Arkansas WIOA Partners’ Meeting
March 2, 2017

Expanding Registered Apprenticeship

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Oberg Industries: Manufacturing
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• A precision manufacturer: aerospace; medical devices; defense
• “Sells Skills” ... 15 RA programs
• Applicants must have HS; screened for industry aptitude. Hired must show growth/80% grade
• “Agile” manufacturing = competency-based training
• 2 to 4 years; earns NIMS credential and college credit
An IT intermediary: Placed over 500 apprenticeships in 10 states
Recruit from non-traditional populations including 30% with no college credential
Competency-based learning, pre-apprenticeship, 20-week training, skills validation, OJT
Hired with 13-week “training” period at training wage with mentor oversight
Cost advantage vs off the street hire
• Employs 50,000+ in US—all 50 states & Puerto Rico
• Charlotte NC is energy hub: turbines & generators
• Could not find # of skilled machinist needed for expansion
• Recruitment is collaborative process w/education
• Open house; 4-day orientation; pre-screen; 6-week summer paid internship w/2 classes at CPCC.
• 4 years: 1600 classroom hr; 6400 OJT hrs
• Journeyman= NC Certificate & CPCC Assoc
Technical Assistance Resources

Apprenticeship USA Toolkit

www.dol.gov/apprenticeship/toolkit.htm

A comprehensive set of tools and resources for the public workforce system and partners to launch or expand apprenticeship strategies.
Resources

• Guide for Business Service Representatives

• Business Outreach Fact Sheet

• Quick Start Toolkit

• Area College or Community College join the RACC (Registered Apprenticeship College Consortium)
  – http://www.doleta.gov/oa/racc.cfm
Maher & Maher completed this project with federal funds, under contract number DOLQ131A22098 DOL-ETA-16-U-00020, from the U.S. Department of Labor, Employment and Training Administration. The contents of this publication do not necessarily reflect the views or policies of the Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.

Maher & Maher is a specialized change management and talent-development consulting firm focused on advancing the collaboration between workforce, education and economic development.