



Registered Apprenticeship: A Proven Workforce Strategy

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Definition of Apprenticeship



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.

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

Apprenticeship History

- 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

Apprenticeship History

□ During the Industrial Revolution:

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

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)

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

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

Sponsor Requirements

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

Registered Sponsor Structure

- Union
 - Single Employer
 - Group of Employers

- Non-Union
 - Single Employer
 - Group of Employers

Ohio's System

- ❑ 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

On-the-Job Training

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

Related Instruction

- 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

National Industry Credential

On-the-Job Training (OJT)

Related Instruction (RI)

Completion Certificate

Certificate is a nationally recognized portable credential and, in some cases, a college degree

Benefits for Apprentices

- 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

Benefits for Employers

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

Program Registration Inquiry

- ❑ Contact the service provider assigned to county:

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

- ❑ On-site consultation scheduled at employer facility
- ❑ Draft program standards developed for the employer

Approved Programs in Ohio

- ❑ Click “Apprenticeship Information” in the OhioMeansJobs “Quick Links” section for program list:

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

- ❑ Click on “Future Apprentices” section

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

Apprenticeship and WIOA

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

Apprenticeship and WIOA

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

Apprenticeship and WIOA Regulations

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

Apprenticeship and WIOA Regulations

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

Apprenticeship and WIOA Regulations

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

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

Council Website



For additional information:

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

Questions?

