



***Union* Apprenticeship Your Pathway to Success**

A *Union* Career Workshop Sponsored by
BAACA
Bay Area Apprenticeship Coordinators
Association

Workshop Presentation Guide

A Career Counselor Resource

What you'll learn about **Union** apprenticeships today...

Definition & history of apprenticeship

How apprenticeships work

Key advantages of **Union** training

Career pathways paved

How and where to find a program
right for you

Work Shop Objectives & Overview

A union apprenticeship is an excellent career choice if you like to work with your hands; are willing to serve an apprenticeship for up to five years, depending on the trade you select; have dexterity, mechanical ability, problem-solving skills and the ability to work collaboratively with a team; want to earn a living wage and good benefits; and want the opportunity to advance in your career.

Registered Apprenticeship is a training system that produces highly skilled workers to meet the demands of employers competing in a global economy. A program's content is defined by the industry. Registered Apprenticeship programs are clearly defined and meet Federal and State laws and regulations. A proven strategy, Registered Apprenticeship ensures quality training by combining on-the-job training with theoretical and practical related instruction.

What is *Union* Apprenticeship?



A Unique Training Process

The Registered Apprenticeship system of training is unique in that it is the only formal, structured, and nationally recognized education and training program available that combines the two most common forms of career and occupational learning: classroom instruction with on-the-job training.

Earn as you Learn

Apprentices not only learn occupational skills in the classroom, their learning is expanded to include hands-on, paid, on-the-job training! Students learn and practice all phases of the trade/occupation in real-world applications. The program must be registered with the California Department of apprenticeship standards (DAS). Registered Apprenticeship is a training strategy that pays wages to apprentices during the term of their apprenticeship. These wages are a portion of the skilled wage rate that increases throughout the training program in accordance with a predetermined union negotiated wage scale.

Portable Credentials

Registered Apprenticeship is a training strategy that, by virtue of a legal agreement, leads to a certificate of completion and officially recognized skilled journeyworker status. The agreements and completion certificates are issued by the California Department of Apprenticeship (DAS). These credentials have explicit meaning, recognition, and respect in the eyes of federal and state governments and relevant industries.

History of *Union* Apprenticeship



Good Jobs paying **Good *Union* Wages**
Since 1937

A Proud History

Government participation was established in the National Apprenticeship Act of 1937 which authorizes the federal government in cooperation with the states, to oversee the nation's apprenticeship system. The U.S. Department of Labor's Office of Apprenticeship in conjunction with state apprenticeship agencies, is responsible for registering apprenticeship programs that meet federal and state Standards of Apprenticeship. It issues Certificates of Completion to apprentices, encourages the development of new programs through marketing and technical assistance, protects the safety and welfare of apprentices and assures that all programs provide high quality training to apprentices.

History of Registered *Union* Apprenticeship



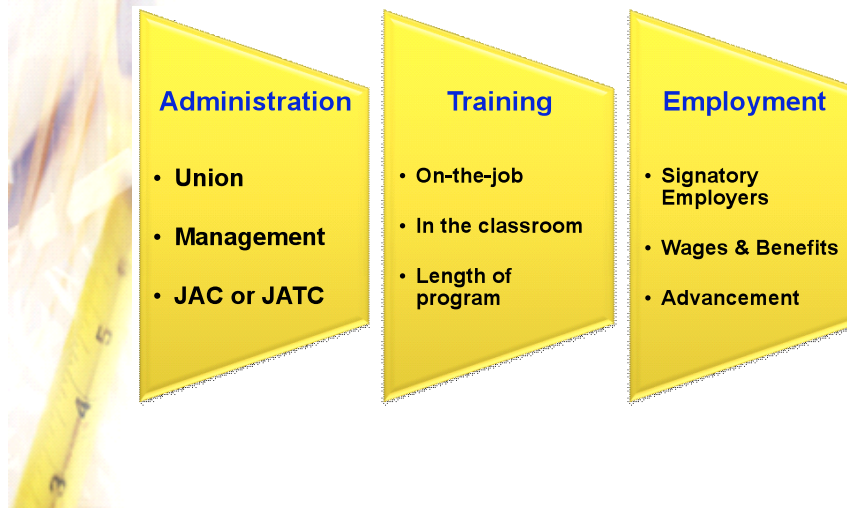
Industry Driven

Because Registered Apprenticeship is driven by businesses and industries and directly connected to solving their skill needs, it is positioned to continue to grow and expand to serve the needs of the 21st century workforce.

Competency and hybrid models have been developed to complement the traditional time-based apprenticeship models. In addition to broadening the flexibility for program sponsors, competency and hybrid Registered Apprenticeship models increase apprentices' opportunities for interim credentials and technology-based learning.

Union Apprenticeship

How does it work?



The Gold Standard of Training Programs

Registered Apprenticeship is distinctly different from other public workforce investment system programs because it is not a social program. It is completely driven and primarily funded by industry and is considered the **gold standard of public training programs**. Employers and sponsors pay for on-the-job learning and frequently pay for apprentices' tools and equipment required for apprenticeship training. Approximately \$2 billion per year nationally is contributed to the Registered Apprenticeship system from the private sector.

We Produce Competent Craftspeople

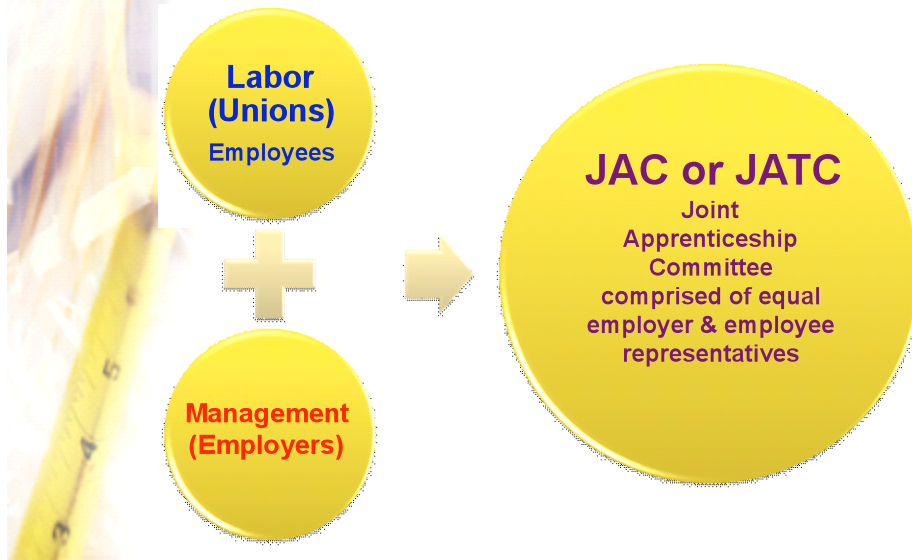
The Apprenticeship Programs train men and women to craftsman status. By participating in a program, local apprenticeship training committees shape applicants with character, aptitude, motivation and good personality traits into competent journeymen and journeymen who have in-demand skill sets, comprehensive knowledge, positive attitudes and superior abilities.

The benefits of the Union Apprenticeship Programs include the opportunity to learn while you earn; state-of-the-art training; career advancement opportunities; excellent wages and benefits; safe working conditions; and pride and dignity.

Women Are Building a Strong California Too

The construction industry's urgent need for skilled workers creates opportunities for women to enter and advance in the field. Jobs in the trades offer women the chance for meaningful work with high wages. A woman can expect to earn 20 to 30 percent more in a construction career.

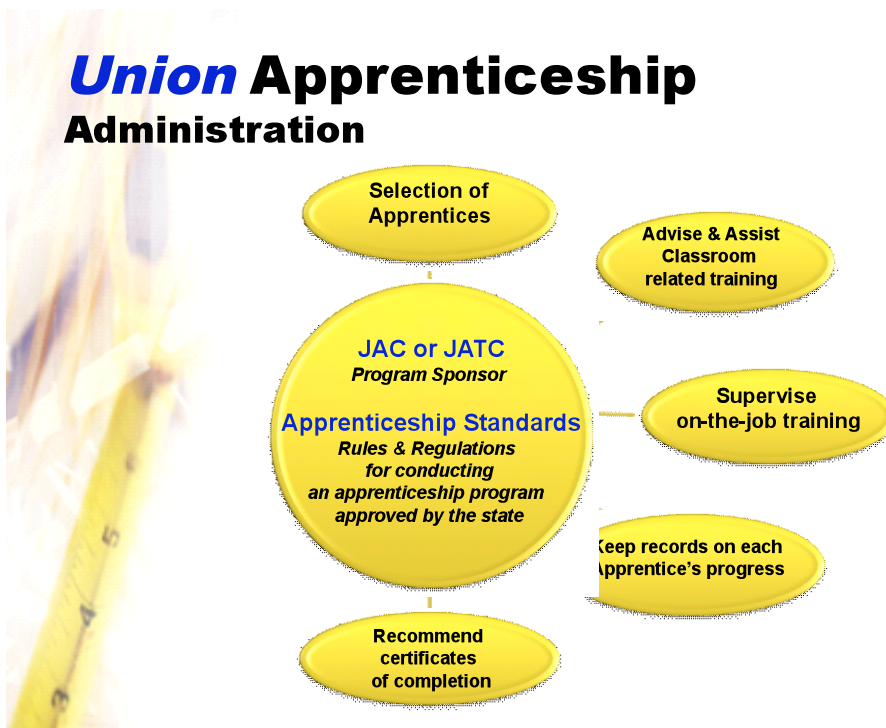
Union Apprenticeship Administration



A Working Relationship for Success

Apprenticeship arrangements at the local level are handled by local Joint Apprenticeship Committees (JAC or Joint Apprenticeship and Training Committees (JATC) which are composed of equal numbers of employer and employee representatives. Normally, apprentices are registered with the local JAC or JATC that has jurisdiction in the geographic area which they receive On-The Job Training (OJT) and in the school district where they complete related classroom instruction.

Union Apprenticeship Administration



A Written Agreement

The local JAC or JATC operates its apprenticeship program under authority granted to it by participating employer and employee organizations. This authority is established in a written agreement called an Apprenticeship Labor Standards Agreement, usually referred to simply as the "Apprenticeship Standards" for the program. The Apprenticeship Standards are adopted by the JAC or JATC and approved by the DAS. These standards contain rules and regulations for conducting the apprenticeship program and detail the duties and responsibilities of the local JAC or JATC.

Rules and Regulations

In conformance with the Apprenticeship Standards, the JAC or JATC selects and indentures apprentices, supervise on-the-job (OJT) training and assists and advises the school in the related instruction program. The committee also keeps records of each apprentice's progress, enforces discipline as required (this may include canceling an apprenticeship agreement for just cause), approves transfers and recommends issuance of certificate of completion when apprentices have earned them. Approval of the JAC or JATC is required before an apprentice can be advanced to next higher rate of pay and this depends on the apprentice's work record and progress in related instruction



Prerequisites & Requirements

Because of the unique relationship between on-the-job and classroom apprenticeship training, admission to apprenticeship classes is limited to apprentices registered with the California Department of Apprenticeships Standards. This limitation is authorized by the California Labor Code, Section 3074.3.

Each union apprenticeship has different eligibility and admission requirements. Generally, however, to be eligible, you must be at least age 18; able to perform the work of the trade; and present verification that you have completed a high school or GED diploma. You must also demonstrate the ability to read, write and speak English in order to comprehend instruction in related training classes and ensure safety on the job.

The selection, employment and training of apprentices by local apprenticeship training committees is without discrimination based on race, color, national or ethnic origin, age, gender, religion, sexual orientation, or marital status. Journeyman and craftsman are terms used to identify levels of competency, not gender. Women who complete the apprenticeship program are proud of their journeywoman status in the industry.

Signature Required

An apprenticeship requires a signed agreement between you and the sponsor program. When you sign the apprenticeship agreement, you commit to participate in related and supplemental instruction as well as on-the-job training. You are expected to be at your assigned job, on time, everyday and attend related supplemental instruction classes. Upon completion of your apprenticeship, you will receive a certificate of completion from the California Department of Apprenticeship Standards Certificate that signifies your readiness to begin your career as a journeyman or journeywoman.

RSI Classroom Training

Related Supplemental Instruction

Teaches the “*why*” of how you work.

Most programs require 144 hours of *RSI* instruction per year
Received via:

- Apprenticeship Training Centers
- Community or Technical Colleges
- Contract Vendors
- Correspondence
- Online or Distance learning

Union Training “Second to None!”



Classroom Attendance

Apprentices must attend Related Supplemental/Technical Instruction which is combined with on-the-job-learning experience. Most programs require approximately 144 hours of Related Technical Instruction per year. Like other aspects of Registered Apprenticeship, the employer or local committee determines the Related Technical Instruction training requirements according to industry standards.

Apprentices learn the "how" on the job and the "why" through Related Technical Instruction. Apprentices can see for themselves how the technical task can be affected by the context in which it is performed and how their own performance must take that context into account.

College Credit

Many Registered Apprenticeship programs now combine the ability to earn an associate's or higher degree in addition to a certificate of completion issued by the DAS in California which recognizes their achievement of journeyman/journeywomen status.

***On-the-Job* Training**

Paid learning working directly under the supervision of skilled Journeymen & Journeywomen in the craft, trade, or occupational area.

On-the-Job training represents approximately 90% of apprenticeship training



Journeymen & Journeywomen as trainers and mentors

Learning in the workplace under the supervision of skilled Journeymen and journeywomen allows full participation by apprentices in both the process of learning and of working. Through observation and hands-on applications, apprentices build technical skills and experience teamwork.

Sponsored by JAC/JATC labor/management groups that have the ability to hire and train in a working environment. The employment opportunity is the most basic requirement for any apprenticeship. Without the job, there is no on-the-job training. On-the-job training represents approximately 90% of the program.

***Length* of Training**

Training Programs take 2-6 years



Most programs are
3- 4 years long



Driven & funded by industry
Union Apprenticeship
is considered to be the
gold standard of
public training programs



How Long?

Registered Apprenticeship programs may take from 1-6 years to complete, depending on the occupation. Most programs are 3-4 years in length. The length of training (term) is determined by standards adopted by the industry.

Union Employment

- Employers who have the ability to hire & train in a working environment.
- Paid on-the-job training with skilled Journeyworker supervision and mentoring.
- Guaranteed Pay Increases & benefits negotiated by *Union* representation.
- Pensions! Defined benefits *not* contributions. Excellent health & welfare.



Climb the Ladder of Success

Bureau of Labor Statistics, "Employer Costs for Employee Compensation -- March 2009"

Union workers earn more

Wages and benefits for the average union worker in the private sector totaled \$36.59 per hour in March 2009, compared to \$26.39 an hour for the typical non-union worker.

Wages and salaries higher for union workers ...

In March, the average union worker in the private sector earned \$22.76 per hour in wage and salary income, while the average non-union worker earned \$19.06 per hour. That's a union advantage of \$3.70 per hour, or \$7,696 per year for a full-time, full-year worker.

... But benefits are the biggest union advantage

Benefits, though, are where the biggest union advantage lies. The average union worker in the private sector receives \$13.82 per hour toward their benefits package while their non-union counterpart receives only \$7.33 per hour.

Retirement and health benefits more widespread for union workers

After years of service, workers deserve a secure retirement. Unfortunately, only 51 percent of non-union workers receive retirement benefits through their employer, through either a traditional pension or a 401(k) account. In stark contrast, 86 percent of union workers have employer-provided retirement benefits. Only about half (52 percent) of non-union workers receive health care benefits through their employer. That compares with 79 percent of union workers.

Union advantage holds across occupations and industries

Blue-collar workers in trades enjoy a substantial advantage from union representation – but so do workers in non-trade settings. In fact, the Bureau of Labor Statistics' report, "Union Members in 2008," shows that the union advantage holds across occupations and industry

What is the difference between...

... if your workplace is non-union	... if you join a union and have a contract
<ul style="list-style-type: none"> You are an "employee at will." Your employer can discipline or fire you at any time for any reason; you have no recourse. 	<ul style="list-style-type: none"> Discipline, up to and including discharge, is subject to a grievance procedure and binding arbitration, depending on the terms of your contract.
<ul style="list-style-type: none"> "Open door" policy means the employer will listen to you... and then do whatever he or she wants. 	<ul style="list-style-type: none"> Contract negotiations require both sides — labor and management — to listen, and reach reasonable compromises acceptable to both sides.
<ul style="list-style-type: none"> Employer determines wages, benefits and other terms and conditions of work. If you're not satisfied, your only option is to get another job. 	<ul style="list-style-type: none"> Wages, benefits and working conditions are negotiated. If you are not satisfied, you can work for changes during contract negotiations.
<ul style="list-style-type: none"> Wages, benefits and other terms and conditions can be changed by the employer at any time. 	<ul style="list-style-type: none"> Neither labor nor management can make unilateral changes to a signed contract. If modifications are necessary during the life of a contract, both sides must agree.
<ul style="list-style-type: none"> Hiring and promotion is up to the discretion of the employer. 	<ul style="list-style-type: none"> Hiring and promotion is covered by contract. Seniority and other factors can be written into the agreement.

In fact, when looking at laws affecting workers, it's good to think of this: laws like the minimum wage, worker's comp, overtime, OSHA and ERISA (governing pensions and profit sharing) provide the bare minimum that applies to everyone. For non-union workers, however, the bare minimum becomes a ceiling - no one promises rights any higher. For union workers, on the other hand, the bare minimum is just the floor - they always bargain for rights and benefits above the bare minimum set by the law.

No surprise then that union wages are better, union shops are safer and union jobs are more secure!

Union Advancement

SAMPLE ONLY Apprentice Wage Scale

Period	RSI Classroom	OJT On-the-Job	*Percentage <small>*Based on Journeyman Pay rate</small>
1 st period	200 hours	1200 hrs.	50%
2 nd period	144 hours	1200 hrs	60%
3 rd period	144 hours	1200 hrs	70%
4 th period	144 hours	1200 hrs	80%
5 th period	144 hours	1200 hrs	90%



Sample Only

The number of periods, classroom training hours, on-the-job training hours and percentage of journeyman wage in each step of training vary according to individual program standards.

Beginning apprentices in California earn an approximate base wage and benefit package valued at \$18 or more per hour. After five years of apprenticeship training, the base wage and benefit packages can increase to \$45 or more per hour, depending on the trade and region. Raises are given regularly according to negotiated union contracts.

Apprentices must be full-time employees of an employer who is a contributing sponsor of the local JAC/JATC training program. Typically, the wage of an apprentice starts at 50-55% of a journeyman worker's wage. Wages increase progressively with satisfactory completion of on-the-job training (OJT) and related supplemental /Technical Instruction (RSI).

The Five ★ *Union* Advantage

★ **Career employment built in**

★ **Earn while you learn (no tuition)**

★ **Progressively increasing wages**

★ **Nationally recognized credential**

★ **Improved standard of living & security**

- Full-time employment with career placement built in
- Become skilled in a trade, and get paid to do it – “Earn While You Learn!”
- Paid “scholarship” – no or low-cost supervised training
- Involves a commitment from the employer
- Progressively increasing wage with excellent benefits
- Nationally recognized credential – Completion of Apprenticeship Certificate
- Improved job security and standard of living
- Opportunity for college credit and/or associate degree
- Pride and Dignity

www.CalApprenticeship.org

Find a ***Union*** Apprenticeship
That's right for you!

Over 30 program descriptions with
regional contacts & web site links
[www. CalApprenticeship.org](http://www.CalApprenticeship.org)

Sponsored by
California Apprenticeship Coordinators Association

Check it out today!

Using the **Union Apprenticeship Career Worksheet**, have interested candidates research programs on the website for career opportunities in a union apprenticeship program in their region.

Hand outs

FAQ Sheet
Union Apprenticeship Career Worksheet
PowerPoint Handout
Union Employment Handout

Union Apprenticeship FAQ 's

Frequently Asked Questions

What is the difference between Registered Union Apprenticeship and other types of training?

The Registered Apprenticeship system of training is unique in that it is the only formal, structured, and nationally recognized education and training program available that combines the two most common forms of career and occupational learning: classroom instruction with on-the-job training.

Apprentices not only learn occupational skills in the classroom, their learning is expanded to include hands-on, paid, on-the-job training! Students learn and practice all phases of the trade/occupation in real-world applications. The program must be registered with the California Department of Apprenticeship Standards.

How long is the training?

Registered Apprenticeship programs may take from 1-6 years to complete, depending on the occupation. Most programs are 3-4 years in length. The length of training (term) is determined by standards adopted by the industry.

Are apprentices required to attend school?

Apprentices must attend Related Technical Instruction which is combined with on-the-job-learning experience. Most programs require approximately 144 hours of Related Technical Instruction per year. Like other aspects of Registered Apprenticeship, the employer or local committee determines the Related Technical Instruction training requirements according to industry standards.

Can apprentices earn college credit for their Registered Apprenticeship experience?

Yes. Community and technical colleges offer college credit for the required related instruction in many Registered Apprenticeship programs.

Are there age limits for apprentices?

Each industry establishes its own minimum age requirement, although the typical minimum age is 18. There are no upper age limits on apprentices.

Are apprentices paid?

Yes. Apprentices must be full-time employees of an employer who is a contributing sponsor of the JAC/JATC training program. Typically, the wage of an apprentice starts at 40-50% of a skilled worker's wage. Wages increase progressively with satisfactory completion of work assignments and Related Technical Instruction.

What are the minimum educational/experience requirements for Registered Apprenticeship?

No experience is required of a new apprentice. Most Registered Apprenticeship programs require applicants to have a high school diploma or GED certificate. Some occupations require entry level testing of basic reading, writing and math skills.

What are the benefits of Registered Union Apprenticeship?

Apprentice:

- Paid to learn a trade/occupation
- Guaranteed Union negotiated contract wage increases and benefits
- Portable credentials that are nationally recognized
- Opportunity for college credit

Is all apprenticeship training the same?

No. If the program sponsor/employer is not registered with the California Department of Apprenticeship, it is NOT a Registered Apprenticeship program in California.

Is the Registered Apprenticeship program sponsor also the eligible training provider for the Workforce Investment Board System?

Yes, Registered Apprenticeship program sponsors/employers are initially eligible if they sign up to be an eligible training provider. The local Workforce Services agency will determine a job seeker's eligibility.

What costs associated with Registered Apprenticeship may be considered for eligible clients through the Workforce Investment System?

Funds may be used to provide the cost of books, supplies, fees, uniforms, tools and other items needed by the client to complete the Registered Apprenticeship program. Funding limits are set by each local area or program.