

The Apprenticeship Funding Success Story at ETP

Keeping it Going for a New Generation of Workers

Stewart Knox, Executive Director
Peter Cooper, Assistant Executive Director

Our Discussion Today:

- Status of ETP Today (Stewart)
- History of ETP/Apprenticeship Partnership (Peter)
- ETP and non-traditional Apprenticeship (Peter)
- Discussion of program's strengths, weaknesses, and labor's hope for the future

ETP Funding High-Road Jobs : For Workers and Employers



ETP Today

- The Economy and Funding Levels
- Administrative and Rule Changes
 - Caps
 - Rates
 - Contract Timing
- Simplifying the Program, Becoming More Customer-focused, Connecting with the Needs of Stakeholders

History of ETP/Apprenticeship Partnership

- The Start of Something Big
- Starting on Solid Ground – Proving the Value of Apprenticeship to the Panel
- Launched in 2012

Original ETP Apprenticeship Model

- Supplement RSI funds
- Use ETP's "Special Employment Training" (SET) funds, which are meant for employers who do not face 'out-of-state competition'
- Only DAS approved programs qualify
- \$13 per hour of up to 144 hours (plus OSHA 10) per trainee
- Only 2nd year apprentices and beyond

Program Modifications Since 2012 (1)

- **Moved funding out of SET.** Deemed employers to meet out-of-state competition standards;
- **Established a blended rate** for pre-apprentice and journeyman training;
- **Clarified** that while only apprentices and journeymen must be represented by a union with a JATC contract, a pre-apprenticeship program must be connected with a DAS-approved apprenticeship program;
- **Established graduation rate requirement** for applicants based on DAS historical data;

Program Modifications Since 2012 (2)

- **Increased maximum hours** for apprentices from 144 to 200 (plus OSHA 10);
- **Reduced minimum hours** for pre-apprentices and journeymen, going from 24 to 8;
- **Allowed** apprentice enrollment in sequential contracts up to the maximum hours per-trainee;
- **Simplified** eligibility determination process for repeat contractors.

6-Year Summary

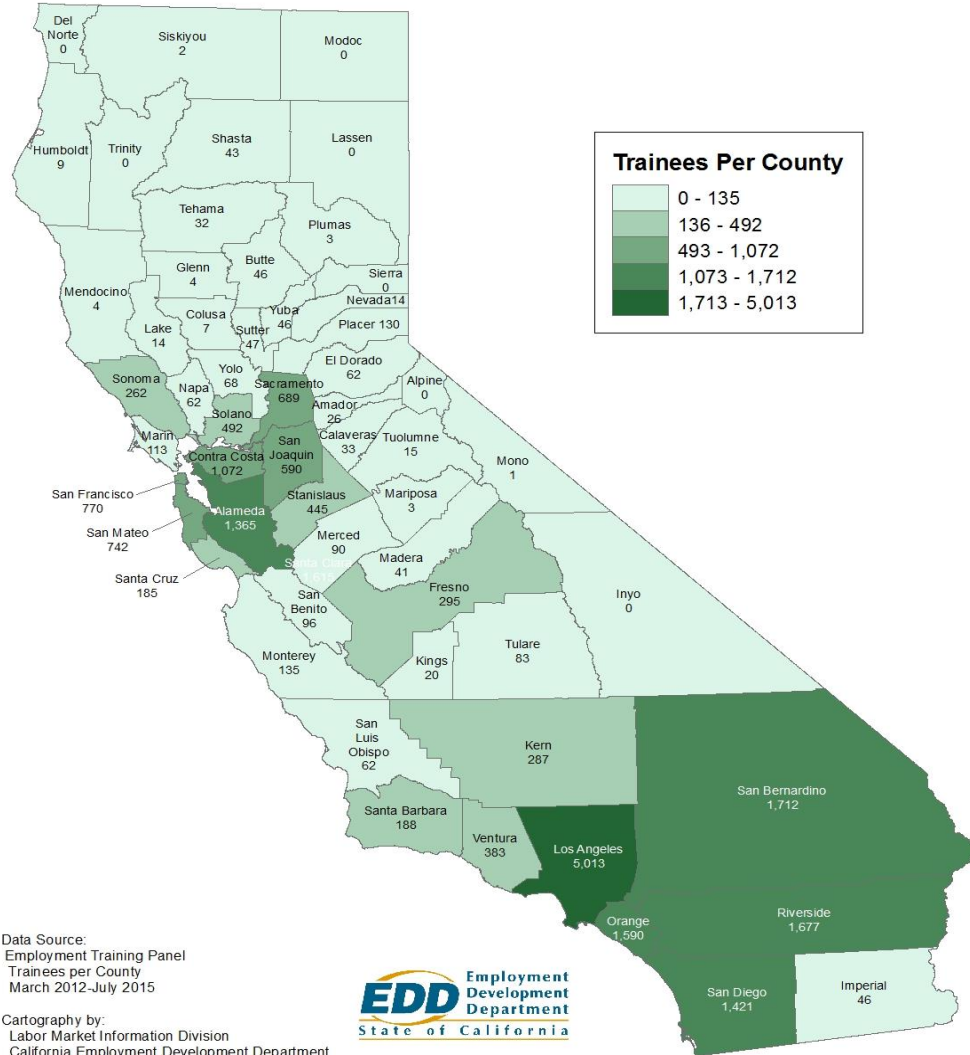
ETP Apprenticeship Program

Note that 6th year is not yet complete

Contract Year	Number of Contracts	Number of Trainees	Approved Funding Amount	Total Weighted Completion Rate
2012 - 13	25	5,385	\$ 9,069,552	91%
2013 - 14	19	5,192	\$ 8,950,789	95%
2014 - 15	28	6,763	\$ 11,053,375	95%
2015 - 16	28	8,798	\$ 14,047,217	93%
2016 - 17	34	10,047	\$ 15,930,363	N/A
2017 - 18	21	7,233	\$ 12,443,030	N/A
Total	155	43,418	\$71,494,326	

ETP Apprenticeship Program

Trainees Per County



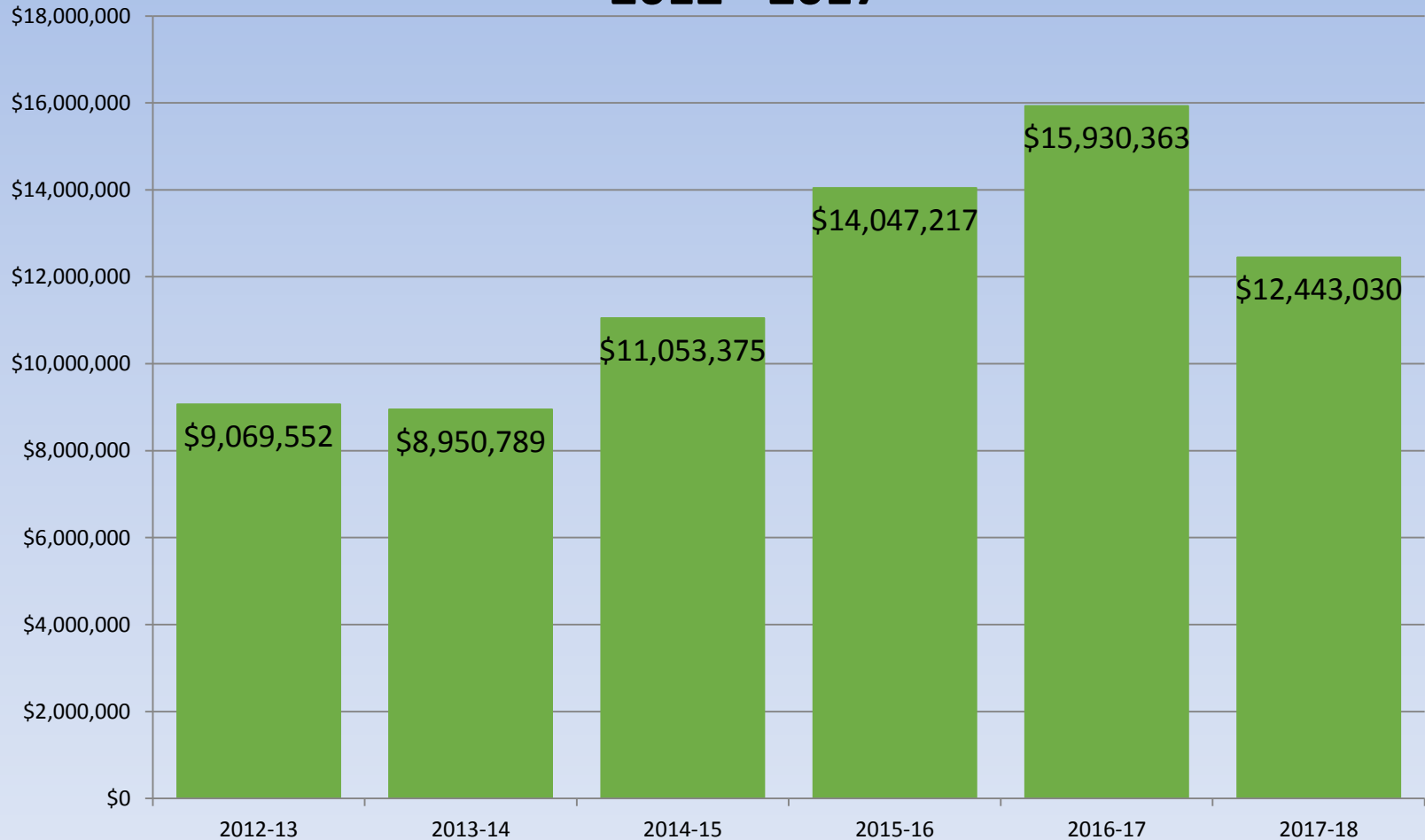
Data Source:
 Employment Training Panel
 Trainees per County
 March 2012-July 2015

Cartography by:
 Labor Market Information Division
 California Employment Development Department
<http://www.labormarketinfo.edd.ca.gov>
 September 2015



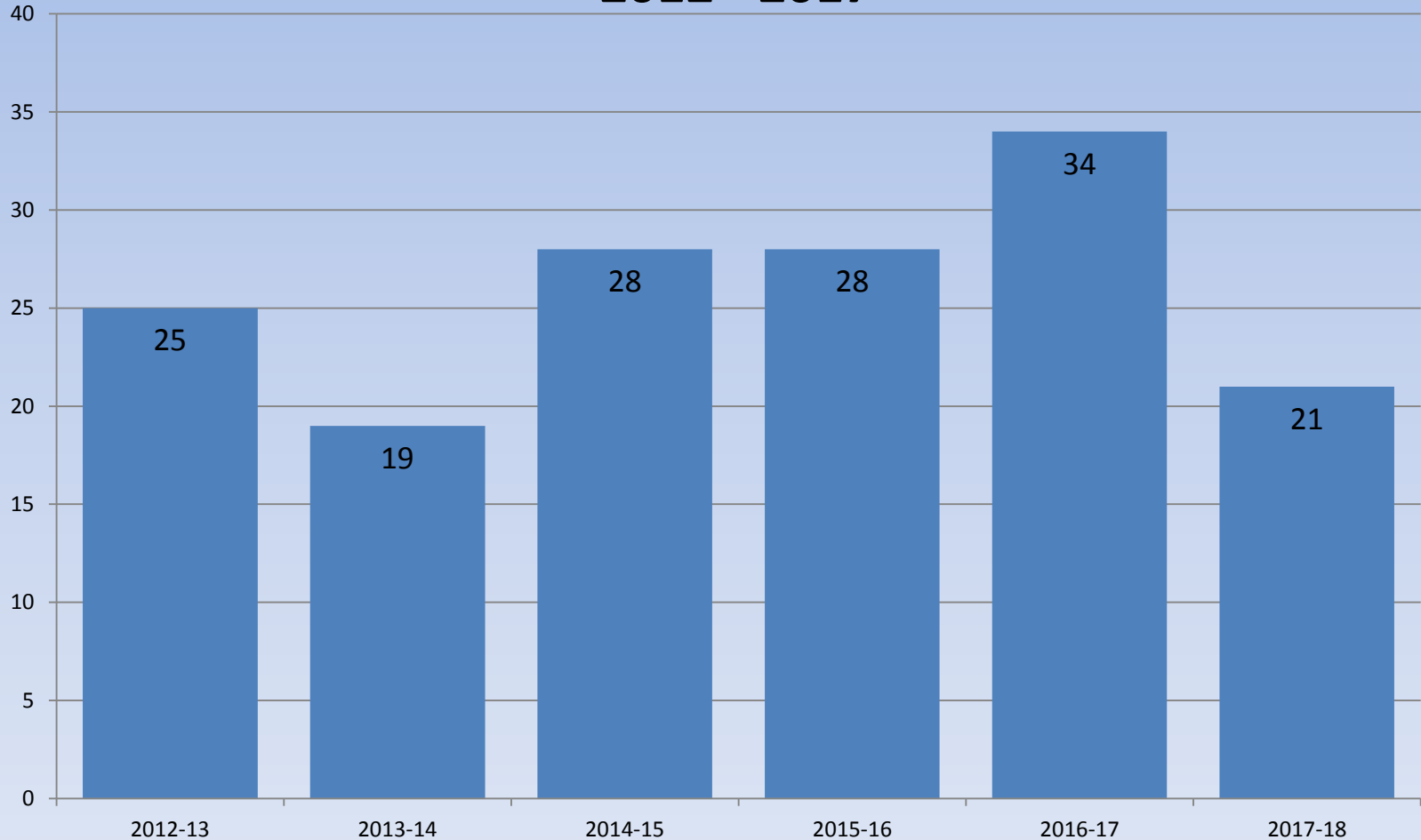
Funding

Apprenticeship Funding Amount Approved 2012 - 2017



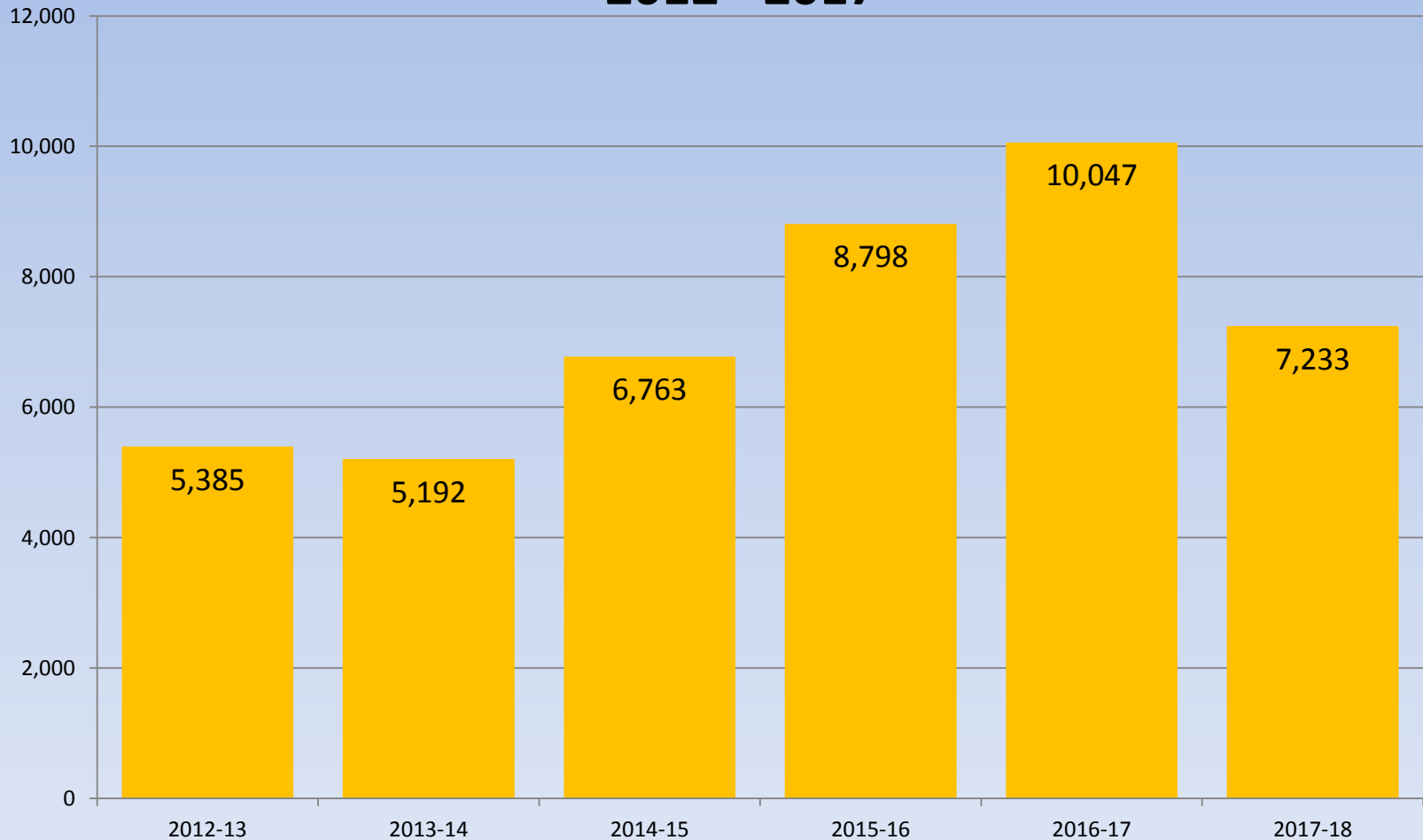
Contracts

Number of Apprenticeship Contracts Approved 2012 - 2017



Trainees

Number of Apprenticeship Trainees Approved 2012 - 2017



ETP and Non-Traditional Apprenticeship

- Honoring the Construction Apprenticeship Model
- Maintaining the “High Road”
- Getting input from all stakeholders

ETP and Non-Traditional Apprenticeship Examples

- UFCW Meat cutters
- Caterpillar / HOLT
- Ca Machining and Tooling

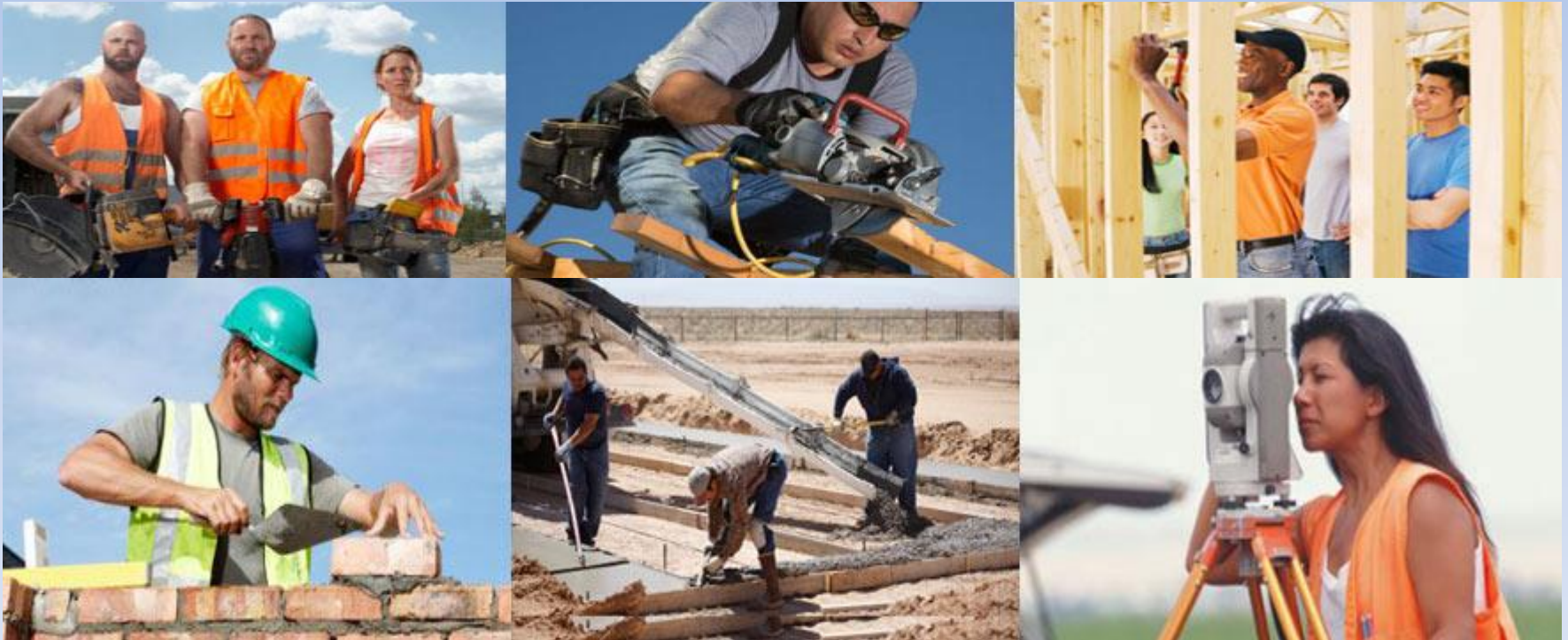
ETP and Non-Traditional Apprenticeship Partners

- Ca Labor Fed and Labor unions
- CAC
- DAS
- LWDA
- CCCCCO
- Employers
- ETP Subcommittee

ETP and Non-Traditional Apprenticeship

- Supporting CCCCO CAI Grantees to expand the apprenticeship model to new sectors
- Learning from the Swiss and German models of apprenticeship which are based on **Industry-Labor-Education** partnerships
- Figuring out how ETP can support both construction and non-construction while staying true to our high-road tradition

Discussion



Source: CACA