

Welcome to November Ecosystem Enrichment!

Apprenticeships 101

WHAT IS ECOSYSTEM ENRICHMENT?



Monthly professional development opportunity for workforce professionals – career coaches, business services representatives, training instructors, and more!



Information that helps connect a complex system of services so that jobseekers can get the support they need to find, obtain, and maintain quality employment – no matter where they start!

Broadly applicable workforce development skills/knowledge with local context



Join us each month for more, invite others you think are a good fit, and reach out if you have questions about previous or upcoming sessions

Housekeeping Items

The session is being recorded, the PowerPoint and other materials will be sent out after the session.

Please mute yourselves to make sure that speakers can be heard, and we do not experience feedback. No need to keep video on unless you want!

Feel free to share your own thoughts, reactions, and reflections to the topics as we go along. If time allows, we can move to participant questions, so please send those to me privately!

Introductions

Type in the chat

Name, Title, Organization

Favorite Thanksgiving Food?



Discussion & Framing

Out of every 30 customers you serve, how many directly express interest in an apprenticeship?

In the last month, how many times
have you helped a customer apply
for an apprenticeship
Or support someone already in one?

What challenges do you have in connecting individuals to apprenticeship opportunities?

Do you feel that if you had more information, you would be better equipped to help match jobseekers to these opportunities if they were a good fit?

Key Learning Objectives

Develop	Develop a better, more comprehensive understanding of apprenticeships
Learn	Learn reasons why apprenticeship might be a viable option for some jobseekers.
Understand	Understand how to connect jobseekers to apprenticeship opportunities
Build	Build a basic knowledge of apprenticeship benefits to employers

The Context

While significant investments have been made over the last 10-15 years to expand awareness of Apprenticeship, an overall lack of Apprenticeship knowledge within the public workforce system is hindering more rapid scaling.

Of the almost 11 million participants enrolled in WIOA programs across the U.S., only 3,364 are co-enrolled in registered apprenticeship programs. That statistic equates to a national WIOA/registered apprenticeship co-enrollment rate of .03 percent.

What is an Apprenticeship?

Apprenticeship is an industry-driven workforce strategy to meet employers' talent needs and to help individuals connect to a career pathway for many different occupations. It is a work-based learning model, commonly referred to as a “learn and earn” model, where on-the-job training is combined with relevant classroom instruction.

The Department of Labor considers an employer-worker relationship to be a qualified apprenticeship model when:

- The worker receives on-the-job learning (OJL) under the direction of the employer's personnel (normally at least 2,000 hours)
- The worker also receives theoretical and practical related instruction/training (a recommended minimum of 144 hours) outside of the OJL on-the-job learning
- The worker earns a wage during his or her training, which increases as the apprentices develops more skills and experience.
- The training results in an industry-recognized credential after one to six years.

5 Core Components of Registered Apprenticeship



Three Approaches to Apprenticeship

Time-Based

Competency-Based

Hybrid



Traditional

Apprentices are full-time employees and attend related classes part-time.



Front-Loaded

Apprentices receive all related technical instruction before beginning on-the-job learning.



Intermittent

A combination of full-time work and full-time school, apprentices alternate between working full time and learning full time on a schedule set by the employer.

Delivery Models

Wage Progression - Example

4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journey worker wage rate, which is: \$23.61.

Level	Benchmark	Wage Upon Completion
1	Evidence of 33% competencies (7) earned as outlined in Appendix A and 33% of the RTI credit hours completed. (320 RTI hours total)	\$18.36
2	Evidence of 33% competencies (7) earned as outlined in Appendix A and 33% of the RTI credit hours completed. (640 RTI hours total)	\$20.89
3	Evidence of 34% competencies (7) earned as outlined in Appendix A and 34% of the RTI credit hours completed. (960 RTI hours total)	\$23.61

Or as provided on the employer participation agreement.

Occupational Example: CNA

Work Processes

Turn or reposition bedridden patients.

Answer patient call signals, signal lights, bells, or intercom systems to determine patients' needs.

Feed patients or assist patients to eat or drink.

Measure and record food and liquid intake or urinary and fecal output, reporting changes to medical or nursing staff.

Provide physical support to assist patients to perform daily living activities, such as getting out of bed, bathing, dressing, using the toilet, standing, walking, or exercising.

Document or otherwise report observations of patient behavior, complaints, or physical symptoms to nurses.

Remind patients to take medications or nutritional supplements.

Review patients' dietary restrictions, food allergies, and preferences to ensure patient receives appropriate diet.

Undress, wash, and dress patients who are unable to do so for themselves.

Related Instruction

- Module I - Introduction to Health Care
- Module II - Rights and Responsibilities
- Module III - Infection Control in the Health Care Setting
- Module IV - Emergency Procedures
- Module V - Injury Prevention in the Healthcare Environment
- Module VI - Care of the Resident
- Module VII - Fundamentals of Rehabilitation and Restorative Nursing
- Module VIII - End of Life Care
- Module IX - Alzheimer's Disease and Related Dementia

- Completion of CNA Exam

Advantages

\$77,000

Average amount
earned annually by
apprenticeship
completers

**\$300K+ Lifetime
Earning Advantage**

Apprentice graduates
earn more over their
lifetime compared to
peers who don't

**\$1.47
Return**

for every dollar
spent on
apprenticeship by
employers

94%

of apprentices are
employed upon
completion of their
apprenticeship

Apprenticeship Beyond the Trades

More factsheets here:

<https://www.apprenticeship.gov/resource-hub/guides-and-fact-sheets#top>



[Healthcare Factsheet](#)



[Transportation Factsheet](#)



[Education Factsheet](#)

Supporting Jobseekers

Could Apprenticeship be a Fit?

1. Does the individual need the security of earning while during education/training?
2. Would the individual benefit from hands-on experience?
3. Does instruction with varied learning modalities make sense for the individual?
4. Does the individual need to build their professional network?

Some Considerations

Relevant
Experience

Learn from
Seasoned
Professionals

Strong Reputation

Consistent/Built-in
Mentor

Potential Long-
Term Employment
Opportunities

Greater
Employability
Overall

Deeper
Understanding Of
The Profession

Increased Network

Deep, Practical
Learning

Valuable Insights
Into An
Organization

Industry Influence

Exposure To The
Demands Of The
Field

Ability To Identify
And Articulate
Your Unique Skills

Examples of Officially Recognized Apprentices-able Occupations.....

BAKER (Hotel & Restaurant)

BUTCHER

CABLE SPLICER

COMMUNITY HEALTH WORKER

DAIRY TECHNOLOGIST

TOOL AND DIE MAKER

ELECTRICIAN

FLORAL DESIGNER

DENTAL ASSISTANT (Alternate Title: Dental Specialist)

MEDICAL CODER/BILLER (Existing Title: Medical Coder, Inpatient Coding Auditors)

MACHINIST

- <https://www.doleta.gov/OA/occupations.cfm>
- Link to all job titles that have registered apprenticeships with OA

Supporting Employers

How Does Apprenticeship Benefit Businesses?

Customization

- Apprenticeships can be customized to meet the needs of businesses in any industry sector.

Productivity

- Apprenticeships improve productivity and reduce turnover—93% of apprentices continue employment after completing a program. With apprenticeship, employers can create a training solution that ensures all workers develop the right skills, which has a positive impact on an employer's bottom line.

Diversity, Inclusion & Belonging

- Employers looking to foster and promote diversity and a culture of inclusivity can use apprenticeships to recruit, develop, and support individuals from diverse populations

Return on Investment Calculator

<https://nationalapprenticeship.org/roi>



Career Pathway Pipelines to RA: Pre- /Youth Apprenticeship

Pre-Apprenticeship programs are designed to prepare individuals to enter and succeed in apprenticeship programs or in another career pathway approach.

- Inclusive recruitment of underrepresented individuals
- Industry-focused curriculum and training
- Hands-on learning / Work-based learning
- Retention services for successful participation and completion
- Partnerships with employers and connections to Apprenticeship programs
- Strive for credential acquisition

State Earn & Learn (SEAL)

State Earn and Learn Program is also an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential. SEAL programs are certified by the State.

Additional Resources

[Apprenticeship Job Finder](#)

[Office of Work-Based Learning & Apprenticeship One-Pager](#)

[Partnership on Inclusive Apprenticeship: Prepare to Apply](#)

Learn more about Apprenticeships

Apprenticeship
Professionals
Learning Network

Apprenticeship.gov



Announcements from the Audience?

Events, activities, or other information you would like to share?



Rate the Session

Wrap-Up

Next Session: January 25th

[Register Here](#)

Are you a new career coach, navigator, or case manager looking for resources?

Are you a seasoned professional with resources to share?

Check out the Resource Library where you can access & request materials to help as you serve jobseekers