

# Pre-Apprenticeship RFP: Apprenticeship Information Session

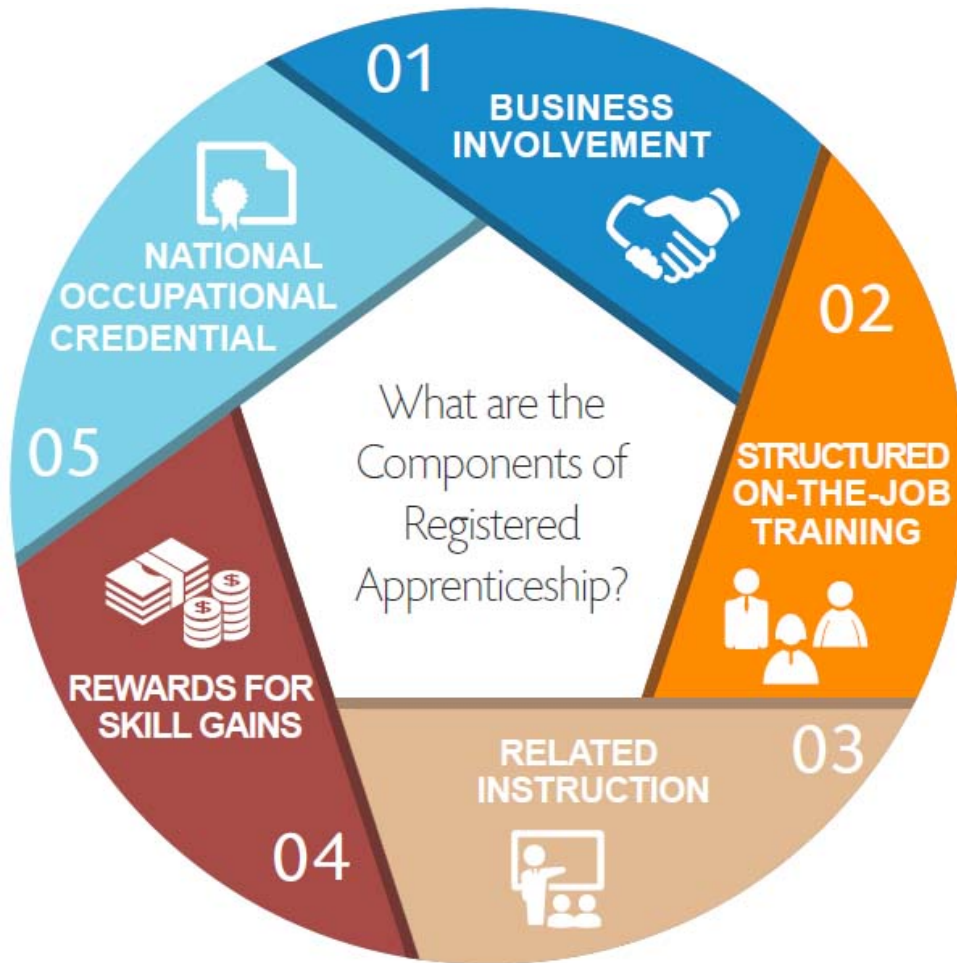


**Thursday, September 7, 2017**

**8:30am – 9:30am**

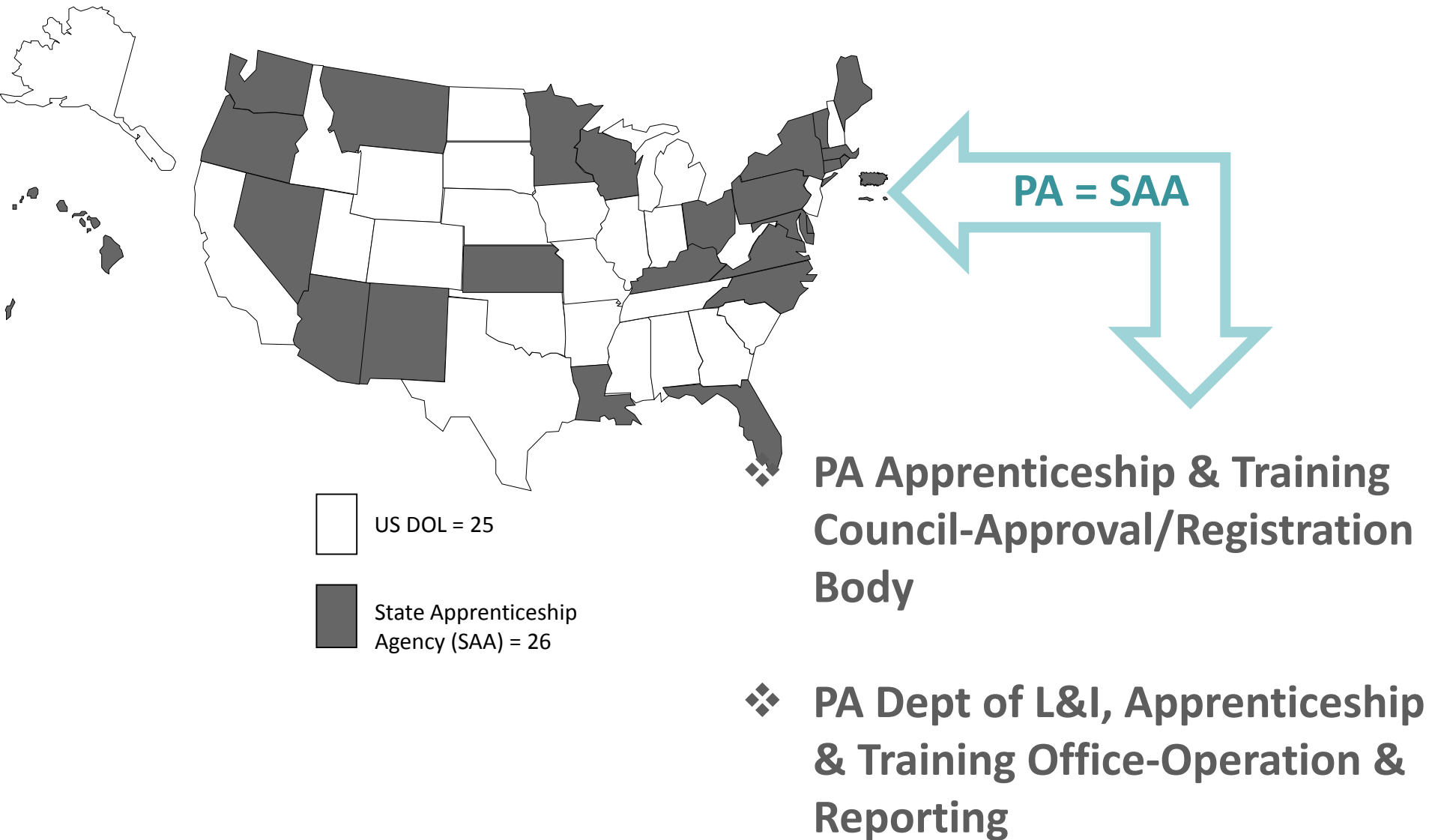
**United Way of Greater Philadelphia and Southern NJ,  
1709 Benjamin Franklin Parkway, Philadelphia, PA 19103**

# What is Registered Apprenticeship?



- ❖ Customizable & Flexible
- ❖ Trained in Job Competencies/Work Processes with Mentors
- ❖ RTI: Employer, Educational Institution, Training Provider, or Combo
- ❖ Employer Sets Wage Gains
- ❖ Receive Industry-Recognized Credential

# Registered Apprenticeship System



# Pennsylvania Department of Labor and Industry: Apprenticeship Office



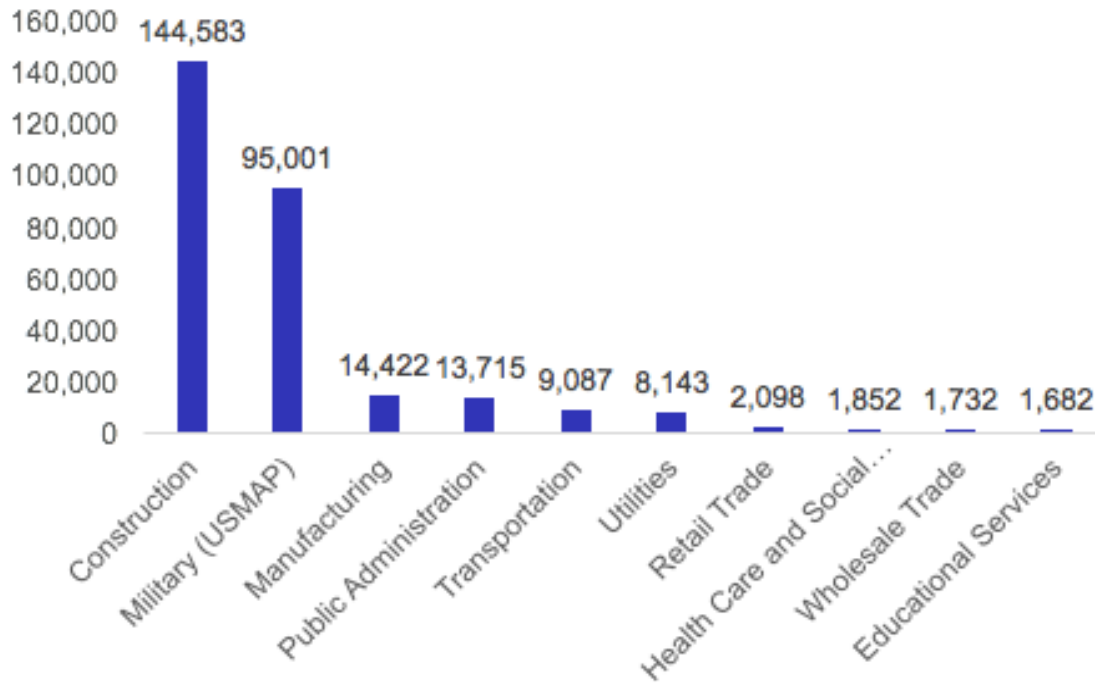
Eric M. Ramsay  
Director

Apprenticeship and Training Office  
PA Department of Labor & Industry  
651 Boas Street | 12th floor |  
Harrisburg, PA 17121  
717-787-6997 | [www.dli.pa.gov](http://www.dli.pa.gov)  
[eramsay@pa.gov](mailto:eramsay@pa.gov)

PA DOL Apprenticeship webpage  
<http://www.dli.pa.gov/Individuals/Workforce-Development/apprenticeship/Pages/default.aspx>

# Apprentice Figures (National)

## Active Apprentices by Industry 2016



Source: US DOL 2016

## Apprentice Demographics 2016

- Women – 5.8%
- People of Color – 31%
- Average Age – 28+
- Military Veterans – 7.5%

Source: US DOL 2016

# Registered Apprenticeship Models

## ❖ Time-Based

- ❖ Range from 1 to 6 years
- ❖ 2,000 hours OJL per year
- ❖ Minimum 144 hours RTI per year

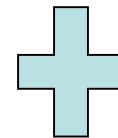


## ❖ Competency-Based

- ❖ Demonstrated, observable, and measurable technical and applied skills

## ❖ Hybrid-Based

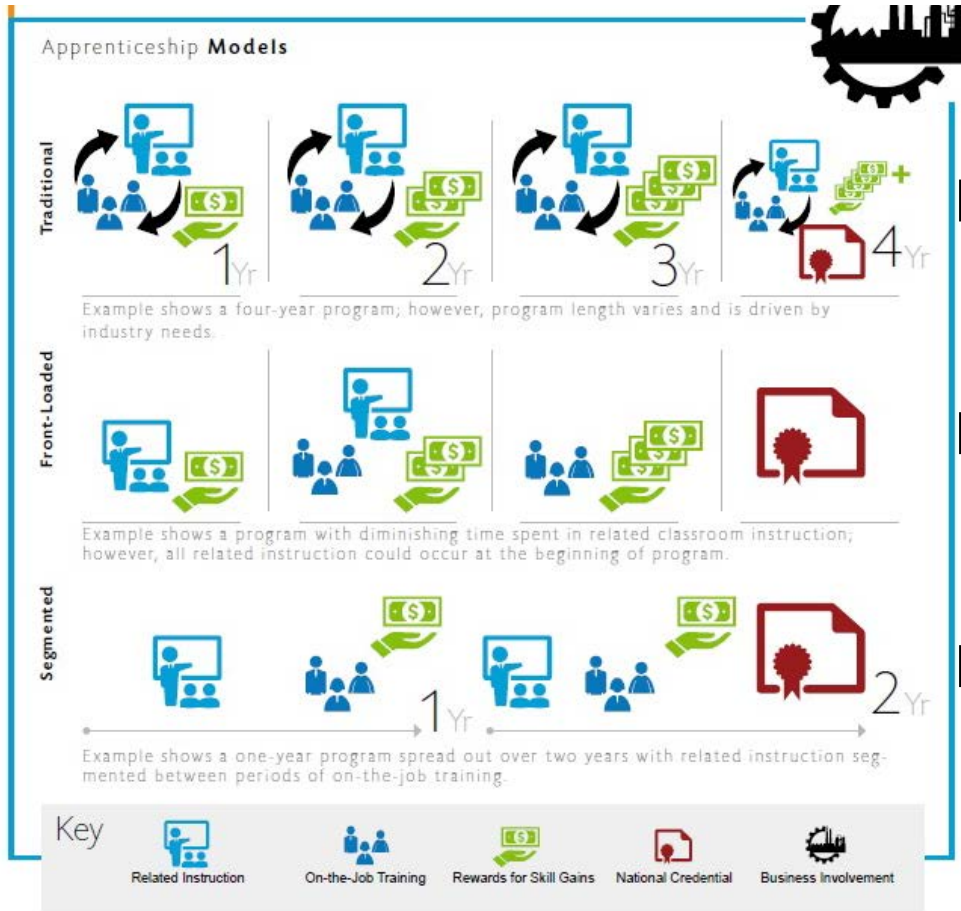
- ❖ Time- & Competency-Based
- ❖ Skill demonstration within a defined range of time



# Registered Apprenticeship Models

- ❖ **Single Employer**
  - ❖ Only 1 employer (program sponsor)
  - ❖ Employer provides OJL
  - ❖ Employer and/or external partner provides RTI
- ❖ **Multi-Employer/Group**
  - ❖ More than 1 employer
  - ❖ Each employer provides OJL
  - ❖ Identify program sponsor (employer or external partner)
  - ❖ RTI provided by external partner and can be customized for each employer involved
  - ❖ Apprenticeship Committee formed
- ❖ **Joint/Employers with Unions**
  - ❖ CBA apprenticeship program addition needed
  - ❖ Joint Apprenticeship Committee formed

# Registered Apprenticeship Models



Traditional =  
OJL & RTI together

Front-Loaded =  
RTI followed by OJL

Segmented =  
RTI & OJL in sections



# Registered Apprenticeship Items

## ❖ All Program Models

- Standards of Apprenticeship (based on model)
- Work Process Schedule & RTI Outline
- RTI Sample Material
- Apprenticeship Agreement
- Workforce & Journeyperson Statistics
- Affirmative Action Plan (>4 Apprentices)
- RTI External Provider Acknowledgement Letter

## ❖ Group Model

- Employer Acceptance Agreement

## ❖ Union/Joint Model

- Collective Bargaining Agreement Addition

# Registered Apprenticeship Benefits

- ❖ **Formalize & Enhance Training Specific to Needs**

- ❖ **Develop a Pipeline of Highly Skilled Workers**

- ❖ **Increase Retention of New & Current Employees**

- ❖ **Access Other Resources**



# Pre-Apprenticeship Program

## Pre-Apprenticeship

- Educational, Pre-Vocational, & Technical Training
- Career Exposure
- Approved Training & Curriculum
- RA Program Connection

Standards

Expertise

Candidates

## Registered Apprenticeship

- Streamline Recruitment Process
- Increase Retention Rate
- Improve Diversity of Candidates
- Assure Quality Control
- Align Training

# Thank You!

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