

Apprenticeship Virtual Learning Community

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Welcome!
Please put
your names
and
institution in
chat.

Agenda

Overview of Definitions

Pros and Cons to Registered
Apprenticeships

Pros and Cons to Unregistered
Apprenticeships

Open Discussion and Questions

Register or Unregistered

Registered apprenticeships are the gold standard.
Unregistered programs are simply another alternative

- Both registered and unregistered programs at community colleges should always:
 - Be education-aligned
 - Employer driven
 - Incorporate the Seven Key Elements (Hallmarks) of a RAP

Seven Key Elements of Apprenticeship

Individuals *MUST* be hired up front in an apprenticeship program!
If not, it is only another form of work-based learning.

- Industry Led
- Paid Job
- Structured On-The-Job Learning/Mentorship
- Supplemental Education
- Diversity
- Quality & Safety
- Credentials

Terms and Definitions

- ❑ USDOL OA – United States Department of Labor Office of Apprenticeship
- ❑ Registered – filed and approved by USDOL
- ❑ Unregistered – not filed or formally approved by USDOL
- ❑ RAPIDS -Registered Apprenticeship Partners Information Database System
- ❑ Sponsor - The organization that is ultimately responsible for ensuring that the Registered Apprenticeship program is being run properly, according to the program standards and federal regulations.

Registered Apprenticeships

Pros

- ❑ Registered Apprenticeships are the gold standard earn and learn model
- ❑ Occupational Standards
 - ❑ Work Process Schedules (WPS)
 - ❑ National Occupational Frameworks (NOF's)
- ❑ Potential State and Federal funding for Community Colleges (Sponsors)
- ❑ Employer Tax Credit
 - ❑ Up to \$3,500 per year, per apprentice for educational expenses
- ❑ Apprentice receives an industry recognized portable credential upon successful completion of the RA program

Cons

- ❑ Identifying differences between internship and apprenticeship
- ❑ Establishing an Apprenticeship Program within the company
 - ❑ Identifying key stakeholders
 - ❑ Processes - Apprentice selection, Mentors, billing, etc.
- ❑ Completing DOL Employer Agreement and retaining apprentice records

Unregistered Apprenticeships

Pros

- ❑ Accelerated development process to be more responsive to employer demands
 - ❑ Option when no existing standard for a particular occupation
 - ❑ Skip months-long DOL registration process
 - ❑ Ability to start apprenticeships anytime in academic year
- ❑ Greater flexibility of models
 - ❑ “15 to Finish” (1 term), to 1, 2, 3 years
 - ❑ Access to the “experience level” of talent most desired by employer
- ❑ Flexibility on Occupation/Pathways
 - ❑ More general pathway
- ❑ Allows companies to get their feet wet with the goal to register in the future

Cons

- ❑ Shifts burden of registration to employer, if desired by employer
- ❑ Employer not eligible for financial incentives/tax credit
- ❑ No added (DOL) traveling credential for apprentice
- ❑ Sometimes shortening the OTJ experience
 - ❑ Selective which employers are equipped to provide supportive environment and help apprentice experience culture and belonging
- ❑ Apprenticeships are not captured in DOL apprenticeship data

- Questions on the pros and cons of registered and unregistered apprenticeship models?
- Examples of where one model proved very successful or very challenging?
- Apprenticeable occupations – Can some not be registered (i.e. seasonal horticulture)?
- Other comments and questions?

Discussion and Questions?

Thank You

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