



# Registered Apprenticeships:

## *What's the Fuss?*

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# Objectives

- **Understand the talk:** Learn the different models, myths, and benefits of apprenticeship as well as the collaborative efforts needed for successful outcomes.
- **Walk the walk:** How to access and easily connect your students and clients to Registered Apprenticeship Programs.

## Registered Apprenticeship: Fact or Myth?

- Registered Apprenticeships are too costly (ROI rules)
- I will train someone, and they'll go to another employer for \$1 more
- I don't want a union here
- I don't want the government in my business
- Our own apprenticeship / training works fine
- The European model won't work in the US
- It's not for my industry

**Myths:**

- Registered Apprenticeships are basically the same as any other type of employer training program.
- The government dictates occupational training protocols.



# RA Types, Wage Progression, and Delivery Models

## DOL Registered Apprenticeship

- Time-based
- Competency-based
- Hybrid

## Delivery Models

- Full-time work – part-time school
- Full-time school – part-time work
- Part-time school and work
  - ICATT model
- Front loaded

### 4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journey worker wage rate, which is: \$23.61.

Level	Benchmark	Wage Upon Completion
1	Evidence of 33% competencies (7) earned as outlined in Appendix A and 33% of the RTI credit hours completed. (320 RTI hours total)	\$18.36
2	Evidence of 33% competencies (7) earned as outlined in Appendix A and 33% of the RTI credit hours completed. (640 RTI hours total)	\$20.89
3	Evidence of 34% competencies (7) earned as outlined in Appendix A and 34% of the RTI credit hours completed. (960 RTI hours total)	\$23.61

Or as provided on the employer participation agreement.

Wage progressions are a required component of RA

# Occupational Training Example: Welding Apprenticeship

## Related Instruction

Year 1	Total Annual Hours
Shop Mathematics	40
Drawings & Blueprints	40
Hand Tools	20
OSHA 10	10
ARC Flash	16
Forklift	24
<b>Totals</b>	<b>150</b>
Year 2	Total Annual Hours
Gas Welding (Basic)	40
Arc Welding (Basic)	40
Cutting	40
Job Layout	40
<b>Totals</b>	<b>160</b>
Year 3	Total Annual Hours
Metals	40
Intermediate Welding – MIG	40
Intermediate Welding – TIG	40
Soldering & Brazing	40
<b>Totals</b>	<b>160</b>
Year 4	Total Annual Hours
Advanced Welding Automation	40
Robotic Welding	40
Apprentice Capstone Project	80
<b>Totals</b>	<b>160</b>

## Work Processes

- **Care & Use of Welding Equipment** **400**
  - Torch, Gauges, Cylinders, Regulators Lines
- **Gas Welding** **500**
  - Cast Iron, Brass, Aluminum, Sheet Metal
- **Arc Welding** **2000**
  - Downhand, Vertical, Horizontal, Overhead
- **Pipe Welding** **500**
  - New Construction & Repair
- **Torch Soldering, Lead Welding & Burning** **400**
- **Non-Ferrous Welding** **200**
  - Special Processes
- **High Alloy Steel Welding** **1000**
  - Hard Surface Welding, High Speed, Oil,
  - Air & Water Hardening Rods, Stainless
- **Layout & Inspections** **1000**

# Occupational Training Example: Certified Nursing Assistant Apprenticeship

## Related Instruction

- **Module I - Introduction to Health Care**
- **Module II - Rights and Responsibilities**
- **Module III - Infection Control in the Health Care Setting**
- **Module IV - Emergency Procedures**
- **Module V - Injury Prevention in the Healthcare Environment**
- **Module VI - Care of the Resident**
- **Module VII - Fundamentals of Rehabilitation and Restorative Nursing**
- **Module VIII - End of Life Care**
- **Module IX - Alzheimer's Disease and Related Dementia**
  
- **Completion of CNA Exam**

## Work Processes

**Turn or reposition bedridden patients.**

Answer patient call signals, signal lights, bells, or intercom systems to determine patients' needs.

**Feed patients or assist patients to eat or drink.**

Measure and record food and liquid intake or urinary and fecal output, reporting changes to medical or nursing staff.

**Provide physical support to assist patients to perform daily living activities, such as getting out of bed, bathing, dressing, using the toilet, standing, walking, or exercising.**

Document or otherwise report observations of patient behavior, complaints, or physical symptoms to nurses.

**Remind patients to take medications or nutritional supplements.**

Review patients' dietary restrictions, food allergies, and preferences to ensure patient receives appropriate diet.

**Undress, wash, and dress patients who are unable to do so for themselves.**

## Registered Apprenticeship Programs Are Expensive: It depends but the investment beats the alternative





# Registered Apprenticeship ROI

## Funding

### Registered Apprenticeship Reality

- Employer Investment in the employee apprentice
- Apprentice commitment and loyalty to employer

- DCEO grant dollars
- State tax incentives\*
- Individual Training Accounts (ITAs)
- On-the-Job training grant dollars
- Employer Training Investment Training Program (ETIP)

ROI Calculator - Oregon Apprenticeship - <https://oregonapprenticeship.org/roi-calculator/>

\*Illinois Apprenticeship Education Expense Tax Credit Program – Incentives - <https://tinyurl.com/y43sdh7p>

**Myths:**

- Registered Apprenticeships will lead to a union.
- Registered Apprenticeships work best for trade occupations.

**Federal Workload Data: Key Data by Program Type\*\* for Fiscal Year 2020\***

Program Type	Active Apprentices	Active Programs	Percent Active Apprentices	Percent Active Programs
Employer Only (Non-Joint)	105,301	8,545	38%	84%
Joint Labor-Management	170,023	1,621	62%	16%

[Data and Statistics | U.S. Department of Labor \(dol.gov\)](https://www.dol.gov) retrieved 4.22.22

Employers worry they'll train someone who will leave for \$1 more somewhere else. **Fact but...**



92% of apprentices continue employment after completing an apprenticeship

[Homepage | Apprenticeship.gov](https://www.apprenticeship.gov) retrieved 4.27.22

# CAIC and ECC as an Intermediary

## Apprenticeship Expansion Grant

**Assist in the creation and expansion of registered apprenticeship programs creating opportunities for individuals.**

- Consultative approach
- Connection to partners
- Offset cost of tuition
- Support any industry
- Leverage other funding Sources



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## Flex-n-Gate

### Leveraged Funding

- On-the-Job Training funds
- Apprenticeship Expansion grant
- One Workforce grant

### Training

- Prairie State College
- Ivy Tech Community College

### Model

- Full-time work – part-time training



## Collaborations in Action / Leverages / Success Stories

### Principal Manufacturing

#### Leveraged Funding

- DCEO Apprenticeship  
Expansion Grant

#### Training

- Technology and  
Manufacturing Association

#### Model

- Full-time work – part-time  
training



## Collaborations in Action / Leverages / Success Stories

### In-process: Ascension St. Joseph Hospital (previously Amita)

#### Leveraged Funding

- DCEO Apprenticeship Expansion grant
- St. Joseph Hospital Foundation
- ECC LWIA5 Youth
- ECC LWIA8 Youth

#### Training

- Elgin Community College
- Avid CNA

#### Model

- Front-loaded



## **Career Pathway Pipelines to RA: Pre-/Youth Apprenticeship**

**Pre-Apprenticeship programs are designed to prepare individuals to enter and succeed in apprenticeship programs or in another career pathway approach.**

- **Inclusive recruitment of underrepresented individuals**
- **Industry-focused curriculum and training**
- **Hands-on learning / Work-based learning**
- **Retention services for successful participation and completion**
- **Partnerships with employers and connections to Apprenticeship programs**
- **Strive for credential acquisition**

~IWIB Apprenticeship Illinois Pre-Apprenticeship Work Group Approved Definition 12.9.21



# Connection Resources

- [ApprenticeshipIL.com](http://ApprenticeshipIL.com) – Your first stop!
  - Navigator
  - Intermediary
  - American Job Center
  - LWIA
- [Apprenticeship.gov](http://Apprenticeship.gov)

## Sponsors of Programs

- Community Colleges
- Industry Associations
- Employers

# Connection Resources

- **Illinois Manufacturing Association**
- **CISCO – [cisco.org](http://cisco.org)**
- **German American Chamber of Commerce / ICATT – [icattapprenticeships.com](http://icattapprenticeships.com)**
- **IMEC – [imec.org/about-imec](http://imec.org/about-imec)**
- **Jane Addams Resource Corporation – [jane-Addams.org](http://jane-Addams.org)**
- **Chicago Women in Trade – [cwit.org](http://cwit.org)**
- **Revolution Workshop – [Revolutionworkshop.org](http://Revolutionworkshop.org)**

# Questions?

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## Terminology – Apprenticeship style

- **Apprenticeship** – An officially sponsored Department of Labor Registered Apprenticeship (RA or RAP)
- **apprenticeship** – (non-capitalized) A generic term used to describe a non-DOL sponsored program
- **DCEO** – Department of Commerce and Economic Opportunity
- **LWIA** – Local Workforce Investment Area
- **On-the-job learning (or training)** – Structured learning at an employer aligned to RTI (Related technical instruction) which is a mix of learning and contributing.
- **RAP** – Registered Apprenticeship Program approved by the Department of Labor
- **RTI** – Related technical instruction, a core component of RA