

OVR Apprenticeship Rollout- Collaboration with L&I Office of Apprenticeship & Training for Pre- & Apprenticeship Training for Students and Adults



Apprenticeship and Training Office:

A guide to Registered Apprenticeship

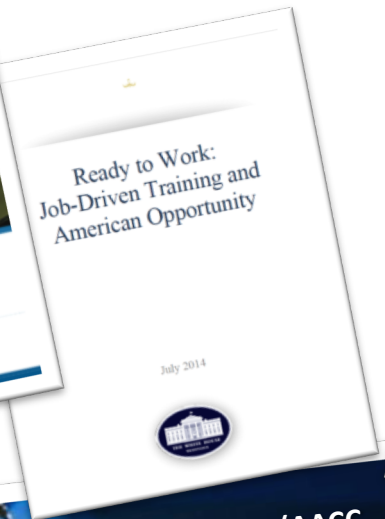
What is Registered Apprenticeship?

- A structured occupational training program that combines on-the-job training and related instruction in which workers learn the practical and conceptual skills required for a skilled occupation, craft or trade.

Apprenticeship and Training Office: What do we want to accomplish?

- Increase the number of Pennsylvania Registered Apprenticeship opportunities
- Educate the uninformed (employers and job seekers) about the benefits of registered apprenticeship.
- Expand apprenticeship into non-traditional occupations.

Registered Apprenticeship has been a growing part of workforce development discussions.



Six interesting facts about Registered Apprenticeship...

6 FACTS OF REGISTERED APPRENTICESHIP

(1 of 6)

1 **FACTS** *about*
Registered **Apprenticeships**

150,000 Employers
AND Labor Management
Organizations **Participate**

JOHN DEERE MERCEDES HARLEY-DAVIDSON BOSCH
GM VOLVO Ford ups
MICHELIN CHRYSLER
GENERAL ELECTRIC Walgreens BLUE CROSS BASF
CVS PEPPERIDGE FARMS ROLLS ROYCE
KIMBERLY CLARKE ROYCE NORTHRUP GRUMMAN
Whirlpool US MINT

6 FACTS OF REGISTERED APPRENTICESHIP

(2 of 6)

2

FACTS about Registered Apprenticeships



There are **400K**



registered *apprenticeships* nationwide



in more than **1,000 occupations**

6 FACTS OF REGISTERED APPRENTICESHIP

(3 of 6)

3

FACTS about Registered Apprenticeships

Apprentices earn an average starting salary of

\$50,000/year

while gaining a credential that is equivalent to a

**2^{or} 4 year
college degree**

What's the average cost to an apprentice for their training?

Nothing.

6 FACTS OF REGISTERED APPRENTICESHIP

(4 of 6)

Apprenticeship is good for business



Helps recruit and develop a highly skilled workforce



Improves productivity and the bottom line



Provides opportunities for tax credits and employee tuition benefits in some states



Reduces turnover costs & increases employee retention



Creates industry-driven and flexible training solutions to meet national and local needs



FACTS about
Registered
Apprenticeships

6 FACTS OF REGISTERED APPRENTICESHIP

(5 of 6)

5 **FACTS** *about* Registered Apprenticeships

Workers who complete
apprenticeship programs earn
\$300,000 more over a lifetime
than their peers who don't.

6 FACTS OF REGISTERED APPRENTICESHIP

(6 of 6)

6

FACTS *about* Registered Apprenticeships

For every dollar spent on apprenticeship, employers get an average of \$1.47 back in increased productivity.

#ApprenticeshipWorks

Steps to Establishing a Program

- Identify an objective and engage the interested parties
- Contact the ATO and/or US DoL Apprenticeship
- Develop Work Processes for the On the Job Training
- Identify Sources for Related Instruction
- Develop Selection Procedure/ Requirements
- Institute Affirmative Action Plan when necessary
- Submit the Program to the reviewing Agency (State or Federal ATO)
- Submit the Program to the Pennsylvania State Apprenticeship and Training Council
- Register Program and Apprentice with PA Apprenticeship and Training Office

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 OJT



Structured On-the-Job Training with Mentoring

Minimum of 2,000 hours Structured and Supervised



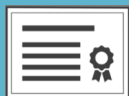
Related Training and Instruction

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.

Each Registered Apprenticeship Program must have...

- **2000 hours of on-the-job training**
 - Most programs last about 4 years, but can range from 1 to 6 years.
- **A minimum of 144 related instruction hours**
 - **Types of Related instruction:**
 - Technical or Academic High Schools
 - Adult Night School
 - Community College
 - Universities
 - Correspondence Courses
 - On-Line Courses

What are the benefits of Registered Apprenticeship: Sponsors?

Benefits for the Sponsor...

- Highly-skilled workforce
- Reduced turnover rate
- More productive employees
- More diverse workforce

What are the benefits of Registered Apprenticeship: Workers?

Benefits for the Workers...

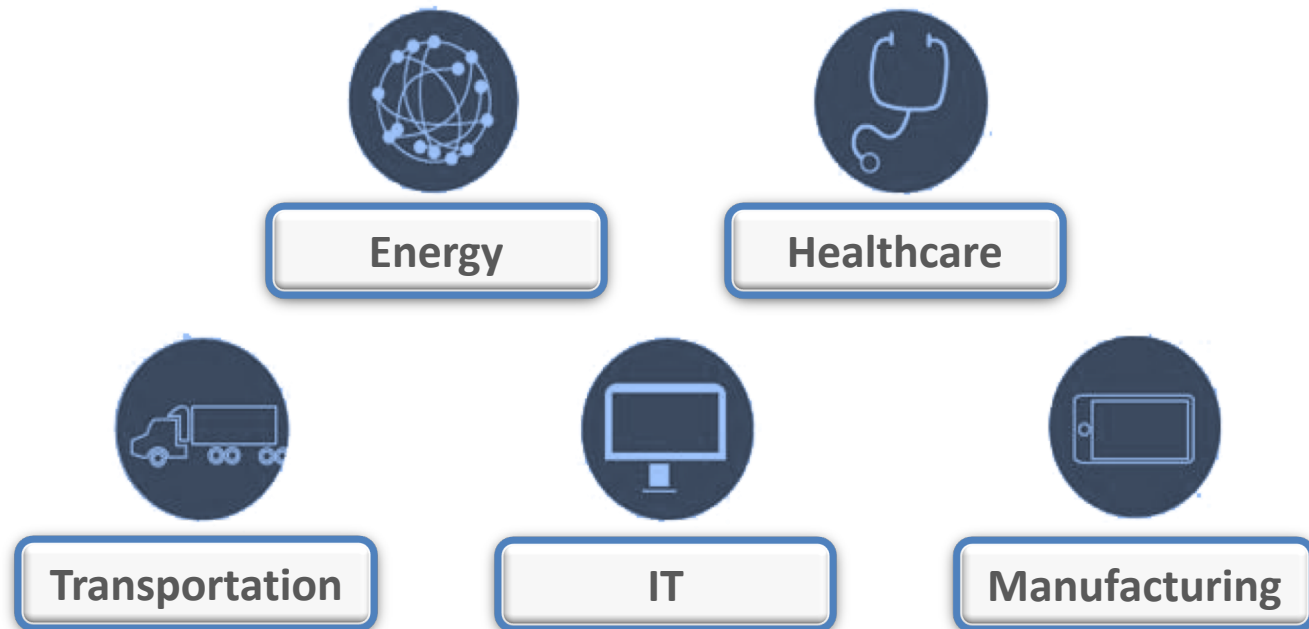
- Increased skills
- Higher wages – a built-in wage increase or step
- National credential - It's portable
- Career advancement – Career pathways

What are employers looking for?

SOFT SKILLS

- Your best abilities are availability and reliability
- Customer service – External and Internal
- A willingness to learn
- How well will you represent their company?

Registered Apprenticeship is



more than only **construction**

EXAMPLES OF OFFICIALLY RECOGNIZED APPRENTICEABLE OCCUPATIONS.....

- BIO-MEDICAL EQUIPMENT TECHNICIAN
- BUTCHER
- CABLE SPLICER
- DAIRY TECHNOLOGIST
- TOOL AND DIE MAKER
- ELECTRICIAN
- CARPENTER
- FLORAL DESIGNER
- GLAZIER
- LABORATORY ASSISTANT
- MACHINIST
- ENGRAVER

Registered Apprenticeship can



work with **multiple** or **single** employers

GROUP MODEL OF REGISTERED APPRENTICESHIP:

- IS A PROGRAM SPONSOR WITH MULTIPLE EMPLOYERS THAT HAVE SIGNED AN AGREEMENT TO USE THE PROGRAM'S STANDARDS
 - EXAMPLES OF SPONSORS
 - COMMUNITY COLLEGES, CAREER AND TECHNICAL CENTERS, MANUFACTURING ASSOCIATIONS, AND REGIONAL COUNCILS
 - BENEFITS TO THE GROUP MODEL
 - LET'S THE EMPLOYERS AND THE TRAINING PROVIDERS DO WHAT THEY DO BEST.

GROUP MODEL OF REGISTERED APPRENTICESHIP

- BENEFITS CONT..
 - ACCREDITATION POSSIBILITIES
 - POOLING OF RESOURCES
- LOCAL WDB AND CAREER LINK INVOLVEMENT
 - FUNDING HELP
 - IDENTIFYING AND SCREENING CANDIDATES
 - JOB GATEWAY TO POST POSITIONS

GROUP MODEL OF REGISTERED APPRENTICESHIP:

- INTEGRATE STRATEGIES TO ADDRESS TALENT GAPS
 - SCREENING TALENT THAT MAY FIT YOUR CURRENT NEEDS
 - INCORPORATE PRE-APPRENTICESHIP PROGRAMS AND COMMUNITY BASED ORGANIZATIONS THAT DEVELOP A PIPELINE OF TALENT

Types of Registered Apprenticeships in Pennsylvania *Right Now!*

- Electricians Local Union 98 (Group Joint)
- Bucks County Community College (Culinary Arts) Group Non-Joint
- Boro Developers (Individual Non-Joint)
- Pa. Department of Corrections SCI- Graterford (Individual Joint)

IN REVIEW....

- APPRENTICESHIP IS A COMBINATION OF ON-THE-JOB TRAINING AND RELATED INSTRUCTION
- APPRENTICESHIP IS BENEFICIAL TO THE EMPLOYER AND EMPLOYEE
- EMPLOYERS ARE LOOKING FOR SOFT SKILLS
- THERE ARE OVER 1000 APPRENTICEABLE OCCUPATIONS

Apprenticeship and Training Office: Contact Information

Contact Information

Eric Ramsay, Director

Apprenticeship and Training Office

651 Boas Street | 12th floor

Harrisburg PA 17121

Email: eramsay@pa.gov

OVR Apprenticeship OJT

After acceptance in a PA registered apprenticeship program reimbursement must adhere to the following process:

- Upon start of Apprenticeship a 30 day 100 % ACT-OJT applies with the case in status 18.
- Upon progression in Apprenticeship from entrance to journeyman, (i.e., mid-point skill level) with a milestone lump sum payment \$1000 to the employer. Case remains in status 18.
- Upon last 30 days of Apprenticeship a 100 % ACT-OJT applies with the case moved into status 20.
- Upon hire into fully integrated competitive closure after 90 days. Case placed in status 26.

Fee and Fund Codes

OJT Fee and Fund codes apply as described below:

- Fee Schedule number and Fund Codes:
 - Fee Schedule Apprenticeship – 59507A
 - Fund Code for BBVS – A FFY 20__ or A.A FFY 20__
 - Fund Code for BVRS – 1 FFY 20__ or 1.1 FFY 20__
- Lump sum mid-point Fee Schedule number and Fund Codes:
 - Fee Schedule Apprenticeship – 59507M
 - Fund Code for BBVS – A FFY 20__ or A.A FFY 20__
 - Fund Code for BVRS – 1 FFY 20__ or 1.1 FFY 20__

FNT Rule?

All provisions in the OJT Policy Memo apply when using ACT-OJT. The Financial Needs Test (FNT) **will not** be applied to the use of any OJT.

CWDS Snapshot: Initial 30 Days



pennsylvania
DEPARTMENT OF LABOR & INDUSTRY

Purchase Order Information

Service Authorization ID: 64765331
 Purchase Order Number: 1280564
 Closed Purchase Order#: _____

MOD Number: _____
 Rolled-Over To Purchase Order#: _____

Purchase Order Date: 12/06/2016
 HGAC

Participant Name: TAYLOR, PRECIOUS D
 Participant ID: 1846054
 Participant Address: 607 W KING ST
 YORK, PA, 17401
 Participant Phone: (717) 848 - 1849
 Participant Fax: _____
 Participant Email: cwds.test@gmail.com
 Case status at Creation: 18
 VR Participant Type: _____

Provider Name: SURTECH INDUSTRIES, INC.
 Legal Name: SURTECH INDUSTRIES, INC.
 Att: _____
 SAP Vendor#: 600000
 Provider Address: 915 BOROM RD,
 YORK, PA, 17404
 Provider Phone: (717) 767 - 6808
 Provider Fax: (717) 764 - 6271

Purchase Order Details

Line Item	Units	Total Invoice/Claim Units	Unit Cost \$	Actual Cost \$	Service Code	Service Name	Effective Date	Amended Date	Cancelled Units	Cancelled Amount \$	Authorized Amount \$	Remaining To Expense \$
1	240.00	0.00	0.00	16.00	59507A	Apprenticeship OJT	11/07/2016		0.00	0.00	3840.00	3840.00

Total: Cancelled Amount \$0.00
 Authorized Amount \$3,840.00
 Remaining To Expense \$3,840.00

Special Instructions

This PO is for payment of initial 30 days of OJT Contract

CWDS Snapshot: Mid-Point Lump Sum



pennsylvania
DEPARTMENT OF LABOR & INDUSTRY

Purchase Order Information

Service Authorization ID: 64765330
 Purchase Order Number: 1280565
 Closed Purchase Order#: _____

MOD Number: _____
 Rolled-Over To Purchase Order#: _____

Purchase Order Date: 12/06/2016
 HGAC

Participant Name: TAYLOR, PRECIOUS D
 Participant ID: 1846054
 Participant Address: 607 W KING ST
 YORK, PA, 17401
 Participant Phone: (717) 848 - 1849
 Participant Fax: _____
 Participant Email: cwds.test@gmail.com
 Case status at Creation: 18
 VR Participant Type: _____

Provider Name: SURTECH INDUSTRIES, INC.
 Legal Name: SURTECH INDUSTRIES, INC.
 Att: _____
 SAP Vendor#: 600000
 Provider Address: 915 BOROM RD,
 YORK, PA, 17404
 Provider Phone: (717) 767 - 6808
 Provider Fax: (717) 764 - 6271

Purchase Order Details

Line Item	Units	Total Invoice/Claim Units	Unit Cost \$	Actual Cost \$	Service Code	Service Name	Effective Date	Amended Date	Cancelled Units	Cancelled Amount \$	Authorized Amount \$	Remaining To Expense \$
1	1.00	0.00	1000.00	1000.00	59507M	Apprenticeship Mid Point Payment	11/07/2016		0.00	0.00	1000.00	1000.00

Total: Cancelled Amount \$0.00
 Authorized Amount \$1,000.00
 Remaining To Expense \$1,000.00

Special Instructions

Mid-point lump sum payment to employer for participant's progression from entrance to journeyman.

CWDS Snapshot: Final 30 Days



pennsylvania
DEPARTMENT OF LABOR & INDUSTRY

Purchase Order Information													
Service Authorization ID: 64765329			Purchase Order Number: 1280566			MOD Number:			Purchase Order Date: 12/06/2016				
Closed Purchase Order#:			Rolled-Over To Purchase Order#:			<input type="checkbox"/> HGAC							
Participant Name: TAYLOR, PRECIOUS D						Provider Name: SURTECH INDUSTRIES, INC.							
Participant ID: 1846054						Legal Name: SURTECH INDUSTRIES, INC.							
Participant Address: 607 W KING ST						Att:							
YORK, PA, 17401						SAP Vendor#: 600000							
Participant Phone: (717) 848 - 1849						Provider Address: 915 BOROM RD,							
Participant Fax:						YORK, PA, 17404							
Participant Email: cwds.test@gmail.com						Provider Phone: (717) 767 - 6808							
Case status at Creation: 18						Provider Fax: (717) 764 - 6271							
VR Participant Type:													
Purchase Order Details													
Line Item	Units	Total Invoice/Claim Units	Unit Cost \$	Actual Cost \$	Service Code	Service Name	Effective Date	Amended Date	Cancelled Units	Cancelled Amount \$	Authorized Amount \$	Remaining To Expense \$	
1	240.00	0.00	0.00	16.00	59507A	Apprenticeship OJT	11/07/2016		0.00	0.00	3840.00	3840.00	
										Total:	Cancelled Amount \$0.00	Authorized Amount \$3,840.00	Remaining To Expense \$3,840.00
Special Instructions													
Payment for final 30 days of OJT Contract.													

Pre-Apprenticeship Planning

- Student must be in Status 02 or above
- **Need to educate parents & school staff**
- **Vo-tech and pre-apprenticeship work experiences can help**
- **HGAC is developing stackable skills and micro credentials**

Apprenticeship Planning

- Western PA Pilot with the Construction Guild
- Eastern Pilot with SEPTA and CVS Health

Apprenticeship Planning-Next Steps

- T-Drive File: Apprenticeship-OVR OJT Initiative File. Information including Frequently Asked Questions (FAQ) document will be added.
- Western (Rob), Central (Jameson) and Eastern (Vondol) Specialists will be available for in-person meeting with District Offices upon request.
- Non piloted Apprenticeships in other districts offices can use model and should connect the employer/sponsor with Eric Ramsey.

Let's Talk!

 **Questions**

 **Discussion**

 **Next Steps**

 **How Can We Help?**