



NOT YOUR GRANDFATHER'S APPRENTICESHIP:

**HIGH QUALITY REGISTERED
APPRENTICESHIPS -- A GROWING PRACTICE
IN STATE & LOCAL AREAS**

JFF's Center for Apprenticeship and Work-Based Learning

PRESENTED BY

Eric Seleznow, JFF, Senior Advisor and Founder
Center for Apprenticeship and Work-Based Learning

November 17, 2021

THE LABOR MARKET IS TIGHTENING, YET...

Employers still struggle to find workers with the skills they need

Young people and adult workers cannot always afford the costs of post secondary education

Rapid changes in technology in the workplace will continue to impact both employers and workers

Our nation continues to struggle with a deep misalignment between what the workforce needs and how young people are prepared for careers

Apprenticeship and WBL are effective ways to prepare and move people into high-paying jobs and careers paths while helping employers meet their needs for skilled workers.




5 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**

APPRENTICESHIP

QUALITY, RIGOR, STANDARDS



Paid Job

- Apprenticeships are jobs! Apprentices earn a competitive wage from their employers during training.



Work-Based Learning

- Programs provide structured on-the-job learning to prepare for a successful career.



Classroom Learning

- Apprentices are provided classroom instruction on the critical aspects of their careers.



Mentorship

- Apprentices receive on-the-job learning under the instruction of an experienced mentor.



Credentials

- Apprentices earn a portable, nationally-recognized credential within the industry.



BEING “REGISTERED” MAKES A DIFFERENCE

- High-quality and safe working conditions.
- Rigorous standards set by industry.
- Veterans may use GI Bill benefits.
- Automatic designation as an eligible training provider under WIOA.

APPRENTICESHIP
PARTNERSHIPS MATTER
4 KEY ROLES

**EMPLOYERS
(EMPLOYMENT)**

Must have employer(s)

New hires and
incumbents

Must drive program
design / RTI

Provider of OJL / Work-
Based Learning

**SPONSORS
(ADMINISTRATORS)**

Responsible for
administrating

Can be an employer, a
consortia of employers,
industry associations, joint
labor-management
organizations, educational
or training providers, CBOs,
or other workforce
intermediaries

**EDUCATIONAL PROVIDER
(RTI)**

Can be employer /
industry based

Can be joint labor-
management orgs

Community colleges

Others (nonprofits)

**PUBLIC WORKFORCE
SYSTEM**

Provide basic skills / pre-
apprenticeship

Provide training funds
(OJT contracts, ITAs,
customized training)

Provide support services



Federal Funding?

- The Federal Government has invested almost \$1 billion in Apprenticeships since 2015
- Infrastructure Funding
- National Apprenticeship Act
- Congressional Appropriation up to \$285m this year
- More federal funding en route