



Youth Registered Apprenticeship Programs: You know the why, it is time to learn the how!

**Michigan Department of Labor and Economic Opportunity
Employment and Training**



Introductions

- Who are we?

Lee H. Greenacre, M.Ed.

CTE Education Consultant

Michigan Department of Education (MDE)

Office of Career and Technical Education

Stephanie Vomvolakis

Youth Apprenticeship Specialist

Michigan Department of Labor and Economic Opportunity (LEO)

Industry Engagement

State Apprenticeship Expansion

Introductions

- Knowledge of Apprenticeship? Registered Apprenticeship?
- Programs running in your area?
- Know Employers that are interested?
- Anybody member of a Regional Implementation Consortia? (RIC)?

Topics of Discussion – What Else?

- Let's talk about alignment!
- What is Registered Apprenticeship?
- What is Youth Registered Apprenticeship?
- What's going on in Jackson?
- Michigan initiatives
- Questions!

Let's Talk About Alignment!

Both CTE and RAPs combine classroom instruction with workforce training by integrating rigorous technical and employability skills within a career context. Because CTE students complete coursework within a specific career pathway as part of their studies, they have validated interest in the field through hands-on exposure. CTE programs can create a pipeline of potential high-quality apprentices who have classroom knowledge and hands-on experience in the occupation of the Registered Apprenticeship (RA).



What is Apprenticeship? Why?

Registered Apprenticeship Benefits (structured elements)

1. Employer Involvement (starts with a job)
2. Structured On-the-Job Learning (on-the-job training w/ experienced mentors)
3. Related Instruction (aligned education)
4. Rewards for Skill Gains (increased wages for skills gain)
5. National Occupational Credential (US DOL, National and Industry Recognized)

Note: Non-registered programs may or may not have these elements.

What is Youth Apprenticeship?

Registered Youth Apprenticeship Benefits (structured elements)

1. Employer Involvement (starts with a job)
2. Structured On-the-Job Learning (on-the-job training w/ experienced mentors)
3. Related Instruction (aligned education)
4. Rewards for Skill Gains (increased wages for skills gain)
5. National Occupational Credential (US DOL, National and Industry Recognized)

Note: Non-registered programs may or may not have these elements.

Youth Apprenticeship Cont.

CTE programs and RAPs have similar elements!

- Classroom instruction integrated with rigorous academic, technical, and employability skills within a career context
- Program curricula vetted by employers to ensure that coursework prepares participants for success in the field and aligns with current industry standards and employer needs
- Classroom instruction reinforced by hands-on learning to give participants a deeper understanding of the field
- An integrated career pathway model with options for earning college credits and/or industry-recognized credentials
- Common accountability metrics demonstrating program and participant success and participation of underrepresented populations



Youth Apprenticeship Cont.

Youth Registered Apprenticeship (YRA) = Adult RA, EXCEPT:

- Begin YRA in high school as young as 16 and may continue after graduation!
- RA agreements signed by a parent/guardian, students, and employer/sponsor
- Students take courses at high school, community/tech college, etc.. Courses count toward high school graduation
- Postsecondary credits may be awarded
- Students are employed by a participating signatory partner to the RA Standards
- Students may earn industry-recognized credentials

Framework on RA for Highschool Students Training and Employment Notice [31-16](#)

(last updated in 2017, which is NOT bad)

Example of YRA in Action!

Jackson Area JAC3: *Students are “Co-Enrolled” as Registered Apprentices* (<https://www.jcisd.org/Page/2172>)



Offered through a collaboration between Jackson County high schools, the Jackson Area Career Center, Jackson College, the **Jackson Area Manufacturers Association**, and the Enterprise Group—the three-year program is intended for students entering their junior year of high school with an interest in pursuing careers in the engineering, manufacturing, or welding fields. By the end of the third year, they will have earned their high school diploma from their home district, up to 60 credit hours (an Associate Degree), and a technical certification—all tuition free for the students and their families.

Michigan Initiatives

- Michigan Registered Apprenticeship Innovation Network (MiRAIN)
 - Michigan Youth Apprenticeship Readiness Network (MiYARN)
 - Michigan Statewide Targeted Apprenticeship Inclusion and Readiness System (MiSTAIRS)
 - Going Pro Apprenticeships and [Apprenticeship Success Coordinators!](#) 
 - Michigan Statewide Pre-Apprenticeship “Ready for Construction” Program (MiSPARC)
 - Helmets to Hardhats coming soon!
- Over **\$14 million** in U.S. Department of Labor (USDOL) funding
 - Helps fill **thousands** of registered apprenticeship openings in high-skill, high-wage, in-demand careers.
 - Adds more than **6,000 Registered Apprentices**, including **1,000+ Youth Registered Apprentices** across the State.

Michigan Initiatives

State-Level & Regional Leadership

In full partnership with the USDOL Michigan Office of Apprenticeship (OA), the state expands RAPs through:

- 1) sector partnerships;
- 2) employer incentives; and
- 3) integration of the model in the state's workforce system, as Apprenticeship Success Coordinators (ASCs) at each of the 16 regional Michigan Works! Agencies (MWAs).

- State-level **Apprenticeship Advisory Board** (Guidance and Direction)
- **Regional Implementation Consortia (RIC)** (Regional Implementation)
 - Apply for sub-awards Request for Proposals (RFP) process
 - Lead regional program implementation
 - Cost reimbursements (employers & services)
 - Establish new or expand existing RA Programs & RA readiness education

Michigan Initiatives

- **Regional Implementation Consortia (RIC)** partners include:
 - Employers and Organized Labor and OA Staff
 - Secondary Educational Partners including:
 - Intermediate School Districts & Career Education Planning Districts
 - Michigan Works! Agencies, including Apprenticeship Success Coordinators
 - Post-Secondary institutions
 - Vocational Rehabilitation and others!

For a list of RIC's and Board Members please visit

Michigan.gov/Apprenticeship

Questions

What's on your mind?

Lee Greenacre, OCTE Education Consultant

517-281-3030

GreenacreL@michigan.gov

Stephanie Vomvolakis, Youth Apprenticeship Specialist

248-328-5851

vomvolakiss@michigan.gov

Michigan.gov/Apprenticeship

LEO-Apprenticeship@michigan.gov