

Apprenticeships in Maryland: Discover the Possibilities





What is Apprenticeship?

Official Definition

Apprenticeship is an earn-and-learn strategy combining on-the-job training with related (classroom) instruction, blending the practical and theoretical aspects of training for highly-skilled occupations.

Apprenticeship programs are sponsored voluntarily by a wide range of organizations, including individual employers, employer associations, joint labor-management organizations, and other workforce intermediaries.



What is Apprenticeship?

What does that mean??

The apprentice works full-time and receives training from the sponsoring organization.

Apprentices are hired at a percentage of a journeyworker's salary and as the apprentice completes training and demonstrates skills mastery, the percentage of a journeyworker's wage received increases.



Did You Know?

200,000 Employers and Labor Management Organizations Participate in Registered Apprenticeship.

500,000+ Registered Apprenticeships Nationwide in More than 1,000 Occupations.

\$50,000 Average Starting Salary of Apprentices Per Year While Earning a Credential Equivalent to a 2 or 4 Year College Degree.

\$300,000 Amount Workers Who Complete Registered Apprenticeship Programs Earn More Over a Lifetime Than Peers.

\$1.47 per \$1.00 For Every \$1 Spent on Registered Apprenticeship, Employers Get an Average of \$1.47 Back in Increased Productivity.

Flexible

Apprenticeships are Diverse...

In Maryland there are over 230 registered occupations and over 9,500 registered apprentices.





What is Apprenticeable?

The position must meet the training criteria below. The occupation can be in a traditional or non-traditional occupation.

Think Outside of the Box!

- ▶ **On-the-Job Training must:**
 - ▶ Consist of at least 2,000 hours per year of the apprenticeship.
 - ▶ Take place at the work site under the direction of a highly skilled journeyworker(s).
- ▶ **Related Instruction must:**
 - ▶ Have at least 144 hours of related instruction per year of the apprenticeship.



Types of Apprenticeships

The necessary requirements noted on prior slide related to the term of apprenticeship may be measured by any of the following approaches.

▶ **Time-Based Approach:**

- ▶ A method that measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule.

▶ **Competency-Based Approach:**

- ▶ A method to measure skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by the program sponsor.

▶ **Hybrid Approach:**

- ▶ A method to measure an individual apprentice's skill acquisition through a combination of a specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule.



APPRENTICEABLE OCCUPATIONS

Air Brake Mechanic ♦ Air Conditioning Mechanic ♦ Appliance Technician ♦ Arson Investigator ♦ Asbestos Removal Worker ♦ Assistant Manager, Restaurant ♦ Assistant Press Operator ♦ Auto Parts Counter Clerk ♦ Automobile Mechanic ♦ Automobile Body Repairer ♦ Automotive Machinist ♦ Automotive Painter ♦ Awning Maker/Installer ♦ Baker ♦ Barber ♦ Beekeeper ♦ Bindery Operator ♦ Blacksmith ♦ Boiler Operator ♦ Boilermaker ♦ Bookbinder ♦ Bricklayer ♦ Bridge/Industrial Painter ♦ Building Automation Technician ♦ Cabinetmaker ♦ Carpenter ♦ Carpenter-Bridge and Highway ♦ Carpenter (Maintenance) ♦ Carpet Layer ♦ Caulker ♦ Cement Mason ♦ Chemical Operator ♦ Child Care Development Specialist ♦ CNC Specialist ♦ Coin Machine Service Repairer ♦ Columnist/Commentator ♦ Compositor ♦ Computer Programmer, Business ♦ Construction Craft Laborer ♦ Construction Equipment Mechanic ♦ Cook ♦ Coppersmith ♦ Coremaker ♦ Correction Officer ♦ Cosmetologist ♦ Counselor (Youth Development) ♦ Dental Technician ♦ Diesel Mechanic ♦ Dietetic Assistant ♦ Dispatcher ♦ Display Maker ♦ Drafter, Computer Aided Drafting ♦ Drafter, Mechanical ♦ Drafter, Structural ♦ Drywall Applicator ♦ Drywall Finisher ♦ Electric Motor Repairer ♦ Electric Motor Winder ♦ Electric Sign Assembler ♦ Electrical Appliance Servicer ♦ Electrical Instrument Repairer ♦ Electrical Mechanic ♦ Electrical Technician ♦ Electrician ♦ Electrician, Outside ♦ Electromechanical Assembler ♦ Electromechanical Technician ♦ Electro-Medical Equipment Repairer ♦ Electronic Asset Recovery Technician ♦ Electronics Mechanic

ON-DEMAND

APPRENTICEABLE OCCUPATIONS

◆ Emergency Medical Technician/Paramedic ◆ Engine and Other Machine Assembler ◆ Erector ◆ Exterminator ◆ Farm Advisor ◆ Farm Equipment Mechanic I ◆ Farmworker, Dairy ◆ Fence Erector ◆ Field Engineer ◆ Fire Captain ◆ Fire Medic ◆ Firefighter ◆ Firestop/Containment Worker ◆ Floor Coverer ◆ Floral Designer ◆ Footwear and Leather Repairer ◆ Forge-Stop Machine Repairer ◆ Form Builder/Setter ◆ Gear Cutter Operator ◆ Geriatric Nursing Assistant ◆ Glass Installer ◆ Glassblower, Laboratory Apparatus ◆ Glazier ◆ Golf Professional ◆ Grinder Operator ◆ Groundskeeper (Maintenance) ◆ Home Health Aide ◆ Horse Trainer ◆ Horticulturist ◆ Hose Assembly Technician ◆ Housekeeper ◆ Housing Inspector ◆ HVAC Technician ◆ Illustrator ◆ Industrial Maintenance Repairer ◆ Instrument Maker ◆ Insulation Worker ◆ Jewelry Repairer ◆ Land Surveyor ◆ Landscape Gardener ◆ Lens Grinder ◆ Line Repairer ◆ Lithographic Camera Operator ◆ Lithographic Platemaker ◆ Lithographic Stripper ◆ Locksmith ◆ Loft Worker ◆ Longshoreman ◆ Longshoreman Checker ◆ Longshoreman, Container and Chassis ◆ Machine Builder ◆ Masonry Finisher ◆ Meatcutter ◆ Mechanic, Industrial Truck ◆ Mechanical Engineering Technician ◆ Medical Assistant ◆ Medication Aide ◆ Metal Fabricator ◆ Metal Smith ◆ Metal Spinner ◆ Millwright ◆ Model Maker, Wood ◆ Mold Maker ◆ Molder ◆ Mortician ◆ MOSH Inspector ◆ Motorcycle Mechanic ◆ Natural Resources Police Officer ◆ News Director ◆ Nondestructive Tester ◆ Office Machine Servicer ◆ Offset Stripper ◆ Offset-Press Operator I ◆ Oil Burner Servicer & Installer ◆ Operating Engineer ◆ Optician ◆ Outside Machinist ◆ Packager, Hand ◆ Painter ◆ Paper Cutter ◆ Park Ranger ◆ Patternmaker ◆ Piano Technician/Tuner

APPRENTICEABLE OCCUPATIONS

◆ Piledriver ◆ Pipefitter (Construction) ◆ Pipelayer ◆ Plant Propagator ◆ Plasterer ◆ Plastics Bench Mechanic ◆ Platen-Press Operator ◆ Plater ◆ Plumber ◆ Pointer-Cleaner-Caulker ◆ Police Officer ◆ Polisher & Buffer ◆ Powerhouse/Mechanical Technician ◆ Practical Nurse ◆ Printer ◆ Programmer, Engineer/Scientific ◆ Protective-Signal Installer ◆ Quality Control Inspector ◆ Quality Control Technician ◆ Refrigeration Mechanic ◆ Registered Nurse ◆ Reinforcing Ironworker ◆ Repairer, Welding Systems & Equipment ◆ Respiratory Therapy Technician ◆ Retail Home Center Specialist ◆ Rigger ◆ Roll Turner ◆ Roofer ◆ Screen Printer (Any Industry) ◆ Screen Printer (Textile) ◆ Screw Machine Operator ◆ Sculptor ◆ Service Manager, Auto ◆ Sheet Metal Worker ◆ Shellfish Grower ◆ Shipfitter ◆ Shipjoiner ◆ Small Engine Mechanic ◆ Sprinkler Fitter ◆ Stationary Engineer ◆ Steamfitter ◆ Steel and Die Printer ◆ Stone Carver & Cutter ◆ Stone Finisher ◆ Stone Mason ◆ Stone/Marble Mason ◆ Structural Steel Lay Out Worker ◆ Structural Steel Worker ◆ Subcontract Administrator ◆ Subcontract Administrator Assistant ◆ Substation Operator/Electrician ◆ Telecommunications Installer-Technician ◆ Television Radio Repairer ◆ Terrazzo Worker ◆ Tile Setter ◆ Tool & Die Maker ◆ Tool Designer ◆ Toolmaker ◆ Tractor Mechanic ◆ Traffic Control Technician ◆ Transmission Mechanic ◆ Tree Surgeon ◆ Tree Trimmer ◆ Truck Mechanic ◆ Upholsterer ◆ Waste Water Treatment Technician ◆ Water Pumping Technician ◆ Water Reg. & Valve Repairer ◆ Water Treatment Technician ◆ Web-Press Operator ◆ Welder, Combination ◆ Welding Technician ◆ Well-Drill Operator ◆ Word Processing Machine Operator

Registered Apprenticeships

1. Employer Involvement

Programs *start* with employer needs

Employers are the foundation for the program

2. Structured and Supervised On-the-Job Training (OJT)

Provided by sponsor/employer

Competencies are attained through a minimum of 2,000 hours of On-the-Job Training

3. Related Instruction

The classroom training or associated curriculum (144 hours per year)



4. Rewards for Skill Gains

Progressive wage increases as apprentice increases proficiency

5. National Occupational Credential

RA Completion Certificate is a recognized post-secondary credential under WIOA
Stackable and portable

The TEAM



Program Sponsor

- ▶ Responsible for administering the program (they do the paperwork and data entry)
- ▶ Can be the employer or another entity or intermediary such as a community college

Employer(s)

- ▶ Can be a group of employers
- ▶ Foundation and driver of the program
- ▶ Provider of OJT
- ▶ Often the program sponsor

Provider of Related Instruction

- ▶ Can be the employer, community college, joint apprenticeship training committee, or other entity

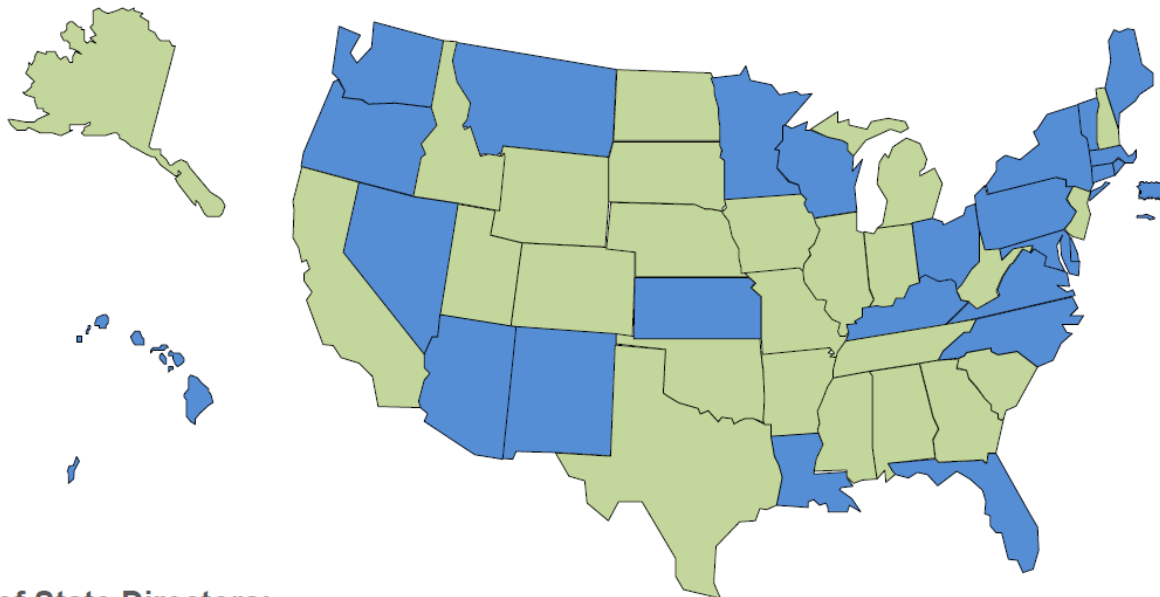
Workforce System

- ▶ Multiple opportunities for the workforce system to partner with programs – both **BEFORE** and **AFTER** an individual becomes an apprentice

The TEAM

2

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



List of State Directors:

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

■ DOL = 25 (FEDERAL)
■ SAA = 26 (STATE)

Maryland Apprenticeship and Training Council (MATC)

1. Review and approve apprenticeship programs
2. Set standards for registered apprenticeship programs
3. Formulate apprenticeship policies
4. Register standards and agreements
5. Determine which skilled trades are apprenticeable
6. Formulate and adopt standards of apprenticeship that safeguard the welfare of all apprentices

Council Member Representation

The council is a twelve (12) member council consisting of:

1. **Five (5)** represent employee organizations (one of which shall be an employee)
2. **Five (5)** represent employers
3. **Two (2)** are appointed from the general public.

Three (3) additional members serve on the Council in a non-voting, consultant capacity.

The Council meets six times per year.



What is Pre-Apprenticeship?

Official Definition

A program or set of services designed to prepare individuals (youth or adults) to enter and succeed in a Registered Apprenticeship (RA) program.

What does that mean??

These programs have a documented partnership with at least one Registered Apprenticeship program sponsor and together, they expand the participant's career pathway opportunities with industry-based training coupled with classroom instruction.



Pre-Apprenticeship Benefits

- ★ Streamline the recruitment process
- ★ Pre-screen a qualified, job-ready apprentice pool
- ★ Align training with apprenticeship standards
- ★ Increase retention rates for RA participants
- ★ Quality control over preparatory training

Registered Apprenticeship Program Sponsors can collaborate with Pre-Apprenticeship programs by:

- ▶ Collaborating on assessment, curriculum and preparatory training
- ▶ Helping to set quality standards
- ▶ Helping to establish competency models and training goals
- ▶ Considering direct entry and advance placement agreements
- ▶ Developing memoranda of understanding

Pre-Apprenticeship Benefits

- ★ Explore and learn about exciting careers
- ★ Qualify to meet the minimum standards for selection to a Registered Apprenticeship program
- ★ Benefit from classroom and technology-based training
- ★ Get a start on career-specific training with viable career pathway opportunities
- ★ Advance into a Registered Apprenticeship program



What Can We Do?

YOUTH

- ◆ Pre-Apprenticeships count towards the 20% work experience requirement (OJT also part of work experience)
- ◆ Can support 75% funding allocation for out-of-school youth
- ◆ Local youth programs must coordinate pre-apprenticeship programs to the maximum extent feasible with registered apprenticeship programs



What Can We Do?

ADULTS

- Can be considered short-term pre-vocational training per US Department of Labor rules
- Can also be considered individualized career services



Benefits of Apprenticeship



Apprenticeship Benefits

- ★ Customized training
- ★ Increased knowledge
- ★ Enhanced employee retention
- ★ A safer workplace
- ★ A stable and reliable pipeline
- ★ A systematic approach to training

Apprenticeships Build Highly-Skilled and Loyal Employees!

7 out of 10 respondents in a 2015 survey said job-related training & development opportunities **directly influence in their decision to stay with a company.**

(CED Magazine)



Apprenticeship Benefits

- ★ Hands-On Career Training
- ★ Long-term Career
- ★ Get An Education
- ★ National Credentials
- ★ **Have a JOB from DAY ONE!**



EARN WHILE YOU LEARN!!!

\$300,000 more IS EARNED ON AVERAGE by apprentices during their careers than workers who did not apprentice.

USDOL, ApprenticeshipUSA

Positive Outcomes in each of the workforce system's performance measures:

★ **Employment:** Registered Apprenticeship is a job. All apprentices enter employment when they begin an apprenticeship program.

★ **Retention:** Registered Apprenticeship programs have high retention rates; 91% of apprentices retain employment after the program ends.

★ **Earnings:** The average starting wage for apprentices is \$15.00 an hour, with wage increases as apprentices advance in skills and knowledge.

★ **Credential Attainment:** All apprenticeship completers earn a national, industry-recognized credential.



40% of employees who receive poor job training leave their positions within the first year. *(Sylvia Woolf, Clear Company, 2014)*

COST OF REPLACING EMPLOYEES

(ERE Media, April 2015)



- Replacing ENTRY LEVEL employees costs **30-50%** of their annual salary
- Replacing MID-LEVEL employees costs **150%** of their annual salary
- Replacing HIGH-LEVEL or highly specialized employees costs **400%** of their annual salary

78% of the surveyed said they would remain longer with their employer if they saw a career path with the current organization (Mercer, August 2015)

Completion Certificates

Positive Outcomes:

- ▶ Recognized post-secondary credential;
- ▶ Portable and stackable;
- ▶ Not inconsistent with college degree;
- ▶ Supports credential attainment rate if individual completes while enrolled or a year post-exit.



Longer Term RA Programs

Positive Outcomes:

- ▶ Measurable skill gains;
- ▶ More strategic choices for workforce system engagement





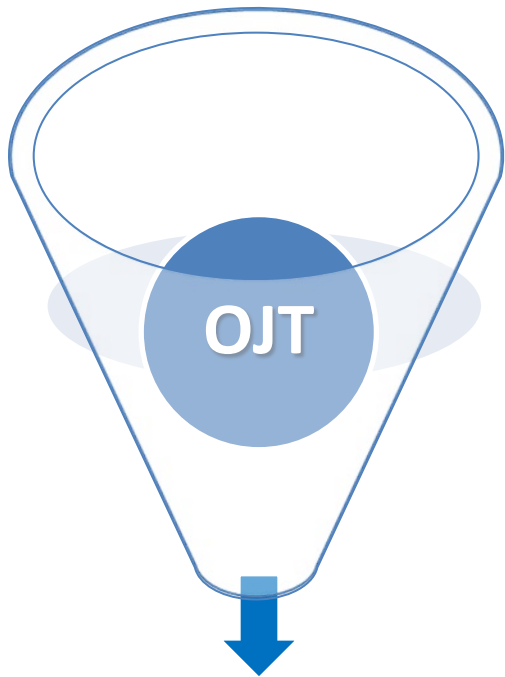
Apprenticeship and the Workforce System

The Workforce Innovation and Opportunity Act (WIOA) provides an extraordinary opportunity for the public workforce system to promote Registered Apprenticeship programs. Key strategies offered by WIOA are noted below.

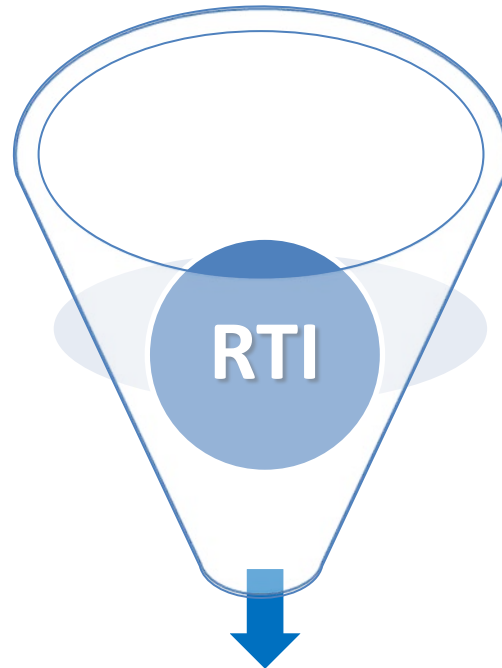
- 1. Naming an apprenticeship representative to state and local workforce boards***
- 2. Including Registered Apprenticeship programs on the Eligible Training Provider List***
- 3. Promoting work-based learning to meet employer needs for skilled workers***
- 4. Supporting career pathways for youth through apprenticeship***
- 5. Using the apprenticeship model as a key strategy in meeting the needs of business***



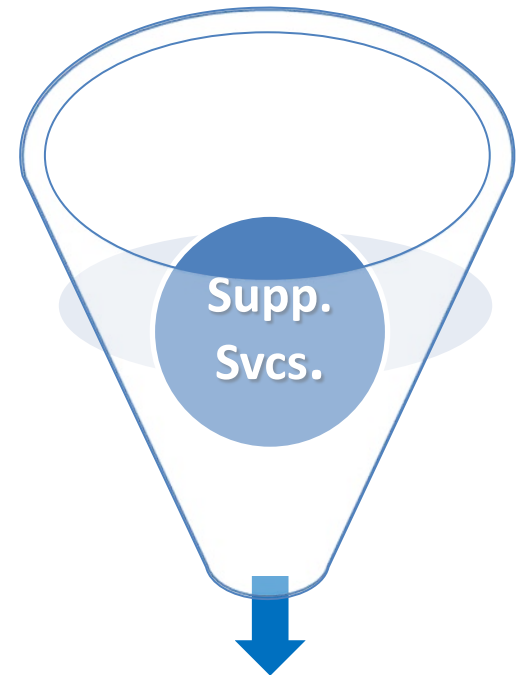
Apprenticeship and the Workforce System



Funded By Contract for WIOA Adults, Dislocated Workers, Older Youth



Supported with Individual Training Account or ITA; in order to use ITA, program must be on Eligible Training Provider List



Can be paid for with formula funds for WIOA Adults, Dislocated Workers, Older Youth. Can also be funded by ITA if ITA used to support RTI.

Example of Workforce System Engagement – Tulsa, OK

Training Director of Electrical JATC w/ RA Program

New apprentice cohort starting up August 2015

Many on selection list unable to afford \$900 for initial tools and equipment

Interest in connecting with workforce for possible support but unsure how to proceed

Office of Apprenticeship Multi-State Navigator

Contacted by Tulsa JATC Training Director

Connected with Executive Director of Tulsa LWDB

Facilitated several 3-way dialogues to discuss ways to partner

Executive Director of Tulsa, OK LWDB

Interested but reluctant; desire to “start small”

15 WIOA-eligible Adults received \$900 in supportive services

They were enrolled in WIOA in early August 2015 *before* becoming an apprentice

This was the first time workforce dollars supported a Registered Apprenticeship program in Oklahoma. The Executive Director of Tulsa is now a big supporter of RA.

Example of Workforce System Engagement – Five LWDBs in CO

Employer With Pipeline/Training Needs

Large and well-known employer developing occupation unique to aerospace
External training not meeting all needs
Concern about talent pipeline

Economic/Workforce Development

Jefferson County LWDA approached in Fall 2015 by company
Business Services/Economic Development Unit brought in 4 other LWDBAs to develop regional plan

Office of Apprenticeship

State Director approached by regional partnership
Worked in collaboration with company to develop new *Standards of Apprenticeship* for first cohort in January 2016!

Standards approved 1/22/2016.
Program was immediately placed on CO ETPL.
First cohort consisted of 10 WIOA eligibles who received \$5000 ITA.

Apprenticeship Expansion

"Not only do apprenticeships partner Maryland businesses with qualified workers, these programs also play an important role in restoring our economy and fostering long-term private sector growth."

- Governor Larry Hogan

"Apprenticeships cultivate the talent businesses need to expand and maintain Maryland's highly-skilled workforce."

- Maryland Labor Secretary Kelly M. Schulz

Apprenticeship Expansion



Apprenticeship**USA**

The U.S. Department of Labor has awarded \$50.5 million in grants to help states develop and implement comprehensive strategies to support apprenticeship expansion.

The grants are also intended to engage industry and workforce intermediaries, employers, and other partners to expand and market apprenticeship to new sectors and underserved populations; enhance state capacity to conduct outreach and work with employers to start new programs; and expand and diversify participation in apprenticeship through state innovations, incentives, and system reforms.

Grants were awarded to 37 successful applicants with grant awards ranging from \$700,000 to \$2,700,000.

Apprenticeship Expansion



ApprenticeshipUSA

Maryland received the third highest award -- \$2 million for an 18 month period.

DLLR will utilize grant funds and leveraged resources to grow and diversify RAs in Maryland by focusing on three critical elements: Staffing/Infrastructure, Outreach/Education, and Advancing Innovative Practices.

\$621,000 is allocated for an Apprenticeship Innovation Fund. Funds will be awarded to applicants, so they may implement new and promising ideas, or adapt proven strategies at the systems or service delivery level, so as to expand the reach of RA programs in Maryland.

\$500,000 is allocated to fund a pilot program that seeks to mitigate the hiring challenges found within the Healthcare industry by drawing on an untapped resource, internationally trained skilled immigrants.

Program elements are in the final stages of development as part of DLLR's grant roll-out process.

Apprenticeship Expansion

Maryland Apprenticeship Innovation Fund

- \$620,000 in funds
- Awarding innovative apprenticeship solutions for Maryland's businesses
- Department's goal is strategically lay groundwork for the most inclusive and industrious apprenticeship program in the country.
- Policy Issuance for the fund was issued on March 9, 2017.
<https://www.dllr.state.md.us/employment/mpi/mpi1-17.pdf>
- First four awards announced on April 12, 2017.
<http://www.dllr.state.md.us/whatsnews/apprinnovation.shtml>



Become a Sponsor

- ◆ Register a program
- ◆ Present your program to the Maryland Apprenticeship Training Council (MATC) for approval
- ◆ Maintain your program with continued Maryland Apprenticeship staff assistance and support

Use the Maryland Workforce Exchange

- ◆ Advertise your program to a wide audience
- ◆ Pre-screen applicants
- ◆ Go beyond standard job descriptions by listing program requirements and specifications, as well as choose the number of applicant referrals accepted

Partner with local American Job Center Business Services Representatives and Higher Education Community

- ◆ Set up workshops or recruitment events
- ◆ Identify education and training opportunities statewide
- ◆ Access workforce training fund

DOL.GOV/Apprenticeship: Tools & 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/registration/>



Pre-Apprenticeship information

https://wdr.doleta.gov/directives/attach/TEN/TEN_13-12.pdf

[https://doleta.gov/oa/preapp/pdf/Pre Apprenticeship GuideforWomen.pdf](https://doleta.gov/oa/preapp/pdf/Pre_Apprenticeship_GuideforWomen.pdf)

RACC Site

Find information on becoming a RACC member and a database of college members and sponsors.

<https://www.doleta.gov/oa/racc.cfm>





Youth Apprenticeships

Information, resources and instructions for participation.

<http://dllr.maryland.gov/aboutdllr/youthappr.shtml>



Maryland Business Works (MBW)

Training funds can be used to upgrade the skills of current employees while also creating opportunities for new hires in in-demand occupations and skills.

<http://dllr.maryland.gov/employment/mbw.shtml>



Maryland Apprenticeship and Training Program (MATP)

General information, resources and instructions for participation in a registered apprenticeship:

<https://www.dllr.state.md.us/employment/appr/>

Regulations and Guidance:

<https://www.dllr.state.md.us/employment/appr/>

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Thank You!

