An Overview: Framework on Registered Apprenticeship (RA) for High School Students

U.S. Departments of Education and Labor

Tuesday, May 23, 2017
2:00 pm ET
Logistical Support

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**Materials:** The presentation will be available for download at the end of the webinar and an accessible version will be posted to the PCRN (cte.ed.gov)

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**Evaluation:** Please take a moment to give us your feedback about today's webinar. A link to the participant survey will be available at the end of the webinar

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Polls
Welcome from the U.S. Departments of Education and Labor

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Youth Apprentice in Machine Tool Technology Program
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Agenda

- Introduction to Registered Apprenticeship (RA)
- Training and Employment Notice (TEN) 31-16
- Case study: Charleston Regional Youth Apprenticeships
- Student Voice: Apprentice in Machine Tool Technology
- Q&A
Relationship between employers, students, schools, and registered apprenticeships.

Employers

Dual enrollment

High School

College

High school student

Registered Apprenticeship and CTE

College credits and industry credentials

No DEBT
>1,000
Apprenticeable Occupations – including new and emerging growth industries

- Advanced Manufacturing
- Aerospace
- Agriculture
- Biotechnology
- Construction
- Energy
- Finance
- Geospatial
- Health Care
- Hospitality
- Information Technology
- Transportation

Training and Employment Notice (TEN) 31-16

Published January 2017
✓ Outlines components of high-quality RA program for HS students
✓ Provides recommendations on key elements of RA programs
✓ Encourages greater use of RA and pre-apprenticeship programs for in-school youth, = 16 years old, secondary schools

Elements of Quality RA Programs for HS students

A. Pre-apprenticeship for High School Students or School-to-RA

B. RA Program that Begins in High School
   ✓ Begin RA in high school as registered apprentices
   ✓ RA agreements signed by a parent/guardian, students, and employer/sponsor
   ✓ Courses taken in high school, community/tech college, etc. AND count toward high school graduation.
   ✓ Postsecondary credits may be awarded
   ✓ Start OJL as early as age 16
   ✓ Employed by a participating signatory partner to the RA Guideline Standards
   ✓ Enrollment in a RA program may begin in high school and continue after graduation
   ✓ May earn industry-recognized credentials
ON CHILD LABOR LAWS AND WORKERS’ COMPENSATION FOR APPRENTICE MINORS

Federal and State Child Labor Laws:
• The USDOL Wage and Hour Division enforces Federal child labor laws, as authorized under the Fair Labor Standards Act (FLSA) of 1938.
• While Federal law addresses child labor, many states have enacted more stringent laws that further define how RA programs can operate. The FLSA does not preempt state laws that impose stricter standards. Please consult State Child Labor Laws: http://www.dol.gov/whd/state/state.htm. Note, in some states, minor workers may be required to obtain a work permit.

Minimum Age for Employment under FLSA:
• Minors must be age 16 to work in nonagricultural employment for unlimited hours in occupations not declared hazardous by law.3
• Minors must be age 18 to work in nonagricultural employment in occupations declared as hazardous. However, there are certain exceptions from the hazardous occupation orders for individuals employed as apprentices.

Hazardous Occupation Exemptions for Apprentices Age 18 and under:
WORKERS’ COMPENSATION FOR APPRENTICES UNDER AGE 18

Laws:
Every state has its own workers’ compensation laws, which are contained in statutes. The laws vary somewhat in each state. In some states, minors are treated the same as workers 18 years of age and older; in others, there are special requirements for youth. Under the law in most states, every business must have some form of workers’ compensation insurance to cover injured employees. Below is a list of resources on workers’ compensation to help employers navigate this issue in their states.

Workers’ Compensation Resources:

A series of reports and relevant information on workers’ compensation benefits in each state and employer costs.
• Workers’ Compensation: Benefits, Coverage, and Costs, 2013:
High School Models

South Carolina
- 100+ Youth Apprenticeship programs
- 24 counties

North Carolina (Charlotte)
- Long-standing program with manufacturers (mechatronics)
- AS degree paid by employers

Kentucky TRACK
- Juniors and Seniors
- Employers select courses
- Leads to apprenticeship

Wisconsin
- 1-2 year prgm. for 3,000 juniors and seniors
- 450 to 900 hrs.
- Aligns to apprenticeship
USDOL: New Tools and Convening

Online toolkit to build a youth apprenticeship program
- Step-by-step instructions
- Videos
- Information on child labor laws and workers’ compensation

High School Apprenticeship convening
- September 13 and 14, 2017
- Trident Technical College, Charleston, South Carolina
US ED: Tools You Can Use

Connecting Secondary Career and Technical Education and Registered Apprenticeship: A Profile of Six State Systems

A site visit report: Opportunities for Connecting Secondary Career and Technical Education (CTE) Students and Apprenticeship Programs

Planning guide to support local and state leaders (Summer 2017)

• Available at: http://cte.ed.gov
Charleston Regional Youth Apprenticeships

Your Future Today!
Charleston Regional Youth Apprenticeships

Trident Region EMPLOYERS

Created through a regional collaborative community partnership that came together to:

Address the critical workforce needs within the region, and mentor the next generation of skilled workers for the Lowcountry.
Youth Apprenticeship Model

Job Related Education (JRE)
On-the-Job Training (OJT)
Scalable Wage ($↑)

Trident Region
EMPLOYERS

[Logos of various organizations]
Achievements

High School Diploma

Certificate from TTC in a career specific field in which all courses apply to an Associate Degree

National Credential from the U.S. Department of Labor

Two years of paid work experience
Exponential Growth!

2014-2015
- 1 Pathway – Industrial Mechanics
- 6 Companies
- 13 Youth Apprentices

2015-2016
- 7 Pathways – 3 Industry Sectors
- 30 Companies
- 62 Youth Apprentices

2016-2017
- 9 Pathways – 5 Industry Sectors
- 48 Companies
- 74 Youth Apprentices

2017-2018
- 16 Pathways – 9 Industry Sectors
- 122 Companies
- Number of Youth Apprentices is GROWING!
Youth Apprenticeship Demographics

Ethnicity

<table>
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<tr>
<th>Year</th>
<th>Minority</th>
<th>Caucasian</th>
<th>Total</th>
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<td>2014</td>
<td>4</td>
<td>9</td>
<td>13</td>
</tr>
<tr>
<td>2015</td>
<td>29</td>
<td>24</td>
<td>53</td>
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<tr>
<td>2016</td>
<td>21</td>
<td>26</td>
<td>47</td>
</tr>
<tr>
<td>To Date</td>
<td>54</td>
<td>59</td>
<td>113</td>
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48%
Youth Apprenticeship Demographics

Gender

<table>
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<th>Year</th>
<th>Male</th>
<th>Female</th>
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<tbody>
<tr>
<td>2014</td>
<td>12</td>
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<td>2015</td>
<td>31</td>
<td>22</td>
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<tr>
<td>2016</td>
<td>27</td>
<td>20</td>
</tr>
<tr>
<td>To Date</td>
<td>70</td>
<td>43</td>
</tr>
</tbody>
</table>

62% Female
YA Industry Sectors

HVAC
Manufacturing
Automotive Services
Engineering Services
Information Technology
Hospitality & Culinary Arts
Law Enforcement
Business
Health
# 2017 – 2018

## Youth Apprenticeship Occupations

<table>
<thead>
<tr>
<th>Industrial Mechanic</th>
<th>Computer Programming</th>
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<tbody>
<tr>
<td>Machinist</td>
<td>Computer Networking</td>
</tr>
<tr>
<td>HVAC Technician</td>
<td>Cybersecurity</td>
</tr>
<tr>
<td>Automotive Mechanic</td>
<td>Information Technology</td>
</tr>
<tr>
<td>Civil CAD Technician</td>
<td>Accounting (Bookkeeper)</td>
</tr>
<tr>
<td>Culinary Arts</td>
<td>Hotel Operations</td>
</tr>
<tr>
<td>Emergency Medical Technician</td>
<td></td>
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<tr>
<td>Medical Office Assistant</td>
<td></td>
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<tr>
<td>Security to Pre-Law Enforcement</td>
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</table>
Charleston Regional Youth Apprenticeships

Your Future Today!
Links

TEN:

Workforce GPS resources:
https://apprenticeshipusa.workforcegps.org/resources/2017/02/02/10/56/Apprenticeship-Youth
Contact Us

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Thank you!

Feedback Survey