



# Pre-apprenticeships

Linda O'Connor · November 19, 2015

# Work-Based Learning

A coordinated sequence of work experiences designed to provide students with real-world learning through partnerships with local business and industry.

# Internships

- Short periods – 6 weeks to 9 months and sometimes provides school credit.
- Actively engaged in work and supervised by mentor
- Paid or unpaid

# Pre-Apprenticeship Program

Program that teaches basic technical and job-readiness skills for a designated apprentice occupation or sector to prepare participants for Registered Apprenticeship training.

# Apprentice

## Ohio State Apprenticeship Council Definition

Person at least 16 yrs. of age, except where a higher minimum age is fixed by law, who is participating in a registered apprenticeship program to learn a skilled occupation, pursuant to a registered apprenticeship agreement

# Labor Laws

**ORC 4109.07 Restrictions on hours of employment.** (B) No person under sixteen years of age may be employed more than forty hours in any one week nor during school hours unless employment is incidental to bona fide programs of vocational cooperative training, work-study, or other work-oriented programs with the purpose of educating students, and the program meets standards established by the state board of education

# Strategic Framework

## Pre-apprenticeship Program

### *(1): Market Research and Industry*

***Outreach:*** Identify businesses in your area most urgent job needs and

- Align the skills needs of employers with the training offerings of the education system
- ***Step (2): Recruit a Business Partner***

# Advisory Committees

- All Career-Technical programs are required to have an **active** Industry Advisory Committee
- Guidelines to creating or enhancing an industry-driven advisory committee:
- [education.ohio.gov/Topics/Career-Tech/Apprenticeships-and-Internships](https://education.ohio.gov/Topics/Career-Tech/Apprenticeships-and-Internships)



# Pre-apprenticeship Program

- ***Step (3): Identify Potential Student Apprentices***
- **Step (4): Orientation to Prepare Students and Parents**
- ***Step (5): Prepare the Employer (apprenticeship agreement)***
- ***Step (6): Application Process/Early or Advanced Placement***

# **Pre-apprenticeship Program**

- ***Step (7): Draft a Student Apprenticeship Training Plan (training outline)***
- ***Step (8): Obtain Approval for the Student Apprenticeship Plan***
- ***Step (9): Implement the Plan***
- ***Step (10): Ongoing Monitoring and Student Evaluation***
- ***Step (11): Evaluation and Reflection***

# Early or Advanced Placement

Students are released from school to work at a job in their Career Pathway during the Senior Year:

- Typically work a minimum of 15-20 hrs
- Must meet schools placement requirements
- Sign Instructional Agreement between Employer, Parent and School

# Recommended Path

**Fall/Spring of Junior Year – Job Shadowing Experiences**

**Summer between Junior/Senior Year**  
–Internship with a mentor

**Senior Year**  
–Early Placement  
–Pre-Apprenticeship

# Apprenticeship Models #1

## Miami Valley Career Center

- Application Process
- Two-week rotation  
(40 hour work week)
- Half Days Option  
through advanced  
placement

## Upper Valley Career Center

- 144 hours/Senior Year
- Follow-up training  
beyond graduation
- Monitored by the  
apprenticeship  
coordinator
- Externships for the  
instructors

# Sponsor

- **Who operates Registered Apprenticeship programs?**
- Every Registered Apprenticeship program has a “sponsor”. The sponsor is responsible for the overall operation of the program.
- single business or a consortium of businesses.
- Community based organization, industry association, or a joint labor-management organization.

# Pioneer Pipe

- 3 career centers (Mid-East, Washington County, and Swiss Hills)
- 12 students each Sept
- 45 students over 3 years
- 7 welding credentials by their senior year
- \$16 hour to \$26 hour
- Mentors
- Direct Entry to the Plumbers & Pipefitters

# Sponsor (continued)

- Secondary or post-secondary education

## Responsibilities

- Register the apprenticeship with USDOL
- Track and submit the apprentice's OJT workplace hours and technical training
- Evaluate and recommend the apprentice for certification (skill levels)
- Mentoring the apprentice(s)



# Models

- [education.ohio.gov/Topics/Career-Tech/Apprenticeships-and-Internships](https://education.ohio.gov/Topics/Career-Tech/Apprenticeships-and-Internships)
- Forms, templates, and contacts for the models discussed today
- If you have a program we can highlight, let me know (my contact information)

# ApprenticeshipUSA Toolkit Released

- Tools on building apprenticeship partnerships
- Business outreach materials and a guide for Business Service staff
- Guides for funding apprenticeship and counting outcomes under WIOA
- Models of successful workforce system/apprenticeship partnerships

# HB 107 Internships

- Career Exploration Internship Program is effective 6-25-14, with appropriation 3-26-14 through the Development Services Agency and only available through **June 25, 2017**
- Appropriates \$1 million to fund the grants from proceeds of the upfront license fees paid for casino facilities authorized under the Ohio Constitution.

# Authorizes

- Grants for businesses that employ up to 3 high school students in career exploration internships/year, 50% of the wages paid to the student up to a \$5,000
- Eligible to attend school in Ohio (ages 16-18) or enrolled in grade 11 or 12 and must employ them for 200 hours (20 weeks)

# Application

- Businesses apply to the Development Services Agency before the start of the internship and must include a brief description of the internship and a signed statement by the student intern describing the student's career aspirations.
- ORC 122.177

<http://codes.ohio.gov/orc/122.177>

# Contact

- **Edward King, Grants Manager**

**Ohio Development Services Agency**

**Office of Strategic Business Investments**

phone: 614.644.6546

[Edward.King@development.ohio.gov](mailto:Edward.King@development.ohio.gov)

# MEP

- **Ohio Manufacturing Extension Partnership  
Office of Technology Investments:**

**[James.Ruble@development.ohio.gov](mailto:James.Ruble@development.ohio.gov)**

Ohio Development Services Agency  
77 South High Street, 28th Floor  
Columbus, Ohio 43215-6108  
(614.466.2775) or (800) 848-1300

- **<http://development.ohio.gov>**

# Middle School Validation

- PLTW exemption
- CTE courses (non-PLTW)
- No Cost
- 3 Modules (Perkins – Career Connections – Career Fields/Pathways)
- Avg time 2 – 6 hours
- 30 contact hours (professional development)
- January 4, 2016



# Ohio Department of Education Contacts

**Linda O'Connor, Assistant Director**  
**[linda.OConnor@education.ohio.gov](mailto:linda.OConnor@education.ohio.gov)**

614-644-6095

**John Wiseman, Education Specialist / Engineering (PLTW)/  
Manufacturing / Transportation**

**[John.Wiseman@education.ohio.gov](mailto:John.Wiseman@education.ohio.gov)**

614- 728-7589