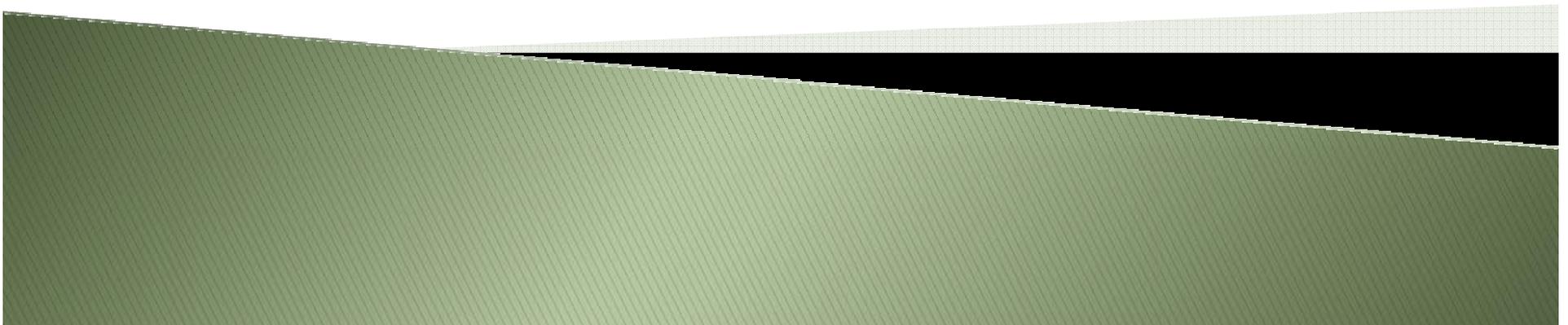


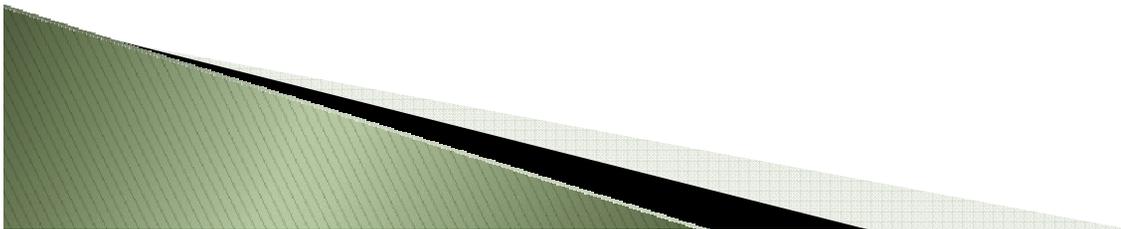
Apprenticeship

Apprenticeships & One Stops, A Match Made
In West Virginia (Almost Heaven)



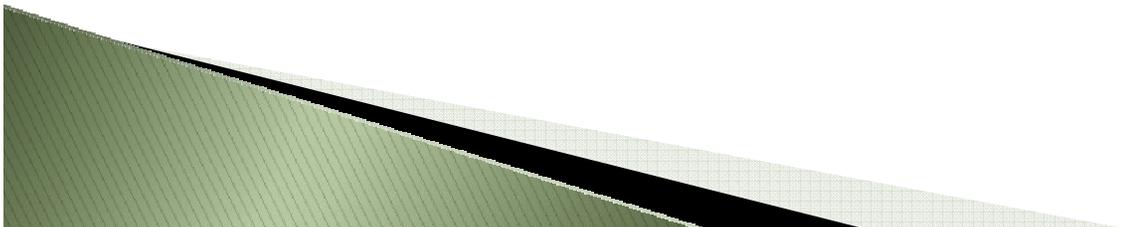
Why Are We Here

- ▶ Learn about Apprenticeship process
- ▶ Learn about the WV Apprenticeship Action Team
- ▶ Best practices in apprenticeship recruitment



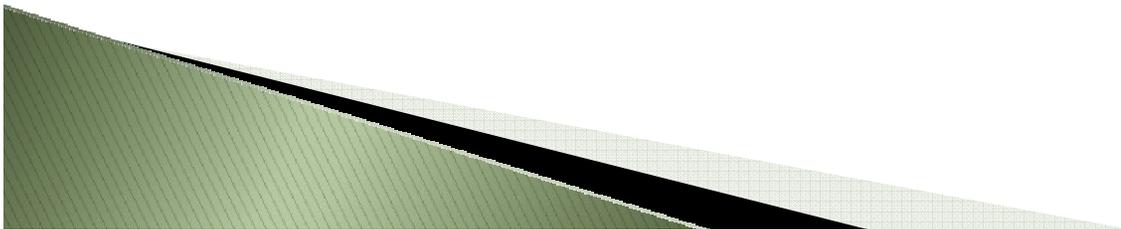
What Is Apprenticeship?

- ▶ Apprenticeship uses a combination of on-the-job training and related classroom instruction to teach the practical and theoretical application of a highly skilled occupation



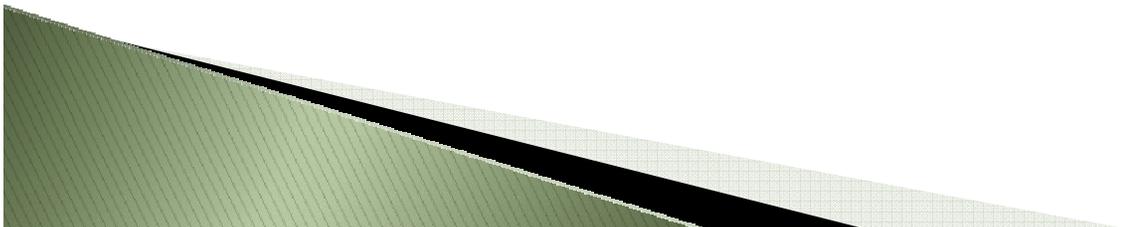
Who Can Sponsor An Apprenticeship?

- ▶ Employer based apprenticeships
- ▶ Employer Association Apprenticeships
- ▶ Joint Labor/Management programs (typically Union based)



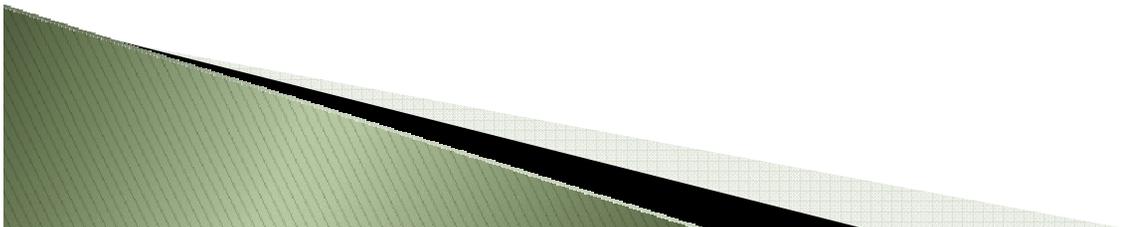
What Types of Occupations use the Apprenticeship Model

- ▶ Apprenticeship is embraced by the traditional trades as the main pathway to Journeyman status
- ▶ There are hundreds of "apprenticeable" trades available
- ▶ Contact your local Dept of Labor/Office of Apprenticeship Representative for the list of occupations that utilize the apprenticeship model



What Are The Benefits Of Apprenticeship?

- ▶ Earn while you learn model – combination of work and training
- ▶ Wages increase with documented skills and experience
- ▶ Credential that is portable and recognized nationwide
- ▶ Dual accreditation available towards Associates Degree programs



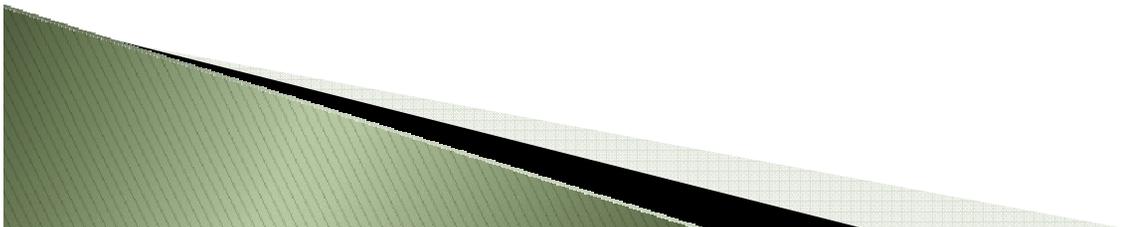
Who Is Eligible For Apprenticeship?

- ▶ Most programs have general and minimum requirements (some may vary)
 - 18 years of age
 - Diploma or GED
 - Residence requirements may apply
 - Ability to perform the work of the occupation
- ▶ Other Requirements
 - Soft skills
 - Positive attitude
 - Willingness to work
 - Drug free



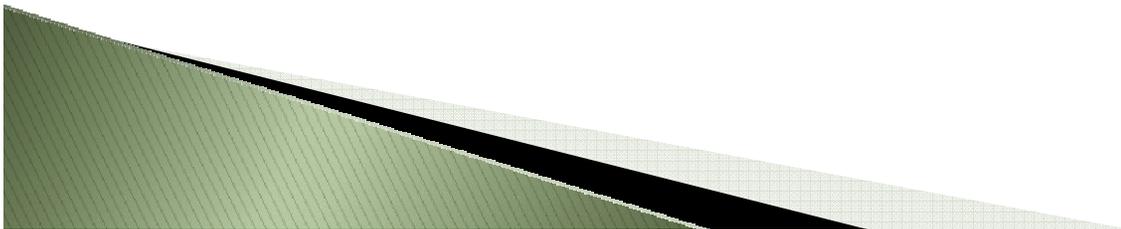
What Core Education Does An Apprentice Need?

- ▶ Reading Comprehension
 - Read reports
 - Compare drafts
- ▶ Mathematics
 - Basic math as a foundation
- ▶ Writing
 - Complete reports
- ▶ Thinking Skills
 - Creative thinking
 - Critical thinking



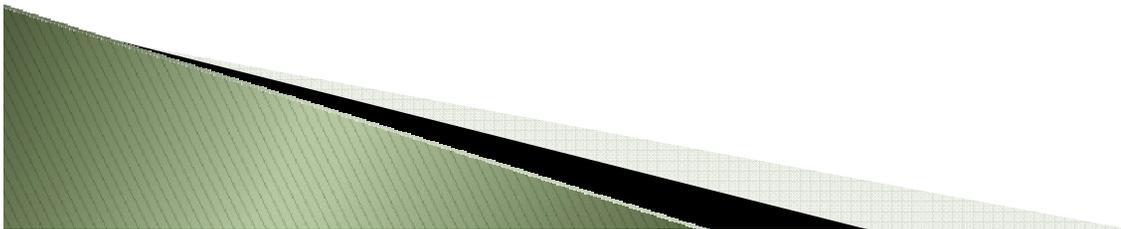
What Type of Wages Does an Apprentice Earn?

- ▶ Wages are connected to your skill and training level
- ▶ In WV, the average wage for a 1st year apprentice is \$15.65; benefit package averages an additional \$15.00 per hour
- ▶ The average WV journeyman rate is \$26.08 after completing an apprentice training program



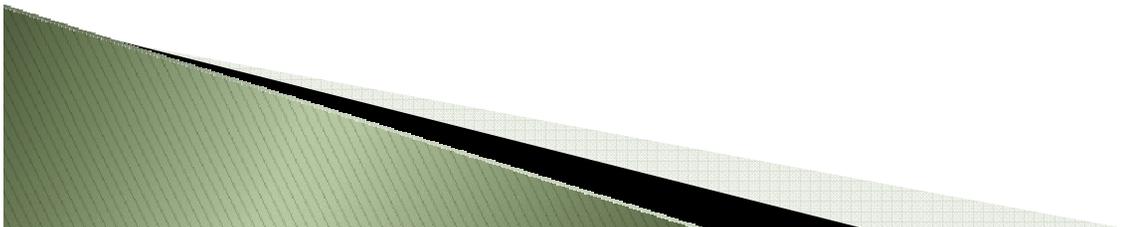
Is Travel Required for Apprenticeship Jobs and Training?

- ▶ Apprentices are not always required to travel, the apprentice makes that decision
- ▶ Often, making the decision to travel improves one's employability or accessibility to work
- ▶ Typically, overnight travel is not required for the majority of apprenticeship opportunities



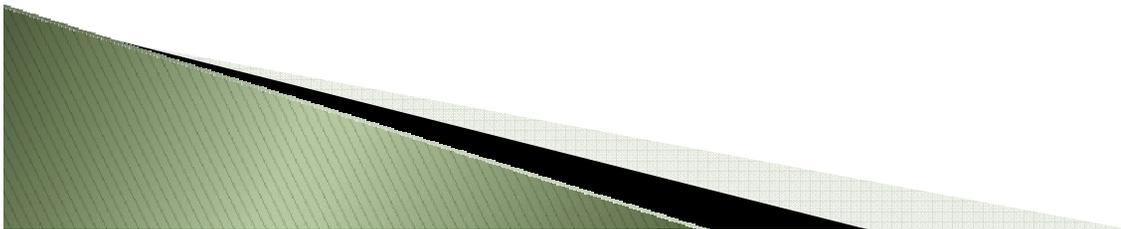
What Are the Age Requirements?

- ▶ The only age limit on most registered apprenticeships is a "lower" limit of 17 or 18 years of age
- ▶ Must be 18 to apply unless enrolled in a DOL approved pre-apprenticeship program.
- ▶ Many apprentices are adults that have participated in the workforce for many years but have been displaced due to cutbacks and lay-offs
- ▶ Apprenticeship is a pathway to a career that can work for anyone of any age

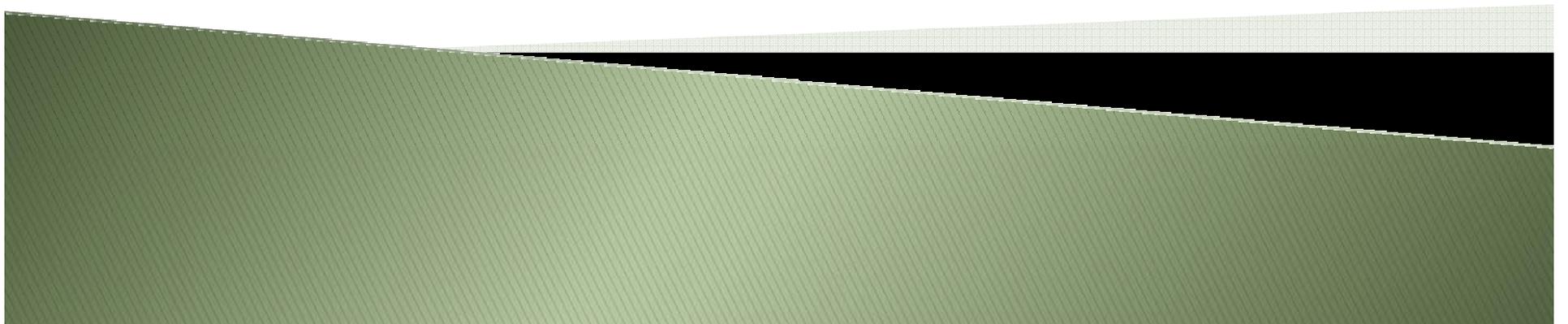


Is Apprenticeship Appropriate for Non-Traditional Learners and Students?

- ▶ Apprenticeship combines book and hands on training
- ▶ The specific hiring and proficiency levels of applicants vary by trade. Some require higher math and reading levels than others
- ▶ For some learners, the practical application of classroom material improves understanding and retention

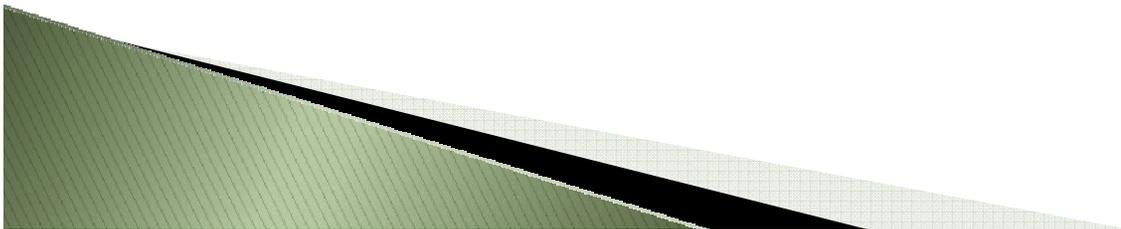


WV Apprenticeship *Action* Team



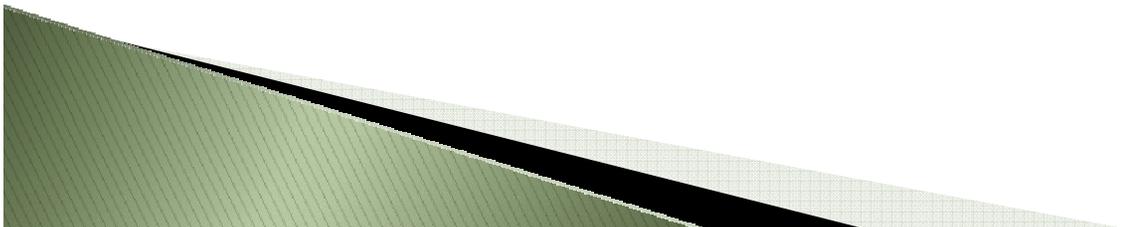
In The Beginning...

- ▶ Apprentice programs needed assistance in recruitment and outreach
- ▶ WorkForce West Virginia was actively searching for career opportunities for job seekers



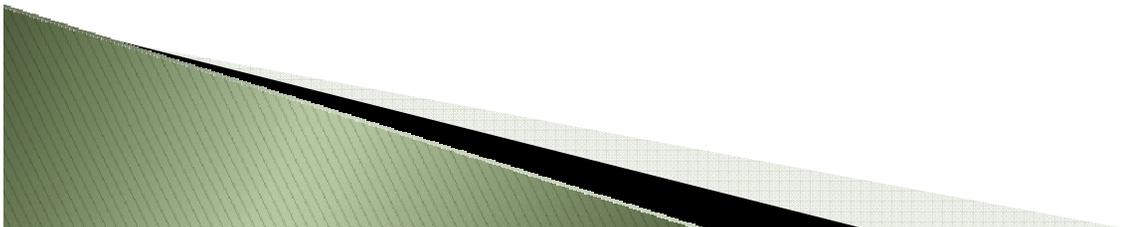
Forming The Team

- ▶ WorkForce West Virginia
- ▶ Apprenticeship Representatives
- ▶ Technical Education
- ▶ Community College System
- ▶ Contractor Associations
- ▶ Community Organization
- ▶ US DOL/OA



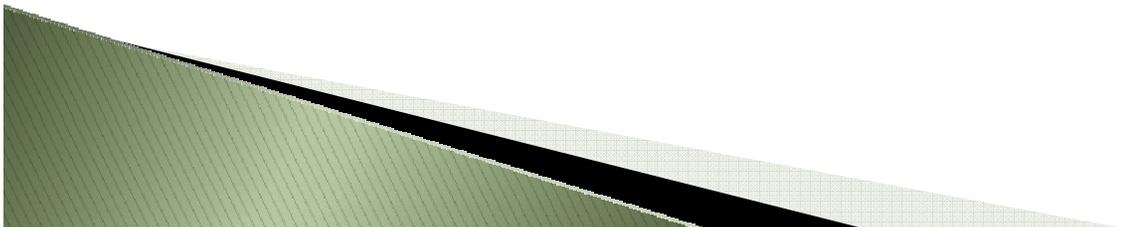
Communication is Key

- ▶ E-mail list for all team members
- ▶ Meetings available by conference call
- ▶ Web Ex meetings for small group work
- ▶ Web Site for team members to access and store shared information



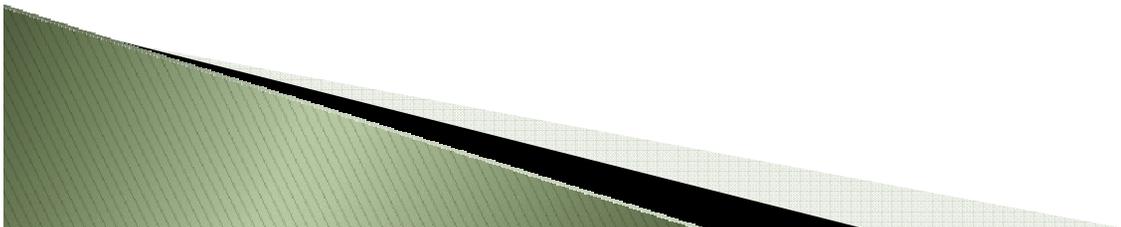
Area Of Primary Focus

- ▶ **Marketing**
 - Potential Applicants
 - Influencers
 - Contractors / Employers
- ▶ **Education**
 - Introduce the trades to younger students
 - Pre-apprenticeship
 - Apprenticeship Pathway as part of Technical Education
- ▶ **Recruitment**



Recruitment Strategy

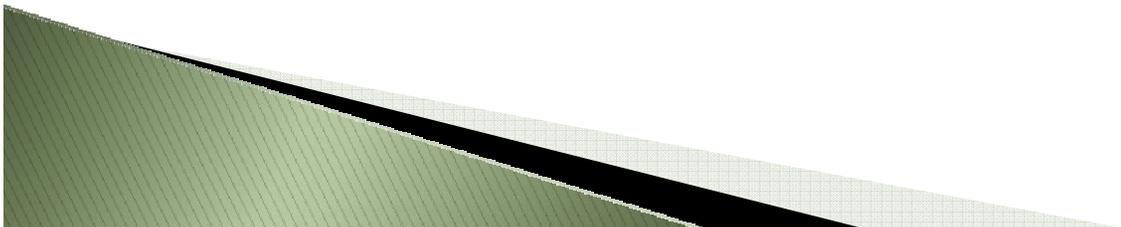
- ▶ Educate the system
- ▶ WorkForce Standardized recruitment technique through all offices
- ▶ Trades move toward utilization of WorkForce West Virginia as primary application points
 - Operating Engineers
 - Laborers



Recruitment Strategy

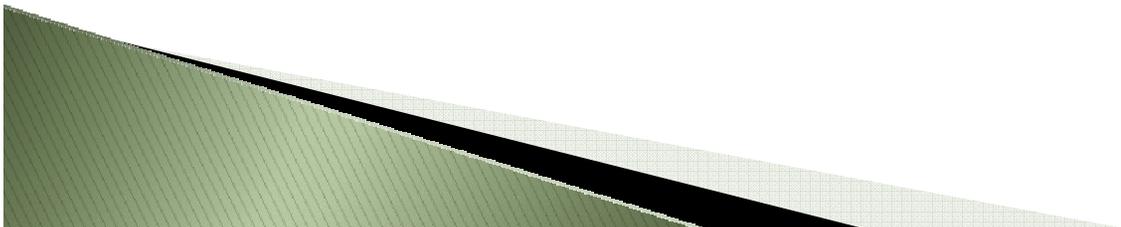
- ▶ WV's Trade Apprenticeship Clearinghouse

www.wvapprenticeships.com



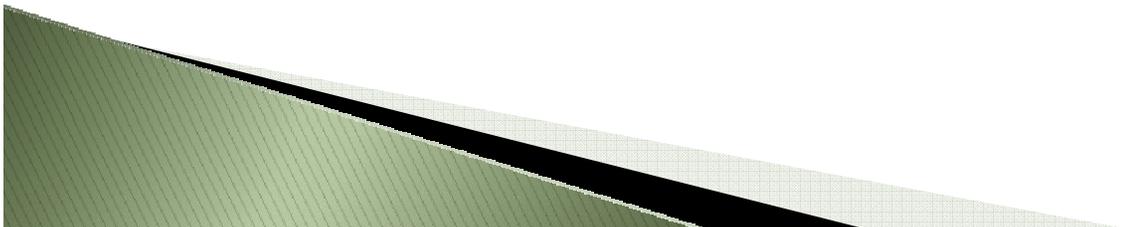
Next Steps

- ▶ Standardization of information
- ▶ Scheduled training for front line staff
- ▶ Schedule regular “Meet the Trade” webinars for job seekers
- ▶ Continue evaluation of the systems and their effectiveness



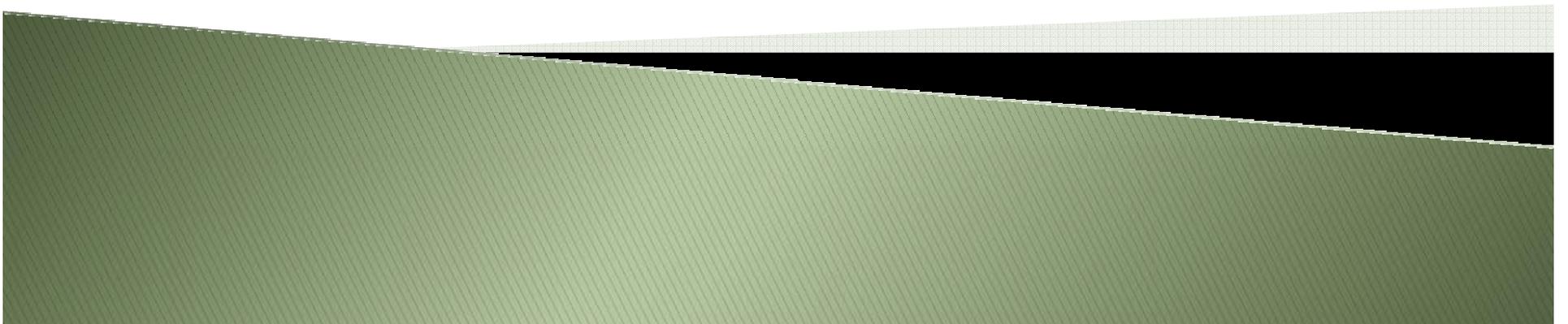
The BASICS

- ▶ What – Apprenticeship is viable, profitable, and respectable
- ▶ Who – Hundreds of options
- ▶ When – Applications vary by craft and occupation
- ▶ Where – Everywhere! All areas in WV (and the USA) have apprenticeship opportunities
- ▶ Why – Because apprenticeship may be your customer's best option for success



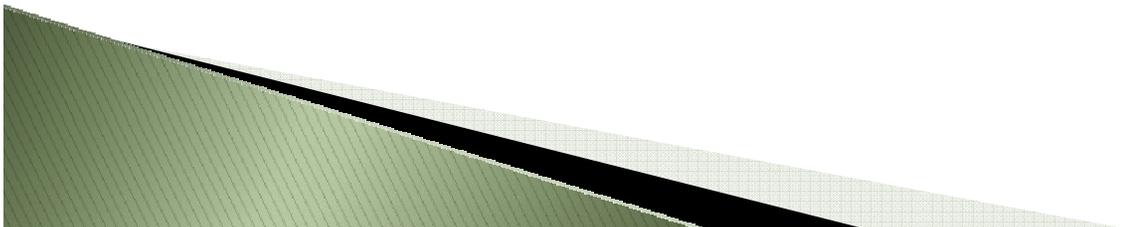
Questions?

Thank you for your time and attention



Contact Information

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 - odie@wvcarpenter.com



Apprenticeship Contacts

- ▶ www.wvapprenticeships.com
- ▶ www.dol.gov/oa
- ▶ www.workforcewv.org

