Registered Apprenticeship
Community Food Systems
Annual Celebration
January 12, 2018
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?
People without jobs.

Jobs without people.

Future Workforce vs. Jobs

Where 9th Graders Are Headed*

- 28% will enter a 4-year college

Where the Jobs Are**

- 20% require a 4-year college degree

- 32% will enter an associate degree program or advanced training

- 65% require an associate’s degree or advanced training

- 10% will lack the skills needed for employment

- 15% require minimum skills for employment

- 30% will drop out of the system before completing high school
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.
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.
<table>
<thead>
<tr>
<th>Who Sponsors Registered Apprenticeship Programs?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partnerships of Business and Organized Labor</td>
</tr>
<tr>
<td>Intermediaries/Lead (Colleges, CBOs, Foundations)</td>
</tr>
<tr>
<td>Employers (single)</td>
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<tr>
<td>Employer Associations (Wine Growers Association)</td>
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</tbody>
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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 Apprentice

- 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: 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

- High School
- Office of Apprenticeship
- Registered Apprenticeship Sponsor
- Economic Development
- Foundations/Associations
- Post-Secondary Education
- IowaWORKS
The Federal Challenge: Doubling the Number of Registered Apprentices

- Number of Active Apprentices in US

FY 2014 Q1: 375,000  
Today: 415,000  
Pre-Recession: 500,000  
5 Year Goal: 750,000

Goal  

The Gap
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?