REGISTERED APPRENTICESHIP

It’s Good for Business!

US Dept. of Labor/Office of Apprenticeship

Apprenticeship & Training Representatives (ATR):

- Stephanie Schmitt
- Wade Johnson
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USDOL/Office of Apprenticeship (OA)

• Created in 1937 – National Apprenticeship Act (a.k.a., the Fitzgerald Act)
• 2017 – 80th Anniversary of Registered Apprenticeship

Our Mission

To help businesses & organizations looking for skilled professionals develop work-based training solutions, while creating quality career pathways for job-seekers, through Registered Apprenticeship.
USDOL/OA Key Responsibilities

• Promote Registered Apprenticeship
• Assist businesses & organizations in developing RA programs
• Provide technical assistance to RA Program Sponsors
• Ensure RA program quality is maintained (via periodic QA Assessments & Quality Reviews)
• Ensure safety & welfare of apprentices
• Issue Certificates of Completion to apprentices
USDOL/OA (Missouri) Staff

• **MO State Director** - Neil Perry, perry.neil@dol.gov, (314) 539-2519

• **Apprenticeship & Training Representatives (ATR):**
  - **Stephanie Schmitt** (St. Louis/Cent. MO), schmitt.stephanie@dol.gov, (314) 539-2523
  - **Wade Johnson** (St. Louis/S.E. MO), johnson.wade@dol.gov, (314) 539-2527
  - **Roy Konkey**, (Kansas City/N.E. MO), konkey.roy@dol.gov, (816) 502-9093
  - **Mike Smith**, (Springfield/S.W. MO), smith.michael.d@dol.gov, (417) 831-1693
539,000+ active apprentices in US (44% increase from 2013)

3,000 new RA programs created in US in last 3 years

MO has 400+ RA programs & 13,000+ apprentices

1200+ USDOL apprenticeable occupations

Most apprenticeship programs are 1 to 4 years in duration, depending on the occupation

Average starting salary upon completion of an apprenticeship program = $50,000+/year

For every $1.00 invested in RA, an employer gets back $1.47 due to reduced employee turnover & increased productivity
What is Registered Apprenticeship?

Registered Apprenticeship is an employer-driven, highly-customizable career skills training model - for businesses, non-profit (charitable and faith-based) organizations, secondary and post-secondary educational institutions and government agencies - that combines structured on-the-job training with related classroom instruction, and is provided to apprentice-employees who earn a salary and at least one wage increase during their term of apprenticeship.

- Registered Apprenticeship is a proven solution for businesses to recruit, train, and retain highly skilled workers.

- Apprentices can be new hires – or businesses can select current employees to join the apprenticeship program.
5 Components of Registered Apprenticeship

Adaptable and Flexible

- Employer Involvement
- Structured On-the-Job Learning
- Related Instruction
- Rewards for Skill Gains
- National Occupational Credential

Five Core Components of Registered Apprenticeship
1200+ occupations are available under Registered Apprenticeship, in traditional & emerging career fields such as:

- Construction Trades
- Information Technology
- Health Care
- Transportation & Logistics
- Energy
- Tool & Die Making
- Advanced Manufacturing
- Law Enforcement
- Early Childhood Care
- Restaurant & Hospitality
- Firefighter
- Telecommunications
- Horticulture
- Robotics
- Arborist
- Cosmetology
- Automotive
- Veterinary Technician

Per occupation, an apprentice is evaluated in one of the following ways:

- **Time-based**: the apprentice’s progress is measured by the number of hours spent on the job and in the classroom.

- **Competency-based**: the apprentice’s progress is measured by his or her ability to demonstrate the application of relevant knowledge, skills and abilities.

- **Hybrid**: the apprentice’s progress is measured through a combination of hours spent in the program and competencies demonstrated in the workplace.
Registered Apprenticeship Benefits

For Employers:
- Stable Workforce Pipeline
- Customized Training
- Improved Employee Morale
- More Diverse Workforce
- Enhanced Employee Retention
- Close Skills/Credentials Gap
- May Qualify for Workforce System Funding
- Increased Knowledge Transfer
- More Highly-Skilled Workforce
- Safer Workplace
- Solution to Aging Workforce

For Workers:
- Earn Paycheck from Day 1
- Hands-On Career Training
- Earn College Credit w/o the Debt
- Start Long-Term Career Once Apprenticeship is Complete
- Chance to Stay & Work in Local Area
- Viable Path to Middle Class
- Acquire In-Demand Skills & Certifications
- Earn Nationally-Recognized Credential
Links to Online RA Resources

DOL/OA (Missouri) Apprenticeship Website: http://www.missouriapprenticeship.com

USDOL Website: https://www.dol.gov/featured/apprenticeship

Apprenticeship Community of Practice Blogsite: https://apprenticeshipusa.workforcegps.org/


LEADERs: https://www.dol.gov/apprenticeship/leaders.htm

RA College Consortium: https://doleta.gov/oa/racc.cfm

Veterans: https://www.doleta.gov/OA/veterans.cfm

National Apprenticeship Week 2017
November 13-19, 2017

www.dol.gov/apprenticeship/NAW
Q & A