

Chair Wobbema and members of the Senate Workforce Development Committee.

For the record, my name is Doug Darling and I serve as President of Lake Region State College.

I am here to testify in support of HB 1382.

Something I know you've heard from me before is that North Dakota's number one challenge is workforce. HB 1382 would allow the North Dakota scholarship to be utilized to pay for training costs related to apprenticeships. Apprenticeships are another tool that can be used to get workers trained and into the workforce quicker than traditional methods. Apprenticeships are nothing new they have been used for literally thousands of years and in North Dakota are most commonly used in skilled trades like plumbing, electrical, and metalwork or other construction trades.

The Apprentice works under a skilled master Craftsman and takes classroom coursework related to the occupation. Apprenticeships are either time based or mastery based. When your apprentice has completed the required number of hours or demonstrated mastery of the skills they complete their apprenticeship and receive a certificate from the US Department of Labor.

Return on Investment (ROI)

Dollar for dollar, no workforce training method packs as much punch as apprenticeship. On average, employers realize an average return on investment of \$1.47 for every \$1 invested. Additionally, every \$1 invested in apprenticeships leads to a public return of approximately \$28 in benefits.

<https://nationalapprenticeship.org/roi>

Lake Region State College has been working on apprenticeships for the past five years the biggest challenge we've had is getting employers to understand that the benefits of apprenticeship far outweigh the costs. the opportunity to use this scholarship to defray some of the costs will provide the initial incentive needed for these new employers to try apprenticeships.

<https://nationalapprenticeship.org/defined>

A. Designing a Winning Initiative

Topics:

- 1. Apprenticeships for employers, students, and colleges**
- 2. The differences between internships and apprenticeships**
- 3. What is an apprenticeship program?**
- 4. College elements needed to offer apprenticeships**
- 5. Apprenticeship program selection**
- 6. Curriculum and students**
- 7. Regulations and standards**

The decision has been made by your college to become involved in apprenticeships. The contents of this book will assist you to design a community college based apprenticeship program. It will serve as an overview of those vital components which assist to make the apprenticeship programs offered by colleges successful. These basic components are logical and include planning, implementation, management, and continuous quality improvement (CQI). This book is designed to fill in some of the blanks you might have regarding apprenticeships or provide suggestions or options. Feel free to use any of the templates developed by LRSC.

While not every scenario is covered in detail, you will find a framework to work with as you begin the process of understanding apprenticeships and program building.

Think of the apprenticeship initiative as a business entity within your college. I need to be easy to use for employers, apprentice, and faculty while well-managed and positioned as a sustainable initiative. Therefore, to make sure it is successful, the college needs to understand how to plan for, develop, implement, and manage this initiative. Guiding the initiative are the U.S. Department of Labor's Code of Federal Regulations, Title 29-Part 29, and Title 29-Part 30. ([Appendix A](#)).

The table of contents is divided into components to better understand the steps of how colleges can incorporate an apprenticeship initiative. It is best to start with the beginning and add more information as we go.

Topic 1: Apprenticeships for Employers, Students and Colleges

Apprenticeships are a Win-Win-Win initiative: for employers, students, and colleges.

For the employer they will:

- Build a talent pipeline of higher-skilled employees.

- Lower their costs of advertising and recruiting.
- Reduce turn-over rates.
- Enhance employee loyalty and motivation.
- Can be used for recruiting or upskilling current employees.

For the student they will:

- Provide employment with an employer who invests in YOU.
- Provide hands-on experience under the guidance of an employer mentor.
- Eliminate school debt.
- Provide career advancement opportunities.

For the community college they will:

- Provide a stronger relationship with local employers.
- Assist to fill empty classroom seats.
- Keep academic programs updated through integrating current work practices.

Topic 2: There are differences between internships and apprentices. (Appendix B)

An internship and apprenticeships are both work-based learning programs, however there are distinct differences. A community college has potential to leverage internships into apprenticeships.

Topic 3: What is an Apprenticeship Program?

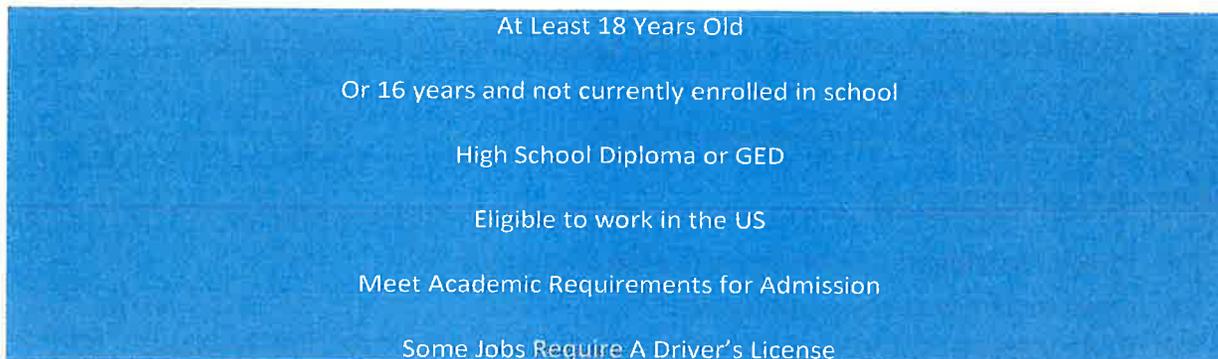
Registered Apprenticeships have been utilized to meet the needs of America's skilled workforce for over 80 years. Registered apprenticeships are jobs where you 'earn and learn.' While working on the job, you receive one-on-one, full-time training from a skilled staff member of the employer as well as related classroom instruction. These apprenticeship training programs are available in 1500 occupations across 170 industries found in businesses of all sizes and last from 1 – 5 years. Apprenticeship programs are for ambitious people of all ages who want to earn a salary while they learn, gaining real skills and knowledge. These programs offer employers the opportunity to strengthen and build their workforce providing a tailored high-quality talent pipeline. In this regard, Registered Apprenticeship programs effectively meet the needs of both employers and jobseekers.

Registered apprenticeship (RA) programs must have at least 144 hours of related technical instruction (RTI) and a minimum of 2000 hours of work-based-learning (WBL) or on the job training (OJT).

There are three types of apprenticeship program designs. The first is time based. The most common example is the plumbing or electrical apprenticeship where it requires four thousand or up to eight thousand hours of WBL. The second design is a competency based apprenticeship where the minimum

number of hours is two thousand. The third is the hybrid design, which is a combination of the first two designs. Most apprenticeships are moving toward the competency-based design. All require the 144 hours of RTI.

Other Requirements



Collaborating with High Schools

Students who have had some exposure to the industry in an internship are more likely to be successful in apprenticeship. Companies who have hired interns can then hire a student who fits best with their company as an apprentice. The program is open to anyone 18 years or older at the time classes begin. However, juniors and seniors in high school can obtain college credits with dual credit classes to begin their pre-apprenticeship program. Anyone over 16 years of age and not currently in high school can also become an apprentice if pre-requisites are met.

Lake Region State College encourages companies who are not ready to hire an apprentice to engage with their local high schools to start an internship program and works with ND High Schools with preparing students in pre-apprenticeship coursework, so the individual already has job expertise and is able to work immediately upon hire. Let's work together!

KEY: Apprenticeship programs are open for most everyone.

No, the apprenticeship programs are open to all ages and backgrounds. Students can be career changers, veterans, unemployed, under-employed, or recent high school or GED graduates. Companies are also welcomed to bring their own employees into the program to advance a valuable employee's career path. Students may be able to enroll in an apprenticeship program and complete the entire program in their current location. Some programs require the individual to be on campus for some components of their program in which case they are responsible for their own travel and accommodations while attending the program.

Pathways to Academic Degrees

Apprentices earn a wage, gain job experience, and have a foot in the door with an employer before graduating from the program. . Also, depending on the company, you may be eligible for company benefits such as health care and vacation. Finally, as part of an apprenticeship program, students earn a wage increase (at least annually) as their skills and knowledge develop. The cost to the student varies depending on the company or industry partner, however most employers will cover all or most of the costs.

The LRSC Earn and Learn program is unique because while completing the apprenticeship requirements, all the training and education you receive while in the program also qualifies you for an academic degree through LRSC and is transferable to other universities if you choose to continue your education. LRSC apprenticeship programs are AAS degrees with at least sixty-five credit hours meaning students can transfer in at junior status. The programs vary in length between 2 and 3 years with students attending college in the fall and spring semester.

KEY: Apprenticeship programs are designed to assist an employer recruit or upskill their current workforce. All apprenticeship programs start with the employer. You can develop an apprenticeship program, but it sits on the shelf until an employer sign the agreements and hires their apprentice.

Colleges can provide RTI a number of ways:

1. Employers can state they have an apprentice but not an RA program and can enroll a student in any college course.
2. Employers have their own RA program (company is a sponsor) where ta college provides the RTI which can be a single course, multiple courses, or join the college's RA program.
3. Employers can collaborate with an intermediary providing the RTI which can be a course, multiple courses, or join the college's RA program.
4. A college can be an RA program sponsor, where the college is an intermediary or connector, linking employers with potential apprentices, **PLUS** providing the RTI.

Topic 4: College Elements Needed to Offer Apprenticeships

Essential elements colleges must have for success:

1. Employers who want to participate in a specific RA Program (specific job).
2. Curriculum for specific program (AAS, academic certificate, non-academic certificate/noncredit).
3. Faculty willing to work on this initiative.
4. A college "champion " to take the program on, with great support from other campus staff.
5. Helps immensely if the presidents back this college initiative.

KEY: Where to locate the managing of the RA office is an important decision: placement into non-credit area, academic area, workforce development area, etc