101: Registered Apprenticeship
Why Registered Apprenticeship?

- What is the purpose?
- How does this relate to my position?
- What to expect from this training?
People without Jobs.

Jobs without people.

Why Registered Apprenticeship?

Where 9th Graders Are Headed vs. Where the Jobs Are:

- **28%** will enter a 4-year college vs. **20%** require a 4-year college degree
- **32%** will enter an associate degree program or advanced training vs. **65%** require an associate’s degree or advanced training
- **10%** will lack the skills needed for employment vs. **15%** require minimum skills for employment
- **30%** will drop out of the system before completing high school

IowaWORKS
Enacted July 1, 1937

The Fitzgerald Act

The National Apprenticeship Act

Identifies our charge in four short paragraphs

- ...to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices,
- ...to extend the application of such standards by encouraging the inclusion thereof in contracts of apprenticeship
- ...to bring together employers and labor for the formulation of programs of apprenticeship
- ...to cooperate with State agencies engaged in the formulation and promotion of standards of apprenticeship...
# Core Components of Registered Apprenticeship

<table>
<thead>
<tr>
<th>Component</th>
<th>Description</th>
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<tr>
<td><strong>Employer Involvement is Integral</strong></td>
<td>The Employer is the foundation for the RA program and must be directly involved and provide paid On-the-Job Learning.</td>
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<td><strong>Structured, Paid On-the-Job Learning</strong></td>
<td>Minimum of 2,000 hours Structured and Supervised.</td>
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<td><strong>Job Related Educational Instruction</strong></td>
<td><strong>144 hours recommended per year</strong> Parallel</td>
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<td><strong>Rewards for Skill Gains</strong></td>
<td>Increases in skills brings about increases in earnings.</td>
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<td><strong>National Occupational Credential</strong></td>
<td>Nationally recognized credential showing job proficiency. The Industry certifies individual is at the full performance level for the occupation</td>
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Benefits to Employers

- Customized Training
- Increased Knowledge
- Enhanced Employee Retention
- A Safer Workplace
- Pipeline of Qualified Workers
- Systematic Approach To Training
Why Register?

- Technical Assistance
- National Credential
- Quality Standards
- Tax Credits & Related Funding
Regulatory Definition of a “Sponsor”

Sponsor means any person, association, committee, or organization operating an apprenticeship program and in whose name the program is (or is to be) registered or approved.
Who Sponsors Registered Apprenticeship Programs?

- Partnerships of Business and Organized Labor
- Intermediaries/Lead (Colleges, CBOs, Foundations)
- Employers (single)
- Employer Associations (Wine Growers Association)
Registered Apprenticeship: Proven Results

**Impressive Public Benefits**
- $28 in benefits for every $1 invested by Government*
- Every $1 invested, $1.40 returned

**Strong Outcomes**
- $60,820 Iowa income
- 91% of completers remain employed
- Opportunities to earn college credit
- Over $300,000 more than their peers in life-time earnings

*(Source: An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States, Mathematica Policy Research, 2012)*
Registered Apprenticeship vs. Traditional Learning

Conceptual Model for Expertise Development

Registered Apprenticeship Model
Education with Business Experience Synergy

Traditional Model
Education followed by Business Experience

Time (Years)

Education + Experience

Education with Experience

Experience
The Federal Challenge: Doubling the Number of Registered Apprentices

Number of Active Registered Apprentices in US

- FY 2014 Q1: 375,000
- Today: 415,000
- Pre-Recession: 500,000
- 5 Year Goal: 750,000

The Gap - Number of Active Apprentices in US

President’s Goal
The goal of the Future Ready Iowa initiative is for 70 percent of Iowa’s workforce to have education or training beyond high school by the year 2025.

Registered Apprenticeships are an important tool in reaching the Future Ready Iowa goal.
How do we bridge the gap?
Closing the Gap

Strengthen the Core,
partner with Intermediaries,
and Expand into New Industries
Closing the Gap

You play an essential role in bridging the gap.

We are not starting from scratch!
State Expansion Grant Goals

- Double the number of Registered Apprentices
- Start 143 Registered Apprenticeship Programs in Iowa
- Help employers start or grow apprenticeship programs in high-growth, high-tech industries like health care, IT and advanced manufacturing
- Expand opportunities to underrepresented populations, including women, minorities, youth and people with disabilities
Goal Baseline Numbers

Double the Number of Registered Apprentices

Goal Deadline: April 30, 2018

Baseline: 7,121
Goal: 14,242
Goal Baseline Numbers

Increase the Number of Registered Apprenticeship Programs by 143

Baseline: 712
Goal: 855

Goal Deadline: April 30, 2018
Goal Baseline Numbers

Increase Underrepresented Populations by 10 Percent

Baseline vs Goal

Goal Deadline: April 30, 2018

- Women: Baseline - 132; Goal - 145
- Minorities: Baseline - 802; Goal - 882
- Veterans: Baseline - 944; Goal - 1038
- Youth: Baseline - 2154; Goal - 2369
- Disabilities: Baseline - 0; Goal - 10
Initiatives Working Together

- Future Ready Iowa
- Minority Unemployment Subcommittee
- Federal Grants (JD-NEG, SP-NEG, ApprenticeshipUSA)
Part of the Puzzle

• Partnership & Collaboration
  – Business Service Team & WIOA partners
  – Sector Board
Flexibility of the Registered Apprenticeship Program Model

- "Traditional" Registered Apprenticeship
- "One-Year" Registered Apprenticeship
- "Front-loaded" Registered Apprenticeship
- Quality Pre-Apprenticeship to Registered Apprenticeship Direct Entry Model
Traditional Model

Example shows a four year program; however, program length driven by industry needs.

1. **Year 1**
   - Related Training and Instruction
   - Structured OJL with Mentoring
   - Reward Skill Gains
   - 2,000 hours

2. **Year 2**
   - Related Training and Instruction
   - Structured OJL with Mentoring
   - Reward Skill Gains
   - 2,000 hours

3. **Year 3**
   - Related Training and Instruction
   - Structured OJL with Mentoring
   - Reward Skill Gains
   - 2,000 hours

4. **Year 4**
   - Related Training and Instruction
   - Structured OJL with Mentoring
   - Reward Skill Gains
   - 2,000 hours

**Industry Credential Issued by US DOL**
Example shows a program with diminishing time spent in classroom training; however, all RTI could occur at the beginning of program.
Quality Pre-Apprenticeship Requirements

Must have a Registered Apprenticeship Sponsor tied in order to be recognized

Training Employment Notice 13-12

Quality Pre-Apprenticeship Checklist

= Recognized Quality Pre-Apprenticeship
Quality Pre-Apprenticeship to Registered Apprenticeship Model

Quality Pre-Apprenticeship Programs have a partnership with an RA program to possibly ensure direct entry with advanced credit upon completion.

Pre-apprenticeship Program
RTI and/or OJL credit can be applied to RA program

Prior to Entry

Year 1
Related Training and Instruction
Structured OJL with Mentoring
2,000 hours
Reward Skill Gains

Year 2
Related Training and Instruction
Structured OJL with Mentoring
2,000 hours
Reward Skill Gains

Industry Credential Issued by US DOL
Expand to High Growth, High Tech Companies

- Energy
- Healthcare
- Transportation
- Manufacturing
- ICT
Key Players with Registered Apprenticeship

Employers (OJL)
- Must have employer(s)
- Must Drive Program Design / RTI
- Provider of OJL/Work-Based Learning
- Provide mentorship throughout the program

Sponsors (Administrators)
- Responsible for Administering the Program
- Can be Employer, Consortia of Employers, Industry Associations, Joint Labor-Management Organizations, Educational or Training Providers, CBOs, or Other Workforce Intermediaries

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

Educational (RTI) Provider
- Can be employer/industry based
- Can be Joint Labor-Management Organizations (e.g., JATC)
- Community Colleges
- Others

ApprenticeshipUSA
IowaWORKS
Flexibility in Types of Partners and Roles in Registered Apprenticeship

**Single Employer Model**
(e.g. Apprentice School)

- Employer Provides OJT
- Employer Serves as Sponsor
- Employer Provides Services
- Employer Provides RTI

**Multiple Employers + Intermediary Model**
(e.g. Joint Labor Managements or Community College Centered Programs)

- Employer Provides OJT
- Intermediary Serves as Sponsor
- Intermediary Provides Services
- Intermediary Provides RTI

**Multiple Employers + Intermediary Model + Community College**
(e.g. New Century Careers, PA www.ncsquared.com)

- Employer Provides OJT
- Intermediary Provides Services
- Education Provider Provides RTI
- Education Provider Provides Services

**Multiple Employers + Multiple Intermediary Model**
(e.g. Workforce + Education + CBs/Other)

- Employer Provides OJT
- Intermediary 1 Serves as Sponsor
- Intermediary 2 Provides Services
- Education Provider Provides RTI
Funding Assistance

• Various funding available
  – Funding for service providers
  – Funding for job seekers
  – Funding for business

• Workforce Programs and grants

• Educational Awards
  – Post 9-11 GI Bill
  – Federal Financial Aid Programs (Pell Grants and Work-Study)
  – 529 College Saving Plans

• Iowa Economic Development Authority
  – 15B funding
Next Step

- **Second Round Training**
  - Business or Job Seeker Presentation on Registered Apprenticeship
  - Length
  - Pair up with another staff member from your office

**VIDEO**
Questions?

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