



Tara Loew, Director



- Started role as the Director of the Apprenticeship and Training Office in early November 2020.
- Workforce program development targeting underrepresented populations and building partnerships for collective impact.
- Prior to this position, I served as the Director of Operations at PA CareerLink Lancaster County.
 - Worked closely with the instructor team developing the local area's community education and Career Connections Program
 - Grew Youth Programming
 - Led the development of the Re-Entry Services Department
- Prior experience in the non-profit sector and as an educator.
- Degrees from Temple University and Millersville University



Pennsylvania Apprenticeship and Training Office

ATO

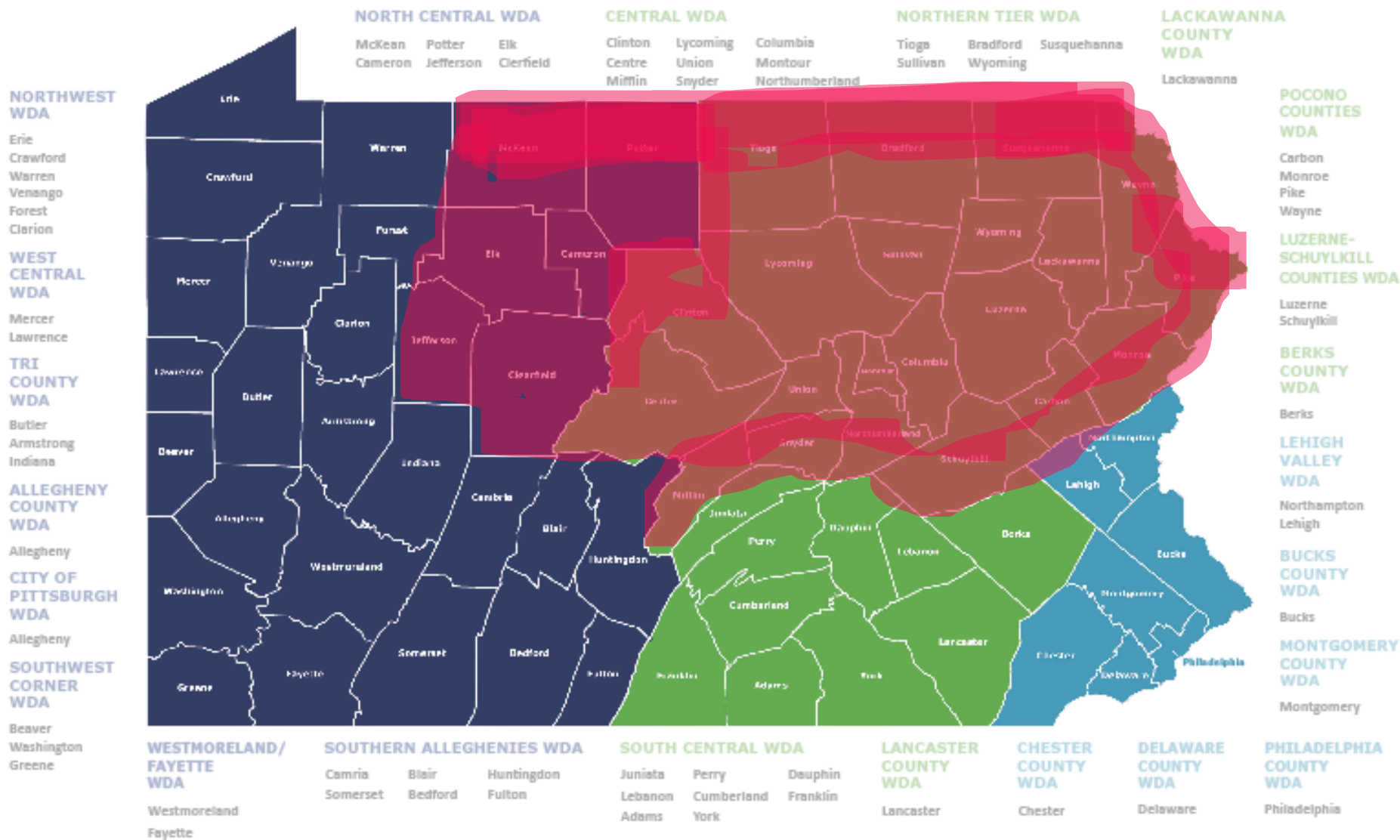
Main Goals of Pennsylvania Apprenticeship and Training Office (ATO):



- **Increase** the # of Registered Apprenticeship Opportunities in PA
- **Expand** Apprenticeship into non-traditional occupations and serve underrepresented populations
- **Raise awareness** about the benefits of Registered Apprenticeship and how to access them
- **Advocate for** Apprenticeship as a premier solution to meeting workforce needs
- **Provide** programs the support and resources needed to align with PA standards and practices



Pennsylvania Apprenticeship and Training Office



- Western Apprenticeship and Training (ATR) Region
- Central Apprenticeship and Training (ATR) Region
- South Eastern Apprenticeship and Training (ATR) Region



LET'S PLAY A GAME:

What is the one of the
biggest barriers to
workforce
development for your
organization or
industry?

What is Registered Apprenticeship



- A way for employers to INVEST in their workforce and close the skills gap
- It is an employer-driven, “learn-while-you-earn” structured training model specific to an occupation
 - Programs can be 1-6 years
 - Combines on-the-job training with classroom learning/job-related technical instruction
 - Must include at least 2,000 hours of OJT and 144 hours of RTI
- An apprentice is a full-time, paid employee from the start of the program.
 - Involves progressive increases in an apprentice’s wages along with skills, competencies, and/or program hours
- Upon completion, apprentices receive a national portable credential from Pennsylvania (JOURNEY WORKER CERTIFICATE)
 - Confirms that they are a highly skilled professional
 - Additional industry recognized credentials and credit towards additional credentials or degrees



#1: Paid Job

- Apprentices are paid employees learning skills specific to their employer's needs
- Wage increases are required





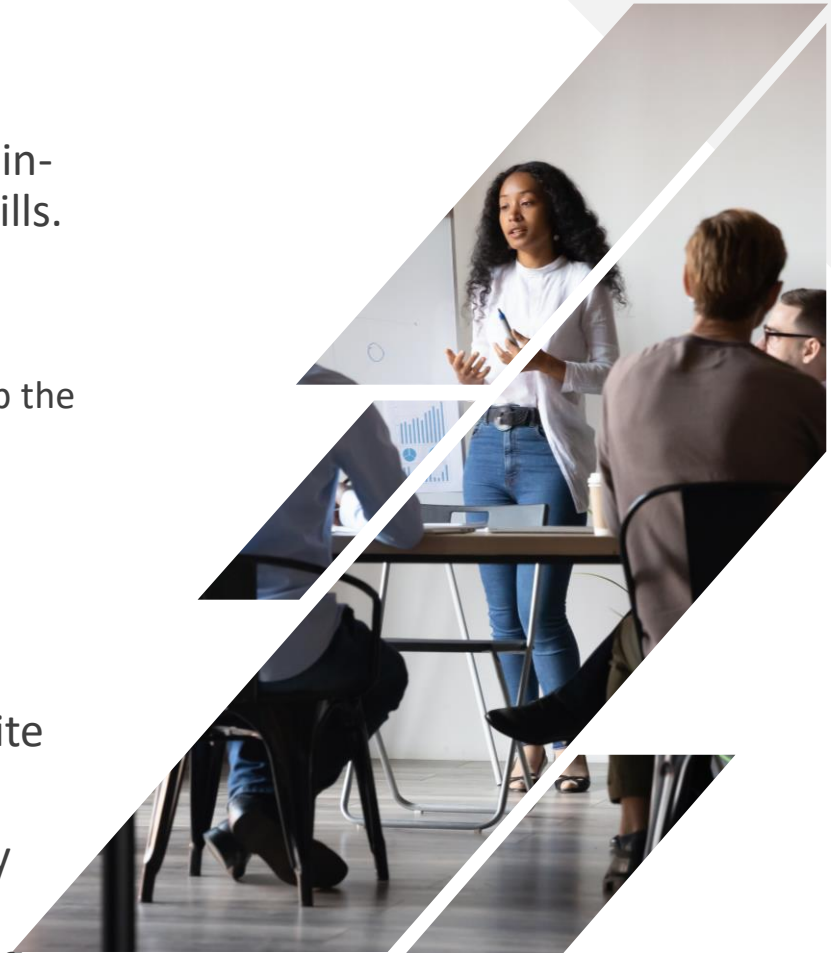
#2: On-the-Job Learning/Training

- Hands-on Training from a mentor at job-site
 - Practical application of the theory studied
 - Focuses on skills and knowledge needed to be successful at job site
- Must have at minimum of 2000 hours of on-the-job training over the 1-6 years of a program



#3: Classroom Learning/ Related Technical Instruction (RTI)

- Education in a classroom setting (virtual or in-person) designed to improve job-related skills.
- Study of the theory behind the work being done
 - Education collaborates with business to develop the curriculum
 - Should incorporate national skill and industry recognized standards
 - Must be a minimum of 144 hours
- When: Depends on the Industry
- Where: Can be held at schools, at the job site in a classroom setting or online
- How: Can be provided through: Community Colleges, Technical schools, Career and Technology Centers, Apprenticeship Training Centers, or by the business itself





#4: Mentorship

- Provides apprentices with the support of a skilled worker to assist and enhance critical hands-on learning
- Ensures that the knowledge and experience of aging workers is transferred to the next generation of workers



#5: Credentials

- Journey Worker Certificate/Certificate of Completion
 - A nationally-recognized credential from Pennsylvania
 - Confirms that they are a highly skilled professional in their occupation or trade.
- Additional industry recognized credentials often built into programs and credit can be earned towards additional credentials or degrees





Required Roles in Registered Apprenticeship

- **Sponsor**
 - Organization sponsoring the apprenticeship
- **Employer**
 - Minimum one employer for On-the-Job Learning
- **Training Provider**
 - Community Colleges
 - Career & Technical Centers (CTCs)
 - Online Providers
 - Sponsor themselves
- **Apprenticeship and Training Committee (ATC)**
 - Required for Joint programs but recommended for all
- **Mentor/Journeyman**



Additional Key Partners

- Apprenticeship and Training Office (ATO)
- Public Workforce System
 - Workforce Development Board
 - PA CareerLink® - One Stop Career Center
- Economic Development
- K-12 educational system
- Community Based Organizations

Types of Apprenticeship Program Sponsors



PROGRAM SPONSOR is: The program sponsor is essentially the leader and administrator of the program

- Individual Non-Joint
 - Single Employer not represented by a union
- Individual Joint
 - Single Employer Represented by a union
- Group Sponsor (joint or non-joint)
 - Group sponsor is umbrella organization for administering program with multiple employers associated and utilizing the program structure



Registered Pre-Apprenticeship

- Programs that assist individuals in obtaining the fundamental skills needed to enter an apprenticeship.
- Include 5 elements to ensure quality programming:
 - **Connection to existing apprenticeship programs** into which successful pre-apprentices will advance and potentially gain advanced standing in
 - **Approved training and curriculum**
 - **Hands-on learning with a career focus**
 - Opportunity to earn an **industry-recognized credential**
 - Access to **support services** and **career counseling**



Registered Pre-Apprenticeship

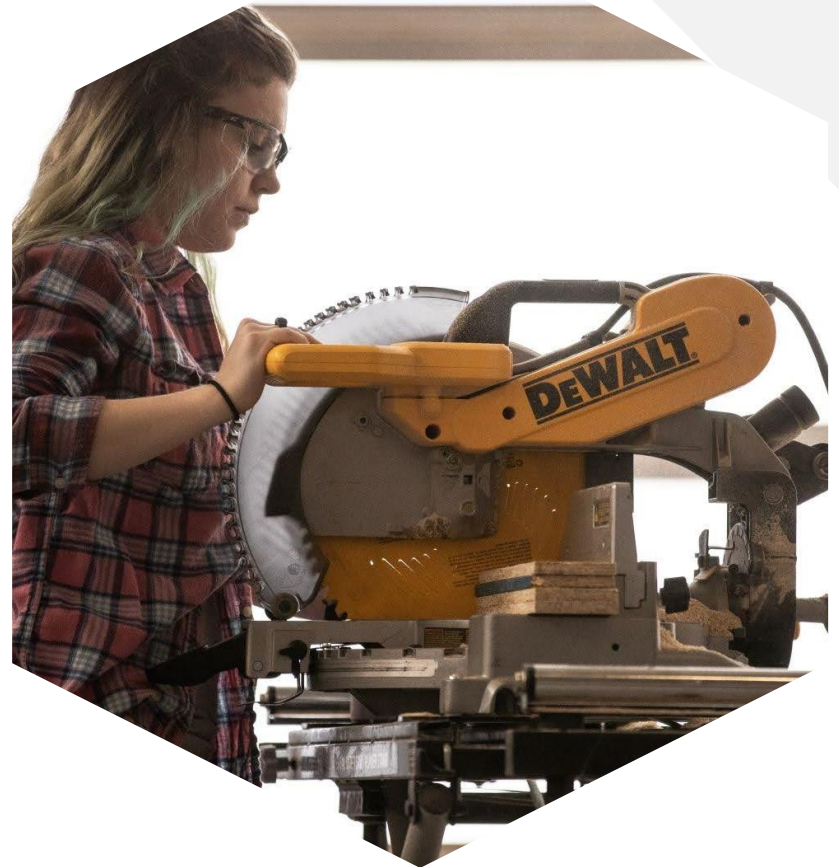


- Who can become Pre-Apprentices?
 - In school youth, out of school youth, college students, adults, incumbent workers, etc.
- Who is eligible to become a Registered Pre-Apprenticeship Sponsor?
 - School districts, career & tech centers, post secondary institutions and community-based organizations, Workforce Development Boards, employers, associations, etc..
- What are the hour requirements of OJT and RTI for Registered Pre-Apprenticeships?
 - no minimum or maximum
- Who approves Registered Pre-Apprenticeships?
 - PA ATO Director.



Why Should Employers Choose Registered Apprenticeship?

- **Results in highly skilled employees**
 - Fills vacancies that otherwise couldn't be filled due to skills gaps among available workers
 - Ensures that the knowledge and experience of aging workers is transferred to the next generation of workers
- **A safer and more productive workplace**
 - Shortens the amount of time before new employees are productive
 - Reduces worker compensation costs
- **Creates a stable, reliable, and more diverse workforce**
 - More Incentive for job seekers to engage with Apprenticeship= broader range of candidates
- **Enhanced Employee retention**
 - 91% of apprentices stay with the employer who trained them (U.S. Dept. of Labor)
- **Additional Funding Support**





2021 Goals and Enhancements



877

Unduplicated Programs Sponsors

1589

Registered Apprenticeship Programs

17,684

Active Apprentices

77

Registered Pre-Apprenticeship Programs



Since 2016, apprenticeships in the education sector have grown by....

83%

Healthcare sector by....

71%

Technology by.....

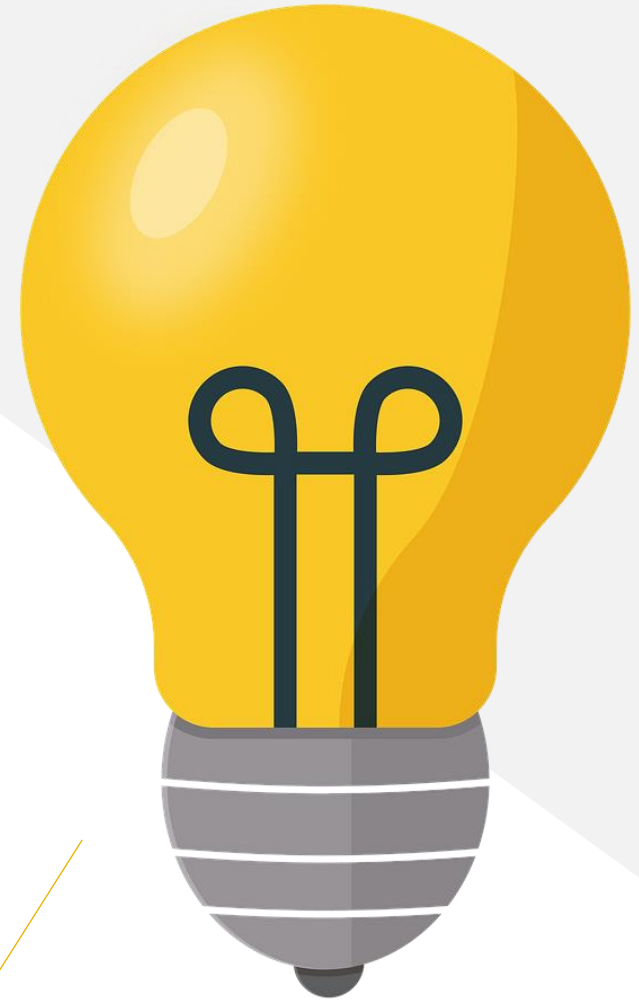
64%

Pennsylvania continues to lead in the six-state region (PA, WV, VA, DE, MD, DC) in total number of programs, apprentices, and completions.



Now, look at your note from the beginning.....

- Could Apprenticeship be a potential solution?
- Let's hear about the connections that you made.....
- Or are you stumped? Let's make the connection together





Check out the following useful videos.....

- PA Department of Labor and Industry's "What's So Cool About Apprenticeships?":
https://youtu.be/hxLEF5I_uLI
- USDOL "How #ApprenticeshipWorks for Sponsors":
<https://www.youtube.com/watch?v=IY0uw7Yp0uc>
- AASA Denver Youth Apprenticeship:
<https://youtu.be/MRPicYy9T24>



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- PA DOL, Apprenticeship and Training Webpage:
<https://www.dli.pa.gov/Individuals/WorkforceDevelopment/apprenticeship/Pages/default.aspx>
- PA CareerLink, Apprenticeship Webpage:
<https://www.pacareerlink.pa.gov/jponline/Common/Apprenticeships>
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