



# Pre-apprenticeship to Apprenticeship

Ohio Career-Technical Association (OCTA)

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# Apprentices across career fields



# Famous people who began as an apprentice:

- ▶ **Sir Ian McKellen**
- ▶ Known best for his roles in X-men and Lord of the Rings, began his career as an apprentice at the [Belgrade Theatre](#) in Coventry. He spent three years at the theatre honing his craft, before going on to become one of the most celebrated actors in Britain.



# Jamie Oliver – Top Celebrity Chef

- ▶ Jamie Oliver as a top celebrity chef and franchise restaurateur, but he had humble beginnings. [Oliver left school](#) at 16 with two GCSEs in Art and Geology and began his culinary career by enrolling in a home economics apprenticeship at Westminster College. His apprenticeship placements led him to work in restaurants across London and this taught him all the ins and outs of gastronomy.
- ▶ Because of his success, Oliver is a fierce advocate of apprenticeships. His first restaurant, Fifteen, was a project to bring unemployed youths into the restaurant industry. Some of them have now become [Michelin Star](#) (coveted fine dining award) chefs!



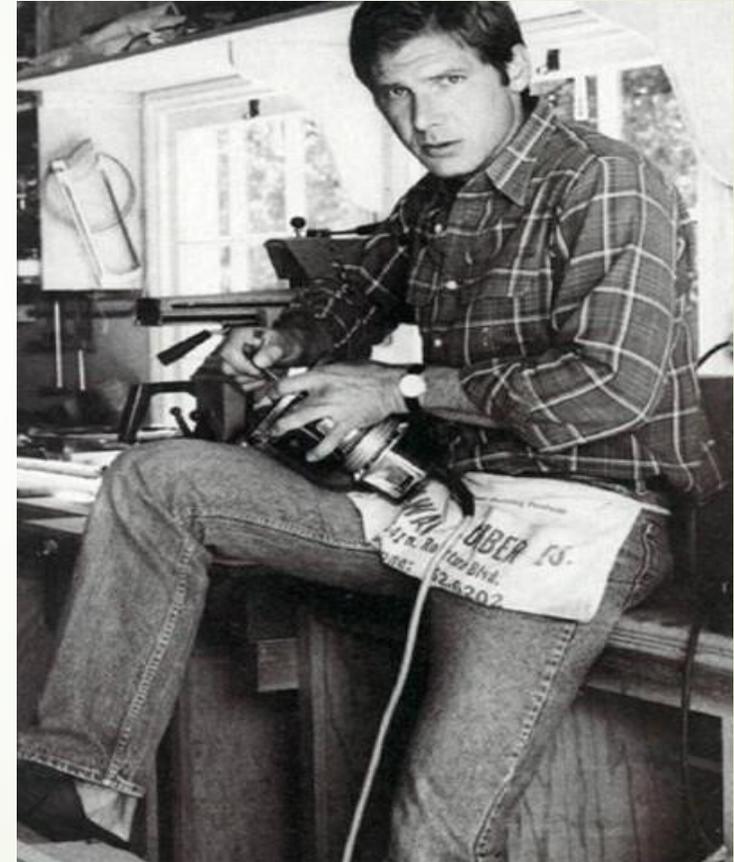
# Stella McCartney – Fashion Designer

- ▶ Stella McCartney began her career as an apprentice on Savile Row while she was studying as a fashion student. During her apprenticeship she learned fine tailoring - and has gone on to become a successful fashion designer and house-hold name.



# Harrison Ford - Carpenter

- ▶ Before Han Solo, there was a great carpenter named Harrison Ford. “The day he finished building my recording studio back in 1970...Thank you Harrison...may the force be with you,” Mendes wrote.
- ▶ Sérgio Mendes, a Brazilian musician who has collaborated with Stevie Wonder, John Legend and The Black Eyed Peas, took to Facebook on Dec. 23 to share a photo of the now 73-year-old actor in his pre-fame days.

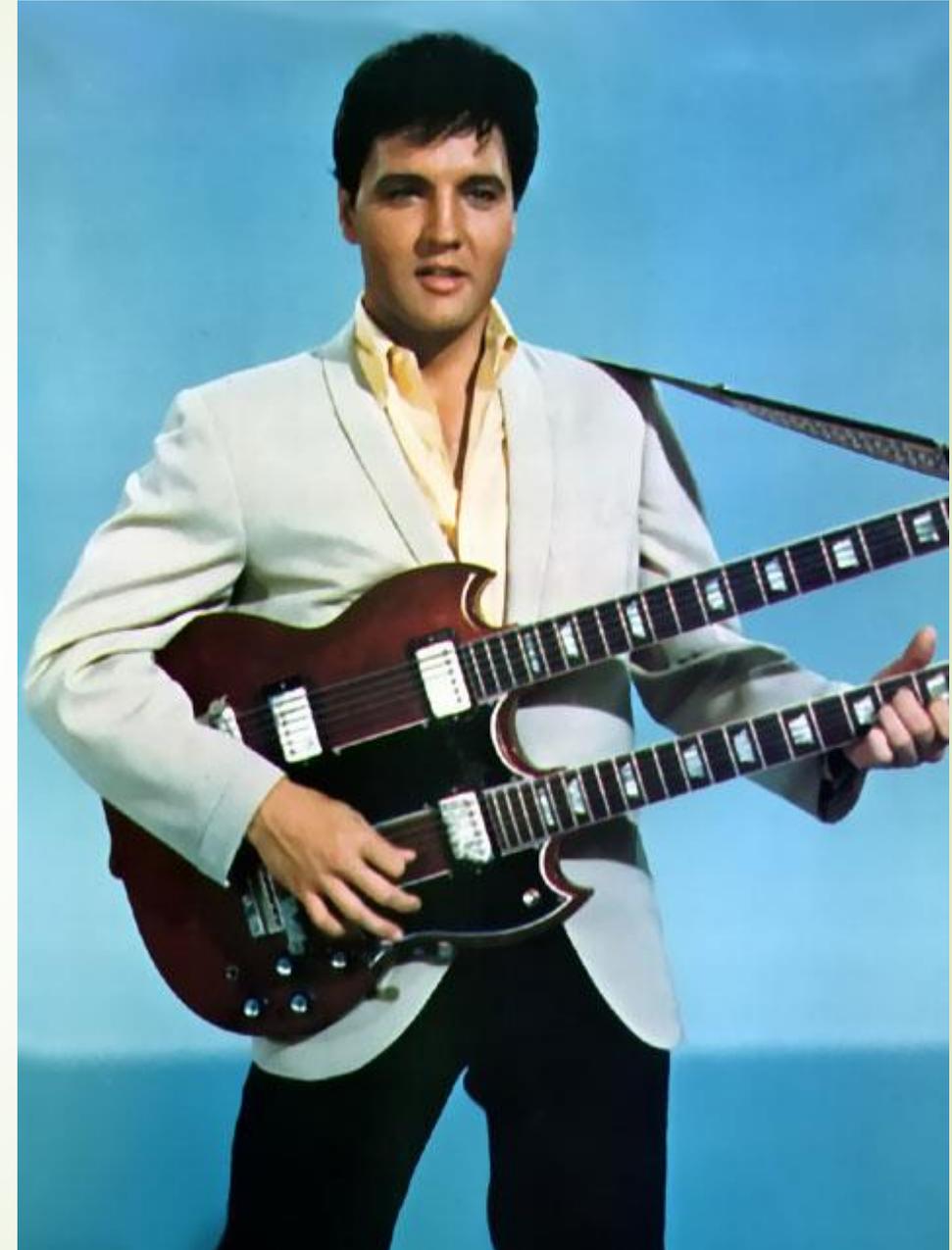


## Others:

**Elvis Presley (1935-1977)** – The world famous singer actually trained as an apprentice electrician prior to signing his record deal. He went on to become one of the most well-known faces of the twentieth century. “I was training to be an electrician,” he once said, “I suppose I got wired the wrong way round somewhere along the line.”

**Ringo Starr** - Although not related to his overall career, Starr secured a position as an apprentice machinist at a Liverpool equipment manufacturer in 1956.

**Michael Caine** trained as a plumber's apprentice for two years before going into acting full time. He left the plumbing profession after being offered a job as a stage manager in a theatre in Horsham.





## What is pre-apprenticeship? Prep-Prep-Prep (not a prerequisite)

- Pre-apprenticeship is designed to **prepare** individuals to enter and succeed through basic qualifications for entry into an Apprenticeship program (similar to pre-employment training);
- An approved training curriculum based on industry standards;
- Hands-on training in a simulated lab experience, work experience, or through volunteer opportunities; and
- Pre-apprenticeship programs involve formal partnerships with at least one Apprenticeship program **sponsor**.

# Pre-apprenticeship

- School is **recognized** by ApprenticeOhio through an application process
- Pre-apprenticeship Certificate as a recognized industry credential is worth 12 points toward high school graduation (**registered sponsors**)
- **990365** EMIS code captures the OJT portion of the pre-apprenticeship program (may be used as 4<sup>th</sup> course)





# Pre-apprenticeship completion

## Pre-apprenticeship (School)

- ▶ 144 class room hours per year
- ▶ OJT hours (120 – 900 based on occupation through 990365) Avg 750 hours
- ▶ May obtain 1-2 years credit toward an apprenticeship program (e.g. dual enrolled)
- ▶ When the program is complete (avg 3-4 courses with OJT) school submits the student names to ApprenticesOhio

## Apprenticeship (OJT)

- ▶ 144 class room hours per year
- ▶ OJT hours (based on occupation)
- ▶ With prior experience/education, may enter an apprenticeship program as a second year apprentice (up to the **Sponsor**)
- ▶ Pre-apprenticeship as a pre-employment program



# Five Components of Apprenticeship (union and non-union)

- Employers are the **foundation** of every apprenticeship program
  - Structured On-the-Job Training
  - Related Classroom Instruction
  - Rewards for Skill Gains (progressive wages)
  - Nationally-Recognized Credential
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## Status

- Pre-apprentice (secondary level)
  - Employed Apprentice (at the company level)
  - Enrolled in an Apprenticeship Training Program at the post-secondary level (earning an associate degree)
  - Little to no cost to the student
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# Apprenticeship (Registered Vs. Unregistered)

- Apprenticeship is a **formalized training program** consisting of a minimum of related 144 class room hours per year, aligned to on-the-job training, under the supervision of a journey-level or trade professional craft technician, aligned to highly skilled occupational industry standards.
- **Registered** by a registering agency (e.g. ApprenticeOhio under the division 5101.11 of the Ohio Administrative Code); Ensuring a high level of quality and accountability and articulation to journey person status and post-secondary.



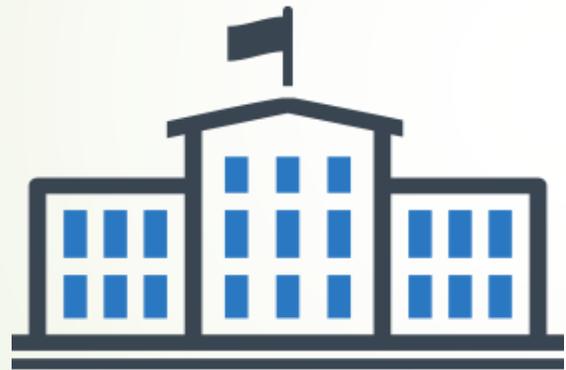
# Unregistered Apprenticeship Programs

- Apprenticeship Program (not registered through ApprenticeOhio) means a **formalized or individualized training program**. No assurance of articulated credit or quality standards.
  - The company/organization is not a **sponsor** or does not have a **sponsor**.
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# Accredited vs. Unaccredited Schools

## Who ensures standards?

Registered Sponsors



# Accreditation = Registration = Standards

## Accredited Schools

- ▶ The U.S. Department of Education does not accredit educational institutions and/or programs but provides oversight over the postsecondary accreditation system all federally-recognized accrediting agencies. The Department holds accrediting agencies accountable by ensuring that they enforce their accreditation standards effectively (e.g. Higher Learning Commission).

## Registered Sponsor/Employer

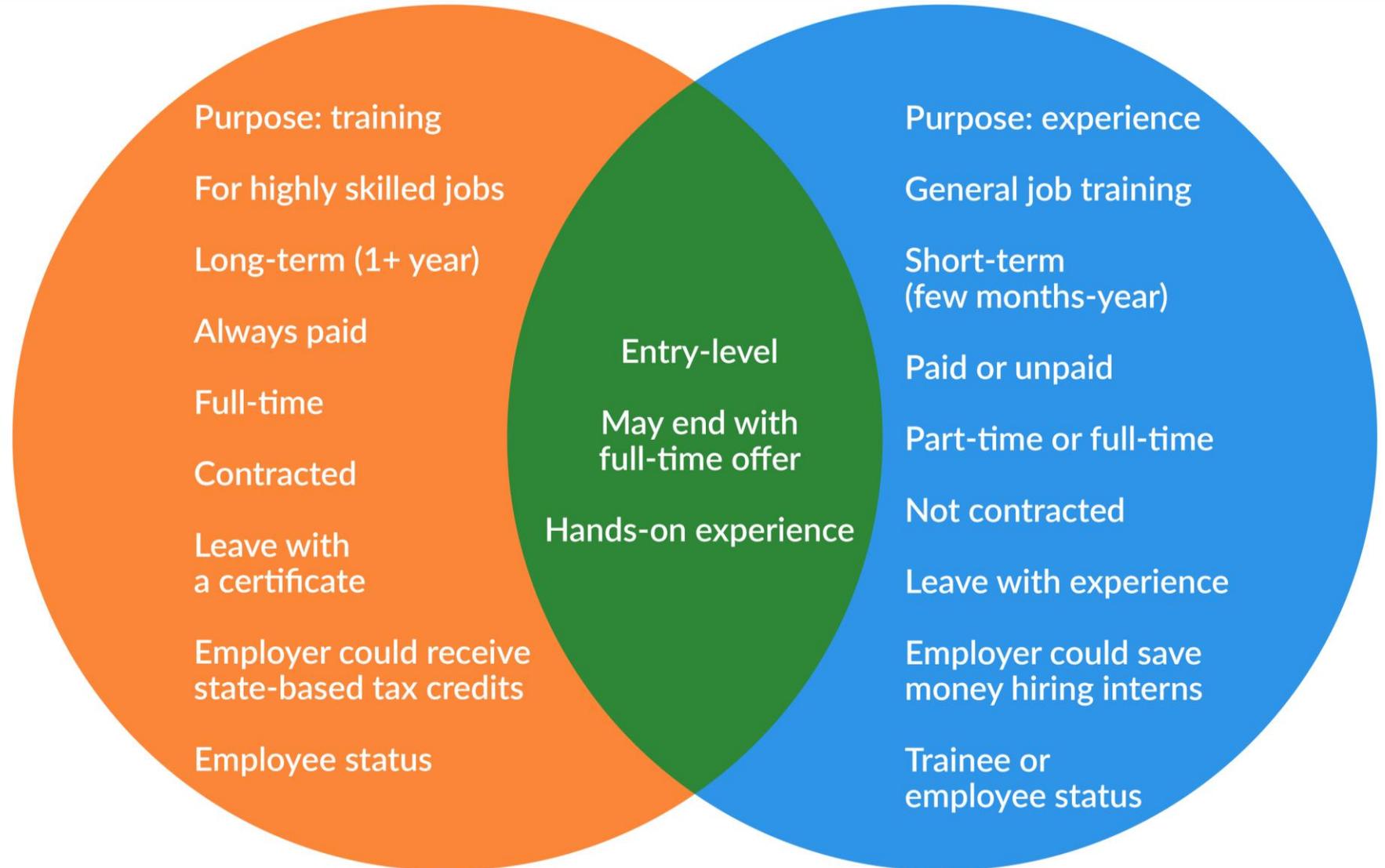
- ▶ The Office of Apprenticeship in the U.S. Department of Labor oversees the system by working with State Apprenticeship Agencies (e.g. ApprenticeOhio) to administer the program nationally. These registration agencies are responsible for: Registering apprenticeship programs that meet federal and state standards. Protecting the safety and welfare of apprentices.



## Standard Apprenticeships (look like):

- Classroom and OJT or OJL (on-the-job training/learning); The related instruction may be provided by community colleges, technical schools, or apprenticeship training schools – or by the business itself. It can be delivered at a school, online, or at the job site.
- Average 2,000 hours per year up to 8,000 (depends upon occupation); (models may be hours-driven or competency-driven) – pre-apprenticeships may be used toward apprenticeship and post-secondary credit.
- Average 4-5 years program (high school and/or adult training may obtain credit toward their journey person status, determined by the **sponsor**). Some apprenticeships are 1-2 years (e.g. home health aide, biller coder, medical technician emergency medical tech).

## What is the difference between internships and apprenticeships?





# What are the basic qualifications for students to begin a Pre-Apprenticeship program?

- School must be recognized by ApprenticeOhio through an application process (application on their website).
- Age 16 and meeting the school's entrance requirements (e.g. 2.5 – 3.0 accum, 93-95% attendance rate, teacher recommendations) through an application process.
- Pre-apprenticeship to Apprenticeship program: the **sponsor** identifies the minimum qualifications to apply for an apprenticeship program. The eligible starting age 16 years; most apprenticeship programs may require individuals to be at least 18 years of age and have a high school diploma/GED.



## How much money can a pre-apprentice earn?

- ▶ a paycheck from the first day of a pre-apprenticeship position or employment may avg \$12 - \$15/hour to start.
- ▶ The average wage for a fully-proficient worker who completes an apprenticeship is \$50,000-\$60,000 annually (\$24-\$28/hour).
- ▶ Apprentices who complete their program earn approximately \$300,000 more during their career than non-apprenticeship workers.

# Who operates Apprenticeship programs?

- ▶ Every Apprenticeship program has a **“sponsor”**. The sponsor is responsible for the overall operation of the program. Sponsors can be a single business or a consortium of businesses.
- ▶ A range of workforce organization (labor, trade associations), community colleges, career centers, and community-based organizations.

- ▶ **10 Community Colleges: (Sponsors)**

Columbus State Community College

Cuyahoga Community College

Edison State Community College

Lorain County Community College

Marion Technical College

North Central State College

Rhodes State College

Sinclair Community College

Stark State College

Washington County

Community College

## Where can I find Apprenticeship programs?

Visit the [Department of Labor's Apprenticeship website](#) or [ApprenticeOhio](#) to find current apprenticeship programs in your area.

<https://www.dol.gov/apprenticeship/toolkit/toolkitfaq.htm>

<http://apprentice.ohio.gov/apprentices.stm>