



## **APPRENTICESHIPS & PRE-APPRENTICESHIPS**

*A WORKFORCE TALENT DEVELOPMENT STRATEGY*

# Apprenticeship TN



New established State Office– July 2019

ApprenticeshipTN is a statewide office, under the direction set by Governor Bill Lee, and powered by the Tennessee Workforce Development System (TNWDS).

TNWDS is a consortium of seven state agencies working together to bolster the number of apprenticeships in Tennessee.

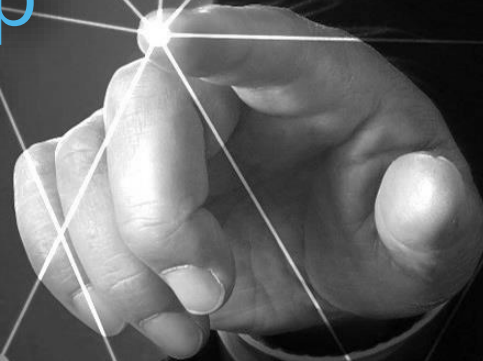
- The Department of Labor and Workforce Development,
- Tennessee College System,
- Tennessee Higher Education Commission,
- Department of Education,
- Department of Economic and Community Development,
- Department of Human Services, and
- Department of Correction

## What Do We Do?

- Outreach – Outreach – Outreach
- Consultation with employers on program design
- Development of documentation/registration paperwork to hand off to US DOL
- Work with US DOL on the employer's behalf
- Provide technical assistance to program sponsors/employers

# What Is A Registered Apprenticeship?

Apprenticeship is a flexible and proven talent development strategy that can help grow talent at your company.



# What are the Components of Apprenticeship?



Employer  
Involvement

Structured  
On-the-Job  
Learning  
(OJL)

Related  
Technical/  
Training and  
Instruction  
(RTI)

Rewards for  
Skill Gains

National  
Occupational  
Credential

Five Components of Apprenticeship

# The United States Department of Labor

## Office of Apprenticeship Certificate of Completion of Apprenticeship

*This is to certify that*

*has completed an apprenticeship for the occupation*

*under the sponsorship of*

*in accordance with the basic standards of apprenticeship  
established by the Secretary of Labor*

\_\_\_\_\_  
*Program Sponsor Signature*

\_\_\_\_\_  
17 August 2019

\_\_\_\_\_  
*Date Completed*



\_\_\_\_\_  
*John V. Ladd*

*Administrator, Office of Apprenticeship*

# On-the-Job Learning & Related Technical Instruction

On-The-Job Learning (OJL)	Related Technical Instruction (RTI) minimum	Approximate Time (Yrs)
2000 Hours	144 Hours or More	= 1 Year
4000 Hours	288 Hours or More	= 2 Years
6000 Hours	432 Hours or More	= 3 Years
8000 Hours	576 Hours or More	= 4 Years

# Three Responsibilities of RAPs

## Sponsor

Registers apprentices in RAPIDS 2.0

Documents OJL & RTI hours

## Employer

Hires apprentices

Pays apprentices according to a structured wage progressions scale

Provides required OJL

Assumes cost of training

## Training Provider

Provides required RTI

**An employer may assume all three responsibilities or partner with other organizations who may serve as the sponsor and/or training provider.**



# Minimum Requirements for a Registered Apprenticeship Program

- Must have Employer Involvement
  - Long-term employment
  - Minimum Age of 16 (<18 needs Parental Consent)
  - U.S. Citizenship, Permanent Residency Status or Residents Whose Visas Permit Employment Within the United States
- 2,000 hours per year On-The-Job Learning (OJL)
- 144 hours per year Related Technical Instruction (RTI)
- Wage Progression throughout the program
- Registration Paperwork Approved and Apprentices Tracked and Managed in US DOL System
- Program Maintained and Updated Periodically

# How Apprenticeship and Pre-Apprenticeship Work Together

Form Talent Pipeline Through Partnerships

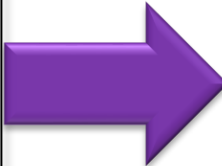
- Colleges
- High Schools
- Adult Education
- Corrections
- Employer
- Non-Profits
- 3<sup>rd</sup> Parties
- Other

**Pre-Apprenticeship**

*Education with or without a job requirement*



Interview



Credit Awarded

**Registered Apprenticeship**

*Long-term employment*  
*Training hours defined by occupation*



**A USDOL Registered Apprenticeship Program must exist first!**

# Benefits to Employers

Reliable Pipeline of Employees

Higher Productivity

Highly-Skilled Employees

Reduced Turnover Costs

Safer Workplace

Enhanced Employee Retention

**ROI: \$1.47 / \$1.00**



# Most Common Apprenticeship Myths



## Myth

## Fact

Only for Unions or large employers



For small and large businesses, non-union and union shops, organizations and colleges are all RA sponsors

Only for construction trades and manufacturing



More than 1,000 approved apprentice occupations INCLUDING "professional" occupations. There are apprenticeship programs in all industries!

Only for non-college bound individuals



Apprenticeships blend work and education. Many programs include college-level education.

The Federal Government will micromanage my workforce and tell me who to hire



The Office of Apprenticeship set the framework. The program is designed and managed by the sponsor. As the employer, decide WHO to hire/fire, HOW MUCH to pay, and How to manage.

# Apprenticeship TN Website



**8,503**

Total Number  
of Apprentices



**384**

Total Active  
Programs



**4,084**

New Apprentices  
in FY 2022-2023



**47**

New Programs  
in FY 2022-2023

[www.ApprenticeshipTN.com](http://www.ApprenticeshipTN.com)

- [Find a program](#)
- [State Certified Pre-Apprenticeship](#)

# Apprenticeship TN Contacts

**State Apprenticeship Director**  
Shalondria Shaw  
[Shalondria.Shaw@tn.gov](mailto:Shalondria.Shaw@tn.gov)  
731-202-6027

**West TN Regional Apprenticeship Director**  
VACANT

**Middle TN Regional Apprenticeship Director**  
VACANT

**East TN Regional Apprenticeship Director**  
Autumn Derrick  
[Autumn.Derrick@tn.gov](mailto:Autumn.Derrick@tn.gov)  
423-331-8360



**State Apprenticeship Assistant Director**  
VACANT

**Grants Program Manager**  
LeAnn Blevins  
[LeAnn.Blevins@tn.gov](mailto:LeAnn.Blevins@tn.gov)  
615-633-8084

**Compliance Officer**  
Lynn Kirby  
[Lynn.Kirby@tn.gov](mailto:Lynn.Kirby@tn.gov)  
615-330-1631

**Apprenticeship Specialist**  
Steffany Daniel  
[Steffany.S.Daniel@tn.gov](mailto:Steffany.S.Daniel@tn.gov)  
615-626-3595

**Administrative Services Assistant**  
VACANT



# Questions







**THANK YOU**