



A WORKFORCE
DEVELOPMENT BOARD



Apprenticeship & Pre- Apprenticeship Basics

**A Workforce Training and
Pipeline Business Strategy.**

Co-Op

Rotation Programs

Internship

OJT

Upskill-Reskill

Apprenticeship

Onboarding

Apprenticeship

- A workforce development tool
- A formalized approach to what you may already be doing to develop talent
- A way to provide credentials and/or college credit for your workforce
- A way to ensure everyone in the occupation achieves the same level of competency

WHAT IS A FLEXIBLE APPRENTICESHIP?

Aero-Flex A Flexible Workforce Development Program

PRE APPRENTICESHIP

- Provides skills to talent pipeline and incumbent workers
- Prepares them for full-time work and/or entry into a Registered Apprenticeship – provides early RTI
- Can participate in multiple iterations for Pre-A before entering RA
- DOES NOT require employment commitment
- Typically 2 – 9 months
- Not Registered with DOL or DAS

REGISTERED APPRENTICESHIP

- Provides a structured framework for employee development
- Related Technical Instruction + On-the-Job Learning
- Allows for credit for prior learning
- Employer defines Key Performance Indicators for job competency
- DOES require employment commitment
- Typically 1 – 4 years
- Registered with DOL & or DAS



Using Apprenticeship as a Strategy for Workforce and Pipeline Development

Benefits of Pre-Apprenticeship and Apprenticeship

- Expand the labor pool – **more qualified workers**
 - hire sooner, while in school for example – and at a lower starting wage than fully skilled worker
 - Use the training to address skills gaps, learn the business and become job ready
 - Hire from a broader range of schools provides a much larger labor pool to draw from
 - Provides potential for more diversity and reduced turnover
- Where needed: Obtain Security Clearance during RA
- Increase and **Broaden Skills of Existing Workers**
 - Can be used to formalize incumbent worker training
 - Training plans can be customized to individuals and departments
 - Provides a clear path for moving up in the company
 - Good way to communicate to employees the pathway to higher positions

Comparing
Apprenticeship to
What you Already
Do

Increase worker
satisfaction and
retention

Gain a dedicated
and skilled
workforce



Business Involvement

Business Needs to Hire
and Promote Staff



Related Instruction

On-boarding of new
staff
Fill knowledge gaps in
workforce



Structured On-the-Job
Training

Support new staff after
hire – with mentoring
Worker supervision



Rewards for Skill Gains

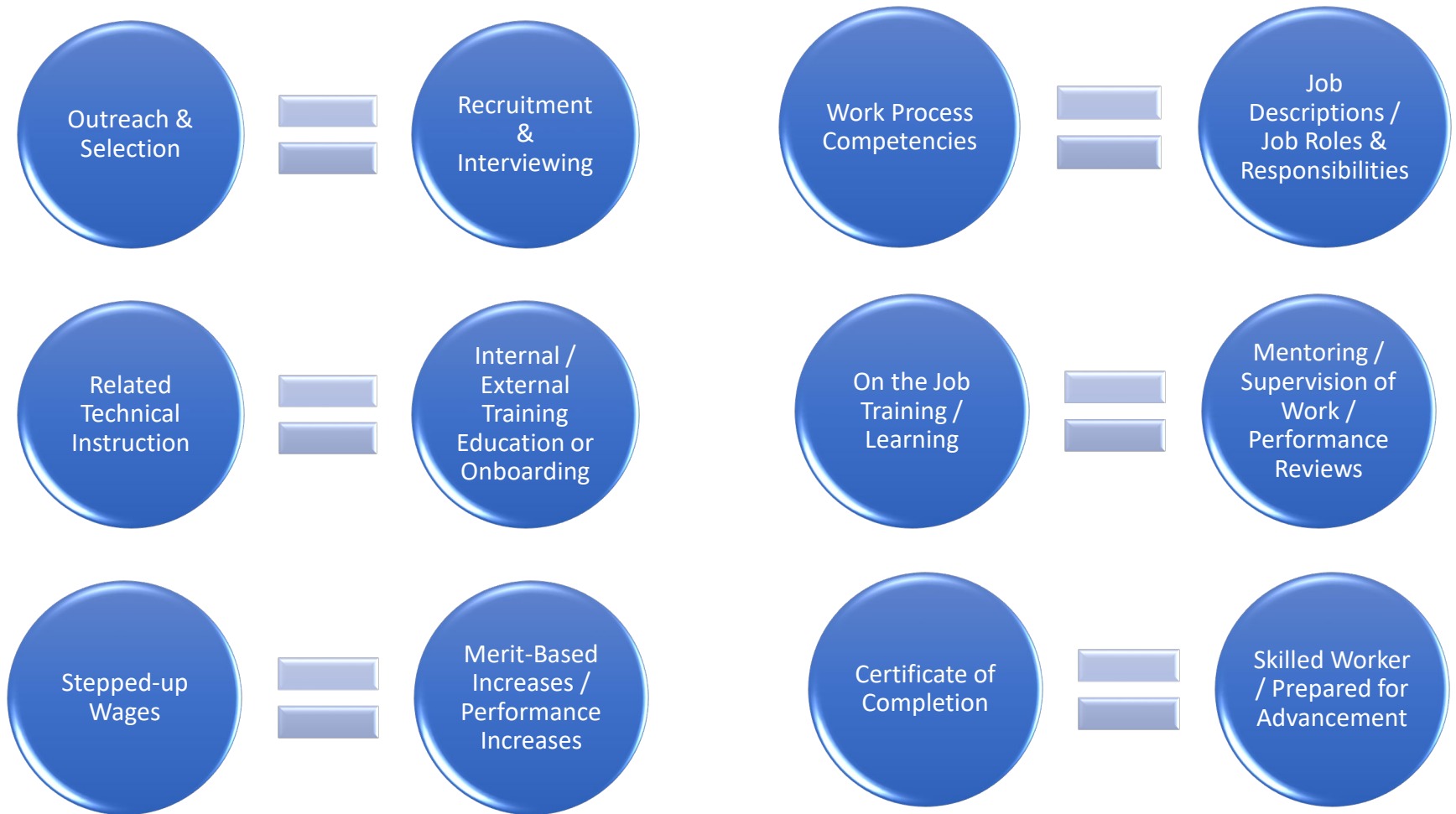
Performance Reviews
Merit-based increases



National Occupational
Credential

Prepare workers for
future promotion

Apprenticeship Terminology Translated



Registered v. Unregistered Apprenticeship



UNREGISTERED (Federal Only)

- **Must meet the 5 hallmarks of program quality**
 - Educational and instructions component (RTI)
 - OJT and mentorship (does not have to be 2000 hours per year)
 - Paid work
 - Safety, supervision
 - Industry-Recognized Credential earned "or" college credit
- Treat same as Registered program:
 - Components and Design
 - At least 6 months
 - Tracking and Documentation
 - Credential

REGISTERED

- **Must meet the 5 hallmarks of program quality +**
 - Wage increases or meet/exceed journeyworker wage stipulated in Appendix A by completion
 - OJT based on 2,000 hours per year

Register Apprentices with USDOL and/or California DAS (*DAS Registration alone does not qualify for DOL grant funding*)

Receive national (DOL) and/or state (DAS) completion certificate

How to Participate/ Enroll



Sign-up with SBWIB



Determine occupations and # of apprentices (or Pre-Apprentices to start)



Meet with SBWIB re: customization of program. For Apprenticeship, also discuss RTI plan, credit for prior learning



Select Candidates for apprenticeship/pre-apprenticeship (new/existing). We will help recruit.



Enroll participants



Track and Report Progress



If Grant participant in DOL – report expense for RTI or receive free TUSME subscription if applicable



Flexible Industry-Specific Programs Designed by Industry

Pre-Apprenticeship

Sponsor	Occupation
Aero-Flex / South Bay WIB	Aerospace Engineer Assembler Avionics Technician Industrial Manufacturing Technician Machine Operator Machinist Metal Fabricator Numerical Control Machine Operator Quality Control Inspector Other custom programs



Registered Apprenticeships

Sponsor	Occupation	Type
Tooling U-SME	Industrial Machine System Technician	Hybrid
	CNC Machine Operator	Competency-Based
	Aerospace Engineer	Hybrid <i>Competency-Based in process</i>
	Aerospace Quality Assurance Technician	Competency-Based
El Camino College	Aerospace CNC Machining Technician	Competency-Based
	Aerospace Electronics Technician;	Competency-Based
	Aerospace Electromechanical Tech	Competency-Based



Occupations will be added based on recommendations and vetting by the Aero-Flex Apprenticeship Advisory Committee.

BIO FLEX Pre-Apprenticeships & Registered Apprenticeships

- Bio Production Technician/Bio Manufacturing Technician
- Bio Maintenance Technician/Biomedical Equipment Technician
- Registration in Process:
 - Quality Assurance Technician
 - Lyophilizer Technician/Mechanical Engineering Technician

All Registered Apprenticeships will be Competency Based. Like Aero-Flex, occupations will be added as suggested and vetted by the Bio-Flex Apprenticeship Advisory Committee.

Recruiting Assistance...

SBWIB will assist in creating a general marketing flier & presentation materials. We will suggest participants upon request.

Bioscience

ThermoFisher
SCIENTIFIC

Augment your
Internship Experience
with a Bio-Flex
Pre-Apprenticeship



Bio-Flex

Pre-Apprenticeship

3 TRACK PRE-APPRENTICESHIP

- TRACK I - Work readiness skills
- TRACK II - Industry-specific technical skills
- TRACK III - Your internship at ThermoFisher

BENEFITS

- ✓ Your paid internship at ThermoFisher
- ✓ Stackable, industry recognized, credentials portable within the Bioscience industry
- ✓ A capstone Pre-Apprenticeship certificate
- ✓ Add marketable skills and credentials to your resume
- ✓ Earn while you learn!






A WORKFORCE
DEVELOPMENT BOARD

Contact Information

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of California








This WIOA Title 1 financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities by calling in advance to CRS 1-800-735-2922 or 310-680-3700.






**An Earn and Learn Model to
Improve Your Metalworking & Quality Control Skills**

Aero-Flex Pre-Apprenticeship

- Enhance your career
- Earn a \$500 stipend upon completion
- Industry recognized credentials
- Gain access to ToolingU courses for 1 year
- 1 year membership in Society of Manufacturing Engineers
- Stackable credentials that lead to apprenticeships in:
 - Engineering Technology
 - CNC Machining Technician
 - An Engineering Degree
 - Quality Control
 - Management



To apply, contact:
Christine Thompson
Email: C.Thompson@alardmachine.com
Or call her on extension 29



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CONTACT INFORMATION

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www.SBWIB.org/aero-flex

www/SBWIB.org/bioflex



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