

ADA Compliant Transcript
WIOA: Implementing Change
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Registered Apprenticeship: A Proven Workforce Strategy

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Definition of Apprenticeship is

Training in an art, trade, or craft under a legal agreement that defines the duration and conditions of the relationship between the learner and the employer/sponsor.

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Apprenticeship History

- Organized apprenticeship is believed to have started around 2000 B.C. with Egyptian scribes
- Rules governing apprenticeships were part of the Code of Hammurabi more than 4,000 years ago
- As tools became more complex, the knowledge and skills required to use them became more specialized

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Apprenticeship History continued

- Children were apprenticed to craftsmen or artisans with specialized skills, tools and knowledge
- In exchange for work, the craftsmen would teach the children their trades
- Apprentices were not paid, and most lived with the craftsmen

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Apprenticeship History continued

During the Industrial Revolution:

- Employers began paying apprentices
- Wage scales were established
- Skilled workers earned more than their counterparts

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Formal Regulation

- National Apprenticeship Law, or Fitzgerald Act, passed in 1937
- Defined occupations set by national industry standards

- OAC 5101:11 & 29 CFR Parts 29 & 30
- Formulated sponsor program plan (standards)

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State Recognition

- U.S. Department of Labor awarded Ohio “State Apprenticeship Council” status in 1957
- Ohio State Apprenticeship Council (OSAC) registers and monitors apprenticeship programs to ensure their quality and safety

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Registered Apprenticeship

- Contractual agreement with sponsor, apprentice, and the state
- Involves technical skills & theoretical knowledge
- Structured on-the-job training & supplemental related instruction (classroom)
- Employment and wages

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Sponsor Requirements include

- Applicant qualifications
- Apprentice selection
- Affirmative action
- Journey-person-to-apprentice ratio
- Progressive wage schedules
- Apprentice & programmatic records retention

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Registered Sponsor Structure includes

Union, with
Single Employer or
Group of Employers

Non-Union, with
Single Employer, or
Group of Employers

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Ohio’s System consists of

- 232 occupations
- 921 sponsors, representing more than 13,000 employers
- 15,045 registered apprentices
- 3,500+ new apprentices registered/yr.
- 1,500+ completion certificates/yr.
- 61% apprentice completion rate

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On-the-Job Training consists of

- Structured, systematic approach
- Training provided by master craftsmen
- Minimum of 2,000 hours
- Hours dictated per occupation by national industry standards
- Progressive wage schedules

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Related Instruction includes

- Provided by, or in conjunction with, public colleges and universities
- Instructor qualification requirements
- Safety training
- Minimum of 144 contact hours
- Based on national industry standards

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National Industry Credential

A chart depicting Completion Certificate, described as a nationally recognized portable credential and, in some cases, a college degree.

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Benefits for Apprentices include

- High-demand, career opportunities
- Employment with sustainable wages and benefits during training
- Increased marketable skill set and job security
- Opportunity to have a paid education
- Nationally recognized portable credential

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Benefits for Employers

- Establishes a pipeline of skilled workers
- Reduced employee recruitment costs
- Customer marketing tool
- Increased employee productivity
- Reduced employee turnover costs

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For Program Registration Inquiry

Contact the service provider assigned to your county:

Website address is

<http://jfs.ohio.gov/apprenticeship/ContactUs.stm>

- On-site consultation scheduled at employer facility

- Draft program standards developed for the employer

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For Approved Programs in Ohio

Click “Apprenticeship Information” in the OhioMeansJobs “Quick Links” section for program list at this webpage

<https://jobseeker.ohiomeansjobs.monster.com/ExploreIt/OccupationSearch.aspx>

Or Click on “Future Apprentices” section

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Becoming a Registered Apprentice

- Contact a Registered Apprenticeship sponsor
- Inquire about qualifications, application, and selection procedures
- Apply to the program
- Selected apprentices sign a binding contract
- State ensures contract is upheld

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Apprenticeship in the new WIOA legislation

- Career Pathway definition (section 3)
- Recognized Postsecondary Credential (section 3)
- State Workforce Development Board (section 101)
- Local Workforce Development Board (section 107)
- Eligible Providers of Training / WIET (section 122)

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Apprenticeship and WIOA continued

- Pre-apprenticeship (section 129)
- Allowable use for Employment and Training Activities (section 134)
- Job Corps (section 141)
- Youthbuild (section 171)

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Apprenticeship and WIOA Regulations

- Governance – State Board – 20% labor must include apprenticeship from joint labor management (section 679.110)
- Training Services – Addition of apprenticeship and pre-apprenticeship to OJT and ITA (section 680.200 - 680.230)
- ITA, supportive services, NRP support apprenticeship (section 680.330)

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Apprenticeship and WIOA Regulations continued

- Apprenticeship on the ETPO or WIET (section 680.410)
- Apprenticeship and OJT Funds (section 680.740)
- Apprenticeship and ITA Funds (section 680.750)
- Apprenticeship and combined OJT and ITA (section 680.750)

Apprenticeship and WIOA Regulations continued

- Pre-apprenticeship and youth programs (section 681.460)
- Job Corps alignment with apprenticeship (section 686.505)

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Summary

- Apprenticeship – recognized post secondary credential
- Apprenticeship – all part of WIET
- Apprenticeship – OJT and ITA
- Apprenticeship – Job Corp and Youthbuild
- Apprenticeship – Local and State Board
- Pre-Apprenticeship – Youth program

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Council Website

For additional information, the website is:

<http://jfs.ohio.gov/apprenticeship>

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Questions?