



# Registered Apprenticeship

Building a Skilled Workforce  
for the 21<sup>st</sup> Century

Building Alaska's Future  
April 30, 2009

# Topics of Discussion

- ✦ Office of Apprenticeship
- ✦ Registered Apprenticeship Model
- ✦ Sponsoring a Program
- ✦ Revised Apprenticeship Regulations



# Office of Apprenticeship (OA)

- Established by the National Apprenticeship Act of 1937 (Fitzgerald Act)
- The purpose of the Fitzgerald Act is to set forth labor standards to safeguard the welfare of apprentices & promote apprenticeship opportunity
- OA is a program office of the Employment & Training Administration of the U.S. Department of Labor

# Functions and Services

- ✦ Registration agency
- ✦ Promotion and expansion of apprenticeship
- ✦ Assist potential sponsors in developing apprenticeship standards
- ✦ Conduct program reviews and quality assessments
- ✦ Coordinates services with employment and training programs
- ✦ Provide on-going technical assistance

# Apprenticeship Framework

- ✦ Time-tested training system
- ✦ Structured on-the-job learning
- ✦ Supervision by qualified mentors
- ✦ Combines related technical instruction
- ✦ Progressive pay scale
- ✦ Adaptable and industry-driven
- ✦ Over 950 apprenticeable occupations

# Benefits for the Employer

- Tailor training to meet specific industry needs
- Transfer of knowledge, skills and expertise to new employees
- Increases pool of highly skilled workers
- Reduces employee turn-over
- Effective recruitment tool
- Provides a systematic, cost-effective form of training
- Develops future leadership

# Benefits for the Apprentice

- Apprenticeship is an “earn while you learn” format, with increasing scale of wages during the training period
- OJT on current technology and equipment, under the guidance of qualified mentors
- Assures proper related technical instruction
- Assures job training & certifications will meet industry standards
- Portable industry credentials
- Linkages to University degree programs

# Benefits for State of Alaska

- ✦ Aligns with and advances the goals of key workforce system initiatives
- ✦ Stabilizes the Alaska Workforce
  - ✦ Learn and train locally
  - ✦ Increase supply of highly skilled Alaskans
  - ✦ Reduce recruitment of out of state workers
  - ✦ Career and business opportunities
  - ✦ Employed apprentices purchase goods, services and homes in Alaska



# Sponsoring an Apprenticeship

## General Criteria:

- Apprenticeship programs are sponsored by individual employers, labor-management groups and employer associations
- Continuity of employment required
- Progressive wage schedule
- Qualified mentors/trainers available
- Related technical instruction
- Regular evaluation and records
- Standards of Apprenticeship approved



# Program Development & Start-up

- ✦ Sponsor Application Form
- ✦ Draft Standards developed
- ✦ Company program procedures developed
- ✦ Recordkeeping system established
- ✦ Standards of Apprenticeship approved
- ✦ Programs with five or more apprentices require uniform selection procedures and affirmative action plan
- ✦ On-going technical assistance provided

# Revised Apprenticeship Regulations

## Title 29 CFR Part 29 - Goals

- ★ Advance the National Apprenticeship System by providing new options and increased flexibility
- ★ Promote Apprenticeship as a critical talent development strategy for today's regional economies
- ★ Strengthen the National Apprenticeship System by providing consistency and continuity across the system
- ★ Establish a consistent framework to promote improved performance outcomes and quality



# Key Changes

- ✦ Provisional Registration
- ✦ Three approaches to completion of apprenticeship
- ✦ Related Instruction
- ✦ Interim Credentials
- ✦ Program Performance Standards

# One-year Provisional Registration

- ☀ Intent is to enhance program quality/assist program sponsors
  - ☀ Reviewed after one year and may either:
  - ☀ Receive full recognition;
  - ☀ Continue in provisional status through first full training cycle, or;
  - ☀ Be recommended for deregistration procedures, if not in operation, or not conforming to regulations

# Additional Pathways to Certification

- ✦ Provides three pathways to certification
  - ✦ Time-based – at least 2,000 hours on-the-job learning (OJL) experience and related technical instruction (RTI)
  - ✦ Competency-based: OJL, RTI, Competencies, Testing and Evaluation
  - ✦ Hybrid: Complete specified minimum hours of OJL and RTI hours to demonstrate competency in the defined subject areas

# Related Technical Instruction

- ✦ Incorporate technology-based learning
  - ✦ Electronic media defined and use is permitted
  - ✦ Traditional methods of delivery remain such as classroom instruction, occupation or industry courses, or instruction approved by Registration Agency
- ✦ Journeyworkers – subject matter experts, exempt from state Department of Education requirements
- ✦ Instructors – training in teaching techniques and adult learning styles

# Interim Credentials

- ☀ New Definition

- ☀ Criteria for developing interim credentials:

- Must clearly identify the interim credential
- Demonstrate how credentials link to components of the apprenticeable occupation
- Establish process for assessing an apprentice's demonstration of competency
- Only issued for recognized components of an apprenticeable occupation
- Must link specifically to the knowledge, skills and abilities associated with the apprenticeable occupation



# Program Performance Standards

- ✦ Focus on program quality and performance
- ✦ Components:
  - ✦ Every program must have at least one registered apprentice
  - ✦ Evaluation of program performance: Quality Assurance Assessment, Completion rates, EEO Compliance Review; DOL approved tools
  - ✦ Definition and use of completion rates: based on national average; cancellation during probationary period does not affect completion rate; technical assistance provided

# Questions and Answers

U.S. Department of Labor  
Office of Apprenticeship  
605 West 4<sup>th</sup> Avenue, Room G30  
Anchorage, AK 99501

- (907) 271-5035
- (907) 271-5024 Fax
- John P. Hakala [hakala.john@dol.gov](mailto:hakala.john@dol.gov)
- Lymus D. Capehart, Jr. [capehart.lymus@dol.gov](mailto:capehart.lymus@dol.gov)