



# Pre-apprenticeships

Linda O'Connor

# ROI

- For every \$1 an industry invests in an apprentice, the company receives over \$4 back in production after the first year.
- Individuals enjoy an 8% to 22% ROI in their apprenticeship programs based on the time and occupational path.

*“Review of Apprenticeship Research: A Summary of Research Published Since 2010  
Institute for Employment, Research University of Warwick, U.K., July 2012”*

# Ohio State Apprenticeship Council



# Pre-apprenticeship Certificate

- Industry-recognized Credential List across career fields
- 12 Points to High School Graduation
- Eligible for ApprenticeshipOhio scholarships
- Articulates to post-secondary/journey person status

# ApprenticeOhio

- **Ohio State Apprenticeship Council** - Registers Apprenticeship programs (Ohio 2<sup>nd</sup> to California) and apprentices
- Ohio has more than 19,000 registered apprentices in fields as diverse as: aerospace, construction, energy, health care, manufacturing, and utilities

# Difference

**Registered** - Industry Aligned Standards  
(nationally and internationally recognized)  
through ApprenticesOhio

**Unregistered** (formalized training program) –  
no validation of standards and apprentices  
are not registered in the USDOL database

Recognized by – meets state standards and  
utilizing some registered programs  
(certificates) and scholarships

# 14 Secondary Schools/Programs

- Miami Valley Career Center CTEC
- Upper Valley Career Center Stebbins High School
- Southwestern City Schools Penta
- Grant Career Center Magnet
- Northwestern Local Schools YouthBuild
- Wayne County Career Center
- Cleveland Metropolitan School District
- Trumbull County Career Center
- Vanguard-Sentinel Career & Technology Centers  
(Secondary and Adult)

# Post-Secondary Sponsors

- Tri-C (Cuyahoga Community College)
- Rhodes State – Lima
- Columbus State Community College
- Marion Technical College
- Lorain County Community College
- North Central State
- Edison State – Piqua
- Sinclair Community College
- Stark State – Canton
- Washington State Community College



# ApprenticeOhio Concentration

- **Information Technology**
- **Business Services**
- **Healthcare**
- **Advanced Manufacturing**

# Sponsors

- Ohio Technical Centers (OTCs), secondary schools, post-secondary, trade associations, community organizations,

## Models

Half-Days

One-Week

Two-Weeks

# Ohio Revised Code 4109.07

- Restrictions on hours of employment
- No person under 16 may be employed more than 40 hours in any one week nor during school hours **unless** employment is incidental to a bona fide programs of vocational cooperation training, work-study, or other work-oriented programs with the purpose of educating students, and the program meets standards established by the state board of education. (ORC 4109 Hazardous tasks for minors)

# Pre-Apprenticeship Program

- basic **technical** and **job-readiness** skills for a designated apprentice occupation – 144 hrs. classroom
- classroom and on-the-job (paid experience) – 120 to 900 hours
- to prepare participants for Registered Apprenticeship training.

# Pre-apprenticeship Model

- Sophomore Year – Shadow Experience
- Begins Junior/Senior Year in High School (technical skills) – work full time during summer
- Senior Year (20-40 hours week) ORC 4109.07, half-day, one-week, two-week (on-off)

# Multi-tiered Status

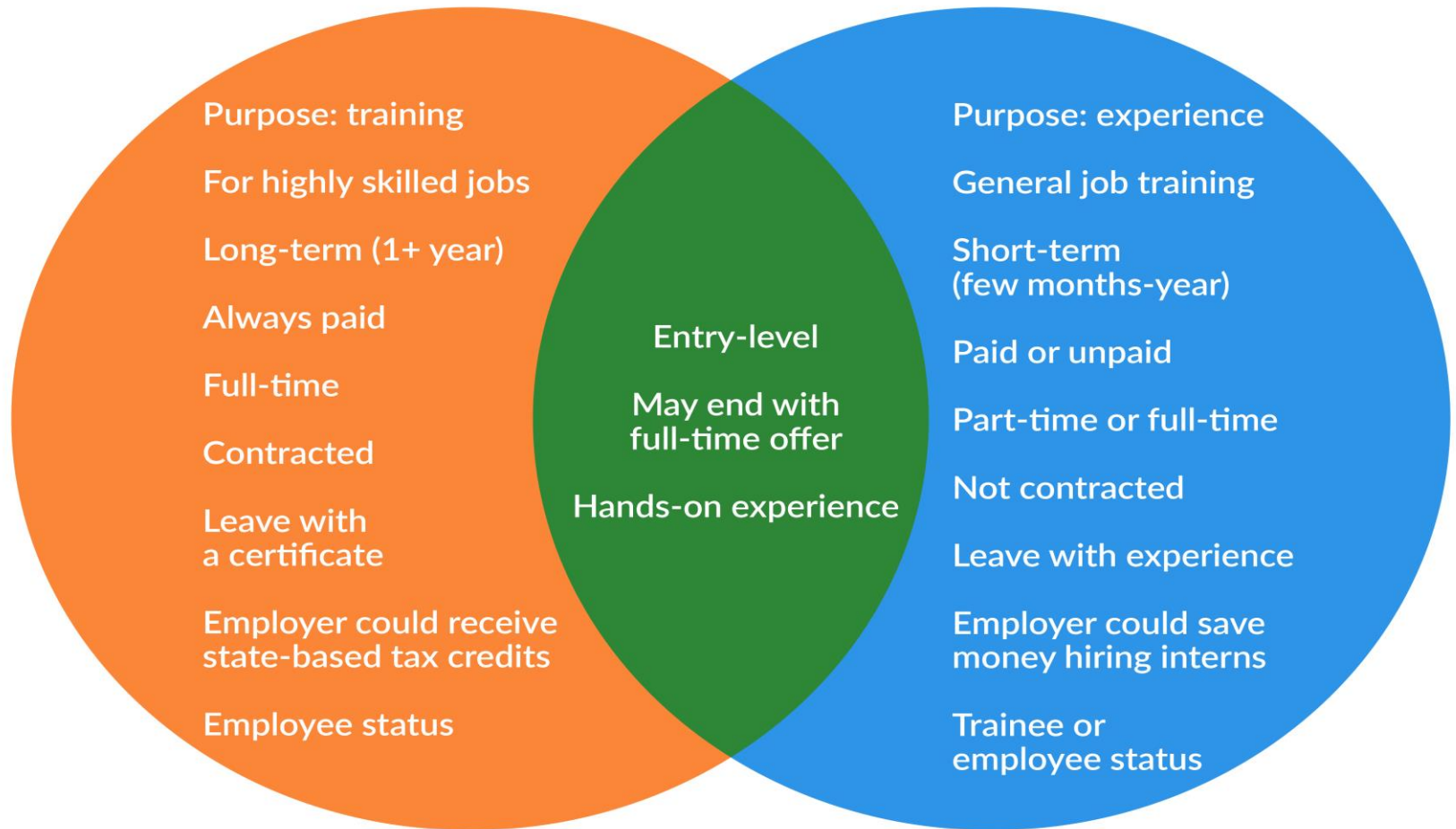
- Pre-apprentice (secondary level)
- Apprentice (at the company level)
- Employed
- Enrolled in an Apprenticeship Training Program with post-secondary (earning an associate degree)
- Simultaneously (no duplication of training)
- Little to no cost to the student

# Apprenticeship

- An apprenticeship is a **formalized training** program of on-the-job training and related classroom instruction under the supervision of a **journey-level or trade professional craft person** aligned to a highly skilled occupational industry standards.

# Difference

## APPRENTICESHIPS + INTERNSHIPS





# Co-ops

- **Co-operative Education (Co-op)** is a type of **internship** program that enables college students to receive career training with pay as they work with professionals in their major fields of study. Some high school students (e.g. Agriculture) participate in co-ops. Co-ops last longer than a semester and usually up to a year.

# Recognition Application

- EEO Recruitment
- Enrollment
- Operating Plan = Instructional Content/Design (aligned with industry standards by occupation)
- More than one industry
- Reporting to the Council
- Safety
- Program Administration
- Linkage (Registered Apprenticeship Sponsors)

# Student-Parent Agreement

- List requirements and expectations:
- Attendance must be maintained at 95%
- Grade point average
- Transportation
- Absence
- Records that must be maintained
- Problems/Issues
- Safety/Employer Rules

# Apprenticeship Agreement Employer-Student

- State all parties responsibilities: parent, student, teacher, coordinator, employer
- Wage
- Evaluation of Performance
- Training Plan Progress
- Related Instruction

# Training Plan

- List job tasks/competencies that student will be performing/learning, aligned to class room competencies.
- Attach B.A.T. (Bureau of Apprenticeship and Training) standards for that occupation

# New Subject Code

- **990365** – Pre-apprenticeships/CTE-26 funding application (not tied to recognition)
- May be used as the 4<sup>th</sup> course (no test) for concentrators (enrolled in third course)
- OJT Hours
- Program still requires 450 hours

# Who Receives CTE State Funding

Whoever serves the Student in approved CTE Program as reported in EMIS

District that sends students to a JVSD **retains 20% of the Opportunity Grant**

# CTE Supplemental Funding FY18 & FY19

Category	Career Fields	Amount
1	Agricultural & environmental systems, construction technologies, engineering & science technologies, finance, health science, information technology, manufacturing technologies	<b>\$5,192</b>
2	Business & administration, hospitality & tourism, human services, law & public safety, transportation systems, arts & communications	<b>\$4,921</b>



# CTE Supplemental Funding

Category	Career Fields	Amount
3	Career based intervention	<b>\$1,795</b>
4	Education & training, marketing, workforce development academics, public administration, career development	<b>\$1,525</b>
5	Family and consumer sciences (which includes students enrolled in GRADs)	<b>\$1,308</b>

# Use of 75% of CTE Supplemental Funds

## Section 3317.022(E)

- curriculum development, purchase, and implementation;
- instructional resources and supplies
- industry-based program certification
- student assessment, credentialing and placement

## ORC 3317.022 (E) Cont'd

- curriculum specific equipment purchases and leases
- career-technical student organization fees and expenses
- home and agency linkages
- work-based learning experiences**
- professional development
- and other costs directly associated with career-technical

# Use of Associated Services Funds

## ORC Section 3317.022 (A)(9)(D)

- apprenticeship coordination**
- career technical program development
- career assessment and or evaluation
- career development
- school improvement
- post-secondary articulation or placement coordination

# Allowable and Unallowable Expenditures

- <http://education.ohio.gov/Topics/Finance-and-Funding/School-Payment-Reports/State-Funding-For-Schools/Career-Technical-Funding/Weighted-Funds-Certification-Letter-Calculations>

# Forms/Models

<http://education.ohio.gov/Topics/Career-Tech/Apprenticeships-and-Internships>

How-to-Implement a Pre-Apprenticeship Program Guide

Example under Pre-Apprenticeship:  
Vanguard-Sentinel Approved Application

# Resources

- NAPE Construction Workbooks and Lesson Plans (Equity Outreach) – Manufacturing end of October I (CTE Apprenticeships)
- **Adecco – CTE/Miscellaneous**
- Career Connections – Credit Flex/WBL [Education.Ohio.Gov](http://Education.Ohio.Gov) and
- OhioMeansJobs Readiness Seal
- **Drug Free Clubs of America – [www.drugfreeclubs.com](http://www.drugfreeclubs.com)**

# Credit Flex Note

- Credit may be issued by enhancing current courses with work-based learning experiences or by utilizing the local district's policy on credit flexibility to award credit.
- Work experience must be documented and conducted at the work site (during or after school) with training plans and evaluation forms.



# Ohio Department of Education Contacts

## Office of Career-Technical Education

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