

# | Apprenticeship Network

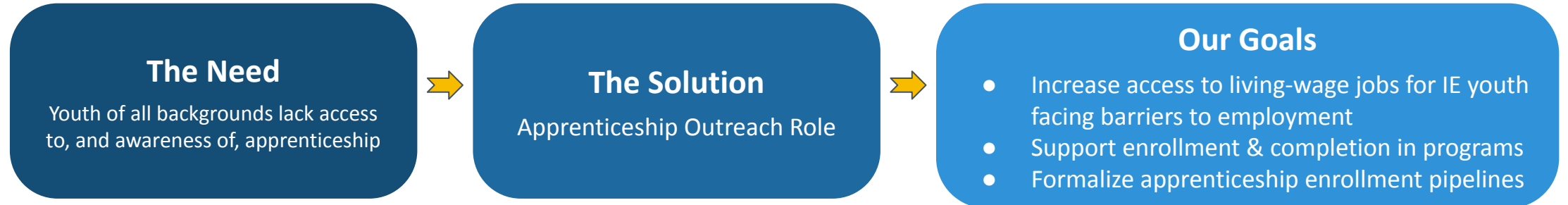


**Earn While You Learn**

*Registered Apprenticeship in the Inland Empire*

# APPRENTICESHIP SYSTEM NAVIGATORS

## Apprenticeship System Navigator (ASN): Project Background



**Elisa R. Nieblas**



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# California's Proposal for Apprenticeship Growth



➤ In 2018, Governor Gavin Newsom set an ambitious goal of reaching 500,000 active apprentices by 2029. He did so because apprenticeship is a proven model and clear strategy for connecting Californians to good jobs. It has a strong track record for **workers** and **employers**.



**92%** of apprentices who completed an apprenticeship retain employment, with an average annual salary of **\$70,000**.

Source: [apprenticeship.gov](http://apprenticeship.gov)

# Apprenticeship Survey



Please take 1 minute to complete the  
Apprenticeship Survey!



# PRESENTATION AGENDA

- Apprenticeship Components
- Apprenticeship Benefits
- Apprenticeship Programs
- Pre-Apprenticeship Components & Benefits
- How to Connect to the Apprenticeship System





# Apprenticeship Definition

**Apprenticeship** is an employer-driven program that provides apprentices with on-the-job training (often with the guidance of a mentor) and classroom instruction. Training and instruction are focused on helping the apprentice master skills needed to succeed in a specific occupation. Individuals enrolled in apprenticeship are paid a competitive wage while they learn and gain credentials to support their success in the workplace.



## 4 Basic Components of Registered Apprenticeship



Classroom  
Instruction



On-the-Job  
Training



Wage  
Progression



Portable  
Credential



## TRADITIONAL APPRENTICESHIP

- Time-based
- Measures skills by hours completed through supplemental instruction & hours of on-the-job training
- Example: Carpenter, Electrician

VS

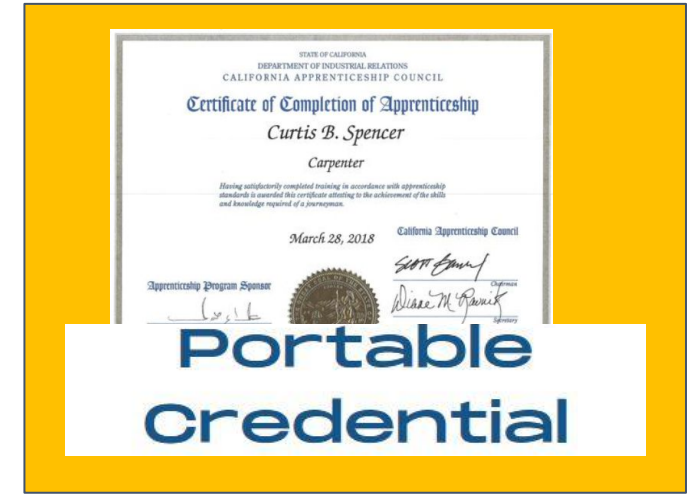
## NON-TRADITIONAL APPRENTICESHIP

- Competency-based
- Measures skills by successful demonstration of knowledge verified by program sponsor
- Example: Cyber Security, Automotive Technician, Culinary Arts

## HYBRID

- Blend of time-based and competency-based approaches

# Southwest Carpenters Apprenticeship Program



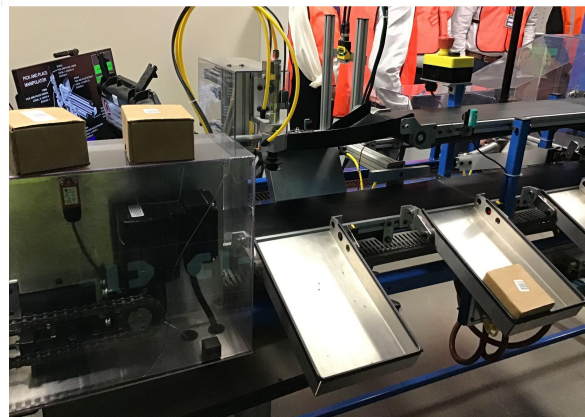
**Wage Progression**

Period	Duration Months	OJT Hours	Basic Hourly Rate	Health & Welfare	Pension	Vacation/Holiday	Training	Other	Total Hourly Rate
1	N/A	1,000	\$17.500	\$4.000	\$0.000	\$7.090	\$0.620	\$0.440	\$29.650
2	N/A	600	\$21.880	\$4.000	\$0.000	\$7.090	\$0.620	\$0.440	\$34.030
3	N/A	600	\$26.260	\$8.000	\$0.000	\$8.090	\$0.620	\$0.440	\$43.410
4	N/A	600	\$28.440	\$8.000	\$1.500	\$7.090	\$0.620	\$1.440	\$47.090
5	N/A	600	\$30.630	\$8.000	\$2.500	\$7.090	\$0.620	\$1.440	\$50.280
6	N/A	600	\$32.820	\$8.000	\$2.500	\$7.090	\$0.620	\$1.440	\$52.470
7	N/A	600	\$35.010	\$8.000	\$3.500	\$7.090	\$0.620	\$1.440	\$55.660
8	N/A	600	\$39.380	\$8.000	\$3.500	\$7.090	\$0.620	\$1.440	\$60.030

# Target Maintenance Technician Apprenticeship Program



Classroom  
Instruction



\$ On-the-Job \$  
Training

Wage  
Progression



# DIRECT HIRE VS INTERNSHIP VS APPRENTICESHIP

	DIRECT HIRE	INTERNSHIP	REGISTERED APPRENTICESHIP
Experience level	Minimum Experience or Knowledge	Minimum Experience or Knowledge	<input checked="" type="checkbox"/> No experience required
Pay level	Must have minimal experience or knowledge to be chosen for an interview	Often unpaid and may not lead to a full-time job.	<input checked="" type="checkbox"/> Paid on the job training allows you to “earn while you learn”
Credential	Industry credential may be required to obtain prior to hiring.	Typically, no credential after internship	<input checked="" type="checkbox"/> Earn Industry Recognized Credential upon completion of Registered Apprenticeship and passing any necessary exams

# APPRENTICESHIP PROGRAMS EXIST IN MANY INDUSTRIES

INDUSTRY	POSITION TITLE	ENTRY LEVEL SALARY
Healthcare	Community Health Worker	\$15 -23 per hour
Hospitality / Culinary Arts	Culinary Apprentice	\$15 - \$23.88 per hour
Transportation	Automotive technician	\$16 - \$18 per hour
IT/Cybersecurity	Support technician	\$15 - \$23 per hour
Advanced Manufacturing	Robots technician	\$15 - \$28.75 per hour

Entry level wages vary by employer, but wage progression is guaranteed with Registered Apprenticeships!



# Registered Pre-Apprenticeship



Pre-Apprenticeship



Apprenticeship



Registered **Pre-Apprenticeship** Programs simply *prepare* individuals to enter and succeed in Registered Apprenticeship Programs.



## Tuition Free Registered Apprenticeship Programs

### Chaffey College InTech Center

<https://intechcenter.org/>

Industrial Maintenance Electrician  
Industrial Mechanic  
Mechatronics Technician  
Automotive Technician

### Mt. San Jacinto College

<https://www.msjc.edu/apprenticeship>

Automotive Technician

### Moreno Valley College

<https://mvccte.com/apprenticeship/>

Information Technology Support Technician  
Cyber Security Specialist

### Norco College

<https://norcollege.edu/sd/apprenticeship>

CNC Operator  
CNC Programmer  
Machine Operator  
Mechanical Drafter (CAD)

### Riverside City College

<https://www.rcc.edu/academics/apprenticeship.html>

Automotive Technician  
Culinary Arts  
Information Technology Specialist  
Cyber Security Support Technician  
Early Childhood Educator

### San Bernardino Valley College

Licenses Vocational Nurse to Associate  
Degree in Registered Nursing

### Victor Valley College

Community Health Worker  
Avionics Technician  
Industrial Mechanic  
Industrial Maintenance Electrician



# FIND AN APPRENTICESHIP PROGRAM

➔ **US Department of Labor (DOL)** administers federal laws governing occupational safety and health, wage and hour standards, etc.

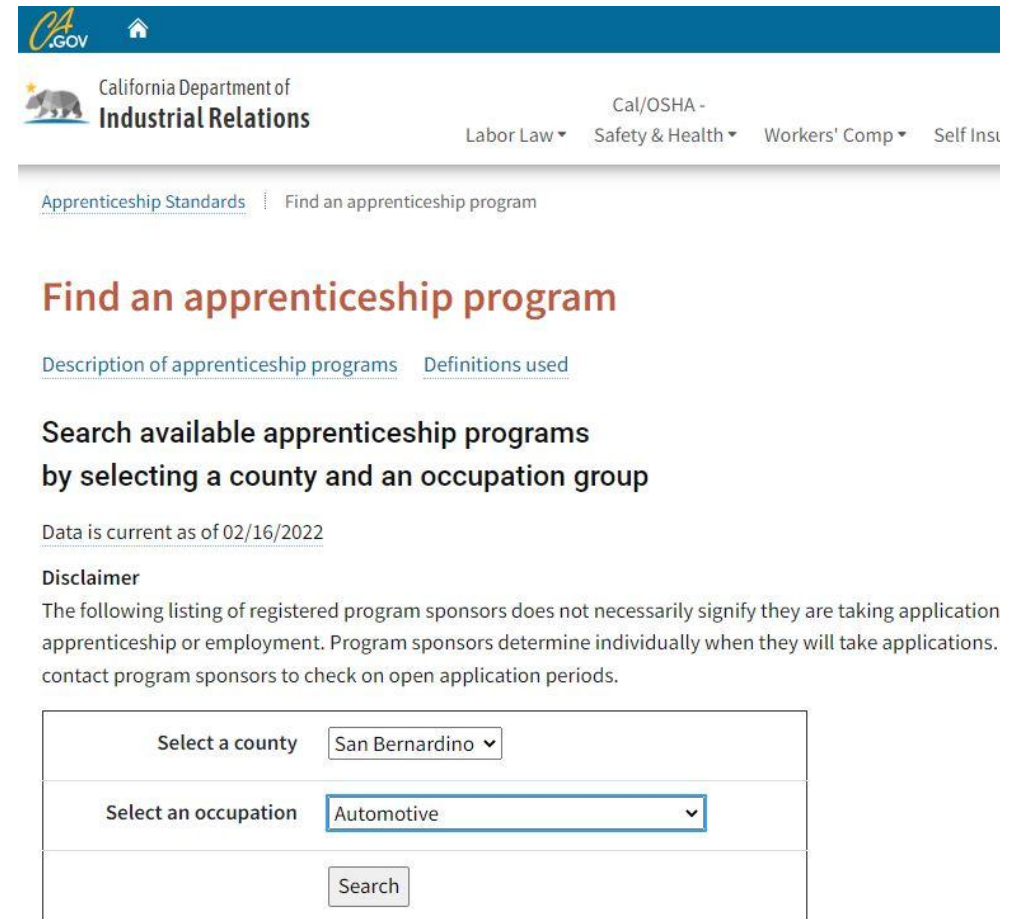
[www.apprenticeship.gov/apprenticeship-job-finder](http://www.apprenticeship.gov/apprenticeship-job-finder)

➔ **CA Division of Apprenticeship Standards (DAS)** is a division of DIR that carries out apprenticeship law and enforces standards regarding wages, hours, working conditions, competencies, etc.

[www.dir.ca.gov/DATABASES/DAS/AIGSTART.ASP](http://www.dir.ca.gov/DATABASES/DAS/AIGSTART.ASP)



“Apprenticeship is patience.”  
-Victor Rodriguez,  
DAS Senior Apprenticeship Consultant



The screenshot shows the California Department of Industrial Relations website. The header includes the CA.GOV logo, a home icon, and the text "California Department of Industrial Relations". Navigation links for "Labor Law", "Cal/OSHA - Safety & Health", "Workers' Comp", and "Self Ins" are visible. The main content area features a breadcrumb trail: "Apprenticeship Standards" > "Find an apprenticeship program". Below this is a heading "Find an apprenticeship program" and two sub-links: "Description of apprenticeship programs" and "Definitions used". The text instructs users to "Search available apprenticeship programs by selecting a county and an occupation group". A note states "Data is current as of 02/16/2022". A "Disclaimer" section explains that the listing of registered program sponsors does not necessarily signify they are taking applications. At the bottom, there is a search form with two dropdown menus: "Select a county" (set to "San Bernardino") and "Select an occupation" (set to "Automotive"), followed by a "Search" button.



# HOW CANDIDATES CAN PREPARE NOW

- Collect Right to Work Documents
- Obtain a Driver's License
- Increase Reading, Writing, and Math Skills
- Self Exploration
- Hone Job Placement Skills: Resume, Interview, Accurately Complete an Application
- Develop Essential Skills: Foundational (attitude), Workplace (attendance, appearance, ambition), and Interpersonal (acceptance, appreciation, accountability)



# Connecting Candidates to Apprenticeship



Complete the Apprenticeship Interest List  
for your participants to receive the VIP  
Apprenticeship Experience!

<https://tinyurl.com/2s3v3rc7>



 Apprenticeship Network

## Apprenticeship Interest List

Apprenticeship System Navigators (ASNs) are grant funded positions seeking to increase access to living-wage jobs for Inland Empire youth facing barriers to employment through connections to quality registered apprenticeship programs. ASN's maintain the security of all participants private, personal information.

Participants First Name \*

Short answer text

Participants Last Name \*

Short answer text

Participants Email Address \*

Short answer text

# Connecting Employers to Apprenticeship

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## QUESTIONS & DISCUSSION

# THANKYOU



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