Work-based Learning: Apprenticeships and Pre-Apprenticeships

Presented by Bevan Gibson
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Work-Based Learning:

- Educational Strategy
- Real-life work experiences
- Targeted to bridge the gap between learning and doing
Work-based Learning Strategies provide:

- Career awareness
- Career exploration opportunities
- Career planning activities
- Employability Skills (IL Essential Employability Skills Framework)
Classifications of Work-based Learning:

- Duration of assignment
- Relation to course work
- Stipend
Work-based Learning Strategies:

- Apprenticeships
- Internships
- Mentorships
- Job Shadowing
- Business/industry field trip
- Entrepreneurial experience
- Cooperative education (ICAPS)
- Service Learning
Apprenticeship Basics
What is a Registered Apprenticeship? (RA)

- Proven approach for preparing workers for jobs
- Employer-driven
- Flexible training strategy
- Used in a variety of industries
Basic Components:

- Business Involvement
- Structured On-the-Job Training
- Related Instruction
- Rewards for Skill Gains
- Nationally Recognized Credential
How does apprenticeship fit into career pathways?

• Can be an integral part of CTE programs

• Pave the way for career-building and lifelong learning through stackable credentials

• Continual building of skills and ability to obtain higher levels of employment in an occupation or industry

• Can provide communities with competitive edge by establishing a continual pipeline of qualified workers for local employers
Apprenticeship vs Other Work-Based Training

• Apprentices hired by employers and get a paycheck from day one of work
• Wages increase over time as knowledge, skills and abilities advance
• RA last 1-6 years
• Connect education and work simultaneously
• Earn industry-recognized credentials and possibly college credit
Pre-Apprenticeship:

• Training approach that is school or community-sponsored
• Serves as the start of a career pathway
• Designed to prepare individuals to enter and succeed in a RA program
• Uses an approved training curriculum based on industry standards
• Educational and pre-vocational services
• Hands-on training in a simulated lab experience or through volunteer opportunities
• Assistance in applying to RA programs
Basic qualifications:

- RA identifies the minimum qualifications to apply
- Starting age no less than 16, though most require at least 18
- Examples of additional minimum qualifications identified by program sponsors are education, ability to physically perform functions of job
- Others might include aptitude tests, interviews, school grades, or previous work experience
Benefits of Apprenticeship:

• Employers
• Workers
• Workforce system
Benefit to Employers:

- Highly-skilled employees
- Reduced turnover rates
- Increased productivity
- Lower cost of recruitment
- Safer workplace
- Stable and reliable pipeline
- Systematic approach to training
Benefit to Workers:

• Paycheck from first day of work, guaranteed to increase as training progresses
• Hands-on career training
• An education
• A career
• National credential
Benefit to Workforce System:

- Can increase worker skills
- Meet employer needs
- Enhance performance outcomes
- Employment
- Retention
- Earnings
- Credential Attainment
Business and Partner Roles:

- Employers
- Government
- Labor organizations
- Community-based organizations
- DCEO
Workforce System and Apprenticeships as a Training Strategy:

• Assist employers to recruit and screen apprentices

• Provide basic skills training or partner in pre-apprenticeship efforts

• Training funds for related instruction through Individual Training Accounts

• Customized and on-the-job training contracts with employers with apprenticeship programs

• Supportive services such as tools, books and other supplies
How does Adult Education Fit?

- Pre-Apprenticeship programs (Bridge or ICAPS)
- Connection to workforce development
- Connection to One-Stops/AJCs (American Job Center)
Questions?
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