



Work-based Learning: Apprenticeships and Pre-Apprenticeships

Presented by Bevan Gibson
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Work-Based Learning:

- Educational Strategy
- Real-life work experiences
- Targeted to bridge the gap between learning and doing



Work-based Learning Strategies provide:

- Career awareness
- Career exploration opportunities
- Career planning activities
- Employability Skills (IL Essential Employability Skills Framework)



Classifications of Work-based Learning:

- Duration of assignment
- Relation to course work
- Stipend

Work-based Learning Strategies:

- Apprenticeships
- Internships
- Mentorships
- Job Shadowing
- Business/industry field trip
- Entrepreneurial experience
- Cooperative education (ICAPS)
- Service Learning



Apprenticeship Basics



What is a Registered Apprenticeship? (RA)

- Proven approach for preparing workers for jobs
- Employer-driven
- Flexible training strategy
- Used in a variety of industries

Basic Components:

- Business Involvement
- Structured On-the-Job Training
- Related Instruction
- Rewards for Skill Gains
- Nationally Recognized Credential



How does apprenticeship fit into career pathways?

- Can be an integral part of CTE programs
- Pave the way for career-building and lifelong learning through stackable credentials
- Continual building of skills and ability to obtain higher levels of employment in an occupation or industry
- Can provide communities with competitive edge by establishing a continual pipeline of qualified workers for local employers



Apprenticeship vs Other Work-Based Training

- Apprentices hired by employers and get a paycheck from day one of work
- Wages increase over time as knowledge, skills and abilities advance
- RA last 1-6 years
- Connect education and work simultaneously
- Earn industry-recognized credentials and possibly college credit



Pre-Apprenticeship:

- Training approach that is school or community-sponsored
- Serves as the start of a career pathway
- Designed to prepare individuals to enter and succeed in a RA program
- Uses an approved training curriculum based on industry standards
- Educational and pre-vocational services
- Hands-on training in a simulated lab experience or through volunteer opportunities
- Assistance in applying to RA programs



Basic qualifications:

- RA identifies the minimum qualifications to apply
- Starting age no less than 16, though most require at least 18
- Examples of additional minimum qualifications identified by program sponsors are education, ability to physically perform functions of job
- Others might include aptitude tests, interviews, school grades, or previous work experience

Benefits of Apprenticeship:

- Employers
- Workers
- Workforce system

Benefit to Employers:

- Highly-skilled employees
- Reduced turnover rates
- Increased productivity
- Lower cost of recruitment
- Safer workplace
- Stable and reliable pipeline
- Systematic approach to training



Benefit to Workers:

- Paycheck from first day of work, guaranteed to increase as training progresses
- Hands-on career training
- An education
- A career
- National credential



Benefit to Workforce System:

- Can increase worker skills
- Meet employer needs
- Enhance performance outcomes
- Employment
- Retention
- Earnings
- Credential Attainment



Business and Partner Roles:

- Employers
- Government
- Labor organizations
- Community-based organizations
- DCEO



Workforce System and Apprenticeships as a Training Strategy:

- Assist employers to recruit and screen apprentices
- Provide basic skills training or partner in pre-apprenticeship efforts
- Training funds for related instruction through Individual Training Accounts
- Customized and on-the-job training contracts with employers with apprenticeship programs
- Supportive services such as tools, books and other supplies

How does Adult Education Fit?

- Pre-Apprenticeship programs (Bridge or ICAPS)
- Connection to workforce development
- Connection to One-Stops/AJCs (American Job Center)



Questions?





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