



Pre-apprenticeships

Linda O'Connor

Return On Investment

- Susan Helper, Carlton Professor of Economics at Case Western Reserve University in Cleveland, and economists from the U.S. Department of Commerce have written the report [*The Benefits and Costs of Apprenticeships: A Business Perspective*](#), an overview of apprenticeship programs nationwide and 13 case studies that illustrate substantial ROI for the approach.

ROI

- For every \$1 an industry invests in an apprentice, the company receives over \$4 back in production after the first year.
- Individuals enjoy an 8% to 22% ROI in their apprenticeship programs based on the time and occupational path.

*“Review of Apprenticeship Research: A Summary of Research Published Since 2010
Institute for Employment, Research University of Warwick, U.K., July 2012”*

Registered Apprentices

- 500,000 registered apprentices in the USA (US Department of Labor)
- ApprenticeshipOhio has over 19,000 apprentices (second in the nation to California)
- Fields as diverse as aerospace, construction, energy, healthcare, manufacturing, information tech, and utilities

Ohio State Apprenticeship Council



Pre-apprenticeship Certificate

- Industry-recognized Credential List across career fields
- 12 Points to High School Graduation
- Eligible for ApprenticeshipOhio scholarships
- Articulates to post-secondary/journey person status and OTC apprenticeship programs

Difference

Registered - Industry Aligned Standards (nationally and internationally recognized) through ApprenticesOhio - Sponsors

Unregistered (formalized training program) – no validation of standards and apprentices are not registered in the USDOL database

Recognized by – meets state standards and utilizing some registered programs (certificates) and scholarships

14 Secondary Schools/Programs

- Miami Valley Career Center CTEC
- Upper Valley Career Center Stebbins High School
- Southwestern City Schools Penta
- Grant Career Center Magnet
- Northwestern Local Schools YouthBuild
- Wayne County Career Center
- Cleveland Metropolitan School District
- Trumbull County Career Center
- Vanguard-Sentinel Career & Technology Centers
(Secondary and Adult)

Post-Secondary Sponsors

- **Columbus State Community College** – J.D. White jwhite02@csc.edu
- **Cuyahoga Community College** – Rini Grover rini.grover@tri-c.edu
- **Edison State Community College** – Brandi Olberding bolberding@edisonohio.edu
- **Lorain County Community College** – Anthony Schweppe aschweppe@lorainccc.edu

- **Marion Technical College** – Bob Haas
haasr@mtc.edu
- **North Central State College** – Linda Hess
lhess2@ncstatecollege.edu
- **Rhodes State College** – Tammy Eilerman
eilerman.t@rhodesstate.edu
- **Sinclair Community College** – Dawn Warner
dawn.warner@sinclair.edu
- **Stark State College** – Marisa Rohn
mrohn@starkstate.edu
- **Washington State Community College** – Brenda Kornmiller
bkornmiller@wscc.edu

ApprenticeOhio Concentration

- **Information Technology**
- **Business Services**
- **Healthcare**
- **Advanced Manufacturing**

Common Apprenticeship Pathways

- Industrial Mechanic
- Machinist
- HVAC tech
- Auto Mechanic
- CAD Tech
- Engineering Tech

Sponsors

- Ohio Technical Centers (OTCs), secondary schools, post-secondary, trade associations, community organizations,

Models

Half-Days

One-Week

Two-Weeks

Ohio Revised Code 4109.07

- Restrictions on hours of employment
- No person under 16 may be employed more than 40 hours in any one week nor during school hours **unless** employment is incidental to a bona fide programs of vocational cooperation training, work-study, or other work-oriented programs with the purpose of educating students, and the program meets standards established by the state board of education. (ORC 4109 Hazardous tasks for minors)

Pre-Apprenticeship Program

- basic **technical** and **job-readiness** skills for a designated apprentice occupation – 144 hrs. classroom
- classroom and on-the-job (paid experience) – 120 to 900 hours
- to prepare participants for Registered Apprenticeship training.

Apprenticeship

- An apprenticeship is a **formalized training** program of on-the-job training and related classroom instruction under the supervision of a **journey-level or trade professional craft person** aligned to a highly skilled occupational industry standards.

Pre-apprenticeship Model

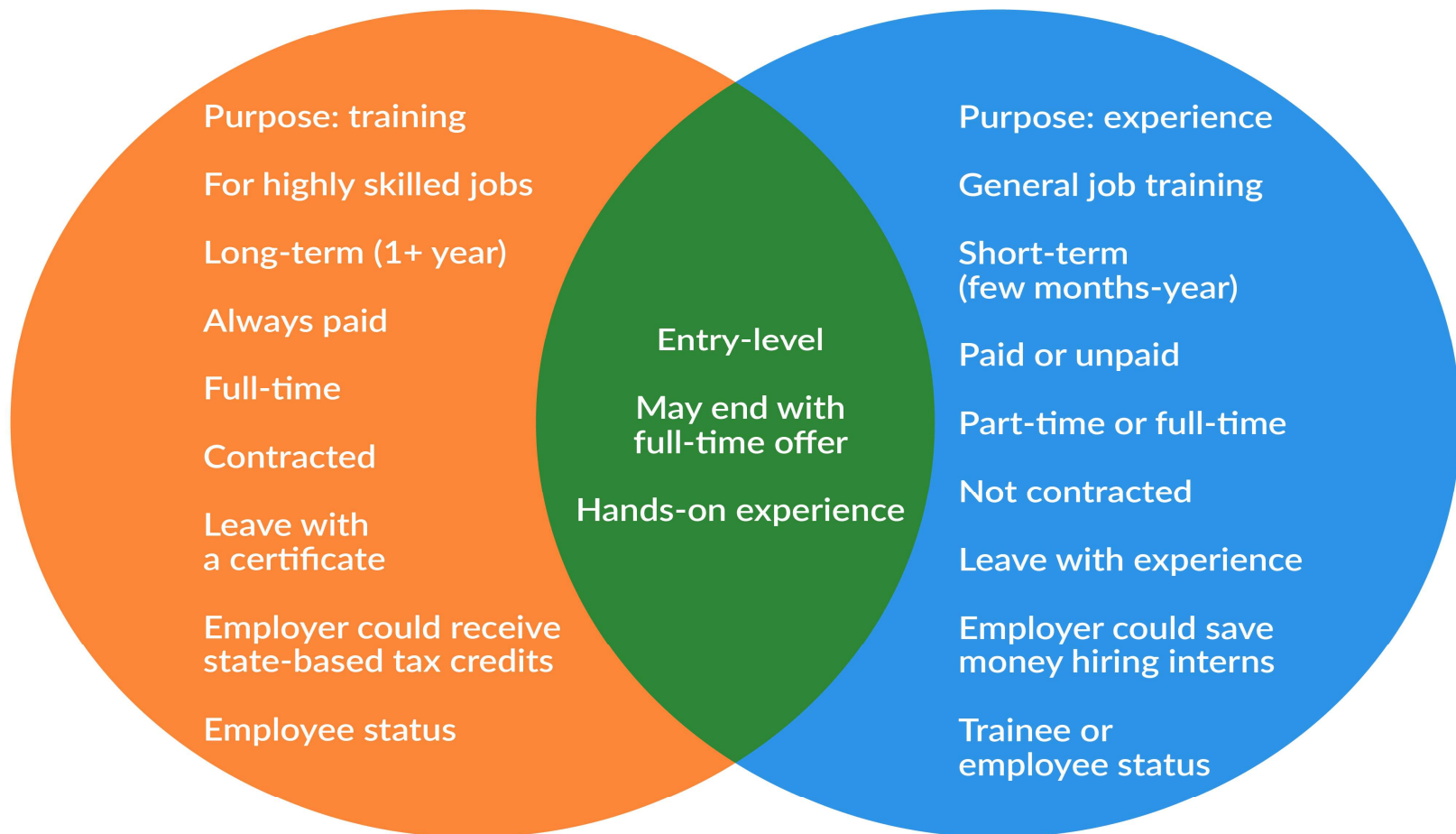
- Sophomore Year – Shadow Experience
- Begins Junior/Senior Year in High School (technical skills) – work full time during summer
- Senior Year (20-40 hours week) ORC 4109.07, half-day, one-week, two-week (on-off)

Multi-tiered Status

- Pre-apprentice (secondary level)
- Apprentice (at the company level)
- Employed
- Enrolled in an Apprenticeship Training Program with post-secondary (earning an associate degree)
- Simultaneously (no duplication of training)
- Little to no cost to the student

Difference

APPRENTICESHIPS + INTERNSHIPS



Co-ops

- **Co-operative Education (Co-op)** is a type of **internship** program that enables college students to receive career training with pay as they work with professionals in their major fields of study. Some high school students (e.g. Agriculture) participate in co-ops. Co-ops last longer than a semester and usually up to a year.

Apprenticeship Organizations

- Joint Apprenticeship Training (Carpenters)
- Ohio Operating Engineers
- Ohio Laborers Apprenticeship
- Ohio Sheet Metal Workers
- Mechanical Contractors Association
- IBEW (Electrical Trades)
- Independent Electrical Contractors
- Associated Builders and Contractors
- Associated General Contractors
- Ohio Masonry Association

Recognition Application

- EEO Recruitment
- Enrollment
- Operating Plan = Instructional Content/Design (aligned with industry standards by occupation)
- More than one industry
- Reporting to the Council
- Safety
- Program Administration
- Linkage (Registered Apprenticeship Sponsors)

Training Plan

- List job tasks/competencies that student will be performing/learning, aligned to class room competencies.
- Attach B.A.T. (Bureau of Apprenticeship and Training) standards for that occupation

Forms/Models

<http://education.ohio.gov/Topics/Career-Tech/Apprenticeships-and-Internships>

How-to-Implement a Pre-Apprenticeship Program Guide

Example under Pre-Apprenticeship:
Vanguard-Sentinel Approved Application

Resources

- NAPE Construction Workbooks and Lesson Plans (Equity Outreach) – Manufacturing end of October I (CTE Apprenticeships)
- **Adecco – CTE/Miscellaneous**
- Career Connections – Credit Flex/WBL Education.Ohio.Gov and
- OhioMeansJobs Readiness Seal
- **Drug Free Clubs of America – www.drugfreeclubs.com**

Credit Flex Note

- Credit may be issued by enhancing current courses with work-based learning experiences or by utilizing the local district's policy on credit flexibility to award credit.
- Work experience must be documented and conducted at the work site (during or after school) with training plans and evaluation forms.

Ohio Department of Education

Contacts

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