



Apprenticeship 101

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YOUNG INVINCIBLES

A national nonprofit organization committed to elevating the voices of young adults in the political process and expanding *economic opportunity* for 18-34 year-olds.



Chicago Jobs Council **moves people out of poverty** through employment using on-the-ground expertise, advocacy, and capacity-building.

Agenda

- Apprenticeships: Why Now?
- Apprenticeship Models
 - Defined
- Career Pathways
- Guest Speaker
- CBOs' Roles in
 - Apprenticeship and Best Practices
- Next Steps



What's your agency's **superpower in**
workforce development and/or with
the populations that you serve?

Apprenticeship



Apprenticeship: Why Now?

Growing Momentum for Apprenticeship

- There is a “**middle skills gap**” in employment in Illinois.
 - 53% of jobs require more than high school but less than college education – Only 42% of the workforce is trained to that level.
- “Silver tsunami”
- Persistently high unemployment rates for youth and people of color in Illinois
- Apprenticeships lead to **good outcomes**.
 - 91% retain employment with their registered placement
 - Average median salary of \$50,000

-President Trump



National Apprenticeship Fast Facts

- Over 402,000 apprentices hired nationwide since 2017
- Task Force on Apprenticeship Expansion
- \$150 million increase in funding opportunities [2018]
- Industry-Recognized Apprenticeship Program (IRAP)

Illinois Apprenticeship Landscape



**-Governor-Elect
JB Pritzker**

Defining Apprenticeship

An **employer-driven**, “**learn while you earn**” model that combines structured **on-the-job training (OJT)** with **job-related instruction** in curricula tied to the attainment of **industry-recognized skills** standards and leading to an **industry credential**. The OJT is provided by the **employer**, who **hires** the apprentice at the commencement of the program and **pays** the participant during the program.

-Illinois Career Pathways Dictionary

Who Starts the Apprenticeship Program?

SPONSOR

Illinois Apprenticeship Plus



- Illinois' framework for defining apprenticeships
- Consists of four models
 - Each model prepares pools of employees to address a singular business' or industry's talent demands

Pre-Apprenticeship

Registered Apprenticeship

Non-Registered Apprenticeship

Youth Apprenticeship

Registered and Non-Registered Apprenticeship

Registered Apprenticeship

An apprenticeship registered with the U.S. Department of Labor meeting the standards defined by USDOL, which includes the **five required components**: 1) Business Involvement; 2) Structured On-the-Job Training; 3) Related Instruction; 4) Industry Credentials; and 5) Rewards for Skill Gains.

Source: Illinois Career Pathways Dictionary

Component 1: Business Involvement

Employer should heavily influence:

- Curriculum
- On-the-job training
 - Mentorship
- Expectations of apprentice skill/behaviors
- Advancement to increasing levels of competency
- Tools offered to apprentices
- Wages paid to apprentice

Component 2: On-the-Job (OJT) Training

Best Practices:

- Management commitment
- Based on identified company needs & equipment
- Follows a specific rotational schedule
- Mentor delivers OJT
- Usually at least 2,000 hours of OJT/year

EARN

*Source: Aerospace Joint Apprenticeship
Committee*

Component 3: Related Technical Instruction (RTI)

Defined As:

- Industry-influenced curriculum
- Complements the OJT
- Potential RTI providers:
 - Educational institution
 - Employer
 - Workforce intermediary
 - Community-based organization
- Minimum 144 hours of RTI/year

LEARN

Component 4: Nationally-Recognized Industry Credential

Defined as:

A work-related credential, certification, or license that:

1. Verifies, through a valid assessment, an individual's qualifications or competence in a specific skill set related to an industry or occupation;
2. Is issued by an industry-related organization or state licensing body with the relevant authority to issue such credentials; and
3. Is broadly sought or accepted by employers as a recognized, preferred, or required credential for recruitment, screening, hiring, retention, or advancement purposes.

Source: Illinois Career Pathways Dictionary

Component 5: Scalable Wages



Registered & Non-Registered Apprenticeship Examples

Registered



Non-Registered



Registered vs Non-registered Apprenticeship

Registered

- Employer Involvement
- Structured On-the-Job Training
- Related Training and Instruction
- Progressive Wage Increase with Skill Gains
- Nationally Recognized Credential
- **Registered with the Department of Labor**

Non-Registered

- Employer Involvement
- Structured On-the-Job Training
- Related Training and Instruction
- Progressive Wage Increase with Skill Gains
- Nationally Recognized Credential

Dept. of Labor Registration Process

Process:



Benefits:

- Ensures quality (program must meet state and/or federal quality standards)
- Receive technical assistance and support
- Federal resources

Apprenticeship vs. Internship

Apprenticeship

- 2-6 years
- Pay is required
- OJT is directly linked to a specific occupation and academic preparation
- Nationally recognized credential is awarded

Internship

- Usually semester-based
- Pay is optional
- Loosely or unrelated to a specific occupation and/or academic preparation
- Credentials normally not received

Youth Apprenticeship



Components of Youth Apprenticeship

- ✓ Documented Employer Involvement
- ✓ On-the-Job Training
- ✓ Related Training and Instruction
- ✓ Nationally-Recognized Credential
- ✗ Scalable Wages

PLUS

- 1) Serves Youth 16-24
- 2) Supportive Services, Career Exploration

Youth Apprenticeship Elements

Youth

- Youth 16-24 years old (or a subset of this population)
- Enrolled in high school or a high school equivalency

Classroom & On-the-Job Training

- Two academic semesters
- Provide at least 450 hours OJT
- Youth mentored
- Career exploration
- Industry-recognized credential
- Variety of providers can provide RTI

Youth Apprenticeship Example

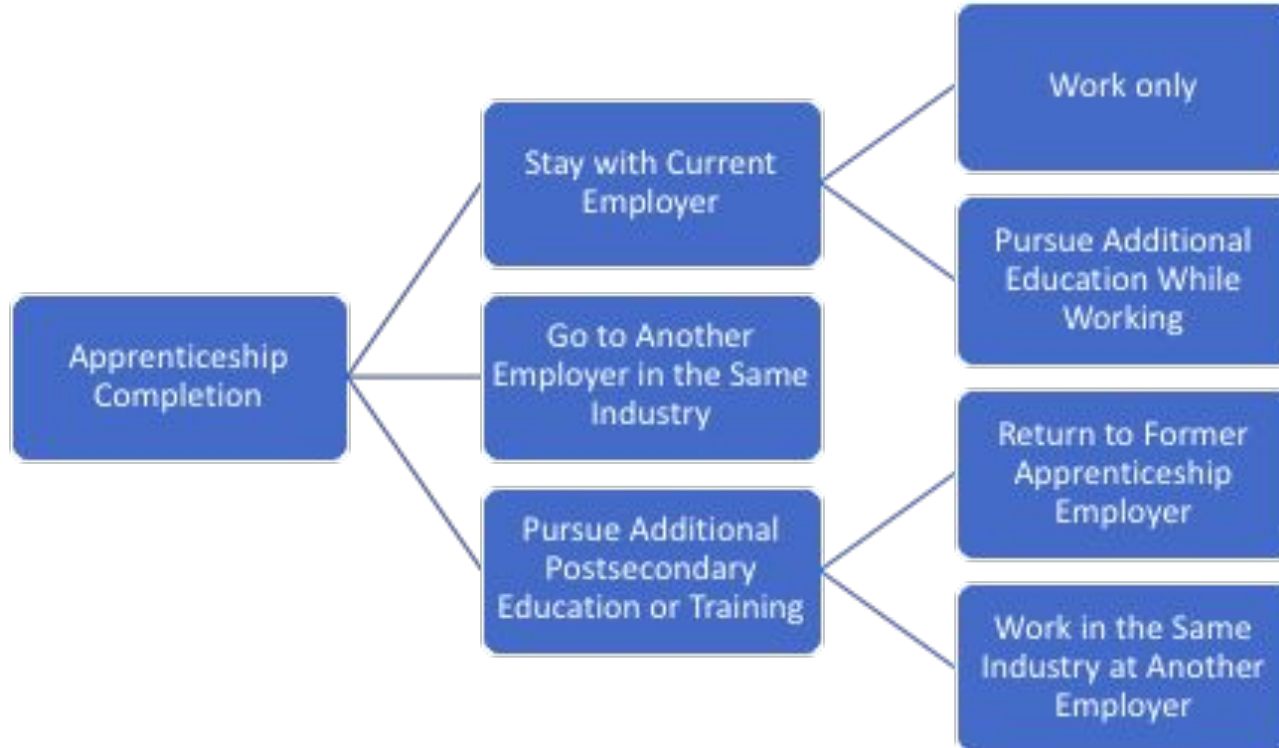


- Two year program in manufacturing
- Paid for time on the job
- Receive dual credit
- Receive industry recognized credential

Supports and Career Exploration



Post-Apprenticeship Pathways



Apprenticeship is a Flexible Model

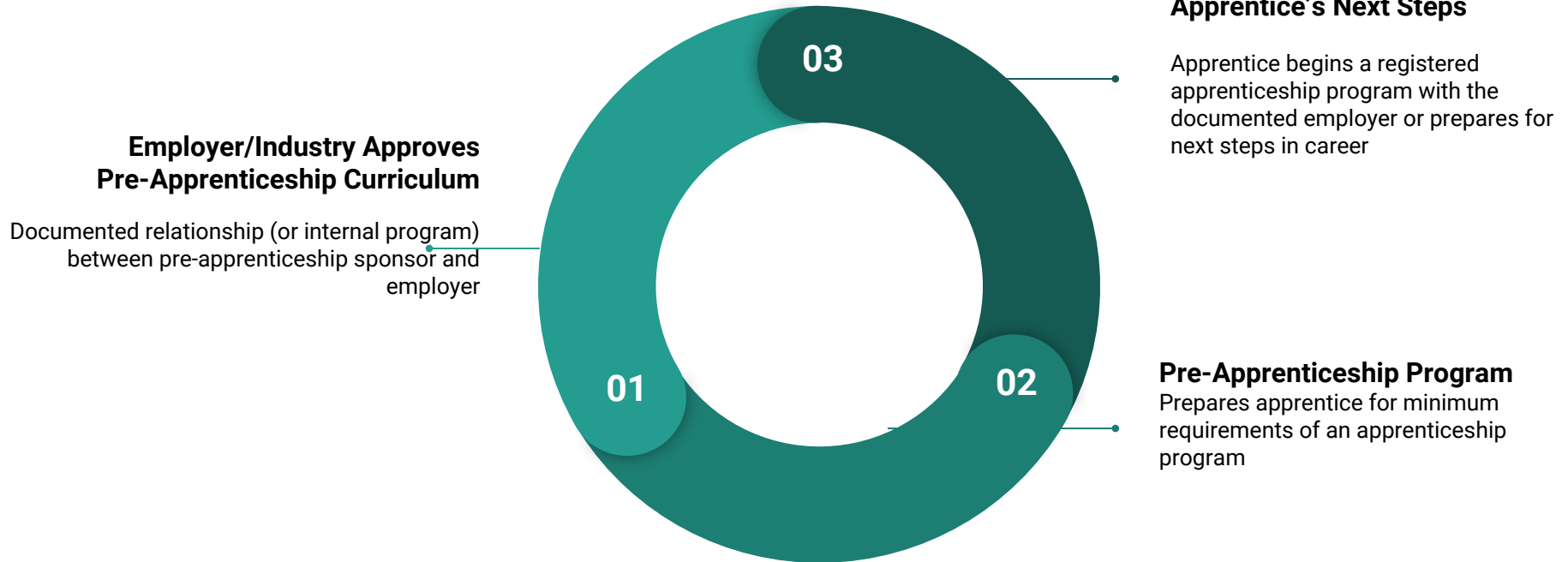


Pre-Apprenticeship

Components of Pre-Apprenticeship

- Documented Employer Involvement
- Related (Remedial) Training and Instruction
- Hands-on Activities to Develop
Employability and Technical Skills
- Career Exploration
- Supportive Services

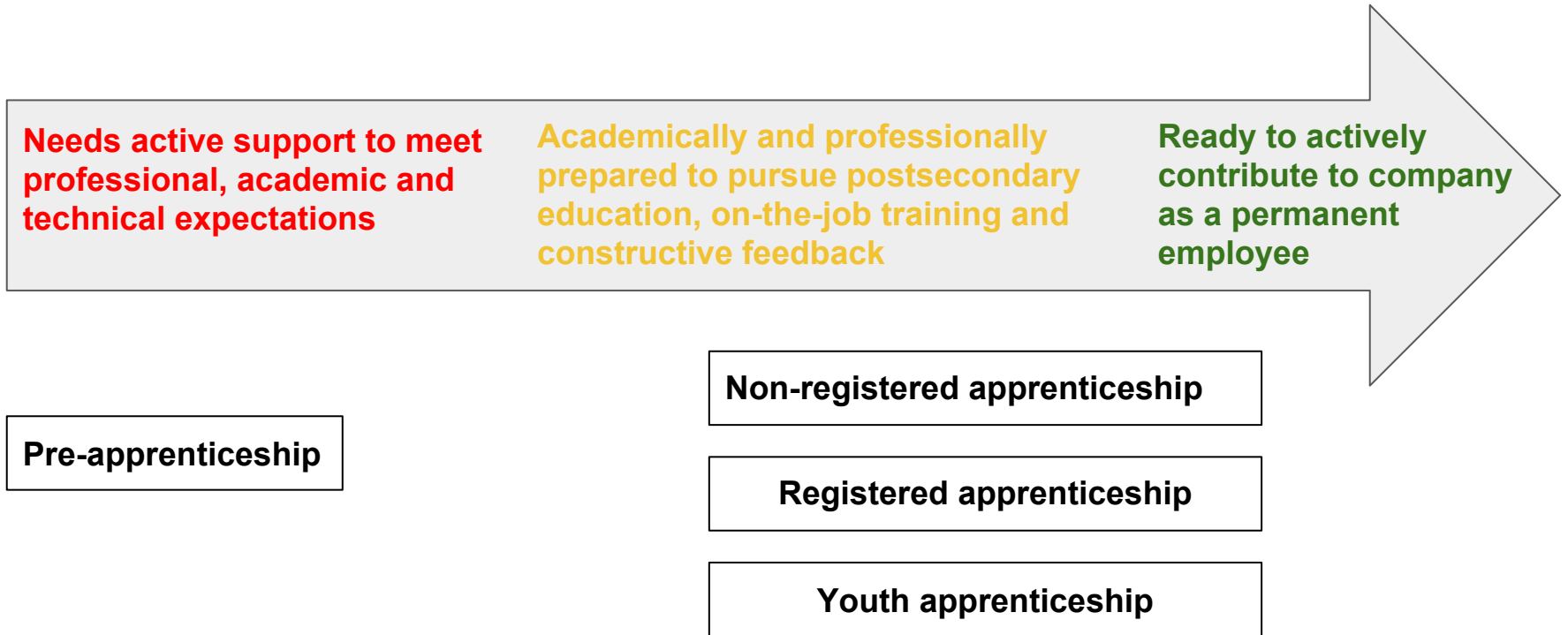
Pre-Apprenticeship Flow



Pre-Apprenticeship Examples



Job Readiness Continuum





Pre-Apprenticeship Program	Youth Apprenticeship	Non-Registered Apprenticeship	Registered Apprenticeship
Industry Recognized Credential	RTI	OJT	Supportive Services
2,000	4	15,000	450
Sponsor	Department of Labor	Apprenticeship Plus	Scalable Wages

Career Pathways and Work-Based Learning

Career Pathways



Illinois Work-Based Learning

CONTINUUM OF EMPLOYER ENGAGEMENT & WORK-BASED LEARNING EXPERIENCES



Source: Illinois Career Pathways Dictionary

Customized training

Increased earnings

Increases productivity

Earn-and-learn

Reduces costs of recruitment

Career pathway

Offers anecdotal reports of retention to company

Apprenticeship

=

Win

Win

Hands-on-learning



Apprenticeship: Aon



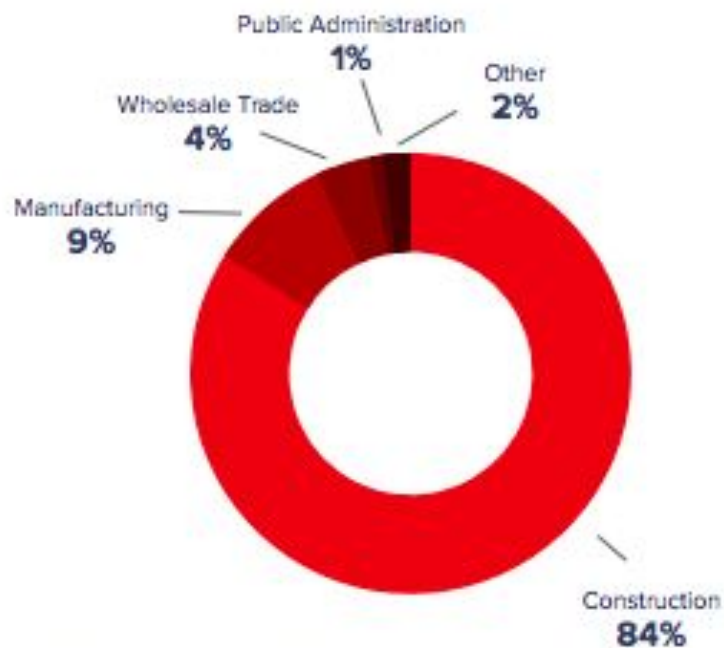
“Well, I heard...”
Apprenticeship Myth-busting

Fact or Fiction:

**Apprenticeship is only found in the
construction industry**

FICTION!

Illinois Apprenticeships by Industry Sector, 2017



Source: The Registered Apprenticeship Partners Information Management Data System (RAPIDS)

What makes an industry apprenticeable?

- Industries with persistent middle skills vacancies
- Industries with career pathways



Fact or Fiction:

All apprenticeship programs take four years to complete.

FICTION!

Apprenticeship programs can be:

- Time-based
- Competency-based
- Hybrid of time and competency

Fact or Fiction:

Apprentices must sacrifice going to college while completing their on-the-job training.

FICTION!

Apprenticeship programs are earn-AND-learn:

- Apprentices receive industry-recognized credential
- Apprenticeship programs often blend formal classroom training leading towards a diploma or degree
- Many employers pay for tuition during the apprenticeship program

Fact or Fiction:

Apprenticeship programs are too costly to run and take too much effort to register for most employers.

FICTION?

Apprenticeship programs do take significant resources and partnership, however:

- Apprenticeship programs reduce recruitment costs for employers
 - 91% of apprentices stay with their current employer
 - Leads to increased productivity
- Long-term strategy (payoffs may be deferred)

Fact or Fiction:

Most apprentices are men

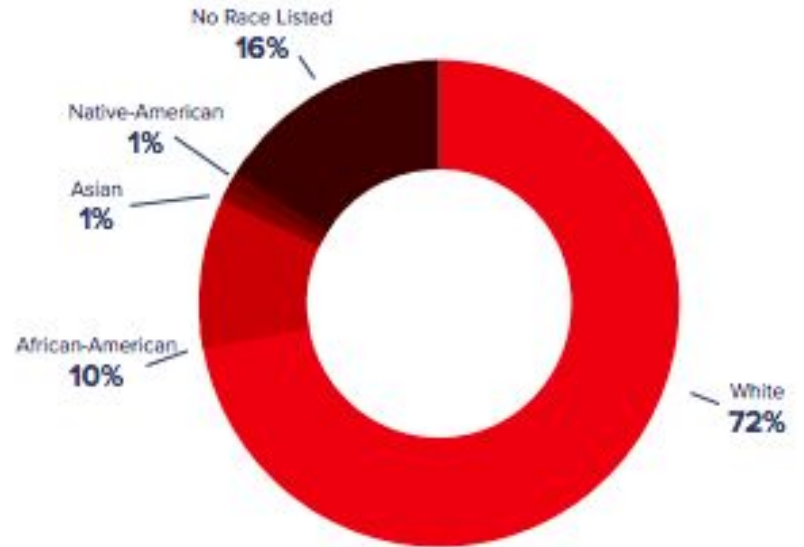
FACT! (but it doesn't have to be)

Illinois Apprenticeships by Gender, 2017



Source: The Registered Apprenticeship Partners Information Management Data System (RAPIDS)

Illinois Apprenticeships by Race, 2017



Source: The Registered Apprenticeship Partners Information Management Data System (RAPIDS)



What can community based organizations **do?**

BREAK

Guest Speaker

Let's Share!

The Role of Community Support Organizations

**Address a local employer's
business need**

Prepare

Show

Recruit

Support

Coordinate

Sponsor

Stronger Together

Cohorts of apprentices:

- Reduces administrative burden on sponsor and/or employer
- Creates shared accountability



Communicate, Communicate, Communicate

- Have a specific liaison at each partner institution
- Sign MOUs between all parties
- Create a shared contact list
- Make and share a training calendar
 - Make a programmatic/recruitment calendar
- Celebrate milestones

Targeted Recruitment

Employers should:

- Specify academic, technical, professional requirements of apprenticeship

Support Organizations should:

- Ensure there are no unnecessary barriers to entry
- Highlight perks of apprenticeship that appeal to specific populations

Apprenticeship Partnerships



**Strong Partnerships +
Frequent Communication +
Clear Expectations**

=

**Great Apprenticeship
Program**

“Without strong partnerships with multiple institutions, an apprenticeship program is impossible.”

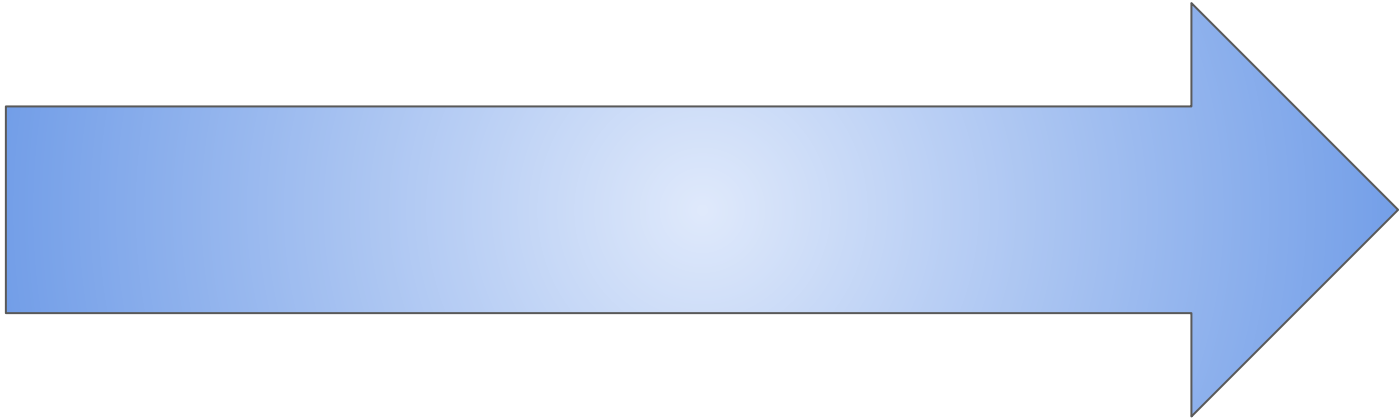
-Anyone who has ever helped create a successful apprenticeship program

Apprenticeship Partner Institutions



Source: US Dept of Labor

Apprenticeship Flowchart



Spread the Good News!



Next Steps

- Apprenticeship 201
- Evaluations
- Illinois Apprenticeship Collaborative



Thank You!

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