

# Arkansas WIOA Partners' Meeting

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## Expanding Registered Apprenticeship

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Apprenticeship Coach

Maher & Maher



**Maher & Maher**  
Investment Advisors for Talent Development.

# Oberg Industries: Manufacturing Freeport, PA



- 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

# Launch Code: IT, Computer Programmer Various States



- 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

# Siemens USA: Advanced Manufacturing North Carolina



- 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

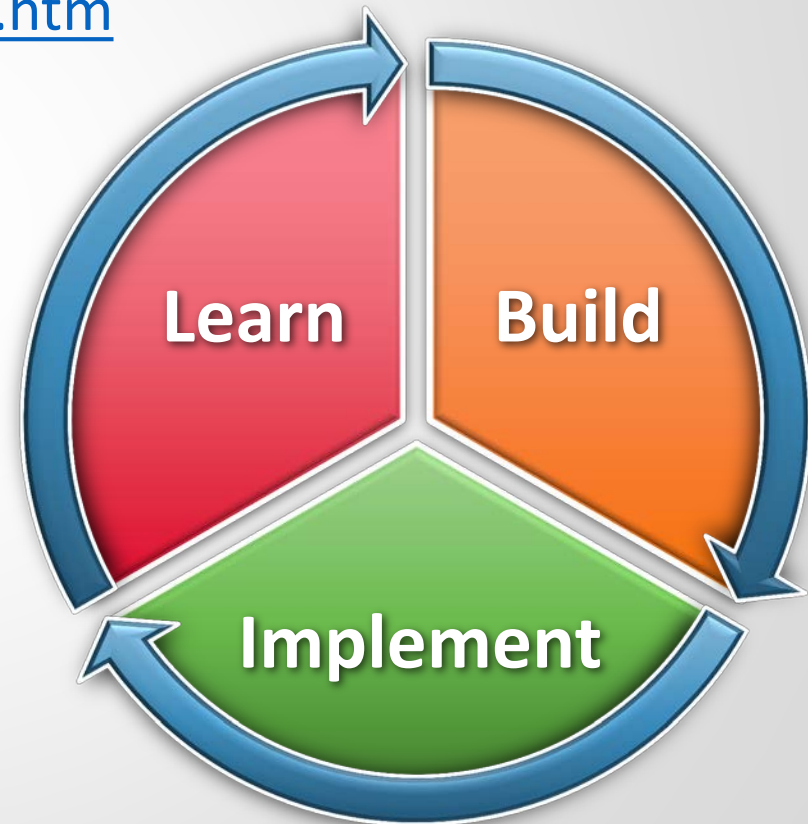
# Technical Assistance Resources



## ApprenticeshipUSA Toolkit

[www.dol.gov/apprenticeship/toolkit.htm](http://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
  - <http://www.dol.gov/apprenticeship/docs/guide-for-bsr.pdf>
- Business Outreach Fact Sheet
  - <http://www.dol.gov/apprenticeship/toolkit/docs/RA-Employer-Fact-Sheet.pdf>
- Quick Start Toolkit
  - [https://www.doleta.gov/oa/employers/apprenticeship\\_toolkit.pdf](https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf)
- Area College or Community College join the RACC (Registered Apprenticeship College Consortium)
  - <http://www.doleta.gov/oa/racc.cfm>



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

