



A Detailed Introduction to Registered Apprenticeship Training Programs



Agenda

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Introduction

- Registered Apprenticeship (RA) is a combination of on-the-job training and related classroom instruction provided under the supervision of a journey-level craft person or trade professional.
- On a macro scale, RA is a partnership between the apprentice, business community, employers, and the government that prepares American workers to compete in the global twenty-first century economy.



The Basics

- Involves manual, mechanical, or technical skills and knowledge.
- Minimum of 2,000 on-the-job training hours (annually)
- 144 hours of related classroom instruction (annually)
- Programs generally last from two to five years
- Open to anyone 16 or older; 18 for hazardous jobs
- Upon completion, an industry issued, nationally recognized credential is awarded.
- Nearly 16,000 employers sponsor RA training programs in over 1,100 occupations.
- Soldiers can collect monthly GI Bill benefit payments while employed full-time as apprentices.



Historical Overview (1 of 7)

- Early beginnings
 - 4,000 years ago, the Babylonian Code of Hammurabi provided that artisans teach their crafts to youth.
 - Records of Egypt, Greece, and Rome reveal that skills were passed in a similar fashion.
 - When youth achieved the status of craft workers, they became important members of society.



Historical Overview (2 of 7)

- Concept of “indenture”
 - Imported from England and European countries
 - A system of master-apprentice relationships
 - Indentions of notches torn in duplicate copies of apprenticeship forms; uneven edge retained by apprentice matched the master’s form.
 - Master and parent or guardian signed forms; most apprentices were 14 or younger.



Historical Overview (3 of 7)

- Apprenticeship and the Industrial Revolution
 - The apprenticeship system was revolutionized to apply to the new machine age.
 - No longer did apprentice live with the “master”
 - Compensation changed to payment of wages
 - Apprenticeship expanded to growing industries, but the great majority of apprentices still came from abroad.



Historical Overview (4 of 7)

- First apprenticeship legislation in the U.S.
 - Enacted in Wisconsin in 1911 to promote an organized system of apprenticeship.
 - Placed apprenticeship under jurisdiction of an industrial commission.
 - Required all apprentices to attend classroom instruction five hours a week.
 - In 1920s, a concerted effort launched to bring about a national uniform apprenticeship system.
 - In 1934, Sec. of Labor appointed Federal Committee on Apprenticeship as policy-recommending body.



Historical Overview (5 of 7)

- National apprenticeship law enacted
 - In 1937, Congress passed the National Apprenticeship Act (50 Stat. 664; 29 U.S.C. 50); commonly referred to as the Fitzgerald Act.
 - Enacted “to promote the furtherance of labor standards of apprenticeship.”
 - Subsequent amendments to Act include:
 - Sec. 50. Promotion of labor standards of apprenticeship
 - Sec. 50a. Publication of information; national advisory committees
 - Sec. 50b. Appointment of employees



Historical Overview (6 of 7)

- Modern Apprenticeship Programs
 - The U.S. Dept. of Labor, Office of Apprenticeship (OA) serves as national administrative agency to carry out objectives of the 1937 law.
 - OA works closely with employer and labor groups, vocational schools, state apprenticeship agencies, and others.
 - OA field representatives work in all 50 states.
 - Functions are advisory and promotional; it does not conduct training programs.



Historical Overview (7 of 7)

- Apprenticeship today
 - 75th anniversary celebrated in 2012
 - U.S. need for skilled workers is increasing due to greater global competition.
 - Revised regulations issued in 2008 to increase program flexibility to better serve apprentices and employers.
 - 24,000 RA training programs
 - 375,000 apprentices
 - 164,000 new apprentices in 2013



Apprenticeable Occupations

- An apprenticeable occupation is defined as a skilled trade or craft, which has been recognized by the U.S. Department of Labor, Employment and Training Administration (ETA), Office of Apprenticeship (OA) and meets applicable local criteria.
- A list of over 1,100 occupations can be found at: <http://www.doleta.gov/OA/occupations.cfm>



Key Industry Sectors

- Aerospace
- Biotechnology
- Construction
- Energy
- Geospatial
- Healthcare
- Information and Communications Technology
- Advanced Manufacturing
- Transportation and Logistics



Industry Talent Challenges

- The following three are common to all industries:
 - Aging Workforce
 - Skilled Baby Boomer retiring; pipeline of young workers too small to meet needs for next 5-10 years.
 - Lack of Industry Knowledge
 - Lack of depth and breadth of industry knowledge possessed by new candidates; deficits in soft skills.
 - Worker Retention
 - RA industries assume greater risk because of level of investment in apprentice training.



Identifying Programs

- Approximately 16,000 employers nationwide sponsor RA training programs. To identify these programs, visit <http://www.mynextmove.org/vets/>. Search for jobs and look for the RA logo.
- To identify RA training programs that are approved for the use of GI Bill benefits use the “Weams Institution Search” function on the U.S. Department of Veterans Affairs website, which can be found at: <http://inquiry.vba.va.gov/weamspub/buildSearchInstitutionCriteria.do>
 - Search by job title or by state/territory



21st Century Vision

- Vision
 - RA system will be central to meeting the nation's workforce development challenges; raising productivity and increasing international competitiveness.
- Goals
 - Increasing number of businesses and additional industries will use and reap the advantages of quality RA programs.
 - Americans will seek and find RA as a valuable post-secondary pathway to a rewarding career.
 - Diverse populations in the U.S. workforce will have access to growing opportunities in RA.
 - Public policy will increasingly reflect the power and value of RA to address economic and workforce development challenges.



Closing

- Traditional college programs will remain an important component of success.
- We must ensure Soldiers understand the many benefits of RA training programs.
- They are positioned well for success in these hands-on, on-the-job training programs.
- GI Bill benefit use provides a significant incentive to seek out and complete RA training programs.



Links

- U.S. Department of Labor, Office of Apprenticeship
 - <http://www.doleta.gov/oa/>
- Workforce³One, Registered Apprenticeship
 - <https://21stcenturyapprenticeship.workforce3one.org>
- National Association of State Approving Agencies
 - <http://www.nasaa-vetseducation.com>
- Center for American Progress, *Innovations in Apprenticeship* (5 Case Studies)
 - <https://www.americanprogress.org/issues/economy/report/2014/09/25/97772/innovations-in-apprenticeship/>



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