

MOVING FORWARD: TRANSPORTATION AND REGISTERED APPRENTICESHIP

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OVERVIEW

- **Background**
 - Driving Forces
 - Challenge and Opportunity
- **Why Apprenticeship? Why Now?**
 - Benefits of Apprenticeship
 - Current Transportation Efforts
- **21st Century Registered Apprenticeship**
 - Vision, Goals, and Initiatives

SOME DRIVING FORCES

- Transit rail ridership is up 75% since 1995

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- Need for skilled workers expected to increase 38 % over the next 10 years with safety a key factor.

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- Dept. of Transportation estimates that 50% of the transit frontline workforce is expected to retire over that same time period.

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- Need to replace/retrain/hire 88% of today's transit workforce over the next 10 years.

CHALLENGES & OPPORTUNITIES

- **Challenge:** Limited available resources for training of front line transportation workers:
 - Funds for physical capital dwarf funds for human capital
 - Funds are often targeted for white collar vs. front-line.
- **Opportunity:** Ability to create career pathways for youth and under-represented talent pools that offer high wage potential

WHY APPRENTICESHIP? WHY NOW?

■ Apprenticeship Works!

- 75 Years – A proven track record
- Apprenticeship is industry funded; industry driven;
- Strong ROI and Customer Satisfaction

■ Apprenticeship is Post-Secondary Education

- National Credentials;
- National Guideline Standards
- Ability to Earn College Credit

■ Apprenticeship Pays!

- Completers of Apprenticeship earn approximately \$300,000 more over the course of their lifetime!

CURRENT INITIATIVES/EFFORTS

- **Bus Maintenance Technician.** In 2010, worked with the Transportation Learning Center to develop National Guidelines for Apprenticeship Standards for the occupation of Bus Maintenance Technician.
- **Transit Railcar Technician.** Developing National Guideline Standards for Transit Railcar Technician and are looking forward to expanding the use of apprenticeship to a wider number of transportation occupations.
- **Ongoing Efforts with DOT.** We work closely with our Department of Transportation partners as we both share common goals of building a transportation workforce.

WHY APPRENTICESHIP: SUMMARY

- Proven model for industrial / organizational succession management and building a highly skilled workforce
- Training to the highest standards promotes greater safety and other benefits (recruitment, retention, etc.)
- National Credential, National Guidelines, National Consistency with numerous benefits and efficiencies
- Pathway for under-represented talent pools to high paying careers

Need More?????

21ST CENTURY APPRENTICESHIP

- Registered Apprenticeship programs continue to innovate and adapt to meet the evolving needs of industry
 - Recently recognized 70+ Innovators and Trailblazers of RA
- Working with our Advisory Committee on Apprenticeship on key challenges and opportunities for advancing RA into the 21st Century
- Developed a vision, goals and recommendations for 21st century Registered Apprenticeship

VISION FOR 21ST CENTURY RA

- **Vision for Registered Apprenticeship to be central to workforce development and economic competitiveness.**
- **Establishes a plan built on a vision that for the United States to remain economically competitive in a global economy, Registered Apprenticeship must be central to the nation's workforce development and educational strategies.**

4 GOALS

- **Apprenticeship is Good for Business.** Need for greater expansion of high quality RA programs
- **Apprenticeship is Education.** Increase the numbers pursuing apprenticeship and value RA as post-secondary education
- **Apprenticeship is for Everyone.** Ensure apprenticeship opportunities are available for a wide range of populations.
- **Apprenticeship is Good Policy.** Need for greater utilization of apprenticeship in state and federal public policy.

EXPANSION/QUALITY

- Seeking to build Sectors of Excellence in key Industry Sectors to support expansion efforts
- Transportation a key target of opportunity:
 - Public Transit
 - Trucking
 - Logistics

EDUCATION/PARTNERSHIPS

- Key recommendations related to building greater partnerships between workforce, education, and CBOs.
- Major Initiative with ED: Registered Apprenticeship College Consortia
- Creating a consortia of community colleges and apprenticeship sponsors to articulate apprenticeship completion certificate to college credit
- Seeking permission to collect information and then will launch nationally.

APPRENTICESHIP FOR EVERYONE

- Seeking to increase opportunities for under-represented populations including youth, women, minorities, veterans, and people with disabilities.
- Pre-Apprenticeship. Issued guidance to establish a consistent definition and quality framework for pre-apprenticeship programs that can build a bridge for a range of populations

RA IS GOOD PUBLIC POLICY

- Updated Regulations provide flexibility and new options
 - Competency and Hybrid Options
 - Interim Credentials
 - Technology Based Learning
- Promoting Greater Public Policy Efforts
 - SC Tax Credit
 - Detroit Registered Apprenticeship Program (DRAPP)
 - Apprenticeship 2000 (NC)

SUMMARY

- **Model for a comprehensive approach to moving forward in building a transportation workforce**
 - ✓ Create Pre-Apprenticeship pathways for a range of populations including in-school and out-of school youth, women, minorities and veterans.
 - ✓ Use national guideline standards to establish national training guidelines and national credentials
 - ✓ Create value and benefits for transportation employers
 - ✓ Provide high wage careers for individuals
 - ✓ Provide pathways that include opportunities for college credit.