Apprenticeship 101 – (Why It’s a Good Idea)

Veterans Conference Fall 2014

John Dunn
Chancellors Office,
California Community Colleges
“People ask me: what if you train people and then they leave? My reply is: what if you don’t train people and they stay?”

Tony Hague, Managing Director Power Panel Electrical Systems

http://www.greatbusiness.gov.uk/why-training-has-been-our-best-investment/
Background

- Apprenticeship is “Learn while you Earn”
- Considered “post secondary” education
- Includes a classroom component and...
- The “*On The Job*” training component is integral
- No cost to the apprentice (books/tools perhaps)
- Related and Supplemental Instruction (RSI) costs for classroom instruction are supported by annual appropriation in Budget Act, administered by CCCCCO
Division of Apprenticeship Standards (DAS)

- Oversees Apprenticeship rules/regulations in California
- “I Built It” video campaign
- www.dir.ca.gov/das/
Apprenticeship Fills the Gap

- Only 22 percent of California’s jobs require a bachelor’s degree or higher
- Labor market experts predict that 75 percent of new jobs will require a high level of technical literacy
- In HVAC in San Jose area, 50% of Journeymen are age 50 or over, plus new construction
“What’s in it for our program?”

- Pathway to employment
- Pre-apprenticeship opportunities (Project Stripe)
- “Journeyman” card is a nationally recognized “certification”
- Supports CTE efforts at K12 and college level
- Possible Federal funding on the way
Why does Apprenticeship for Veterans work?

- Team structure
- Veterans are used to difficult work environments
- Veterans understand importance of training
- Veterans have proven experience, sometimes in the same craft
- Apprenticeship programs understand the value a Veteran brings to the workplace
American River College

- **Power Pathways** – PG&E, Sacramento Employment Training Agency (SETA) and ARC. pre-apprenticeship bridge programs for veterans ([news video](#))
  - Leads to PG&E lineman and other utilities apprenticeship programs

- Fall 2011 Lineman worker training (8 weeks)
  - 25 enrolled. 25 completions.
  - Total employed to date 22 (88%)
  - Average wage of $31.23 per hour
American River College part deux

• Spring 2013 Utility worker training (8 weeks)
  – 33 enrolled. 33 completions
  – Total employed to date 17 (52%)
  – Average wage of $31.01
  – Fall class just ended, 2 more cohorts for 2014

  – Contact Mary Wolf - wolfm@arc.losrios.edu
  – note: high placement due to LOTS of outreach to employers, hosted breakfast, etc.
  – Had to be VERY creative, flexible and nimble while focusing on single idea of helping veterans
Registered Apprenticeship College Consortium (RACC)

3rd party evaluator will determine credit values for apprenticeship programs that submit their curriculum

Colleges agree to honor those credit values if a Journeyman submits proof of completion

Aligns with
Resources

• CCCC0 Web page
• Cal Apprenticeship web page
• Helmets to Hardhats – Nationwide, for construction
  – Videos
  – Contact: Darryl Roberts, Executive Director
• Wounded Warrior - focused on construction careers potentially suitable for disabled veterans
• Veterans In Piping: VIP
  – Videos
  – Contact: Rick Hatlen, rick@jjatc.com (SoCal/Los Angeles)
  – Carl Cimino: carl@pttc393.org (NorCal/San Jose)
  – Or Michael Hazard, mikeh@uanet.org (National)
Questions/Comments
Contact Information

John Dunn - C CCCO
jdunn@cccco.edu
916-445-8026