

Attachment 26



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Apprenticeship Policy

To date, the Southeast Workforce Development Board has worked with the Sikeston Public Schools and the DOC Pilot Project under the Missouri Registered Apprenticeship Programs. We are looking at new opportunities within the region as the Apprenticeship program expands and more programs are made available through Missouri ETPS.

- When the Southeast Workforce Development Board is able to begin pre-apprenticeship Programs, we will verify the program is tied to a Registered Apprenticeship with the USDOL office of Apprenticeship. Pre-Apprenticeship must have a relationship and provide an opportunity to enter established USDOL Registered Apprenticeship.
- Registered Apprenticeships and Pre-Apprenticeships will be listed on the ETPS.
- 20% of funds can be utilized on youth for paid and unpaid work experience this can include pre-apprenticeship.

Registered Apprenticeships

Registered Apprenticeships is a proven model of job preparation that combines paid On-The-Job Training (OJT) with related instructions to progressively increase workers' skill levels and wages. Registered Apprenticeships is also a business-driven model that provides an effective way for employers to recruit, train, and retrain highly skilled workers. It allows employers to develop and apply industry standards to training programs, thereby increasing productivity and quality of the workforce. As an "earn and learn" strategy, Registered Apprenticeships offer job seekers with immediate employment opportunities that pay sustainable wages and offer advancement along a career path. Graduates of Registered Apprenticeship programs receive nationally-recognized, portable credentials, and their training may be applied toward further post-secondary education.

All Registered Apprenticeship programs consist of five core components:

- direct business involvement,
- OJT,
- related instructions,
- rewards for skill gains, and
- a national occupational credential.

For more information, see TEGL 13-16

Pre-Apprenticeships

Quality Pre-Apprenticeship programs can play a valuable role in preparing qualified entry-level workers for Registered Apprenticeship careers while contributing to the development of a diverse and skilled workforce. Through a variety of unique program designs and approaches, Pre-Apprenticeship programs can be adapted to meet the needs of diverse populations being trained, the various employers and sponsors they serve, and specific opportunities within the local labor market. However, the standards for Pre-Apprenticeship programs have varied with no common definition or consistent program elements.

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Pre-Apprenticeship is defined here as a program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship program and has a documented partnership with at least one, if not more, Registered Apprenticeship program(s). A quality Pre-Apprenticeship program is one that incorporates the following elements:

- Approved Training and Curriculum.
- Strategies for Long-Term Success.
- Access to Appropriate Support Services.
- Promotes Greater Use of Registered Apprenticeship to Increase Future Opportunities.
- Meaningful Hands-on Training that does not Displace Paid Employees.
- Facilitated Entry and/or Articulation.

For more information, see DOL TEGL 13-12

High School/Registered Youth Apprenticeship

There is growing federal and state support for the expansion of youth employment and training programs to meet the demands of businesses that want to recruit workers into their companies. Registered Apprenticeships and Pre-Apprenticeships are valuable work-based learning opportunities that can provide high school students with academic and workplace skills that lead to postsecondary education opportunities and careers.

Through various program designs and approaches, Registered Apprenticeships and Pre-Apprenticeship programs for high school youth can be adapted to meet the needs of school districts, employers, the sponsors they serve, and specific opportunities within the local labor market.

They combine academic and career and technical education classroom instruction with work-based learning, allowing students to earn a high school diploma and develop industry specific workplace competencies, skills, and knowledge. Programs are designed to prepare students for a career encompassing both postsecondary education and employment by providing opportunities for earning college credits and/or industry-recognized certificates or credentials.

Students are encouraged to begin career exploration (i.e., job shadowing, career fairs, internships, etc.) prior to entering these programs. Students may begin related classroom instruction and some work-based learning before entering an Registered Apprenticeships program. Framework Principles for High School/Registered Youth Apprenticeship

- High school students enrolled in secondary school who meet the minimum legal age of 16 can be employed as apprentices.
- Programs for high school students should combine academic and technical classroom instruction with work experience, allowing youth to explore a career and develop industry- specific workplace competencies, skills and knowledge, while still enrolled in high school.
- Programs should align academic and technical standards in secondary and postsecondary education, Classroom Technical Education (CTE), and industry-recognized credentials and certifications.
- Programs should incorporate stackable credentials of value for multiple pathways, including entrance into Registered Apprenticeships programs, community and technical colleges, universities, and sustainable employment.
- Employer involvement is critical in developing and sustaining the program

For more information, please see current OWD Issuance and/or TEGL