

CAPER/JSRCC SERVICE AREA APPRENTICESHIP PROGRAMS

"A Choice with a **FUTURE!**"



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APPRENTICESHIP PROGRAM




- Apprenticeship is a formalized, structured training program combining on-the-job training and related technical instruction in which paid employees receive practical and technical training in a highly skilled occupation
- Apprenticeship is industry-driven career training. Industry determines the skills that are essential and J. Sargeant Reynolds CC assists in providing the specialized education that is essential to sustain a quality workforce



STANDARDS FOR APPRENTICESHIP REGISTRATION

Bureau of Apprenticeship and Training
U. S. Department of Labor

- An organized written plan detailing the terms of employment and training
 - An outline of work processes
 - 2000 hours of work experience
 - Training in a skilled occupation
 - Equal employment opportunity
 - Appropriate related and supplemental instruction
 - Schedule of wage increases
 - Periodic review and evaluation
 - Adequate and safe equipment and facilities
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SELECTION PROCESS

Determined by individual sponsors:

- ◆ Recruitment of best-qualified applicants
- ◆ Selection of qualified applicants on a nondiscriminatory basis

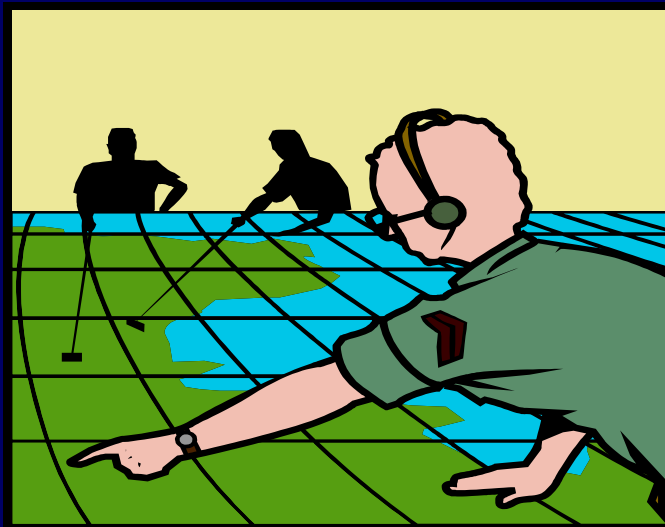


WHO SPONSORS APPRENTICESHIP PROGRAMS?

- Employers
- Associations of Employers
- Joint Apprenticeship Committee
- Organization of employers having an approved program registered with the Virginia Apprenticeship Council



APPRENTICESHIPS THROUGH MILITARY TRAINING PROGRAMS



- Many military occupations are registered with the U.S. Department of Labor and have civilian equivalents.
- Courses and training taken in the military are evaluated for recognition by the apprenticeship sponsors.

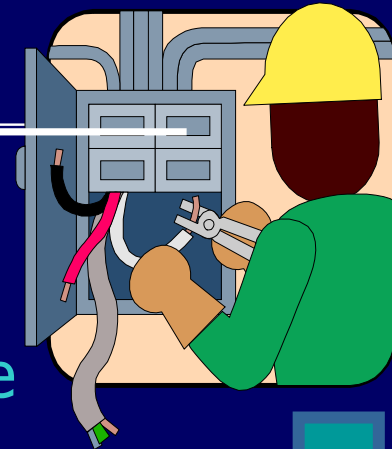
RESPONSIBILITIES OF EMPLOYERS



- Agree to pay for on-the-job training
- Pay scale reflects competency level of apprentice
- Training conducted by Journey-Level workers
- Formal technical instruction provided (may be offered through JSRCC)

RESPONSIBILITIES OF EMPLOYEES

- Make commitment to complete the apprenticeship program
- Be a productive member of the workforce throughout training
- Achieve a level of proficiency that contributes to the overall productivity of the sponsor
- Obtain mastery of the theoretical aspects of the work
- As required, obtain credit from JSRCC that may be applied to a Certificate or Associate Degree Program



RESOURCES & SUPPORT AVAILABLE AT JSRCC

- Technical assistance and services related to the employer's workforce requirements
- Assistance to sponsor in designing and implementing the related instructional program
- Assistance in the recruitment, retention, training, and development of the apprentice
- Design of Certificate and AAS Degree in Technical Studies



BENEFITS TO SPONSOR



- Highly qualified applicants who are motivated to succeed
- Training standards are tailored to the sponsors' needs
- Development of a collaborative commitment to achievement
- Standardized, systematic, and effective method of training
- Apprentices equipped with skills and knowledge needed to be successful in an occupation

BENEFITS TO APPRENTICE

- Specialized education directly related to the skilled area (available through JSRCC)
- Mastery of the theoretical aspects of work in the classroom
- Academic credit for apprenticeship training
 - ✦ Diploma (AAS Degree in Technical Studies)
 - ✦ Career Studies Certificate
- Nationally and locally recognized certificate
- Progressive wage scale
- Earn credentials and obtain experience



APPRENTICESHIP LEADS TO . . .

- Safe and productive workers
- High performing employees
- Opportunities for advancement
- Preparation for Career progression
- Advanced education and Associate Degree



EDUCATION + WORK = APPRENTICE SUCCESS

- Opens doors to technical careers in the new millennium
- Provides access to credible occupations, wages, and opportunities
- Provides ideal training concept for employers
- Equips apprentice with portable skills



APPRENTICESHIP STATISTICS

- Over 37,000 Registered Apprenticeship Programs
- Over 250,000 Employers
- Over 440,000 Apprentices
 - 28% = minorities
 - 7% = women
- 35,000 Active Military Apprentices



WHAT'S NEXT FOR TOMORROW?

- New and innovative approaches to the industrial and technical development of employees
- Technology and market demands will increase the need for highly-skilled apprentices
- Changes in technology will have major impact on apprenticeable occupations



CAPER/JSRCC SERVICE AREA APPRENTICESHIP PROGRAMS

- Supports, promotes, and improves apprenticeship-training programs
- Meets the workforce development needs of our growing service area
- Fosters an effective partnership among labor, government, industry, and education





ESTABLISHING AN APPRENTICESHIP PROGRAM

CAPER SERVICE AREA
APPRENTICESHIP PROGRAMS

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