## **APPRENTICESHIP**

DIVISION OF APPRENTICESHIP STANDARDS





#### **AGENDA**:

- 1. Welcome & Introductions
- 2. DAS Overview
- 3. Apprenticeship Overview
- 4. Steps to Get Started

## **Mission and Vision Statements**



#### **Mission Statement**

The California Division of Apprenticeship Standards (DAS) consults with employers to develop a skilled workforce with viable career pathways to increase productivity and strengthen our economy.

#### **Vision Statement**

Create 21st Century solutions that establish innovative apprenticeship programs to provide the State's industries with the workers they need to compete and prosper, while delivering excellent training experiences and high-paying career opportunities for California's workers.

## 5 Point Action Plan

- Expand nontraditional apprenticeships
  - Strengthen Interagency Advisory Committee on Apprenticeship (IACA)
  - Increase DAS communication and capacity
- Support regional and sectoral apprenticeship intermediaries
- Support youth apprenticeship for in-school and out-of-school youth
- Expand state and local public sector apprenticeships
- Grow and expand access to traditional construction apprenticeships

## The Apprenticeship Landscape





#### Information Technology

- IBM
  - Mainframe Administrator
  - Application Developer
  - Software Engineer
- Amazon
  - Mechatronic and Robotics
  - Software Penetration Specialist
- SONY
  - Electric Engineering Technologist
- ICURO
  - Artificial Intelligence
- SLO Partners
  - Network Security Administrator
- Robert Half International
  - IT/Cybersecurity
  - Accounting
- Loma Linda University Health
  - IT/Cybersecurity Roles
- Lockheed Martin Corporation
  - Computer Programmer
    - Cyber Security Support Technician
    - Circuit Design Engineer
- LAUNCH Apprenticeship Network



#### Healthcare

- Kaiser
  - Surgical Technician
  - Sterile Processing Technician
  - Hospital Coder
  - Medical Assistant
  - IT/Cybersecurity Roles
- Dignity Health
  - Clinical Lab Scientist
  - Medical Coder
  - Medical Assistant
  - Surgical Technician
  - Emergency Medical Technician
- Sutter Health
  - Health Facility Technician
- CCHCS LVN to RN
- Nurse Specialty Apprenticeship Program
  - RN- Ambulatory/Perioperative Care
- Dental Assisting
- Optician Apprenticeship Program
  - Target, Lenscrafters, Nat'l Vision
- CVS Health
  - Pharmacy Technician



#### **Public Sector**

- State of California
  - Cybersecurity
  - Information Technology Associate
  - I VN to RN
  - Financial Services
  - Youth / Disabled
  - Staff Services Analyst
  - Accounting and Taxation
- City and County of San Francisco
  - IT/Cybersecurity Roles
- San Joaquin County
  - Information Technology
  - Legal Assistant
  - Paralegal
- Sacramento County
  - Behavioral Health Specialist
- Los Angeles County
  - Various Occupations
- Riverside County
  - IT/Cybersecurity Occupations



#### Advanced Manufacturing

- Testa
  - Tool & Die Specialist
- E. & J. Gallo Winery
  - Maintenance Mechanic
  - Winery Technician
  - Industrial Manufacturing Tech
  - Advanced Material Handler



#### Financial Services

- Financial Planner Apprenticeship Program
  - Principle Financial
  - AXA
  - Northwestern Mutual



## APPRENTICESHIP OVERVIEW

## What is Apprenticeship?



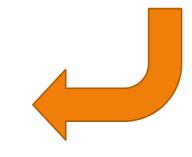
An apprenticeship is an "earn and learn" model that combines classroom instruction with paid, on-the-job training.

Enters or pivots into a new role and ends when the apprentice has mastered the skills of the targeted occupation

Registered training program customized to industry standards and overseen by a committee of stakeholders, and whose education is delivered or sanctioned by a Local Education Agency (LEA)



Earn-as-you-learn program combining on-the-job training (OJT) with related and supplemental instruction (RSI)



California registered apprenticeship program guideline of 144 hours of classroom-based learning and 2000 hours of on-the-job training.

## What is an Apprentice?



An apprentice is a person who is at least 16 years old, has met the participating employer's selection requirements, is engaged in learning a designated occupation, and has entered into a written agreement under the provisions of the approved standards.

Apprenticeships are an "earn and learn" program, whereby students earn a wage while employed and complete the required related & supplemental instruction coursework.



**Registered Apprentices in** 

**CA**: 91,248

**Registered Trainees**: 1,237

**Registered Pre-Apprentices**:

209







# Time-based program

Measures progress based on the number of hours an apprentice has spent in on-the-job training (OJT) and related and supplemental instruction (RSI).

Recommended 2000 hrs OJT and 144 hrs RSI.

# Competency Based Program

Measures progress based on the apprentice's demonstrated ability to perform the duties associated with the occupation.

The program cannot be less than six months.

## **Hybrid Program**

Includes both time-based and competency-based requirements.

## Apprenticeship Stakeholders



#### Intermediary/ **Program Sponsor**

- Regularly convenes to design and oversee program
- Creates standards for DAS approval
- Recruits and selects apprentices
- Provides reports to DAS regarding OJT hours and apprentice progress

#### Advises for program development and approves standards

Government

DAS & DOL

- Provides funding opportunities for apprenticeship
- Tracks apprenticeship hours (OJT and RSI)

#### **Employer(s)**

- Identifies targeted occupation(s)
- Collaborates to develop work processes
- Employs and pays the apprentice
- Delivers OJT and mentoring

#### **Local Education** Agency (LEA)

- Partners to design/oversee curriculum
- Provides education
- Acts as fiscal agent for grant funds
- Reports RSI hours to DAS/CCCCO

#### **Apprentice**

- Performs on-the-job training (OJT)
- Completes education (RSI)
- Earns while learning
- Receives portable certificate upon graduation



## Apprenticeship vs Internship

	Apprenticeship	Typical Internship
Purpose	Cultivate a skilled talent pipeline	Expose young people to an industry
Term	6 months - 6 years Average 3 Years (including training)	Average 12 weeks
Compensation	Paid with gradual pay increases	Paid or unpaid
External Oversight	State and/or federal labor agencies, Educational institutions	Educational institution or none
Resulting Credential on Completion	National, portable certificate of occupational competence	Usually none
College Credit	Yes, with dual enrollment or articulation agreements with community college	Usually none, sometimes work experience
State of CA & Department of Labor Funding	Available to Registered Apprenticeship	Usually none

## Apprenticeship vs Pre-Apprenticeship



	Apprenticeship	Pre-Apprenticeship
Purpose	Cultivate a skilled talent pipeline	Preparation for Apprenticeship
Term	6 months - 6 years Average 3 Years (including training)	2 weeks - 16 weeks
Compensation	Paid with gradual pay increases	Unpaid (maybe a stipend)
Learning	On the Job Training (OJT) and Related and Supplemental Instruction (RSI)	Classroom only
Training	Minimum of 144 hrs, part time learning	Flexible, can be part time or full time learning
Employment Status	Full time employment	No on the job training required, maybe a few worksite visits
Requirement to be Registered	Apprenticeship Standards, Employer support, LEA Partnership	MOU with Apprenticeship Program
Register with	CA Division of Apprenticeship Standards US Department of Labor	CA Division of Apprenticeship Standards



# STEPS TO GET STARTED

## 4 Steps to Launch a Pre-Apprenticeship









#### Determine Apprenticeship Program

- Identify the Registered Apprenticeship
- Reach out to registered Apprenticeship program to establish partnership.

## Develop Training and Recruitment

- Design the training program that prepares a student to become an apprentice
- Determine the target population that you want to serve
- Develop partnerships with CBO's and WDB for support services and recruitment

#### **Establish MOU**

- Establish the formal MOU with the apprenticeship program
- Gather the documents to describe and register the program (MOU is most important)

#### **Submit For Approval**

 DAS has developed an agile and streamlined approval process to get your program up and running

## 5 Steps To Start An Apprenticeship











#### Who is the Employer?

- Analyze the job and detail the essential work processes and related supplemental instruction
- Establish progressive wage scale(s) for the selected occupation(s)

## Identify Educational Partners

- Partner with the Local Educational Agency (LEA) to sanction the program's curriculum.
- Determine potential funding streams through State/Federal Grants and Related and Supplemental Instruction Funding
- Sample LEA Letter

#### Determine Employment Streams

- Identify incumbent workforce
- New hires with limited or no experience
- Industry displaced workers
- Sourcing a talent pipeline from State, University, and Community Colleges

#### Establish Standards

- Determine applicable standards template and framework for your program's specific needs
- Establish
   apprenticeship
   committee to monitor
   apprentices' progress
- Example standards

#### Submit For Approval

We have developed an agile and streamlined approval process to get your program up and running



# QUESTIONS