

Pre-Apprenticeships and How they work with Apprenticeships

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**The *other*
4-year degree:
Why everyone
is talking about
apprenticeships**

Ohio's Youth Unemployment Rate

Ohio Youth (16-19)	20.5%
National Average	17.9%

(FY14 Seasonally Adjusted)

Benefits

- Skills with a good wage
- Industry Credentials
- No Debt
- Articulated Credit

Work-Based Learning

Work experiences designed to provide students with real-world learning through partnerships with local business and industry.

Competencies

Knowledge, skills, and abilities necessary to succeed in careers.

Internships

Short periods: Six weeks to nine months and sometimes provide school credit.

Actively engaged in work and supervised by mentor

Paid or unpaid

Pre-Apprenticeship Program

Program that teaches basic **technical** and **job-readiness** skills for a designated apprentice occupation or sector to prepare participants for Registered Apprenticeship training.

Apprentice

Ohio State Apprenticeship Council Definition

Person at least 16 years of age, except where a higher minimum age is fixed by law, who is participating in a registered apprenticeship program to learn a skilled occupation, pursuant to a registered apprenticeship agreement

Apprentice Average Earnings

\$15 hour (\$50,000 to \$300,000)

\$10-\$12 hour (pre-apprentice)

Without incurring loads of debt

Workers matched to company (1-4 years of job training and industry credentials)

Labor Laws

ORC 4109.07 Restrictions on hours of employment. (B) No person under sixteen years of age may be employed more than forty hours in any one week nor during school hours unless employment is incidental to bona fide programs of vocational cooperative training, work-study, or other work-oriented programs with the purpose of educating students, and the program meets standards established by the state board of education

Strategic Framework Pre-apprenticeship Program

Market Research and Industry Outreach: Identify most *urgent job needs* for area businesses, and

Align the skills needs of employers with the ***training offerings*** of the education system

Recruit Business Partners

Advisory Committees

- All Career-Technical programs are required to have an **active** Industry Advisory Committee
- Guidelines to creating or enhancing an industry-driven advisory committee:
- education.ohio.gov/Topics/Career-Tech/Apprenticeships-and-Internships

Seven Primary OSAC Requirements for Recognition for Pre-apprenticeship

EEO (defined by OAC 5101.11) for the Registered Apprenticeship ensuring fairness in recruitment, selection and treatment of trainees.

Enrollment – Established eligibility criteria (e.g. 3.0, 95% attendance, and teacher recommendations) for application, selection, and enrollment process.

Operating Plan

Instructional Content

Operating plan must include the **occupational sector(s)** – 1300 US DOL

- Reporting apprentices through the USDOL data base (Ohio State Apprenticeship Council)

Pre-apprenticeship

- **Procedures** for reporting statistics to OSAC and skill attainment.
- **Safety and Welfare** – Plan needs to include provisions for training all pre-apprentices in safety practices to their occupations and ensuring that equipment and facilities used in the program are adequate and safe.
- **Administration** – Contact information for provider organization.

Pre-apprenticeship Program

Linkage – Registration

Describe process of ongoing collaboration between program and Registered Apprenticeship sponsors and familiarizing pre-apprentices with information for completing programs.

Early or Advanced Placement

Students are released from school to work at a job in their career pathway during the senior year:

- Typically work a minimum of 15-20 hours
- Must meet school placement requirements
- Sign instructional agreement between employer, parent and school

Recommended Path

Fall/spring of junior year:
Job Shadowing Experiences

Summer between junior/senior year
– Internship with a mentor

Senior Year
– Early Placement
– Pre-Apprenticeship

Apprenticeship Models

Miami Valley Career Center

- Application Process
- Two-week rotation
(40 hour work week)
- Half Days Option
through advanced
placement

Upper Valley Career Center

- 144 hours/Senior Year
- Follow-up training
beyond graduation
- Monitored by the
apprenticeship
coordinator
- Externships for the
instructors

School-to-work Apprenticeship/ advanced placement Programs

Miami Valley Career Technology Center
Clayton, Ohio

Robert Ewry
School to Apprenticeship Coordinator
937-854-6237
rewry@mvtc.com



Upper Valley Career Center
Piqua, Ohio

Tony Trapp
School to Apprenticeship Coordinator
937-778-1980
trappt@uppervalleycc.org



New Subject Code

- **990365** – Pre-apprenticeships
- May be used as the 4th course (no test)
- OJT Hours
- Program still requires 450 hours

Sponsor

Who operates Registered Apprenticeship programs?

- Every Registered Apprenticeship program has a “sponsor.” The sponsor is responsible for the overall operation of the program.
- Single business or a consortium of businesses
- Community-based organization, industry association or a joint labor-management organization.

Sponsor

- Secondary or post-secondary education

Responsibilities

- Register the apprenticeship with the U.S. Department of Labor
- Track and submit the apprentice's OJT workplace hours and technical training
- Evaluate and recommend the apprentice for certification (skill levels)
- Mentoring the apprentice(s)

Models

Forms, templates and contacts for the models discussed today

Share a program to highlight

education.ohio.gov

Search keywords: *Apprenticeships and Internships*

RETURN ON INVESTMENT

- <https://www.youtube.com/watch?v=AcNSpKX8kVs>
- Success in the new economy by Kevin Fleming (cost of education)
- \$150,000 for BA, 2 MA's, Ph.D
- 2 out of 3 (66%) high school graduates enroll in post-secondary
- 2018 (33 % will require a 4-year degree)

ApprenticeshipUSA Toolkit Released

- Tools on building apprenticeship partnerships
- Business outreach materials and a guide for Business Service staff
- Guides for funding apprenticeship and counting outcomes under WIOA
- Models of successful workforce system/apprenticeship partnerships

BuildOhio.org

195,434 construction jobs

Job profiles

Learn about careers options/training

College

HB 107 Internships

Career Exploration Internship Program is only available through **June 25, 2017.**

HB 107 Internships

Appropriates \$1 million to fund the grants from proceeds of the upfront license fees paid for casino facilities authorized under the Ohio Constitution.

Grants for Businesses

Grants for businesses that employ up to 3 high school students in career exploration internships/year, 50% of the wages paid to the student up to a \$5,000

Eligible to attend school in Ohio (ages 16-18) or enrolled in grade 11 or 12 and must employ them for 200 hours (20 weeks)

Contact

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Ohio Development Services Agency
Office of Strategic Business Investments

614-644-6546

Edward.King@development.ohio.gov

Ohio Manufacturing Extension Partnership

Office of Technology Investments

James.Ruble@development.ohio.gov

<http://development.ohio.gov>

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