



Higher Education & Workforce Subcommittee

Wednesday, January 21, 2015
10:00 a.m. – 12:00 p.m.
102 HOB

Meeting Packet

Steve Crisafulli
Speaker

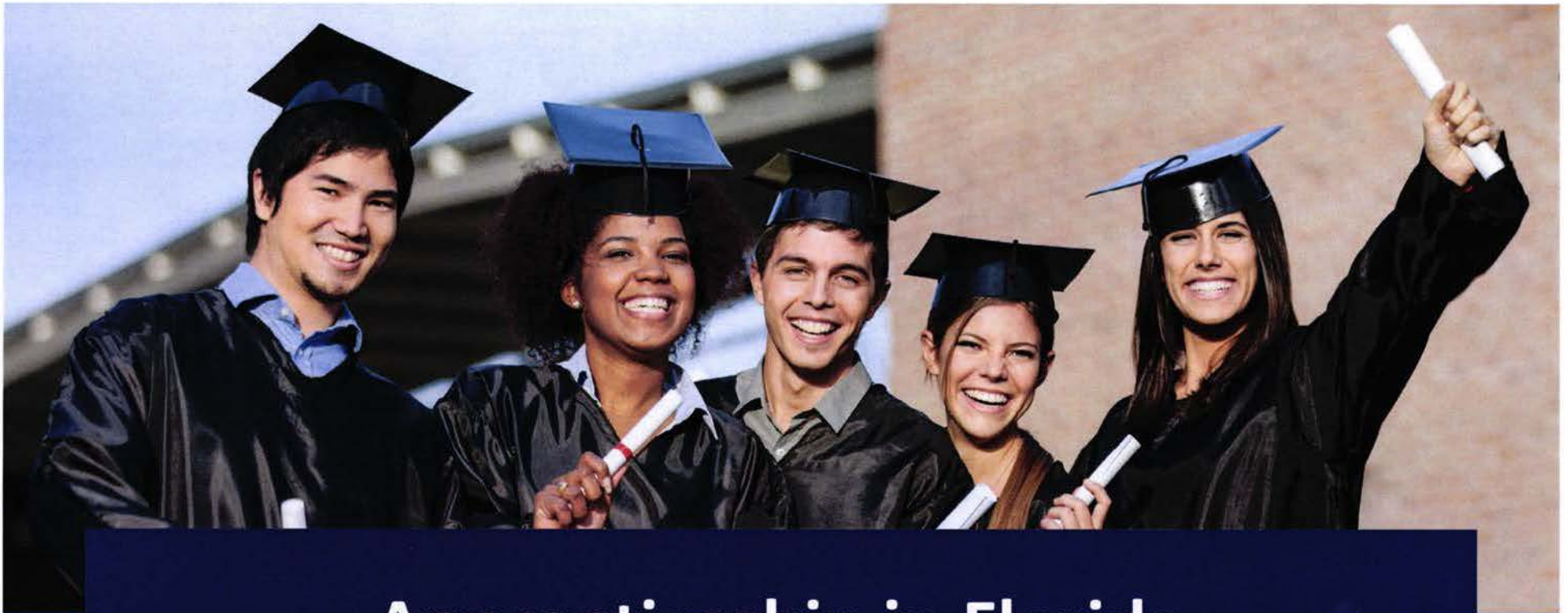
Elizabeth Porter
Chair



AGENDA

Higher Education & Workforce Subcommittee
Wednesday, January 21, 2015
10:00 a.m. – 12:00 p.m.
102 HOB

- I. Call to Order and Roll Call
- II. Opening Remarks
- III. Workshop on apprenticeships:
 - Rod Duckworth, Chancellor
DOE - Career & Adult Education
 - Robert B. Crawford, Director
Atlantic Technical College
 - Ginger Clark, Ph.D., VP Workforce Development
Hillsborough Community College
 - Al Herndon, Regional Representative
Florida Masonry Apprentice and Educational Foundation
 - James Nolan, Training Director
Jacksonville Electrical Joint Apprenticeship and Training Committee
- IV. Closing Remarks and Adjournment



Apprenticeship in Florida

House Higher Education and Workforce

January 21, 2015

Rod Duckworth, Chancellor Division of Career and Adult Education



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What is the purpose of apprenticeship?

- To enable employers to develop and apply industry standards to training programs for registered apprentices that can increase productivity and improve the quality of the workforce.

What is Apprenticeship?

- Apprenticeship is a highly structured training system in which the apprentice works full-time during the day for a sponsoring employer, learning the skills of the trade through On-the-Job Training with a journeyworker/mentor and receives related classroom instruction.

What is Apprenticeship?

- “Journeyworker” means a person working in an apprenticeable occupation who has successfully completed a registered apprenticeship program or who has worked the number of years required by established industry practices for the particular trade or occupation.
 - Use of the term may also refer to a mentor, technician, specialist or other skilled worker who has documented sufficient skills and knowledge of an occupation, either through formal apprenticeship or through practical on-the-job experience and formal training.
 - The term “journeyworker” is synonymous with “journeyman” as defined in Section 446.021(4), F.S.

What is Apprenticeship?

- While in the program apprentices earn a progressive wage - as their skills increase, their wages increase (usually every 6 months).
 - The beginning wage rate is at least 35% of the journeyperson's hourly rate, and the ending wage is no less than 75% of the journeyworker's hourly wage rate.
- Upon completion of the program an apprentice is considered a journeyworker.
- Program completers receive a State Certificate of Completion, which is recognized nationally.

How does the apprenticeship program work?

- A single employer or a group of employers sponsors an apprenticeship program.
- Each sponsor defines specific program standards and all programs must be aligned with industry occupational standards to provide authenticity and consistency in certification.
 - Industry standards describe the skills to be mastered by workers to qualify for beginning-to-expert level occupations in various sectors of our nation's economy.
 - Specific standards written by program sponsors also define the selection process, wages earned by apprentices as training progresses, length of time the employer will provide on-the-job training, and number of classroom instruction hours required.

How does the apprenticeship program work?

- Program lengths vary based on the type of program
- The length of an apprenticeship program varies from one to five years depending on occupation training requirements. In Florida, the majority of apprentices train in traditional construction programs such as electricity, plumbing, pipefitting, and heating and air conditioning installation and repair
- However, many other programs provide training for machinists, childcare workers, chefs, mechanics, information technology specialists, and areas other than the traditional construction trades areas

VA Approved Apprenticeship Training Programs

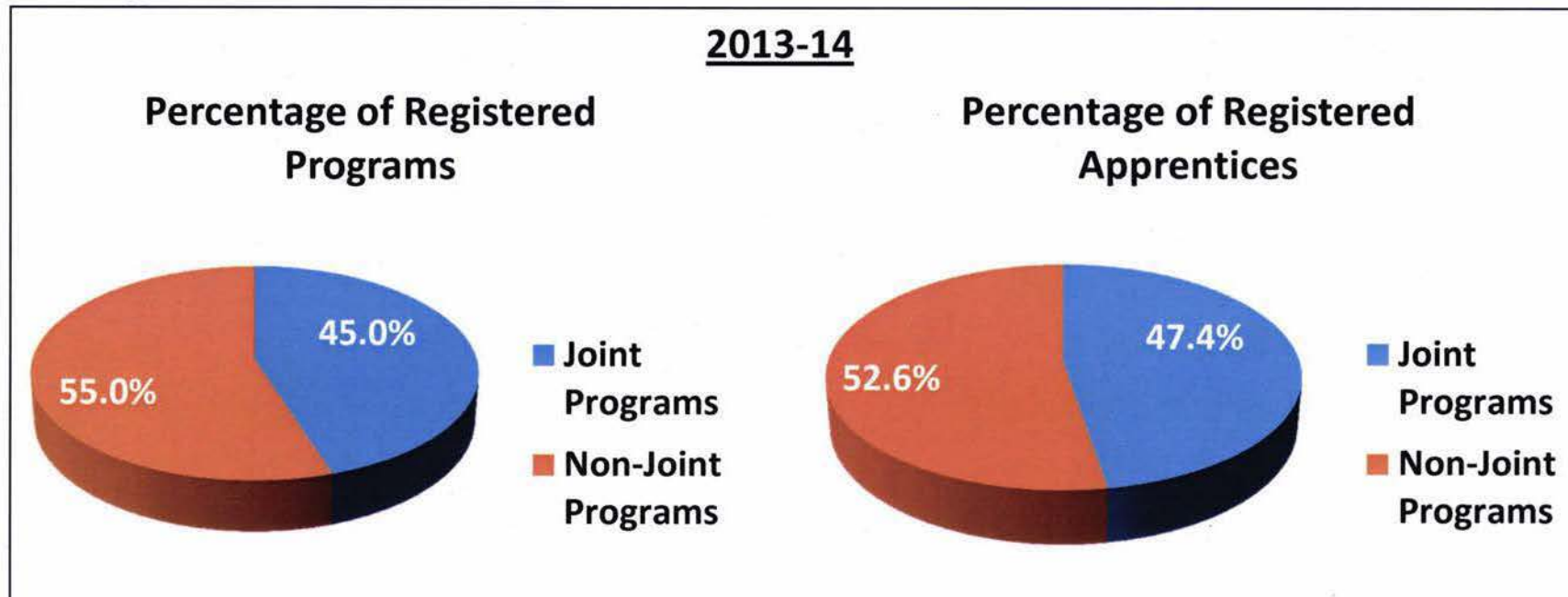
- In Florida, 6.2% of registered apprentices are veterans.
- The majority of registered apprenticeship occupations are VA approved.

What are the benefits of the apprenticeship model for training?

- Nationally recognized, portable credentials
- Significantly higher compensation over the course of an apprentice's career
- Highly recommended by employers for:
 - Meeting the demands for skilled workers
 - Reliably showing which workers have relevant skills
 - Raising productivity, strengthening worker morale and pride, and improving worker safety

Types of Programs

- **Joint Programs** are affiliated with an apprenticeship sponsor who participates in a collective bargaining agreement
- **Non-Joint Programs** are affiliated with an apprenticeship sponsor who does not participate in a collective bargaining agreement



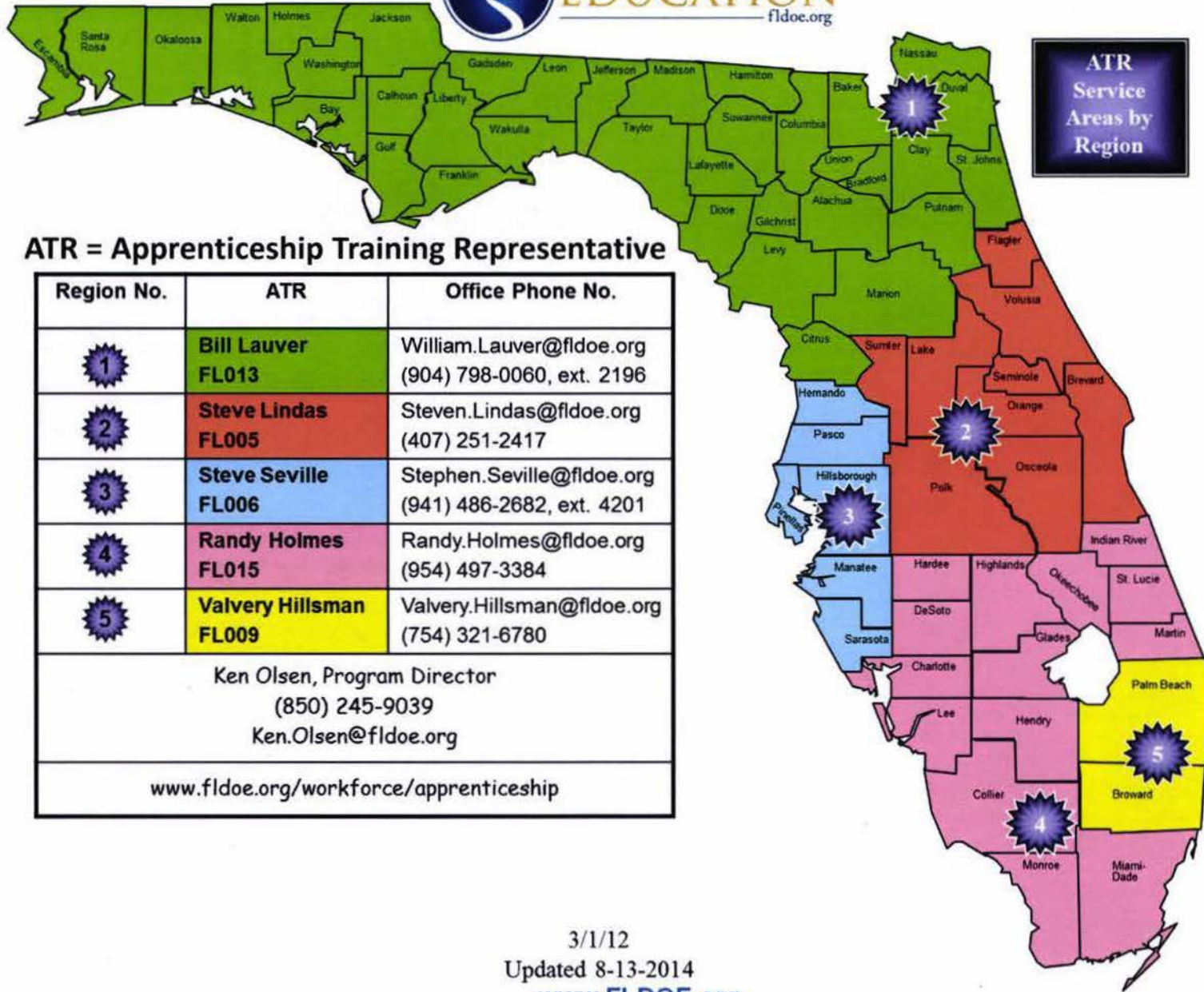
FDOE Oversight of Apprenticeship Programs

Program Approval

- Development
- Registration

Program Management

- Monitoring
- Promotion
- Servicing



ATR = Apprenticeship Training Representative

Region No.	ATR	Office Phone No.
1	Bill Lauver FL013	William.Lauver@fldoe.org (904) 798-0060, ext. 2196
2	Steve Lindas FL005	Steven.Lindas@fldoe.org (407) 251-2417
3	Steve Seville FL006	Stephen.Seville@fldoe.org (941) 486-2682, ext. 4201
4	Randy Holmes FL015	Randy.Holmes@fldoe.org (954) 497-3384
5	Valvery Hillsman FL009	Valvery.Hillsman@fldoe.org (754) 321-6780
Ken Olsen, Program Director (850) 245-9039 Ken.Olsen@fldoe.org		
www.fldoe.org/workforce/apprenticeship		

3/1/12
Updated 8-13-2014
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How do employers become apprenticeship sponsors?

- Florida employers interested in sponsoring an apprenticeship program should contact the Apprenticeship Section within the Division of Career and Adult Education.
 - Will provide information about new and existing programs throughout the state.
- Employers can become a sponsor in an existing program or can work with apprenticeship training representatives to develop a new program.
 - Sponsors of new programs define their own training standards with the assistance of experienced apprenticeship training representatives who monitor and coordinate the development and implementation of registered programs.



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State and Federal Support for Apprenticeship

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State Support for Apprenticeship Programs

- Sponsors can elect to provide classroom instruction privately or enter into agreements with state-funded colleges or school districts.
- Apprentices enrolled at public institutions are exempt from paying registration, matriculation, and lab fees (Section 1009.25, Florida Statutes).
- Unlike other workforce education programs offered at public institutions, sponsors select apprentices to participate in programs based on selection criteria that are defined in the program standards.

Federal Initiatives - \$100 million for grants (NEW)

- 25 grants from \$2.5 million to \$5 million will be awarded to public and private partnerships consisting of employers, business associations, joint labor-management organizations, labor organizations, community colleges, local and state governments, and other non-profit organizations.
- Successful applicants will use the federal funds to develop registered apprenticeship programs that align with other post-secondary education and create career pathways to long-term careers.
- The grants will also encourage greater access to apprenticeship opportunities for historically underrepresented populations, veterans and transitioning service members.
- Applications due by April 30, 2015

Workforce Innovation and Opportunity Act (WIOA)

- Reauthorization of the Workforce Investment Act, signed by the President on July 22, 2014
- The law reinforces connections with Registered Apprenticeship (RA)
 - Integrating RA programs into workforce planning and policy
 - Promoting work-based learning and using WIOA resources to support RA
 - Creating new RA opportunities through focus on services to employers
 - Supporting career pathways for youth through RA
 - Recognizing RA in WIOA performance measures

Workforce Innovation and Opportunity Act

- Specifically, this will mean that:
 - RA programs are included on the eligible training provider list for the Adult and Dislocated Worker programs as long as they remain registered, providing access to high-quality training.
 - State and local boards will have representatives of RA programs as members, ensuring that a key employer voice contributes to strategic planning activities for the workforce system.
 - RA completion certificates will be recognized as a post-secondary credential, providing job seekers with flexibility.
 - The Youth program may offer pre-apprenticeship training to prepare youth for RA or other career opportunities.

State Example of Apprenticeship Support

Example: South Carolina

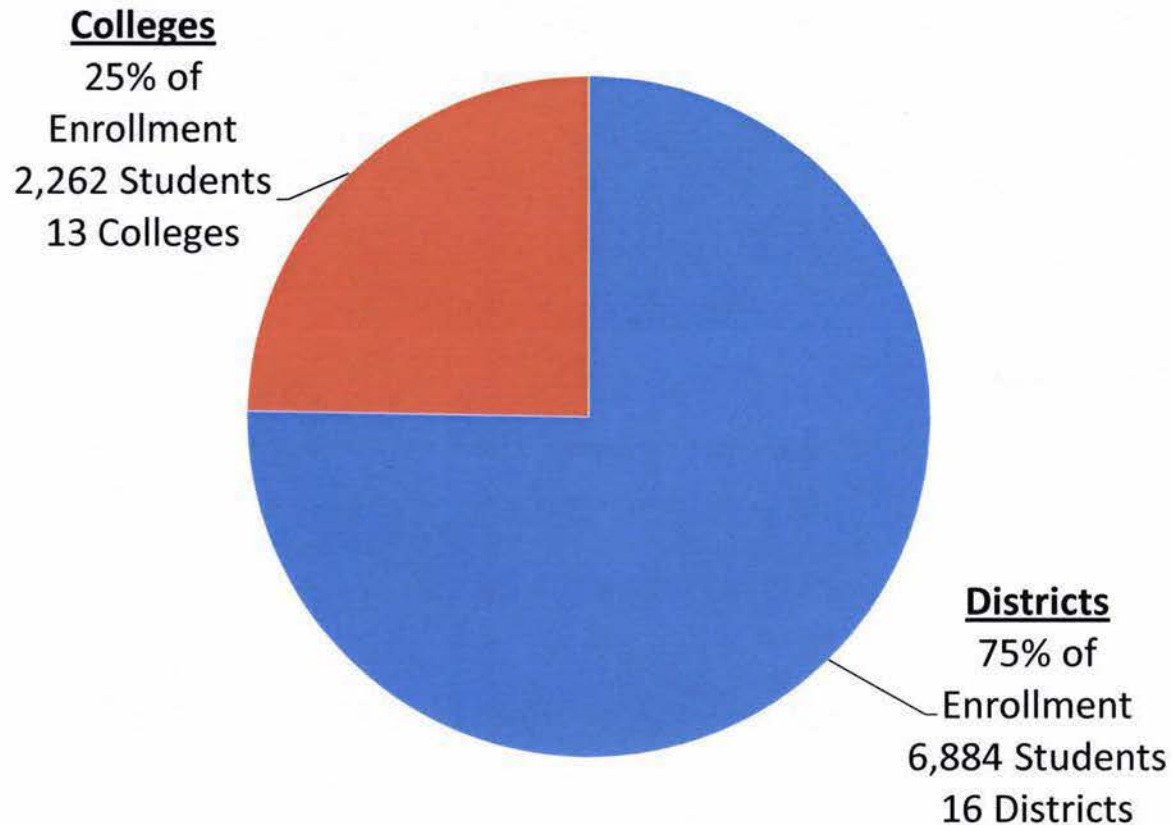
- Eligible businesses can receive a tax credit of \$1,000 for each registered apprentice employed for at least seven months during each year of an apprentice's program, for up to four years of such a program.
- Link to more information:
<http://www.apprenticeshipcarolina.com/resources.html>



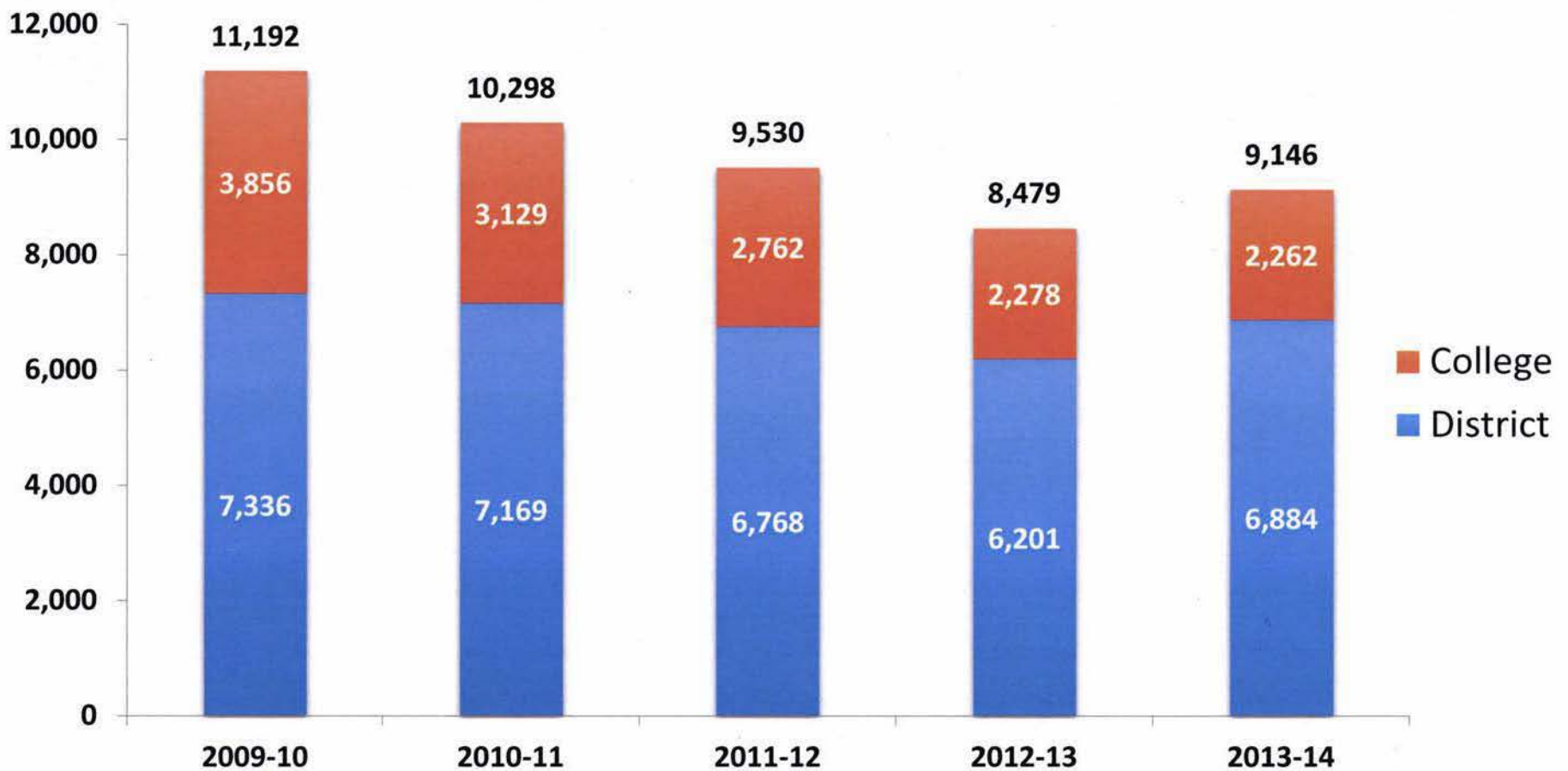
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Data and Performance Statistics

Apprenticeship Program Enrollment, 2013-14



Apprenticeship Enrollment 2009-10 to 2013-14



Workforce Education Top 10 Enrolled Apprenticeship Programs, 2013-14

District

Apprenticeship	2013-14 Enrollment
Electrician	1,935
Early Childhood Education	912
Air Conditioning, Refrigeration and Heating Technology	790
Plumbing Technology	694
Structural Steel Work	358
Fire Fighter	219
Painting and Decorating	210
Carpentry	206
Commercial Sign Design and Fabrication	157
Machining	155

Florida Colleges

Apprenticeship	2013-14 Enrollment
Electrician	971
Air Conditioning, Refrigeration and Heating Technology	430
Fire Sprinkler System Technology	218
Plumbing Technology	147
Industrial Pipefitter	137
Culinary Operations	111
Early Childhood Education	78
Brick and Block Masonry	52
Heavy Equipment Operation	35
Machining	29

District Apprenticeship Outcome Data

2011-12 Participants	
Percent found Employed in the Fall of 2012	81%
Average Yearly Earnings- Full-time employed	\$40,305

Top 5 Industries Employing 2011-12 Participants

Industry	Number of Participants Employed Full-time	Average Yearly Earnings
Nonresidential Electrical Contractors	366	\$37,166
Nonresidential Plumbing, Heating, and Air-Conditioning Contractors	262	\$39,299
Residential Electrical Contractors	200	\$35,350
Professional Employer Organizations	138	\$24,889
Residential Plumbing, Heating, and Air-Conditioning Contractors	136	\$34,302

Florida Colleges Apprenticeship Outcome Data

2011-12 Participants	
Percent found Employed in the Fall of 2012	78%
Average Yearly Earnings- Full-time employed	\$40,767

Top 5 Industries Employing 2011-12 Participants

Industry	Number of Participants Employed Full-time	Average Yearly Earnings
Nonresidential Electrical Contractors	60	\$38,774
Residential Electrical Contractors	42	\$40,786
Residential Plumbing, Heating, and Air-Conditioning Contractors	19	\$42,891
Elementary and Secondary Schools	14	\$32,439
Nonresidential Plumbing, Heating, and Air-Conditioning Contractors	12	\$30,100

Return on Investment- A/C, Refrigeration and Heating Technology

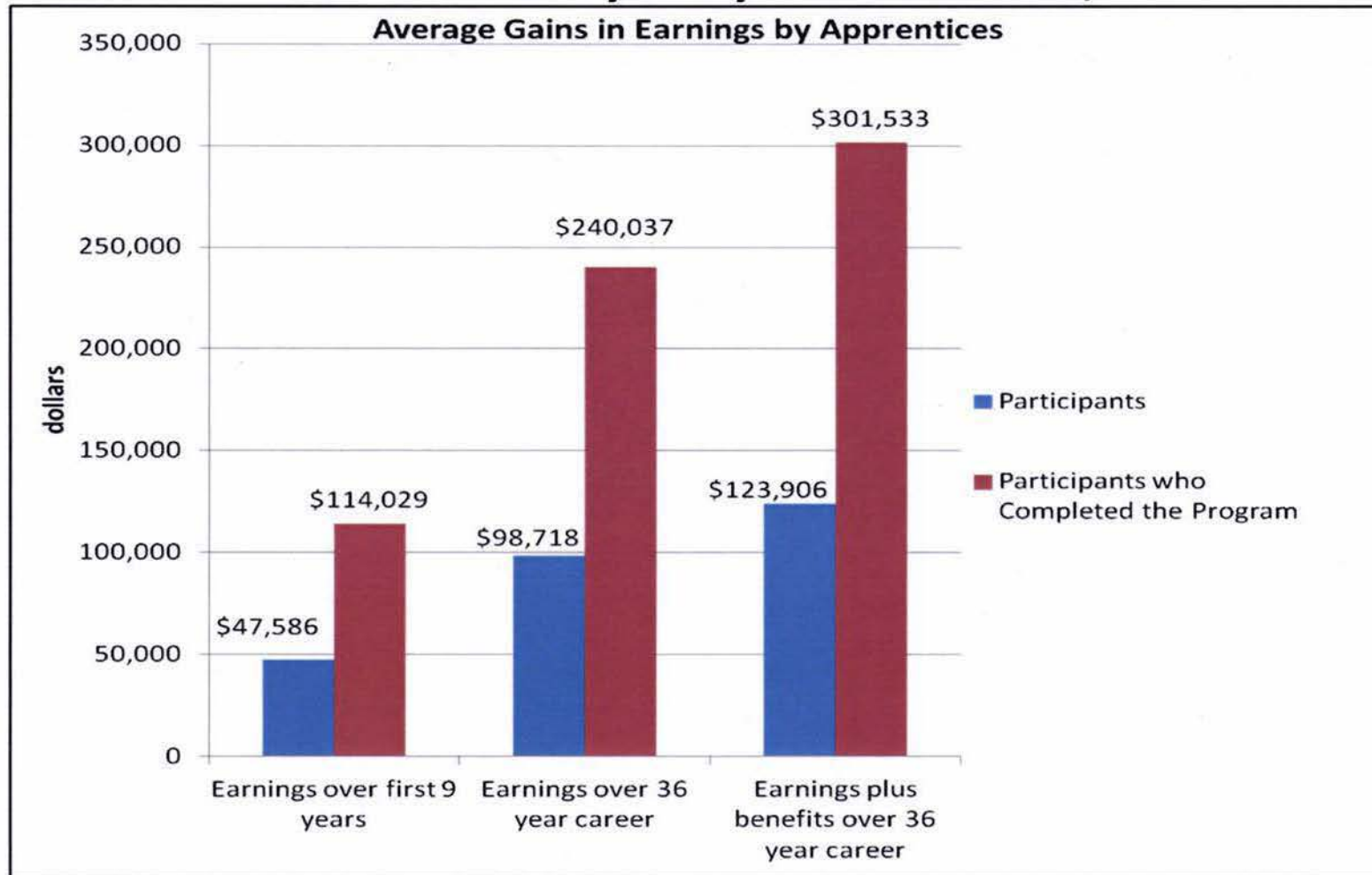
	Year 1	Year 2	Year 3	Year 4	Annual Salary
High School Diploma or Equivalent (Helpers--Installation, Maintenance, and Repair Workers)	\$23,600	\$23,600	\$23,600	\$23,600	\$23,600
Training Program- Air Conditioning, Refrigeration and Heating Technology (PS) - APPR (I47021R)	\$23,646	\$27,249	\$30,852	\$34,456	\$40,220
Difference	\$46	\$3,649	\$7,252	\$10,856	\$16,620 70%

Return on Investment- Electrician

	Year 1	Year 2	Year 3	Year 4	Annual Salary
High School Diploma or Equivalent (Helpers--Electricians)	\$24,860	\$24,860	\$24,860	\$24,860	\$24,860
Training Program- Electrician APPR (I46032R)	\$21,225	\$24,409	\$27,593	\$31,838	\$38,820
Difference	\$(3,635)	\$(451)	\$2,733	\$6,978	\$13,960 56%

Long-Term Benefits of Apprenticeship Training

Cost Benefit Analysis by Mathematica, Inc.



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Rod Duckworth, Chancellor

Division of Career and Adult Education

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Atlantic Technical College Broward County Public Schools



Overview of Apprenticeship Programs

- Largest provider of Apprenticeship Training in the State with over 1900 registered apprentices currently enrolled.
 - Current enrollment has increased by over 400 students from last year.
 - The strong demand for skilled workers, especially in the Construction Trades, will continue and exceed pre-recession levels of 2009-10.
- 

Apprenticeship Programs include 22 Instructional Areas in Broward County

Elevator Constructor Mechanic

Surveying and Mapping Technology

Geodetic Compotator

Tile Setting

Carpentry

Electric Line Service and Repair

Electrician

Building Construction Technologies

Glazing

Painting and Decorating

Plastering

Fire Sprinkler System Technology

Plumbing Technology

Brick and Block Masonry

Air Conditioning, Refrigeration and Heating Technology

Industrial Machinery Maintenance

Commercial Sign Design and Fabrication

Machining


Structural Steel Work

Sheet Metal Fabrication

Heavy Equipment Operation

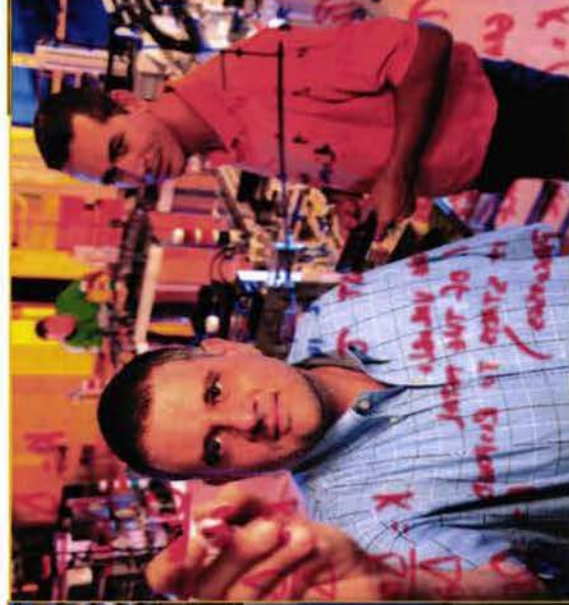
Electric Meter Repairer

We have three unique Apprenticeship Programs.

- Ft. Lauderdale Housing Authority
 - School District Maintenance Department
 - Machining – in partnership with the South Florida Manufacturing Association
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Apprenticeship Programs Hillsborough Community College

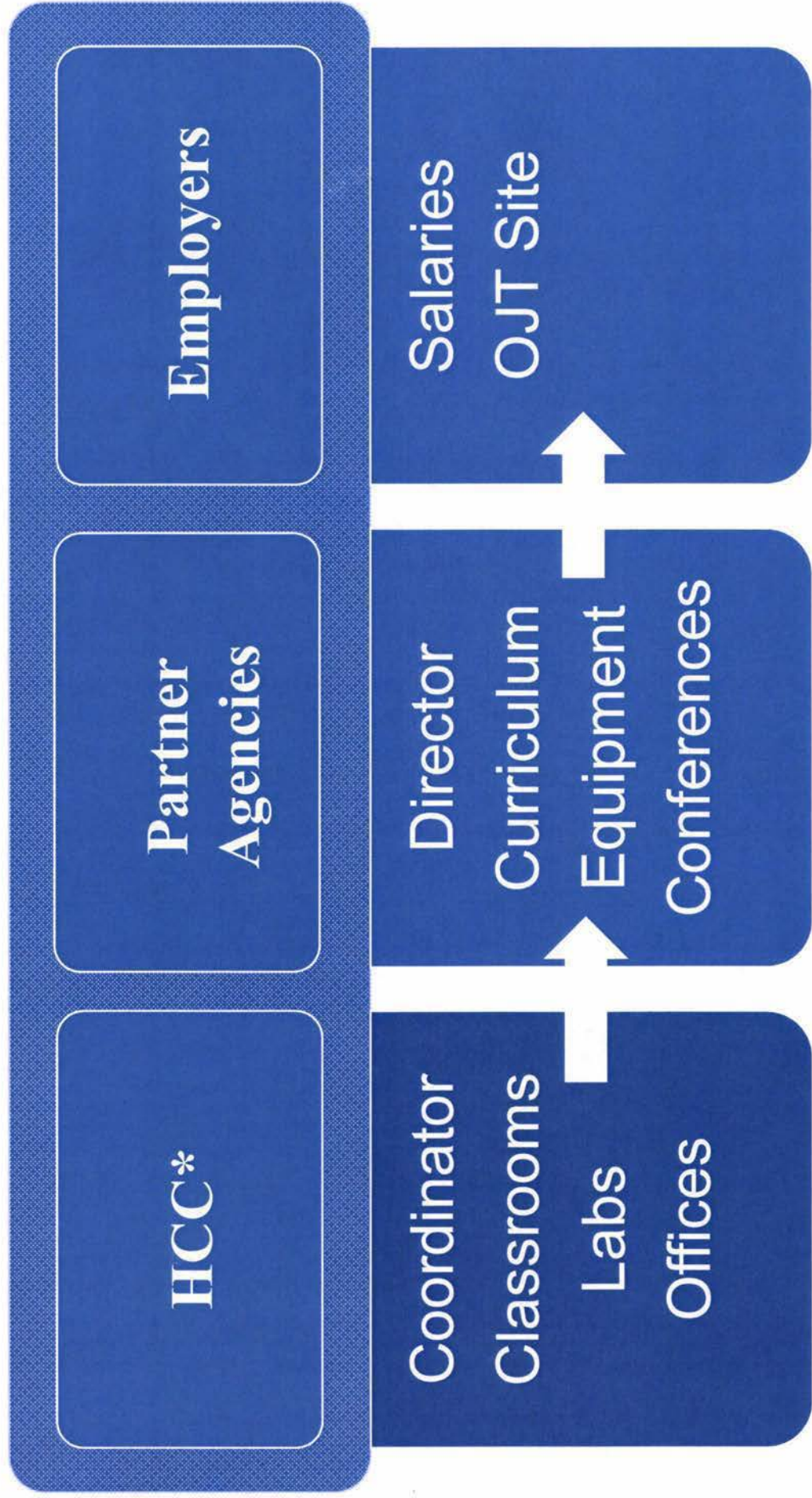


Ginger Clark, Ph.D.
Vice President, Workforce Development

Overview of Programs

Year	Partner Agency	Program Length	# of Sponsoring Employers
2000	United Assoc. Of Plumbers, Pipe Fitters, and Sprinkler Fitters (LU123)	5 Years	60
2000	Independent Electrical Contractors (IEC)	4 Years	56
2001	United Assoc. Of Plumbers, Pipe Fitters, and Sprinkler Fitters (LU123)	5 Years	24
2001	Associated Builders & Contractors (ABC)	4 Years	54

Partnership Agreements



*HCC provides financial support to Partner Agencies on a “Fee Per Student” basis. Funds are taken from the Community College Program Fund (CCPF).

Challenges

Annual Apprenticeship Budget

