

A man wearing a white protective suit and hood is focused on using a power tool on a large, curved metal component in a workshop. The background shows various tools and equipment, suggesting an industrial or manufacturing setting. The entire image has a blue color cast.

# APPRENTICE FLORIDA

*Pathways to Career Opportunities Grant Webinar Series*

*June 21, 2022*

*Florida Department of Education*

# Agenda

Welcome and Introduction

FDOE Webinar Logistics and Grant Application Reminders

PCOG Webinar Series

Apprenticeship 101: A Quality Assurance System

Questions

# Webinar Logistics

- All participants will be muted for the duration of the webinar.
- How to submit questions during the webinar?
  - You may submit questions during the presentation through the webinar question and answer (Q&A) feature.
  - The Q&A will be utilized for questions throughout the presentation. Host and panelists will be able to see all questions and will respond in writing.

# Note about Questions

- Invited presenters will not address any questions related to the Request for Proposals (RFPs) requirements.
- Questions requiring research will be submitted to the grant contact for posting as part of the Frequently Asked Questions process.
- For questions on the submission of RFP, submit your questions by July 15 to Charlie Feehrer, at [Charles.Feehrer@fldoe.org](mailto:Charles.Feehrer@fldoe.org).

# 2022-2023 Pathways to Career Opportunities Funding Opportunity (PCOG)

- Request for Proposal is located at <https://www.fldoe.org/pathwaysgrant/>
- A Notice of Intent-to-Apply for each grant proposal to be considered must be submitted to **FDOE by July 15, 2022** (by 5pm EDT).
  - <https://www.surveymonkey.com>
- Application **Due Date: July 15, 2022**, proposals must be received within the FDOE not later than the close of business (5pm EDT) on the due date.

# PCOG Webinar Series

- **June 16, 2022**

- 2022-23 PCOG: Funding Opportunities Webinar

- **June 21, 2022**

- Apprenticeship 101: A Quality Assurance System

- **June 22, 2022**

- CareerSource Florida: Resources for Successful Apprenticeships

- **June 27, 2022**

- Can't Find Qualified Employees? Don't Keep Trying to Buy Them; Use Registered Apprenticeships to Build Them!

- **June 29, 2022**

- Building Your Tech Talent Through Apprenticeship

- **July 7, 2022**

- Highlighting Successful PCOG Programs

A man wearing a white protective suit and hood is using a power tool to work on a large, curved metal component in a factory setting. The background shows industrial equipment and a clean, organized workspace.

# APPRENTICE FLORIDA

## APPRENTICESHIP 101: *A Quality Assurance System*

*Kathryn Wheeler, Director of Apprenticeship , Florida Department of Education.*

# What is a Registered Apprenticeship?

**AN EMPLOYER DRIVEN**

**QUALITY ASSURANCE SYSTEM.**

- Uniformly accepted industry and occupational standards
- Structured on-the-job training
- Supplemental Instruction
- Monetary reward schedule
- Approved and accredited by a governmental agency



# What a Registered Apprenticeship is Not!

**Not an Internship Program**

**Not a Contract Position (I-9)**

***It is a full-time position***

# Myth #1

Apprenticeship Programs are only for Unions

# Apprenticeship Reality

The Apprentice Unions understand the value of training their workforce. Other employers are finally realizing that value

In Florida, Union programs make up only 40% and 45% of apprentices.  
For Open Shop, it's 60% and 55% respectfully.

## Myth #2

Apprenticeship is a limited training program for large employers and only for construction and trades

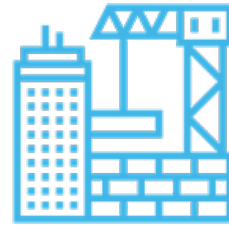
# Registered Apprenticeship Works Across Industries: 1,200 occupations!



Healthcare



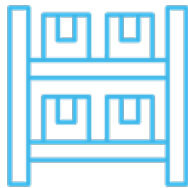
Manufacturing



Construction



Hospitality &  
Transportation



Trade & Logistics



Information Technology



Energy

# Why Adopt a Registered Apprenticeship?

1. Success or failure of new hires connects to your operational budget
2. Shortens time of ROI on new hire
3. Engages productive interaction between current employees and new hire
4. Increases productivity by extending OJT beyond traditional onboarding
5. Improves quality of workforce culture
6. Retains company product/service process knowledge
7. Reduces turnover
8. Increases consumer confidence

# What Makes a Good Employer Candidate?

- Has true concern for *training and retaining* a skilled workforce.
- Is looking for *long term solutions* not looking for short-term labor needs.
- Has a *high number of retiring* senior employees.
- Understands that Apprenticeship is a long-term commitment.
- Embraces an *organizational culture* of Apprenticeship.
- Is not *primarily* seeking funding or grants – but has a *strategic vision/plan* for sustaining the program.

***RAP is a paradigm shift!***

# Common Terms Part 1

**Registered Apprentice** – An individual, at least 16 years of age, who is engaged in learning through on-the-job training under the supervision of a skilled worker, has signed an agreement to be an apprentice and is registered with the Florida Department of Education.

**Registered Apprenticeship Program** – A plan that is filed by a sponsor or an employer containing all terms and conditions for the qualification, recruitment, selection, employment, and training of apprentices registered with the Florida Department of Education



# Common Terms Part 2

**Apprenticeship Training Representative (ATR):** FDOE staff who assist sponsors & employer-sponsors develop and register their program, provide compliance reviews, quality assessment, and technical assistance.

**Intermediaries:** DOL funded industry intermediaries are subject matter experts in an industry that work with ATRs to write standards, register programs and may have incentives for the program

**Local Workforce Boards:** The FDOE and CareerSource Florida work together to disperse information about apprenticeships. CSF can help recruit apprentice candidates, provide you with local market information, and explain the qualification/process for securing workforce dollars for eligible apprentices to offset the cost of on-the-job training.

# Common Terms Part 3

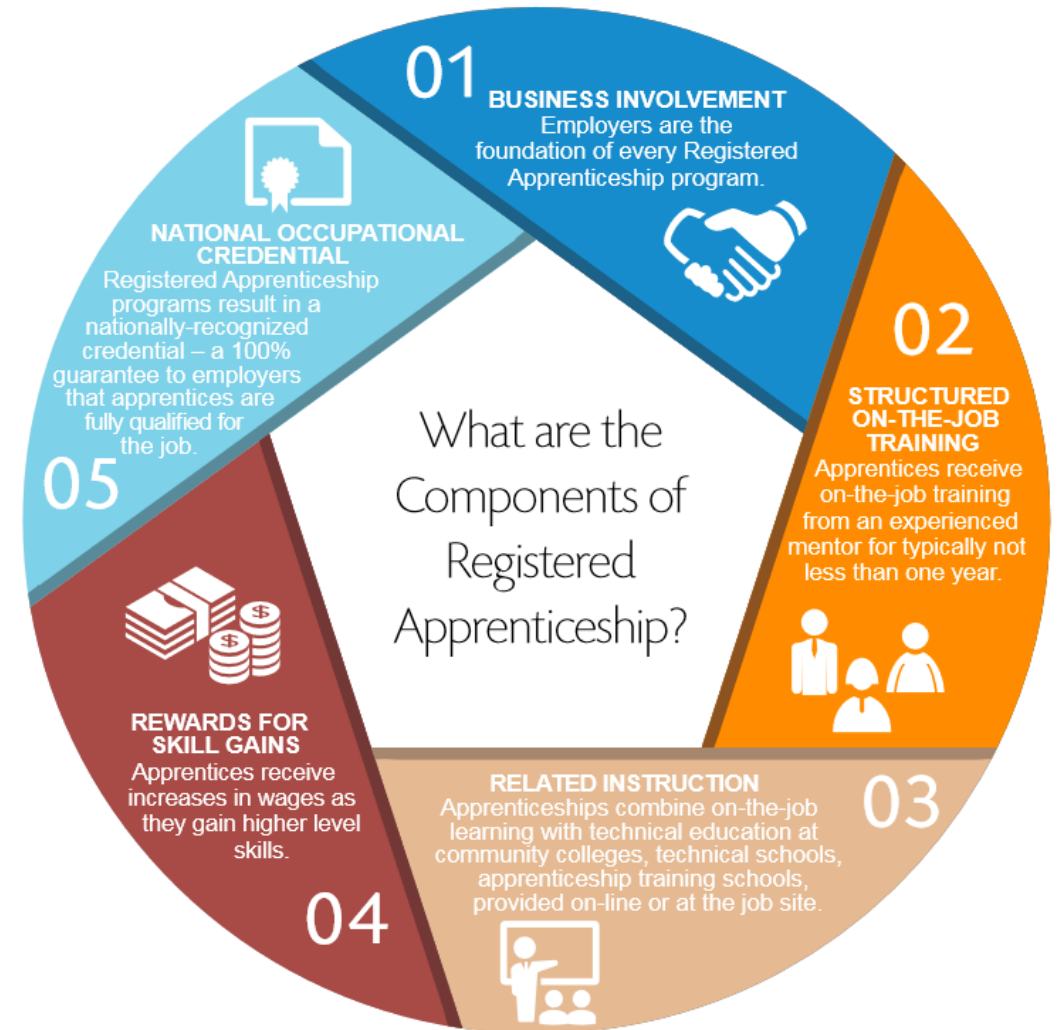
**Registered Apprenticeship Sponsors:** Sponsors are accountable for the administration of ALL aspects of a Registered Apprenticeship program (run, operate and manage)

**Registered Apprenticeship Employer:** An employer who has a registered set of standards based on their employment needs and hires apprentices in those positions.

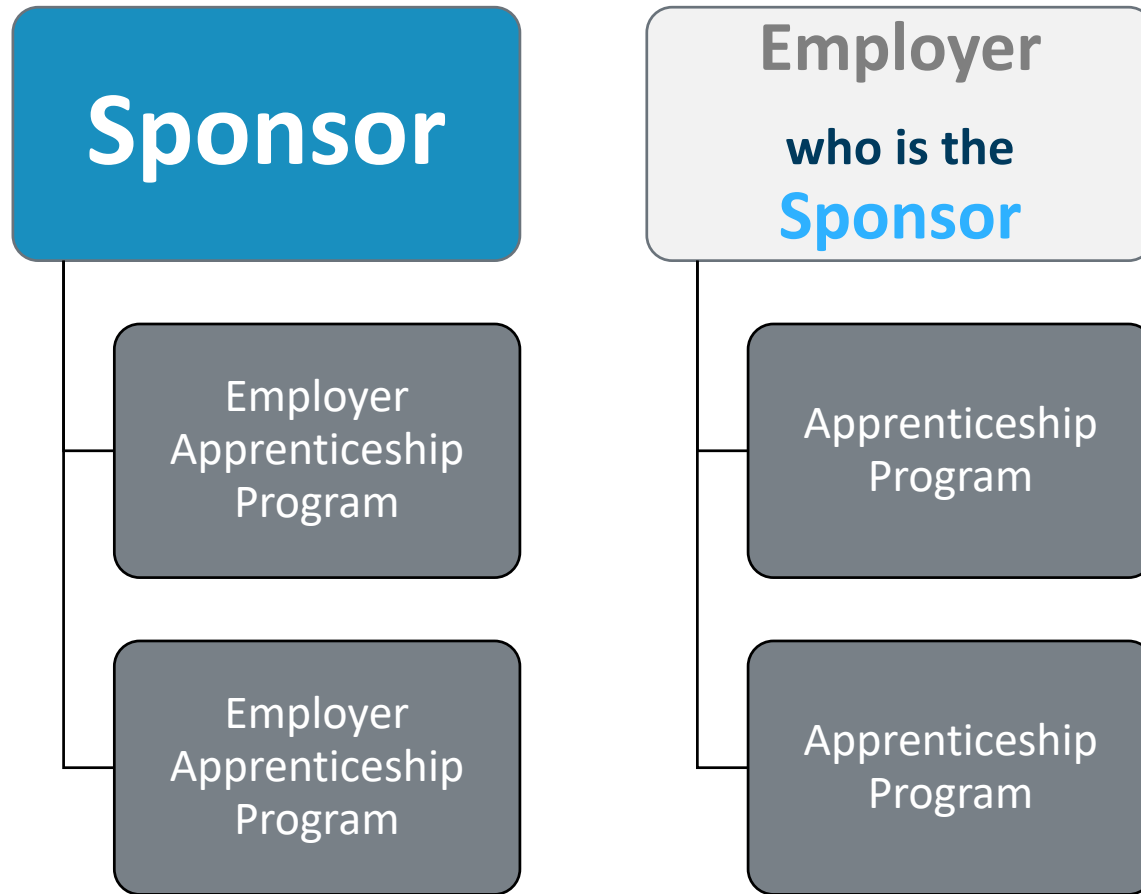
**Related Instruction Delivery Provider:** Supplemental instruction that can be delivered by a sponsor, sponsor-employer, college/technical school, intermediary or third-party provider during or after work hours.

# Developing a Program

- Sponsors work with ATRs and Intermediaries in their state to write their standards
- Standards include several components, including:
  - Work Process Schedules that outline the job functions and/or competencies of the occupation
  - Related Instruction Outlines that provide details on how related instruction will be provided
  - Information on how apprentices will be supervised by experienced workers
  - Specifics on wage progression



# #1 Business Involvement



**Related Instruction Delivery Provider:** Supplemental instruction that can be delivered by a sponsor, sponsor-employer, college/technical school, intermediary or third-party provider during or after work hours. They are separate and cannot be counted as each other.

# #2 Structured On-The-Job Training

The work process contains the on-the-job-training. It can vary from 1 to 5 years depending on the occupation training requirements.

Must be no less than 2,000 hours OJT

- Time-Based
- Competency-Based
- Hybrid-Based

# #2 Structured On-The-Job Training

## Part B: the Mentor

- Expert Craftsman
- Mastered the skills, knowledge, abilities & competencies of the job/trade/industry
- Trained to mentor apprentice

# #3 Related Instruction

Organized, systemic instruction and theoretical knowledge related to the apprenticeship that supplements the OJT.

144 hours per year recommended

- Front loaded/Segmented/Articulated
- Education Institution/In-house/online
- Clock hour or credit hour
- Correspondence

***Apprentice cannot be charged for Related Instruction***

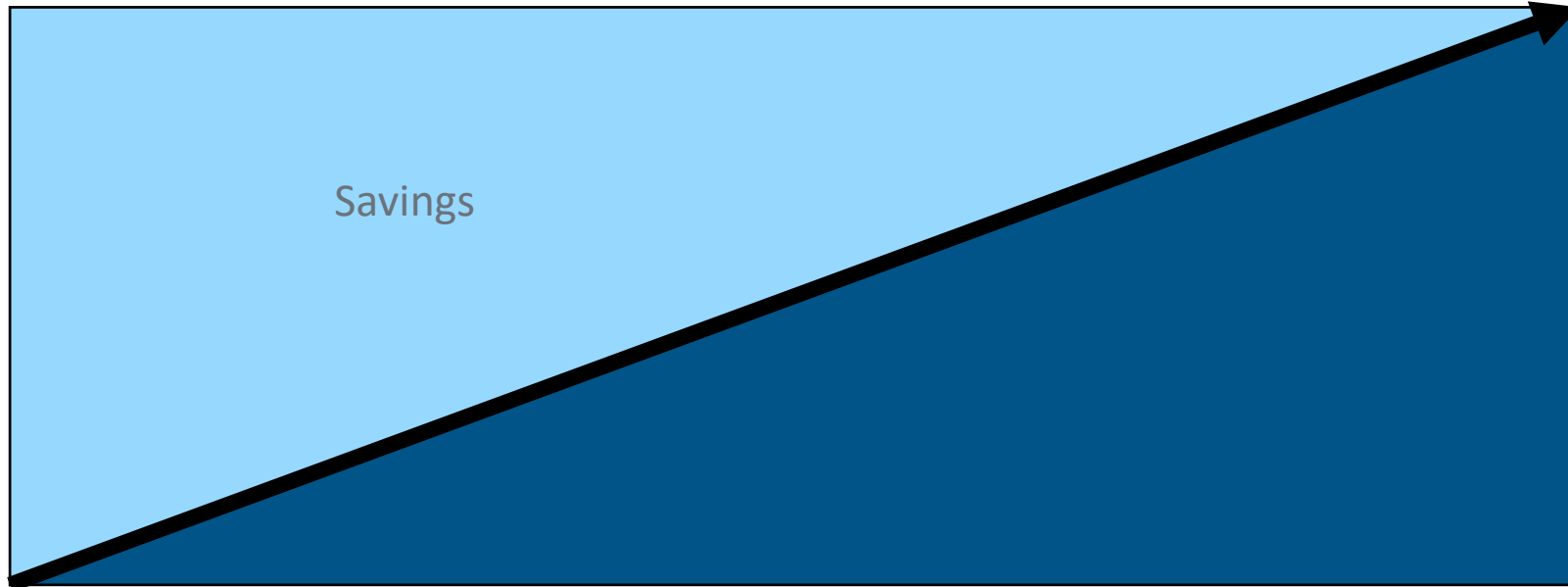
# #4 Rewards for Skills Gained

Example

Completion:  
*Apprentice earns  
National Credential*

Experienced hire  
starting pay \$\$

Apprentice  
starting pay \$\$



**\$\$ reward benchmark  
determined by employer**



# Qualities of a Successful Apprenticeship Candidate

- Is NOT just looking for a job, they are looking for a career pathway.
- Understands the value of a mentor.
- Is fully oriented to the apprenticeship process and understands the process.
- Understands that there is less financial compensation at the beginning, but steadily increases.
- Is committed to the full apprenticeship timeframe.
- Is willing to continue learning even after they have completed the apprenticeship program.

# Points to Consider

How will you:

- Integrate the model into your existing strategic plan.
- Get 100% buy-in from organization
- Engage/train the mentors
- Track the OJT and RI
- Sustain the OJT, RI and Mentorship
- Develop a career pathway in your business

Is there an existing sponsor you can work with?

A Registered Apprenticeship Program is a  
*Quality Assurance System*

# The Paradigm Shift: Registered Apprenticeship

What is the goal for your business?

- Connect success of new hires to operational budget
- Improve the quality of your workforce culture
- Retain company product/service process knowledge
- Reduce turnover
- Increase consumer confidence in your product or service

# In Closing:

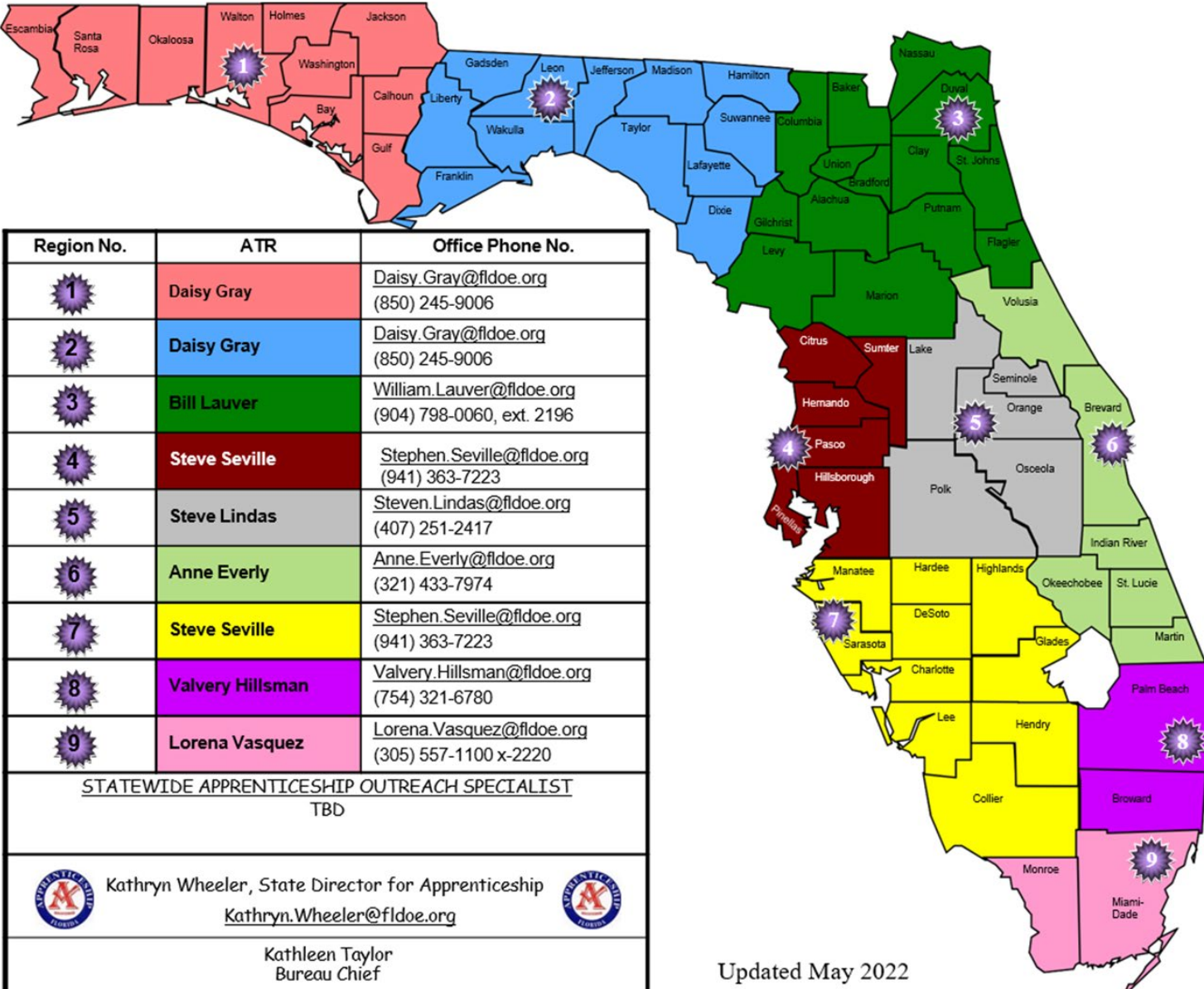
## *Registered Apprenticeships are a Gold Standard*

- Quality Assurance System: ROI
- Employer Driven – based on your needs
- Uniformly Accepted and Registered Standards
- A shift in how you are hiring, training & retaining

**We are here to help you!**

# Scan to Visit [ApprenticeFlorida.com](https://ApprenticeFlorida.com)





Updated May 2022

# Apprenticeship Training Representatives – ATR

- Program/Apprenticeship Registration
- Compliance & Quality Assessment
- Technical Assistance

