

# Apprenticeship 2019

A Year of Partnership  
A Year of Growth  
A Year of Investment  
A Year of Innovation

Bill Kraus- Acting Tennessee State Director

# Agenda

- ▶ **Apprenticeship Expansion** Key  
Initiatives Underway
- ▶ **Apprenticeship Primer**  
Review Some Basics
- ▶ **Tennessee Update**  
Review Some Basics
- ▶ **Next Steps** Let's Explore  
Ideas to Grow Apprenticeship Together

This has been a remarkable period of growth for the American economy and workers.

**3.8M**

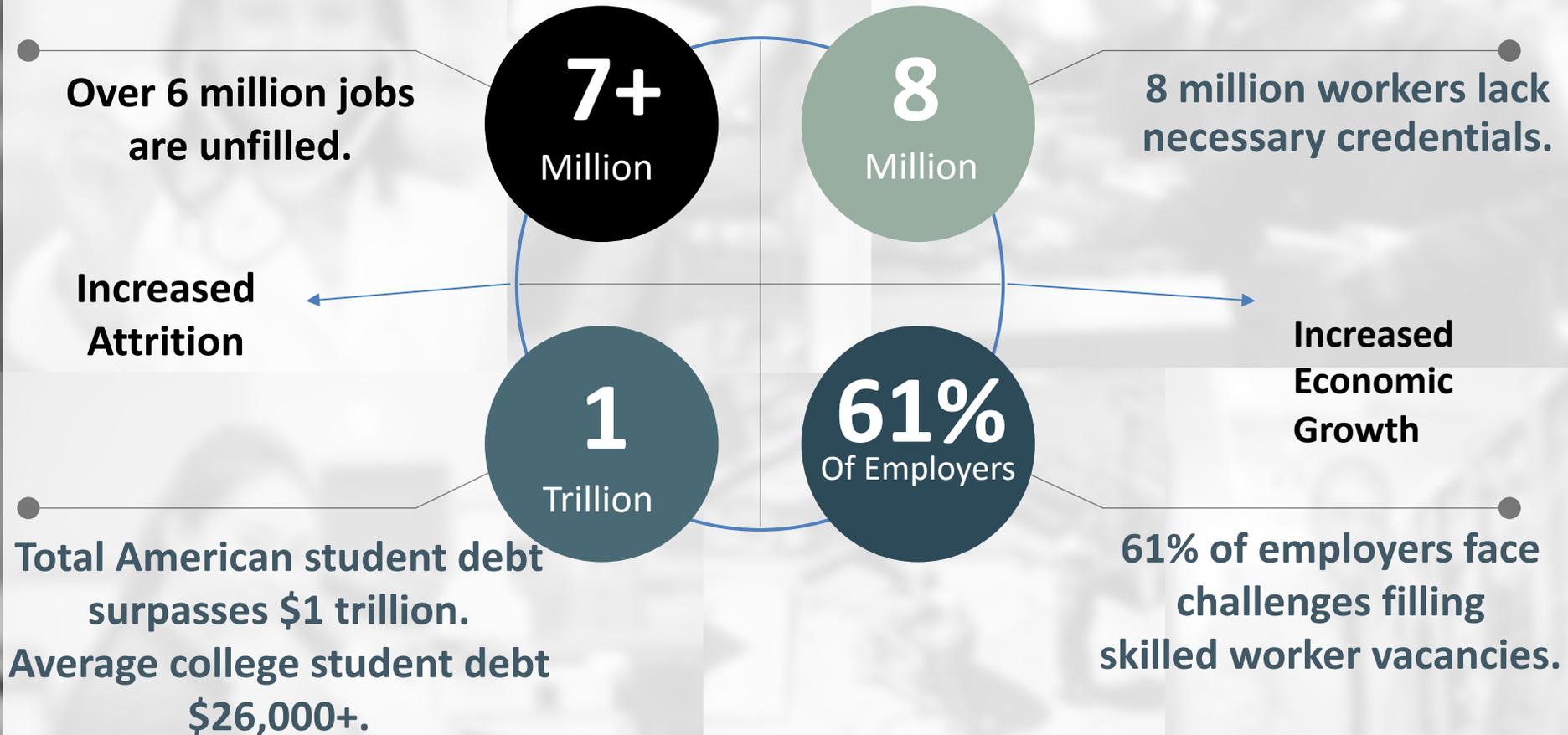
**3.8 Million Jobs Created Since 2017.**

**The national unemployment rate in April 2019 was the**

**3.3%**

**The unemployment rate for Tennessee in April 2019 was 2.8%**

# But challenges remain and Apprenticeship can help address our nation's skills gap.





# Apprenticeship Primer

Review Some Basics

# Apprenticeships Are a Customizable, Flexible, and Proven Business-Driven Model for Developing Workers.

## Core Apprenticeship Components



### Industry Leads

Employers are the foundation of every apprenticeship program and lead apprentice selection, curriculum design, and program operation.



### Apprenticeship Is a Job

Apprenticeship is a job with a paid work component.



### Instructional Component

Apprenticeship has an educational / training component which can include community college or Apprenticeship Training Center courses.

Apprenticeship has a long track record of producing strong results for both businesses and workers.

## Impressive Individual – Business – Public Benefits

**\$60,000**

Completers Earn  
Per Year  
On Average

**\$300,000+**

Apprentices Lifetime  
Earning Advantage

**\$1.47**

**Return**

For Every Dollar Spent  
on Apprenticeship By  
**Employers**

**\$28**

In benefits for every  
\$1 invested by the  
Government.

**\$1 to \$10**

Every \$1 Invested By  
Government Leverages \$10  
Private Sector Investment

In addition to construction and trade occupations, Apprenticeships work for a broad range of industries.



## Insurance/Finance

- ➔ The Hartford
- ➔ AON
- ➔ Zurich Insurance and Harper College
- ➔ University System of Georgia and FINTECH
- ➔ Liberty Mutual

## Transportation

US XPRESS

MCI

Peterson Automotive



## Advanced Manufacturing / Engineering

- ➔ Dow Chemical
- ➔ TCSG and Poultry
- ➔ General Dynamics
- ➔ Kroger



## Information Technology

- ➔ Microsoft
- ➔ Amazon
- ➔ Unisys
- ➔ FIS
- ➔ Anthem Health



## Healthcare

- ➔ CVS - Pharmacy Technician and Store Managers.



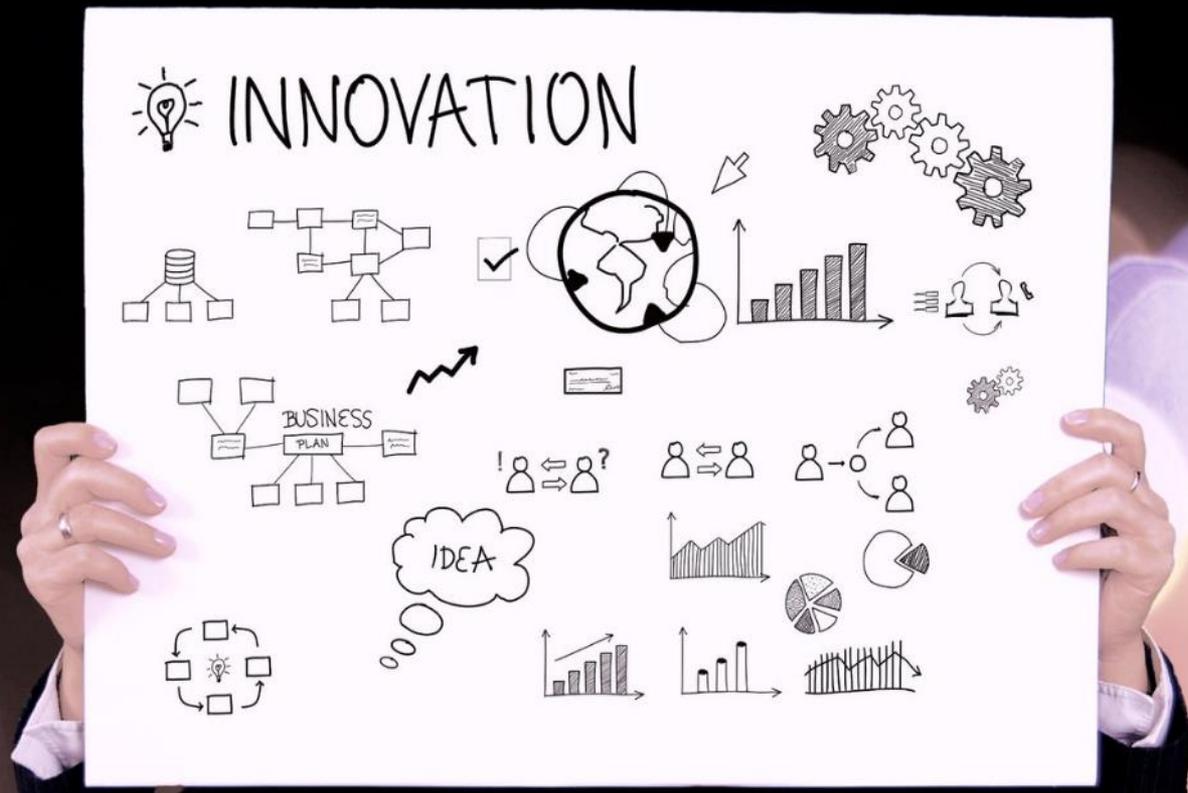
## Energy

- ➔ Mercuria - IT Data and Risk Management Analysts



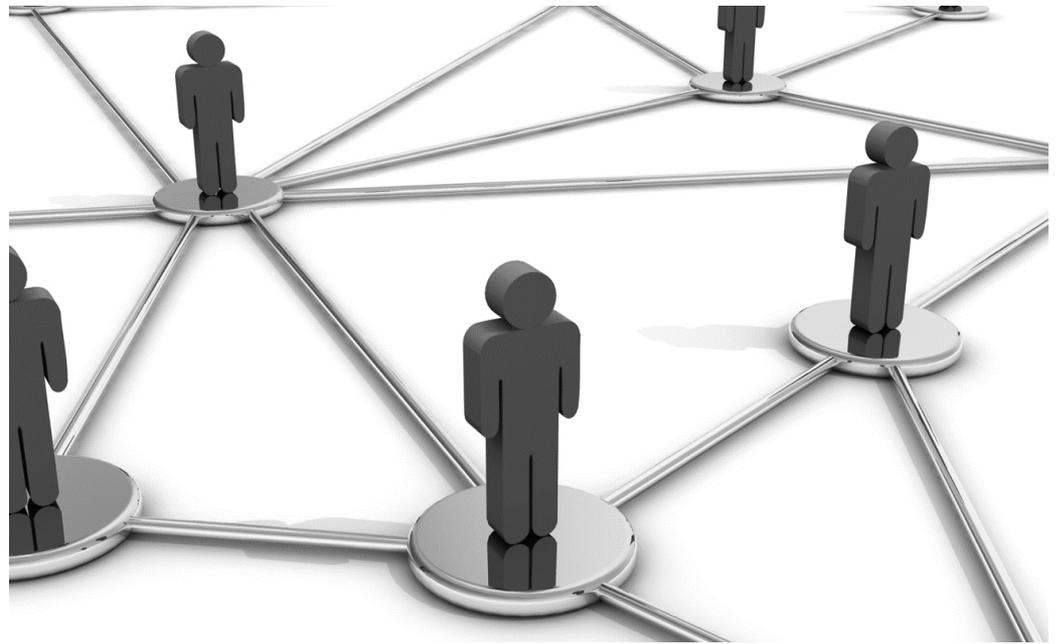
# Apprenticeship Expansion

Let's Look at Some Key Initiatives

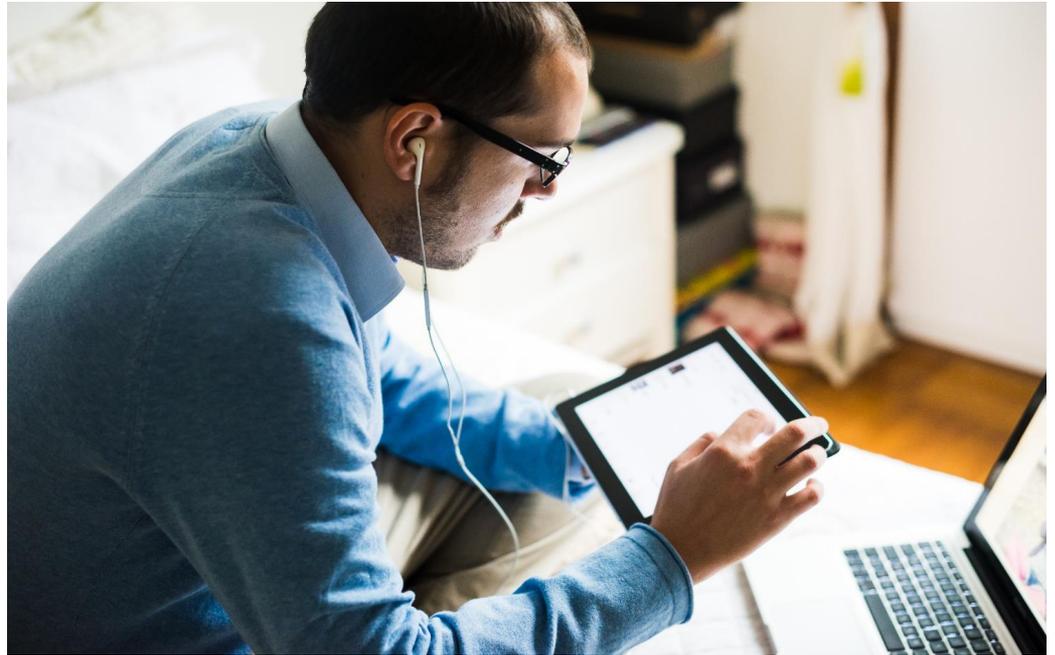


The Department of Labor will support innovative work-based learning approaches, technology modernization, and state initiatives that result in expansion of apprenticeship programs.

Grants to states will support activities that lead to the expansion of apprenticeship and advance alignment and integration of apprenticeship and public workforce systems.



Competitive awards built on the American Apprenticeship Grant initiative will support the expanded use of apprenticeship models in new and emerging, high-growth industries/sectors





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## What's New? Colleges States

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# What's New Under WIOA

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# Takeaways & Ideas

## **Build Inclusive Partnerships**

- Timing is key. Involve WIOA staff early

## **Communicate and Educate**

- Hold periodic update meetings between WIOA and Apprenticeship staff
- Educate partners on apprenticeship terminology and program structures
- Learn the state and local WIOA procedures and help develop RA policy

## **Registered Apprenticeship ETPL Mechanism**

## **Know the Regulations**

- WIOA Final Rules, TEGs, TENs, etc.
- WIOA Performance Measures

## **Encourage Pre-Apprenticeship Development**



## Next Steps

Let's Explore Ideas to Grow Apprenticeship Together

# In Summary...

Apprenticeship provides:

First and foremost, apprenticeship helps businesses develop highly-skilled employees. Apprenticeship programs also reduce turnover rates, increase productivity and lower the cost of recruitment.

Customized training that meets industry standards, tailored to the specific needs of businesses, resulting in highly-skilled employees.

Increased knowledge transfer through on-the-job learning from an experienced mentor, combined with education courses to support work-based learning.

# In Summary...



Apprenticeship provides:



Enhanced employee retention: 91% of apprentices that complete an apprenticeship are still employed nine months later.



A safer workplace that may reduce worker compensation costs, due to the program's emphasis on safety training.



A stable and reliable pipeline of qualified workers.

# In Summary...

Apprenticeship provides:

A systematic approach to training that ensures employees are trained and certified to produce at the highest skill levels required for the occupation.

Finally, businesses may qualify for state-based tax credits available for apprenticeship program sponsors. Workforce systems and other community partners may also choose to contribute funding for training, supplies or other aspects of apprenticeship programs. These benefits reduce an employer's investment in apprenticeship training costs.



# Apprenticeship

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

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