



Office of Apprenticeship

Transforming Registered Apprenticeship Together



Introduction



What is Registered
Apprenticeship?



What is RA??



Registered Apprenticeship

- ✓ Flexible Human Resource Development Model
- ✓ Structured Training
- ✓ Mentoring process for improved performance
- ✓ Predictive Analytics, i.e., Training for Future & Predictive skills
- ✓ Cultural enhancement and development incorporated into the Overall Training Process

Core Components of Registered Apprenticeship



Employer Involvement Is Integral

Employer is the foundation for the RA program and must be directly involved and provider of OJL



Structured On-the-Job Learning with Mentoring

Minimum of 2,000 hours
Structured and Supervised



Related Training and Instruction

144 hours recommended per year
Parallel | Front-loaded | Segmented Options



Rewards for Skill Gains

Increases in skills brings about
increases in earnings



National Occupational Credential

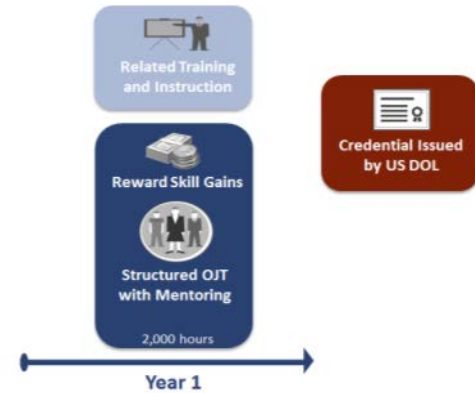
Nationally recognized credential showing job proficiency. Sponsor certifies individual is fully competent for career.

The components of Registered Apprenticeship are flexible and can be mixed-and-matched in different ways to develop solutions that work for businesses and job seekers.

“Traditional” Registered Apprenticeship



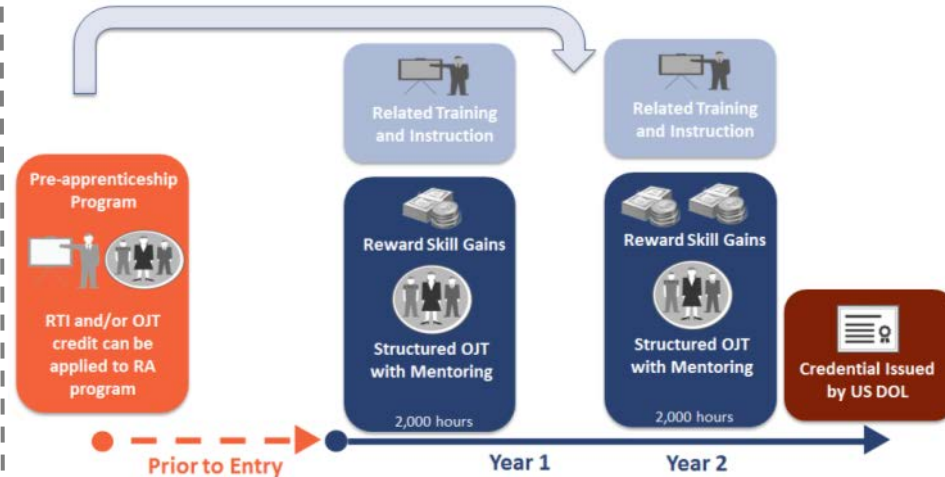
“One-Year” Registered Apprenticeship



“Front-loaded” Registered Apprenticeship



Pre-apprenticeship to Registered Apprenticeship – Direct Entry Model



Key Roles within Registered Apprenticeships

Employers (OJT)

- Must have employer(s)
- Must Drive Program Design / RTI
- Provider of OJT/Work-Based Learning

Sponsors (Intermediaries)

- Responsible for Administering the Program
- Can be Employer, Consortia of Employers, Industry Associations, Joint Labor-Management Organizations, Educational or Training Providers, CBOs, or Other Workforce Intermediaries!

Supportive Services

- Can bring together a range of other entities to complement program design and to support apprentices and industry partners.

Educational (RTI) Provider

- Can be employer/industry based
- Can be Joint Labor-Mgmt Orgs
- Community Colleges
- Others

New Initiatives



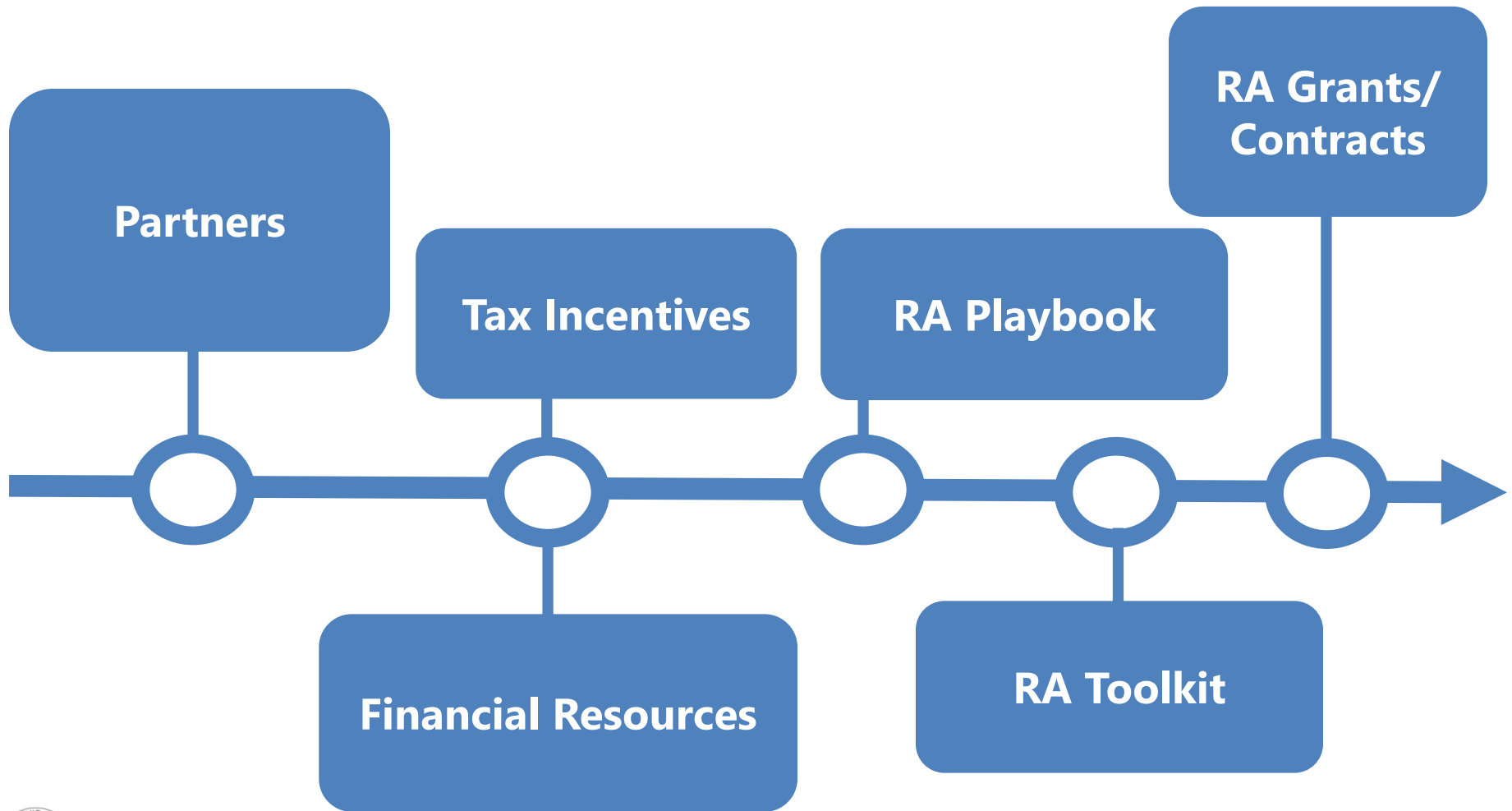
- ✓ Grants/Contracts
- ✓ Technological Improvements within RA system
- ✓ Flexible Approaches to RA
- ✓ Online Registration and Standards Builder

National & Regional Coordination for Apprenticeship programs



- ✓ Structural Improvements in Administration of RA programs
- ✓ Industry involvement at National and local levels
- ✓ National and local partnerships
- ✓ Accelerator & SEA (Sectors of Excellence in Apprenticeship)

Key Incentives and Resources of RA



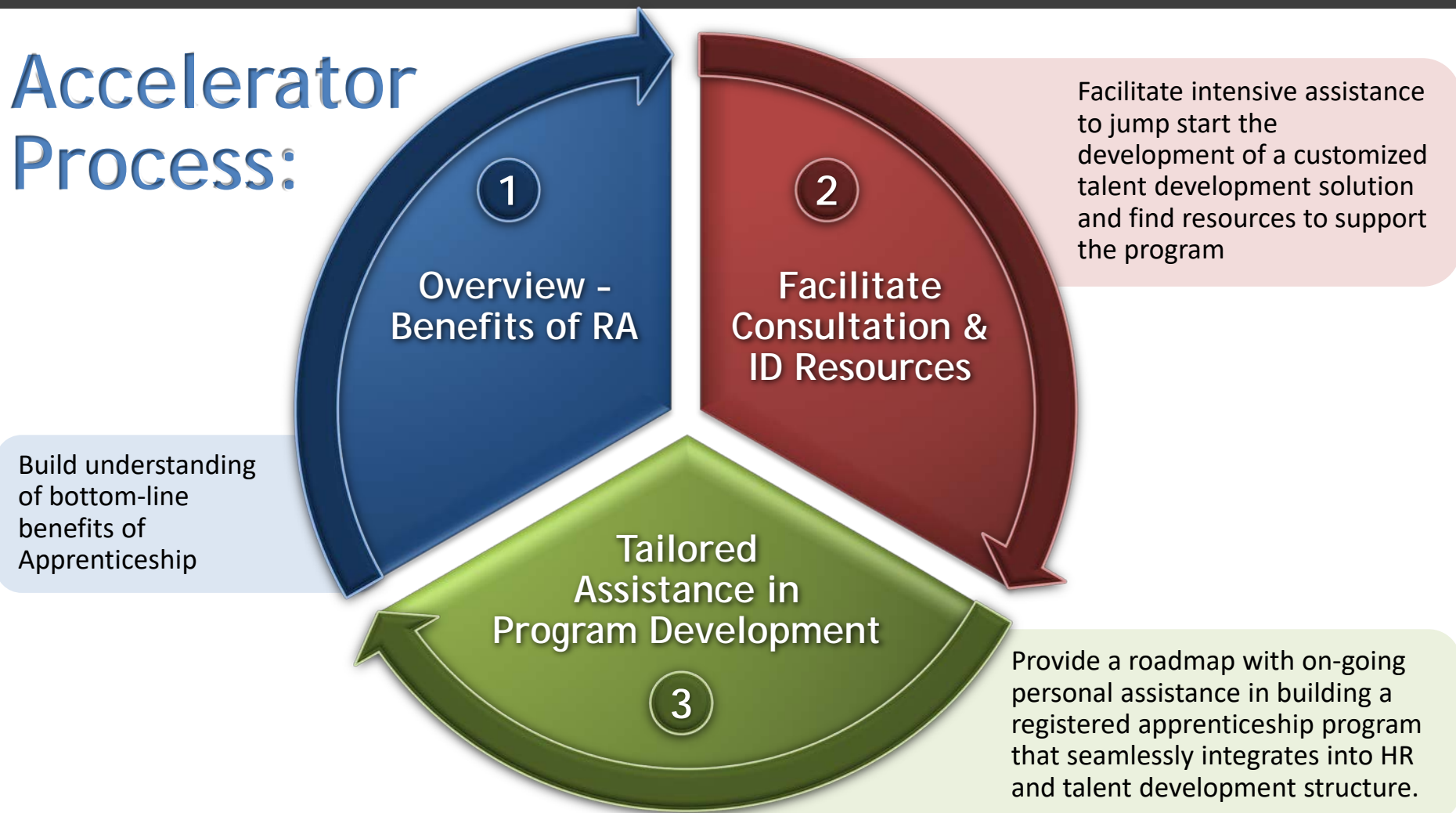
Military

- **Instant recognition of Registered Apprenticeship programs**
- **GI Bill Benefits**
- **Veterans' Skilled Workforce**

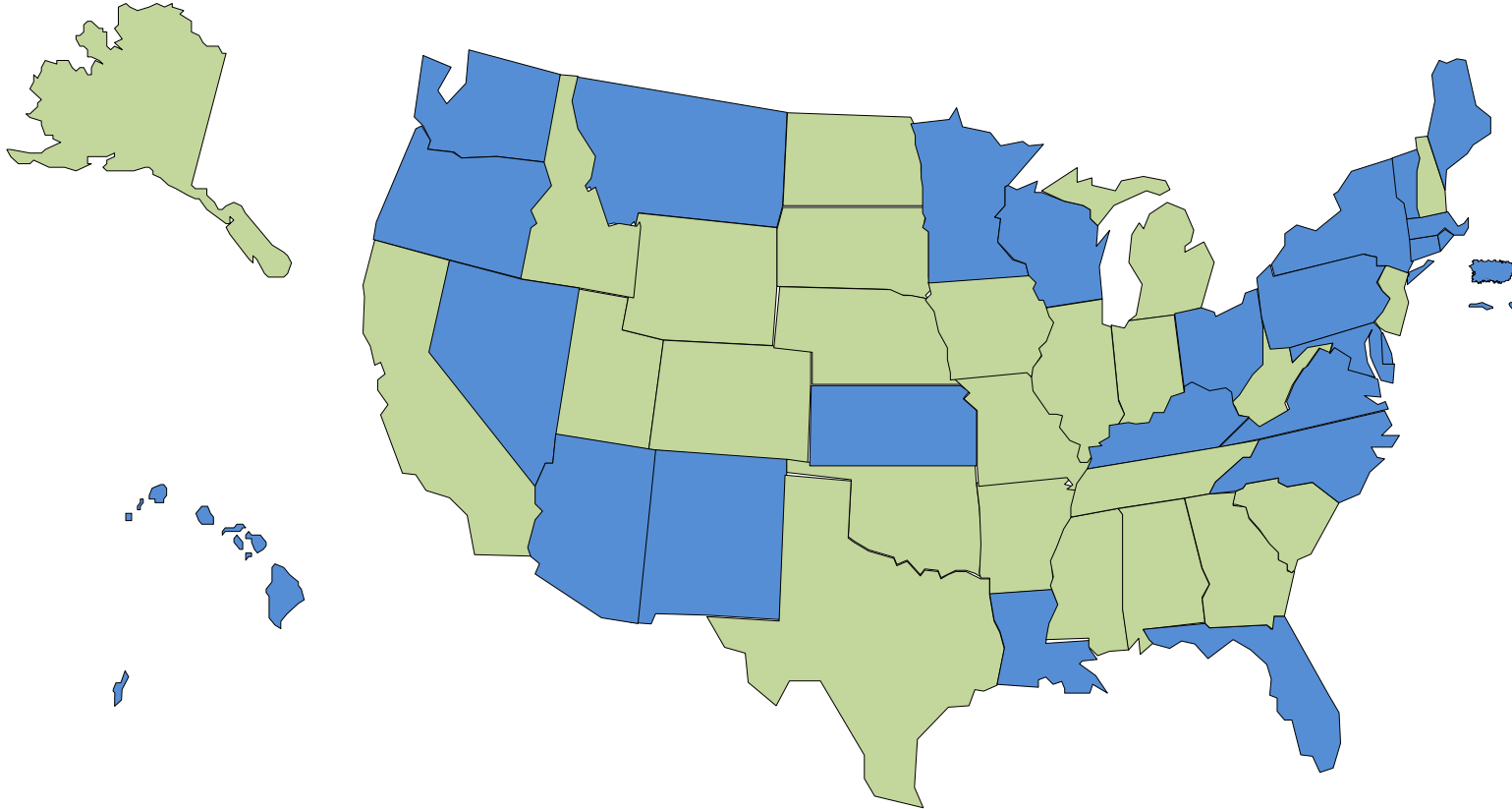


Apprenticeship Accelerator Sessions

Accelerator Process:



Ways to Register Apprenticeship Programs: U.S. Department of Labor and State Apprenticeship Agencies



List of State Directors:
<http://www.doleta.gov/oa/contactlist.cfm>



DOL = 25 (FEDERAL)



SAA = 26 (STATE)

Questions?

Comments?

OA is On the Move

Collaboration

Learning

Innovation



Apprenticeship**USA**

Stephen Sage
Sage.stephen@dol.gov



Apprenticeship**USA**