MODERN APPRENTICESHIPS AND SHOP TRAINING METHODS

PREFACE

For years American manufacturers have been so busy increasing plant facilities, developing more efficient means of production, and designing and building new machinery and tools, that little attention has been given to the training of all-around mechanics, fitting them to become the future mechanical leaders of the machine building industry.

The old-time apprentice system of training has been abandoned in most plants; yet, however, there has been a demand

The object of the present book is to describe in considerable detail the methods used in several well-known machine-building plants in the country. As the machine building industry is the basic industry in the whole machine building field, the examples have been mainly taken from...
education in the United States based on the liberal education alone to be the basis of our democracy. In this technical age, it is now recognized that, in addition to a liberal education, the system should be extended to include equipping young men to work through trade and apprenticeship training in all the major trade occupations and skills. Our college system of training is possibly the best in the world today, while our professional and technical schools are far ahead of those in any other country. Very recently, we have made great improvement in trade and industrial training. The present wide acceptance of apprenticeship training in industry and universal recognition of its importance throughout the United States is a promise that in the future the young man can expect not only a liberal education, that is, the right to live, but also the opportunity for a training that teaches him to work and earn a living, thus making available the greatest boon of democracy, the equality of opportunity.

M. H. Hermons
Finding the apprentice in YOU

_in your job, in your system, in your thinking!

• Who has been an apprentice?
• What is education for?
• What is an Apprenticeship for?

Building Knowledge, Skills, Behaviors
Reskilling needs 50% of all employees will need reskilling by 2025.

Are you competing for skilled workers?

Competition for skilled workers has resulted in increased turnover, decreased productivity, and lower profits.

Impacts of the Great Resignation
- 48 million workers changed jobs
- 29% of workers are currently looking
- 11+ million job vacancies

Stop competing for the same talent pool and improve employee engagement and skill through the Registered Apprenticeship model.
• COVID-19 and the Fourth Industrial Revolution have caused a double disruption to jobs.

• A lack of talent with necessary technical skills and credentials

• Getting best value for every $ spent

• Currently skilled workers “leaving” the job market.

• High staff turnover

• Ageing staff and skills
• Developing agile, adaptable workers that can keep pace with rapid industry evolution
• A lack of workforce diversity, equity & inclusion
• Difficulty keeping a steady pipeline of talent flowing into the organization
• Job postings that stay open too long, missing recruitment targets
• A need for more rapid and responsive workforce training and “up-skilling” models
Year after year more Americans find themselves underemployed.

Employers are constantly looking for skills on, and in demand.

Lifelong learning is becoming a critical skill (The Apprentice Mindset)

70% of job postings ask for bachelors, even though only 16% of those employed in those roles have them.

Degree inflation camouflaged as a skills shortage.
FOR A FAIR SELECTION EVERYBODY HAS TO TAKE THE SAME EXAM! PLEASE CLIMB THAT TREE.
Can we agree that these challenges undermine your productivity and profitability?

- 40% of US Employers can’t find employees with much needed skills.
- 60% are disappointed by the lack of preparation for entry-level jobs and beyond.
- 75% of 3,000 recently surveyed employers across all sectors reported a skills shortage.
- 92% said the skills shortage was negatively impacting productivity, staff turnover, and employee satisfaction, citing a lack of available training and development as a main reason.
The good news: This skills gap equals unprecedented opportunity.

- The rapid change is transforming the types of jobs that will be offered in the future.
- Building a well-positioned pipeline of workers with 21st-century skills.
- Administrations are investing in programs and policies to expand career pathways.
- Employers pushed to rethink onboarding strategies and talent development.
- “We simply can’t find enough people who can do the job.”
- Structural?, Locational?, Cyclical?
- Mainly a lack of skills.
Apprenticeships 5:1

- Don’t just set up training programs—create a learning culture.
- Engage employees in the transition instead of herding them through it.
- Look beyond the “spot market” for talent.
- Collaborate to deepen the talent pool.
- Find ways to manage chronic uncertainty.
VOICES
Apprenticeships could help solve our youth unemployment crisis

HOME | LABOR
No Debt, Real Experience, Unlimited Potential

EDUCATION
New apprenticeship program brewing at SUNY Schenectady

Goldman Sachs
Goldman Sachs starts trading floor apprenticeship scheme to boost diversity

WORKFORCE TRAINING
Tech Apprenticeships Shift the Costs of Higher Ed From Students to Employers

MO National Guard Working With MO Workforce Development For Apprenticeship Program

Newsroom
BAE Systems set to hire almost 1,700 apprentices and graduates
29 Dec 2021

InYourArea Community
Woking apprentice, 38, swaps kitchen for power stations
2022-02-08

PRACTICE
London firm to train solicitor-apprentices on business services
By Monidipa Fouder | 7 February 2022

APPRENTICESHIPS 2021
Investing in apprenticeship training is about to become easier for businesses
Employers can claim up to £2,000 for every apprentice – and reforms mean it will soon be simpler to get funding

ARTS
Diversity apprenticeship program aims to train workers underrepresented in museum field
• A service in tune with your business needs?
• Minimum disruption to your work patterns?
• Identified point of contact with knowledge of your business?
• High quality delivery and interaction?
• Rapid response to your requests and queries?
• Cost effective?
• Clear and simple procedures?
• Flexible & designed to meet your business needs?

"If you can’t explain it simply you don’t understand it well."

Albert Einstein
“We’re looking for someone with the wisdom of a 50-year-old, the experience of a 40-year-old, the energy of a 30-year-old, and the pay scale of a 20-year-old.”
Apprenticeships not only offer people the benefit of earning a wage while learning new skills or vocations, they are going to become an essential element of recruiting, retention, and employee development programs in the future.

—Richard Wahlquist
President and CEO of American Staffing Association
• Graduates earn low wages
• Only applicable to “The Trades”
• Bureaucratic Process
• A burden on company resources
• There’s limited state funding for Apprenticeships
• Limited to technical skill building
• Rigid pathway
• For people who don’t do well at school
• Not a ‘proper’ job
Congratulations
Junior Apprentices
Class of 2019
What is **THE MODERN APPRENTICE?**

COST EFFECTIVE CUSTOMIZED, SUPERVISED, AND PAID ON-THE-JOB TRAINING

WAGES GRADUATED IN STEP WITH SKILLS GAINED DURING TRAINING

RELATED CLASSROOM INSTRUCTION (ON OR OFF SITE) TO REINFORCE TECHNICAL SKILLS LEARNED IN THE WORKPLACE

FORMALIZED MENTORING AND COACHING

NATIONALLY RECOGNIZED INDUSTRY CREDENTIALS OR SPECIALIZED TECHNICAL CERTIFICATION EARNED FOR DEMONSTRATING THE ACHIEVEMENT OF WORKPLACE COMPETENCIES

AFFORDABLE CREDIT LEADING TO AN ASSOCIATE OR BACHELOR’S DEGREE, RECOGNIZING PAST WORK HISTORY AND LEARNING
High Quality Modern Apprenticeships

• Informed, Involved and Invested Employers.
• Accessible and useful Impartial Advice and Guidance.
• Well prepared talent pool / candidates.
• Reliable Match & Fill Processes.
• Achievable Expectations and Aspirations.
• Targeted, Relevant and Flexible Learning Plans.
• Embed Hindsight, Reflection and Mentoring into all Programs.
High Quality Modern Apprenticeships

• Develop World Class ”Deliberate” Partnerships.
• Integrates and aligns with current HR initiatives
• Focus on Careers, with clear lines of sight!
• Ensure there is a definite ROI.
• Education cannot be an individual sport.
• Appropriate levels of Regulation and Monitoring.
• Continuous Quality Improvement (Self-Assessment)
Human Capital Investment

2 out of 3 employers expect a return on investment from reskilling within one year

Apprentice Compensation Schedule (1 year)

- Direct Hire
- Apprentice

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<th>Months</th>
<th>Direct Hire</th>
<th>Apprentice</th>
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<td>1-12</td>
<td>60%</td>
<td>80%</td>
</tr>
<tr>
<td>13</td>
<td>100%</td>
<td>100%</td>
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On-the-Job training (OJT) Agreements

For new apprentices eligible for services under WIOA, local workforce development boards may provide employers a reimbursement that equates to 50% to 75% of an apprentice’s wages for 400 to 1,000 hours.

Individual Training Accounts (ITAs)

Registered Apprenticeship sponsors can elect to be added to a state’s eligible training provider list (ETPL). Once added, local workforce development boards can provide sponsors with an ITA to fund the related instruction component for WIOA eligible participants.

Tax Credits

More than 20 states currently provide employers with tax incentives to support costs of an apprenticeship. Most tax credit can be combined with other forms of funding.
Once established, apprenticeship programs reduce turnover rates, increase productivity, lower the cost of recruitment and increase safety. The return on investment is clear. For every dollar an employer invests in apprenticeships, they receive an average of $1.50 in return. Registered Apprentices earn nearly 2.5 times more over the course of their careers.
THE MAGIC SAUCE – Outcomes That Matter

• Improves companies' overall performance.
• Provides a competitive advantage in the marketplace.
• Brings value through the much-enhanced productivity of apprentices.
• Reduces turnover and increases employee loyalty, significantly reducing training and recruitment costs.
• Enables workers to better integrate into their business culture and develop greater leadership potential.
• Builds a bench of highly motivated and qualified workers for the future.
• Diversifies the workforce.
In conclusion – Can we agree?

• “Digital age” jobs require vastly new skills, and how to get them.

• As work evolves, so must the training and options for postsecondary education.

• Workers must also have other opportunities to earn a good career & life.

• Apprenticeships can achieve this goal.

• Education-to-workforce pipelines have to become varied and dynamic in order for workers to succeed in the digital age.

• Over the past two centuries, we established free primary and secondary education and public two- and four-year colleges in every state. Now, we must add the missing piece, making apprenticeships a ubiquitous part of our educational system.
So, who are YOU!

Call-to-Action?

• Wonder if an apprentice can do that! If yes, it is “US/OUR” responsibility to make it happen. That’s what we do!
• Education needs to better reflect the needs of our times.
• Work Based Learning is a key education stage at all levels. Not just a last mile alternative.
Finally - The Power of Apprenticeships