



## Workforce Development Area 16 Belmont, Carroll, Harrison & Jefferson Counties

A proud partner of the American Job Center network

### WDB16 Progress on Apprenticeship, Prepared by Bradley Wells

**What is Pre-Apprenticeship and Apprenticeship?** Pre-apprenticeship is a program or set of strategies designed to prepare individuals for entry into Registered Apprenticeship Programs (RAP) or other job opportunities. These programs typically last from a few weeks to a few months and may or may not include wages or stipends. The core purpose of pre-apprenticeship is to place individuals on a pathway to employability through a RAP.

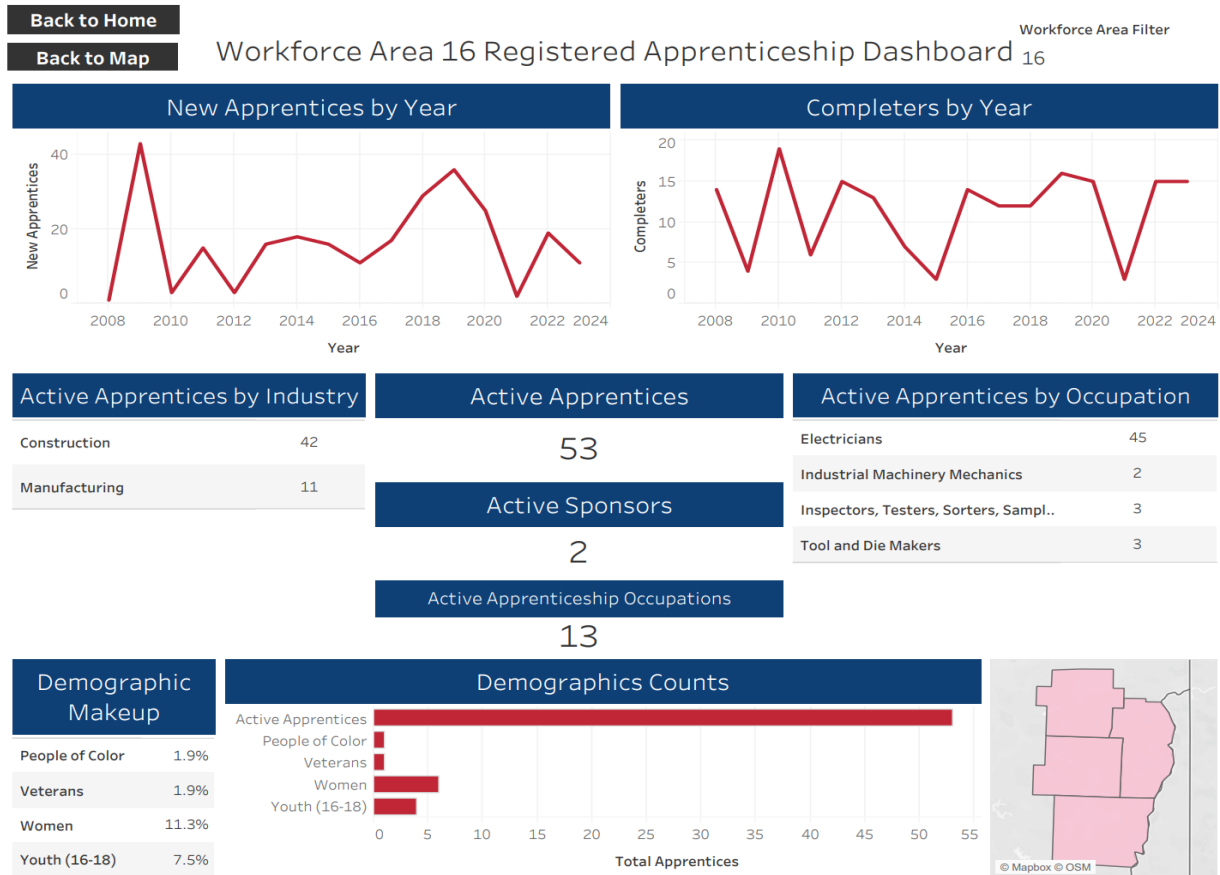
Apprenticeship is a more comprehensive and structured training program. It involves a combination of on-the-job training and related classroom instruction. Apprenticeships are typically longer-term commitments, during which participants gain practical skills and theoretical knowledge in a specific trade or profession. Apprenticeships often lead to recognized certifications or qualifications, making them valuable for career advancement.

**Pre-Apprenticeships currently offered in WDA16 - Pre-Apprenticeships Career Cluster from East Central Ohio Educational Service Center (ECOESC)**

| High School          | Agriculture, Food and Natural Resources | Architecture and Construction | Education | Hospitality and Tourism | Healthcare | Information Technology | Manufacturing |
|----------------------|---|-------------------------------|-----------|-------------------------|------------|------------------------|---------------|
| Barnesville          | X                                       | X                             | X         | X                       | X          | X                      | X             |
| Bellaire             |   | X                             | X         | X                       | X          | X                      | X             |
| Belmont-Harrison JVS | X                                       | X                             |           | X                       | X          | X                      | X             |
| Bridgeport           | X                                       | X                             | X         | X                       | X          | X                      | X             |
| Buckeye Local        | X                                       | X                             | X         | X                       | X          | X                      | X             |
| Conotton Valley      | X                                       |                               | X         | X                       | X          | X                      | X             |
| ECOESC               |   |                               |           |                         |            |                        |               |
| Shadyside            |   | X                             | X         | X                       | X          | X                      | X             |
| St. Clairsville      |   | X                             |           | X                       | X          | X                      |               |
| Union Local          | X                                       |                               | X         |                         |            |                        |               |
| Totals:              | 8                                       | 7                             | 8         | 9                       | 8          | 8                      | 7             |

## Apprenticeships currently offered in WDA16 – Data from October 1, 2022 – September 30, 2023

[ApprenticeOhio PY23 Dashboard \(ohiolmi.com\)](#) by Workforce Area



### WDB16 Status as an Ohio Approved Apprenticeship Sponsor -

**STANDARDS OF APPRENTICESHIP SPONSORED BY** - Workforce Development Board, Area 16, in cooperation with the Ohio State Apprenticeship Council staff office (OSAC).

To be eligible for program registration, a sponsor must have a physical presence in Ohio, and either be incorporated in the state or have operated in Ohio for at least twelve months. This provision shall not be interpreted to preclude any employer from joining an existing apprenticeship program. The applicant must have resources to carry out the functions of a registered sponsor, including but not limited to related instruction, on-the-job training, administrative duties, and record keeping.

**Sponsor** - The entity that operates a Registered Apprenticeship program and is responsible for the program's compliance with apprenticeship rules under OAC 5101:11. This entity may be either an individual sponsor (one employer and/or a union representing its employees) or a group sponsor (comprising multiple employers, acting collectively through a union or association with which they are affiliated). In both cases, the sponsor is also characterized either as "joint" (consisting of a committee with equal membership from labor and management) or "non-joint" (not involving such a committee).

**Apprenticeship Agreement** - An individual written agreement between a Registered Apprenticeship sponsor and an apprentice, that is entered upon an OSAC-designated form;

provides that the apprentice will receive employment, training, and instruction in accordance with the sponsor's approved standards; and summarizes the content of those services and of other expectations affecting the two parties. The agreement must be signed by a duly authorized representative of the sponsor, by the apprentice, and, if the apprentice is a minor, by a parent or guardian. It takes effect only when the apprentice's registration is approved by OSAC.

**Apprenticeship Coordinator** - The person designated by the program sponsor to oversee operation of the program.

**Standards of Apprenticeship** - An operating plan that describes a training program in terms that conform to the laws and regulations for Registered Apprenticeship; an example being the present document along with any required attachments.

### **INTENT-TO-SPONSOR**

It is our Intent-to-Sponsor \_\_\_\_\_ (Applicant name) as an apprentice in the AREA 16 Workforce Development Board Registered Apprenticeship Program.

According to the Approved Standards, all apprenticeship records will be maintained by the AREA 16 Workforce Development Board and any notifications regarding the program will be sent to:

Name of Company: \_\_\_\_\_

Name of Hiring Authority: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Date that Apprenticeship will begin: \_\_\_\_\_

**STNA Initiative** – Initially the STNA was set up as an apprenticeship through Apprentice Ohio for WDB16 to become an approved sponsor. An apprenticeship requires a minimum of 144 hours. STNA is typically 76 hours (60 hours Classroom and 16 hours) making it more suitable as a pre-apprenticeship program. STNA pre-apprenticeship is established under the Career Cluster in Healthcare from East Central Ohio Educational Service Center (ECOESC).

A business (company) Intent-to-Sponsor agreement in combination with college partnership could create a pathway to an LPN or RN apprenticeship after an individual has completed their STNA at a school or through the business (company). The WDB16 would need a full-time Apprenticeship Coordinator if this apprenticeship opportunity was established after proposal was approved by Apprentice Ohio.

**Union Trades Initiative** - I spoke to the Board of Project Best and thought that their partner Union organizations could be utilized who already have approved apprenticeship programs. Project Best is made up of several different Unions. There was only one follow-up meeting and nothing moved forward. I reached out to Union Business Agents to get the training provider contact information. Only a few responded back, and I contacted these individuals to discuss the current approach of

feeding individuals from Pathways Home and Fresh Start grant funded programs through Jefferson County CAC. I am still working on getting the first individual into an apprenticeship.

**New Approach** - Beginning in November 2023 the language was changed to developing pre-apprenticeship programs by linking with established union and trade associated apprenticeships. This effort is intended to create feeder/pipeline programs between high school students, eligible CCMEP clients, special grant clients (pathways home, fresh start, etc...), and unions/employers. While we will continue to investigate or assist our partners with healthcare related programs, we will put most of our energy toward trade related programs where apprenticeships and high demand are already established.

Starting an apprenticeship can be a challenging process, as it involves navigating through various obstacles and hurdles. It requires a partnership between training providers and businesses. Some businesses showed an interest yet did not follow-through after looking into what was required by the State. One of the main difficulties in beginning an apprenticeship is finding the right opportunity that aligns with several individuals having similar interests and career goals. There is a wide range of industries offering already established and approved apprenticeship programs with several vacancies currently and more to come in the near future due to retirement of members.

The learning curve and the demands of an apprenticeship can also pose challenges for individuals starting out in the program. Apprenticeships often require individuals to learn on the job and develop practical skills, which can be a steep learning curve for some. It is important for individuals starting an apprenticeship to be prepared for the challenges that come with the program and to be resilient in the face of adversity.

Resources in place to help this include Career Navigators, BRN, state business outreach specialists, and OMJ staff.

### **Lessons Learned -**

1. Difficult to get any business to commit to create an apprenticeship program given the time it takes, and the long list of state rules involved, especially if they only need to fill a few positions.
2. Apprenticeship requires a minimum of 144 hours of Related Instruction and minimum 2,000 hours of On-the-Job training. Programs range from 2,000 to 10,000 total hours of On-the -Job training, based on the skills and competencies needed to be mastered.
3. Challenging to find post-secondary partners to commit to the academic portion of apprenticeship and businesses to commit to Intent-to-Sponsor.
4. It is not uncommon for apprentices to encounter difficulties such as failure, rejection, or criticism during their training period. Learning to navigate through these obstacles and continue to push forward despite them can be a valuable lesson in developing the grit and determination needed to succeed in any field.

**Bradley Wells**

**Email: [Bradley.Wells@jeffersoncountycac.org](mailto:Bradley.Wells@jeffersoncountycac.org)**

**Cell Phone: 740-512-3382**