

Earn, Learn, Succeed!

Iowa's Apprenticeship Initiative

Heartland Conference 2010
Re-Employment Strategies for the Midwest Economy

Partnerships are key

- Share staff and resources, including cash
- Promote opportunities as a joint venture
- Break down barriers, real and perceived



Iowa's Apprenticeship Partners include labor unions, Iowa Department of Education, Community Colleges, Business, Department of Labor, Iowa Workforce Development, Goodwill Industries, Iowa Department of Economic Development, Association of Business & Industry, Iowa Commission on the Status of Women.

The Apprenticeship Advantage

- Leverages over \$2 billion in private investment in education and training from program sponsors (Source: OA Estimate)
- Returns \$50 in federal and state tax revenues for every \$1 invested (Source: NASTAD –ACA Study)
- Has an employer ROI estimated from 300-1000% (Source: AART)





Collaborate

For Success

Partnering with Registered Apprenticeship



What is Registered Apprenticeship?



What is Registered Apprenticeship?

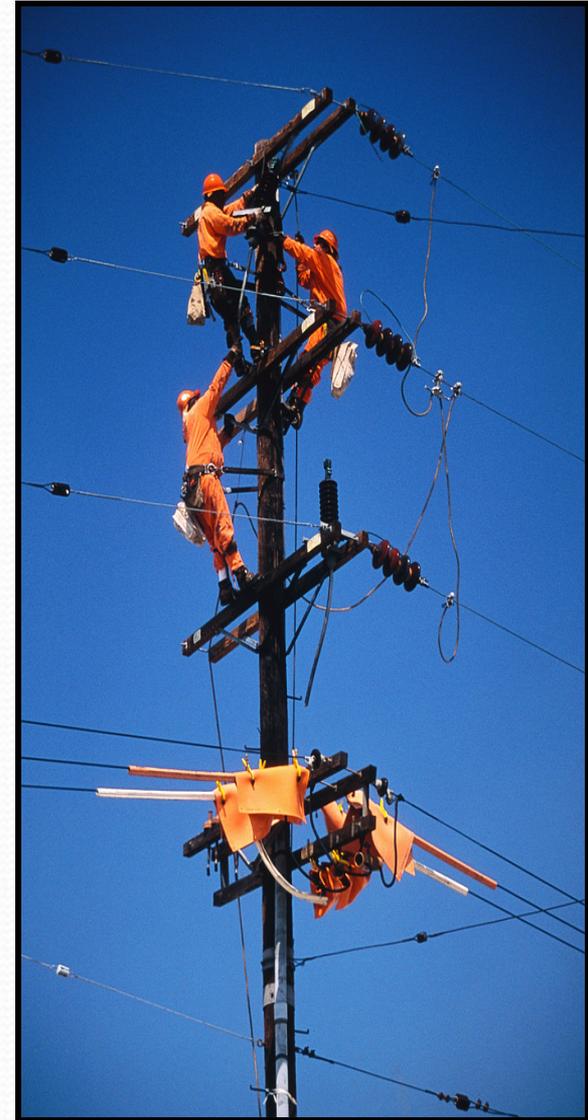
It's a Job/Career!





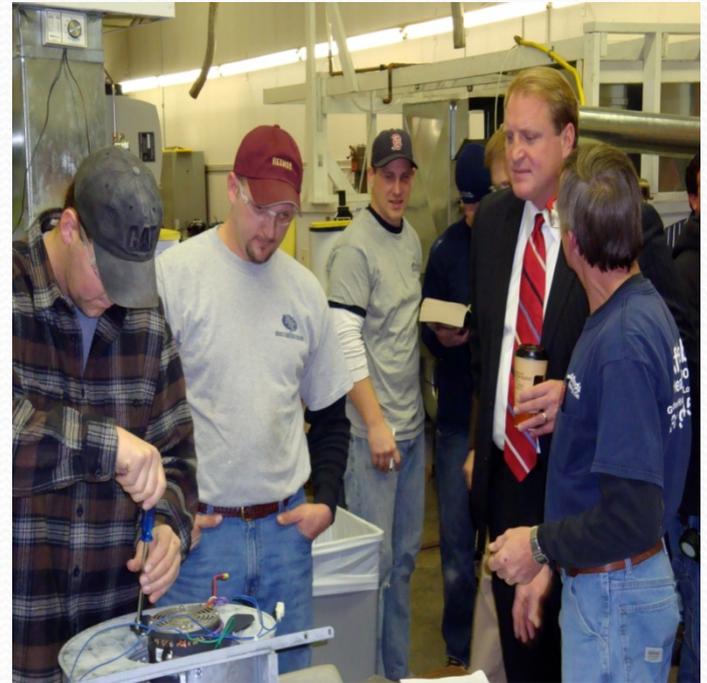
What is Registered Apprenticeship?

It's On-the-Job Learning!



What is Registered Apprenticeship?

**It's Related Technical
Instruction!**



What is Registered Apprenticeship?

It's a Credential!

The United States Department of Labor

Office of Apprenticeship Training, Employer and Labor Services
Bureau of Apprenticeship and Training
Certificate of Completion of Apprenticeship

This is to certify that

has completed an apprenticeship for the occupation

under the sponsorship of

in accordance with the basic standards of apprenticeship
established by the Secretary of Labor

Date Completed



Lo. Chao
Secretary of Labor

Anthony Swartz
Administrator, Apprenticeship Training, Employer and Labor Services



Length of Training

- Determined by Industry
- New options including competency and hybrid models to augment the traditional time based approach
- Additional flexibility by allowing for interim credential and technology based learning.



WHO MAY SPONSOR A REGISTERED APPRENTICESHIP PROGRAM?

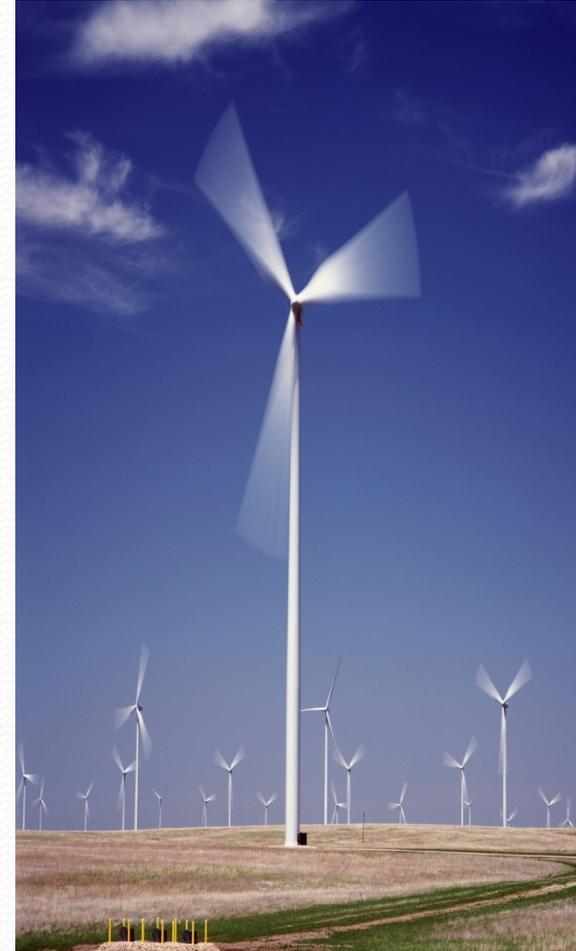
Registered apprenticeship program sponsor may be

- Employers, employer associations, and labor-management organizations.
- Community Colleges, Workforce Development Centers, Faith, and Community Based Organizations collaborating with business and industry.



Today's Registered Apprenticeship

- Expansion into new high growth industries,
- Many apprenticeship programs combine participation in apprenticeship with the ability to earn an associates or college degree (often paid for by the employer).
- Revised regulations position Registered Apprenticeship to continue to be relevant for the 21st century.



The Apprenticeship Advantage

- Registered Apprenticeship completers earning on average of \$45,000 per year and can earn more than \$60,000 per year (Source: OA)
- Has an 87% satisfaction rate by employers who highly recommend the model to their colleagues (Source: OA)
- Operates and achieves these outcomes for less than \$75 per apprentice (compared to other federal workforce programs that range from approximately \$3000 - \$20,000 per participant). (Source: OA)

Registered Apprenticeship by the Numbers

- Almost 30,000 program sponsors representing over 225,000 individual employers
- Over 500,000 active apprentices
- Over 1000 recognized apprentice occupations.



Registered Apprenticeships by the Numbers in Iowa

- Apprenticeship growth in Iowa continues; more than 500 registered apprenticeship programs with over 5100 apprentices.

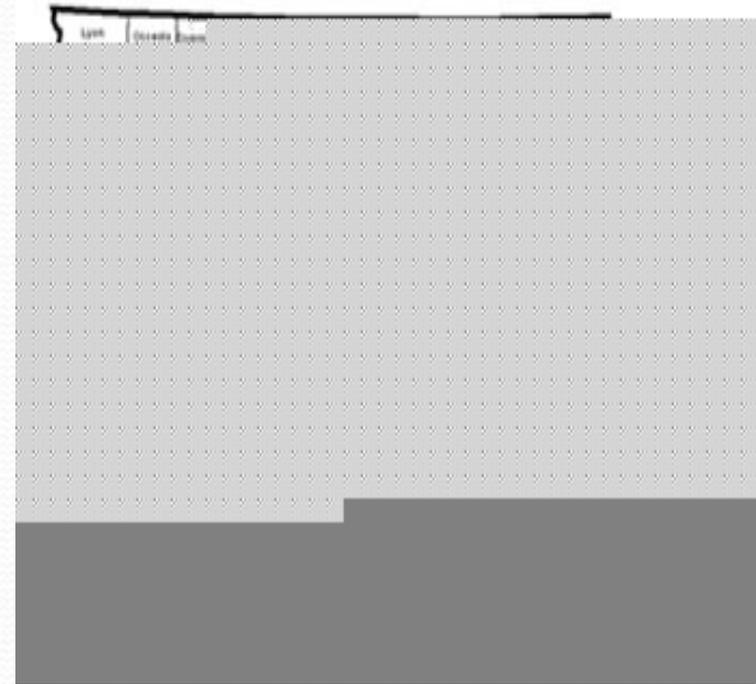
Year	New Programs	Total New Apprentices
2008	85	1785
2009	127	2095
2010	47 (Oct – To Date)	842





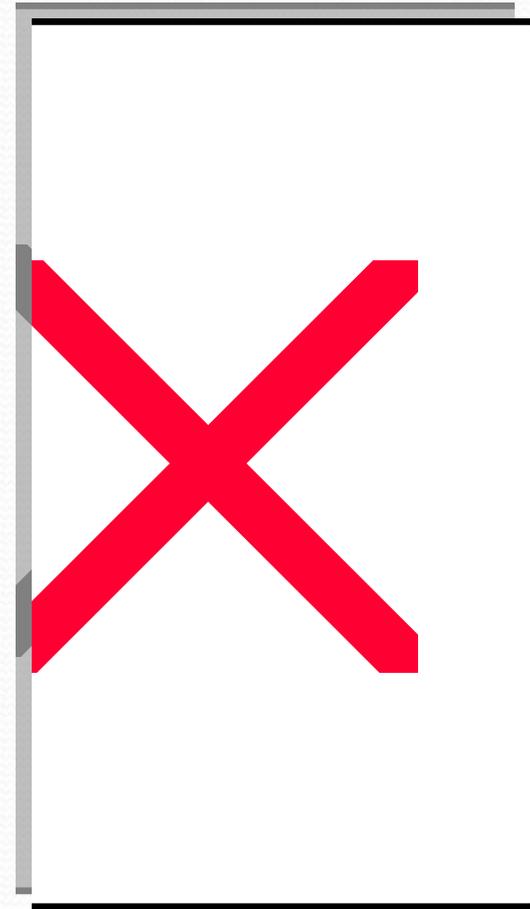
Registered Apprenticeship & Workforce Integration

- *Apprenticeship Strategies Offer Opportunities for Workforce/WIBS to Enhance Their Performance Under WIA*



Registered Apprenticeship and Workforce Integration

- *Increases Access to
Workforce Education and
Training*



Registered Apprenticeship and Workforce Integration

- *Create employment opportunities for career seeker customers*



Registered Apprenticeship and Workforce Integration

- *Meeting the needs of youth*



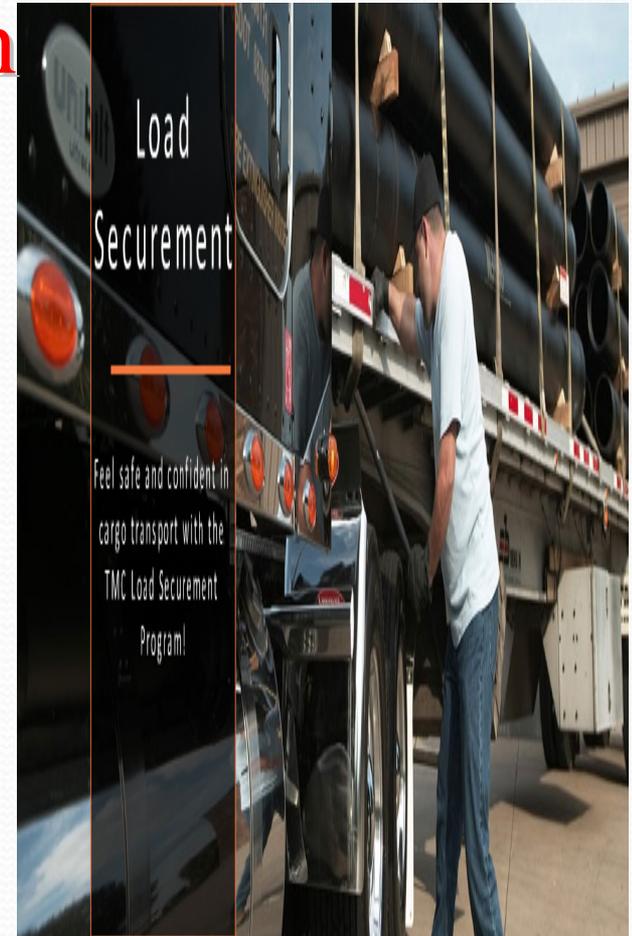
Registered Apprenticeship & Workforce Integration

- *Business Engagement Strategies*



Registered Apprenticeship & Workforce Integration

- *Expanding Available Eligible Training Providers for ITAs*



Registered Apprenticeship, Workforce Integration & One-Stop Operations



IOWA
WORKFORCE
DEVELOPMENT
Smart. Results.



Today's Economic Challenges

BEFORE

- Low unemployment
- Focus on High Growth Industries
- Entrepreneurship and Innovation driving business and economic growth
- Strong wage returns for more education

NOW

- Higher unemployment
- Low job and economic growth;
- Slow business expansion and increasing business failures; and
- Stagnant if not declining wages

Today's Economic Challenges

- Same framework and strategies that served Regions are still needed....
 - Focused strategies will help differentiate Regions
 - Leadership and Partnerships needed more than ever
 - Aligning resources critical when resources are shrinking
 - Unique assets and strengths will still drive future growth
- Need to always work toward future economic growth

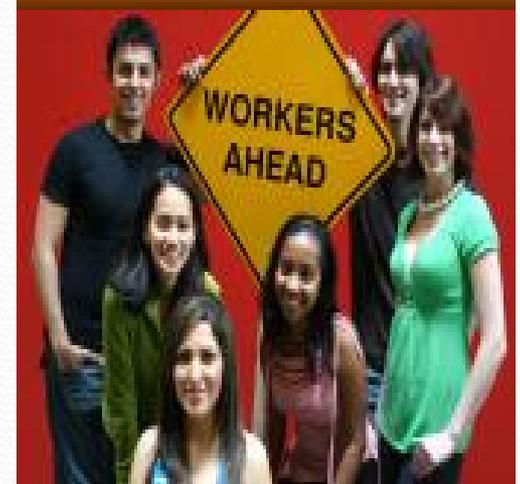


Today's Economic Challenges

- Opportunity to provide incentives to cash and credit starved employers to continue to hire new workers as these new workers are available at lower rates than experienced workers through Registered Apprenticeship.
- Allows individuals to seek training and re-training for new occupations while earning a livable wage that is competitive with those with a college degree.



Employers



Marketing the Opportunity

- www.iowaworkforce.org/apprenticeship
- www.iowaworkforce.org/newenergy
- Featured on IowaWorks television programming
- YouTube channel:
<http://www.youtube.com/iowaworkforce>
- Statewide conferences & career fairs
- Informational materials
 - Brochures & Flyers
 - Iowa Veterans Benefits & Services book

What Iowa is doing now

- Integration
- Increase Green Jobs initiatives
- Expand Board representation
- Grant linkages
- On-line training opportunities
- Program linkages
 - NCRC, Ex-Offender, PROMISE JOBS, Veterans, Wagner Peyser, Job Corps, Vocational Rehabilitation Services, Workforce Investment Act (Youth-Adult-Dislocated Workers), ICAP, Layoff Aversion, New Iowan Centers, RES, REA, TAA, FSET.



Unique Apprenticeship Opportunities in Iowa



- Chef program
- Stained glass art training



It seemed like such a good idea at the time....

- Creating a pipeline of students who are informed and prepared with the skills/knowledge to enter apprenticeship.
 - Plan was to structure apprenticeship into the Career Cluster Pathways, including development of instructional units that integrate into a variety of required courses. Pipeline envisioned as means to inform students, parents and counselors about apprenticeship.

Thank you for your interest

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www.iowaworkforce.org/apprenticeship