

A dark green silhouette of the state of Washington is centered in the background. The text is overlaid on this map.

Registered Apprenticeship

it's good business!

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Washington State Department of
Labor & Industries

2002 TASK FORCE

Health Care Personnel Shortage Task Force – Crisis or Opportunity

GOAL 1: Increase educational capacity and efficiency in health care training programs to enable more people to gain qualifications to work in health care occupations.

STRATEGY 1.1.2: Develop apprenticeship opportunities in health care.

In this presentation

- What is registered apprenticeship?
- How does registered apprenticeship work?
- Building a health care workforce through registered apprenticeship
- What are the benefits to employers?
- How do I Get Started?

A woman with blonde hair, wearing glasses and a white lab coat, is looking at an eye chart. The chart has large letters 'E', 'P', 'O', and 'P' visible. The image is partially obscured by a white curved border on the right side of the slide.

E
P
O
P

WHAT IS REGISTERED APPRENTICESHIP?

An industry-based formalized system for training and credentialing skilled workers, overseen by the State of Washington and the US Dept of Labor.



WHAT IS REGISTERED APPRENTICESHIP?

- Employer or industry sponsored occupational training programs for workers.
- May involve organized labor, but it doesn't have to.
- Reviewed, approved and monitored by the State of Washington
- Graduates receive a state-issued, nationally recognized occupational credential.

A woman with blonde hair and glasses is smiling. She is wearing a white collared shirt. The background is blurred, showing large letters like 'E', 'O', and 'P'.

E

TIME-PROVEN TRAINING PROGRAMS

- Well established in many industries
 - Construction and manufacturing
- Constantly growing and changing to meet industry needs



Electric Line Worker



Electrician



FUTURE-FOCUSED HIGH DEMAND PROGRAMS

- Constantly expanding and changing to meet industry and employer training needs



CURRENT APPRENTICESHIPS

- Auto maintenance and repair
- Bricklayer
- Carpenter
- Cement Mason
- Cosmetologist
- Culinary Arts
- Educational Assistant (K-12)
- Electrician
- Machinist
- Manufacturing technician
- Meat Cutter
- Plumber/Pipefitter
- Tree Trimmer
- Utility Wire Worker



WHAT ARE REGISTERED APPRENTICESHIPS IN HEALTH CARE?

- Dispensing Optician
- Health Unit Coordinator
- CT Technologist
- MRI Technician
- School health technician
- Firefighter
- Paramedic
- Health Support Specialist
- Dental laboratory technician
- Home health aide
- Drug/alcohol counselor
- Social/family services worker
- Biotechnology lab assistant



So how does
Registered
Apprenticeship
work?



Apprenticeship

STRUCTURED ON-THE-JOB TRAINING

- Supervised, structured, paid on-the-job training (OJT) provided by sponsor/employer:
 - ▶ The job is the most basic component of the training
 - ▶ Represents 93% of the program
 - ▶ Supervised by a skilled journey worker/professional
 - ▶ Progressively increasing wages



RELEVANT CLASSROOM INSTRUCTION

- Related (classroom) instruction
 - ▶ Technical subjects - 144 hrs/year
 - ▶ Primarily through WA State Community and Technical Colleges
 - ▶ Employer typically does not pay apprentice wage while attending school
 - ▶ Apprentice typically pays for tuition and books



WHO SPONSORS APPRENTICESHIP?

- Sponsors can be:
 - Joint (employer/employee) apprenticeship committees
 - Individual employers
 - Employer associations
- Washington has approximately 240 apprenticeship sponsors, which involve over 6,000 employers
- You can partner with an existing program, or start your own new program.



HOW DO EMPLOYERS BENEFIT?

- Creates the opportunity to formally train your employees, in your facility, on your equipment, in your environment, to fit your needs
- Allows you to effectively train new employees, or promote your currently unskilled or less skilled incumbent workers



HOW DO EMPLOYERS BENEFIT?

- Captures expertise of your experienced employees who pass knowledge on to new, less skilled apprentices
- Infuses energy & brings new technologies and learning into your company
- Lessens severity of supply & demand, reduces your cost of doing business



Registered Apprenticeship can create:

- Greater knowledge
- More productive team
- Less turnover
- Fewer mistakes
- Fewer accidents
- Less absenteeism
- Greater morale



Other Benefits of Registered Apprenticeship

- Professional assistance from an Apprenticeship Consultant to set up a training plan: FREE
- Tuition for your employees at Washington State community colleges: 50% off regular fees
- Wages for apprentices: Lower at first, but increasing with time.



How do Employees Benefit?

- Paid training. A real job earning real money!
- On average, apprenticeship graduates in WA earn \$52,000/year, more than average WA residents and WA State 4 year college graduates.
- Graduates receive a nationally recognized credential in their occupation.
- Many also earn a college-level credential during their training.



A Partnership That Works

Employers and industries get a reliable source of skilled labor

Employees get valuable training opportunity and a portable credential without leaving the workforce



Local workforce entities have an avenue to promote training opportunities in key industries

Educational partners can help provide industry training in a way that doesn't stretch capacity

Nationally Recognized Credential



How do I Get Started?

- Meet with your local L&I apprenticeship consultant
- Discuss and develop the training options
- Find an educational provider
- Submit your plan to L&I and the WSATC for approval
- Start training!



FOR MORE INFORMATION

Contact the L&I Apprenticeship Consultant in your area

Washington State Department
of Labor & Industries Website

www.Apprenticeship.LNI.wa.gov



Apprenticeship

YOU CAN CREATE YOUR FUTURE WORKFORCE



**THROUGH REGISTERED
APPRENTICESHIP**

Apprenticeship