

Energy Industry Apprenticeship Opportunities!

November 18, 2022

Michigan Department of Labor & Economic Opportunity
Workforce Development



MICHIGAN DEPARTMENT OF
LABOR & ECONOMIC
OPPORTUNITY



WORKFORCE
DEVELOPMENT

Agenda

- Welcome and Introductions
- Registered Apprenticeship Overview
- Apprenticeship Myths
- State Apprenticeship Expansion Efforts
- Q & A

Welcome and Introductions!



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History of Apprenticeship

- Apprenticeship is the oldest form of transfer of skills through formal training that we know of, dating back almost four thousand years! It's referenced in the Babylonian Code of Hammurabi (ca. 1790 BC).
- The formal Master to Journeyperson to Apprentice relationship traces its roots to Britain and the Guild structure of the Middle Ages.
- In the 15th Century, the word "journeyman" was coined to describe a person who, having learned a craft or trade through an apprenticeship, worked for daily wages.
- In 1937, the National Apprenticeship Act (NAA), also known as the Fitzgerald Act, was signed into law establishing the Registered Apprenticeship Program as it is today. The NAA permitted the U.S. Department of Labor to issue regulations protecting the health, safety, and general welfare of apprentices (29 CFR Part 29) as well as preventing racial, ethnic, religious, age and gender discrimination in apprenticeship programs (29 CFR Part 30).

Apprenticeships Today

- Apprenticeship is a formal system of employee training that combines:
 - **On-the-job training** under supervision of a highly skilled worker
 - **Technical instruction** - often but not always in a classroom/lab setting, that is directly relevant to the work
- The objective of apprenticeship is 1) to help workers learn both the practical *and* theoretical aspects of a highly-skilled occupation and 2) to provide employers with highly-skilled and qualified employees.

What is Registered Apprenticeship?

- An apprenticeship program that meets the quality standards of and has been registered with the U.S. Department of Labor.
- An industry-driven, high-quality career pathway that meets national standards through which employers lead and direct the development and preparation of their future workforce.
- A flexible earn-while-you-learn training system through which individuals obtain paid work experience, related technical instruction, and (upon completion) a nationally-recognized credential from the U.S. Department of Labor.

5 Core Components of Registered Apprenticeship



Apprenticeships are jobs



On-the-job learning in a work setting



Job-related classroom training



Learning with the help of a mentor



Industry-recognized credential

Key Roles Within Registered Apprenticeship

Employers (OJT)

- Must have employer(s)
- Must Drive Program Design / RTI
- Provider of OJT/Work-Based Learning

Supportive Services

- Can bring together a range of other entities to complement program design and to support apprentices and industry partners

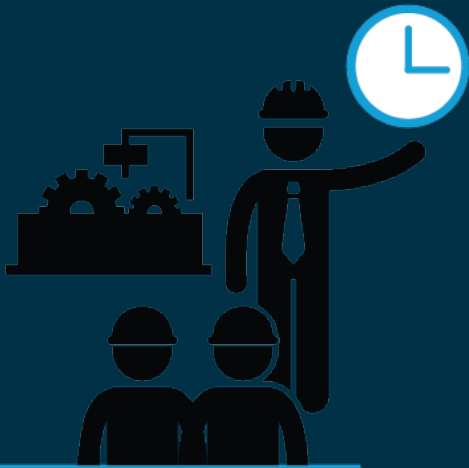
Sponsors (Intermediaries)

- Responsible for Administering the Program
- Can be Employer, Consortia of Employers, Industry Associations, Educational or Training Providers, or Other Workforce Intermediaries!

Educational (RTI) Provider

- Can be employer/industry based
- Can be Joint Labor-Mgmt Orgs
- Community Colleges
- Others

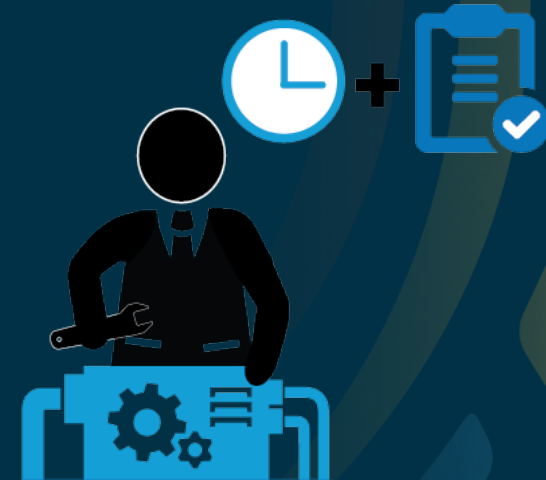
Ways to Complete a Registered Apprenticeship



Time-based programs



Competency-based programs



Hybrid approach

Apprenticeship Myths!

MYTH: Registered Apprenticeships (RA) are only for “the trades”

✓ FACT: The DOL currently recognizes nearly 1,200 apprentice able occupations!

MYTH: RA is only for union-affiliated employers...

✓ FACT: There are more non-union companies than union companies with registered programs nationally!

Apprenticeship Myths!

MYTH: RA Isn't very widely used....

- ✓ FACT: In FY 2021, there were nearly 27,000 registered apprenticeship programs active across the nation, including 2,879 newly established programs!
 - According to the [Michigan Registered Apprenticeship Dashboard](#) for 2021:
There were 18,576 active apprentices in Michigan with 1,232 active programs!

MYTH: Running an RA Program is expensive....

- ✓ FACT: There's no cost to create and setup a Registered Apprenticeship Program, time will need to be dedicated to develop and submit a set of Standards of Apprenticeship with the DOL.

Apprenticeship Myths!

MYTH: If I train them, they will leave...

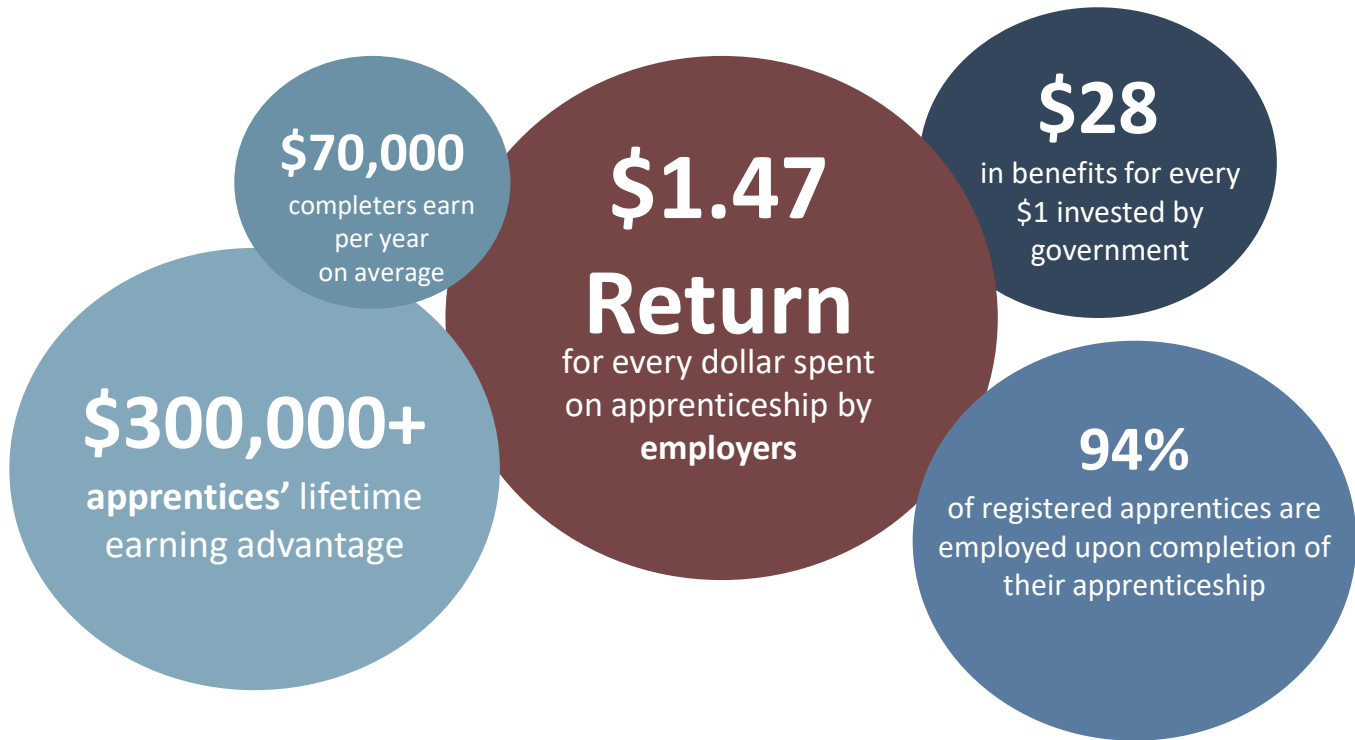
- ✓ FACT: The greater risk to your company is if you don't train them and they stay!
- ✓ Studies have found that 75% of apprenticeship completers continue to work for their sponsoring employer long after the training ends. Reasons: RA develops loyalty, a sense of belonging, and a work environment that supports, encourages and rewards growth.
- ✓ You can further mitigate this risk using mechanisms like Training Reimbursement Agreements.
- ✓ There's nothing you can do to keep good talent if you don't provide competitive wages/benefits and a place people want to work.

Apprenticeship Myths!

MYTH: The DOL will dictate what I can do....

- ✓ FACT: As the employer, you decide what “work processes” (aka, the on-the-job tasks) will be incorporated into your program.
- ✓ You also determine what “related technical instruction” (aka, the classes) your apprentices must take and from where that training comes (community college, trade school, vendor, in-house, etc.).
- ✓ You define how much your apprentices get paid, how much their wages increase over time, and when they receive those.
- ✓ What the DOL requires is that you meet minimums for OJT and RTI and pay at least minimum wage with increases at pre-defined milestones...***in other words, you do what you commit to do.***

Registered Apprenticeship = A Proven Track!



State Apprenticeship Expansion Efforts

- Michigan Apprenticeship Advisory Board
- [Michigan New Economy](#) and [Sixty x 30!](#)
- \$30 million in grant funding supporting growth of over 8,000+ new Registered Apprentices!
 - Registered Apprenticeship Participant Tracking and Online Reporting (RAPTOR) System – currently piloting
 - Apprenticeship Success Coordinator role in each Michigan Works! Region
- Visit Michigan.gov/Apprenticeship! Check out the Michigan Apprenticeship Dashboard which provides regional and occupational data for registered apprenticeships in Michigan; including how many active apprentices there are in the state and which occupations and industries they are part of.
 - [Easily digestible national data](#) is posted on Apprenticeship.gov, in depth data can be found via the [Employment & Training Administration site](#) as well.

RAPTOR

Registered Apprenticeship Participant Tracking with Online Reporting (RAPTOR) makes Registered Apprenticeship easy . . .

- Automated e-tool tracking (online & mobile)
- Apprentices record progress as they learn
- Automatic reminders to submit & approve
- Track hours, competencies, or both
- Secure cloud-based application
- Visual progress reports





Michigan Works! Apprenticeship Success

Coordinators

Many now offering intermediary services!

Active Funding in MI Today!

Apprenticeship State Expansion (GPA)

Going Pro Apprenticeships (GPA) has 3 primary goals; 1) to expand the number of apprentices in RAPs; 2) increase diversity of apprentices and growing apprenticeship across industry sectors; and 3) Support the integration of RAPs into state workforce development, education, and economic development strategies and programs.

Youth Apprenticeship Readiness Grant (MiYARN)

The Michigan Youth Apprenticeship Readiness Network (MiYARN) supports the development of new or the expansion of existing RAPs for youth, (ages 16 – 24) and includes quality pre-apprenticeship programs that lead to Registered Apprenticeship Programs. MiYARN participants are in-school youth, or reconnected out-of-school youth, enrolled in secondary or post-secondary education, many from underrepresented populations, all co-enrolled in RAPs filling critical job openings to help secure Michigan's short-term and long-term success and address talent needs through credential attainment starting at the secondary education level.

Building State Capacity to Expanding Apprenticeship through Innovation (MiRAIN)

Michigan Registered Apprenticeship Innovation Network (MiRAIN) expands the national RAP system by funding baseline activities that advance the States' ability to serve, improve, and strategically scale the RAP model. MiRAIN activities align secondary and post-secondary education, Career and Technical Education, and workforce development programs, creating a logical pipeline from education to quality RAP opportunities in Advanced Manufacturing, Construction, Energy, Healthcare, Information Technology, and Mobility.

Active Funding in MI Today!

State Apprenticeship Expansion, Equity, and Innovation Grants (MiSTAIRS)

MiSTAIRS significantly benefits those most severely impacted by COVID-19, and those that least often benefits from RAPs, specifically women, people of color, individuals with disabilities, and individuals without a High School Equivalency credential-diploma or equivalent. MiSTAIRS will grow Michigan's capacity for RAP expansion through diversity, equity, and inclusion in sectors such as Advanced Manufacturing, Construction, Energy, Healthcare, Information Technology, and Mobility to help secure Michigan's short-term economic recovery and long-term success.

Michigan Statewide Pre-Apprenticeship “Ready for Construction” (MiSPARC)

The Michigan Statewide Pre-Apprenticeship “Ready for Construction” (MiSPARC) Program will connect unemployed and underemployed individuals, with priority for underrepresented populations in economically distressed communities, with training to help them achieve employment in the expanding building trades construction industry, and transportation sector of the construction industry.

**GOING PRO TALENT FUND APPLICATIONS OPEN
NOVEMBER 21, 2022!**

Registered Apprenticeship Resources - Going Pro Talent Fund

The **Going Pro Talent Fund (Talent Fund)** brings many benefits to Michigan's employers and employees!

Talent Fund has a spend plan of \$55 Million to support Independent applications and Industry Led Collaboratives for FY 2023.

- Helps ensure Michigan's employers have the talent they need to compete and grow, while ensuring individuals have the skills they need for in-demand jobs.
- Expands and improves employees' skills and develops their opportunities for growth or promotion within the company and for economic advancement.
- Addresses skills shortages by reskilling and upskilling Michigan workers based on employers' needs.
- Supports an increase in credentials, certificates and degrees through employer-responsive training that enhances talent attraction, productivity, and retention.

Registered Apprenticeship Resources - Going Pro Talent Fund

FY23 Independent Application Cycles:

Cycle 1: Application Period November 21, 2022 – December 12, 2022

Training Period February 1, 2023 – January 31, 2024

Cycle 2: Application Period Late Spring 2023

Training period July 1, 2023 - June 30, 2024

Reimbursement for Training

- Up to \$2,000 per person for classroom or customized training
- Up to \$2,000 per person for on-the-job training for new employees
- Up to \$3,500 per person for USDOL Registered Apprenticeships

Visit Going PRO Talent Fund (www.michigan.gov/TalentFund) for more information! Applications must be submitted through a Michigan Works! Agency.



Questions?



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