



# U.S. Department of Labor's National Apprenticeship System

February 2009

# A true “earn while you learn model”

- Combines immediate employment with a structured program of skill attainment over a multi-year period
- Combines on-the-job-learning with related instruction
- Provides for wage increases as skills increase
- Includes mentoring and clearly established career pathways

# Apprenticeship Training



## An Industry-Driven Training Strategy

- Combines theory and practice through supervised on-the-job learning, supplemented with related technical instruction



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- Apprenticeship is a structured, formalized method of training for both existing and future workers

# Registered Apprenticeship

## Two Regulations

- Code of Federal Regulations (CFR) 29/29 Apprenticeship Programs Labor Standards for Registration
- Recently revised October 2008
- CFR 29/30 promotes Equal Employment Opportunity in Apprenticeship

# 29 CFR Part 29

- Outlines the requirements for a registered apprenticeship program. These can be found in 29.5
- Here are few: terms of apprenticeship; on-the-job learning; related training; progressive wages; minimum qualifications for entry into registered apprenticeship...

# Revisions to CFR 29/29

- Promotes and advances Registered Apprenticeship as a critical talent development strategy for the 21<sup>st</sup> century
- Enhanced flexibility addresses needs of employers, workers and partners
- Provides consistency and accountability to enhance program quality and performance
- Expands opportunities for linkages and partnerships

# Revised Regulations: Flexibility

## Apprenticeship completion: Three Approaches

- Traditional, time-based
- Competency-based
- Hybrid

# Revised Regulations

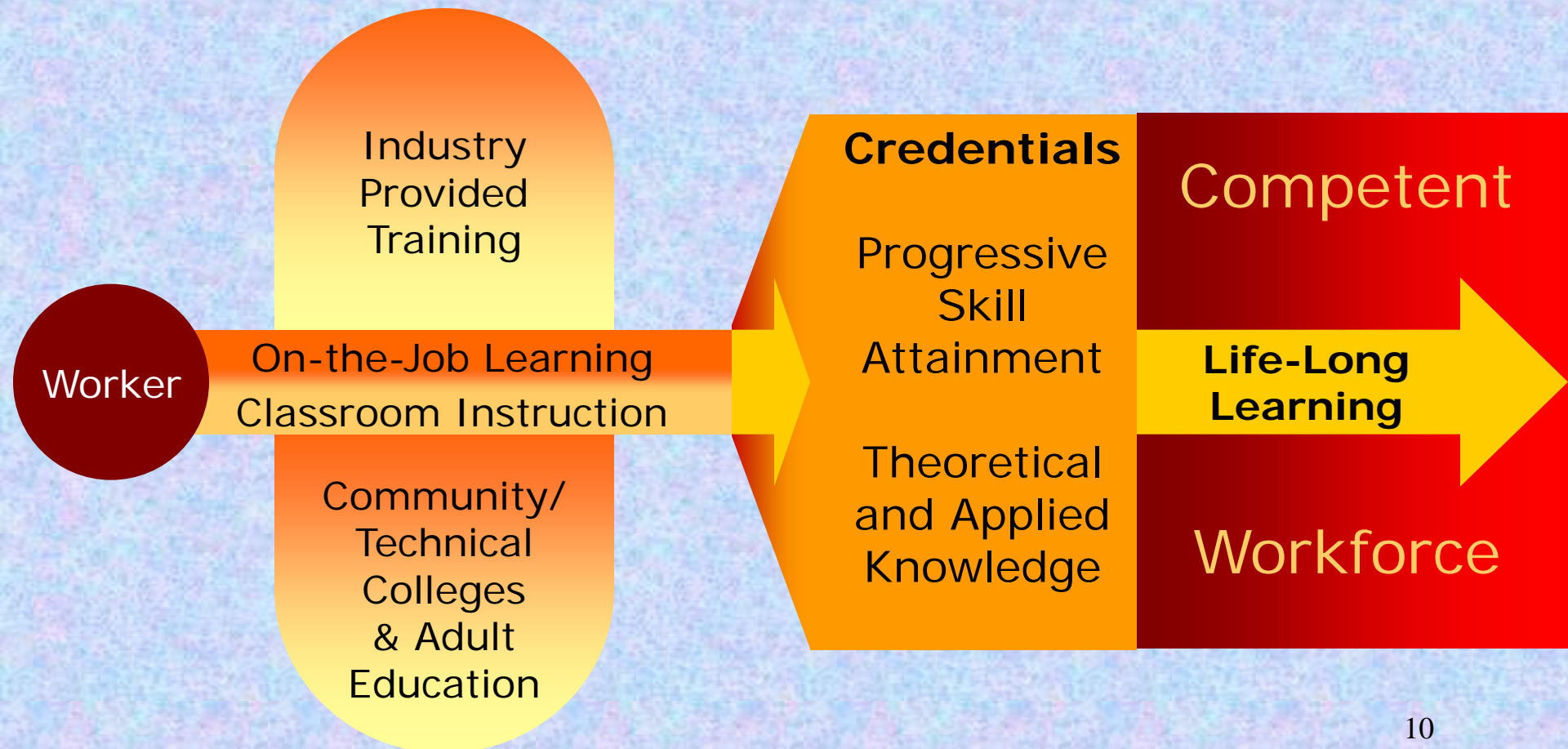
- Interim Credentials
  - Offers portable recognition of apprentices' accomplishments
  - Enables apprentices to demonstrate to employers their proficiency in required skills and competencies
- Technology-based Learning
  - Flexibility in the delivery of related instruction

# Revised Regulations

- Program Performance
  - Introduces completion rates
  - Utilizes existing quality assurance assessments and Equal Employment Opportunity compliance reviews
  - OA & SAA staff provide technical assistance to program sponsors
  - Establishes requirements for instructors

# Registered Apprenticeship

Creates a competitive advantage that strategically prepares Business, Industry, and their current and future employees for the 21<sup>st</sup> century marketplace



# Why It Works: Benefits to Employers

- Provides an effective Return on Investment (ROI) for recruiting & training employees
- Apprentices are productive while learning
- Ensures that apprentices attain the latest skills required for current and future jobs
- Provides credentials that validate skills and competencies

# Why It Works: By The Numbers

Leverages over \$2 billion in private investment in education and training from program sponsors (OA estimate)

- Returns \$50 in federal and state tax revenues for every \$1 invested  
(Source: *National Association of State and Territorial Apprenticeship Directors* study)
- 87 percent satisfaction rate by employers who highly recommend the model to their colleagues
- Achieves these outcomes for less than \$75 per apprentice
- Completers earn on average \$45,000 per year with significant income potential (Source: OA)

# Revised Regulations-To Learn More

- Federal Register Notice: October 29, 2008  
Effective Date: December 29, 2008
- Updated information on OA Web site:  
<http://www.doleta.gov/oa/regulations.cfm>
- Central e-mail for questions and inquiries:  
[Regs.Apprenticeship@dol.gov](mailto:Regs.Apprenticeship@dol.gov)
- Opt-in electronic newsletter "Earn. Learn. Succeed."
  - To register visit:  
<http://devdti.haverstick.biz/apprenticeship/>

# Value To Industry



# Apprenticeship Is Driven By...



## Partnerships!

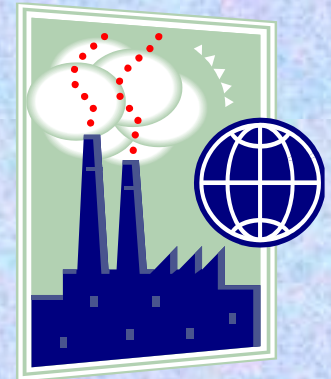
- Business/Industry & Labor
- Government & Certification Bodies
- Education/Training Providers (K-12, 2+2)
- Workforce Investment System
- Community & Faith-Based Organizations



# Apprenticeship Is A Leader In Training America's 21<sup>st</sup> Century Workforce



- Flexible system that meets business, industry and individual training needs/ styles
- World class industry standards
- Drives economic development
- Contributes to national security



# Leading Industry Sponsors



- Construction Industry
- Boeing
- Paul Hall Center for Maritime Training
- NIMS (Hi-Tech Machining)
- Newport News Shipbuilding
- Automotive Industry GM/UAW
- Military (USMAP & National Guard)





# Apprenticeship Credentials



- “Certificate of Registration”  
(Sponsor recognition)
- “Certificate of Training”  
(Intermediate skills recognition)
- “Certificate of Completion of  
Apprenticeship”



# New Recognized Occupations

- Electronic Systems Technician
- Able Seaman
- Machinist; CNC Set-up Programmer-Turning [Competency-based]
- IT Project Manager, Internetworking Technician, Computer Operator [Competency-based]
- Non-Destructive Tester [Competency-based]



# Current Statistics



- Over 25,000 Registered Apprenticeship Programs
- Over 440,000 Apprentices
- Over 225,000 Participating Employers Nationwide

- Apprenticeship



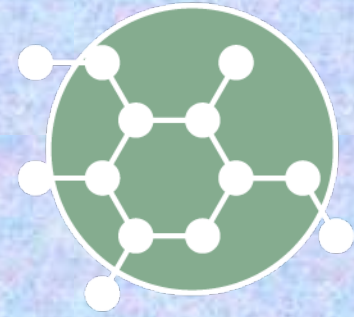
to your future

# What's New: Emerging Industries

- **Aerospace Industry**
- **Health Care/Bioscience**
- **Energy**
- **Biotechnology**
- **Skilled Trades**



Energy



Biotechnology



Health Care/  
Bioscience



Aerospace



Skilled Trades

# Models and Opportunities

- New Partnership Models
- Opportunities to Leverage Resources
- New Ways to Coordinate Planning and Policy
- New Service Delivery Strategies

# New Strategies

## Partner Development Strategies

- Apprenticeship sponsors on state & local boards
- Utilize apprenticeship in ETA funded programs

## Resource Alignment & Leveraged Funds

- Utilize WIA funds to support variety of RA activities
- Map existing registered apprenticeship assets

# Resource Alignment

## Example: Alaska Workforce System & RA

- Established state-level Office of Apprenticeship:
  - Coordinate program administration between state and program staff
  - Provide training & capacity building to WIS staff to support Registered Apprenticeship
  - Establish process for informing and referring employers
  - Identify job center support such as OJL and ITAs
- Results
  - Increase in:
    - Completion rates
    - Integration/awareness between Workforce System and Registered Apprenticeship
    - Piloting research efforts to demonstrate impact on performance for common measures

# Policies and Strategic Planning

## Example: South Carolina Strategic Plan

- Coordinated effort among partners
- State WIB distributed grants to support employers
- 50 percent of new programs use tech colleges
- Tax credits for apprenticeship sponsors
- Results:
  - Increase in:
    - apprentices and programs in diverse industries and geographic locations
    - WIA Wage measures
    - per capita income for apprentices

# Resources

- Resources
  - OA Web site – [www.doleta.gov/oa](http://www.doleta.gov/oa)
  - TEGL No. 02-07 – Leveraging Registered Apprenticeship as a Workforce Development Strategy for the Workforce Investment System
  - [www.careervoyages.gov](http://www.careervoyages.gov)
  - <http://www.careeronestop.org/competencymodel/>
- Action Clinics:
  - Strengthening connections between Registered Apprenticeship and workforce and education systems
    - San Francisco, March 2009
  - Pursue new and innovative approaches to align resources

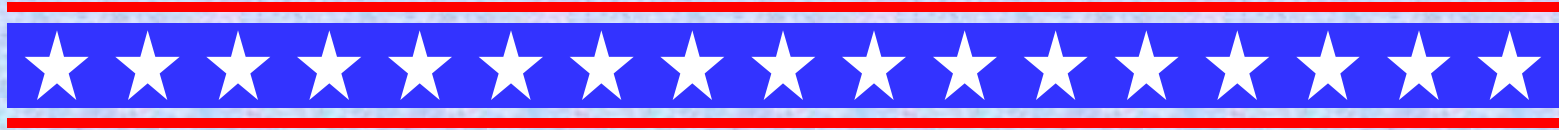
# APPRENTICESHIP



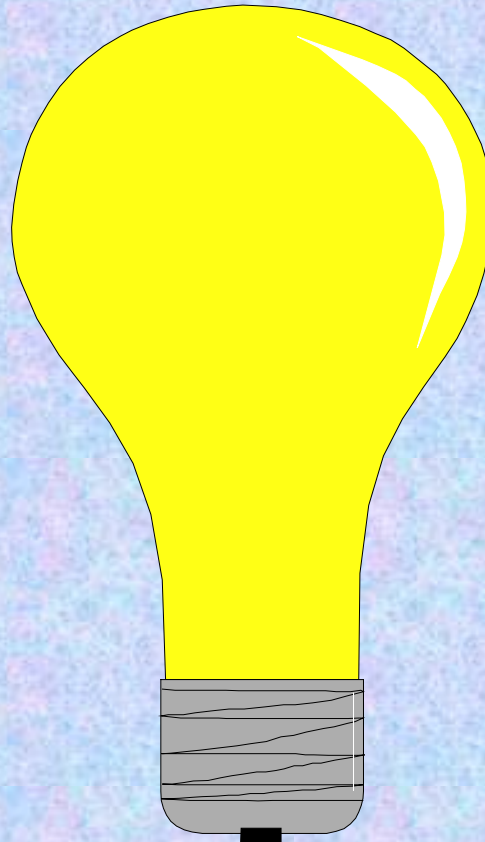
A Proven Workforce Development Strategy!



# DISCUSSION



Something to think about....



**THANKS!**

## Contact Information

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