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Why Apprenticeship? As Apprenticeship Goes - So Goes the Future

Maine State Apprenticeship and Training Council

Maine Bureau of Labor Standards

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What is the Role of the Apprenticeship Council?

Acts as a catalyst, bringing together employers, schools, and unions (where a collective bargaining agreement exists) to focus on the quality of the training. The Council:

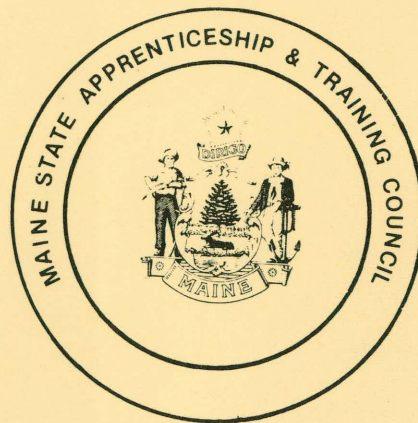
Provides consultant staff to advise employers in establishing standards.

Helps employers design cost-effective training packages to meet specific needs and time frames.

Develops apprenticeship programs to meet the needs of an entire industry when faced with critical shortages of trained people.

Insures recognition and acceptance of the training program and provides uniformity as well as compliance with labor laws.

Assures that the program meets the requirements of the Maine Apprenticeship and Training Council — a body appointed by the Governor to promote and develop the welfare of the apprentice and industry.



Why Apprenticeship?

Industry is facing a major shortage of technically skilled personnel. In Maine the shortage affects small as well as large organizations. The apprenticeship system is responsive to these labor market realities and is expanding across a broad spectrum of occupations to supply the skilled work force that is in demand.

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What is Apprenticeship?

A mutual investment in human capital by employers, employees, and public agencies. The employer provides career training. The employee provides potential for becoming a valued, skilled member of the employer's and the nation's work force.

A system of training that meets the needs of a particular industry or occupation. The planned training involves a progression of tasks on the job under supervision, combined with classroom instruction which integrates the why and how of a job.

Programs can be set up for an occupation which involves the use of independent judgment in applying a wide range of skills and knowledge. An apprenticeship occupation can be designed by combining several single-skill jobs to form an upward mobility pattern.

An apprentice is a full-time employee whose beginning salary is a percentage of the skilled worker rate, and who is assigned progressively complex tasks with corresponding salary adjustments until occupational proficiency is achieved.

Why Use the Apprenticeship System?

EMPLOYER BENEFITS – Apprenticeship is efficient and cost effective because it:

Eliminates the need for expensive recruitment programs for people who are already trained.

Creates a diversified and flexible work force and a larger pool of employees with specific, needed skills.

Reduces the cost of high labor turnover—employees show high morale and loyalty when in a training program that offers upward mobility through career development.

Increases productivity — employees in a training program are motivated to achieve.

Uses available VTI facilities for required related instruction.

Provides effective means for fulfilling affirmative action goals.

EMPLOYEE BENEFITS – An apprenticeship program offers:

Paid employment while training for a career.

Opportunity to become proficient in an occupation by attending classes that are integrated with the work.

Opportunity to become uniquely qualified with state-issued credentials recognized throughout the industry or occupation for the skills involved in the apprenticeship program.

How Does an Apprenticeship Program Work?

Apprenticeship is a cooperative endeavor among employers, employees or employee organizations, schools, and the Apprenticeship Council. The sponsor establishes the program standards with the help of the Division of Apprenticeship and administers the program in accordance with the approved standards.

Where a collective bargaining agreement exists, the terms set the wages to be paid apprentices, and set the ratio of apprentices to journeypersons; the Division of Apprenticeship coordinates these conditions with the training programs. The collective bargaining agreement becomes the foundation for a jointly constituted (management and labor) sponsoring body, a joint apprenticeship committee. Where there is no collective bargaining agreement, the apprenticeship program sponsor may be a single employer or a group of employers.

PROGRAM STANDARDS – Setting the employer's terms and conditions for the apprentice's employment and training, they include:

Any job-related prerequisites.

A schedule of work processes through which the apprentice is rotated for training.

Required classwork in subjects as the apprentice becomes more proficient.

Provisions for appropriate supervision of on-the-job training and adequate training facilities.

Procedures for fair and equal selection, employment, and training.

PROGRAM ADMINISTRATION – The sponsor: (employer)

Selects apprentices according to procedures set forth in the written standards.

Enters into an apprentice agreement which registers the apprentice with the Apprenticeship Council. Oversees the apprentice's on-the-job training and attendance at related classes.

Periodically reviews the apprentice's progress before recommending advancement to the next pay level.

Recommends awarding a completion certificate when the apprentice has completed the entire program of on-the-job training and supplemental classwork.

The certificate:

—Signifies that the individual has been thoroughly trained in all aspects of the occupation and has met all requirements.

—Is recognized by industry as a valid indicator of high-quality, standardized, consistent training.

—Is issued by the Apprenticeship Council.

What is the Role of Industry?

In addition to its major role in program sponsorship, industry plays a strategic part in developing a program's format by providing input on:

Growth potential of occupational fields and projections of the need for trained people.

Work processes to be learned on the job and classroom instruction needed to bring the employee to the proficiency level of the occupation.

Changes necessary to keep the training current with the industry's needs.

What is the Role of Schools?

The formal educational aspects of an apprenticeship program are the responsibility of the state and VTI's, which provide:

Coursework that is related to and coordinated with the program's on-the-job training.

Teachers with expertise in the occupation.

Opportunity to earn credit for completed academic courses.