Texas Workforce Commission

Registered Apprenticeship

Hosted by Dallas County Community College District
Texas Workforce Commission

Building and Expanding Workforce Opportunities for Registered Apprenticeship

Hosted by Dallas County Community College District
• $50.5 Million awarded
• 37 grants; most to State Workforce Agencies
  • 8 Equity Cap Breaker Innovation Pilots
  • 6 Industry Cap Breaker Innovation Pilots
• Key Metrics:
  • New Apprentices
  • New Businesses Engaged
  • Apprenticeship Programs Expanded
  • New Apprenticeship Programs
State Apprenticeship Expansion Grants - Goals

- Assist states in advancement of Registered Apprenticeship as a workforce development strategy and post-secondary education career pathway
- Support integrated, state-wide apprenticeship strategies and state capacity to engage industry and meet the demand for new programs (IT, Healthcare, Advanced Manufacturing, Building Trades, Cybersecurity, and Business Services)
- Catalyze state innovations to significantly increase Registered Apprenticeship opportunities for all American workers, particularly underrepresented populations in apprenticeship
Texas Workforce Commission

Apprenticeship

TEXAS

State Expansion Grant $1.3 Million
Outline

1. What is Registered Apprenticeship?
2. How Does Registered Apprenticeship Work?
3. Myths
4. Benefits to Employers
5. Funding Possibilities
6. ApprenticeshipTexas
What is Registered Apprenticeship?
The Official Definition

• A structured occupational training program that combines on-the-job training and related instruction in which workers learn the practical and conceptual skills required for a skilled occupation, craft or trade.
What is Registered Apprenticeship?

- The “other” credential
- A strategic approach to create a pipeline of skilled workers
- The most underutilized strategy in workforce training services

Apprenticeship – “THE BEST KEPT SECRET”
How Does Registered Apprenticeship Work?

Adaptable and Flexible

- Employer Involvement
- Structured On-the-Job Learning
- Related Instruction
- Rewards for Skill Gains
- National Occupational Credential

Five Core Components of Registered Apprenticeship
How Does Registered Apprenticeship Work? 2 of 2

EMPLOYER WITH TRAINING NEEDS

- Build a highly skilled workforce
- Provide standardized, high quality training
- Respond to losing workers with key knowledge/proficiencies
- Desire to create a talent pipeline and career pathways
What qualifies an occupation to be apprenticeable?

- The occupation or trade must:
  - Involve skills customarily learned in a practical way through a structured, systematic program on-the-job supervised learning;
  - Be clearly identified and commonly recognized throughout an industry;
What qualifies an occupation to be apprenticeable?

- The occupation or trade must:
  - Involve the progressive attainment of manual, mechanical or technical skills and knowledge which, in accordance with the industry standard, requires the completion of at least 2,000 hours of on-the-job learning to attain; and
  - Require related academic instruction to supplement the on-the-job learning (minimum of 144 hours recommended)
Apprenticeable Occupation

- Traditional -- occupations that are apprenticeable
  - CONSTRUCTION/BUILDING TRADES
    - Plumber
    - Electrician
    - Carpenter
Non-Traditional -- occupations that may be apprenticeable

- industrial machinery,
- mechanics,
- technology,
- manufacturing,
- robotics,
- logistics,
- health care,
- finance, and others.
Many Apprenticeship *Myths* Out There

- Registered Apprenticeship pertains only to the construction/building trades
- It’s a second chance system
- It’s for the non-college bound
More **Myths**

- There’s no future – limited career path
- Outdated, outmoded, outlasted its usefulness
- Limited opportunities
- All programs are time-based
Another Myth

One of the most popular myths is:

“IT’S ALL UNIONIZED”
Benefits/Value to Employers

Apprenticeship is good for business

- Offers a flexible training strategy that can be customized to meet the needs of any business
- Apprentices can be new hires or current employees

- Helps recruit and develop a highly skilled workforce
- Improves productivity and the bottom line
- Provides opportunities for tax credits and employee tuition benefits in some states
- Reduces turnover costs & increases employee retention
- Creates industry-driven and flexible training solutions to meet national and local needs
Another take on Registered Apprenticeship:

“What’s worse than training your workforce and they leave? ...not training them and they stay.”
Return on Investment

**Long Term:** According to one study, for every $1 of federal funds invested, there’s a $27 return

**Business Short Term:** For every dollar spent on apprenticeship, employers get an average of $1.47 back in increased productivity.
Registered Apprenticeship - Facts and Figures

Employer Involvement

150,000
Employers and Labor Management Organizations Participate in Registered Apprenticeship.

525,000
Registered Apprentices Nationwide in More than 1,200 Occupations.

Apprentices Wages

$50,000
Average Starting Salary of Apprentices Per Year While Earning a Credential Equivalent to a 2 or 4 Year College Degree

$300,000
Amount Workers Who Complete Registered Apprenticeship Programs Earn More Over a Lifetime Than Peers
**Wage Examples**

### Secondary School Teachers
- **Salary:** $57,200 per year, on average

### Accountants
- **Salary:** $67,190 per year, on average

  Apprentices earn an average starting salary of $50,000/year while gaining a credential that is equivalent to a 2 or 4 year college degree.

### Electrician

<table>
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<tr>
<th>Year of Training</th>
<th>Hourly Salary</th>
<th>Yearly Salary</th>
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<tbody>
<tr>
<td>First</td>
<td>$15.13</td>
<td>$31,470</td>
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<tr>
<td>Second</td>
<td>$18.15</td>
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<td>$27.23</td>
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<tr>
<td>Journeyworker</td>
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<td>$62,920</td>
</tr>
</tbody>
</table>

Example: Electrician Journeyman wages after completion of 5 years of training $62,920

### Registered Nurses
- **Salary:** $67,490 per year, on average

Example: After 6th year of work total earning $283,191 with no education debt
ApprenticeshipTexas Funding is to support TWC’s efforts to integrate and aggressively expand Registered Apprenticeship within the Texas Talent Development strategy including an aggressive outreach campaign and the development of regional workgroups.
Objectives:

• Increase number of Registered Apprenticeship Training Programs in Texas

• Increased number of Registered Apprentices in Texas

• Increase business participation -- Significant number of businesses outreached and engaged
Texas Workforce System Assistance

Workforce Solution Offices may:

- Provide up-front screening and referrals
- Provide basic skills and pre-apprenticeship for both adults and youth
- Use funds to support Registered Apprenticeship program training
  - Individual Training Accounts (ITAs) to support the Related Training Instruction (RTI)
  - Contracts to support the On the Job Training (OJT)
  - Fund Supportive Service Needs
Multiple funding strategies may be used to support Registered Apprenticeship such as:

- Workforce Innovation and Opportunity Act (WIOA)
- Adult education literacy (AEL)
- Texas Education Code – Chapter 133 (Apprenticeship System of Adult Career and Technology Education)
- Jobs and Education for Texans (JET) Grant
- Texas Higher Education Coordinating Board (THECB)

This is not an all inclusive list.
• Texas Industry Clusters and include additional regional economic sectors (e.g., Industrial Machinery Mechanics, Finance, Medical, Robotics) that may be primed for Registered Apprenticeship development.

• Registered Apprenticeship programs are not just for skilled trades such as construction and manufacturing but the model has been expanded to the IT field, healthcare and the financial sectors. Chase bank, Amazon and CVS all have Registered Apprenticeship programs.
THE END

QUESTIONS?
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