

# Wake-Up to Manufacturing!

## Apprenticeship 101

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# Did You Know?

Milton Hershey Was an Apprentice! In 1876 he graduated from The Lancaster Carmel Company after serving a 4-year apprenticeship (at the age of 14). Which registered trade did Milton serve???



# Did You Know?

Industry Title	Active Apprentices	New Apprentices	Completers	Active Programs	New Programs
<b>Construction</b>	191,426	72,367	21,342	4,480	355
<b>Public Administration</b>	19,300	10,219	6,399	434	29
<b>Manufacturing</b>	17,334	5,174	3,008	1,454	116
<b>Transportation and Warehousing</b>	16,162	12,165	2,155	117	12
<b>Utilities</b>	8,729	3,636	1,615	556	12
<b>Health Care and Social Assistance</b>	6,958	4,278	1,047	296	43
<b>Educational Services</b>	5,758	3,984	702	229	37
<b>Retail Trade</b>	3,172	1,488	787	283	9
<b>Not Provided</b>	3,133	831	561	364	1
<b>Information</b>	2,250	1,479	220	72	4
<b>Accommodation and Food Services</b>	1,831	1,214	212	46	9
<b>Other Services (except Public Administration)</b>	1,470	654	236	125	19

# What Will I learn Today?

- Why an Apprenticeship?
- What is an Apprenticeship?
- Apprenticeship Statistics and Benefits (ROI)
- Where Do I Get Started? – Building The Program
- The Manufacturers' Association Apprenticeship Program

# Why Apprenticeship?

## Build a Competitive Workforce

Employers Facing Complex Workforce Challenges in Competitive Domestic and Global Markets



## Time-Tested Model

Proven Strategy for Recruiting, Training and Retaining World-Class Talent Used by Industry for Decades (and longer!)

## Adaptable and Flexible

Registered Apprenticeship is a Solution and Can Be Integrated into existing Training and Human Resources Development Strategies!!!





## What is an Apprenticeship?

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An apprenticeship is an industry-driven, high quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a nationally-recognized credential

## But What is it Really?

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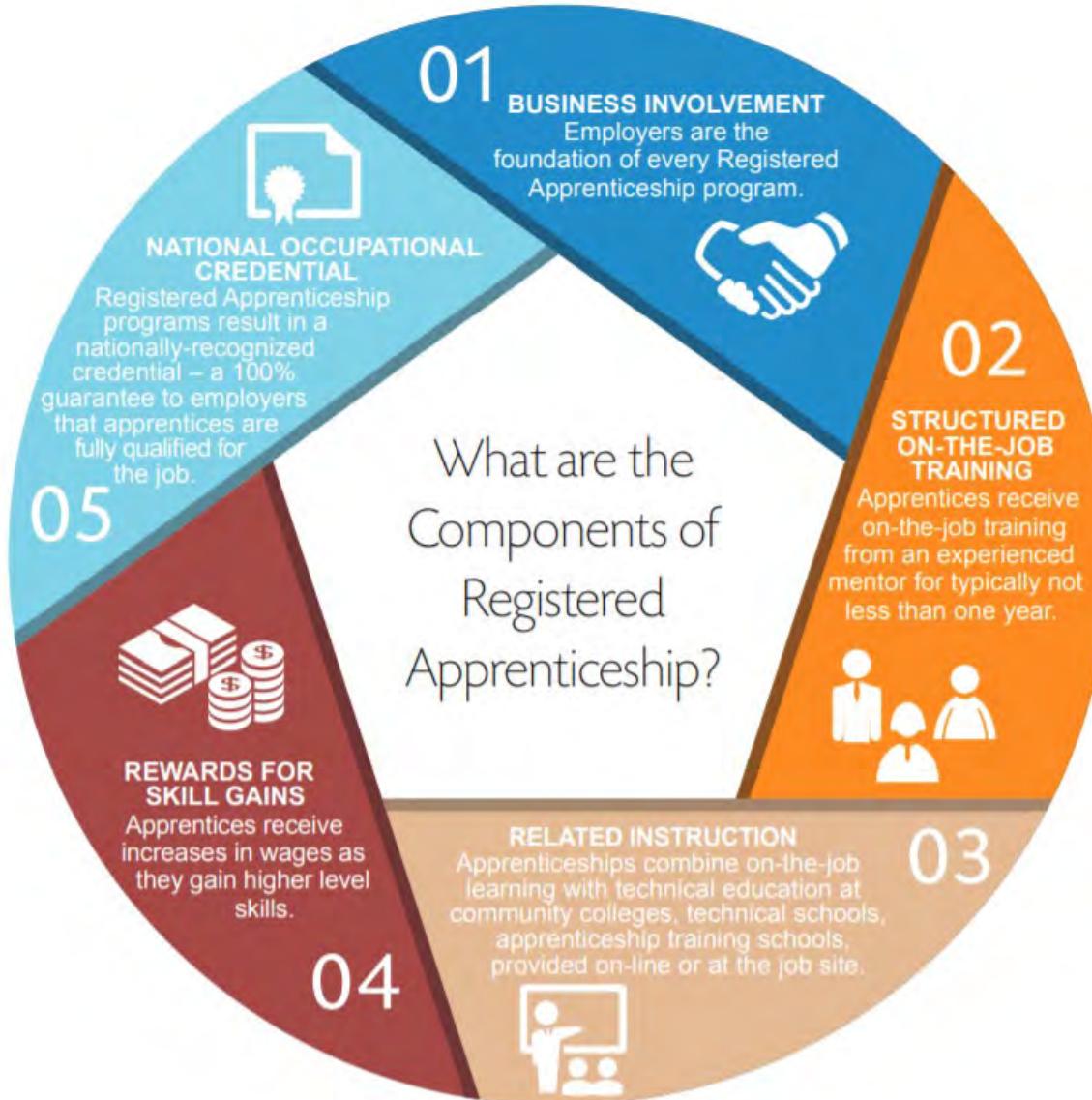
- An employer sponsored program (or “joint sponsored”)
- Training that results in industry recognized certification
- Learning through on-the-job training (OJT)
- Related Classroom Instruction

Tell Me More!

- Nationally portable credential
- Programs typically range from 3,000 to 10,000 hours
- Gradual salary increases are given as an apprentice's skills increase



## What are the Components of Registered Apprenticeship?



# #1 Business Involvement

Employers Design and Own their Apprenticeship Program!

Employers determine what critical occupations they need and design apprenticeship programs for those jobs

Written agreement between employer/program sponsor and apprentice (employee)

Apprentice can be new hire or incumbent worker

Employer determines apprentice program qualifications, on-the-job learning (OJL) tasks and related technical instruction (RTI)

## #2 Structured On-The-Job Training (OJT)

Minimum of 2,000 hours (equivalent to 1-year full-time work) of on-the-job learning

Can be 1–5-year program

Structured and supervised

Low mentor/apprentice ratio for knowledge transfer (4:1)

Employer decides what work processes are critical for OJT

# #3 Job Related Technical Instruction

Classroom or Hybrid learning

Employer picks training provider

Minimum 144 hours of RTI

Parallel- Apprentices take classes while working full-time

Segmented- Classroom instruction is divided into segments and spread between OJT periods

## #4 Rewards for Skills Gains

**Written plan by employer to increase apprentices' wages over term of apprenticeship**

**EMPLOYER determines base rate of pay AND scheduled increases – apprentices typically start at base rate of 50% of Journeyworker/experienced professional rate of pay for position**

**Increases only awarded if apprentice meets guidelines**

**Increases worker retention**

**Helps attract more qualified, serious applicants looking for long-term careers**

# #5 National Credential

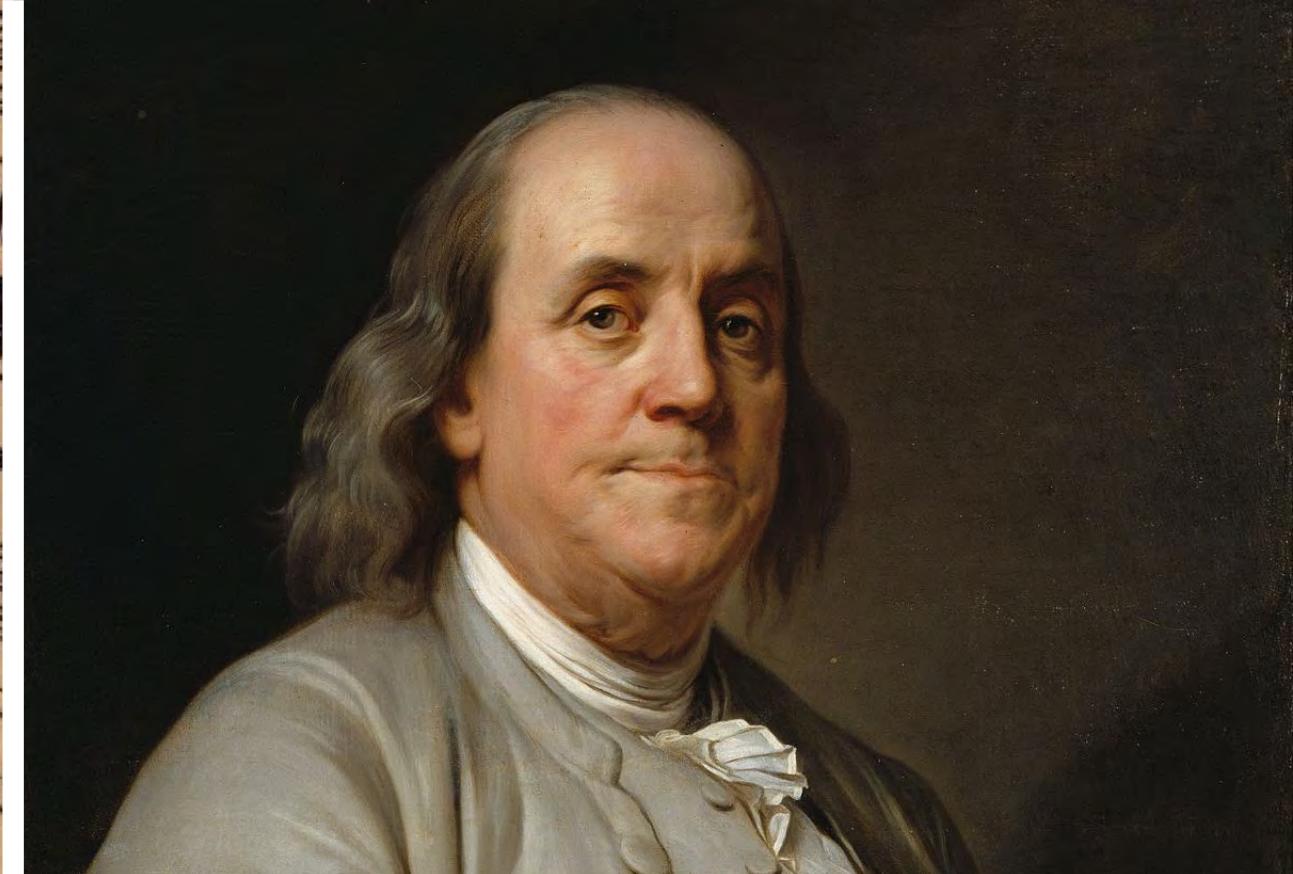
**Apprentice program completers earn nationally-recognized credential**

**Certifies job proficiency**

**Industry-valued certification**

**Increases worker mobility while ensuring competitive pay**

**Increases employers' competitive advantage when bidding on federal or other government contracts**



# Did You Know?

Ben Franklin was a registered printing apprentice!

# Employer Benefits

- Recruit and develop a diverse and highly-skilled workforce
- Improve productivity and profit- Employers earn \$1.47 in increased productivity for every \$1 dollar invested
- Reduce turnover and improve loyalty
- Develop workers skills
- Vet workers through testing



## Worker Benefits

- Full-time salary and benefits while learning- Earn While You Learn!
- Wages increase as skills increase
- Average starting salary of \$50k while earning credential equivalent to 2 or 4 year degree
- Completers earn more than \$300k more than non-apprentice peers in lifetime earnings
- Opportunity to earn college credit
- National, portable, industry-valued credential



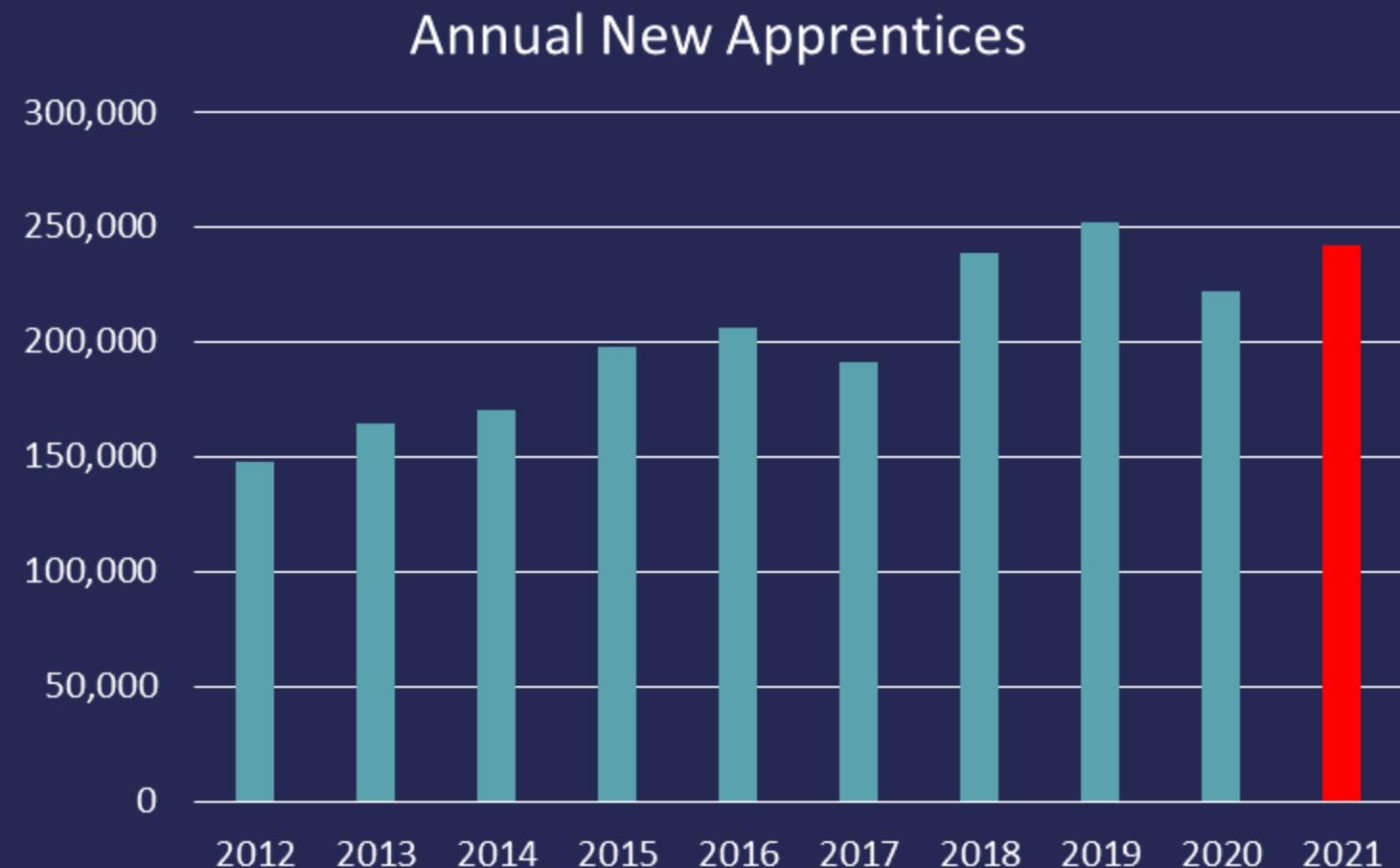
# APPRENTICESHIP CONTINUES TO DEMONSTRATE STRONG GROWTH

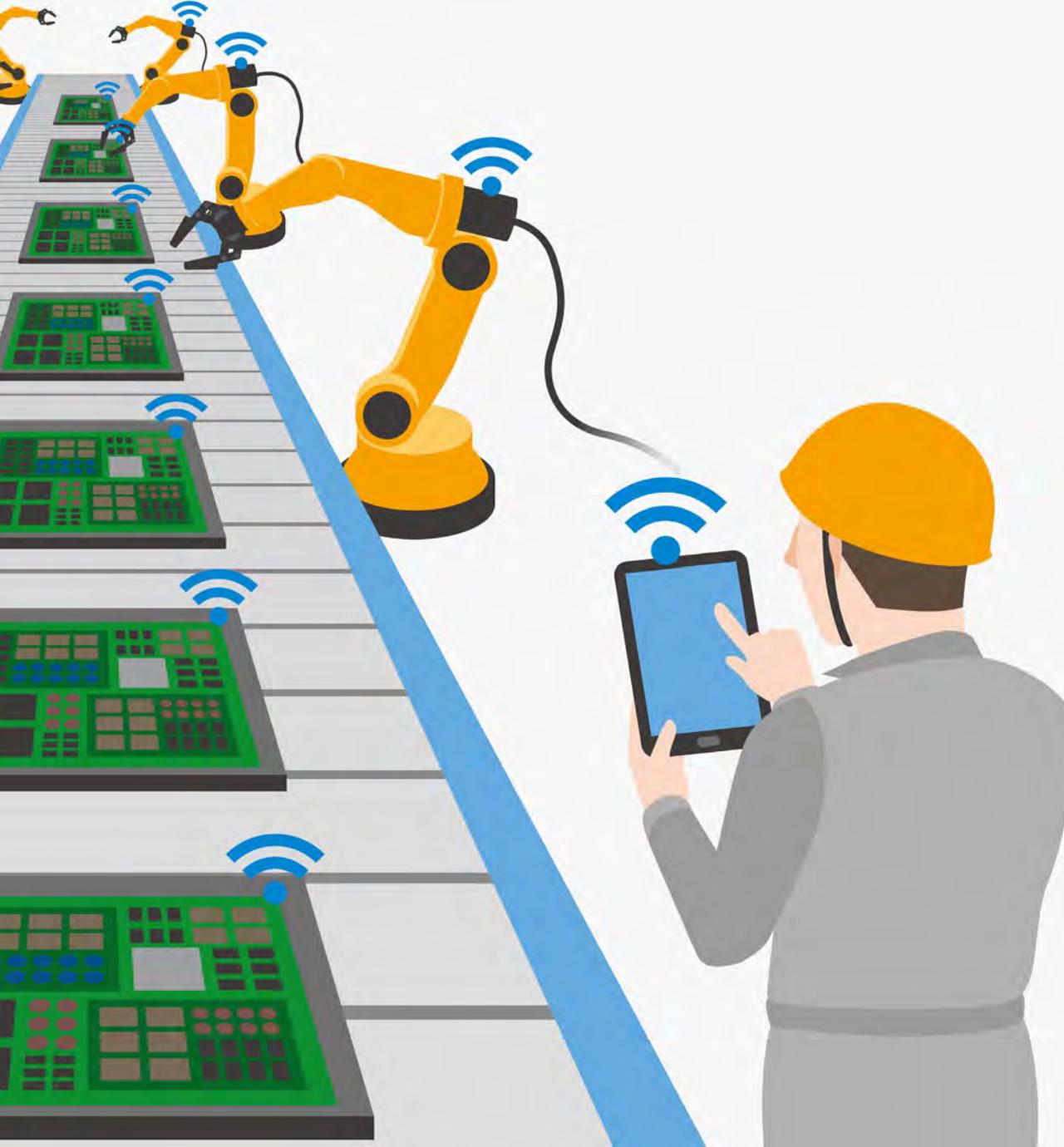
64%

Growth in New Apprentices Since 2012

## Key Facts

- 2 million+ new apprentices since FY12
- 22% more active apprentices than the previous 10-year average (593,000 vs. 484,000)
- 396,000+ participants completed an apprenticeship in the last five years
- 14,700+ new apprenticeship programs created in last five years





**94%**  
of apprentices who  
**RETAIN**  
**EMPLOYMENT AFTER**  
**APPRENTICESHIP**  
**COMPLETION**



76%  
said it got  
them a **great job**



89%  
felt their employer  
wanted them  
to **succeed**



83%  
said it allowed them  
to **grow and mature**  
as an individual



83%  
said it set them up  
with **knowledge**  
to do their job well



**pennsylvania**

DEPARTMENT OF LABOR & INDUSTRY

**WHAT'S SO COOL ABOUT  
APPRENTICESHIPS?**



# Program Commitment

No Cost to Apprentice

Equal Opportunity Application Process

Develop and Monitor MITC (Minimum Industry Training Criteria)

Monitor OJT (On-The-Job Training)

Government Compliance

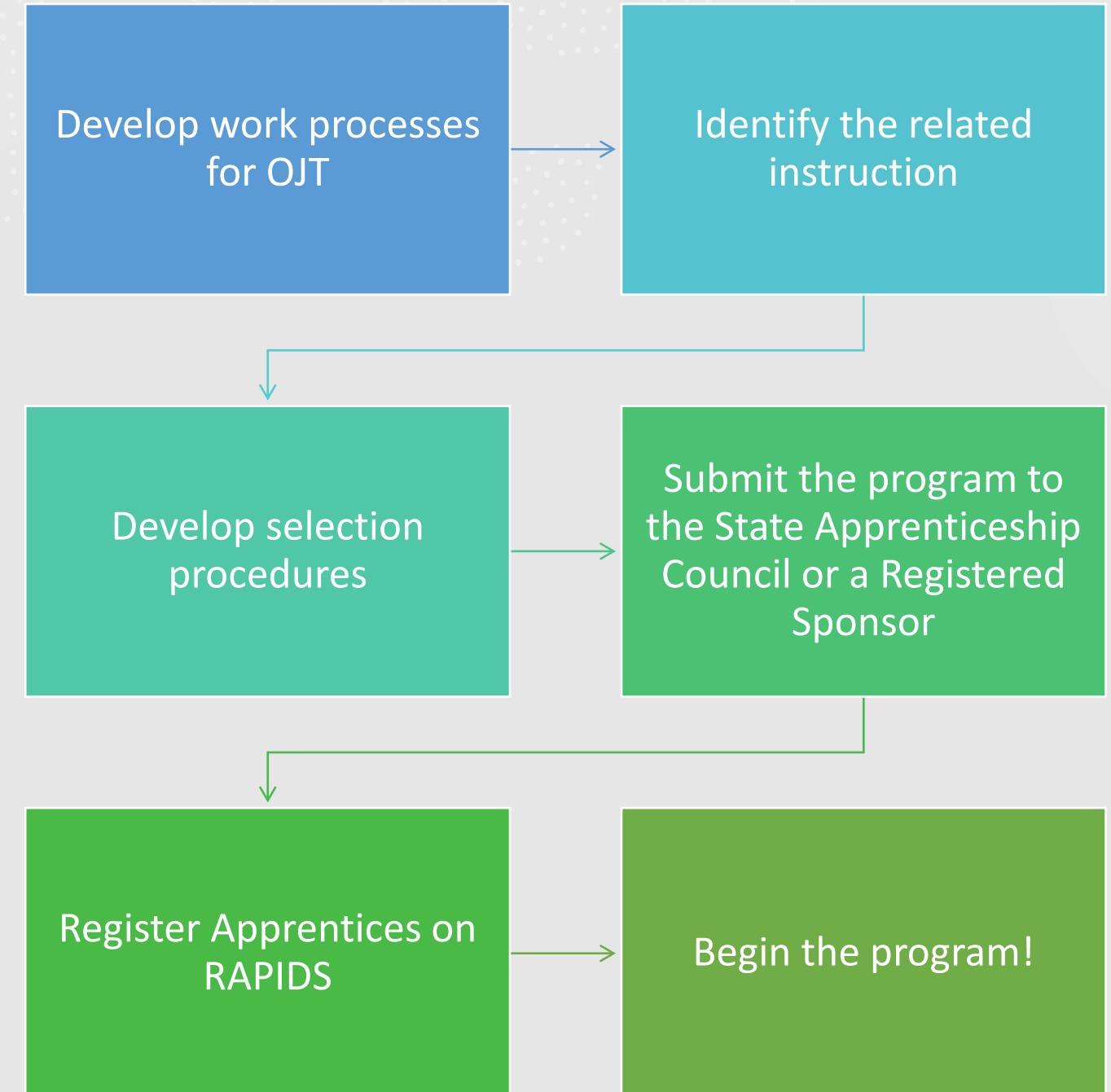
# Requirements



## The Requirements

- State Sponsorship or non-joint sponsor
- Pre-Testing
- OJT/RTI Hours Requirement  
A minimum of 144 hours of related classroom instruction for every 2,000 hours of on-the-job training

# Steps to Establishing a Program





# Mentorship

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- Every Apprentice must have “mentors”
- 4 to 1 mentor to apprentice
- Mentors  to journeypeople. Can be anyone “qualified” as determined by employer
- Mentor training available at The Manufacturers’ Association

# Funding Opportunities

- DCED Apprentice Funds
- WedNet
- Keystone Development Partnership
- The Manufacturers' Association



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## Did You Know??

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Elvis was an  
Electrician Apprentice  
before signing his first  
record deal!!

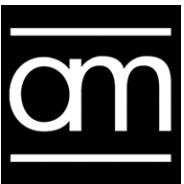


# The Manufacturers' Association Apprentice Program

State Registered Sponsor  
for:

- Tool and Die Maker- 5 years
- Machinist- 4 years
- Maintenance Mechanic- 4 years
- Mechatronics- 4 years
- Quality Technician- 2 years
- Automation Robotics Technician- 4 years
- Industrial Manufacturing Technician (IMT)- 1 ½ years

# Apprentice Employers



 Abbottstown Industries, Inc.



 BAE SYSTEMS



 USA SPARES



 ENGEL



 HERCULITE®  
Powered by Innovation • Proven by Performance



 Amphenol  
FCI



 die-tech  
Engineering Ideas Into Reality

# State Registered Apprenticeship

- Largest MFG Apprenticeship in the region!
- Currently over 40 participating companies
- About 90 apprentices





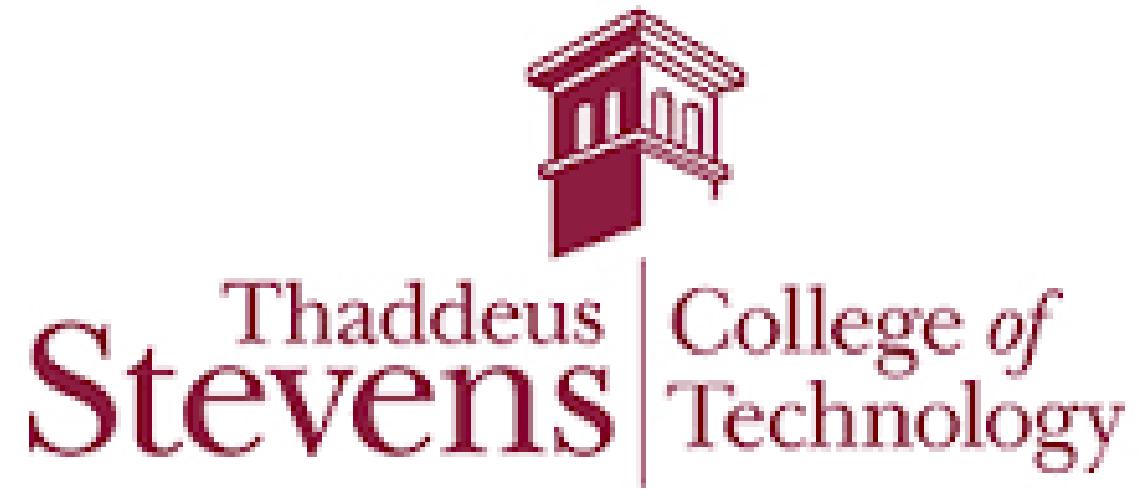
# State Registered Sponsorship

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- We do all the state paperwork on employers' behalf
- We fill out all RAPIDS data on employers' behalf
- We help schedule classes and order books based on employer input

# Articulation





# State Registered Pre-Apprenticeship



State Registered Pre-  
Apprenticeship



- York, Perry, Lancaster, Chester Counties
- Program with the Milton Hershey School
- Expanding to additional areas
- 80+ students in two separate levels

# Certification



OSHA 10 Certification



State Pre-Apprenticeship  
Certification



Hours count towards a  
registered apprenticeship!

# Benefits of The MA Apprenticeship

State registered sponsor! We do the dirty work

7 programs to choose from

We order your books

We help select your class schedule

Help advise your OJT needs

Gives you access to pre-apprenticeship students

Consortia of Companies

Non-Profit

# And The Number One Benefit of All!!!

Working with Crystal and  
Zimmy!



#### Certificate of Completion

This certificate is awarded to:

Steve Zimmerman

for your dedication & service to the  
2018-2019 Apprentice Program



The Manufacturers' Association

Brian Paterniti

Brian Paterniti

Training Manager

6/6/2019

Date

# RECAP

