

Apprenticeship 101

9th Annual Apprenticeship Texas Conference



Apprenticeship
TEXAS



Introductions

Apprenticeship 101



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- Deliver no-cost technical assistance
- Deploy statewide strategies to develop and expand RAPs through federal and state funding investments that support program creation and expansion.



Employment and Training Administration Office of Apprenticeship U.S. Department of Labor



Apprenticeship Landscape FY' 2025

- 900+ Programs Registered in Texas
- 38K+ Apprentices Registered in Texas
 - 25K+ Active Programs Nationwide
- 678K+ Apprentices Served Nationwide



What is Registered Apprenticeship?

Registered Apprenticeship is an employer-driven talent development model that combines on-the-job learning with related classroom instruction. Apprentices earn and learn at the same time. It is a proven solution for businesses to recruit, train, and retain highly skilled workers.



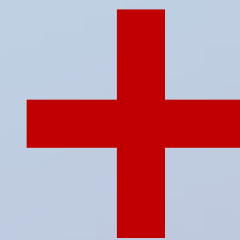
PAID JOB

Apprentices work **full-time**, earning a competitive wage from day one as regular, permanent employees



EDUCATION

Structured learning and instruction **in addition** to on-the-job training help apprentices advance professionally



CREDENTIALS

Upon completion, apprentices receive a national, industry recognized credential, **plus any degree or certificated earned** through class work and training

Apprenticeships Industries



Advanced Manufacturing
Education
Health Care
Skilled Trades
Financial Services
Energy
Technology
Transportation
Telecommunications
Hospitality
Business Services
Social Services



Apprenticeship Occupations in Advanced Manufacturing



Aerospace Engineer
CNC Machine Operator
Tool and Die Maker
Plastics Fabricator
Mechanical Engineering Technician
Mechatronics Technician
Precision Machinist
Maintenance Mechanic
Quality Technician
Robotics Technician

Apprenticeship Occupations in Energy



Line Maintenance
Electrician
Gas-Main Fitter
Water Treatment Specialist
Substation Operators
Power-Line Distribution
Erector
Wind Turbine Technician

Apprenticeship Occupations in Education



K-12 Teacher
K-12 Principal
Teachers Aide
Early Childhood Educator
Childcare Development Specialist
Early Childhood Pre-K Teacher
Direct Support Specialist
Teaching Assistant

Apprenticeship Occupations in Health Care



Registered Nurse
Certified Nurse Aide
Community Health Worker
EMT/Paramedic
Home Health Aide
LPN
Medical Assistant
Surgical Technologist
Physical Therapy Assistant
Substance Abuse Counselor

Apprenticeship Occupations in Construction



Plumbers
Electricians
Carpenters
Sheet Metal Workers
Cement Masons
Bricklayers
Insulators
Ironworkers
Boilermakers

Apprenticeship Occupations in Technology



IT Generalist
IT Project Manager
Cybersecurity Support
Technician
Customer Service Tech Support
Application Developer
Network Support Technician

Apprenticeship Occupations in Transportation



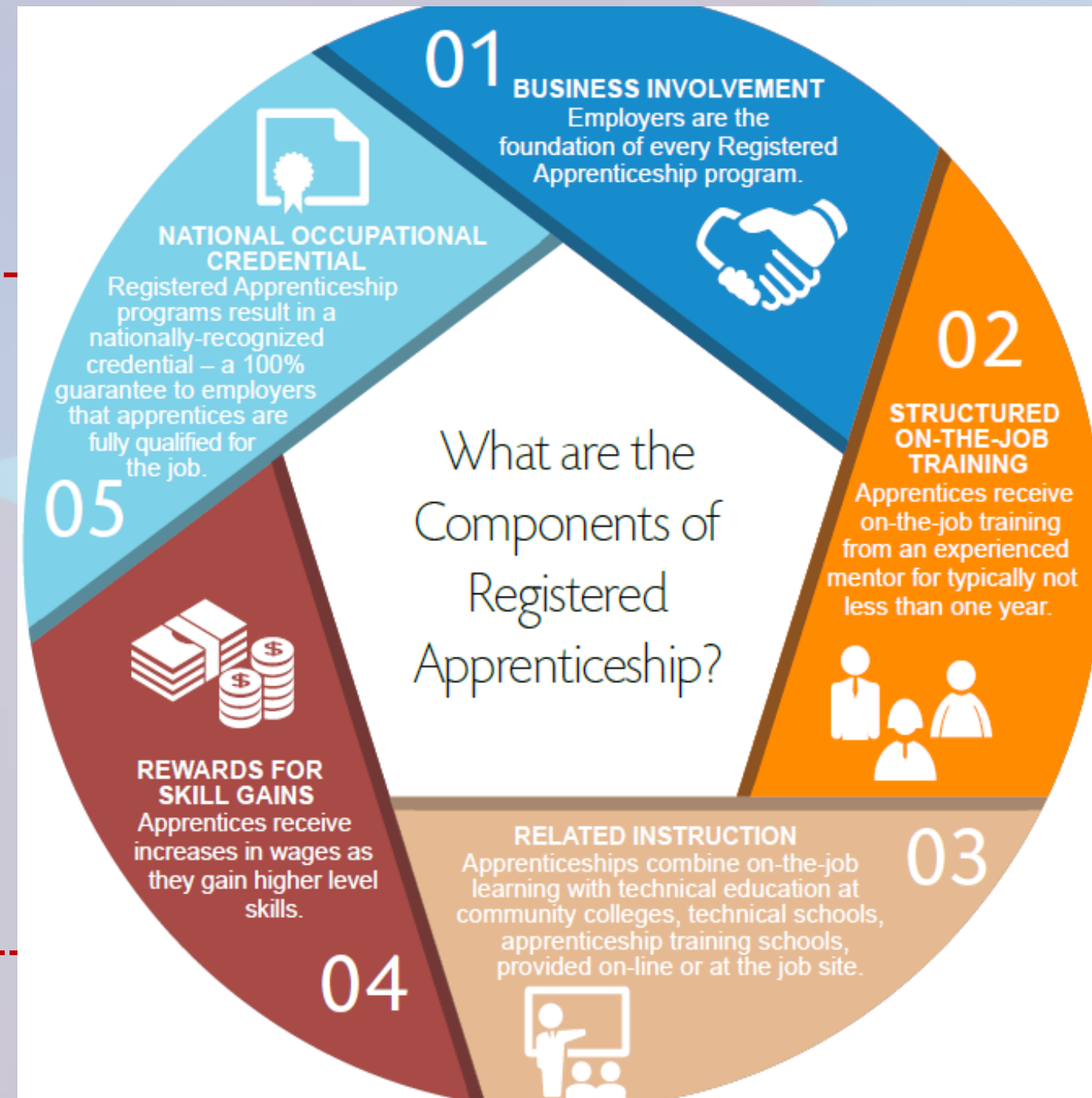
Automotive Technician
Diesel Mechanic
Airframe and Power Plant
Mechanic
Avionics Technician
Truck Driver
Network Support Technician
Bus and Truck Mechanics
Commercial Pilots
Crane and Tower Operators
Logistics Analysts

Registered Apprenticeships Are NOT



- An Internship
- A Pre-Apprenticeship
- Just Traditional Classroom Training
- Informally operated by an Employer

Components of Registered Apprenticeship



5) National Occupational Credential: Every graduate of a Registered Apprenticeship program receives a nationally-recognized credential.

4) Rewards for Skill Gains: Apprentices receive increases in pay as their skills and knowledge increase. Progressive wage increases help reward and motivate apprentices as they advance through their training.

1) Business Involvement: Employers are the foundation of every program. They define skill requirements, recruit apprentices, provide on-the-job training and validate related instruction.

2) Structured On-the-Job-Training: Apprentices get hands-on training from an experienced mentor at the job site for typically not less than one year.

3) Related Instruction: Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, apprenticeship training schools, provided on-line or at the job site.

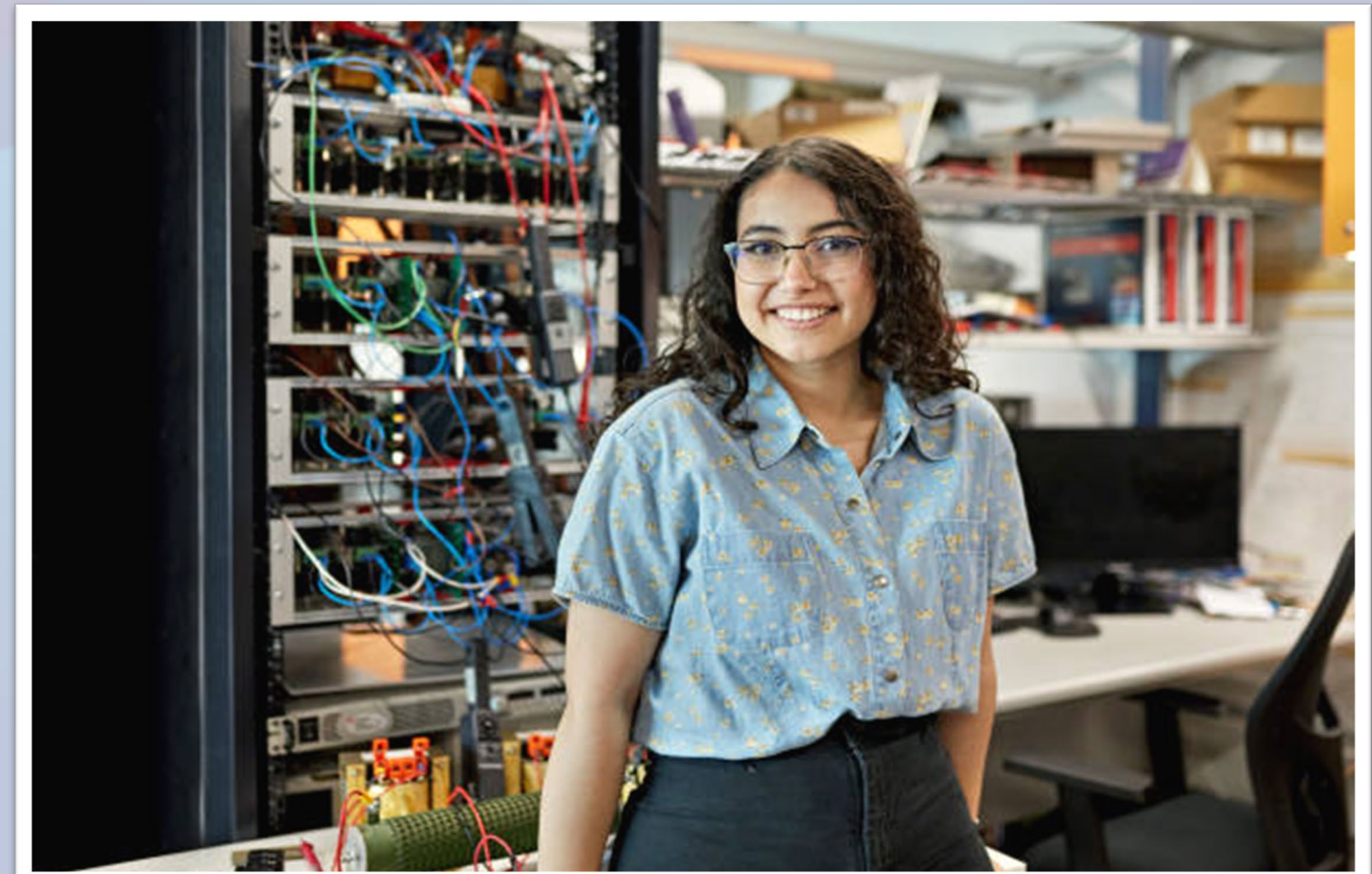
Partnership Roles

- **Employer:** provides the OJT, wages, and mentor supervision
- **Training Provider:** delivers related instruction
- **Intermediaries:** serve as sponsor, convenes an industry consortium
- **Local Workforce Boards:** Convenes local partners, support with funding and recruitment
- **CBO's** – Sponsor RAPS and/or designs and delivers Pre-Apprenticeship Models
- **TWC:** Provides TA to support registration and funding
- **USDOL:** Delivers registration approval, compliance and monitoring



Apprenticeships are Customized Based on Business Need

Designed to be time-based, competency-based, or a hybrid of the two.



Apprenticeship Models

Traditional, Front-Loaded and Segmented Models



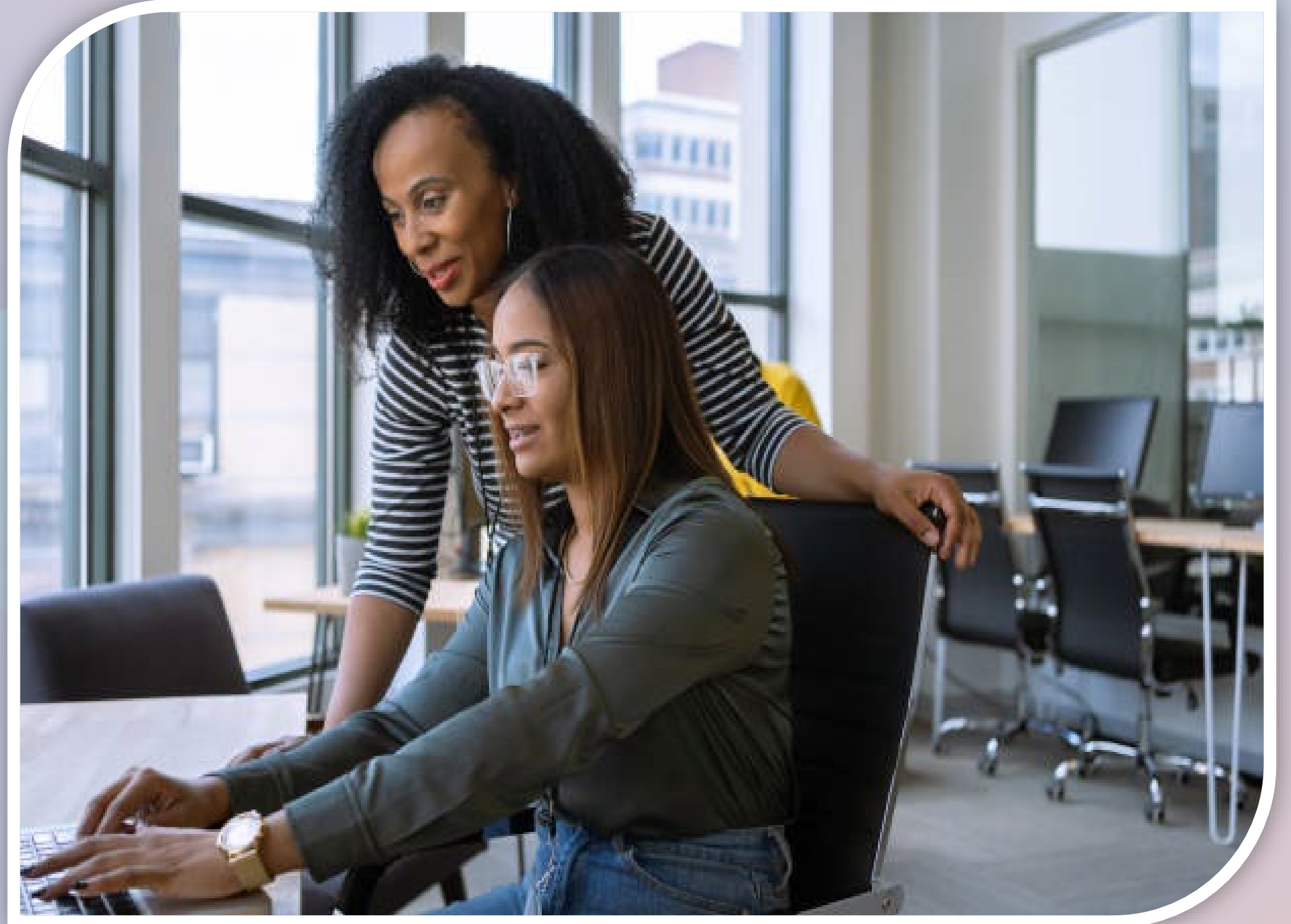
How Registered Apprenticeships Benefit Employers

- Creates a talent pipeline of skilled workers
- Customizes a formula for talent development
- Generates ROI - for every \$1 you invest to onboard and train a new apprentice – \$1.47 is returned
- Widens Pool of Candidates
- Reduces Turnover costs
- Increases employee retention
- Enhances Productivity
- Formalizes and standardizes training
- Embeds succession planning
- Opens the door to federal and state funding incentives



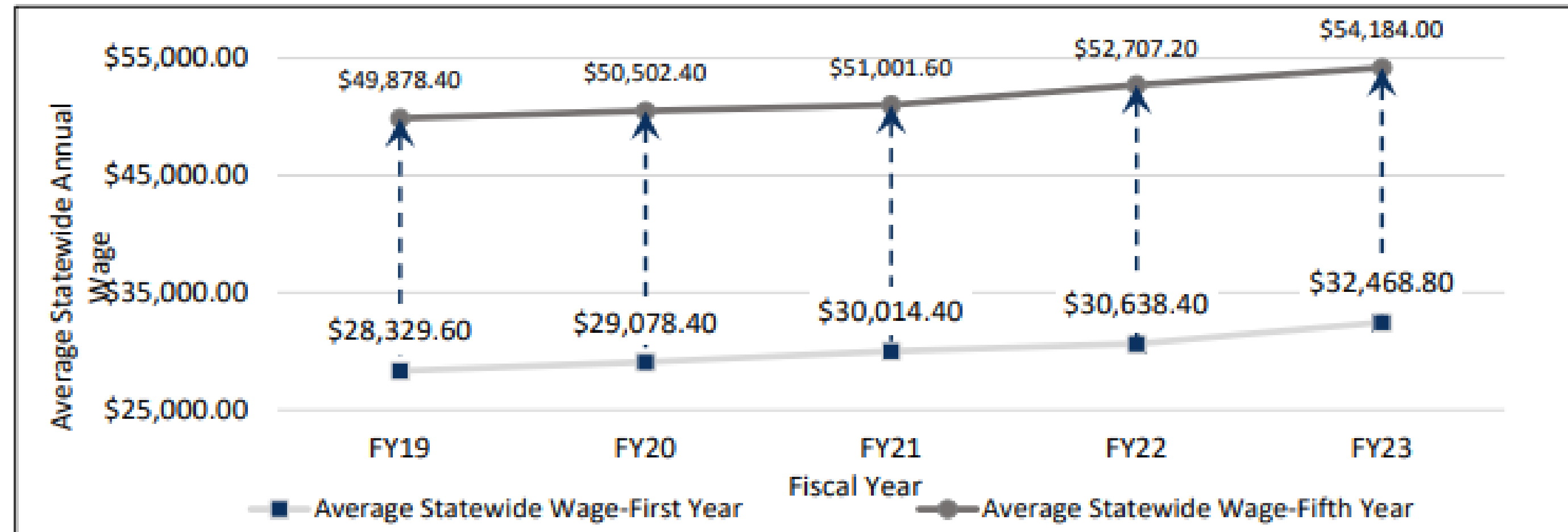
Benefits to Apprentices:

- Earn a paycheck with competitive wages from day one
- Receive an industry recognized and nationally-portable credential
- Obtain academic credit – degree potential
- Avoid student debt
- Gain relevant workplace skills
- Secure industry mentors



Average Statewide Annual Wage for Apprentices First Year to Fifth Year, FY 2017-FY 20203

Figure 4: Average Statewide Annual Wage—First Year to Fifth Year, Fiscal Years 2019-2023



Data Source: TEC Chapter 133 Reporting, FY 2022 and FY 2023

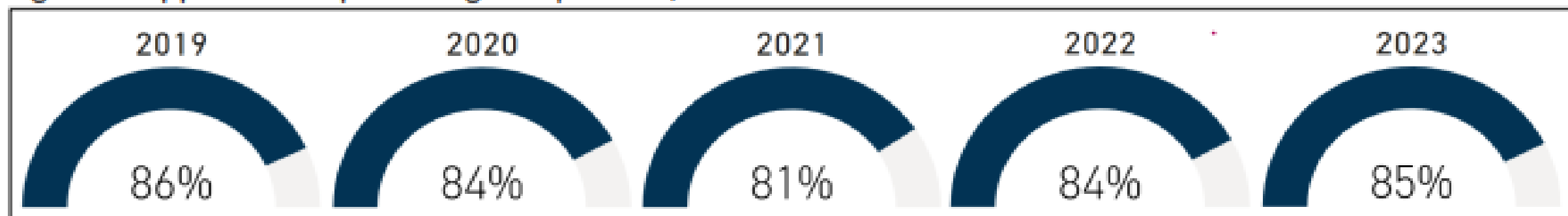
Apprenticeship Training Completions, Graduations, and Advancements

Figure 5: Apprenticeship Training Program Outcomes, Fiscal Years 2022 and 2023

Outcome	FY 2022	FY 2023
Graduated	11.73%	12.95%
Training Completed and Advanced	64.37%	67.76%
Training Completed but Did Not Advance	8.13%	4.56%
Percentage	84.23%	85.27%

Data Source: TEC Chapter 133 Reporting, Fiscal Years 2022 and 2023

Figure 3: Apprenticeship Training Completions, Fiscal Years 2019–2023



Data Source: TEC Chapter 133 Reporting, Fiscal Years 2019–2023

Benefits to Federally Registering a RAP



- **Technical Assistance and Support:**
- Join USDOL's apprenticeship system to receive federal and state expertise
- **National Occupational Credential:**
- Apprentices earn a national, industry recognized credential
- **Quality Standards:**
- Program has met national standards for quality and rigor
- **Tax Credits:**
- Businesses can qualify for federal and state tax credits
- **Federal, State, and Local Funding Resources:**
- Businesses have potential to access funding support



Registration Process: Next Steps



Step 1: Engage with DOL & TWC's Office of Apprenticeship

We'll confirm you meet core requirements and provide initial TA.

Step 2: Support Program Design

Identify partners, occupations, OJT and RI training plans, wages

Step 3: Draft Standards

Boilerplate, Appendix A, 671 Application for Registration

Step 4: Submit Standards for USDOL Review and Approval

Assigned ATR provides feedback and/or certifies registration

Step 5: Receive Registration Approval from USDOL

Program becomes nationally recognized

Q & A



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