Introduction to the RACC for Mississippi Community Colleges

September 27, 2016
Presentation outline

(1) ApprenticeshipUSA: updates
(2) Introduction to the RACC
(3) RACC 2.0
(4) Joining the RACC
(5) Q&A
Over the past two years, Registered Apprenticeship has been in the workforce-development spotlight.

“Tonight, I’m also asking more businesses to follow the lead of companies like CVS and UPS, and offer more educational benefits and paid apprenticeships -- opportunities that give workers the chance to earn higher-paying jobs even if they don’t have a higher education.
— President Obama, State of the Union - 2015

“Train Americans with the skills employers need, and match them to good jobs that need to be filled right now. That means more on-the-job training, and more apprenticeships...”
— President Obama, State of the Union - 2014

American Apprenticeship Grants $175 Million!
ApprenticeshipUSA continues to grow.

Number of Active Apprentices:
- Quarter 2 - FY 16: 487,483
- FY 16 Annual Goal: 500,000
- 375,000

750,000
• $10.4 million in ApprenticeshipUSA State Accelerator Grants – Awards announced June 2.

• $50.5m Apprenticeship Expansion Grant FOA announced June 22 - closes September 7.

• National Industry Partners RFP ($14.5m) announced June 29 - closed August 5.

• National Equity Partners Contract ($6.5m) announced July 27 - closed August 26.
NAW offers Registered Apprenticeship Sponsors the opportunity to showcase their programs, facilities and apprentices, and gives Employers, Education, Industry Associations, Labor, Elected officials and other critical partners the opportunity to highlight how Registered Apprenticeship meets their needs for a skilled workforce.

National Apprenticeship Week 2016 will take place November 14-20, 2016. The goal is to double the success of our inaugural year which sparked 300 events across 47 states.

NAW 2015 events were diverse and creative – ranging from
- Apprentice Graduations
- Business open houses
- High school Career Fairs
- Apprenticeship Signing days
- Skills competitions
- Industry Roundtable Events
-The History-
Registered Apprenticeship College Consortium (RACC)
Registered Apprenticeship
The Challenge: The Secretary’s Advisory Committee on Apprenticeship asked that the articulation issue be addressed at a national level.

- How might we ensure the advancement of credit-bearing Registered Apprenticeship programs across 2 and 4 year institutions of higher education?
- Issue raised to Asst. Secretaries from DOL/ETA and ED/OVAE;
- Convened a large group of community colleges and Registered Apprenticeship sponsors to discuss and work on next steps;
- Formed a small working group to examine the issues and develop a specific proposal.
The RACC was launched at the 2014 AACC conference in Washington, DC...
The RACC supports President’s goals of achieving the highest number of college graduates by 2020 and individuals having at least one year of postsecondary education.

Recognition of the correlation between attainment of postsecondary credential (and/or credit attainment) and employment outcomes, including earnings.

Builds on joint focus on credentialing and other efforts such as:

- WIA Reauthorization (WIOA)
- Perkins Reauthorization
- TAACCCT
The RACC leverages promising models and brings them to a national scale.

Identify and build upon existing and promising regional, state, and industry models that can be scaled.

Consortium Model Meets Criteria

- Increase graduation rates
- Increase the number of people who earn a credential
- Provide career paths leading to good jobs
- Portability, accessibility, and sustainability

Uses the SOC model with similar challenges and goals
271 colleges joined the RACC

957 Apprenticeship Training Centers

- Electrical Training ALLIANCE
- Finishing Trades Institute
- Heat & Frost Insulators & Allied Workers
- Sheet Metal and Air Conditioning Industry
- National Elevator Industry Educational Program
- United Association of Plumbing & Pipefitters

15 National, Regional, State Organizations

- American Association of Community Colleges
- AFL-CIO Building and Construction Trades Council on Adult and Experiential Learning (CAEL)
- Colorado Community College System
- North Carolina Community College System
- Ohio Association of Community Colleges
- Ohio Board of Regents
- Oregon Department of Community Colleges and Workforce Development
- Collegiate Consortium for Workforce and Economic Development
- South Carolina Technical College System
- Southeast Maritime & Transportation Center (SMART)
- Technical College System of Georgia (TCSG)
- University of Alaska System
- VA Tidewater Consortium for Higher Education
- Wisconsin Technical College System
Initial Conditions for RACC Membership

✓ Be in the Department of Education Database of Accredited Programs;

✓ Grant degrees;

✓ Accept prior learning assessment and transfer credits; and,

✓ Provide program information to the RACC.
Guidance about ways federal student aid can be used to support the development of Registered Apprenticeship programs

Federal Pell Grants

Apprentices who qualify for Federal Pell Grants can receive funding to cover all or most of the cost of tuition and fees, and books and supplies for the students’ enrollment in the technical instruction portion of an apprenticeship if part of an eligible academic program.

Federal Work Study (FWS)

- Institutions can use FWS funds to pay a portion of the training wages of eligible students who are apprentices while they are enrolled in eligible certificate or degree programs.
- Institutions can leverage their FWS funds, individually or as part of a group of institutions, to create a Job Location and Development (JLD) program to help identify and support employers in creating apprenticeships for enrolled students.
Opportunity:

- Employers interested in working with high school students
- Increase linkages between high school career and technical education courses with apprenticeships
- High schoolers are in dual enrollment programs and receive college credit
Purpose:
Make suggestions and recommendations on how to strengthen alignment between CTE and Registered Apprenticeship systems on the secondary level.

Members:
Part of the USDOL Advisory Committee on Apprenticeship (ACA); includes representatives from the ACA, the Department of Education and select Subject-Matter Experts (SMEs) including CTE state directors, employers, and other experts.
RACC 2.0
RACC 2.0 Goals

• Expand membership
• Plan for sustainability
• Engagement and outreach
• Demonstrate results
RACC 2.0

Expand membership

• Continue to expand the RACC nationally: recruit 275 colleges by end of FY 2016 (currently at 271).
• Increase number of college sponsors and host college sponsor meeting.

Plan for sustainability

• Continue to house in DOL with joint management by the Departments of Education and Labor.
Engagement and outreach

- Develop a Community of Practice to align national networks focused on Registered Apprenticeship activities; sector-based; career pathways.
- Host webinars on Pell grants, Federal Work Study, and “How to become a sponsor.”
- Meet at AACC’s WDI

Demonstrate results

- Track and evaluate short- and long-term success of consortium with ED:
  - Research institutional data on apprentice graduates: conduct desk research and interviews.
Win-Win-Win-Win: There are many benefits of combining Registered Apprenticeship with College Degrees for all involved.

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<tr>
<th>Stakeholders</th>
<th>Benefits</th>
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<tr>
<td>Apprentices</td>
<td>• Earn credits towards associate’s and/or bachelor’s degree&lt;br&gt;• Earn-as-you-learn model ensures earnings while training to build up technical skills</td>
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<tr>
<td>Educational Institutions</td>
<td>• Closer relationships with industry partners&lt;br&gt;• Articulation between apprenticeship and college programs ensures relevance and rigor&lt;br&gt;• Increased enrollment in credit classes by apprentices and journey people (apprenticeship graduates)</td>
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<tr>
<td>Businesses and Unions</td>
<td>• Increased credibility helps recruitment efforts&lt;br&gt;• Expansion of viable education and training options for employees/members&lt;br&gt;• Increased employee retention&lt;br&gt;• Trained and educated workforce - addresses pipeline concerns</td>
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<tr>
<td>State and Federal Government</td>
<td>• Rigorous programs that give individuals upward mobility and fuel economic development&lt;br&gt;• Strong connections between industry and higher education</td>
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## Where we stand...

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<tr>
<th>State</th>
<th>RACC members</th>
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<tr>
<td>Mississippi</td>
<td>1</td>
</tr>
<tr>
<td>Alabama</td>
<td>0</td>
</tr>
<tr>
<td>Georgia</td>
<td>25</td>
</tr>
<tr>
<td>Louisiana</td>
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Web Tour of RACC Website and Resources
http://www.doleta.gov/oa/racc.cfm

ApprenticeshipUSA

REGISTERED APPRENTICESHIP-
COLLEGE CONSORTIUM

A network of Colleges and Registered Apprenticeship Programs
working together to provide college-to-career opportunities

LEARN MORE

FAQs  FRAMEWORK  STANDARDS OF
College Members  Apprenticeship Members  Other
Members

PATHWAYS TO SUCCESS

EDUCATORS
> Provide Apprentices an accelerated
pathway to earn an associate's co-

REGISTERED APPRENTICESHIP
SPONSORS
> A "grow your own" career path

REPRESENTING
ORGANIZATIONS
> Be on the cutting edge of
workforce learning
Walk through the application

U.S. Department of Labor
Employment and Training Administration
Office of Apprenticeship

Registered Apprenticeship-College Consortium (RACC)
Application for Two- and Four-Year Post-Secondary Institution Membership

Name of Institution

Address of Institution (Street)

City State Zip code

Website that best describes program Phone

Members of the RACC may be entire institutions or appropriate subdivisions (schools or major divisions). Select and complete appropriate response:

-RACC Members-

Becoming a RA Sponsor
Innovations: Colleges as RA Sponsors

✓ Colleges can also be sponsors

Benefits:

- Qualify for state-based tax credits related to apprenticeship programs.
- Registered Apprenticeship sponsors are automatically eligible for the Eligible Training Provider List under WIOA.
- Access resources from federal programs to help reduce costs and support your apprentices including Pell Grants, Work Study Funding and GI Bill benefits.
- Join the apprenticeship system and leverage a nationwide network of expertise and support at no cost.
BULLETIN 2016-26--Guidance on Organizations that can serve as Registered Apprenticeship Sponsors

• “Any person, association, committee, or organization operating a Registered Apprenticeship program.”

• Institutions of Higher Education as defined in Sections 101 and 102 of the Higher Education Act (e.g., Community Colleges and 4-year Colleges)
Duties of Sponsors

- Must abide by the apprenticeship regulations and work with USDOL or the designated SAA, where applicable, to develop Standards and administer the program
- Work with employers
- Work with students/apprentices
- Keep records and make sure employers are in compliance
Examples of college sponsors

• Northeast Alabama Community College

• Harper College, Illinois
  (Advanced manufacturing)

• Gaston College, NC
  (Advanced manufacturing)
### Sponsor’s responsibilities

<table>
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<tr>
<th>* Selection of apprentices</th>
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<td>* Ensures that all apprentices are under written apprenticeship agreements</td>
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<td>* Reviews and recommends apprenticeship activities</td>
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<td>* Establishes the minimum standards of education and experience required of apprentices</td>
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<td>* Registers the apprenticeship standards with the Registration Agency</td>
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<td>* Hears and resolves all complaints of violations of apprenticeship agreements</td>
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<td>* Arranges evaluations of apprentices' progress in manipulative skills and technical knowledge</td>
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<tr>
<td>* Maintains records of all apprentices, showing their education, experience, and progress in learning the occupation</td>
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<tr>
<td>* Certifies to the Registration Agency that apprentices have successfully completed their apprenticeship program</td>
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**Sponsor’s responsibilities cont..**

* Notifies the Registration Agency within 45 days of all new apprentices to be registered, credit granted, suspensions for any reason, reinstatements, extensions, completions, and cancellations with explanation of causes

* Keeps in contact with all parties concerned, including apprentices, employers, and journeyworkers

* Provides each apprentice with a copy of these standards, along with any applicable written rules and policies

* Determines if an apprentice should be terminated, continue in a probationary status, or repeat a process/series of processes when notified that the apprentice’s related instruction or on-the-job learning progress is found to be unsatisfactory.

* Provides each registered apprentice with continuous employment sufficient to provide the opportunity for completion of his or her apprenticeship program
Benefits for colleges

• Fulfill colleges’ missions
• Increase enrollment
• Enhance retention rates
• Increase completion rates
• Expand relationships with many companies

(Could lead to equipment donations for programs, becoming a College Foundation member, serve on advisory groups, etc.)
Next steps

- Apply to become a RACC member (College application) [https://www.doleta.gov/oa/racc.cfm](https://www.doleta.gov/oa/racc.cfm)

- Connect with other college sponsors with questions.

- Contact USDOL in Jackson (Woody Middleton) to become RA program sponsor.

- Start registration process.
DOL.GOV/Apprenticeship: New Resources

**Quick-Start Toolkit**
5 Step Format to take you from “exploring” to “launching” a Registered Apprenticeship Program.

**Federal Resources Playbook for Registered Apprenticeship**
Guide to resources from the Departments of Labor, Education, Veterans Affairs, Agriculture, Transportation, and Housing and Urban Development to support Registered Apprenticeship

**DOL Registration Site**
An electronic apprenticeship standards builder that allows potential new sponsors to build and register their program online.

**RACC Site**
Find information on becoming a RACC member and a database of college members and sponsors.
[https://www.doleta.gov/oa/racc.cfm](https://www.doleta.gov/oa/racc.cfm)
ApprenticeshipUSA

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a proven Work Based Learning approach