



# Registered Apprenticeship 1.0



**US Department of Labor | Employment and Training Administration  
Office of Apprenticeship**

# Registered Apprenticeship

## How familiar are you with Registered Apprenticeship?

- ❖ Isn't Apprenticeship just about skilled trades?
- ❖ I know some but I'm still learning.
- ❖ I'm actively involved with Registered Apprenticeship.

## What is Registered Apprenticeship?

Apprenticeship is an **industry-driven, high-quality** career **pathway** where employers can **develop** and prepare their **future workforce**, and individuals can obtain **paid work** experience, **classroom instruction**, and a portable, **nationally-recognized credential**.

A Proven  
Workforce  
Solution

# 5

## Core Components of Registered Apprenticeship

Employer Involvement is Integral



Employer is the foundation for the RA program and MUST be directly involved and the provider of the OJT

Structured On-The-Job Training with Mentoring



Structured and Supervised

Related Training and Instruction



Occupation Specific -  
144 contact hours per year

Rewards for Skill Gains



Increases in skills bring about  
increases in earnings

Industry-Recognized Credential



Nationally recognized credential showing  
job proficiency. Sponsor certifies individual  
is fully competent in occupation

# 4

## Key Roles within Registered Apprenticeships

### Employers (OJT)

- Must have employer(s)
- Must Drive Program Design / RTI
- Provider of OJT/Work-Based Learning

### Sponsors (Administrators)

- Responsible for Administering the Program
- Can be Employer, Consortia of Employers, Industry Associations, Educational or Training Providers, CBOs, or Other Workforce Intermediaries!

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### Supportive Services

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

### Educational (RTI) Provider

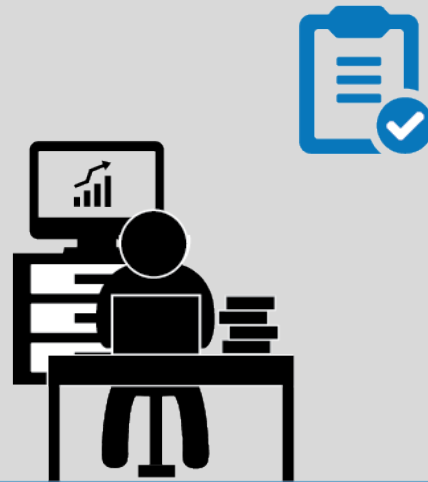
- Can be employer/industry based
- Can be Joint Labor-Mgmt Orgs
- Community Colleges
- Others

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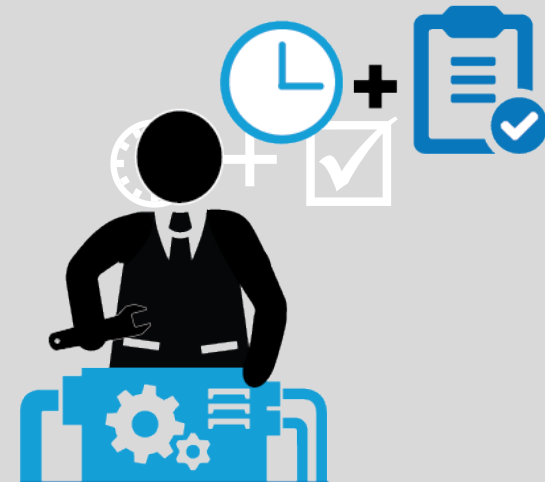
## Ways to Complete a Registered Apprenticeship



Time-based programs



Competency-based programs

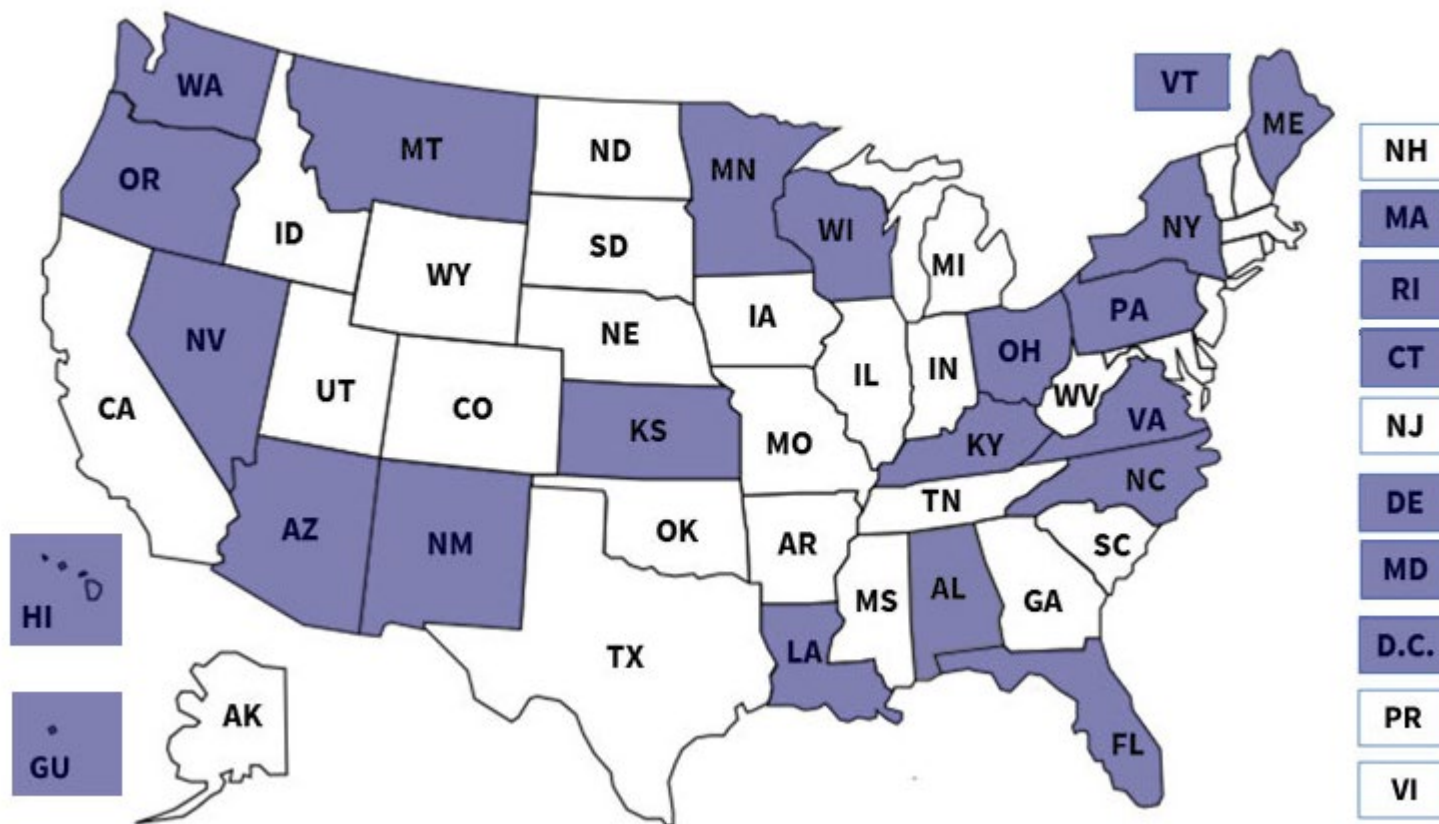


Hybrid approach

# 2

## Ways to Register Apprenticeship Programs: U.S. Department of Labor and State Apprenticeship Agencies

Type of State:  State  Federal



State by state statistical information

<https://www.apprenticeship.gov/data-and-statistics>

# OA vs. SAA

## Six Regional Offices (Cover both OA & SAA States)

1. Boston – 10 states and territories
2. Philadelphia – 6 states
3. Atlanta – 8 states
4. Dallas – 11 states
5. Chicago – 10 states
6. San Francisco – 11 states and territories

## National Office of Apprenticeship (OA)

- 26 States & Territories currently have RAP's registered with OA
- Policies and Regulations for RAP's are developed by OA's Division of Registered Apprenticeship and Policy
- OA offers technical assistance and guidance for both OA and SAA States

## State Apprenticeship Agency (SAA)

- 30 States & Territories currently have RAP's registered with SAAs
- SAAs are responsible for providing their own staff (State Employees)
- Each State has its own registration process to include registration system and program documentation

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# System with Nationally Recognized Credentials

**All Apprentices** that graduate from a Registered Apprenticeship receive a *national, industry-recognized, portable credential*

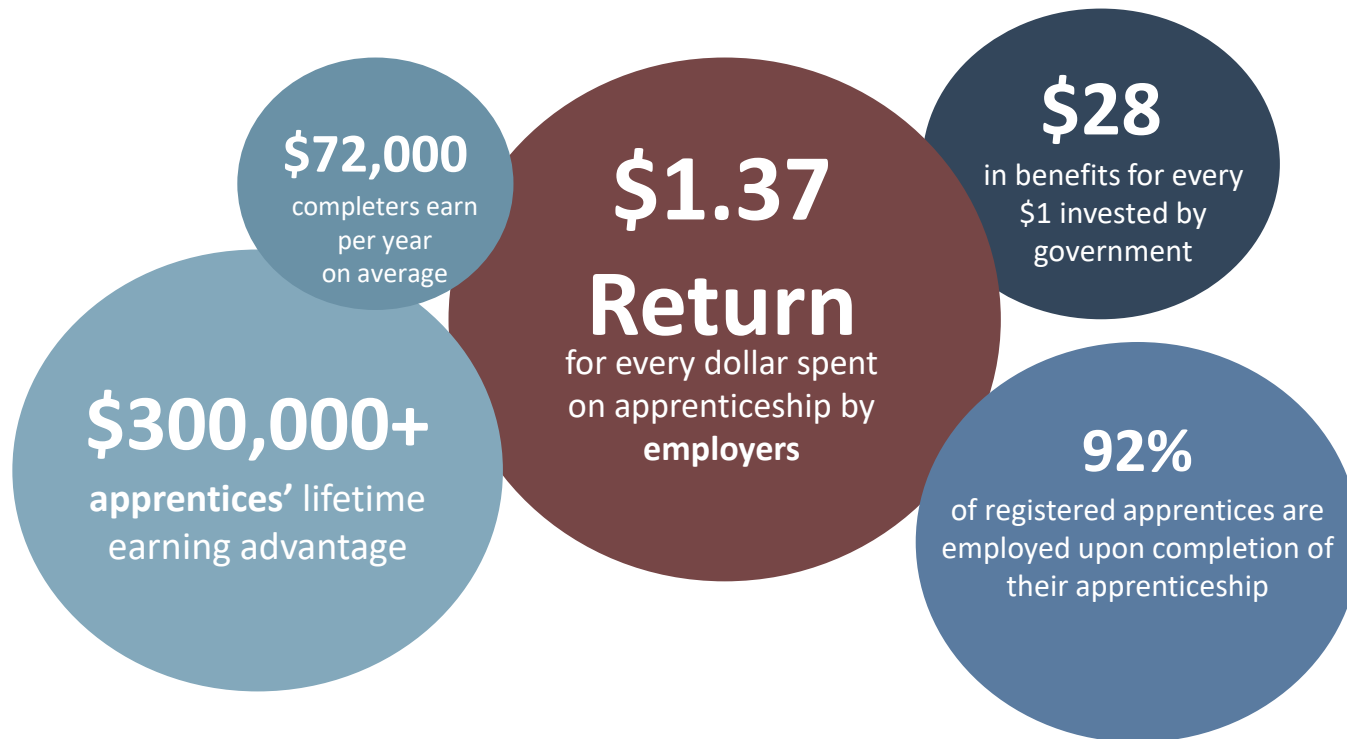
The credential is a 100% guarantee to **all employers** that graduates from Registered Apprenticeship programs are fully qualified to do the job





# Registered Apprenticeship = A Proven Track Record

## Impressive Individual – Employer – Public Benefits



# Benefit for Employers

- Create a diverse and highly-skilled workforce
- Improve productivity and profitability
- Increase staff loyalty and retention of workers
- Flexible training options
- Minimize liability costs
- Access to federal and state resources



# Benefit for Career Seekers

- Earn as you learn
- Avoid student debt
- Gain workplace-relevant skills in the field of their choice
- Ease the transition from school to career
- Receive an industry-recognized and nationally-portable credential and/or college credits
- Jumpstart your career



# Benefit for Veterans

## Streamlining GI Bill Benefits for Apprentices



Through a partnership between the Departments of Veterans Affairs and Labor, employers now have a fast-track for their veteran employees to access their GI Bill benefits for registered apprenticeships.

### Tax-free Stipend

Allows Veterans to learn a skill while using their GI Bill benefits to receive a tax-free monthly stipend and is paid in addition to the wages earned as an apprentice.

### Books and Supplies Funding

Classroom training whereby apprentices can receive \$83 per month for books and supplies.

### A New Career

Pursue a skill unrelated to previous military training and experience

# Public Law 116-134: Veterans Education Assistance

## **ADDENDUM TO REGISTERED APPRENTICESHIP PROGRAM STANDARDS: SPONSOR'S WRITTEN ASSURANCES WITH RESPECT TO VETERANS' EDUCATIONAL ASSISTANCE AS MANDATED BY PUBLIC LAW 116-134 (134 STAT. 276)**

Pursuant to section 2(b)(1) of the Support for Veterans in Effective Apprenticeships Act of 2019 (Pub. L. 116-134, 134 Stat. 276), by signing the program standards the program sponsor official whose name is subscribed to these standards assures and acknowledges to the U.S. Department of Labor's Office of Apprenticeship the following regarding certain G.I. Bill and other VA-administered educational assistance referenced below (and described in greater detail at the VA's website at: [https:// www.va.gov/education/eligibility](https://www.va.gov/education/eligibility)) for which current apprentices and/or apprenticeship program candidates may be eligible:

- (1) The program sponsor is aware of the availability of educational assistance for a veteran or other eligible individual under chapters 30 through 36 of title 38, United States Code, for use in connection with a registered apprenticeship program;
- (2) The program sponsor will make a good faith effort to obtain approval for educational assistance described in paragraph (1) above for, at a minimum, each program location that employs or recruits an veteran or other eligible individual for educational assistance under chapters 30 through 36 of title 38, United States Code; and
- (3) The program sponsor will not deny the application of a qualified candidate who is a veteran or other individual eligible for educational assistance described in paragraph (1) above for the purpose of avoiding making a good faith effort to obtain approval as described in paragraph (2) above.

**NOTE:** The aforementioned requirements of Public Law 116-134 shall apply to “any program applying to become a registered apprenticeship program on or after the date that is 180 days after the date of enactment of this Act” (i.e., September 22, 2020). Accordingly, apprenticeship programs that were registered by a Registration Agency before September 22, 2020, are not subject to these requirements.

# More than *only* skilled trades

There are over 1,200  
Apprenticeable occupations:  
including new and emerging  
growth industries.

- Health Care
- Energy
- Advanced Manufacturing
- Information Technology
- Hospitality
- Geospatial
- Biotechnology
- Aerospace
- Transportation
- Finance
- Agriculture



# Where is the Growth Coming From

- All Workforce Sectors
  - Advance Manufacturing
  - Construction
  - Retail
  - Healthcare
  - IT
  - Transportation
  - Energy
  - Agriculture



# Who operates Registered Apprenticeships

## Traditional Sponsors

Employers

Industry Associations

Joint Labor-Management Organizations

## Other Types of Sponsors

Institutions of Higher Education

Community-based Organizations (CBOs)

Community Service Organizations

Multiple Employers

Intermediaries



# Thinking about it...

## Prospective Sponsors - Key Items

Prospective sponsors must – at a minimum – determine:

- ✓ Occupation
- ✓ Curriculum or curriculum source to be used (RTI)
- ✓ Competencies or Tasks to Be Completed -  
(On the Job Learning)
- ✓ Wage Schedule

## Help is Here

OA/SAA staff can assist prospective sponsors with all aspects of development, including meeting with a new employer, businesses or industry representatives interested in registered apprenticeship

# O\*Net OnLine

## Your tool for career exploration and job analysis

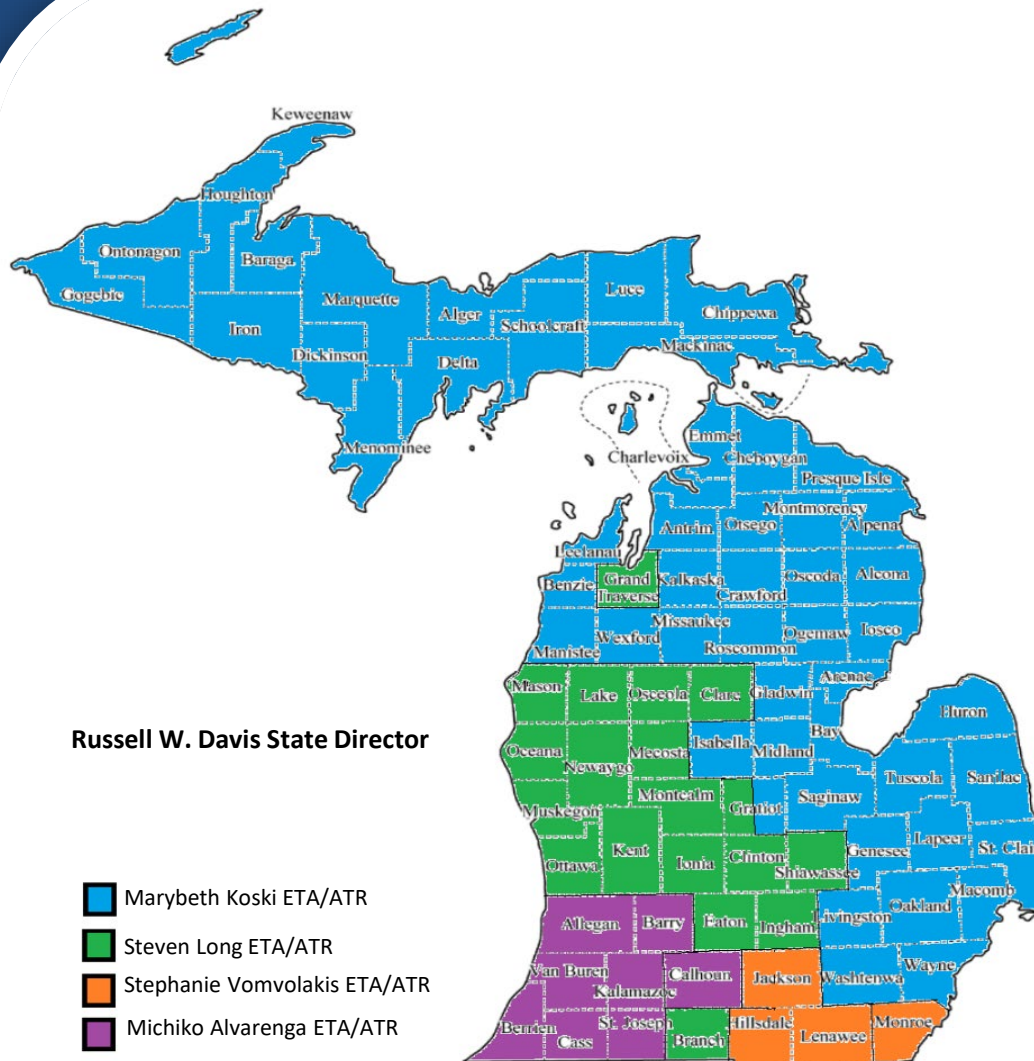
- ❖ O\*NET OnLine has detailed descriptions of the world of work for use by job seekers, workforce development and HR professionals
  - ✓ Click on “Crosswalk”: Under “RAPIDS”: enter job title, RAPIDS code, 1-2 word description, Etc.
  - ✓ Click on the Job Title: You can get a job description, Tasks involved in the job, Wages and employment trends, Etc.

O\*Net Website: <https://www.onetonline.org/>

# State of MI Overview: By The Numbers

- Total Registered Programs: 1,100
- New Registered Programs -- FY 2023: 47
- New Registered Occupations 57
- Active Apprentices: 17,100
- Veteran Apprentices: 1,028
- New Registered Apprentices -- FY 2023: 3,010
- Total Completions -- FY 2023: 1,375

\*As of May/2023  
FY = Oct 1/Sep 31



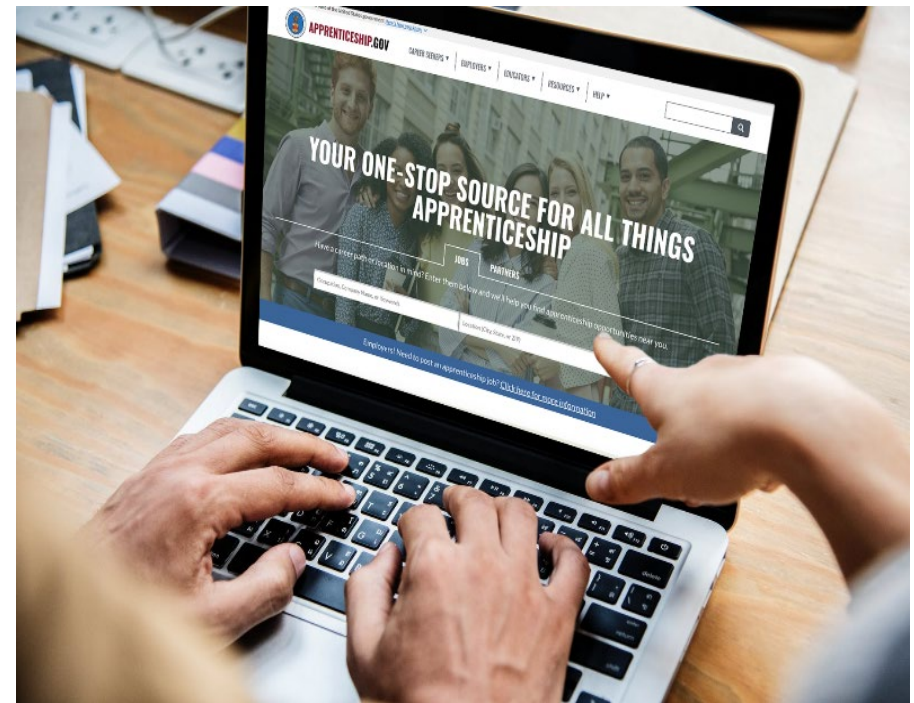
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**For more information please visit [Apprenticeship.gov](http://Apprenticeship.gov)**

# Apprenticeship.gov Overview

The U.S. Department of Labor launched Apprenticeship.gov as the one-stop source for all things apprenticeship. The site is designed to connect career seekers, employers, sponsors, educators, and training providers to the resources and tools they need to learn about apprenticeship and enables each to take-action finding an apprenticeship, starting an apprenticeship program, or becoming a participating training provider.



# Common Questions

- Who decides the RTI provider and classes?
- Can you have more than one RTI provider?
- Can apprentices be incumbent workers?
- Can mentors also be apprentices?
- Can I borrow elements from existing programs when setting up mine?
- How long does it take to set up and register a program once I decide to move forward?

# Resources



# Registered Apprenticeship References

- Website: <https://www.apprenticeship.gov>
- Universal Outreach Tool: <https://www.apprenticeship.gov/eo/sponsors/recruit-and-hire/universal-outreach-tool>
- Find a Sponsors: <https://www.apprenticeship.gov>
- Veterans: <https://www.apprenticeship.gov/employers/hire-veterans>
- Apprenticeship Occupations: <https://www.apprenticeship.gov/apprenticeship-occupations>
- Contact Information: <https://www.dol.gov/agencies/eta/apprenticeship/contact>
- O\*Net Website: <https://www.onetonline.org/>
- Blogsite: <https://apprenticeshipusa.workforcegps.org/>
- Employer Toolkit: [https://www.doleta.gov/oa/employers/apprenticeship\\_toolkit.pdf](https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf)
- Federal Resources Playbook: <https://www.doleta.gov/oa/federalresources/playbook.pdf>



# Registered Apprenticeship



a proven **Work Based Learning** approach

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