Apprenticeship & Pre-Apprenticeship Basics

A Workforce Training and Pipeline Business Strategy.
Apprenticeship

- A workforce development tool
- A formalized approach to what you may already be doing to develop talent
- A way to provide credentials and/or college credit for your workforce
- A way to ensure everyone in the occupation achieves the same level of competency
Aero-Flex
A Flexible Workforce Development Program

WHAT IS A FLEXIBLE APPRENTICESHIP?

PRE-APPRENTICESHIP
- Provides skills to talent pipeline and incumbent workers
- Prepares them for full-time work and/or entry into a Registered Apprenticeship – provides early RTI
- Can participate in multiple iterations for Pre-A before entering RA
- DOES NOT require employment commitment
- Typically 2 – 9 months
- Not Registered with DOL or DAS

REGISTERED APPRENTICESHIP
- Provides a structured framework for employee development
- Related Technical Instruction + On-the-Job Learning
- Allows for credit for prior learning
- Employer defines Key Performance Indicators for job competency
- DOES require employment commitment
- Typically 1 – 4 years
- Registered with DOL & or DAS
Using Apprenticeship as a Strategy for Workforce and Pipeline Development

Benefits of Pre-Apprenticeship and Apprenticeship

- Expand the labor pool – more qualified workers
  - hire sooner, while in school for example – and at a lower starting wage than fully skilled worker
  - Use the training to address skills gaps, learn the business and become job ready
  - Hire from a broader range of schools provides a much larger labor pool to draw from
  - Provides potential for more diversity and reduced turnover
- Where needed: Obtain Security Clearance during RA
- Increase and Broaden Skills of Existing Workers
  - Can be used to formalize incumbent worker training
  - Training plans can be customized to individuals and departments
  - Provides a clear path for moving up in the company
  - Good way to communicate to employees the pathway to higher positions
Comparing Apprenticeship to What you Already Do

Increase worker satisfaction and retention
Gain a dedicated and skilled workforce

Business Involvement
- Business Needs to Hire and Promote Staff

Related Instruction
- On-boarding of new staff
- Fill knowledge gaps in workforce

Structured On-the-Job Training
- Support new staff after hire – with mentoring
- Worker supervision

Rewards for Skill Gains
- Performance Reviews
- Merit-based increases

National Occupational Credential
- Prepare workers for future promotion
Apprenticeship Terminology Translated

Outreach & Selection = Recruitment & Interviewing

Related Technical Instruction = Internal / External Training Education or Onboarding

Stepped-up Wages = Merit-Based Increases / Performance Increases

Work Process Competencies = Job Descriptions / Job Roles & Responsibilities

On the Job Training / Learning = Mentoring / Supervision of Work / Performance Reviews

Certificate of Completion = Skilled Worker / Prepared for Advancement
### Registered v. Unregistered Apprenticeship

<table>
<thead>
<tr>
<th>UNREGISTERED (Federal Only)</th>
<th>REGISTERED</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Must meet the 5 hallmarks of program quality</strong></td>
<td><strong>Must meet the 5 hallmarks of program quality +</strong></td>
</tr>
<tr>
<td>• Educational and instructions component (RTI)</td>
<td>• Wage increases or meet/exceed journeyworker wage stipulated in Appendix A by completion</td>
</tr>
<tr>
<td>• OJT and mentorship (does not have to be 2000 hours per year)</td>
<td>• OJT based on 2,000 hours per year</td>
</tr>
<tr>
<td>• Paid work</td>
<td></td>
</tr>
<tr>
<td>• Safety, supervision</td>
<td></td>
</tr>
<tr>
<td>• Industry-Recognized Credential earned “or” college credit</td>
<td></td>
</tr>
<tr>
<td>• Treat same as Registered program:</td>
<td>Register Apprentices with USDOL and/or California DAS <em>(DAS Registration alone does not qualify for DOL grant funding)</em></td>
</tr>
<tr>
<td>• Components and Design</td>
<td>Receive national (DOL) and/or state (DAS) completion certificate</td>
</tr>
<tr>
<td>• At least 6 months</td>
<td></td>
</tr>
<tr>
<td>• Tracking and Documentation</td>
<td></td>
</tr>
<tr>
<td>• Credential</td>
<td></td>
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</tbody>
</table>
How to Participate/Enroll

1. Sign-up with SBWIB
2. Determine occupations and # of apprentices (or Pre-Apprentices to start)
3. Meet with SBWIB re: customization of program. For Apprenticeship, also discuss RTI plan, credit for prior learning
4. Select Candidates for apprenticeship/pre-apprenticeship (new/existing). We will help recruit.
5. Enroll participants
6. Track and Report Progress
7. If Grant participant in DOL – report expense for RTI or receive free TUSME subscription if applicable
The document provides information about pre-apprenticeship and registered apprenticeships in the aerospace industry. Here is the text converted into a structured format:

**Pre-Apprenticeship**

<table>
<thead>
<tr>
<th>Sponsor</th>
<th>Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aero-Flex / South Bay WIB</td>
<td>Aerospace Engineer, Assembler, Avionics Technician, Industrial Manufacturing Technician, Machine Operator, Machinist, Metal Fabricator, Numerical Control Machine Operator, Quality Control Inspector, Other custom programs</td>
</tr>
</tbody>
</table>

**Registered Apprenticeships**

<table>
<thead>
<tr>
<th>Sponsor</th>
<th>Occupation</th>
<th>Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tooling U-SME</td>
<td>Industrial Machine System Technician</td>
<td>Hybrid</td>
</tr>
<tr>
<td></td>
<td>CNC Machine Operator</td>
<td>Competency-Based</td>
</tr>
<tr>
<td></td>
<td>Aerospace Engineer</td>
<td>Hybrid</td>
</tr>
<tr>
<td></td>
<td><strong>Competency-Based in process</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Aerospace Quality Assurance Technician</td>
<td>Competency-Based</td>
</tr>
<tr>
<td>El Camino College</td>
<td>Aerospace CNC Machining Technician</td>
<td>Competency-Based</td>
</tr>
<tr>
<td></td>
<td>Aerospace Electronics Technician; Aerospace Electromechanical Tech</td>
<td>Competency-Based</td>
</tr>
</tbody>
</table>

Occupations will be added based on recommendations and vetting by the Aero-Flex Apprenticeship Advisory Committee.
Pre-Apprenticeships & Registered Apprenticeships

- Bio Production Technician/Bio Manufacturing Technician
- Bio Maintenance Technician/Biomedical Equipment Technician
- Registration in Process:
  - Quality Assurance Technician
  - Lyophilizer Technician/Mechanical Engineering Technician

All Registered Apprenticeships will be Competency Based. Like Aero-Flex, occupations will be added as suggested and vetted by the Bio-Flex Apprenticeship Advisory Committee.
Recruiting Assistance...
SBWIB will assist in creating a general marketing flier & presentation materials. We will suggest participants upon request.
CONTACT INFORMATION

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www.SBWIB.org/aero-flex
www/SBWIB.org/bioflex

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