Apprenticeship and Pre-Apprenticeship Opportunities for Youth in California

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Definitions

**Apprenticeship** – focused classroom instruction combined with a minimum of one (1) year of paid work experience that tracks skill acquisition and competency via EMPLOYER identified work processes and observation. Registered and approved by California Division of Apprenticeship Standards (DAS) or Federal Department of Labor (DOL)

**Pre-Apprenticeship** – more formal classroom and/or work based learning that provides foundational training leading to a Registered Apprenticeship program

**Internship** – short term, preferably paid, work based learning experience generally connected to a potential career

**Related and Supplemental Instruction (RSI)** – The classroom instructional component of an apprenticeship. This may be front loaded before entering the workplace, weekly classes or other combination as appropriate.

**On the Job Training (OJT)** – Paid work which includes an experienced mentor working alongside the apprentice in order to train them in specific, employer required

RSI and OJT should complement each other to scaffold or build upon prior learning experiences in the classroom and on the job
How does an apprenticeship work?

Some combination of classroom instruction and On the Job Training

Classroom Hours
144 minimum per year or competency based

Front loaded

OJT timeline – 1500-2000 hours approximately per year, with graduated pay increases over time

Completion Credential and Career
Why Apprenticeship?

Formalized, contextualized, post-secondary learning with a proven return on investment

Portable industry recognized certificate of completion verified by the state

Faster school to career path

Enables employers to more easily train unskilled or lower skilled employees into skilled and living wage positions, with better retention

Includes more mentoring and support than typical hiring process

Provides pathway to a career and college
Swiss Model

Flexible and Permeable – multiple pathways to a career
Integrated into the educational system
Employer/Industry driven
Compulsory Education (through grade 9)

- Professional Exams
  - Professional Education and Training
- Occupational Exams
  - Apprenticeship

- University of Applied Sciences
  - University Aptitude Test
  - Vocational Baccalaureate

- University
- Masters
- PhD

- Academic High School
Registered Pre-Apprenticeship

Must be connected formally to a Registered Apprenticeship program

Multi Craft Core (MC3) is a good example within the Building Trades

Division of Apprenticeship Standards has begun accepting applications to register pre-apprenticeships

Future certificates of completion will be digital, portable and easy to verify by employers or others from a mobile device.

Pre-apprenticeship can have many flavors but always must prepare participants to enter an apprenticeship and be successful
Pre-Apprenticeship Design

- Exploratory
- Optional Entry
- Preferred Entry
- Full Entry
California Apprenticeship

Over 87,000 current apprentices, mostly in the Building and Construction Trades and Firefighters

$45 million in last 3 budget years, with an additional $15m this year for California Apprenticeship Initiative

Focus on creating opportunity for apprenticeship training programs in Healthcare, IT, Manufacturing, Civil Service, etc.

Examples:

- Early Childhood Education, LVN to Registered Nurse (RN), CNC machinist, software tester, IT helpdesk, regional transit (mechanics), culinary, viticulture, industrial maintenance technician
California Apprenticeship Initiative

Administered by the Community College Chancellor’s Office

$4m released for rural efforts, with another $11m for pre- and full apprenticeship soon

$45m already on the street, with Round 1 completed

More information here on current RFA:
http://extranet.cccco.edu/Divisions/WorkforceandEconDev/WEDDRFAs/RFA18195CaliforniaApprenticeshipInitiative.aspx

Or go to www.cccco.edu and the Workforce & Economic Development Division page under RFA’s
Civil Service Apprenticeships

State of California is largest employer in Sacramento and supports Apprenticeship

Determined IT classification/occupations would be first

Partnership with SEIU Local 1000

PC Support and Financial Services (Auditors and Accountants) next, in partnership with American River College and other Los Rios colleges, Cyber Security to follow

Potential for other classifications being evaluated, including custodial, landscape/maintenance, etc.
Assets and funding

K12 Career Pathways Trust network
Community Colleges and Adult Schools
All local and county agencies (internships and apprenticeships)
California Partnership Academies
Other CTE programs
California Apprenticeship Initiative - $45m to date, $15m new 2018-19
Workforce boards
State Agencies
Federal DOL funding
Private industry/employers
Other non-profits, philanthropic organizations
Next Steps

If you have employer connections and placement history with the employer, that’s a possible apprenticeship.

If you are connected to a college or K12 agency, they can be the educational provider if appropriate.

Workforce boards can be the driving force between employers and the educators.

Employers are the missing link and we have the supply of smart, qualified people but employers provide the demand.
Questions?
Certificate of Apprenticeship
The Atchison, Topeka & Santa Fe Railway System

George Milton Dunn
He served four years as an Apprentice in the shops of this Company, learning the art and trade of Machinist.

He has regularly attended the Apprentice School conducted by the Company, and has completed the prescribed course. His workmanship, services, and conduct have been satisfactory. In evidence thereof, this Diploma is awarded.

Richmond, California, October 5, 1927.

[Signature]
MASTER MECHANIC

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MECHANICAL SUPERINTENDENT