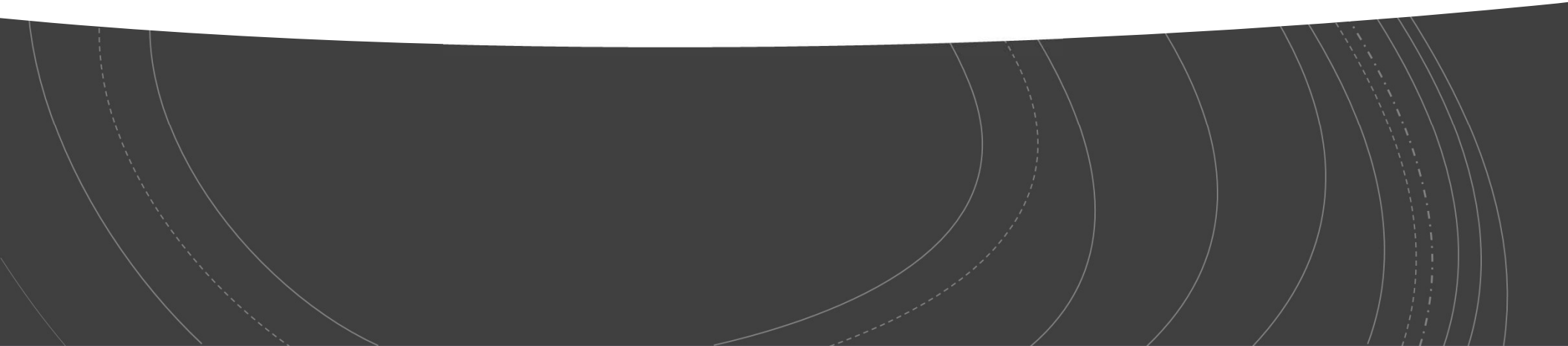


ApprenticeOhio



Recognized by Office of Apprenticeship to act on behalf of the federal U.S. Department of Labor to register and oversee programs the state of Ohio

Awarded "State Apprenticeship Council" Status By U.S. Department of Labor in 1957



State Standards of Apprenticeship

*Ohio Revised Code
5101:11*

*Ohio State Apprenticeship
Council*

Ohio is a
State Apprenticeship
Agency (SAA)



What is a Registered Apprenticeship?



- Workforce Training model
 - Combination of training and education
- Centuries-old way of training
 - Learning from other
- Gaining momentum
 - Proven system
 - Trending



Formula for an Apprenticeship



Paid on-the-
job training



Formal classroom
or related
instruction



Worker masters the
knowledge, skills and
competencies needed
for career success



Who offers Registered Apprenticeship?





Apprenticeship Employers/Sponsors

Single Sponsor

Private and/or
Individual
Employer

Group Sponsor

- Workforce Development Boards
- Ohio Colleges/Universities
- Business Associations
- State & Local Governments
- Construction Trades (Union/Labor)

What is needed for a Registered Apprenticeship?



- Each program includes a minimum of 2,000 hours of on-the-job training
- 144 hours of classroom instruction each year
- Participants that are 16 years of age or older

The length of an apprenticeship program can vary depending on the employer, complexity of the occupation, industry and type of program.



On the Job Training

- OJT hours are determined by the US DOL Office of Apprenticeship
- OJT based on industry standards & defined work process schedule
- Programs range from 2,000 to 10,000 total hours, based on the skills and competencies needed to be mastered
- Structured, supervised, systematic training
- Wages and benefits defined in an incremental schedule based on time or competency
- Journeyman to apprentice ratio



Related Instruction



- Minimum of 144 hours of Related Instruction per 2000 hours of OJT
- Coursework can earn college credit and serve as a pathway toward a degree
- Safety training required



Customizing the Registered Apprenticeship



Approaches to Apprenticeship Programs

Time-Based	Competency-Based	Hybrid
Tried-and-true model	Apprentice must demonstrate they have achieved a set of competencies the employer has identified necessary in the occupation	Blend of the two approaches
1-6 years	Apprentice's progress through the OJT portion is measured solely on their attainment of required competencies-verified by employer	Apprentices are asked to achieve a set of competencies within a specified range of OJT hours
Apprentices are required to complete a minimum number of hours of OJT and RI based on requirements listed in occupational standards	RI must be completed	Employers define the required competencies and range of hours within which they believe the apprentices should gain those competencies
Progression through the OJT is measured only by the number of hours completed in a set of work process categories	Employer does not need to track and monitor the amount of time spent learning the skills.	Progression through the OJT portion of the apprenticeship is measured both on the level of skills gained and the number of hours spent in OJT learning to attain those skills



Development of Standards

- Identification of the Sponsor
- Equal Opportunity Pledge
- Affirmative Action Plan
- Applicant Qualification
- Apprenticeship Agreement
- Ratio of Journey Person to Apprentices
- Terms of Apprenticeship
- Probationary Period
- Hours of Work
- Wage Progression
- Credit for Previous Experience
- Related Instruction
- Safety and Health



Development of Standards

- Maintenance of Records
- Certificate of Completion
- Notice to Registration Agency
- Collective Bargaining Agreements
- Registration, Cancellation, Deregistration, Amendments, Modifications, Transferring
- Definitions

ApprenticeOhio

- Program development assistance
- Program registration
- Provides technical assistance
- Promotes the benefits of the program

Apprenticeship
Service
Provider



WIN

WIN





Benefits for Employers

- **Recruit** and develop a highly-skilled and diverse workforce
- Establishes a **pipeline** of skilled workers
- Increased employee **productivity** and company **profitability**
- Increase **retention** of workers, during and following the apprenticeship
- Create **flexible training** options that ensure workers develop the right skills
- **Minimize liability** cost through appropriate training of workers
- **Return on Investment** – 26% national average

Benefits for Apprentices

- **Earn while you learn**

Apprenticeships are jobs with a guaranteed wage increase as skills are developed

- **Work-Based Learning**

Gain structured on-the-job learning to prepare for a successful career

- **Classroom Learning**

Most apprenticeship opportunities include classroom instruction at no cost – avoid student debt

- **Mentorship**

Learn under the supervision of experienced mentors

- **Credentials**

Earn a portable, nationally-recognized credential within the industry





Programs vary
1-6 years



apprentices stay with
their employers after
completing their
program

\$70,000 average salary
of people who
complete
apprenticeships



We are GROWING!

Traditional

- Building Trades = Construction, electrician, plumber, mason, ironworker, etc.

Expanding reach

- Broadband – 5G
- Supply Chain Automation
- Cyber Security/ IT
- Teachers
- Health Care
- State Agencies



332

Active
Employers

604

Registered
Programs



21,742

Active
Apprentices

3rd

in the nation for Active
Apprentices



What is Recognized Pre-Apprenticeship?



Pre-Apprenticeship is a program or set of strategies that is designed to prepare individuals to enter and succeed in a Registered Apprenticeship Program (RAP).





Recognized Pre-Apprenticeship

- Teaches basic **technical** and **job-readiness** skills
- Based on **occupational** sector/ career clusters
- Forms a **pipeline** of talent to Registered Apprenticeship
- Must have a **linkage** with a Registered Apprenticeship sponsor
- Eligible for up to 12 points toward **graduation** requirements

Elements of a Quality Pre-Apprenticeship



SIMULATED EXPERIENCE

Classroom and/or lab setting, work-site visits, job shadowing, or other work experience to provide exposure to the work environment for the targeted occupation(s) and industry.



LINKAGE TO ESTABLISHED PROGRAM

Agreements with RAP sponsors to provide an opportunity for program participants to enter directly into a RAP



INCREASED DIVERSITY

Recruit and prepare underrepresented populations to be successful in a RAP.



SUPPORTIVE SERVICES

Wrap-around services or referrals to help participants complete the program (e.g. childcare, transportation, tools)



Hubs Initiative

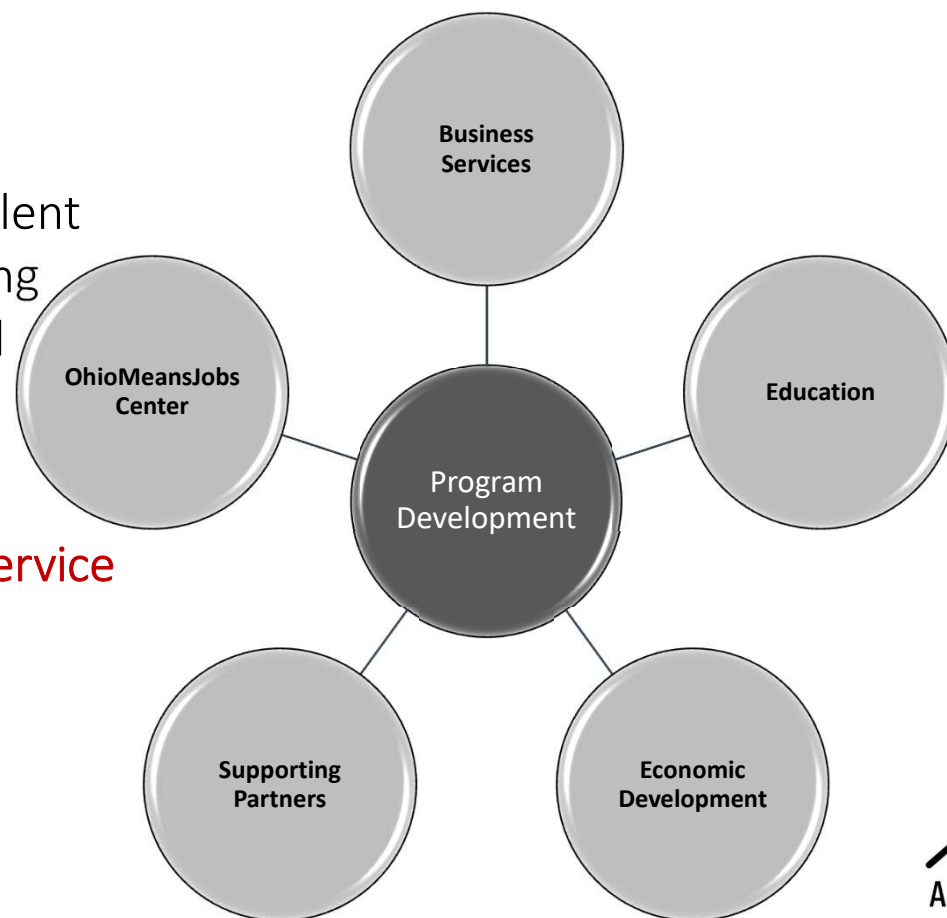
Hubs work to:

- Working with Local Workforce Areas
- Matching **local** businesses with **local** talent
- Create Pre-Apprenticeship Programming
- Connect Pre-Apprentices to Registered Apprenticeships

Hubs work with their AO Apprenticeship Service

Providers:

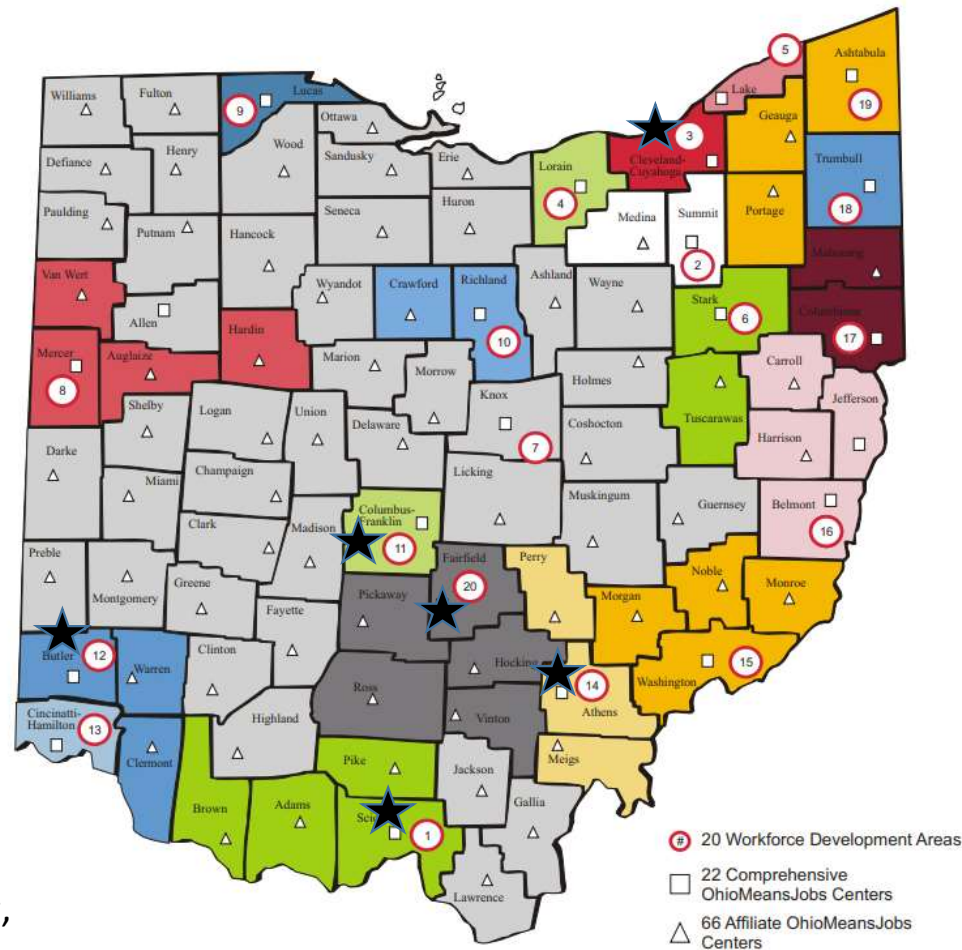
- On all technical assistance
- Program development assistance
- Program Registration
- Registration of apprentices



Current Hubs

- ★ Area 1
 - Brown, Adams, Pike, Scioto
- ★ Area 3
 - Cuyahoga
- ★ Area 11
 - Franklin
- ★ Area 12
 - Butler, Warren, Clermont
- ★ Area 14
 - Perry, Adams, Meigs
- ★ Area 20
 - Fairfield, Pickaway, Ross, Hocking, Vinton

Ohio Apprenticeship Hub Locations



114

pre-apprenticeship programs within a career cluster

- Agriculture & Environmental Systems
- Arts & Communication
- Business Administration
- Construction Technologies
- Education & Training
- Engineering & Science Technologies
- Finance
- Government & Public Administration
- Health Science
- Hospitality & Tourism
- Human Services
- Information Technology
- Law & Public Safety
- Manufacturing
- Marketing
- Transportation Systems



Where can you find
our more about
Apprenticeship?



Career
Seeker

Parents/
Educators

Veterans

Employers

apprentice.ohio.gov

The screenshot shows the homepage of the Ohio Apprenticeship Council website. At the top left is the logo for ApprenticeshipOhio, with links for 'About' and 'Contact'. On the top right are social media icons for Facebook, Twitter, LinkedIn, and YouTube, followed by the 'Ohio.gov' logo. The main banner features the ApprenticeshipOhio logo and the text: 'EARN WHILE YOU LEARN IN A REWARDING CAREER ALL WITHOUT STUDENT DEBT! On average, apprentices who complete their programs earn \$60,000 a year!'. Below the banner are two links: 'Learn about ApprenticeshipOhio's Incentive grant.' and 'Apply for ApprenticeshipOhio's Incentive grant.' The main content area is divided into four columns: 'CAREER SEEKERS' (A career as an apprentice starts here. Learn More >>), 'PARENTS / EDUCATORS' (Apprenticeship is a smart decision for your children and students. Learn More >>), 'VETERANS' (Ohio veterans have an edge with available benefits. Learn More >>), and 'EMPLOYERS' (Build a skilled workforce and save money with a Registered Apprenticeship. Learn More >>). Below these is a 'Tweets from @apprenticeohio' section featuring a tweet from Governor Mike DeWine dated Oct 4, stating: 'Another great visit to one of Ohio's premier career centers. The @mqvis is providing students with a competitive edge as future professionals.' To the right of the tweets is a 'Pre-Apprenticeship' section (Pre-apprenticeship teaches basic skills to help prepare for formal apprenticeship. Learn More >>). At the bottom left is a 'FORMER APPRENTICES' section (Request a copy of your certificate. Learn More >>). The footer contains: 'Ohio State Apprenticeship Council Ohio Department of Job and Family Services', 'Contact Us Privacy Statement', and 'Funded by a USDOJ grant Ohio.gov'.



About Contact



EARN WHILE YOU LEARN IN A REWARDING CAREER ALL WITHOUT STUDENT DEBT!

On average, apprentices who complete their programs earn \$60,000 a year!

[Learn about ApprenticeshipOhio's Incentive grant.](#) [Apply for ApprenticeshipOhio's Incentive grant.](#)



CAREER SEEKERS

A career as an apprentice starts here.

[Learn More >>](#)



PARENTS / EDUCATORS

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[Learn More >>](#)



VETERANS

Ohio veterans have an edge with available benefits.

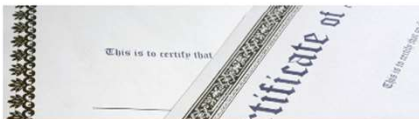
[Learn More >>](#)



EMPLOYERS

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[Learn More >>](#)



FORMER APPRENTICES

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Tweets from @apprenticeohio

[Follow on Twitter](#)

ApprenticeshipOhio Retweeted

Governor Mike DeWine @GovMikeDeWine · Oct 4

Another great visit to one of Ohio's premier career centers. The @mqvis is providing students with a competitive edge as future professionals.



Pre-Apprenticeship

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[Learn More >>](#)



Antonio X
ApprenticeOhio Virtual Assistant
[Contact Us](#) | [What can Antonio help with?](#)

Hello. My name is Antonio.
I am the ApprenticeOhio chatbot. I am not a real person, but I can help you with questions about ApprenticeOhio programs.

I do best with short, simple sentences and one question at a time. For your information security, it's best NOT to enter any personal information such as your birth date or Social Security number.

How can I help you?
3 minutes ago

Type your message ➤

A screenshot of the ApprenticeOhio website. The header includes the logo, navigation links (About, Contact), and social media icons (Facebook, Twitter, LinkedIn, YouTube) along with the Ohio.gov logo. The main banner features the text: "EARN WHILE YOU LEARN IN A REWARDING CAREER ALL WITHOUT STUDENT DEBT! On average, apprentices who complete their programs earn \$60,000 a year!". Below the banner are four columns of content: "CAREER SEEKERS" (A career as an apprentice starts here. Learn More >>), "PARENTS / EDUCATORS" (Apprenticeship is a smart decision for your children and students. Learn More >>), "VETERANS" (Ohio veterans have an edge with available benefits. Learn More >>), and "EMPLOYERS" (Build a skilled workforce and save money with a Registered Apprenticeship. Learn More >>). There is also a "FORMER APPRENTICES" section with a "Respect a copy of your certificate" link. A "Tweets by @apprenticeohio" section shows a tweet with a photo of a group of people holding American flags. A red circle highlights a "Chat with Virtual Assistant" button in the bottom right corner of the website. At the bottom of the screenshot is a large blue button that says "Chat with Virtual Assistant".

Thank you

Follow @ApprenticeOhio

apprentice.ohio.gov

