

A man wearing a white protective suit and hood is using a power tool on a large object in a workshop. The background shows various tools and equipment, suggesting a professional or industrial setting. The entire image has a blue tint.

APPRENTICE FLORIDA

APPRENTICESHIP 101: *A Quality Assurance System*

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What is a Registered Apprenticeship?

AN EMPLOYER DRIVEN

QUALITY ASSURANCE SYSTEM

- Uniformly accepted industry and occupational standards
- Structured on-the-job training
- Supplemental Instruction
- Monetary reward schedule
- Approved and accredited by a governmental agency

What a Registered Apprenticeship is Not!

Not an Internship Program

Not a Contract Position (I-9)

Not a short term solution

Why Adopt a Registered Apprenticeship?

1. Success or failure of new hires connects to your operational budget
2. Shortens time of ROI on new hire
3. Engages productive interaction between current employees and new hire
4. Increases productivity by extending OJT beyond traditional onboarding
5. Improves quality of workforce culture
6. Retains company product/service process knowledge
7. Reduces turnover
8. Increases consumer confidence

What Makes a Good Employer Candidate?

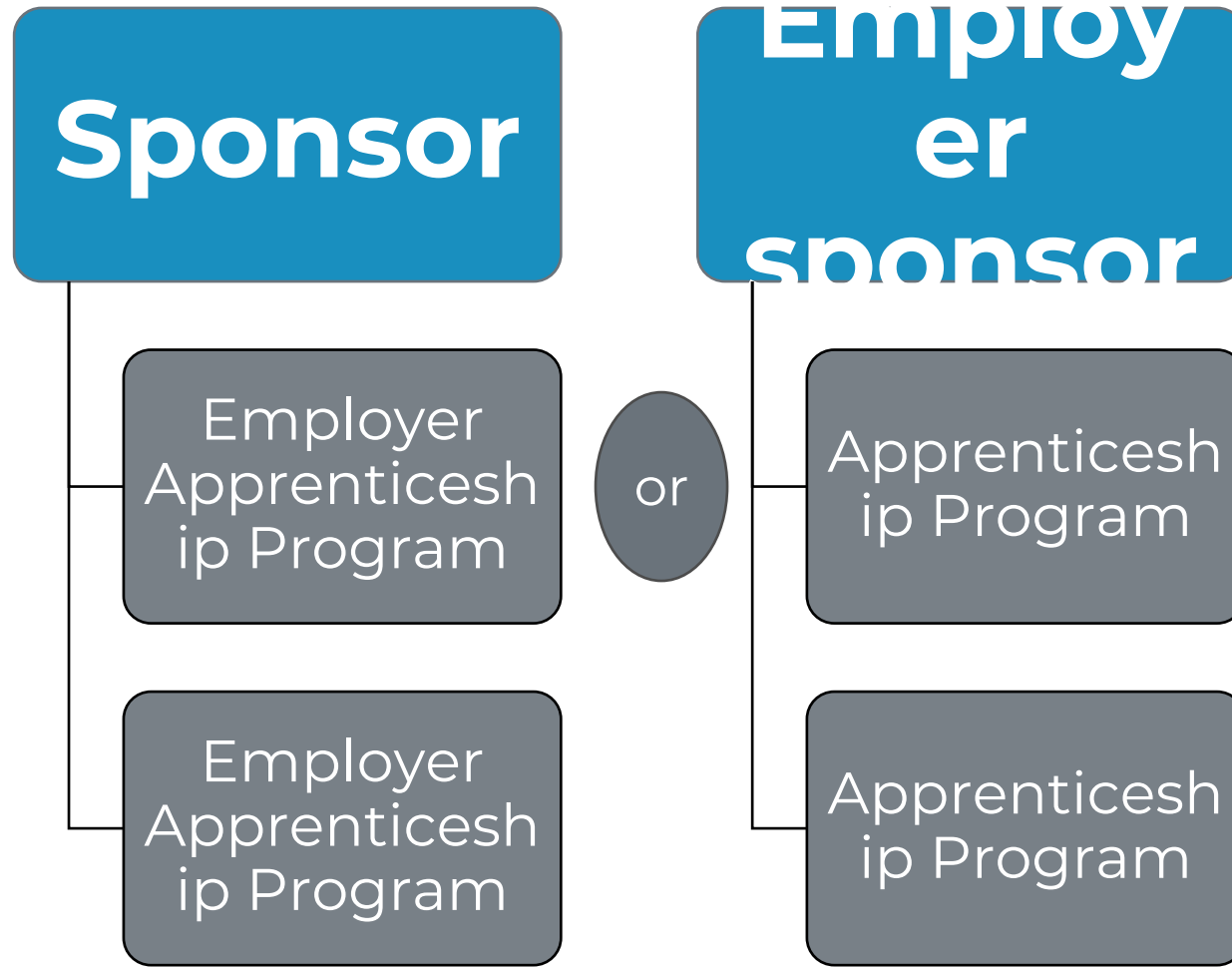
- Has true concern for **training and retaining** a skilled workforce.
- Is looking for **long term solutions** not looking for short-term labor needs.
- Has a **high number of retiring** senior employees.
- Understands that Apprenticeship is a long-term commitment.
- Embraces an **organizational culture** of Apprenticeship.
- Is not **primarily** seeking funding or grants – but has a **strategic vision/plan** for sustaining the program.

RAP is not an appendage program - it is a paradigm shift!

Developing a Program

- ATRs and Intermediaries work with **Sponsors** to write their standards
- Standards include several components, including:
 - Work Process Schedules that outline the job functions and/or competencies of the occupation
 - Related Instruction Outlines that provide details on how related instruction will be provided
 - Information on how apprentices will be supervised by experienced workers
 - Specifics on wage progression

#1 The Sponsor



Responsibilities of a Sponsor

Be responsible for the successful operation of the program and the welfare of the apprentices

Arrange for periodic evaluation of the Apprentices', review progress and make recommendations if appropriate

Make a concerted effort for continuous employment of the Apprentice, make a good-faith effort to transfer the apprentice to another registered sponsor for completion of the Apprenticeship.

The ATR will conduct a compliance review with the Sponsor

#2 Structured On-The-Job Learning

The work process contains the on-the-job-training. It can vary from 1 to 5 years depending on the occupation training requirements.

Must be no less than 2,000 hours OJT

- Time-Based
- Competency-Based
- Hybrid-Based

#2 Structured On-The-Job Learning

Mentorship

- Expert Craftsman
- Mastered the skills, knowledge, abilities & competencies of the job/trade/industry
- Trained to mentor apprentice

#3 Related Instruction

Organized, systemic instruction and theoretical knowledge related to the apprenticeship that supplements the OJT.

144 hours per year recommended

Apprentice cannot be charged for Related Instruction

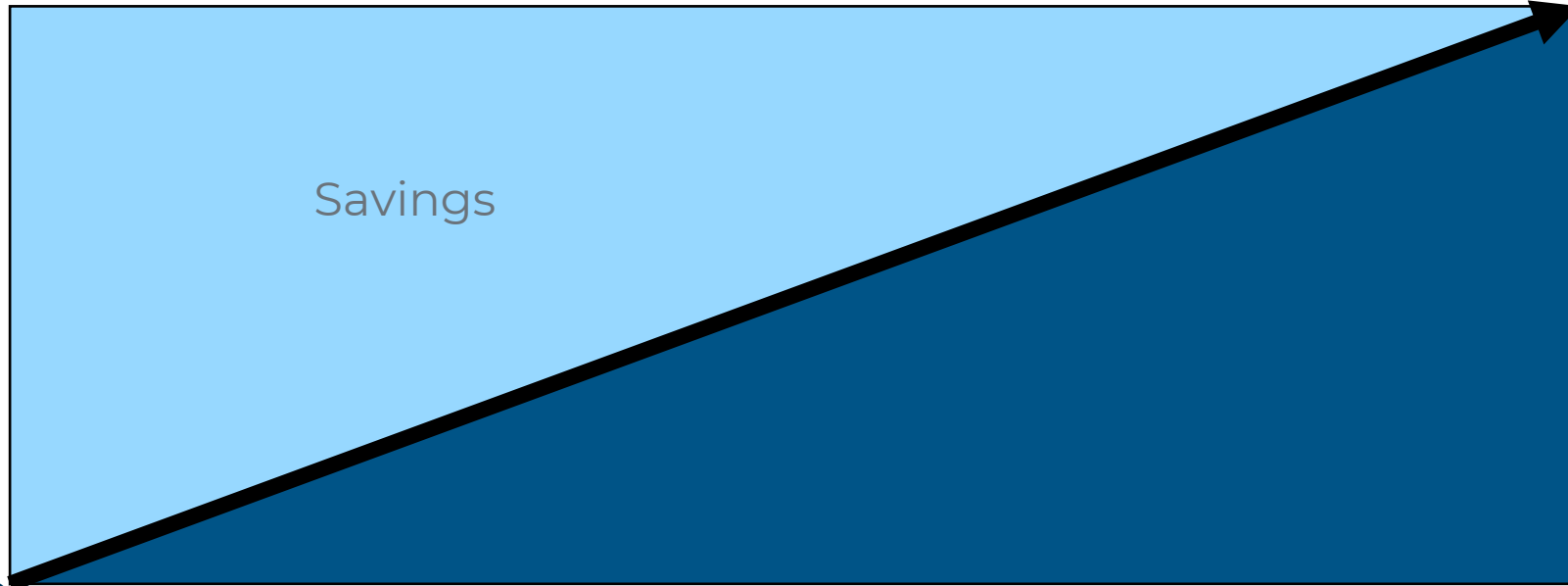
#4 Rewards for Skills Gained

Example

Experienced
hire starting
pay \$\$

Completion:
*Apprentice
earns National
Credential*

Apprentice
starting pay
\$\$



**\$\$ reward benchmark
determined by
employer**

Qualities of a Successful Apprenticeship Candidate

- Is NOT just looking for a job, they are looking for a career pathway.
- Understands the value of a mentor.
- Is fully oriented to the apprenticeship process and understands the process.
- Understands that there is less financial compensation at the beginning, but steadily increases.
- Is committed to the full apprenticeship timeframe.
- Is willing to continue learning even after they have completed the apprenticeship program.

The Paradigm Shift: Registered Apprenticeship

What is the goal for your business?

- Connect success of new hires to operational budget
- Improve the quality of your workforce culture
- Retain company product/service process knowledge
- Reduce turnover
- Increase consumer confidence in your product or service

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