

# An Introduction to Registered Apprenticeship

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Michigan Department of Labor & Economic Opportunity  
Workforce Development

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# Today's Key Takeaways

- **What - is Registered Apprenticeship Program (RAP)?**
- **Why - is Registered Apprenticeship a good choice for my career path?**
- **How - what happens now, I want to become an apprentice!**
- **What's happening in Michigan around Registered Apprenticeship initiatives!**



# What is Registered Apprenticeship?

- An apprenticeship program that meets the quality standards of the U.S. Department of Labor and has been registered with the U.S. Department of Labor
- An industry-driven, high-quality career pathway that meets national standards through which employers lead and direct the development and preparation of their future workforce
- A flexible earn-while-you-learn training system through which individuals obtain paid work experience, related technical instruction, and (upon completion) a nationally-recognized credential from the U.S. Department of Labor.
- Registered Apprenticeship has been enacted via the Fitzgerald Act 85 years ago!

# 5 Core Registered Apprenticeship Components



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

# Key Roles Within Registered Apprenticeship

## Employers (OJT)

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

## Supportive Services

- Can bring together a range of other entities to complement program design and to support apprentices and industry partners

## Sponsors (Intermediaries)

- Responsible for Administering the Program
- Can be Employer, Consortia of Employers, Industry Associations, Educational or Training Providers, or Other Workforce Intermediaries!

## Educational (RTI) Provider

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

# Benefits and Value to Individuals

- **Hands-On Career Training**
  - Practical on-the-job training in a wide variety of occupations and industries
  - Gain high-demand skills in on-job-learning with an experienced mentor
- **An Education**
  - Technical training that has the potential for college credit
  - Gain knowledge through instruction in job-related classroom training
- **Long-term Career and Greater Earnings Potential**
  - Earn while you learn!
  - 93% of RA's are employed upon completion of their apprenticeship with earning an average of \$77,000 per year ([apprenticeship.gov](http://apprenticeship.gov))
- **Little/No Education Debt**
  - “College without the Debt”
  - Gain academic credit and minimize (and most of the time) avoid tuition debt
- **National Credential**
  - Earn national industry recognized credentials (USDOL)

# Many Myths Surround Registered Apprenticeship

- Focus on the Facts:
  - Registered Apprenticeship is more than the construction trades
  - It's not just a second chance system
  - It's not inconsistent with a college degree
  - It's not all union programs
  - It's not outdated – it works!
  - There are numerous opportunities across the USA
  - Programs are not just time-based, but competency-based or a hybrid of both!



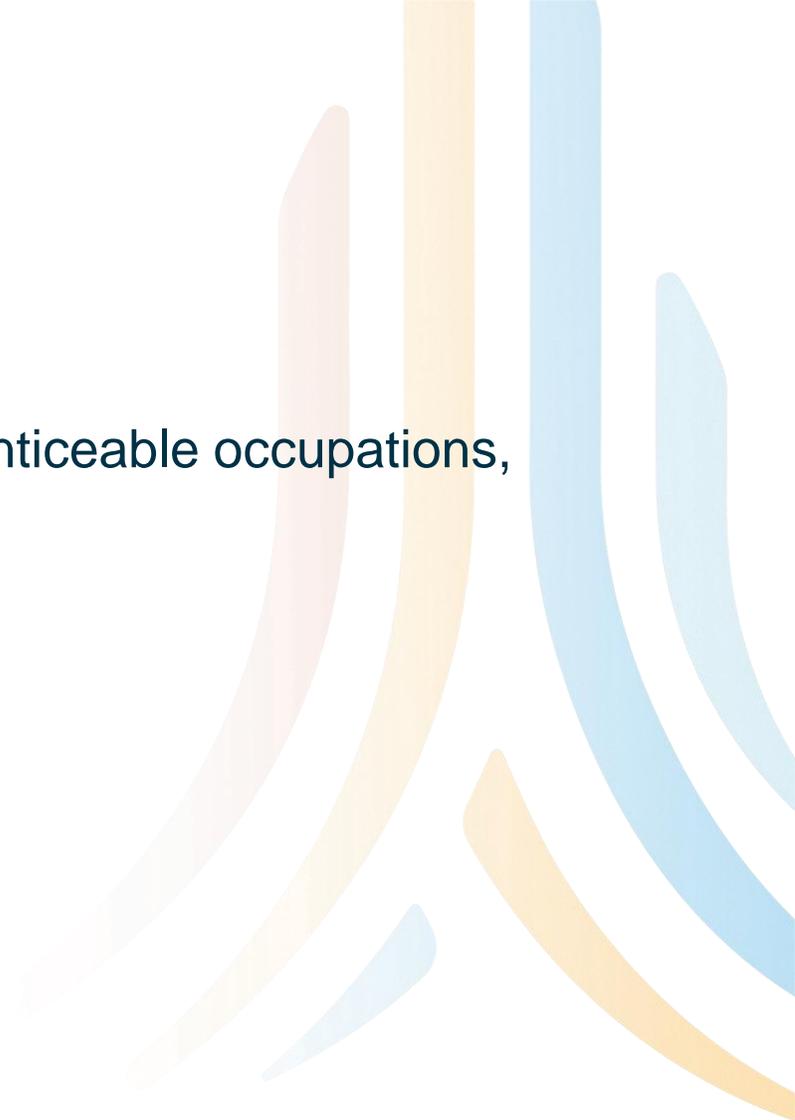
# Myth: RA is Only for the Trades

## FACT:

- 99 new occupations were registered last year!
- The U.S. DOL currently recognizes nearly 1,200 individual apprenticeable occupations, including:

3D Printing Technician  
Arson/Bomb Investigator  
Baker (including Pizza)  
Beekeeper  
Bio-Manufacturing Tech  
Career Development Tech  
Computer Programmer  
E-Commerce Specialist

Glass Blower  
Hardware Hacker  
Home Health Aide  
K-12 Teacher  
MRI Technician  
Marketing Coordinator  
Motion Picture Cartoonist  
Musician



# Myth: RA is Only for Union-Affiliated Employers

## FACT:

- There are more non-union companies than union companies with registered programs nationally
- Even in union environments, Registered Apprenticeship is coordinated and overseen through Joint Labor-Management Apprenticeship Committees per requirements first codified in the National Apprenticeship Act (aka the Fitzgerald Act) of 1937

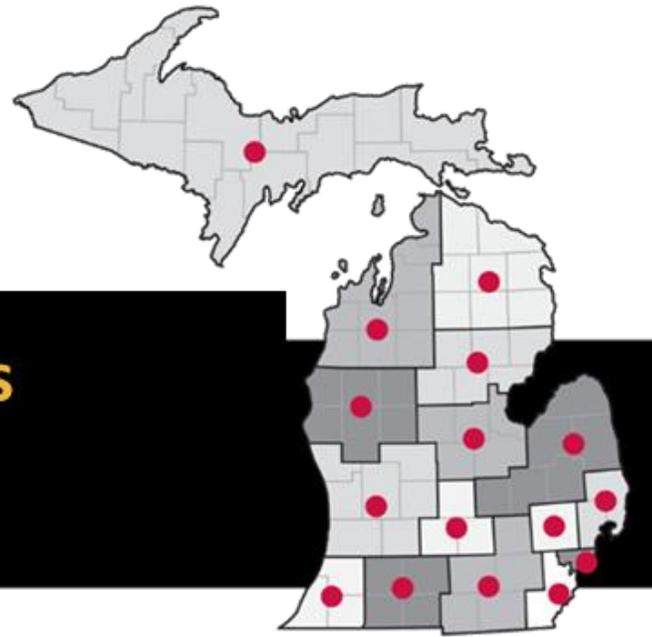
# Myth: RA Isn't Very Widely Used

**FACT:** In FY 2021, the DOL reported...

- There were nearly 27,000 registered apprenticeship programs active across the nation, including 2,879 newly established programs
- In those programs, over 593,000 apprentices were obtaining the skills they need to succeed while earning wages and building financial security.
- 96,000 apprentices graduated from their programs.
- More than 241,000 new apprentices entered a program in FY 2021
- Registered Apprenticeship has increased 64% since 2012 with over 2 million new apprentices entering a program and over 396,000 completers!

# How do you learn more about Registered Apprenticeship Opportunities?

- **Enhanced Regional Capacity**
  - Increased regional RAP administrative services
    - For Employers
    - For Job-Seekers



**Apprenticeship Success  
Coordinators (ASC)**





# Michigan Works! Apprenticeship Success

## Coordinators

# Current Registered Apprenticeship Efforts

Michigan is serious about Registered Apprenticeship expansion

- Supports [Michigan New Economy](#) and [Sixty x 30!](#)
  - Increase the number of working-age adults with a skill certificate or college degree from 49% today to 60% by 2030.
- Over \$30 million in active U.S. Department of Labor (USDOL) and State of Michigan expansion funds.
- Goal of 9,000 new apprentices by 2024.
  - Focus on underrepresented individuals, including:
    - Veterans
    - Youth (16-24)
    - Underrepresented Minority Populations
    - Unemployed and Underemployed Individuals
    - Individuals with Disabilities
    - Justice Involved Individuals



MICHIGAN DEPARTMENT OF  
**LABOR & ECONOMIC  
OPPORTUNITY**



**WORKFORCE  
DEVELOPMENT**

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