

Benefits of a Registered Apprenticeship Program

Apprenticeships are a proven solution that:

- help to recruit and develop a highly skilled workforce
- improve productivity and the bottom line
- reduce turnover costs and improve employee retention
- create industry-driven and flexible training solutions
- increase potential brand/product improvement via a highly-trained workforce

Manufacturers face current and future needs for skilled workers that threaten the competitiveness and growth of the local industry. There are a variety of contributing factors including: growth, older workers retiring or about to retire from skilled positions, and not enough young people entering into manufacturing careers.

The Grant offers:

- help in easing the burden to small and medium size employers through a multi-employer group sponsored apprenticeship platform
- employer reimbursement incentives to encourage participation and offset training costs
- strategic support functions, outreach, and education
- strong relationships with the State Apprenticeship offices to assist in the process
- streamlined apprentice and employee recruitment
- tools for targeted recruitment from specific demographics
- assistance in obtaining more agile and responsive instruction from educators
- a tool-kit with step by step instructions

Grant Funding Is Available to Reimburse Training Costs

Employer Reimbursements are intended to incent manufacturers located in the 14-county Greater Oh-Penn region to participate in registered apprenticeships.

The reimbursement schedule uses staggered rates to encourage early adoption, rewarding those companies that are willing to work with project staff in the early stages of the grant period to provide guidance, test the new program design, and provide information to develop a Return on Investment (ROI) model.

Reimbursements amounts are one time only per apprentice but employers are eligible to receive reimbursements for each new apprentice added to the program over the five years of the grant.

	Year 1	Year 2	Year 3	Year 4	Year 5
	Oct 1, 2015 – Sept 30, 2016	Oct 1, 2016 – Sept 30, 2017	Oct 1, 2017 – Sept 30, 2018	Oct 1, 2018 – Sept 30, 2019	Oct 1, 2019 – Sept 30, 2020
New Program	\$6000	\$5000	\$4000	\$3000	\$2000
Existing Program	\$3000	\$2500	\$2000	\$1500	\$1000

For more information on how to take advantage of this wonderful opportunity, please contact J Diane Karlin at 330-501-0081 or via email dkarlin@tpma-inc.com or Megan Wagner Ingram at 330-953-7392 or mingram@tpma-inc.com.



Greater Oh-Penn Manufacturing Apprenticeship Network

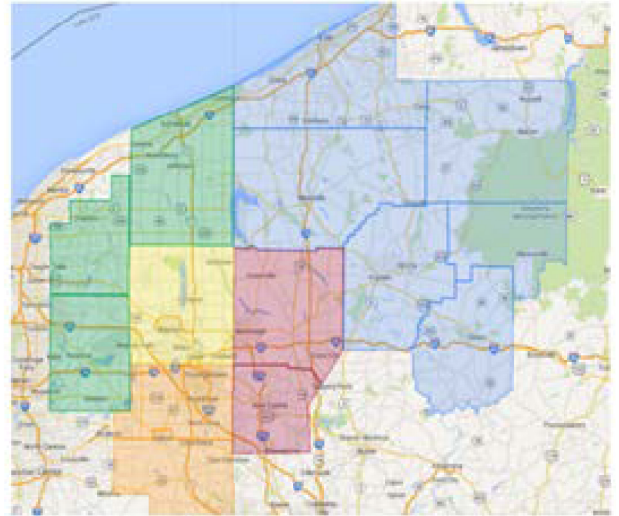
\$2.9 Million Apprenticeship Grant

Background Information

The Network has been awarded a \$2.9 million dollar grant from the United States Department of Labor (USDOL) American Apprenticeship Grant. This grant encompasses the Greater Oh-Penn Region, comprised of stakeholders from two states and 14 counties.

Greater Oh-Penn Manufacturing Apprenticeship Network (the Network) includes:

- ➔ Industry partnerships between two states covering 14 counties,
 - **Ohio** – Ashtabula, Columbiana, Geauga, Mahoning, Portage, Trumbull
 - **Pennsylvania** – Clarion, Crawford, Erie, Forest, Lawrence, Mercer, Venango, Warren
- ➔ The public workforce system, including 5 Workforce Boards, and
- ➔ Education & training providers



Goals of the Grant

- ➔ Meeting manufacturer needs for highly skilled and credentialed employees through customized, registered apprenticeship models
- ➔ Streamlining apprenticeship and employee candidate recruitment, assessment, and pre-screening operations with different service providers and “on-ramps”



Employer Involvement Is Integral

Employer is the foundation for the RA program and must be directly involved and provider of OJT.



Structured On-the-Job Training (OJT) with Mentoring

Minimum of 2,000 hours Structured and Supervised



Job Related Education

144 hours recommended per year
Parallel | Front-loaded | Segmented Options



Rewards for Skill Gains

Increases in skills brings about increases in earnings.



National Occupational Credential

Sponsor certifies individual is fully competent for career.

Source: US DOL

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