

REGISTERED APPRENTICESHIPS

MASSHIRE FRANKLIN HAMPSHIRE WORKFORCE BOARD
YOUTH CAREER CONNECTIONS COUNCIL

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What is Apprenticeship?

- Registered Apprenticeship is an employer-driven model that combines on-the-job learning with related classroom instruction that increases an apprentice's skill level and wages.
- Apprenticeship is a flexible training strategy that can be customized to meet the needs of every business. It can be integrated into current training.
- Apprenticeship is also an “earn and learn” model – apprentices receive a paycheck from day one, so they earn wages while they learn on the job.

Benefits - Business

- Highly-skilled employees
- Reduced turnover costs
- Higher productivity
- More diverse workforce

Benefits - workers

- Increased skills
- Higher wages
- National credential Career advancement

Benefits for workforce intermediaries & educational institutions

- Proven model to help job seekers immediately start working and increase skills and earnings
- Effective strategy to connect with employers in diverse fields and to use as part of industry sector strategies

Developing Apprenticeships that work - Partnerships

Possible partners include:

- State apprenticeship agencies
- Workforce system
- Economic Development
- Employers
- Labor Organizations
- Local Education (K-12)
- Community Organizations
- Foundations
- Community Colleges

**Every partner has a
critical role to play**

Business Partners- individual company, consortium of businesses

- ✓ Identify the skills and knowledge that apprentices must learn
- ✓ Hire new workers, or select current employees, to be apprentices
- ✓ Provide on-the-job training
- ✓ Identify an experienced mentor to work with apprentices
- ✓ Pay progressively higher wages as skills increase
- ✓ Can provide related instruction in-house or in partnership with others

Workforce Intermediaries - industry association, labor and joint labor-management organization, community-based organization

- Provide industry and/or workforce specific expertise (e.g. curriculum development) to support employers in a particular industry sector
- Can serve as sponsor of an apprenticeship program, taking responsibility for the administration of the program (thereby reducing the burden on employers)
- Aggregate demand for apprentices, particularly with small- and medium-size employers, that may not have the capacity to develop an apprenticeship program on their own
- Can be the provider of related instruction and supportive services as appropriate

Educational Institutions – 4-year college, community college, career and technical education

- Develop curriculum for related instruction
- Deliver related instruction to apprentices
- Can provide college credit for courses successfully completed
- Aggregate demand for apprentices

Public Workforce System – Workforce Development Board, American Job Center

- Develop sector and career pathway strategies utilizing apprenticeship
- Recruit and screen candidates to be apprentices
- Provide pre-apprenticeship and basic skills preparation
- Provide supportive services (such as tools, uniforms, equipment, or books)
- Contribute funding for on-the-job training or related instruction

Apprenticeship System – State Office of Apprenticeship

- Provide technical assistance and support to new sponsors
- Answer questions about the apprenticeship model
- Guide the partners through the steps to develop and register a program
- Connect businesses with training providers
- Advise partners on sources of funding to support apprenticeships

Other Partners

- **Economic Development Organizations**
 - ❖ Convener of Businesses in area
- **K-12 Education**
 - ❖ Develop pipelines to apprenticeships for students
- **Community Based Organizations**
 - ❖ Capacity to help other types of workers – women, veterans, minorities, people with disabilities

Components of Apprenticeship

- Business Involvement
- On The Job Training
- Related Instruction
- Rewards for Skills Gains
- National Occupational Credential

WHAT'S BEEN HAPPENING WITH APPRENTICESHIPS

Federal Level

- June 2017: [Executive Order \(E.O.\) on Expanding Apprenticeships in America](#) signed.

“The E.O. describes an expanded vision for apprenticeship in America and makes it the policy of the Federal Government to ‘provide more affordable pathways to secure, high paying jobs by promoting apprenticeships and effective workforce development programs, while easing the regulatory burden on such programs and reducing or eliminating taxpayer support for ineffective workforce development programs.’

The expanded vision includes establishing **Industry Recognized Apprenticeship Programs (IRAPs)** and a corresponding certification process.”

MA Workforce Issuance: 100 DCS 22-114 Issued: 08/13/2018

- Federal Task Force on Expanding Apprenticeships submitted its [final report](#) in May of 2018.
- USDOL Launches <https://www.apprenticeship.gov/> in June of 2018

SOME KEY RECOMMENDATIONS FROM FEDERAL REPORT

WIOA Waivers and Set-Asides

- *WIOA should include waivers/set-asides to make it easier for sponsors to receive WIOA funding, allowing sponsors to serve incumbent workers moving up the career ladder.*

WIOA Performance Measures – Earnings

- *WIOA outcome measures must take into account that apprentices are employed from the start of programs, so pre- and post-program earnings may appear to be smaller than for other programs designed to serve those unemployed until their program is over.*

WIOA Performance Measures – Time to Completion

- *WIOA outcome measures must recognize that apprenticeships take longer to complete, and persistence in an apprenticeship program, earning credentials, and moving through wage progression schedules should serve as positive interim outcomes.*

Wage and Hour Rules

- *Wage and hour rules should be reformed to allow apprentices under 18 to work on the manufacturing floor, use hoists and lifts in healthcare settings, use power tools and equipment, etc., when properly supervised – only in non-high-risk occupations. Since apprentices are paid a wage, they are prohibited from participating in these activities.*

INDUSTRY-RECOGNIZED AND REGISTERED APPRENTICESHIP

Differences [National Skills Association Blog](#) – August 2018

- Industry-recognized apprenticeship cannot be used in the construction industry or for military apprenticeships;
- Will not be automatically eligible for the Eligible Training Provider List
- Participants will not be considered apprentices under Davis-Bacon prevailing wage laws; and
- Programs are ineligible for “other statutory benefits” which presumably includes access to [Congressionally appropriated funds](#) targeted to registered programs under 29 C.F.R. 29.
- Will be certified by “industry associations.”
- Have not established minimum OJT and formal training hours, based on competency not seat-time

APPRENTICESHIP EXPANSION IN MA: STRATEGIC PLAN

June 2018- Compiled by the Executive Office of Labor and Workforce Development, in partnership with the Apprenticeship Advisory Group

Findings:

- As of March 2018, there are **9502 Registered Apprentices in Massachusetts**. The majority of Registered Apprenticeships in Massachusetts – **89%** - are in **construction or building trade occupations**. Public safety occupations make up another 6%, dispensing opticians 4%, and line erectors 1%.
- **Less than 1% of the Commonwealth's RA programs are for new occupations** such as diesel and auto/truck mechanics, housekeepers, machinists, counselors and healthcare occupations.
- **The majority of Apprentices in Massachusetts are white and male**. Only 9% of Registered Apprentices are female; 10% are Black; 8% are Hispanic/Latino; 1.5% are Asian-American/Pacific Islander; 2% have a disability; 9% are Veterans.

MASSACHUSETTS GOALS

From June 2018 Report

Diversify the Workforce:

- **Expand participation by women from 8.9% to 24% by 2028**
- **Expand participation by minority populations based on regional demographics**
- **Expand apprenticeships in target industries (healthcare, technology, and manufacturing) from 26 -1,400 by 2026.**

“Through the USDOL Apprenticeship Expansion Funding Application, the state has committed to a goal of increasing the total amount of apprentices in Massachusetts by 816 by 2022. Our goal is to ensure that 600 of those new apprentices are in target industries.”

UPDATE ON TRENDS:

HIGH SCHOOL STUDENTS: Dept. of Career Services released frameworks for high school apprenticeships in January of 2017

- Mass Life Sciences Center 220 High School Internships since 2016

TECHNOLOGY APPRENTICESHIPS (Emergent)

Apprenticeship Program starting up soon, recruiting participants and employers for January 2019:

- Software Developer 1 & 2
- Cyber Security Analyst
- Must be 18, HS Credential and pass math, logic, and soft skills tests
- Cost to employers \$2,500.00 and maybe some training fees

HEALTHCARE APPRENTICESHIPS

- Dispensing Optician
- Pharmacy Technician

MANUFACTURING APPRENTICESHIPS

- Two **pre-apprenticeship** sponsors found in manufacturing and two in hospitality
- Seven active sponsors apprenticeship sponsors in state database, none in Western Mass.

OTHER NON-TRADE SPONSORS

- Brewer
- Cook
- Gaming Dealer - MGM
- Housekeeper
- Security Specialist - MGM
- Web Press Operator

FRANKLIN HAMPSHIRE SPONSORS

- Easthampton – Plumbing and Heating
- Greenfield, Belchertown, Amherst, Hadley – Dispensing Optician
- Greenfield – Electrical
- Greenfield-Glazier

RESOURCES

- <https://www.dol.gov/apprenticeship/> - Federal DOL overview and resources for all things apprenticeship
- <https://www.doleta.gov/OA/occupations.cfm> - Federal DOL list of available occupations in registered apprenticeships
- <https://www.mass.gov/service-details/about-registered-apprenticeship-in-massachusetts> - Massachusetts information on registered apprenticeships
- <https://apprenticeshipusa.workforcegps.org/> - WorkForce GPS Apprenticeship Community