (Branch, Calhoun, Kalamazoo and St. Joseph counties)

Jessica Meskil

269-385-0444

meskil@upjohn.org

L Michigan Works! Southeast (Hillsdale, Jackson, Lenawee, Livingston and Washtenaw counties)

Tom Robinson

517-245-9484

trobinson@mwse.org

M Detroit Employment Solutions Corporation

(City of Detroit)

Jon Williams

313-466-6497 Ext. 497

jwilliams@detrempsol.org

N Macomb St. Clair Workforce Development Board

(Macomb and St. Clair counties)

Karen Helfrick

586-783-1399

khelfrick@macomb-stclairworks.org

O Oakland County Michigan Works! Development Division

(Oakland County)

Elizabeth (Liz) Rivard-Weston

248-858-0922

rivardweston@oakgov.com

P Southeast Michigan Community Alliance Michigan Works! (Monroe and Wayne (excluding City of Detroit) counties)

Jennifer Tucker

734-229-3523

jennifer.tucker@semca.org



Sponsor
Recognition!



with Registered Apprenticeship

“Our registered Tool Maker Apprenticeship Program allows us to recruit, develop and retain a new generation of highly-skilled team members to support our continued business growth while ensuring the apprentice gains education and hands-on experience.”

-Michelle Debbs, Human Resource Manager

Actively recruiting for Toolmaker Apprentices!



“Having a DOL registered apprenticeship is important to Williams International as it allows us the ability to impart years of knowledge onto the next generation of skilled tradespeople.”

***-Courtney Galecki
Human Resource Generalist***



Five active Manufacturing, Machinist Apprentices!



Employer (Signatory)
Recognition!

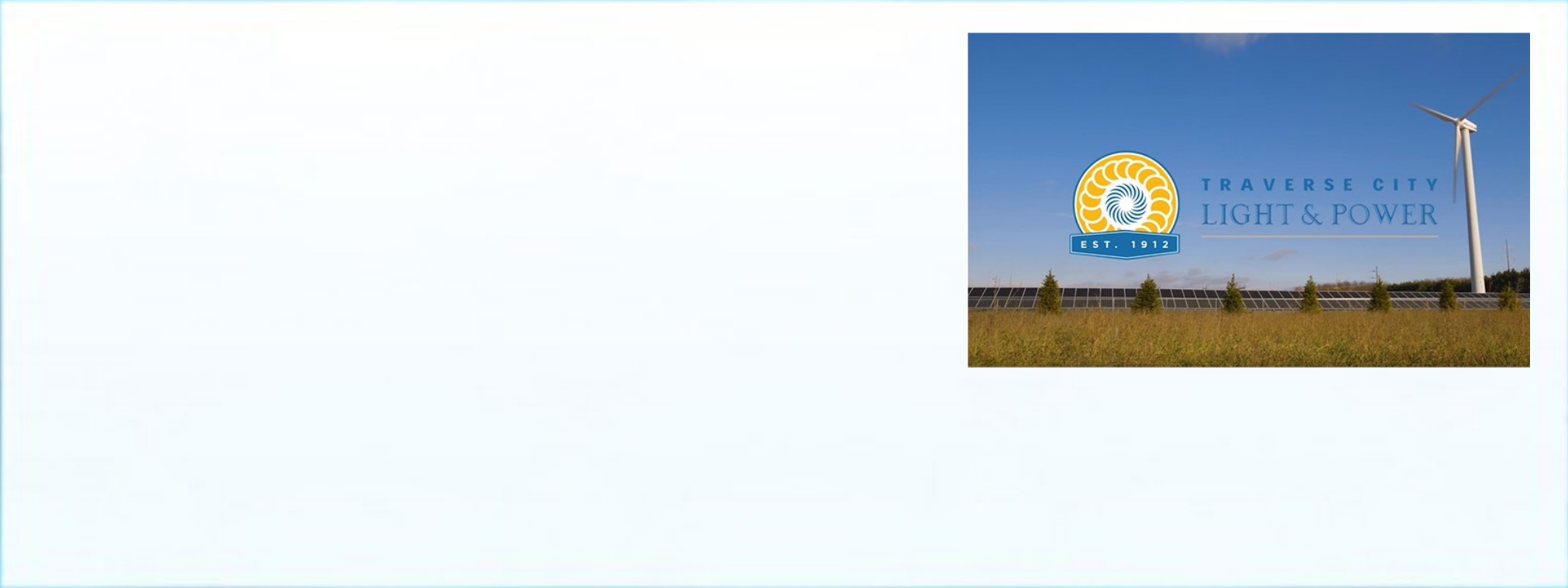


with Registered Apprenticeship

"Precision is very excited about the implementation of Precision Plumbing & Heating's Tech Academy for plumbing and HVAC apprentices. We have designed this Comprehensive program to create a well-trained technician who can independently service and install home plumbing & HVAC systems with confidence. Precision's goal is to provide its stellar group of technicians with all the resources they need to be successful so they can enjoy long careers in this honorable industry. We are so proud of our apprentices and look forward to watching their journey unfold".



-Cindy Weber, Public Relations



“The USDOL Apprenticeship Program has helped us revise our employee training programs to ensure we are providing the most thorough, meaningful training possible. This not only helps us retain our employees, but it also provides them with the skills they need to advance their careers!”

-Reanne Asbury, HR Manager



Goal, 45 registered apprentices in 2022!

A mix of current employees going through the program plus new hires!

Occupations include Restaurant Manager, Kitchen Manager, and Line Cook.



Intermediary
Recognition!



with Registered Apprenticeship

"The best part of building apprenticeship programs is working with employers who are dedicated to shaping the talent they need while also investing in the ongoing learning of their company."

***-Wanda Bigelow,
Apprenticeship Success Coordinator***



GST Michigan Works! is the standards holder for Electricians, Tool and Die Specialists, Mechatronic Technicians and Nursing Assistant Apprentices!

“Our intermediary creates, registers, and manages RAPs, while seeking eligible funding for employers. The Workforce Intelligence Network for SE Michigan is a collaboration between ten community colleges & seven Michigan Works! Agencies. WIN creates a comprehensive & cohesive workforce development system providing employers with the talent they need.

We’re helping career seekers build lifelong skills, while getting paid and acquiring minimal to zero student loan debt. Career development possibilities are endless through a RAP. The best part of my job is working with companies and seeing them grow their workforce.”

– Amanda Bauerschmidt, Workforce Project Manager



WIN is providing intermediary services to 29 companies, everything from Industrial Sewing, Teacher Aid, Woodworking Manufacturing Specialists and more!



**Veteran
Employment Services**

Richard Gibson

**State Veterans'
Coordinator**



with Registered Apprenticeship



Questions?
Comments?
Closing . . .



with Registered Apprenticeship

CONGRATULATIONS!



CONGRATULATIONS!



MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**



**WORKFORCE
DEVELOPMENT**



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Phone

517-335-5858



Website

Michigan.gov/apprenticeship



DISCOVER
APPRENTICESHIP™

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Michigan Office of Apprenticeship**

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