

Advanced Manufacturing | Construction | Energy | Healthcare | Information
Technology | Transportation and Logistics |

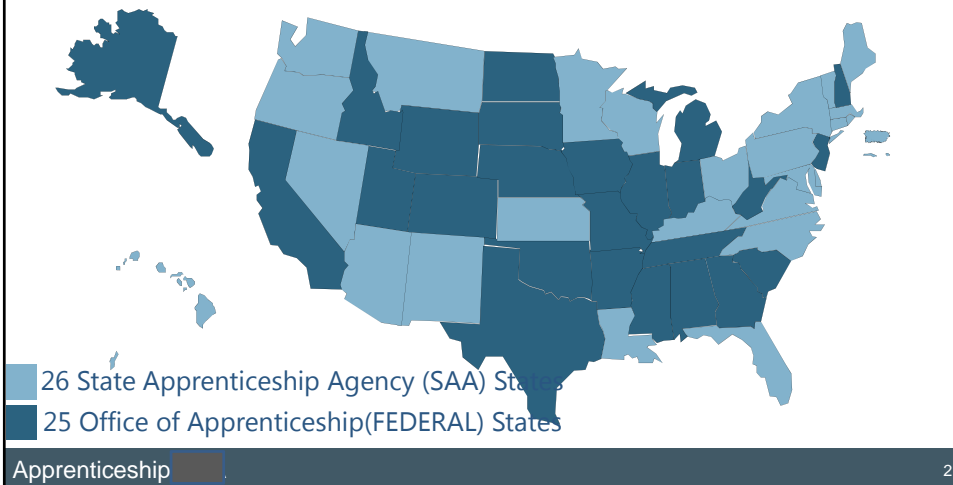


Expanding Apprenticeship in America: Office of Apprenticeship

1

The National Apprenticeship System: A Federal – State Partnership.

OA directly serves business and apprentices
in nearly half the nation.



2

Registered Sponsors and Still Growing!



Apprenticeship

3

Industries / Occupations...

Energy | Automotive | Retail
Transportation

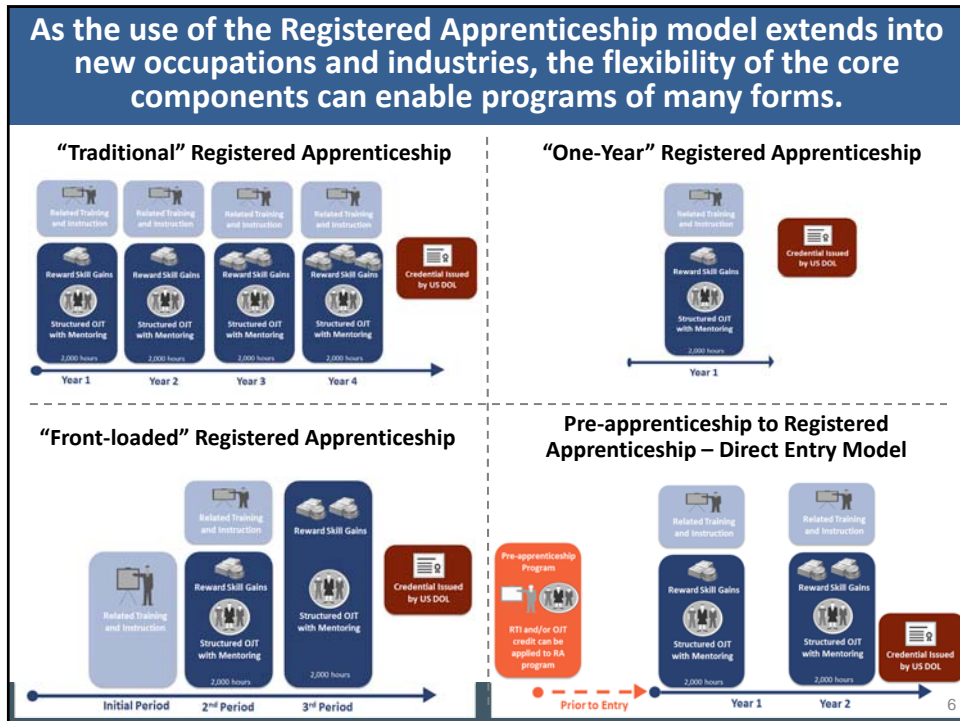
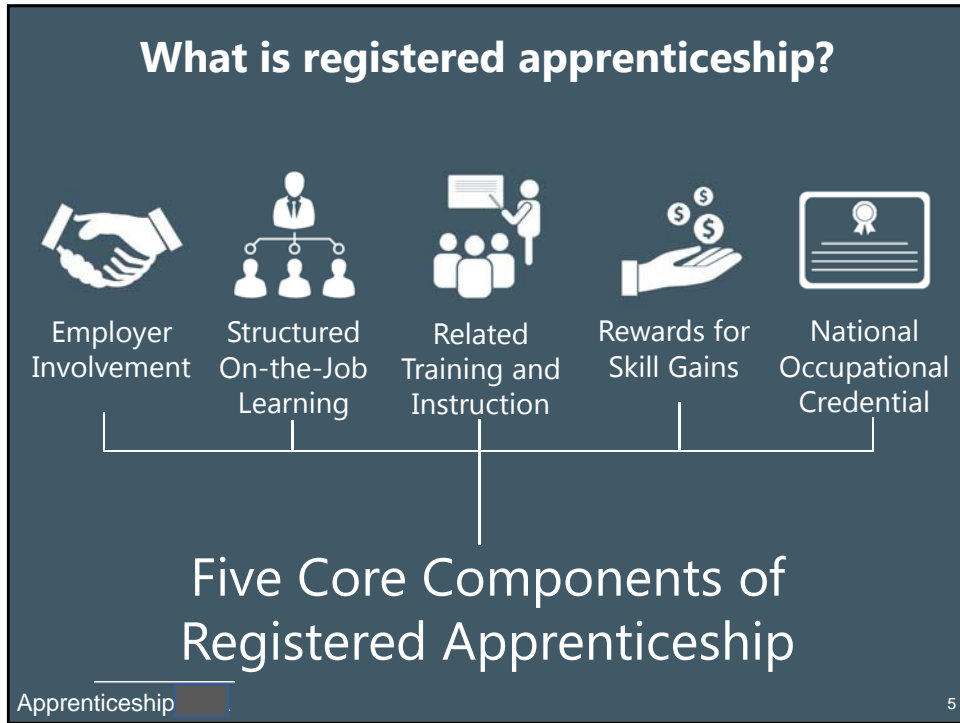
- ✂ Wind Turbine Technician
- ✂ Landscape Gardner
- ✂ Accounting Technician
- ✂ Graphics Designer
- ✂ Logistics Coordinator
- ✂ Veterinary Lab Tech
- ✂ Crime Scene Investigator
- ✂ Funeral Director
- ✂ Hotel Associate
- ✂ Truck Driver
- ✂ Security Officer
- ✂ General Insurance Associate
- ✂ Tune Up Mechanic

Advance Mfg. | IT | Hospitality-
Construction

- ✂ IT Project Manager
- ✂ Barber
- ✂ Bank Teller
- ✂ Child Care Dev. Specialist
- ✂ Manager, Retail Store
- ✂ Private Investigator
- ✂ Farm Worker
- ✂ Airframe & Powerplant Mech.
- ✂ Teacher Aide
- ✂ Horticulturist
- ✂ Dry Cleaner
- ✂ IT Generalist

Apprenticeship

4



For Job Seekers:

- Earn and learn
- Career pathways to higher skills and wages
- Nationally-recognized credentials and potential to earn college credit



For Employers:

- Develop highly-skilled workers through a flexible, customized training approach
- Supports with recruitment
- Reduce turnover and improved retention
- Establish a Pipeline of new apprentices with skills to train the next generation

Apprenticeship

7

Apprenticeship



BENEFITS FOR VETERANS IN REGISTERED APPRENTICESHIP



Did you know that Veterans have the opportunity to “earn and learn” in a Registered Apprenticeship, and may receive their GI Bill Educational Benefits?

Eligible Veterans can use their GI Bill Educational Benefits for training and/or education.

Registered Apprenticeship allows Veterans to learn a trade through an apprenticeship, and use their GI Bill benefits to receive a tax-free monthly stipend.

The Post-9/11 GI Bill provides a stipend that is the equivalent of the Monthly Housing Allowance (MHA) of an E-5 with dependents (varies by employer location), and is paid in addition to the wages earned as an apprentice. Veterans continue to receive a stipend for

Snapshot: Apprenticeable Occupations

enable Veterans to receive **GI Bill Benefits**

Myth: Only unions, or large single employers can be “sponsors” or have apprenticeship standards

- Some examples of sponsors include community based organizations, individual small employers, consortiums, colleges & universities, workforce development boards, industry associations, committees, municipalities, prison systems and the military.



Myth: All apprenticeship programs take 4 years to complete. One size fits all.

- Time based, competency, and hybrid
- Increase or decrease a time-based by 25%
- Minimum 2,000 hours to meet competencies
- Credit for previous experience
- The training and education delivery as well as the length of the program can all be customized.
 - For example, the on-the-job training component of the Registered Apprenticeship can be tailored to the specific skill requirements of a single company. This allows for training to be specific to the needs of that business.



Myth: Apprenticeships are only for young staff or recruiting new staff. Current employees couldn't do one.

- Apprenticeships are in fact open to all age groups (post 16) and they can be beneficial career wise even for an employee with years of experience.
- Large percent of apprentices are 28 years ..plus



Apprenticeship

11

Myth: Registered Apprenticeship Programs are costly. If I collaborate with other companies on a Registered Apprenticeship, employees will go to one of those companies.

- Approximately, 91 percent of workers who complete a Registered Apprenticeship Program remain employed with the company where they completed the Registered Apprenticeship. This investment leads to higher productivity, lower turnover and less recruitment costs.
- The risk of doing nothing is a far greater risk than possibly losing skilled workers to other companies. Building a larger pool of skilled workers is advantageous for all employers



Apprenticeship

Myth: Becoming an apprentice means choosing between work or college.

- Apprentices may earn college certificates or two-year associates degrees during their apprenticeships and go on to earn four-year degrees (often free of debt).



Registered Apprenticeship Program Development Process

Step 1 Contact Us



Contact U.S. Department of Labor, Office of Apprenticeship (OA) Representative

Step 2 Build Program



Provide New Sponsor Information or Complete Online Standards Builder

Step 3 Program Check



Review and Approval of Customized Standards of Apprenticeship Developed Based on Sponsor's Operational Input

Step 4 Program Registered



OA Receive Finalized Standards of Apprenticeship and Certificate of Registration Documents

Step 5 Launch Program



Employer Implements Registered Apprenticeship Program

DOL.GOV/Apprenticeship: Other Resources



Quick-Start Toolkit

5 Step Format to take you from “exploring” to “launching” a Registered Apprenticeship Program.

http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

Federal Resources Playbook for Registered Apprenticeship

Guide to resources from the Departments of Labor, Education, Veterans Affairs, Agriculture, Transportation, and Housing and Urban Development to support Registered Apprenticeship

<http://www.doleta.gov/oa/federalresources/playbook.pdf>

DOL Registration Site

An electronic apprenticeship standards builder that allows potential new sponsors to build and register their program online.

<http://www.doleta.gov/oa/>

Office of Apprenticeship

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