



IowaWORKS

A proud partner of the AmericanJobCenter network



Registered Apprenticeship Community Food Systems Annual Celebration January 12, 2018



ApprenticeshipUSA



Veterans in Agriculture

Mission Statement: To empower veterans to thrive in Iowa agriculture.

46% of the U.S. military is comprised of individuals from rural America, while only 15% of the overall U.S. population is from rural America. When surveyed, 52% of those from rural America grew up on a farm.



Challenges to Iowa Businesses

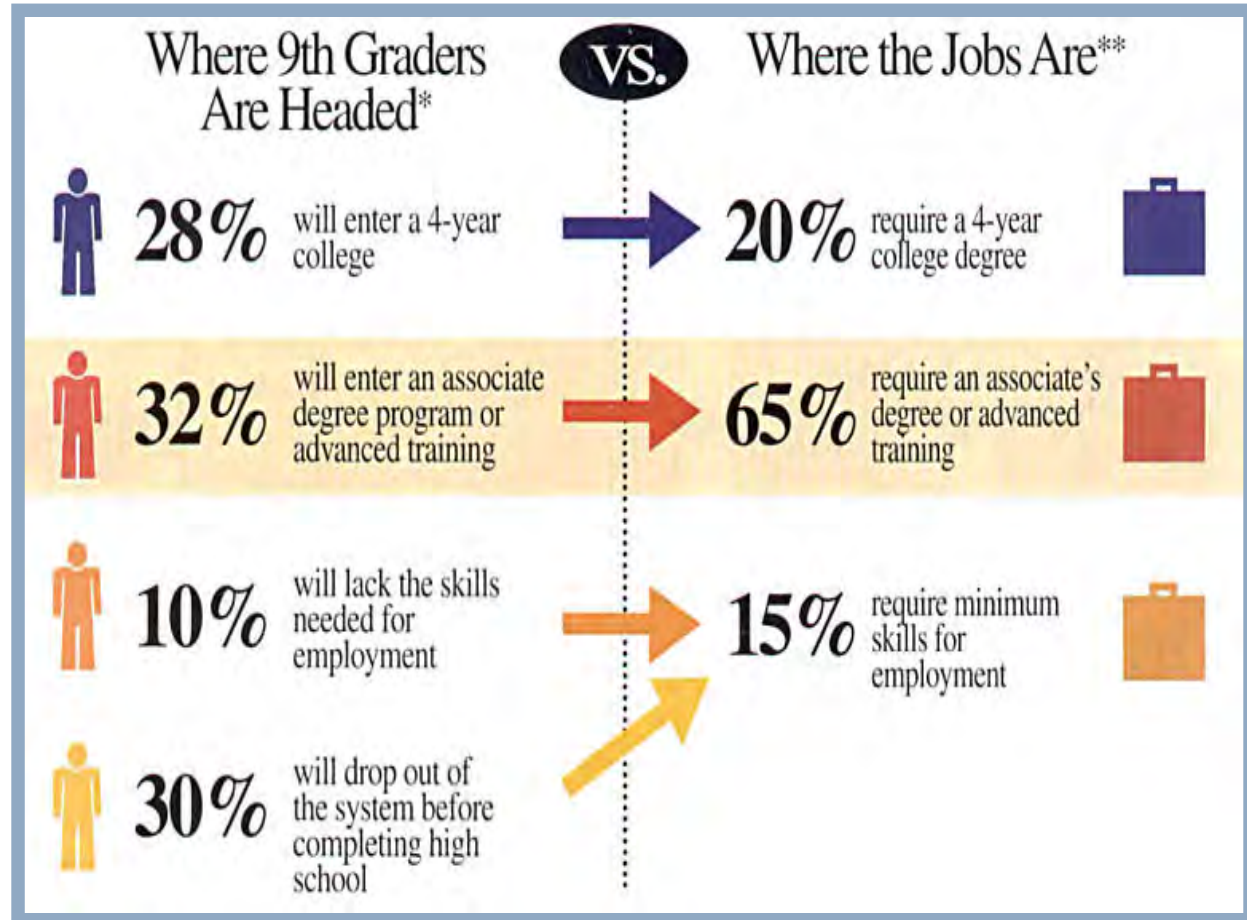
- Are there occupations in which it is difficult to find workers with the right skills in your community?
- Are there positions that your business/farm has experienced high turnover year after year?
- Do you have challenges helping workers keep pace with industry advancements?
- Are there positions in your business/farm that require skills that could be learned on-the-job?
- Do you have difficulties attracting new and more diverse talent in your community?



Future Workforce vs. Jobs

People without jobs.

Jobs without people.



What is a Registered Apprenticeship?

- An employer-driven training program
- Combines on-the-job learning with related classroom instruction
- Allows the Registered Apprentice to earn a paycheck from day one



Core Components of Registered Apprenticeship



Employer Involvement is Integral

The Employer is the foundation for the RA program and must be directly involved and provide paid On-the-Job Learning



Structured, Paid On-the-Job Learning

Minimum of 2,000 hours
Structured and Supervised



Job Related Educational Instruction

144 hours recommended per year
Parallel | Front-loaded | Segmented Options



Rewards for Skill Gains

Increases in skills brings about increases in earnings



National Occupational Credential

Nationally recognized credential showing job proficiency. The Industry certifies individual is at the full performance level for the occupation



Regulatory Definition of a “Sponsor”

Sponsor means any person, association, committee, or organization operating an apprenticeship program and in whose name the program is (or is to be) registered or approved.



Who Sponsors Registered Apprenticeship Programs?

Partnerships of Business and Organized Labor

Intermediaries/Lead (Colleges, CBOs, Foundations)

Employers (single)

Employer Associations (Wine Growers Association)



Length of Program

- **Ranges from one to five years depending on the program**
- **Program includes 2,000 hours of on-the-job learning**
- **Will also receive at least 144 hours of related classroom instruction per year of the Registered Apprenticeship**



Benefits to Employers

Customized Training

Increased Knowledge

**Enhanced Employee
Retention**

A Safer Workplace

**Pipeline of
Qualified Workers**

**Systematic Approach
To Training**



Why Register?

Technical Assistance

National Credential

Quality Standards

Tax Credits & Related Funding



Benefits to Registered Apprenticeship

Improved skills that meet the employer's specific needs

Wages increase as skills improve

On-the-job training

Occupation focused on education

Career advancement

Industry issued, nationally recognized credentials



Registered Apprenticeship: Proven Results

Impressive Economic Benefits

- \$27 in benefits for every \$1 invested by Government*
- Every \$1 business invested, \$1.47 returned**

Strong Outcomes

- \$60,820 Iowa income
- 91% of completers remain employed
- Opportunities to earn college credit
- Over \$300,000 more than their peers in life-time earnings



*Source: Urban Institute, www.urban.org/urban-wire/evidence-based-policy-calls-expanding-apprenticeships

**Source: White House Summit on American Apprenticeship



GI Bill Benefits

- Program must be registered with DOL
- Must approved by state approving agency to offer eligible veterans the opportunity to receive GI Bill education benefits
- Payment to veteran is based on eligibility percentage and housing allowance rate for zip code of the employer and percentage of benefit decreases as the program progress
- Veteran receives wages from an employer and GI Bill benefits at the same time
- Allowance for books and supplies

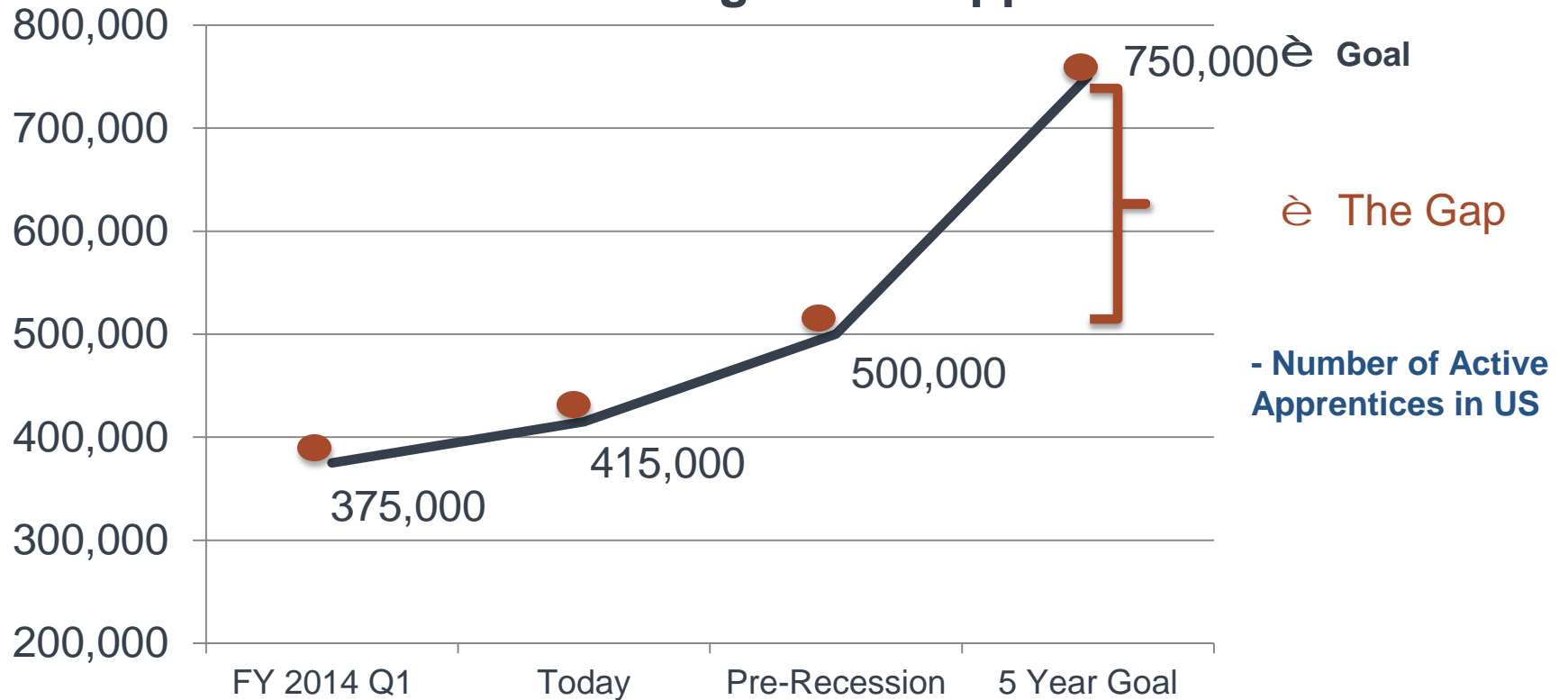


Potential Partners



The Federal Challenge: Doubling the Number of Registered Apprentices

Number of Active Registered Apprentices in US



Future Ready Iowa



The goal of the Future Ready Iowa initiative is for 70 percent of Iowa's workforce to have education or training beyond high school by the year 2025.

Registered Apprenticeship Programs are an important strategy to reach the Future Ready Iowa goal.





State Expansion Grant Goals

- **Double the number of Registered Apprentices**
- **Start 143 Registered Apprenticeship Programs in Iowa**
- **Help employers start or grow Registered Apprenticeship Programs in high-growth, high-tech industries like healthcare, IT, and advanced manufacturing**
- **Expand opportunities to underrepresented populations, including women, minorities, youth and people with disabilities**



Expand to High Growth, High Tech Companies



Energy



Healthcare



Transportation



Manufacturing



IT



Next Steps

- Working on following occupations:
 - Horticultural
 - Ag Service Worker
 - Farmer, General
- Blending the needs



Questions?

