

Registered Apprenticeship in Oregon

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What is Registered Apprenticeship?



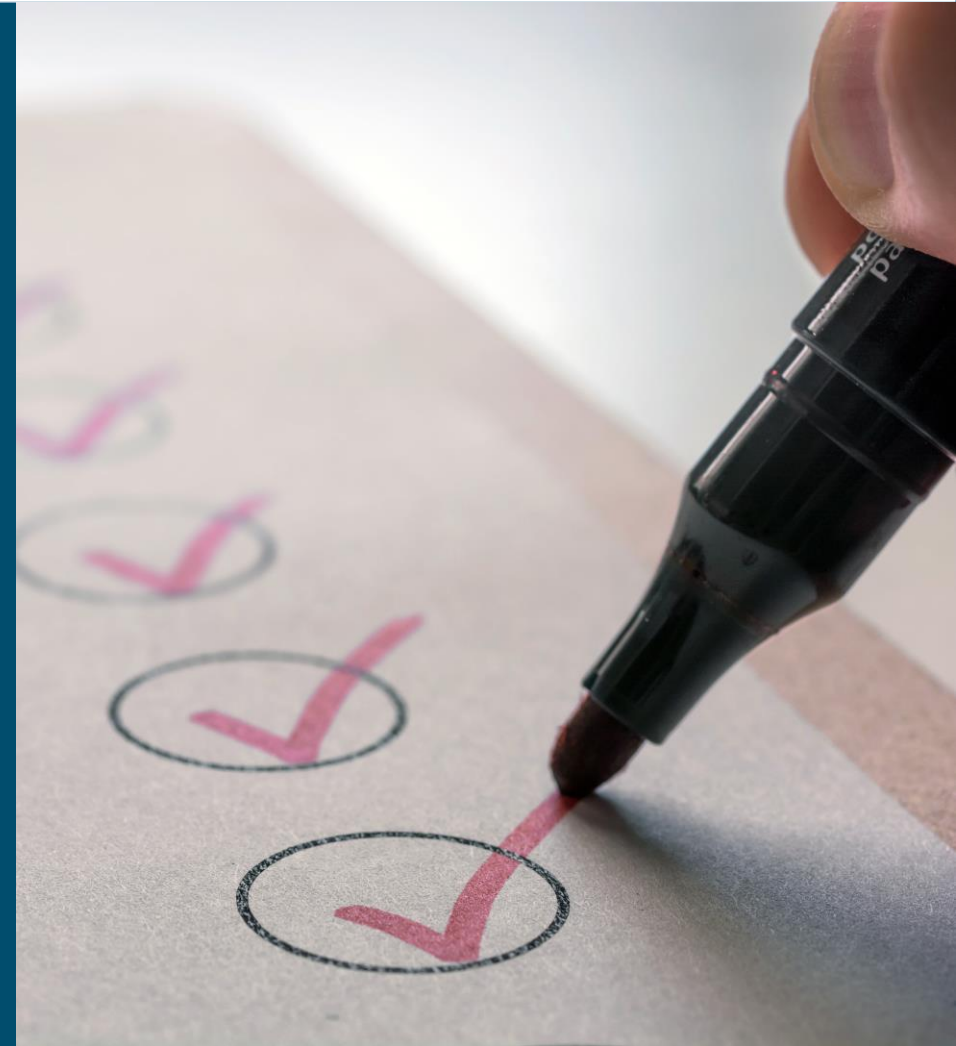
1. A defined structure for learning occupational skills, determined by industry partners
2. Paid, on-the-job training under the supervision of journey-level experts
3. Additional courses to learn theory and skills related to the industry

Apprentices receive a nationally recognized certified credential upon completion.

Industry Standard



- A local committee (sponsor) made up of employers and employees develops and follows a written standard of apprenticeship with assistance from ATD
- The standard specifies terms and conditions for the qualification, employment, and training of apprentices in a specific occupation
- The Oregon State Apprenticeship and Training Council (OSATC) votes on approval of standards



Paid On-The-Job Training



- Registered apprenticeship programs include 2,000 on-the-job hours
- Apprentices work for training agents (employers) and progress through a predetermined set of work processes to build their skills
- Journey-workers guide and supervise apprentices on the job
- Apprentices earn wages from day one and receive regular pay increases throughout the program



Paid On-The-Job Training (cont.)



Example Wage Schedules

K-12 Teacher: 2.5-year program

Period	1-3	4-6	8-10	Complete
Wage/Hour	\$16.80	\$18	\$19.20	\$24

Sheetmetal Worker: 3.5-year program

Period	1	2	3	4	5	6	7	8	Complete
Wage/Hour	\$19.97	\$21.64	\$23.30	\$24.97	\$26.63	\$28.30	\$29.96	\$31.63	\$33.29

Inside Electrician: 4-year program

Period	1	2	3	4	5	6	7	8	Complete
Wage/Hour	\$19.78	\$24.72	\$27.19	\$29.66	\$32.13	\$34.60	\$37.07	\$32.74	\$49.43

Related Training and Instruction



- Apprentices complete a minimum of 144 hours of related training per year
- Community colleges, training trusts, or other training providers teach apprentices technical and theoretical concepts related to their occupation and industry
- Related training must be certified by a nationally recognized industry association or a state education certifying authority



Benefits to Apprentices

- **Paid training:** Apprentices earn increasing wages while they learn occupational skills
- **Family-wage jobs:** Registered apprenticeship leads to good jobs with medical and retirement benefits
- **Low (or no) cost:** Many programs pay for most or all of the costs for related training classes
- **Support and guidance:** Learning under the supervision of journey-level professionals leads to success
- **Educational pathways:** Many related training classes award college credit toward an associate degree
- **Safety:** Workers that go through registered apprenticeship programs are safer and have fewer injuries
- **Worker protections:** Registered apprenticeship programs commit to retaining diverse apprentices and a harassment-free work environment



Benefits to Employers

- **Skilled workforce:** Employers cultivate a highly trained workforce tailored to their needs
- **Increased retention:** Registered apprenticeships foster a culture of mentorship and loyalty, leading to higher employee retention rates
- **Standardized training:** Registered apprenticeship programs streamline the development of employee skills
- **Increased diversity:** Registered apprenticeship programs recruit across demographics of the available workforce and receive technical assistance to meet utilization requirements
- **Quality assurance:** The joint management structure (employers/employees) of registered apprenticeship supports continuous quality improvement and innovation



Role of the Apprenticeship and Training Division

The Apprenticeship and Training Division bridges the gap between businesses, workers, and education partners.



Assists businesses and labor with development and registration of new apprenticeship programs



Ensures compliance with state and federal laws and regulations through compliance monitoring and technical assistance



Ensures apprentices' rights are protected by investigating and resolving complaints



Recruits and advises Veterans on registered apprenticeship opportunities



Helps apprenticeship committees comply with equal employment opportunity (EEO) requirements, including recruitment, anti-harassment training, and EEO pledge



Performs administrative functions (e.g., prints and mails apprentice credentials)

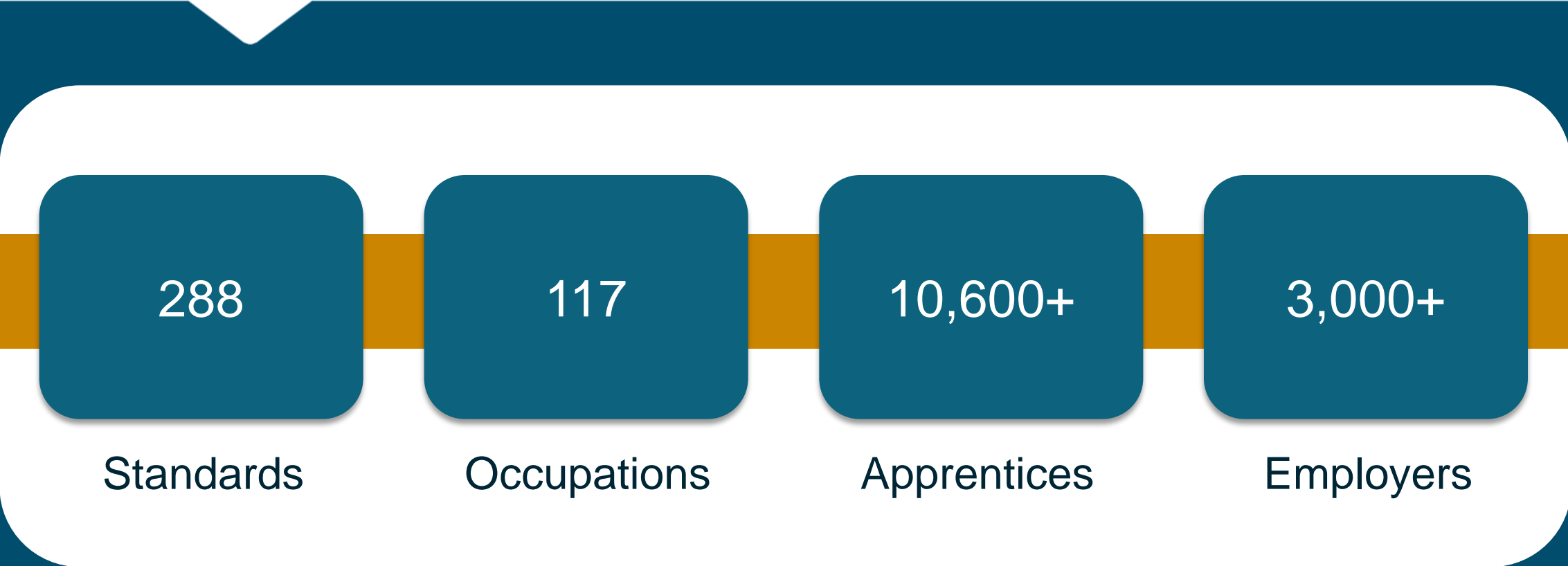
Role of the Oregon State Apprenticeship and Training Council

The Oregon State Apprenticeship and Training Council is the governing authority over apprenticeship in our state. The Labor Commissioner serves as Chair and the Director of Apprenticeship and Training serves as Secretary. Additional members are appointed by the governor and represent employers, employees, and the public.

- Enforces policies, rules, statutes, and regulations
- Approves new committees, new standards, and standard revisions
- As a State Apprenticeship Agency, BOLI shares authority with OSATC to govern registered apprenticeship programs in the state of Oregon as authorized under the National Apprenticeship Act

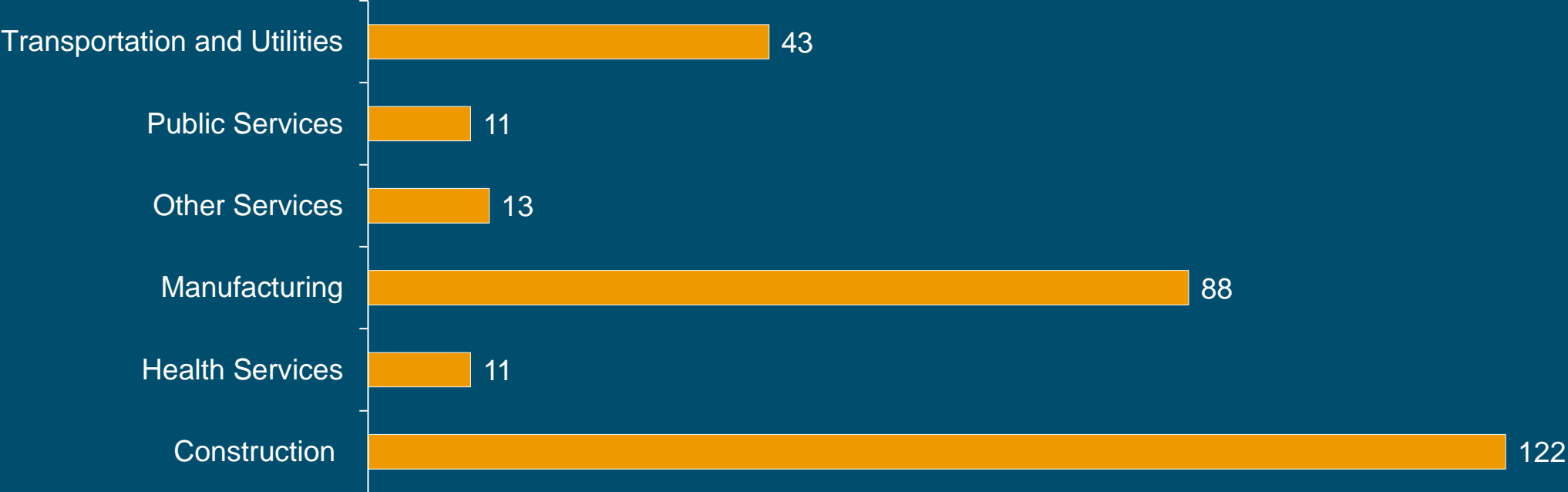


Registered Apprenticeship by the Numbers

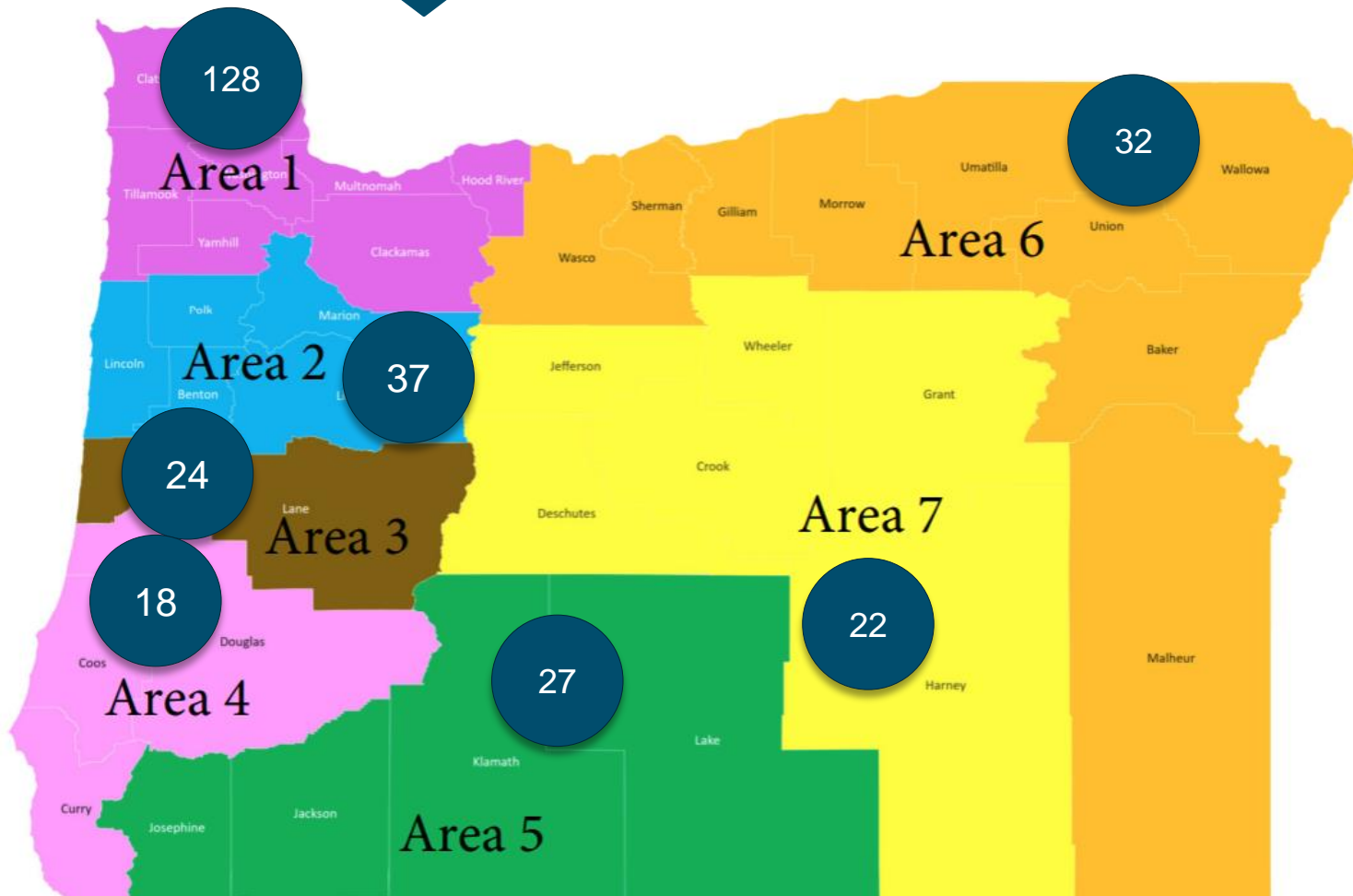


Registered Apprenticeship Industries

Oregon's 288 Apprenticeship Standards by Industry

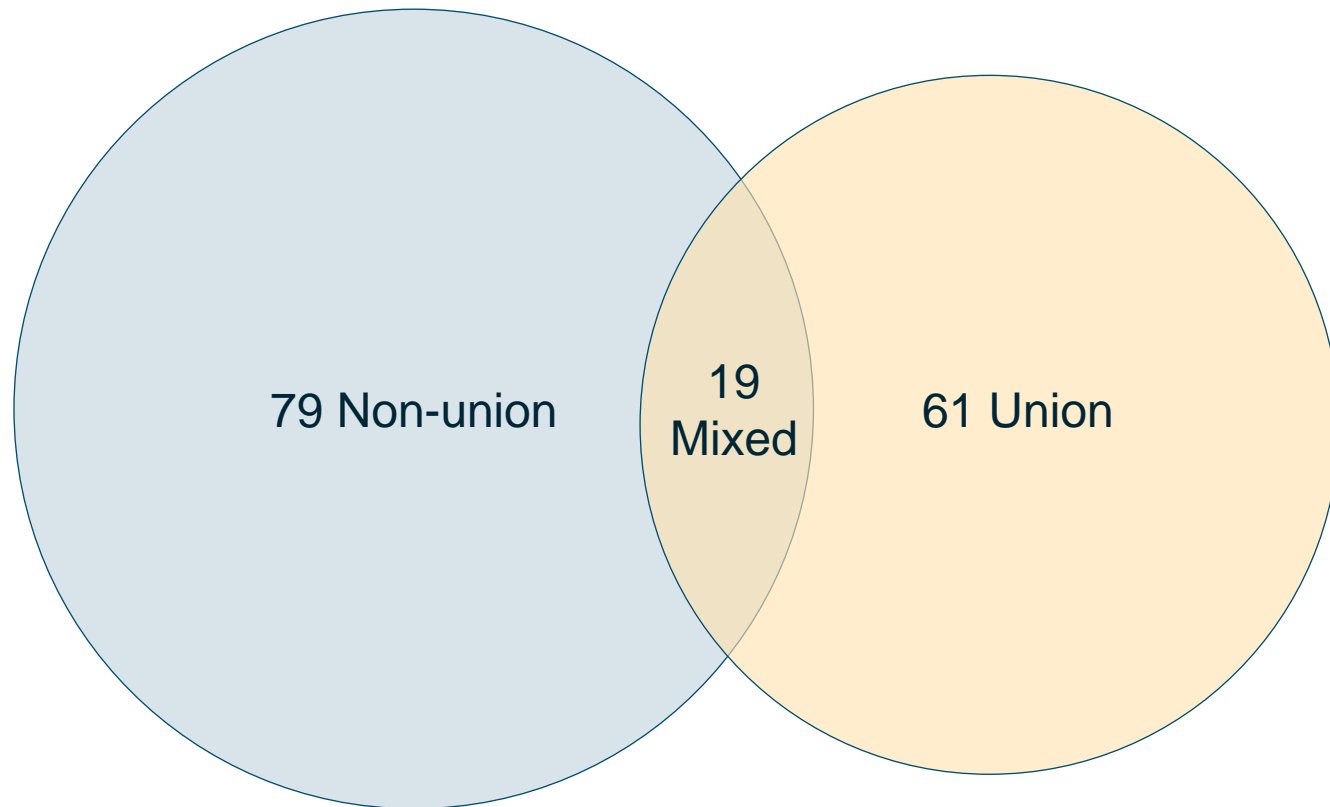


Registered Apprenticeship Across Oregon



Total Registered
Apprenticeship Standards
288

Union and Non-union Sponsors



Total Registered Apprenticeship
Sponsors (Committees)

159

Expanding Access

- Participation of women and people of color in the trades
 - In the highway construction trades, 45% of apprentices completing in 2022/23 were women or people of color, compared to only 27% in 2010/11
- Long-term ODOT supportive services program stacked upon registered apprenticeship programs has led to increased access and success
- State investment in CHIPS childcare support for construction apprentices and journey-workers in semiconductor manufacturing and related infrastructure projects

EMPOWERING DIVERSITY, BUILDING CAREERS

OREGON'S \$3.6 MILLION INVESTMENT TO DIVERSIFY & SUPPORT APPRENTICESHIP IN HIGHWAY AND BRIDGE CONSTRUCTION

In 2009, Oregon's SB 894 directed the use of federal funds to boost diversity in the highway construction workforce and provide essential support for those aspiring to join. This initiative not only breaks down financial barriers but also addresses unique challenges faced by women and people of color entering the construction industry.



JOB READINESS SUPPLIES

- \$ FOR WORK TOOLS
- \$ FOR WORK GEAR/ BOOTS
- \$ FOR RAIN GEAR



CHILDCARE SUPPORT

- \$ WHILE YOU WORK AS APPRENTICE
- + CHOOSE OWN QUALIFIED PROVIDER



ADDITIONAL SUPPORTS

- \$ FOR HARDSHIP ASSISTANCE
- \$ FOR TRANSPORTATION TO WORK/ CLASS
- \$ FOR LODGING FOR WORK



RETENTION SUPPORT

- + APPRENTICESHIP NAVIGATION
- + MENTORING; CAREER COUNSELING
- + REFERRALS FOR OTHER SERVICES

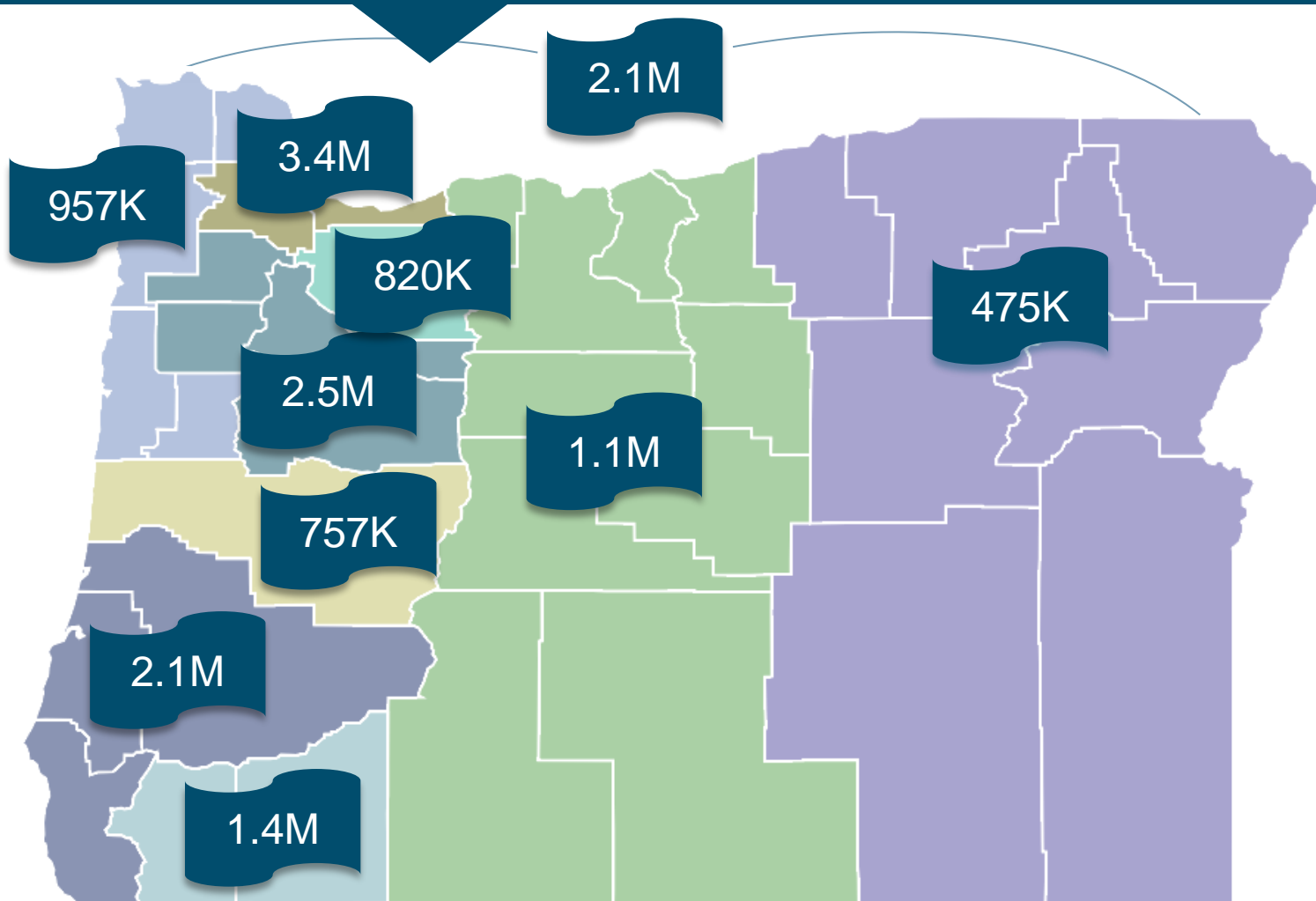
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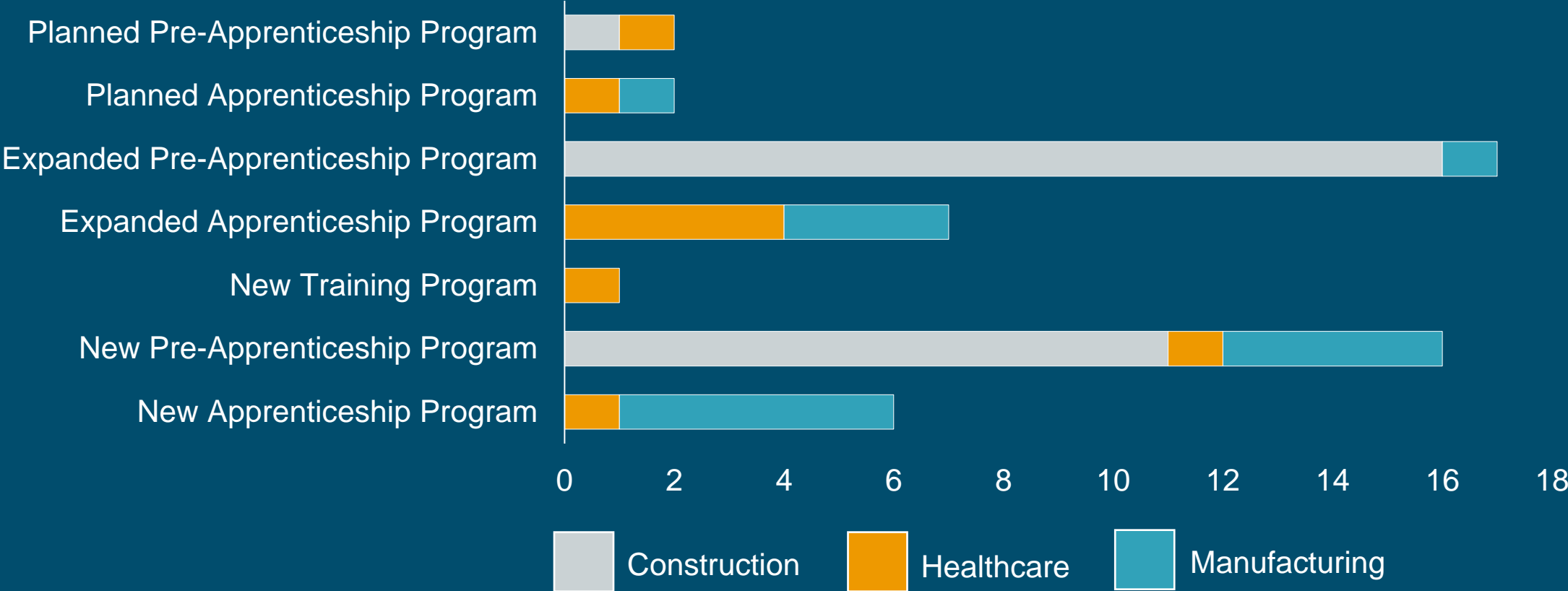
Future Ready Oregon (FRO) Grants



Distribution of ~\$16M in FRO grants to grow registered apprenticeship, pre-apprenticeship, and training across Oregon's workforce regions

Future Ready Oregon Grants

Results of FRO Grants for Registered Apprenticeship and Training



Areas of Growth and Opportunity

- **Pre-Apprenticeship:** Unpaid, short-term programs introduce participants to an industry and help recruit diverse adults into apprenticeship. There are 59 of these programs in Oregon.
- **New Programs:** We are continuously working with partners to build new apprenticeships, including programs for healthcare occupations and non-traditional trades. For example, apprenticeships were recently registered for the occupations of Certified Alcohol and Drug Counselor, Qualified Mental Health Associate, and K-12 Teacher.



Points to Remember

- Registered apprenticeship plays an essential role in building Oregon's skilled workforce
- The apprenticeship pathway is unique in that apprentices earn while they learn, and they have a family-supporting job upon program completion
- Workers that go through apprenticeship programs are safer and have fewer injuries
- The Apprenticeship and Training Division (ATD) supports existing apprenticeship programs while building new standards in non-traditional and emerging occupations
- There is ample opportunity for registered apprenticeship to grow in Oregon





Apprenticeship and Training Division

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Contact

