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...
1. Registered Apprenticeships

150,000 Employers and Labor Management Organizations Participate

- Mercedes
- Harley-Davidson
- Boeing
- Volvo
- Ford
- Michelin
- UPS
- Chrysler
- Walgreens
- Blue Cross
- CVS
- General Electric
- BASF
- John Deere
- Pepperidge Farms
- Rolls Royce
- Kimberly Clarke
- Northrup Grumman
- Whirlpool
- US Mint
There are **400K** registered apprenticeships nationwide in more than **1,000 occupations**
What’s the average cost to an apprentice for their training?

Nothing.
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.
Workers who complete apprenticeship programs earn $300,000 more over a lifetime than their peers who don’t.

#ApprenticeshipWorks
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..
  – ACCREDIDATION 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
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__
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**

**Purchase Order Information**

- **Service Authorization ID:** 64765331
- **Purchase Order Number:** 1280564
- **MOD Number:**
- **Purchase Order Date:** 12/06/2016
- **Closed Purchase Order#:**
- **Rolled-Over To Purchase Order#:**
- **HGAC:**

**Participant Information**

- **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 Information**

- **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**

<table>
<thead>
<tr>
<th>Line Item</th>
<th>Units</th>
<th>Total Invoice/Claim Units</th>
<th>Unit Cost $</th>
<th>Actual Cost $</th>
<th>Service Code</th>
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**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

#### Purchase Order Information
- **Service Authorization ID:** 64765330
- **Purchase Order Number:** 1280565
- **Closed Purchase Order #:**
- **MOD Number:**
- **Purchase Order Date:** 12/06/2016
- **Rolled-Over To Purchase Order #:**
- **HGAC**

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#### 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

## 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#:**
- **HGAC**

### Participant Information:
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- **Participant Fax:**
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- **Case status at Creation:** 18
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<td>0.00</td>
<td>3840.00</td>
<td>3840.00</td>
</tr>
</tbody>
</table>

**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.
• 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
• 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?