

# Job-Driven Technical Assistance Center (JD-VRTAC)

## **Job Driven Customized Training RA 101: Introduction to Registered Apprenticeships for VR Professionals**

September 22, 2016  
2:00 – 3:00 PM EDT

# Job-Driven Center Goals

Improve skills of state VR agency staff, other rehab professionals & providers of VR services, who are trained to provide “job-driven” VR services & supports to PWD, employers & customized training providers.

## Four Topic Areas:

1. Business Engagement
2. Employer Supports
3. Labor Market Information (LMI)
4. Customized Training Providers

[www.explorevr.org](http://www.explorevr.org)

# Job-Driven Center Partners

Institute for Community Inclusion (ICI) at Univ. of Massachusetts,  
Boston

***In Partnership with:***

- Jobs for the Future (JFF)
  - Univ. of Arkansas
  - Univ. of Washington
- Council of State Administrators of Vocational Rehabilitation (CSAVR)
  - United States Business Leadership Network (USBLN)
  - Association of University Centers on Disabilities (AUCD)

***In Collaboration with:***

- National Council of State Agencies for the Blind (NCSAB)
  - Technical Assistance Center Collaborative

# Objectives for Today's Webinar

- Provide an overview of Registered Apprenticeship to State VR agencies
- Identify benefits of Registered Apprenticeship for persons with disabilities and employers
- Identify opportunities for state VR agencies to collaborate with registered apprenticeship programs



# Introduce Speakers

## Speakers at Today's Webinar:

- **Tom Hooper**, Senior Director, Regional and Sector Strategies  
Jobs for the Future
- **Zach Boren**, Chief, Division of Program Quality, Standards  
and Policy, U.S. Department of Labor, Employment and  
Training Administration
- **Felecia Hart**, Team Lead, Division of Program Quality,  
Standards and Policy, U.S. Department of Labor, Employment  
and Training Administration
- **Rhonda L. Basha**, Supervisory Policy Advisor, Youth Team,  
US DOL, Office of Disability Employment Policy
- **Nathan Cunningham**, Policy Advisor, Youth Team, US DOL,  
Office of Disability Employment Policy

# Agenda

- Two Presentations on Registered Apprenticeship:
  1. USDOL/OA
  2. USDOL/ODEP
- Audience Q and A



# ApprenticeshipUSA

**Zach Boren & Felecia Hart**

**Office of Apprenticeship**

**US Department of Labor**

[https://www.dol.gov/featured/  
apprenticeship](https://www.dol.gov/featured/apprenticeship)



# Skills Gap: High Cost for Industry and Workers

Over 5.5 million job openings

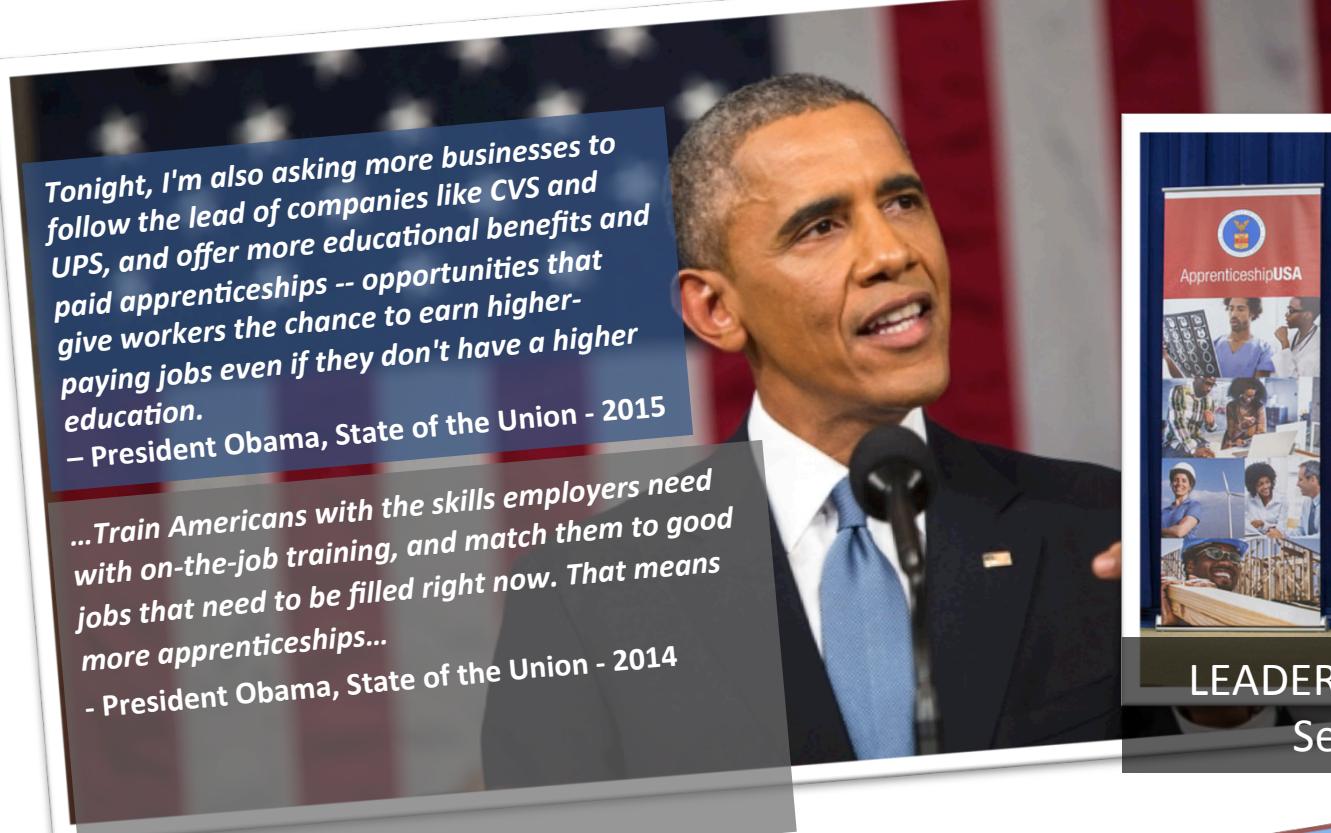
By 2020: 8 million workers without necessary credentials

Total American student debt **surpasses \$1 trillion**

Average college student **debt \$26,000**

**61% employers:** Challenges filling skilled worker vacancies





*Tonight, I'm also asking more businesses to follow the lead of companies like CVS and UPS, and offer more educational benefits and paid apprenticeships -- opportunities that give workers the chance to earn higher-paying jobs even if they don't have a higher education.*

*- President Obama, State of the Union - 2015*

*...Train Americans with the skills employers need with on-the-job training, and match them to good jobs that need to be filled right now. That means more apprenticeships...*

*- President Obama, State of the Union - 2014*



# Registered Apprenticeship is a proven model that delivers results for workers and the nation.

## Impressive Public Benefits

- ✓ \$27 in benefits for every \$1 invested by Government\*

## Strong Outcomes

- ✓ Completers earn \$60,000 per year on average with career pathways
- ✓ 91% of completers employed
- ✓ Opportunities to earn college credit
- ✓ Over \$300,000 more than their peers in life-time earnings

## OUTCOMES AND RESULTS

### SALES



# 5

## Core Components of Registered Apprenticeship



### Employer Involvement Is Integral

Employer is the foundation for the RA program and must be directly involved and provider of OJL

### Structured On-the-Job Learning with Mentoring

Minimum of 2,000 hours  
Structured and Supervised



### Related Training and Instruction

144 hours recommended per year  
Parallel | Front-loaded | Segmented Options



### Rewards for Skill Gains

Increases in skills brings about increases in earnings



### National Occupational Credential

Nationally recognized credential showing job proficiency. Sponsor certifies individual is fully competent for career.

# Think Registered Apprenticeship is as simple as five...four...three...two...one...

5

- **5 Core Components:** Employers, OJL, Related Instruction, Rewards Skill Gains, National Credentials

4

- **4 Key Roles:** Employers, Sponsors, Education Providers, and Supportive Services

3

- **3 Ways to Complete:** Time-Based (Short as 1 year) | Competency-Based: No Time Limits | Hybrid

2

- **2 ways to Register:** US DOL and State Apprenticeship Agencies

1

- **1 System with unique National Credentials**

# 1

## System with Nationally Recognized Credentials

- **All Apprentices** that graduate from a Registered Apprenticeship Program receive a *national, industry-recognized, portable credential.*
- The credential tells **all employers** that graduates from Registered Apprenticeship Programs are fully qualified to perform the occupation.



# Registered Apprenticeship can be used for a variety of industries:



Energy



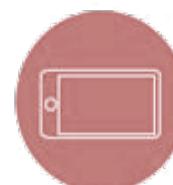
Healthcare



Transportation



IT



Manufacturing





# Registered Apprenticeship has

JOHN DEERE MERCEDES  
HARLEY-DAVIDSON BOSCH  
GM VOLVO H  
Ford MICHELIN ups  
CHRYSLER

GENERAL ELECTRIC Walgreens  
BLUE CROSS PEPPERIDGE  
CVS FARMS ROLLS  
KIMBERLY-CLARK ROYCE  
NORTHRUP GRUMMAN  
Whirlpool US MINT

union and non-union programs

# 2

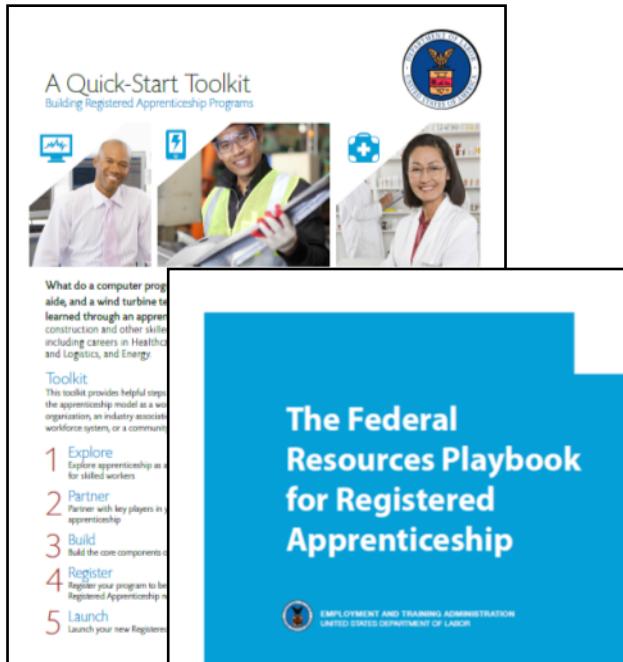
## Ways to Register Apprenticeship Programs:

*U.S. Department of Labor and State Apprenticeship Agencies*

- **List of State Directors:**  
<https://www.doleta.gov/oa/contactlist.cfm>
- **DOL = 25 (Federally Operated States)**
- **State Apprenticeship Agency = 29 (25 States and 4 Territories)**



# ApprenticeshipUSA Resources



The Federal Resources Playbook for Registered Apprenticeship

EMPLOYMENT AND TRAINING ADMINISTRATION  
UNITED STATES DEPARTMENT OF LABOR

UNITED STATES DEPARTMENT OF LABOR  
ApprenticeshipUSA

HOME EMPLOYERS GRANTS FIND OPPORTUNITIES NEWS QUICK FACTS SHAREABLES FAQ'S

American Apprenticeship  
Announcing \$100 million in grants to develop innovative, high-quality registered apprenticeship programs.  
Apply now and find federal resources ...

ApprenticeshipUSA offers employers in every industry the tools to develop high-skilled workers to help grow their business. For workers, ApprenticeshipUSA offers opportunities to earn a salary while learning the skills necessary to succeed in high-demand careers. ApprenticeshipUSA exemplifies high standards, instructional rigor and quality training. Whether you are an employer looking to hire, train and retain a skilled workforce, or a worker looking for a new career in a well-paying occupation, ApprenticeshipUSA will help you achieve your goals.

## Quick-Start Toolkit

5 Step Format to take you from “exploring” to “launching” a Registered Apprenticeship Program.

## Federal Resources Playbook for Registered Apprenticeship

Guide to resources from the Federal Gov’t Development to support Registered Apprenticeship

## DOL Apprenticeship Website

New Registered Apprenticeship website launched with additional resources and streamlined design.

[www.dol.gov/apprenticeship/](http://www.dol.gov/apprenticeship/)

Explore VR



# **ApprenticeshipUSA DOL/ETA**

**[https://www.doleta.gov/OA/eta\\_default04042014.cfm](https://www.doleta.gov/OA/eta_default04042014.cfm)**

**A portal for employers, workforce professionals, and the public to find resources related to establishing or accessing an apprenticeship.**

# Urban Tech Project (UTP)

- **Edison Freire**, Director and Co-founder of the Urban Technology Project
  - <http://utp-philly.org/>
- **UTP-Engaging the intellect, heart, and soul of the youth of Philadelphia**
- <http://utp-philly.org/news-and-events/celebrate-national-apprenticeship-week-with-the-urban-technology-it-apprenticeship/>



# Urban Tech program (UTP)

- (Edison Freire) “What we have focused on is creating an IT career pathway for our graduates as well as for young people attending charter schools or who have also left the educational system. And so, our intent is to identify young people who not just have the passion, but the talent for wanting to explore a career in information technology.”



# UTP

- (Edison Freire) “On the job training is a tired and true practice on building expertise. The young people we work with are diverse. They come from our underserved and underrepresented communities.”

# UTP

- (Edison Freire) “It’s been proven that diversity in the workplace can enrich and make you more competitive. Apprenticeships can become the vehicle to help a company diversify. There’re also opportunities to partner with other companies to start a joint apprenticeship program, so as an employer you don’t have to do this on your own. There’s others who have done this and there’s technical assistance available.”



- **Rhonda L. Basha**, Supervisory Policy Advisor, Youth Team, US DOL, Office of Disability Employment Policy
- **Nathan Cunningham**, Policy Advisor, Youth Team, US DOL, Office of Disability Employment Policy

# ODEP Research

- Conducted in 2008 and 2013
- Indicated participation of PWD in apprenticeship is low
- Largely anecdotal given data not being collected on disability by OA

# **Challenges to PWD Participating in Apprenticeship**

- Self-Disclosure/Accommodations
- High School Diploma or High School Equivalency (HSE)
- Transportation
- Lack of Pay During Training

# Challenges to PWD Participating in Apprenticeship

- Community Based Organizations' Lack of Awareness
- Workplace and Academic Competency
- Lack of Accessibility of Career Readiness Assessments and Other Standardized Tests
- Employers' Attitudes Toward Hiring People with Disabilities

# Few Initiatives Focusing on PWD

- Wisconsin Youth Apprenticeship Program
- Home Builders Institute Project Hope
- ODEP/ETA Apprenticeship and Pre-Apprenticeship Grant Initiative (2009-2011)

For more information see:

<http://www.dol.gov/odep/topics/youth/Apprenticeship.htm>



## **EXCEPTION: RSA Grant to NM VR**

***Transition into Registered Apprenticeship  
Careers and Employment (TRACE) pilot  
program (2000-06)***

- Careers included certified nursing assistants, construction trades, job coaches, and disability adjudicators under the Medicaid-Buy-In program
- Under TRACE, vocational rehabilitation (VR) staff assisted employers in developing new apprenticeships in social services occupations
- Demonstrated that people with learning disabilities are very successful in apprenticeship programs because the teaching approach includes one-on-one instruction

# Findings from TRACE

- Average cost per placement-\$376  
Average age-30.6
- Among those served in general:
  - 79.1% were male and 20.9% were female
  - Ethnicity was 45.8% Hispanic, 9.9% American Indian, 4.7% African American, and 39.6% White
- Among those hired:
  - 94% male, 6% female
  - 56% Hispanic, 4% American Indian, 2% African American, and 38% Caucasian



# **Findings from TRACE**

- Average wage before TRACE was \$4.97 and average starting wage in apprenticeship was \$9.54/hr.
- The highest wage was \$28/hr and the lowest \$5.60/hr.
- Average increase over pre-apprenticeship wages was 92.9%

# Why Should the VR Community Care about Apprenticeship?

## GENERALLY

- Pre-apprenticeships, and apprenticeships (including Registered Apprenticeships) can be accessed as a vocational rehabilitation service.
- Apprenticeships are excellent for clients who are visual and experiential learners.
- Although registered apprenticeship is not allowable as a Pre-employment Transition Service, other forms of apprenticeship and pre-apprenticeship are.

# Examples of What VR Providers Can Do

## VR AND EMPLOYER/BUSINESS ENAGEMENT

Under **361.32 Provision of training and services for employers**, may work with employers to provide opportunities for work-based learning experiences which includes apprenticeships (not registered apprenticeships)

Under the broader 361.49(a)(4), may provide TA to businesses seeking to employ individuals with disabilities. (The pre-amble to the regulations indicates this authority is broader than that under 361.32, and that DSUs can rely on both when providing training and TA to businesses)



# Examples of What VR Providers Can Do

- Educate employers to dispel stereotypes
- Assist employers to develop new apprenticeships and in making existing apprenticeships accessible
- Work with employers to develop competency based apprenticeships with multiple certifications

# Examples

- Partner with and provide referrals to Employment Networks including those in American Job Centers (AJCs) to provide additional supports
- Provide as a vocational training service for VR clients through existing apprenticeship providers funded under Title I of WIOA
- Provide students with disabilities with work-based experiences to meet pre-employment transition service through apprenticeship (not registered) and pre-apprenticeship.

# Examples of VR supports

- Tools or equipment needed on the job
- Specialized assistive or adaptive technology to allow participation by the client
- Protective clothing like boots, hard-hats, goggles, welding aprons, etc.
- Industry specific assessment, not otherwise covered by the employer or counselor
- Interpreters (Sign, Spanish, etc.)
- Job Coaching or peer job coaching.
- Braille
- Transportation
- Child care
- Tutors, note takers, test adaptations
- Other items needed to allow a VR client to fully participate on-the-job

# Resources

- **Job Accommodation Network (JAN):**  
<https://askjan.org/>
- **Apprenticeship Issue Paper:**  
[http://www.dol.gov/odep/pdf/  
ApprenticeshipReport.pdf](http://www.dol.gov/odep/pdf/ApprenticeshipReport.pdf)
- **Apprenticeship Toolkit:**  
[http://www.dol.gov/odep/topics/youth/  
apprenticeship.htm](http://www.dol.gov/odep/topics/youth/apprenticeship.htm)
- **Apprenticeship Training Modules:**  
[http://www.ncwd-youth.info/node/  
1379#Strategic Planning Exercise](http://www.ncwd-youth.info/node/1379#Strategic Planning Exercise)

# Resources

- **ExploreVR** – Visit <http://www.explorevr.org/> for a wealth of information on *Job Driven VR* Business Engagement, Business Supports, Labor Market Information, and Customized Training. You can access archived webinars and register for future ones here.
- **WorkforceGPS** – Sponsored by the U.S. Department of Labor's Employment and Training Administration (ETA), WorkforceGPS is an interactive online communication and learning technical assistance (TA) platform  
<https://www.workforcegps.org/>



# Questions?