Apprenticeship and Training Office
Apprenticeship and Training Office: What do we want to accomplish?

• Increase the number of Pennsylvania Registered Apprenticeship opportunities
• Educate the uninformed (employers and job seekers) about the benefits of registered apprenticeship.
• Expand apprenticeship into non-traditional occupations.
What is Registered Apprenticeship?
➢ An employer–driven model that combines on-the-job training with job related classroom instruction

➢ Workers learn practical and theoretical aspects of a highly skilled occupation – a proven approach to prepare workers for careers while meeting employers’ need for a highly-skilled workforce

➢ Programs can be sponsored by individual employers, joint employer and labor groups, and/or employer associations

➢ Apprentice’s skill level and wages Progressively increase

➢ Apprentices receive a national portable credential.
REGISTERED APPRENTICESHIPS:
created and sustained through strong partnerships – a proven strategy for a pipeline of qualified workers for employers and industries
What Occupations or Industries can have a Registered Apprenticeship Program?
However, apprenticeship has expanded to more than 1,000 occupations in diverse industries, including Health Care, Information Technology, Manufacturing, Transportation, Logistics, & Energy.
What is a Registered Pre-Apprenticeship
• **What is Registered Pre-Apprenticeship?** Registered Pre-Apprenticeship are employer driven programs, which provide individuals with the fundamental skills needed to participate in registered apprenticeship programs.

• **Who is eligible to become a Registered Pre-Apprenticeship Sponsor?** School Districts, CTCs, Post Secondary Institutions, CBOs (*any organization which represents a specific demographic which also provides employment training*) and Employers.

• **Who can become Pre-Apprentices?** In School Youth, Out Of School Youth, College Students, Job Seekers, and Incumbent Workers.

• **What are the hour requirements of OJT and RTI for Registered Pre-Apprenticeships?** Registered Pre-Apprenticeship programs have no minimum or maximum number of hours for classroom or on-the-job training. Each program is customized to meet the registered apprenticeship sponsors and employer’s needs.

• **Who approves Registered Pre-Apprenticeships?** Registered Pre-Apprenticeship programs are approved by the PA ATO Director.
THREE PRINCIPLES OF REGISTERED PRE-APPRENTICESHIP

• Registered Pre-Apprenticeship programs must be **connected** with a registered apprenticeship program.

• Registered Pre-Apprenticeship curriculum must **align** with the registered apprenticeship programs’ curriculum.

• Registered Pre-Apprenticeship programs must provide a **pathway** towards employment by connecting pre-apprentices to employers who have registered apprenticeship programs (via events, tours, shadowing, meetings, mock interviews etc.) Registered Pre-Apprenticeship programs must have a **employer engagement plan**.
Why get involved in Registered Pre-Apprenticeship?
• It is an intentional and deliberate connection between employers and training providers to create a sustainable talent pipeline for the present and the future.

• Once a registered, a pre-apprenticeship program becomes a workforce development strategy and that means it’s eligible for workforce development funding opportunities.
# Registered Pre-Apprenticeship Programs

<table>
<thead>
<tr>
<th>Sponsor</th>
<th>WDB</th>
<th>Occupation</th>
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</thead>
<tbody>
<tr>
<td>Milton Hershey School</td>
<td>South Central</td>
<td>Cook / Carpenter</td>
</tr>
<tr>
<td>Pennsylvania College of Technology</td>
<td>Central</td>
<td>Mechatronics Technician &amp; CNC</td>
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<tr>
<td>German American Chamber of Commerce, Pittsburgh Chapter</td>
<td>Partner4Work</td>
<td>Mechatronics Technician Extrusion Operator, Blow Mold Operator</td>
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<tr>
<td>Penn United Technologies Inc</td>
<td>Tri County</td>
<td>CNC Operator-Milling and Turning Machinist</td>
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<tr>
<td>JEVs Human Services</td>
<td>Philadelphia Works</td>
<td>IT Generalist</td>
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<tr>
<td>Central Montoco Technical High School</td>
<td>Montgomery</td>
<td>Carpenter, Electrician, Plumbing-Pipefitter, Masonry / Bricklayer</td>
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<tr>
<td>Oberg Industries</td>
<td>Tri County</td>
<td>Multiple Manufacturing Occupations</td>
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<tr>
<td>Tranzed / Nu Paths Apprenticeship</td>
<td>South Central</td>
<td>Multiple IT Occupations</td>
</tr>
<tr>
<td>Northeast Equipment Dealers Association</td>
<td>South Central / Lancaster</td>
<td>Agriculture Equipment Service Tech.</td>
</tr>
<tr>
<td>Energy Innovation Center Institute</td>
<td>Partner4Work</td>
<td>Multiple Building Trade Occupations</td>
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<tr>
<td>York Electricians JATC</td>
<td>South Central</td>
<td>Electricians</td>
</tr>
<tr>
<td>University of Pittsburgh - Manufacturing Assistance Center</td>
<td>Partner4Work</td>
<td>Machinist, CNC Machine Operator, CAD</td>
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Why Apprenticeship? (W.I.I.F.M.)
What's in it for me?
If the company...

- Has experienced employed aging out of the workforce?
- Finds it challenging to attract new talent to entry-level jobs?
- Needs a pipeline that enables entry-level workers to prepare for hard-to-fill highly skilled jobs?
- Finds new grads to be long on theory, but short on applied skills?
- Has a workforce that can keep pace with changes in the industry?

If the answer is yes to any of these questions, apprenticeship may be the right program for you!
WHAT EMPLOYERS GET FROM APPRENTICESHIP PROGRAMS

➢ 97% of employer sponsors recommend apprenticeship programs.

➢ Employers get an average of $1.47 back in increased productivity for every dollar spent on apprenticeship. (U.S. Dept. of Commerce)

➢ Highly Skilled employees trained to the specifications of the business or industry

➢ Lower turnover and Higher Productivity

➢ Apprenticeship can be used as a recruiting and retention strategy for employers.
BENEFITS FOR WORKERS:

✓ Increased Skills
✓ Wage Progression*
✓ Industry-recognized credential
✓ Career Advancement*
✓ Job Satisfaction
Registered Apprenticeship Stats and Facts
As of 5/13/2019:

- 800 Registered Apprenticeship Programs
- 17,163 Registered Apprentices
- In-School/ Out of School Youth make up 40% of all registered apprentices.

Since the creation of the ATO in 2016:

- 31% Increase in Registered Apprenticeship Activity
- 120 New Apprenticeship Programs
- 11 New Occupations Added
- 24 Registered Pre-Apprenticeship Programs.

The Average Age of an Apprentice is 28.
What Does the ATO Do?
ATO Services: How Can We Help?

• **Technical Assistance:**
The ATO provides technical assistance as you begin to create and establish your apprenticeship and pre-apprenticeship program, and will provide assistance throughout the life of the program. The ATO provides guidance and assistance as questions may arise.

• **Meeting Facilitation:**
The ATO will assist you in planning and facilitating meetings with key partners, employers, and training providers to begin discussion and planning of your apprenticeship program.

• **Funding Opportunities:**
The ATO offers funding and grant opportunities to programs once they become registered. The ATO also has knowledge of funding sources applicable to your program and can connect you with opportunities.
ATO Services: How Can We Help?

• **Inventory of Regional Resources:**
The ATO has created a resource inventory for the various regions throughout the Commonwealth to assist in identifying resources within your area.

• **Workforce Development Board Plan Alignment:**
The ATO offers assistance to local Workforce Development Boards to ensure their plans align with the requirements for apprenticeship and training set forth in WIOA.

• **Assistance with building program capacity:**
Once the program is registered, the ATO assists sponsors with forming partnerships, building capacity, customizing content and creating entry points for apprentices.
2019 ATO Initiatives
ATO INITIATIVES

• Identify ways to connect traditional and non-traditional apprenticeships
• 2019 Apprenticeship Summit - Oct. 30th to 31st
• National Apprenticeship Week - Nov. 11th to 17th
• Industry Recognized Apprenticeship Programs (IRAPs)
• 2019 PAsmart and other funding for RA
• CWDS and Registered Apprenticeship data alignment
• Increased ATO complement
• Identifying and connecting to more talent pipelines for employers
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