

APPRENTICESHIP RESOURCES PROFILE



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About the Resource Center



The Resource Center for CareerTech Advancement is a division of the Oklahoma Department of Career and Technology Education, located in Stillwater, Oklahoma. The staff of the Center research educational materials and best practices to disseminate throughout the state CareerTech system. The Resource Center also provides support in identifying curriculum, assessments, professional development and other instructional delivery resources on request.

www.okcareertech.org

OVERVIEW

In the United States, there is no single set of apprenticeship standards that all employers and sponsors in the U.S. must follow when designing their programs.

The Registered Apprenticeship program is administered by the U.S. Department of Labor. In some states a representative of the U.S. Department of Labor works with employers or sponsors to develop and register their programs, while in other states a State Apprenticeship Agency plays this role. In addition, there are state-based youth apprenticeship programs as well as U.S. military apprenticeships.

Source: American Institute for Innovative Apprenticeship, <https://innovativeapprenticeship.org/us-apprenticeships/>

Throughout the history of the United States, apprenticeships have been used as a way to provide workers with specific occupational skills and a deep foundation of applied knowledge. Apprenticeships today are characterized by the “earn and learn” model where workers are paid to work while also receiving education. In the United States, apprenticeships are concentrated in the building trades—carpenters, plumbers, electricians, and so on—and particularly within unions; the Building Trades Unions have more than 1,600 training centers in the United States, with over \$1.3 billion of funding per year. Nearly two-thirds of all registered apprentices in the United States are in the construction industry.

Employers in Europe, especially in Germany and Switzerland, widely use apprenticeships today and have institutionalized apprenticeships into their educational system. While the model of apprenticeship has not permeated U.S. industry or the educational system to the same degree as in Europe, U.S. employers outside of the building trades have begun to adopt the apprenticeship model for hiring and training workers.

Source: U.S. Department of Commerce, The Benefits and Costs of Apprenticeship: A Business Perspective

Registered Apprenticeships

Congress passed the Fitzgerald Act in 1937, authorizing the secretary of labor to “formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices and to cooperate with the States in the promotion of such standards.”

The DOL has since promulgated regulations that established labor standards for apprenticeship programs and that govern equal opportunity employment in apprenticeship programs. The labor standards require sponsors of apprenticeship programs—typically employers, consortia of employers, or unions—to meet certain requirements. Registered Apprenticeship programs must:

- Involve employers
- Offer structured, on-the-job training
- Offer related technical or academic classroom instruction
- Have a progressively increasing schedule of wages—starting at not less than the minimum wage—for the apprentice that is tied to skills mastery
- Award a nationally-portable, nationally-recognized Department of Labor credential upon completion

The Trump administration released an executive order in 2017 authorizing the U.S. Department of Labor (DOL) to move forward with efforts to permit third parties—such as industry groups, trade associations, companies, and other nonprofit and for-profit providers—to certify Registered Apprenticeship programs.

Source: Center for American Progress, <https://www.americanprogress.org/>

NATIONAL RESOURCES

National Occupational Frameworks (NOF)—The U.S. Department of Labor has contracted with the Urban Institute to develop voluntary, consensus-based National Occupational Frameworks (NOFs) to help employers and sponsors develop, and apprenticeship officials evaluate, new apprenticeship programs. Employers, sponsors, expert workers, educators, subject matter experts, trade associations, labor organizations and licensing bodies partnered to develop these NOFs to ensure that they meet the needs of a broad range of companies and organizations and enable industry-wide acceptance of apprenticeship training.

Employers or sponsors who want to register a new apprenticeship program can use the NOFs as a starting point. Although use of the NOFs is not required, a program could get a more rapid review if the frameworks are used, since they have already received support from the employer community. Employers or sponsors may customize their apprenticeship program to meet their unique needs, but at least 80% of the program must align with the NOF in order to qualify for facilitated review. (NOFs may get a more rapid review from the Department of Labor, but not necessarily from state apprenticeship agencies.) Job functions or competencies identified in the NOFs as advanced or optional need not be included in the sponsor's

individual program and do not count against the allowable 20 percent customization.

Although the NOFs are designed to support competency-based programs, they can be adapted to support time-based or hybrid programs.

For more information, see: <https://innovativeapprenticeship.org/us-apprenticeships/>

U.S. Department of Labor—The U.S. Department of Labor maintains an apprenticeship website. The website includes links to profiles of industry apprenticeships in the following industries:

- Advanced Manufacturing
- Construction
- Energy
- Finance & Business
- Healthcare
- Hospitality
- IT
- Telecommunications
- Transport

The website also includes a sponsor database. A YouthBuild Registered Apprenticeship Toolkit on the DOL site aims to strengthen connections between YouthBuild and Registered Apprenticeships in construction. (YouthBuild programs give at-risk youth ages 16-24 the opportunity to transform their lives by earning their GED or high school diploma, learning to be community leaders, and preparing for college and other postsecondary training opportunities.)

For more information, see: <https://www.dol.gov/apprenticeship/>.
For information about apprenticeship opportunities and services for veterans, see: <https://doleta.gov/oa/veterans.cfm>

U.S. Department of Veterans Affairs (VA)—VA educational benefits are available for on-the-job training or apprenticeships. The law provides that VA may pay educational assistance to veterans and other eligible individuals while they pursue approved training programs. Approval may be granted for programs offered at educational institutions as well as formal on the job training provided by employers (private or public).

For more information, see: https://www.benefits.va.gov/gibill/onthejob_apprenticeship.asp

National Fund for Workforce Solutions—The National Fund seeks to expand apprenticeships to non-traditional industries like healthcare, financial services, information technology and hospitality, and to new types of workers like disadvantaged youth and under-employed workers. The goal is to generate a range of new and innovative strategies tailored to specific regions and their growing industries. To reach this goal, the National Fund will provide technical assistance to its regional funder collaboratives and support their individual efforts to expand apprenticeships. The National Fund will evaluate and document successful efforts to spread apprenticeships across its network.

For more information, see: <https://nationalfund.org/initiatives/expanding-apprenticeships/>

Center for Apprenticeship and Work-Based Learning—The Center for Apprenticeship and Work-Based Learning provides expert guidance on how to identify and share effective approaches that work for companies, students, and workers. The Center also plays a role in highlighting innovations that expand opportunities for people of color, women, opportunity youth, people with disabilities, and others who have traditionally been underrepresented in career advancement opportunities and well-paying jobs. The Center's website includes a Resources feature that provides links to reports, blogs, tools and toolkits, success stories, case studies, podcasts, and other resources on apprenticeship.

For more information, see: <https://center4apprenticeship.jff.org/apprenticeship/>

National Association of State and Territorial Apprenticeship Directors (NASTAD)—Members of the Association provide information, share ideas and provide support in problem solving. The NASTAD website lists member contact information, as well as links to state organization members.

For more information, see: <http://www.nastad.us/overview.html>

STATE RESOURCES

Overviews of selected state approaches to apprenticeship training appear below.

OHIO APPRENTICESHIP PROGRAMS		GEORGIA APPRENTICESHIP PROGRAMS (WORK-BASED LEARNING)	
1.	Offers a pre-apprenticeship program.	1.	Uses a Program Deliver Team in several areas to provide resources in business and industry accreditation.
2.	Program is contextualized learning in a specific career area or skilled occupation to prepare student for post-secondary or advanced placement with registered apprenticeship program.	2.	Gives a brief overview of the apprenticeship programs for each career cluster.
3.	Apprentice receives on-the-job training from fully-trained individual and mentors can become better employees.	3.	http://www.gadoe.org/Curriculum-Instruction-and-Assessment/CTAE/Pages/Youth-Apprenticeship-Program.aspx
4.	Also ensures employees qualify to take journey level licensing exams.		
5.	Gives students understanding of occupation and entry level skills necessary for occupation.		

**OHIO
APPRENTICESHIP PROGRAMS**

**GEORGIA
APPRENTICESHIP PROGRAMS
(WORK-BASED LEARNING)**

6.	Pre-apprenticeship program can provide classroom training and hands-on labs to apprenticeship program. - Can also include paid work experience. - Set up with close collaboration b/w schools and a Registered Apprenticeship company/sponsor		
7.	Registered apprenticeship programs are sponsored by an employer or a labor union.		
8.	http://education.ohio.gov/Topics/Career-Tech/Apprenticeships-and-Internships		

**PENNSYLVANIA
APPRENTICESHIP PROGRAMS**

**DELAWARE
APPRENTICESHIP PROGRAMS**

1.	Recently established new apprenticeship program — https://www.governor.pa.gov/pennsylvania-establishes-new-apprenticeship-program/	1.	Apprenticeships are registered through the state and are paid.
2.	Program is through the Department of Community and Economic Development; aids in closing skills gaps in the workplace.	2.	The Department of Labor manages and maintains compliance with the Federal Apprenticeship Act of 1937.

PENNSYLVANIA APPRENTICESHIP PROGRAMS		DELAWARE APPRENTICESHIP PROGRAMS	
3.	Apprenticeships must be registered with the Pennsylvania Department of Labor and Industry's Apprenticeship and Training Office.	3.	Apprentices must be at least 16 years of age and enters into a written Apprenticeship Indenture Agreement with a registered apprenticeship sponsor.
		4.	Training must be coordinated with related technical instruction.
		5.	https://det.delawareworks.com/apprenticeship-and-training.php

The National Center for Innovation in Career and Technical Education reviewed the programmatic, administrative, and financial policies that six states—Connecticut, Florida, Kentucky, North Carolina, Rhode Island, and Washington—have developed to link CTE and registered apprenticeship programs. A free report is available to download at: <http://ctecenter.ed.gov/reports/apprenticeships>.

The Center for American Progress published the issue brief, *How States Are Expanding Apprenticeship* (February 2016). The brief highlights four state strategies to grow apprenticeships:

- directing state funds to establish new and grow existing programs, as Iowa, Connecticut, and California have done;
- convening partnerships to develop high-quality, effective programs that address the workforce needs of the state, as Minnesota has done;
- building a talent pipeline through pre-apprenticeship and youth apprenticeship, as Kentucky and Wisconsin have done; and

- establishing a comprehensive plan to integrate apprenticeship as part of a state's broader workforce strategy, as South Carolina has done.

The brief is available to download at: <https://www.americanprogress.org/issues/economy/reports/2016/02/09/130750/how-states-are-expanding-apprenticeship/>.

Directory of State Organizations

The U.S. Department of Labor also maintains a list of state apprenticeship websites at: <https://www.doleta.gov/oa/stateoffices.cfm>. Selected state contacts appear below:

ApprenticeOhio
<http://apprentice.ohio.gov/index.stm>

Apprenticeship (South) Carolina
<http://www.apprenticeshipcarolina.com/index.html>

Florida Department of Education—Apprenticeship Programs
<http://www.fldoe.org/academics/career-adult-edu/apprenticeship-programs/>

Massachusetts Division of Apprentice Standards
<https://www.mass.gov/orgs/division-of-apprentice-standards>

Michigan Talent Investment Agency—Workforce Development
<http://www.michigan.gov/wda/>

New York State Department of Labor—Apprenticeship
<https://www.labor.ny.gov/apprenticeship/appindex.shtml>

Oregon State Apprenticeship & Training Council
http://www.oregon.gov/boli/ATD/pages/a_council.aspx

Texas Workforce Commission—Apprenticeship Training Program
<http://www.twc.state.tx.us/programs/apprenticeship-program-overview>

Washington State Department of Labor & Industries—
Apprenticeship
<http://www.lni.wa.gov/tradeslicensing/apprenticeship/>

Wisconsin Department of Workforce Development—Youth
Apprenticeship
<https://dwd.wisconsin.gov/youthapprenticeship/>

APPRENTICE

INDUSTRY RESOURCES

Aerospace Joint Apprenticeship Committee (AJAC)— Washington State funded the creation of the Aerospace Joint Apprenticeship Committee (AJAC) in 2008. AJAC is a statewide, nonprofit 501(c)(3) aerospace and advanced manufacturing registered apprenticeship program. AJAC and its advisory committee of employers and employees have developed and implemented the following registered apprenticeship programs based on employer and industry need:

- Machinist (aircraft-oriented)
- Precision Metal Fabricator
- Tool and Die Maker
- Industrial Maintenance Technician
- Plastic Process Technician
- Production Technician (Youth)
- Industrial Manufacturing Technician

For more information, see: <https://www.ajactraining.org/>.

American Culinary Federation—The American Culinary Federation provides extensive information about apprenticeships on its website. The website describes apprenticeship models for both chapter and corporate programs.

For more information, see: <http://www.acfchefs.org/ACF/Education/Apprenticeship/ACF/Education/Apprenticeship/>.

Health Careers Pathway Initiative—In 2016, the Advisory Board Company and Hope Street Group partnered to launch the Health Careers Pathway Initiative. As part of the initiative, Advisory Board led a task force charged with identifying specific needs and best practices to improve health career pathways.

For more information, see: <https://www.advisory.com/research/hr-advancement-center/studies/2016/health-career-pathways> and <http://hopestreetgroup.org/impact/jobs/hcpr/#top>.

National Restaurant Association and American Hotel & Lodging Association—Both national organizations maintain an apprenticeship website. Resources include an apprenticeship toolkit.

For more information, see: <https://chooserestaurants.org/apprenticeship>.

Manufacturing Institute—The Manufacturing Institute published The Apprenticeship Playbook in collaboration with Alcoa, Dow, and Siemens. The Playbook explains the apprenticeship model and helps employers choose between registered and unregistered approaches.

For more information, see: <http://www.themanufacturinginstitute.org/>.

NCCER Build Your Future—Build Your Future “aims to be the catalyst for recruiting the next generation of craft professionals. We provide a collaborative grassroots approach to construction workforce forecasting and development that includes recruitment, training, placement, retention and image enhancement strategies.”

For more information, see: <http://www.byf.org/>.

NIMS—The National Institute for Metalworking Skills (NIMS) maintains an apprenticeship website. The website includes apprenticeship readiness assessments for employers and for education providers.

For more information, see: <https://www.nims-skills.org/apprenticeship>.

APPRENTICE

EDUCATION AND IMPLEMENTATION RESOURCES

TITLE	ApprenticeshipUSA Toolkit
SOURCE	U.S. Department of Labor
LOCATION	https://www.dol.gov/apprenticeship/toolkit.htm
DETAIL	<p>The online toolkit has these components:</p> <p>LEARN—Resources to introduce you to apprenticeship and its benefits for employers, workers, and the workforce system. Module contents include:</p> <ul style="list-style-type: none">• Introduction to Registered Apprenticeship Online Training• Apprenticeship Frequently Asked Questions• WIOA: Advancing Apprenticeship as a Workforce Strategy• Additional Resources <p>BUILD—Tools to help you build strong partnerships and plan apprenticeship strategies. Module contents include:</p> <ul style="list-style-type: none">• Apprenticeship Assessment and Planning Tool• Find Apprenticeship Partners in Your Area• Pathways for Women into High-Wage Careers• Additional Resources <p>IMPLEMENT—Resources to help you fully integrate apprenticeship into your workforce system. Module contents include:</p> <ul style="list-style-type: none">• Service Delivery Resources• Guide for Business Services Representatives• Register an Apprenticeship Program• Additional Resources

TITLE	<i>Apprenticeship in Brief: A Discussion Paper</i>
SOURCE	Nestlé USA and Committee for Economic Development
LOCATION	https://www.ced.org/reports/apprenticeship-in-brief
DETAIL	The Nestlé USA corporation commissioned this paper from the Committee for Economic Development (CED) of The Conference Board to gain a better understanding of implementation in the United States. CED conducted a series of interviews with national experts and diverse stakeholders (employers, community colleges, unions, and intermediaries) currently supporting apprenticeship programs to learn more about the potential of this training model, key elements of success, barriers, and lessons learned.

TITLE	<i>Apprenticeship Playbook</i>
SOURCE	Manufacturing Institute
LOCATION	http://www.themanufacturinginstitute.org/Skills-Certification/Apprenticeships/Apprenticeships.aspx
DETAIL	"The Apprenticeship Playbook, the product of a collaboration including Alcoa, Dow, and Siemens, has everything you need to understand the apprenticeship model, choose from registered and unregistered approaches, and get started!" Free to download.

TITLE	Apprenticeship Community of Practice
SOURCE	WorkforceGPS
LOCATION	https://apprenticeshipusa.workforcegps.org/resources/2017/08/11/17/33/Resource
DETAIL	<p>Industry-specific tools, successful program examples, and other resources that can be used to help start and expand Registered Apprenticeship programs in each sector:</p> <ul style="list-style-type: none"> • Advanced Manufacturing • Construction • Energy • Financial Services • Healthcare • Hospitality • IT • Transportation, Distribution & Logistics

TITLE	<i>The Federal Resources Playbook for Registered Apprenticeship</i>
SOURCE	U.S. Department of Labor, Employment and Training Administration
LOCATION	https://www.doleta.gov/oa/federalresources/playbook.pdf
DETAIL	<p>“Federal workforce and education funds can help many businesses undertake new investments in apprenticeship, encourage more employers to provide high skilled training opportunities for apprentices, and assist educators and intermediaries in strengthening the tie between training and employment through apprenticeship. The Resources Playbook provides information for companies, employers, labor, apprenticeship sponsors, educators, workforce professionals, intermediaries and community-based organizations on using Federal funds and resources to support registered apprenticeship.” Free to download</p>

TITLE	<i>Manufacturing and Registered Apprenticeship: A Toolkit</i>
SOURCE	AFL-CIO Working for America Institute and ApprenticeshipUSA
LOCATION	https://www.expandapprenticeship.org/system/files/wai_apprenticeship_toolkit_june17.pdf
DETAIL	Registered Apprenticeship; Career Pathways in Manufacturing; Joint Labor-Management Partnerships; Apprenticeship Preparation and Pre-Apprenticeship Programs.

TITLE	<i>The Benefits and Costs of Apprenticeships: A Business Perspective</i>
SOURCE	U.S. Department of Commerce and Case Western University
LOCATION	http://www.esa.gov/reports/benefits-and-costs-apprenticeships-business-perspective
DETAIL	This report harnesses the stories of 13 businesses and intermediaries that shared their experiences with apprenticeships. Through a careful analysis of their programs, it makes the case for apprenticeship from the business perspective.

TITLE	<i>Apprenticeship Guide</i>
SOURCE	Federal Reserve Bank of Philadelphia
LOCATION	https://www.philadelphiafed.org/community-development/publications/special-reports/apprenticeship-guide
DETAIL	This guide explains how apprenticeships work; discusses trends, successes, and challenges in U.S. apprenticeships; provides case studies of five long-term apprenticeship programs; profiles new and noteworthy programs; and includes contacts and resources.

TITLE	"Building Partnerships for Apprenticeship Strategies"
SOURCE	U.S. Department of Labor, Employment and Training Administration
LOCATION	https://www.dol.gov/apprenticeship/docs/Partner_Roles_Infographic_20150616.pdf
DETAIL	Infographic that illustrates four variations of partnership models for apprenticeships.

TITLE	<i>Understanding On-The-Job Training and Apprenticeship Approval: An Informational Guide for Employers and Sponsors</i>
SOURCE	U.S. Department of Veterans Affairs
LOCATION	https://www.benefits.va.gov/gjbill/onthejob_apprenticeship.asp
DETAIL	Guide includes: Conditions Prior to Approval (VA), Approval of Programs (VA), Registering Your Program (DOL), Registered Apprenticeship Sponsors, and Employer Responsibility.

RELATED RESOURCES

Rethinking Credential Requirements in Early Education, New America Policy Paper

<https://www.newamerica.org/education-policy/policy-papers/rethinking-credential-requirements-early-education/>

Gold Standard: The Swiss Vocational Education and Training System (March 2015), Center on International Education Benchmarking
<http://ncee.org/wp-content/uploads/2015/03/SWISSVETMarch11.pdf>

Room to Grow: Identifying New Frontiers for Apprenticeships
(November 2017), Burning Glass Technologies and Harvard
Business School
[http://www.hbs.edu/managing-the-future-of-work/Documents/
room-to-grow.pdf](http://www.hbs.edu/managing-the-future-of-work/Documents/room-to-grow.pdf)

“Apprenticeship Programs and CTE: An Untapped Opportunity”
(blog post), Texas Education Agency, October 27, 2010
[http://cte-unt.blogspot.com/2010/10/apprenticeship-programs-
and-cte.html](http://cte-unt.blogspot.com/2010/10/apprenticeship-programs-and-cte.html)

Apprenticeship Statistics, U.S. Department of Labor
https://www.doleta.gov/oa/data_statistics.cfm

My Next Move—Careers with Registered Apprenticeship (table)
<https://www.mynextmove.org/vets/find/apprenticeship>

Center for American Progress articles

<https://www.americanprogress.org/>

Innovations in Apprenticeship (2014)

State Policies That Could Promote Apprenticeship (2014)

How States are Expanding Apprenticeship (2016)

Now Is the Time to Invest in Apprenticeships (2016)

NCCER Build Your Future videos

<http://www.byf.org/resources/videos/>

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