

# Apprenticeship 101



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# What is Apprenticeship?

It is a job and it is school.

- Training methodology for employers
- Apprenticeship starts with a job
- Combines On-the-Job Training & Classroom Instruction
- Trains to industry
- Expanding beyond construction
  - Advanced Manufacturing
  - Healthcare
  - Technology, 1<sup>st</sup> in country
  - Cosmetology
  - Youth (School District)
  - Agriculture



# Core Components of Apprenticeship

- Structured **Paid** On-the-Job Training (OJT)
  - 2,000 to 10,000 Hours (1 to 5 years)
- Related Supplemental Instruction (RSI)
  - Minimum of 144 hours per year
  - Apprentices know the “WHY”
  - Options: On-board, Online, Community Colleges
- Wage progression
- National credential
  
- The Apprenticeship model is flexible!

# What are the benefits to the employer?

EMPLOYERS HAVE

99 PROBLEMS

BUT APPRENTICESHIP ISN'T ONE

#ApprenticeshipWorks

- Provides an employer with capable employees who are fully trained to industry standards
- Fills a work force demand.
- Build and train the employee you want.
- Create and develop the soft skills your business needs:
  - Team player, Communication, Work ethic, Leadership
- Keeps journey-level worker engaged in their work
- On average, for each dollar invested, private employers receive a benefit of \$1.38—a net return of \$0.38

# Ways to Join

## ■ Sponsor a Program

- Approved by Council quarterly (Jan, April, July, Oct)
- Standards specify the length of training, related supplemental instruction, outline of the skills of the trade to be learned, and the wages the apprentice will be paid
- Minimum Guideline Standards for electrical programs
- Single employer, union, association, committee

## ■ Training Agent

- Join an existing program, agree to committee standards
- Business to Business agreement
- Approved any time of the year

\*Employer costs associated with each option

# Roles, Responsibilities and Resources

## Apprentice:

- Apprentices manage their time, report work records, attend classes and progress in their apprenticeship program. Apprentices may also be required to pay for tuition or books.

## Employer:

- Employers pay wages, oversee on-the-job training, provide mentor/journey-level worker, monitor performance and evaluate progress.

- Apprenticeships promote diversity
  - Annual compliance review
- Quarterly Reporting to L&I
  - OJT and RSI
- Apprenticeship Consultants provide technical and program guidance
- Community support services for Apprentices
  - Transportation, Tools, Clothing

# Models for Youth Apprenticeship

- Washington State currently has 3 models of youth apprenticeship
  - Spokane, Tacoma and Yakima School Districts
- Apprentices can work up to 20 hours a week during the school year.
- Most students are full-time during the summer months
- Current occupations include:
  - Youth Production Technician
  - Prep Cook
- 16, 17, 18 year olds
  - Enrolled in high school
  - Not a pathway around graduation



# Registered Youth Apprenticeship in Washington State



- AJAC Youth Signing Day, April 2017
- Governor Inslee supports apprenticeship and youth apprenticeship
- Dedicated Youth Apprenticeship Consultant

- Apprenticeship is highly competitive
- Average age of apprentice in United States is 28
- Registered Youth Apprenticeship is a solution for an aging workforce





# Safety and Youth Apprenticeship

- 16 and 17 year old students registered in the youth apprenticeship programs are subject to all state and federal child labor laws regarding employment of minors.
- Youth apprentices are allowed to perform limited work in prohibited processes for training purposes because they meet the criteria of “student learners”.
- Limitations are also detailed in the Apprenticeship Program Standards.

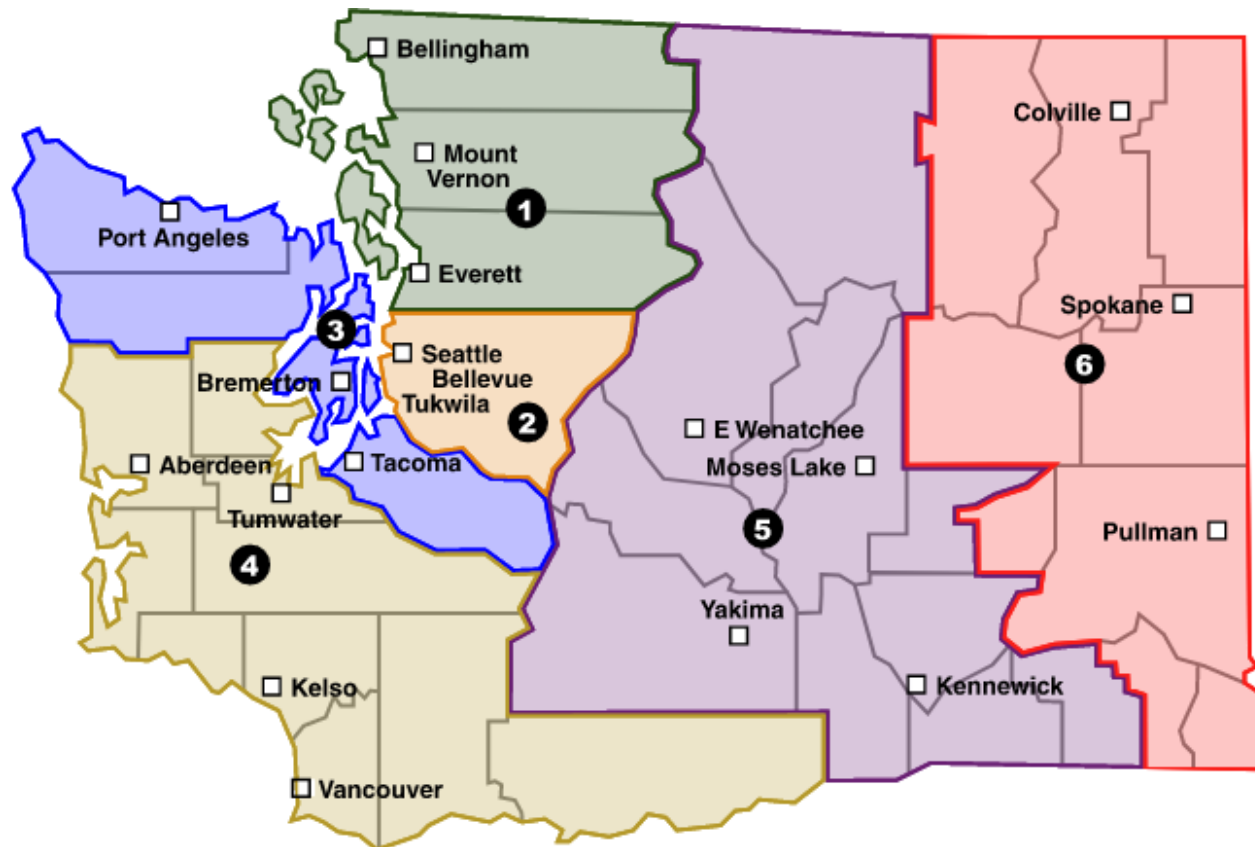
# Pre-Apprenticeship in Washington State

- Pre-apprenticeship Programs are an effective pathway into apprenticeship
- Ensure apprentice is competitive
- Ensures employer of entry level skill base of applicant
- Fast growing industry in Washington State
- Requires an articulation agreement with an existing sponsor/program



# L&I Apprenticeship Consultants

- In every region across Washington State
- Technical experts on apprenticeship standards
- Staff dedicated to Youth, Outreach, Compliance and Technical expertise



# Questions

