



Northeast Advanced
Manufacturing
Consortium

Apprenticeship Resources for MA Manufacturers



Apprenticeships put employers at the center



Recruit and develop a highly-skilled workforce



Improve productivity, profitability, and your bottom line



Create flexible, customized training options



Standardize training so all workers receive the same national, industry-endorsed training at all facilities

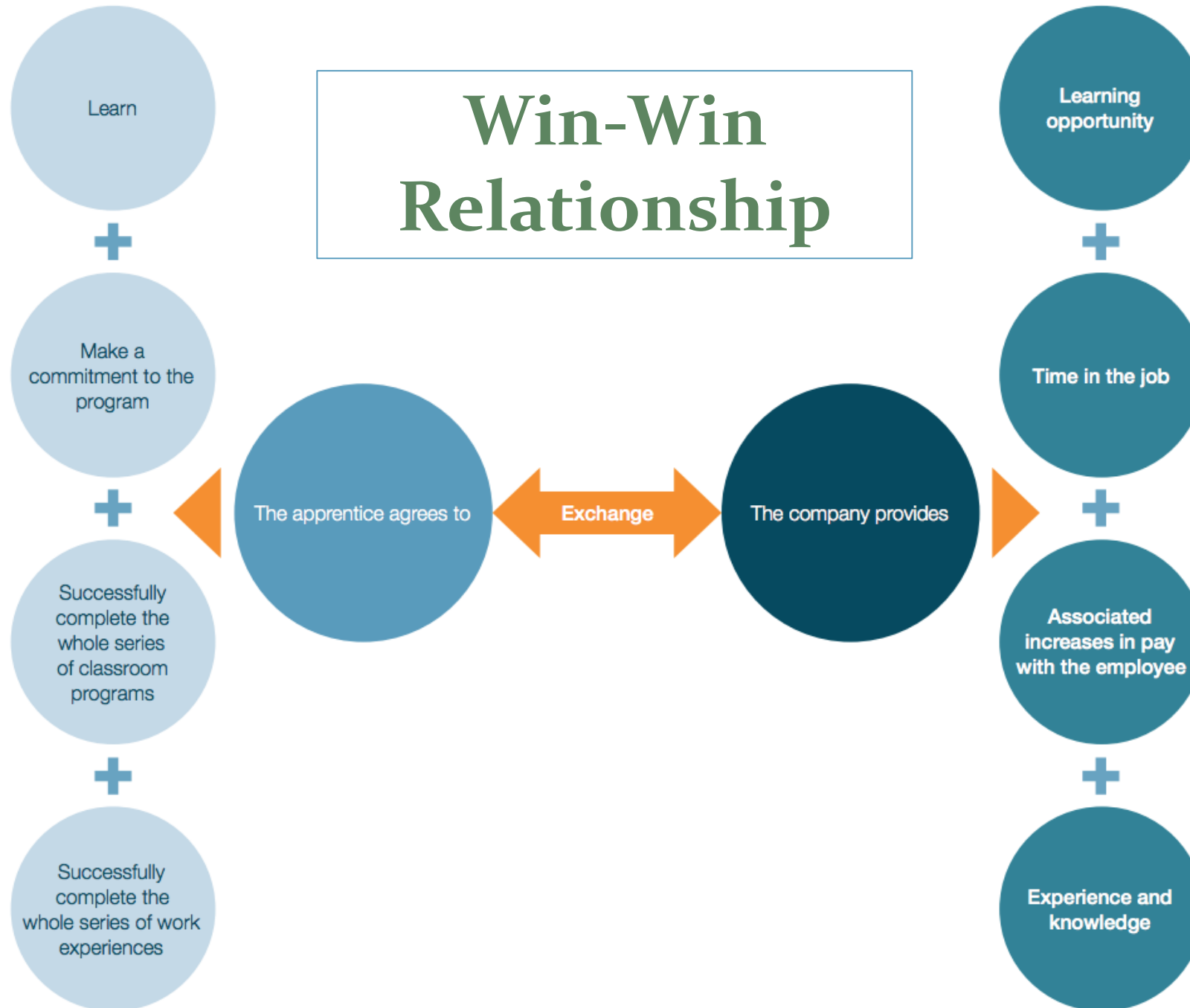


Reduce turnover and liability costs



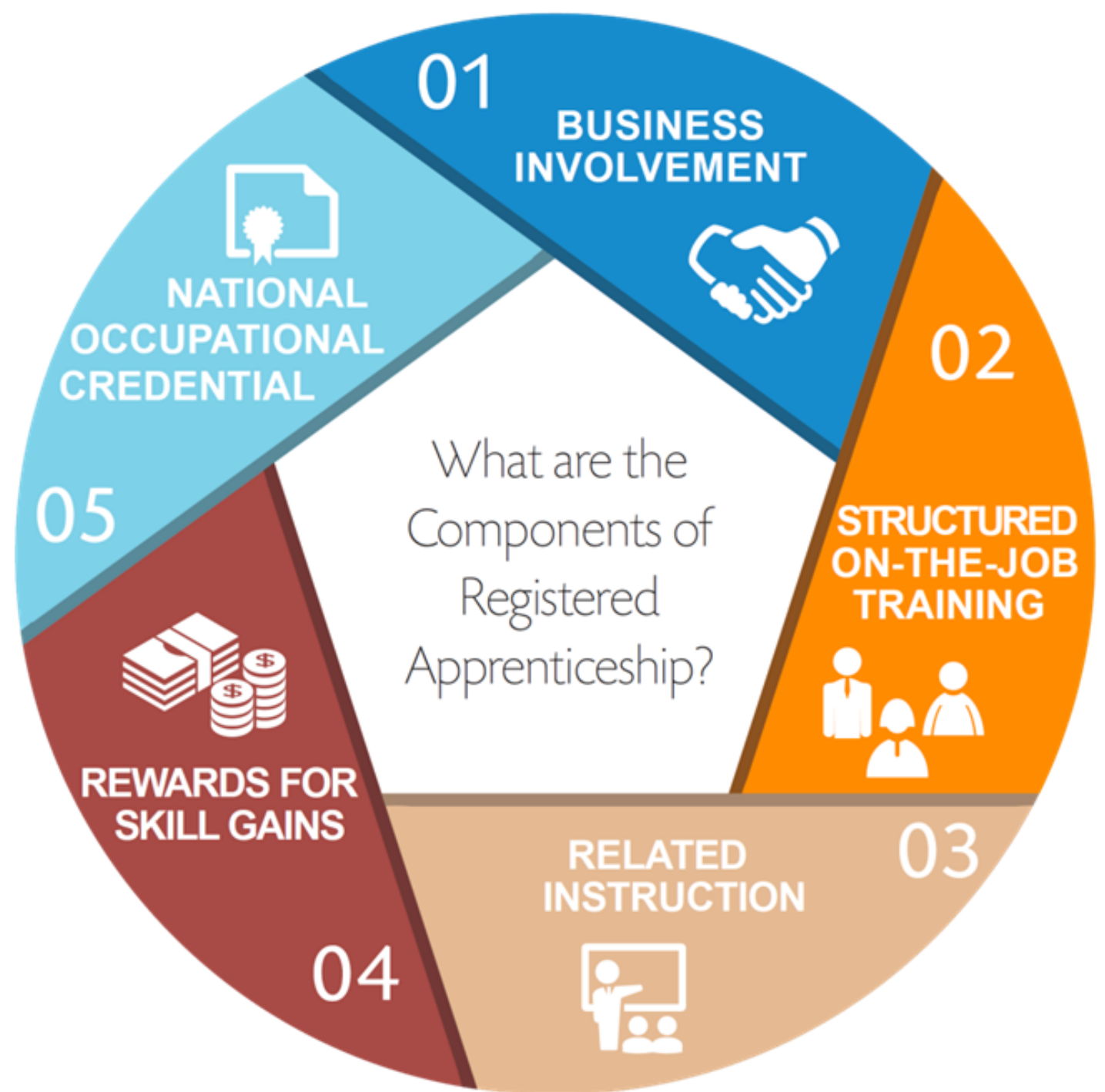
Receive tax credits and employee tuition benefits in participating states

Win-Win Relationship



Registered Apprenticeships

- Must meet national standards for registration with USDOL or MA Division of Apprenticeship Standards
- Provide on-the-job learning **AND** related technical instruction (RTI)
- Training results in industry credential
- Participants are newly hired or already employed, and earn wages from employers during training
- Wage progression occurs as apprentice increases skill
- On the job learning conducted under employer's supervision



The Blended Learning Approach

70
On the job

70:20:10

20
Relationships
and networking

10
Formal training
programs

Traditional Apprenticeships

RTI

150 hours/year

Classroom and online training that is focused on theory and concepts.

OJT

2,000 hours/year

Applied, hands-on training.



Time-based programs

In Time-based programs, apprentices complete a required number of hours in on-the-job training and related instruction.

Competency-Based Apprenticeships



RTI

Proficiency testing

Demonstrate skills and knowledge.

OJT

2,000 hours/year

Applied, hands-on training.



Competency-based programs

In **Competency-based programs**, apprentices progress at their own pace – they demonstrate competency in skills and knowledge through proficiency tests, but are not required to complete a specific number of hours.

Hybrid Apprenticeships

RTI

Classroom/online hours +
Proficiency testing

OJT

2,000 hours/year
Applied, hands-on training.



Many programs are built using a **Hybrid approach**, using minimum and maximum range of hours and the successful demonstration of identified and measured competencies.



RETAIN WORKERS

91% of apprentices continue employment after the conclusion of the apprenticeship program

Targeted Occupations

CNC Machinist

CNC Programmer

Front Line Supervisor

Production Technician

Quality Technician

Maintenance Technician



Developing a Work Process – walking it through

What positions are difficult to fill? Which of your workers could progress if given appropriate training?

Do you have a Job Description?

- Does it document the skills sets required for success?
- Do you have a training program to develop those skills

MassHire will help you build an effective job description that includes training topics (the Work Process).

- Search for existing Apprenticeships
- Consult O-NET for similar examples
- MassHire will draft customized Work Process

What related instruction is required?

- Have you ever said “If only *Model Employee A* had some academic or practical training in X, we could promote her to. . . “?
 - » Let’s go find someone to deliver X!, or
 - » Let’s go find someone willing to develop X!

Innovation in Related Technical Instruction (RTI)

- Community Colleges
- Vocational Technical High Schools
- Private trainers
- Online programs
- Company in-house training



Challenges

Internal to industry:

- Working with companies that don't have job descriptions

- Buy-in from CEO

- Buy-in from Operations personnel and mentors (Supervisors, Journeymen, internal trainers)

Internal to education/training partners

- Finding quality and relevant RTI

- Finding instructors

- Scheduling – inside or outside of work time

Internal to existing apprenticeship systems – driving innovation across new industry sectors

- Documentation

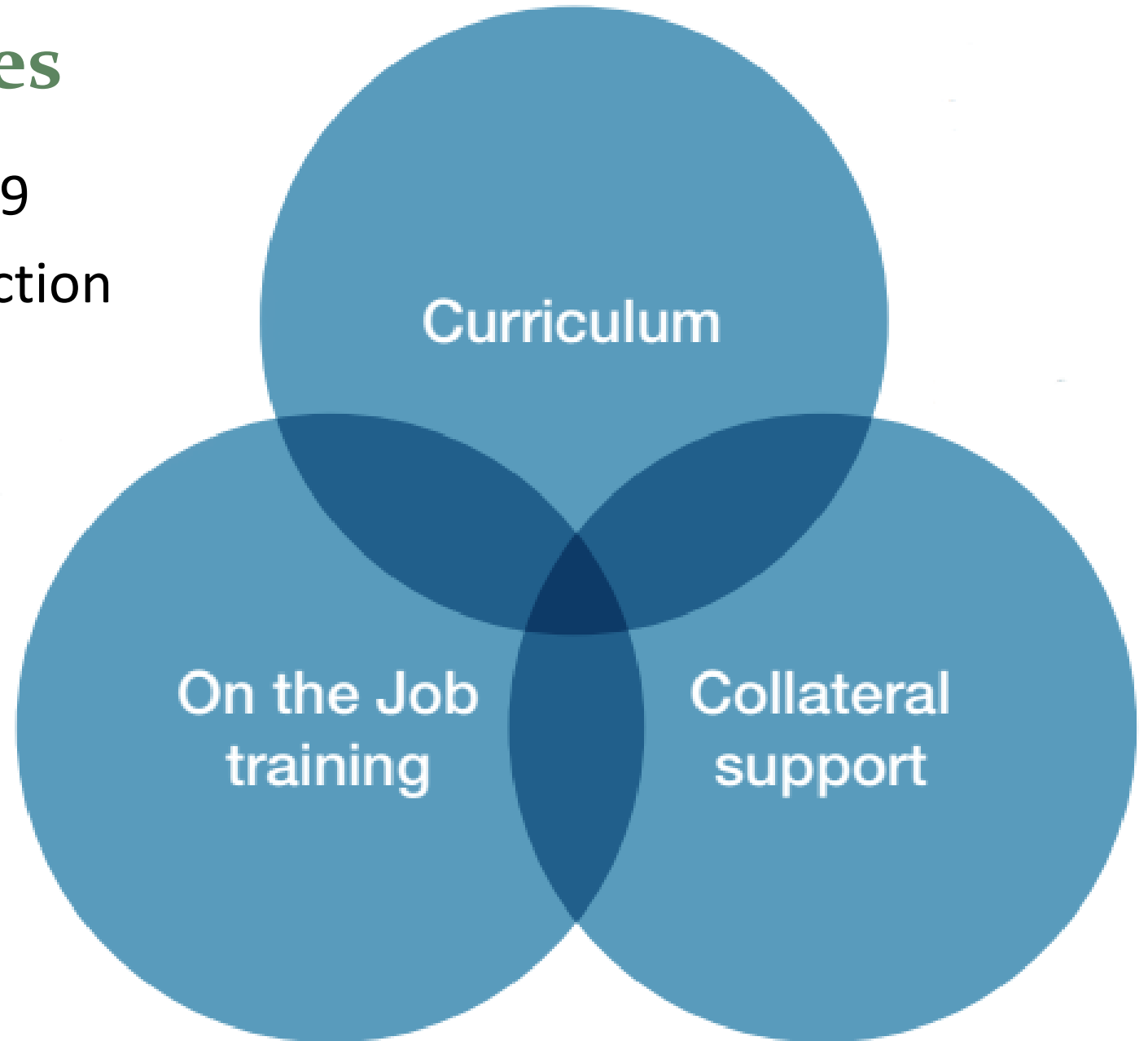
- Standard operating procedures

- Relationships with companies and certifying government agencies

 - Time needed to register a trade and an apprentice causes companies to miss training opportunities.

Available Resources

- Tax Credit – starting 2019
- Related Technical Instruction Support
- Planning Grants
- Pre-apprenticeship Programs
 - Technical High Schools gearing up





Questions?

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