



**LEAD CENTER**

# Registered Apprenticeship: Job Seekers with Disabilities Please Apply!

*The LEAD WIOA Policy Development Center is led by Social Policy Research Associates and National Disability Institute and is fully funded by the Office of Disability Employment Policy, U.S. Department of Labor, Contract No. 1605DC-19-F-00341.*

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# WELCOME

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# OBJECTIVES

Today we'll cover:

- ▶ How registered apprenticeship benefits individuals, employers, and programs
- ▶ What comprises the essential components of an apprenticeship program
- ▶ How to differentiate apprenticeship from other work-based learning models
- ▶ How to locate apprenticeship programs available in their region and make referrals



# WHAT IS REGISTERED APPRENTICESHIP?

**Apprenticeship:** Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally-recognized credential.



Paid Job



Education



Credentials

# NOT JUST CONSTRUCTION AND UNIONS



Energy



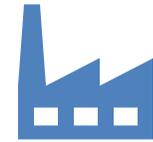
Healthcare



Transportation



IT



Manufacturing

# FIVE COMPONENTS OF REGISTERED APPRENTICESHIP

## 1. Employer Involvement

Programs start with employer needs -- they are the foundation of the program.

## 2. Structured and Supervised On-the-Job Training (OJT)

Competencies are attained through OJT. (Minimum: 2000 hours)

## 3. Related Training and Instruction (RTI)

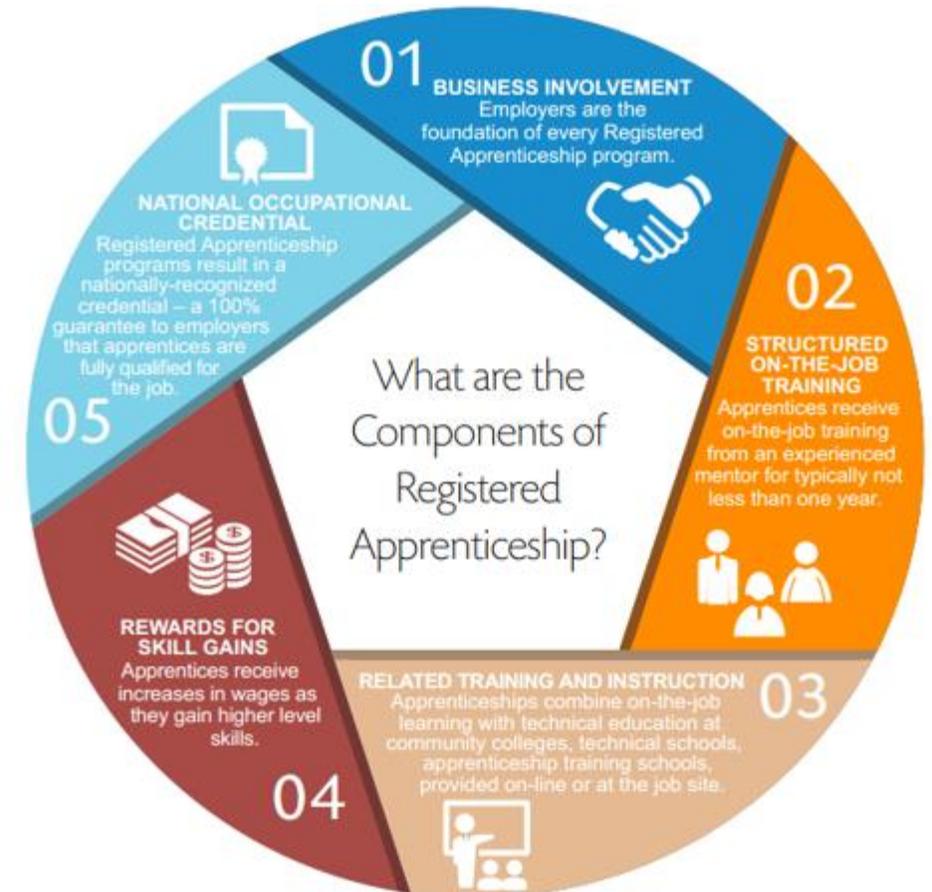
RTI involves classroom training or associated curriculum.  
(144 hours per year recommended)

## 4. Rewards for Skill Gains

Apprentices receive progressive wage increases commensurate with increase in proficiency.

## 5. National Occupational Credential

Registered Apprenticeship (RA) Completion Certificate is a recognized postsecondary credential under WIOA (Section 3(52)); stackable and portable.



# EACH REGISTERED APPRENTICESHIP MUST HAVE...

- ▶ **2,000 hours of on-the-job training**
  - Most programs last about four years but can range 1-6 years
- ▶ **A recommended 144 related instruction hours per year**
  - Types of related instruction:
    - Technical or Academic High Schools
    - Adult Night School
    - Community College
    - Universities
    - Correspondence Courses
    - Online Courses



# APPRENTICESHIP ADDRESSES KEY WORKFORCE PROBLEMS

- ▶ Employer Challenges: skill gaps, skill shortages, and skill mismatches
  - ▶ Lack of experience
  - ▶ Lack of requisite education
  - ▶ Lack of employability skills (aka “soft skills”)
- ▶ Worker Challenges: unstable or unsustainable work circumstances
  - ▶ Employee turnover
  - ▶ Low wages
  - ▶ Lack of opportunities for advancement



# REGISTERED APPRENTICESHIP BENEFITS THE APPRENTICE

- ▶ A paycheck from day one with built-in incremental raises as skill level increases
- ▶ Higher wages at conclusion of training
- ▶ Practical, on-the-job training in a wide variety of occupations
- ▶ Potential to earn college credits
- ▶ Diverse & inclusive: team based with built-in, higher-level mentor
- ▶ Clear cut guidelines and training standards
- ▶ An industry-recognized, nationally portable credential



# REGISTERED APPRENTICESHIP BENEFITS THE EMPLOYER

- ▶ Reduced turnover
- ▶ Increased productivity and safety
- ▶ Lower costs for recruitment
- ▶ Increased diversity
- ▶ Skilled workforce trained to employer specifications
- ▶ High return on investment - <https://apprenticeshipusa.workforcegps.org/resources/2017/08/29/12/43/Expanding-Apprenticeship-Return-on-Investment-ROI>
- ▶ Possible Tax Credits - <https://www.apprenticeship.gov/employers/state-tax-credits>



# REGISTERED APPRENTICESHIP BENEFITS SERVICE ORGANIZATIONS

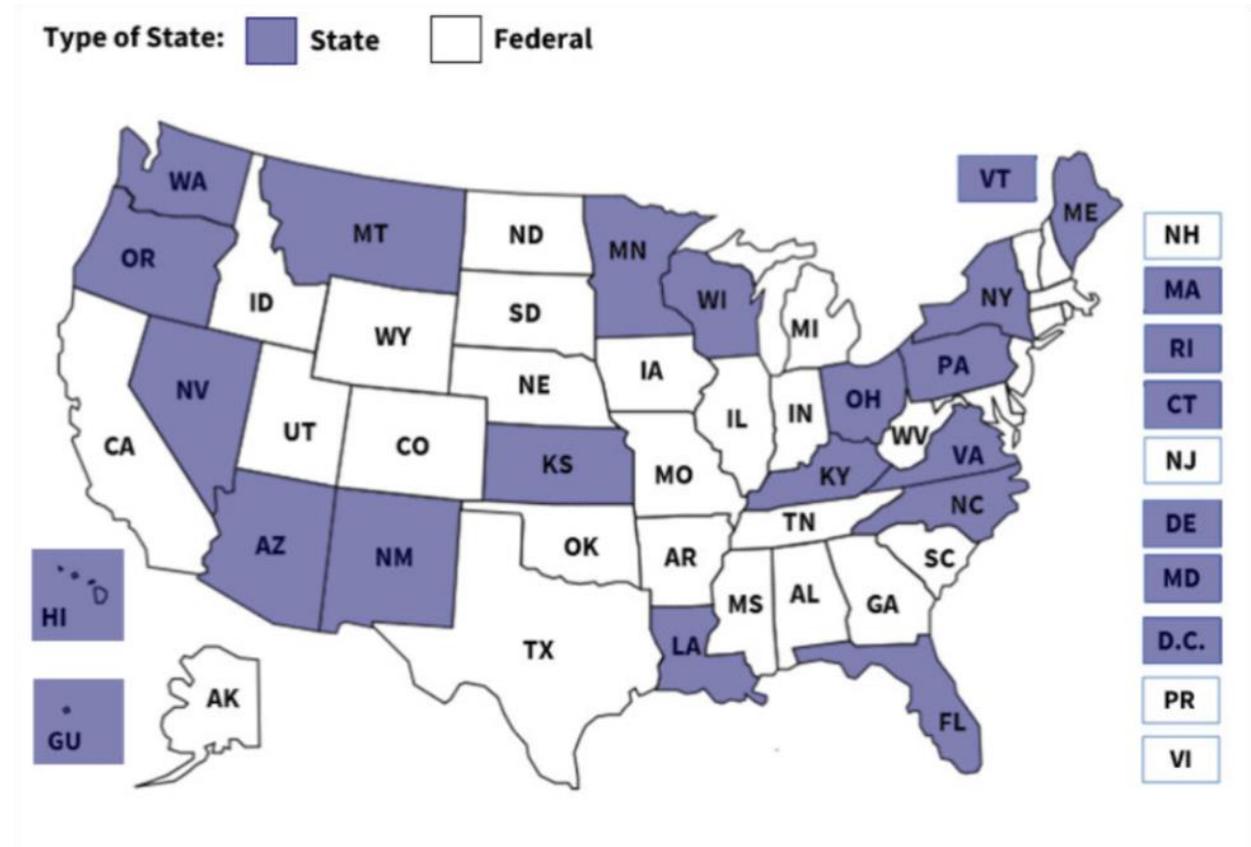
- ▶ Minimal financial investment
- ▶ Successful placement in high wage employment
- ▶ Higher employment retention rates
- ▶ Higher levels of program satisfaction
- ▶ Lower program recidivism rates
- ▶ Enhances meaningful engagement with employers
- ▶ Suitability of position that doesn't negatively impact consumers' health and wellbeing



# STATE OR FEDERALLY RUN REGISTERED APPRENTICESHIP PROGRAMS

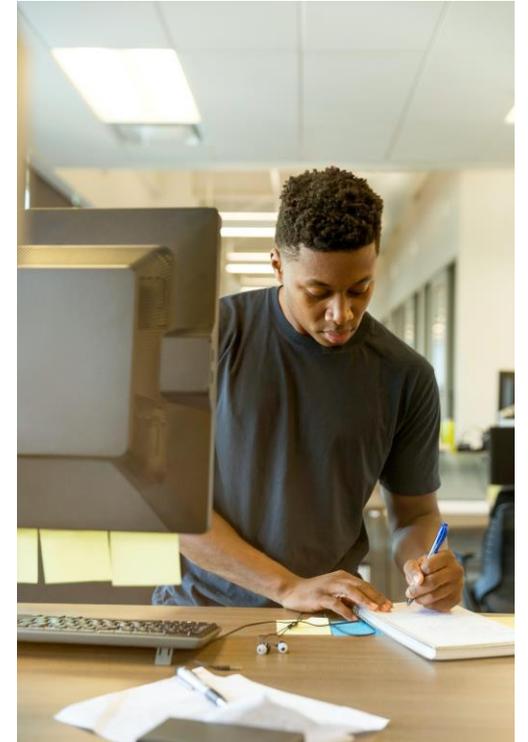
Registered Apprenticeship Programs can be registered by the US Department of Labor or by State Apprenticeship Agencies that are recognized by the Department of Labor.

[Contact information for each state's apprenticeship office.](#)



# APPRENTICESHIP MEANS RESILIENCE

And resilience comes from being part of building the future.





# **Charleston Regional Youth Apprenticeships**

AT TRIDENT TECHNICAL COLLEGE

# Trident Region EMPLOYERS



Charleston Regional  
Youth Apprenticeships  
AT TRIDENT TECHNICAL COLLEGE

Created through a **regional collaborative community partnership** that came together to:

Address the **critical workforce needs** within the region through ***customized apprenticeship programs***, and

**Mentor the next generation of skilled workers for the Lowcountry.**



## Trident Region EMPLOYERS



Charleston > excellence is our standard  
County SCHOOL DISTRICT



Charleston Metro  
Chamber of Commerce



TRIDENT TECHNICAL COLLEGE



Charleston Regional  
Youth Apprenticeships  
AT TRIDENT TECHNICAL COLLEGE

## *Trident Technical College is the **Hub in the Wheel!***

- Provide the **Job-Related Education (JRE)** for local apprenticeship programs we serve.
- Serve as the **Local Intermediary** to assist with and support all aspects of the program.
  - **Division of Apprenticeship (Employer Support)**
  - **Division of School & Community Initiatives (K-12 and student support)**



# Apprenticeship Achievements



**High School Diploma**

**Certificate from TTC in a career specific field  
(all courses apply to an Associate Degree)**

**National Credential**

**(from the U.S. Department of Labor)**

**Two years paid work experience**



# Exponential Growth!

## 2014-2015

- 1 Pathway – Industrial Mechanics
- 6 Companies
- 13 Youth Apprentices

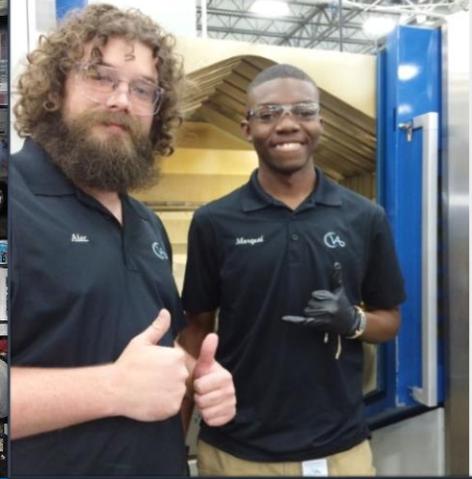
## 2019-2020

- 18 Pathways – 9 Industry Sectors
- 180+ Registered Companies
- 118 Apprentices

## 2020-2021

- 18 Pathways – 9 Industry Sectors
- 180+ Registered Companies
- 106 Apprentices





**HVAC**  
**Manufacturing**  
**Automotive Services**  
**Engineering Services**  
**Information Technology**  
**Hospitality & Culinary Arts**  
**Law Enforcement**  
**Business**  
**Health**

# 2020 – 2021

## Youth Apprenticeship Occupations

**Industrial Mechanic**

**Engineering Assistant**

**Culinary Arts**

**Machinist**

**Computer Programming**

**Hotel Operations**

**HVAC Technician**

**Computer Networking**

**Security to Pre-Law Enforcement**

**Automotive Mechanic**

**Cybersecurity**

**C.N.A. to Pre- Nursing**

**Welding**

**IT Governance**

**Pharmacy Technician**

**Civil CAD Technician**

**Accounting (Bookkeeper)**

**Medical Office Assistant**





# Charleston Regional Youth Apprenticeships

AT TRIDENT TECHNICAL COLLEGE



*Our Future Today!*

# INCLUSION OF INDIVIDUALS WITH DISABILITIES IN AN APPRENTICESHIP PROGRAM

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**Able-Disabled Advocacy**

A-DA has provided employment and training services to individuals with disabilities, Veterans and others with barriers to employment in San Diego since 1976.



- National reputation with DOL for inclusion of people with disabilities in workforce development programs
- Received the Presidents New Freedom Initiative Award for serving individuals with disabilities in 2003.

# Ticket to Work Program

- Able-Disabled Advocacy has been an Employment Network for 11 years
- Serve small number of ticket holders with one PT staff member
- TTW Counselor pre-screens for IT apprenticeship candidates



# What do employers that hire IT professionals expect when hiring?

<b>Education (College Degree)</b>	<b>+ Certifications</b>	<b>+ Experience</b>
College or University	A-DA	A-DA
\$50,000	\$500 for 3 exam fees	\$0

# A-DA's Computer Support Specialist Apprenticeship (and Pre-Apprenticeship training)



- Applicants are scored
- Reading and math tests--require 10<sup>th</sup> grade reading & 9<sup>th</sup> grade math
- Personal Computer (PC) skills test
- Interviews
- Applicants are encouraged to take some IT classes—they should score higher on the PC skills test

# Related Technical Instruction

## Front-loaded pre-apprenticeship training

- CompTIA A+, Network+ & Security+

## Independent study while working

- Operating Systems certification—Linux+, Server+, Cloud+

Customized training plans based on employer input or for advanced learners (those with previous work experience, education, or previous certifications)

# Work Processes--On-the-Job Learning/ paid work experience

2000 hours

- Foundations—company orientation—40 hrs.
- Computer Basics—680 hrs.
- Security Basics—240 hrs.
- Demonstrating Learned Competencies—1040 hrs.

Apprentice records those hours on the monthly time card.

# PRIORITY TO PERSONS WITH DISABILITIES, VETERANS & WOMEN



# Find CBOs and FBOs serving people with disabilities



Local services and resources



careeronestop

your source for career exploration, training & jobs



Google search

State Vocational  
Rehabilitation counselors

# Veterans organizations



- San Diego Veterans Coalition
- 211
- Reboot
- Zero8hundred
- GPS military transition program
- VA service facilities
- EDD Vet reps
- Military bases
- Fleet & Family Services

# College recruitment

- On-campus services for students with disabilities
- Campus Veterans centers
- Career services
- Workability programs
- Campus job fairs



# One last thought



- A-DA looks to include individuals with disabilities
- Not an entitlement program
- Same assessment process as everyone
- A-DA looks to provide accommodations for persons with disabilities
- Coach participants on testing accommodations for certifications exams

# RESOURCES

- ▶ [Inclusive Apprenticeships: Connecting Employers and Career Seekers](#)
- ▶ [Collected Resources on Disability and Apprenticeship](#)
- ▶ [New Apprenticeship Investments Page](#)
- ▶ [ODEP Apprenticeship Inclusion Models Initiative](#)



# QUESTIONS AND ANSWERS



# LEAD CENTER WEBSITE



**LEAD CENTER**

[www.leadcenter.org](http://www.leadcenter.org)

Sign up to get information & notifications



**THANK YOU!!**

