



Registered Apprenticeship

**Creating a Promising
Tomorrow**

Registered Apprenticeship A Promising Tomorrow

- ★ Registered Apprenticeship was established in Virginia with the signing of the Virginia Apprenticeship Act in 1938
- ★ Registered Apprenticeship sponsors range from small individually owned companies with less than 5 apprentices (the majority) to large sponsors such as Newport News Shipbuilders, Norfolk Naval Shipyard, and the VA National Guards

Registered Apprenticeship: A Promising Tomorrow

- ✦ Modern Registered Apprenticeship combines carefully defined and employer-specific training under the guidance of a highly skilled mentor at the work site
- ✦ Full time on-the-job training is supplemented with occupation specific related classroom instruction
- ✦ A perfect example of a successful public-private partnerships

Registered Apprenticeship: A Promising Tomorrow (continued)

- ★ Apprenticeship offers flexible industry-driven on-the-job learning with occupation specific related instruction, voluntarily sponsored by individual employers, employer associations and joint employer-employee groups

Registered Apprenticeship: Advantages

- On-the-job training and classroom instruction provide a tested system to maximize skills
- Nationally, more than 29,000 sponsors representing more than 250,000 employers who have implemented apprenticeship programs to meet specific training needs
- More than 500,000 employees participate as apprentices

Registered Apprenticeship: Advantages (continued)

- Sponsors include employers, employer associations and labor-management organizations
- Apprentices come from diverse backgrounds and include women, minorities, youth, persons with disabilities, incumbent and previously dislocated workers

Registered Apprenticeship Advantages continued

- Ensures any size company can maintain a highly skilled workforce
- Enables new employees to quickly contribute to company productivity
- Instills loyalty and decreases turnover
- Produces employees with safe and healthy work habits and practices

Registered Apprenticeship: Advantages (continued)

- On-the-job training under the guidance of experienced and qualified personnel
- Occupation-specific classroom instruction coordinated through the Virginia Community College System to include many of Virginia's Technical Centers
- Training and certification that meets industry and business standards and results in professional licensure and nationally recognized credentials
- Opportunities to receive education, develop skills and to gain experience that enable employees to advance in their careers
- Nationally recognized journey worker status

Registered Apprenticeship in Virginia

Customer served in FY 2012-13:

- More than *2,300 sponsors
- ✦ More than *12,500 apprentices
- ✦ Last year, 2,879 apprentices received nationally recognized Certificates of Completion and journey worker cards

Registered Apprenticeship in Virginia

- ★ Today, over 70% of currently identified occupations require credentials beyond high school; 20% still require a 4 year degree
- ★ Registered Apprentice helps to ensure that Virginia has a highly skilled and credentialed workforce that is locally available to work in occupations not conducive to off-shore outsourcing



Registered Apprenticeship Occupations in Virginia

- ★ Over 350 occupations are actively registered in Virginia with over 1,000 occupations approved for registration by the USDOL, Office of Apprenticeship
- ★ A variety of occupations include welders, electricians, opticians, plumbers, machinists, ship fitters, maintenance mechanics, multi craft technicians and mechatronics technicians

Registered Apprenticeship: How It Works

★ On-the-Job Training

- ★ Registered employers (sponsors) provide on-the-job training to employees (apprentices)
- ★ A minimum of 2,000 on-the-job training hours are provided
- ★ Each apprentice works closely with a highly skilled mentor/journey worker for maximum results

Registered Apprenticeship: How it works

☀ Related Classroom Instruction

- ☀ Apprentices attend classes at their local community college, vocational technical center, on-line, or the sponsor's site Student apprentices can begin occupational education and on-the-job learning in high school
- ☀ Participants spend approximately six hours a week for a minimum of 144 annual contact related instructional hours



☀ Employer Requirements

- ☀ Meet with a DOLI local apprenticeship representative to develop a registered program
- ☀ Review classroom instruction program with the local related instruction coordinator (this is coordinated with the DOLI representative)
- ☀ Select employee(s) to provide on-the-job training and serve as mentors
- ☀ Identify employee(s) who are willing to become registered apprentice(s)



★ Employee Requirements

- ★ Most employers require a high school diploma or a GED and high levels of math and communication skills
- ★ Must be at least 16 years old
- ★ Ability to work full-time and attend classes one or two nights per week
- ★ Mechanical, physical and mental abilities to master techniques and technology of the occupation.



DOLI Registered Apprenticeship Staff Provides:

Assistance to sponsors in developing specific work processes for occupations to fit individual employer needs

Introduces sponsors to local related instruction coordinators, grant opportunities & potential partnerships

- ★ Performs required periodic Quality Assurance Assessments and EEO Reviews as mandated.
- ★ Issue Certificates of Completion and journey worker cards upon successful completion



Registered Apprenticeship

Guarantees practical, dignified, life-long, rewarding and financially successful careers in wide variety of skilled occupations that are and will remain in demand for many years



To Learn More About Registered
Apprenticeship Contact a local DOLI
Apprenticeship Representative today

Abingdon, Lynchburg, Manassas,
Richmond, Roanoke, Tidewater and
Verona

www.doli.virginia.gov



www.doli.virginia.gov

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