



Registered Apprenticeship For Technical Workforce



Review

What is Apprenticeship?

Official Definition

Apprenticeship is an earn-and-learn strategy combining on-the-job training with related (classroom) instruction, blending the practical and theoretical aspects of training for highly-skilled occupations.



Apprenticeship programs are sponsored voluntarily by a wide range of organizations, including individual employers, employer associations, joint labor-management organizations, and other workforce intermediaries.

Review: What is Apprenticeable?

The position must meet the training criteria below. The occupation can be in a traditional or non-traditional occupation.

Key Components

▶ On-the-Job Training (OJT) **must:**

- ▶ Consist of at least 2,000 hours per year of the apprenticeship.
- ▶ Take place at the work site under the direction of a highly skilled journeyworker(s).

▶ Related Instruction (RI) **must:**

- ▶ Have at least 144 hours of related instruction per year of the apprenticeship.



The required apprenticeship terms noted on the prior slide may be measured by any of the following approaches.

▶ **Time-Based Approach:**

A method that measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule.

▶ **Competency-Based Approach:**

A method to measure skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by the program sponsor.

▶ **Hybrid Approach:**

A method to measure an individual apprentice's skill acquisition through a combination of a specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule.

Opportunities

Types of
Apprenticeships

5 Components of Registered Apprenticeships



Business Involvement: Employers are the foundation of every registered apprenticeship program.



Structured On-the-Job Training: Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.



Related Instruction: Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools apprenticeship training schools provided at online or at the job site.



Rewards for Skills Gained: Apprentices increases in wages as they gain higher level skills.



National Occupational Credential: Registered apprentices increases in wages as they gain higher level skills.

Sample of New Industries and Occupations

▶ **Healthcare:**

- ▶ Environmental Care Supervisor
- ▶ Patient Care Technician
- ▶ Surgical Technologist
- ▶ Pharmacy Technician
- ▶ Licensed Practical Nurse
- ▶ Medical Assistant
- ▶ Central Sterile Processing Technician
- ▶ Direct Support Professional

▶ **Information Technology:**

- ▶ Information Technology Professional
- ▶ Digital Marketing Professional
- ▶ Cyber Security Professional
- ▶ Data Science & Analytics Specialist
- ▶ Secure Software Programming
- ▶ Computer User Support Specialist

▶ **Biotechnology:**

- ▶ Validation Technician
- ▶ Instrumentation Technician
- ▶ Biopharmaceutical Manufacturing Assoc.

Maryland Apprenticeship by the Numbers

- ❖ **Active Program**

Sponsors – 17

- ❖ **Active Apprentices in May 2023 – 370**

- ❖ **Apprentices Completed To Date – 170 to 200**



Benefits of Registered Apprenticeships

An industry driven method proven to attract, train and retain a highly skilled workforce

Businesses and Industry

- Create Highly Skilled Employees
- Increased Retention
- Recruitment Tool
- Attract women, minorities and veterans
- Access to Federal and State Resources
- Fill Vacant Positions

Apprentices

- Earn-As-You-Learn
- College Credit and Certifications
- Acquire a skill that leads to a career

Educational Institutions

- Closer relationships with industry
- Articulation between apprenticeship and college programs ensures relevance and rigor
- Increased enrollment in credit classes by apprentices

Challenges of Apprenticeships

Barriers faced by Jobseekers & Employers

- ❖ Talent & Age Gaps
- ❖ Childcare & Transportation
- ❖ New & Returning Citizens
- ❖ Wages & Costs & Funding
- ❖ Education

Questions?



Training that Works.

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