

LMID Advisory Group
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APPRENTICESHIP

*Preserving institutional knowledge while
growing the next generation of talent*

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Workforce Challenges

- ▣ Recruitment and Retention
- ▣ Education and Training
- ▣ Workplace Diversity

Apprenticeship as a Solution

- ▣ Registered Apprenticeship is a key component to California's talent development strategies in many high demand sectors.
- ▣ This unique, industry-driven and funded training system is a proven, effective method with many benefits to employers, workers, and regional economies looking to address skilled worker shortage.



Apprenticeship can be...

- ▣ Joint Labor Management Committees
- ▣ Unilateral Employer Association
- ▣ Non-union single employer
- ▣ Variety of Industries

Apprenticeship is Employment

- ▣ Apprenticeship is a partnership
 - Industry
 - Apprentice
 - State of California – Department of Industrial Relations' Division of Apprenticeship Standards
 - Education
 - ▣ California Community Colleges
 - ▣ Department of Education

Apprenticeship as a Workforce Solution in California – *How it Works*

- Apprenticeable occupations
- On-the-job learning
- Related instruction
- Increased wages and mentoring
- Efficient and flexible training and employment
- Responsiveness to new technology
- Tools to address skill shortages

Models and Programs

- Traditional time based
- Competency based
- Hybrid
- Sponsor options
 - Employers
 - Employer Associations
 - Labor/Management organizations

Bottom Line for Employers

*According to Canadian Apprenticeship Forum,
June 2006*

- ▣ The net benefit of apprenticeship training increases in each year.
- ▣ The revenue generated by an apprentice increases throughout the apprenticeship
- ▣ Wages and benefits paid to apprentices increase with training and experience
- ▣ The costs related to journeyman time spent training apprentices declines through each year of the apprenticeship
- ▣ Results from the survey indicate that for every \$1 spent on apprenticeship training, an employer receives a benefit of \$1.38 or a net return of \$0.38 on average (this does not include Canada's tax credits and is therefore equal to the US)

Other Benefits to Employers

- Skilled trained to industry/ employer specifications to produce quality results
- Increased productivity and knowledge transfer due to well-developed on-the-job learning
- Enhanced retention and reduced turnover
- A stable pipeline of new skilled workers.
- An emphasis on safety training that may reduce worker compensation costs.

Benefits to Apprentices

- Immediate employment in jobs that usually pay higher wages
- Higher quality of life and skills versatility
- Portable credentials recognized nationally and often globally
- Increased opportunities for college credits and future degrees
- Inherent goals for advancement
- Sense of accomplishment as illustrated in the “I Built It” video
- Veterans can collect their GI Bill benefits

Fast Facts

- ▣ 523 Apprenticeship Programs are currently overseen by DAS
- ▣ 55,000 Apprentices currently learning and earning in California
- ▣ 32,665 of those apprentices in the building construction trades
- ▣ 22,000 in the non-building construction trades. these include firefighter, mechanic, engineering
- ▣ The average completion rate for all apprenticeship programs is 64%

Questions?

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