



# Registered Apprenticeship

Building a Skilled Workforce  
for the 21<sup>st</sup> Century

ATC Board Meeting  
February 24, 2009

# Topics of Discussion

- Office of Apprenticeship
- Registered Apprenticeship Model
- Benefits
- Sponsoring a Program

# Office of Apprenticeship (OA)

- Established by the National Apprenticeship Act of 1937 (Fitzgerald Act)
- The purpose of the Fitzgerald Act is to set forth labor standards to safeguard the welfare of apprentices
- OA is a program office of the Employment & Training Administration of the U.S. Department of Labor

# Functions and Services

- Registration agency
- Promotion and expansion of apprenticeship
- Assist potential sponsors in developing apprenticeship standards
- Conduct program reviews and quality assessments
- Coordinates services with employment and training programs
- Provide on-going technical assistance

# What is Apprenticeship?


- ★ Registered Apprenticeship is a national training system that combines paid learning on-the-job and related technical and theoretical instruction in a skilled occupation.
- ★ The purpose of a Registered Apprenticeship program is to enable employers to develop and apply industry standards to training programs that can increase productivity and improve the quality of the workforce.

# Apprenticeship Framework

- ★ Time-tested training system
- ★ Structured on-the-job learning
- ★ Supervision by qualified mentors
- ★ Combines related technical instruction
- ★ Progressive pay scale
- ★ Adaptable and industry-driven
- ★ Over 950 apprenticeable occupations

# High Growth Industries

- Construction
- Healthcare
- Automotive
- Biotechnology
- Energy
- Financial Services
- Aerospace
- Homeland Security
- Hospitality
- Information Technology
- Retail
- Transportation
- Advanced Manufacturing
- Geospatial



# Registered Apprenticeship Aligns with Workforce System Priorities

- Registered Apprenticeship is a highly versatile training strategy that aligns with and advances the goals of key workforce investment system initiatives.

# Benefits for the Employer

- ✦ Tailor training to meet specific industry needs
- ✦ Transfer of knowledge, skills and expertise to new employees
- ✦ Increases pool of highly skilled workers
- ✦ Reduces employee turn-over
- ✦ Effective recruitment tool
- ✦ Provides a systematic, cost-effective form of training
- ✦ Develops future leadership

# Benefits for the Apprentice

- Apprenticeship is an “earn while you learn” format, with increasing scale of wages during the training period
- OJT on current technology and equipment, under the guidance of qualified mentors
- Assures proper related technical instruction
- Assures job training & certifications will meet industry standards
- Portable industry credentials
- Linkages to University degree programs



# Benefits for State of Alaska

Aligns and integrates with workforce system priorities

Stabilizes the Alaska Workforce

- ✦ Learn and train locally
- ✦ Increase supply of highly skilled Alaskans
- ✦ Reduce recruitment of out of state workers
- ✦ Career and business opportunities
- ✦ Employed apprentices purchase goods, services and homes in Alaska

# Apprenticeship in Alaska 1996-2007

AK Dept. of Labor, Research & Analysis Section

- ★ Construction industry apprenticeships are a good career choice due to the relatively high wages of construction occupations, large numbers of nonresident workers, aging Alaska construction work force and the prospect of an Alaska gasline using a large number of apprenticeable occupations.



# Apprenticeship in Alaska 1996-2007

AK Dept. of Labor, Research & Analysis Section

- ★ While the vast majority of apprenticeships in Alaska are construction related, the apprenticeship model is now being considered for a broader set of occupations, including a number of occupations in health care, retail trade and other industries.

# Apprenticeship in Alaska 1996-2007

AK Dept. of Labor, Research & Analysis Section

- ✦ Just as with most education and training programs, the majority of Alaska's apprentices are young and just starting out on their career path. Apprentices had a median age of 24 at the time of registration with about 82.5 percent age 34 or younger.
- ✦ About 70 percent of the apprentices were white, while 23 percent were American Indian/Alaska Native, closely mirroring the working age-race profile for Alaska.

# Apprenticeship in Alaska 1996-2007

AK Dept. of Labor, Research & Analysis Section

- ★ About 92 percent of apprentices were men, owing in part to the disproportionate percentage of men in Alaska's construction occupations that have historically been the focus of the apprenticeship programs in Alaska.
- ★ Seventy-four percent of Alaska's apprentices came from Anchorage, Fairbanks and Mat-Su but applicants were drawn from all over the state in numbers commensurate with the state's population. Rural areas were well represented in the apprenticeship pool.

# Apprenticeship in Alaska 1996-2007

AK Dept. of Labor, Research & Analysis Section

- ★ About 90 percent of all current and former apprentices were living or working in Alaska in 2007. More than 91 percent of the Alaska apprentices who are currently active or had successfully completed their apprenticeship were still Alaska residents in 2007.

# Apprenticeship in Alaska 1996-2007

AK Dept. of Labor, Research & Analysis Section

- ✦ Not surprisingly, apprentices who had completed their apprenticeship had the highest average earnings (\$65,342) – much higher than the overall average for all current and former apprentices (\$42,418). Completers also had the highest total earnings, with \$89.8 million in 2007.

# Apprenticeship in Alaska 1996-2007

AK Dept. of Labor, Research & Analysis Section

- ★ Apprentices who did not complete their program or canceled out had modest average earnings of \$33,505 in 2007, about half as much as completers. However, former apprentices who canceled still showed a significant jump in earnings from their pre-apprenticeship period, with average earnings nearly doubling between the two time periods.

# Apprenticeship in Alaska 1996-2007

AK Dept. of Labor, Research & Analysis Section

- ★ Active apprentices and those who have completed their apprenticeship are much more likely to stay in the borough or census area where they resided at the time of registration than are those who canceled out of the program. More than 39 percent of the former apprentices who canceled had moved either to another borough, census area or outside Alaska by 2007 while only 23 percent of active apprentices and 29 percent of completers had moved.



# Apprenticeship in Alaska 1996-2007

AK Dept. of Labor, Research & Analysis Section

- ✦ Overall, the research findings demonstrate that the successful completion of an apprenticeship program leads to high-wage, long-term, stable, year-round employment in Alaska, especially when comparing the outcomes of successful completers with those who dropped out of the program.

# Program Types

- **Group-joint (GJ)** — employer group with labor organization involved.
- **Individual Joint (IJ)** — individual employer with labor organization involved.
- **Group Non-joint (GNJ)** — employer group with no labor organization involved. (Unilateral)
- **Individual Non-joint (INJ)** — individual employer with no labor organization involved. (Unilateral)
- **Group Waiver (GW)** — employer group where either the employer group or the labor organization has voluntarily waived participation.
- **Individual Waiver (IW)** — individual employer where either the employer or the labor organization has voluntarily waived participation.

# Sponsoring an Apprenticeship

## General Criteria:

- ★ Apprenticeship programs are sponsored by individual employers, labor-management groups and employer associations
- ★ Continuity of employment required
- ★ Progressive wage schedule
- ★ Qualified mentors/trainers available
- ★ Related technical instruction
- ★ Regular evaluation and records
- ★ Standards of Apprenticeship approved

# Term of Apprenticeship

- ✦ The term of apprenticeship, which for an individual apprentice may be measured either through the completion of the industry standard for on-the-job learning (at least 2,000 hours) (time-based approach), the attainment of competency (competency-based approach), or a blend of the time-based and competency-based approaches (hybrid approach).

# Definitions

- ★ **APPRENTICESHIP COMMITTEE (COMMITTEE):**

Apprenticeship Committee (Committee) means those persons designated by the sponsor to act as an agent for the sponsor in the administration of the program. A committee may be either joint or non joint as follows:

- ★ A joint committee is composed of an equal number of representatives of the employer(s) and of the employees represented by a bona fide collective bargaining agent(s).
- ★ A non-joint committee which may also be known as a unilateral or group non- joint (may include workers) committee has employer representatives but does not have a bone fide collective bargaining agent as a participant.

# Definitions

- ★ **APPRENTICE**: Any individual employed by the employer meeting the qualifications described in the Standards of Apprenticeship who has signed an Apprenticeship Agreement with the local Sponsor providing for training and related instruction under these Standards, and who is registered with the Registration Agency.

# Definitions

- ★ **JOURNEYWORKER:** An individual who has documented sufficient skills and knowledge of a trade, craft or occupation, either through formal apprenticeship or through practical on-the-job experience, and formal training. This individual is recognized by his/her employer as being fully qualified to perform the work of the trade, craft or occupation.

# Definitions

- ★ **Ratio**: A numeric ratio of apprentices to journeyworkers consistent with proper supervision, training, safety, and continuity of employment, and applicable provisions in collective bargaining agreements, except where such ratios are expressly prohibited by the collective bargaining agreements. The ratio language must be specific and clearly described as to its application to the job site, workforce, department or plant.

# Definitions

- ★ Competency means the attainment of manual, mechanical or technical skills and knowledge, as specified by an occupational standard and demonstrated by an appropriate written and hands-on proficiency measurement.

# Program Design, Development & Start-up – all Employers / Utilities

- ★ Sponsor Application Form
- ★ Draft Standards developed
- ★ Company / program procedures developed
- ★ Recordkeeping system established
- ★ Standards of Apprenticeship approved
- ★ Programs with five or more apprentices require uniform selection procedures and affirmative action plan
- ★ On-going technical assistance provided

# Provisional Registration

- ✦ *Provisional registration* means the 1-year initial provisional approval of newly registered programs that meet the required standards for program registration, after which program approval may be made permanent, continued as provisional, or rescinded following a review by the Registration Agency, as provided for in the criteria described in § 29.3(g) and (h).

# Were Your Questions Answered?

- ★ *Purpose and Mission of the USDOL/OA*
- ★ *Benefits of Apprenticeship Programs*
- ★ *Outline the process of Starting and Apprenticeship Program – Big Picture and then Utility Specific*
- ★ *Rural Training, Employment and Recognition*
- ★ *Replacement of the Aging Labor Force – How an Apprenticeship Program Can Help*

# Contact Information

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