



## Project Overview

Registered Apprenticeship is an 'earn while you learn' model that provides employment and a combination of on-the-job learning with a mentor, related technical and theoretical instruction, and wage increases as apprentices progress. The model offers an efficient, flexible training strategy, responsive to new technology to keep workers up-to-date on skills they need to meet the needs of high growth industries. On October 29, 2008, the U.S. Department of Labor, Employment and Training Administration (DOL/ETA) issued revised regulations, Title 29 CFR Part 29, Labor Standards for the Registration of Apprenticeship Programs, which establish a framework that is designed to create more flexibility, improve quality, and increase accountability to keep pace with changes related to 21<sup>st</sup> century employment opportunities.

DOL/ETA has awarded approximately \$6.5 million to 11 grantees to promote the adoption of the 21<sup>st</sup> century Registered Apprenticeship framework. The grants will fund the development and/or adaptation of national guideline standards that incorporate competency-based progression through an apprenticeship program; a hybrid combination of competency-based and traditional time-based progression through an apprenticeship program; the use of interim credentials to track an apprentice's skill progression; and the use of new learning technologies. Funds are also available to train organization staff and members and apprenticeship instructors on the development of standards that utilize elements of the 21<sup>st</sup> century Registered Apprenticeship framework. The grants were awarded to national industry and employer associations, labor-management organizations, and other organizations that demonstrated the capacity to advance Registered Apprenticeship through the development of new or modified apprenticeship standards. All of these projects will be implemented on a national scale and include partnerships with local educational entities, One-Stop Career Centers, community-based organizations and others.

The funding will support the following activities:

- developing new or modifying existing standards for apprenticeship programs (including national guideline standards);
- developing curricula to support these standards;
- using technology-based learning strategies;
- developing skill assessment tools for competency-based models;
- training and education on the new regulatory requirements; and
- outreach and training efforts to educate members, affiliates, staff and partners on the new model.



ETA recognizes that the use of these approaches will offer apprentices greater opportunities to increase their knowledge and attain the skills that emerging and high growth industries demand. Additionally, the use of interim credentialing and competency-based models will ensure that apprentices receive recognition for the skills and competencies they have attained during and prior to completion of a traditional time-based program. Expanding the use of these apprenticeship models will increase the ability of apprenticeship programs to meet the needs of industries that require more flexibility in training a worker for the required level of proficiency and expertise.

**Grantee Project Summaries:****American Culinary Federation Education Foundation (ACFEF), St. Augustine, FL****Grant Amount: \$481,200**

ACFEF, the educational arm of the American Culinary Federation, will use the funding to establish an extensive set of interim credentials to track an apprentice's progression through training that leads to an industry-recognized professional certification. ACFEF will also create a Web-based version of, and revise, its skills assessment tools based on industry standards and emerging eco-friendly 'green' practices. The online training module will offer video-based training, technical instruction, and simulations on skills outlined in the assessment tool to provide apprentices with alternative learning opportunities and modernized evaluation tools to assess students' mastery of skills and processes.

**Finishing Trades Institute (FTI), Hanover, MD****Grant Amount: \$622,757**

FTI, the training organization for over 140,000 members of the International Union of Painters and Allied Trades, will use this funding to develop new apprenticeship standards and revise existing standards to increase access to training and to integrate 'green' building standards into its skilled training curricula. FTI will also train and educate stakeholders and partners on the use of the new and revised apprenticeship standards to train apprentices. The project will also include the adoption of new technology-based learning strategies, and development of partnerships with the public workforce system and educational institutions.

**Home Builders Institute (HBI), Washington, D.C.****Grant Amount: \$623,297**

HBI will use the funding to revise its National Guidelines for Residential Carpenter and Building Maintenance Workers apprenticeships. HBI will develop green building standards based on the current best practices and standards used by the National Association of Home Builders' National Green Building Standard. HBI will develop and implement the use of competency-based standards linked to interim credentialing benchmarks, and technology-based learning. HBI will also work with its partners to develop and register new apprenticeship programs, and develop partnerships with various stakeholders, including State Apprenticeship Agencies, post secondary and secondary local education agencies and the One-Stop Career Center system.

**International Masonry Institute (IMI), Bowie, MD****Grant Amount: \$545,149**

IMI will use the funding to review and revise existing guideline standards for the bricklaying, tile setting, stone masonry and pointing, cleaning, caulking and restoration crafts to adopt a hybrid competency-based apprenticeship training model. Through the project, IMI will expand programs to include green building technologies and green building practices and develop and implement technology-based classroom instruction opportunities for apprentice-related instruction.

**National Institute for Metalworking Skills (NIMS), Fairfax, VA****Grant Amount: \$624,300**

NIMS will use the funding to develop and implement a 21<sup>st</sup> century Registered Competency-based Apprenticeship program for the nation's advanced manufacturing industry. Through this project, NIMS will modify its existing National Guideline Standards for Machinist and Press Set Up Operator occupations and develop new National Guideline Standards for the following occupations: Electronic Discharge Machine Operator, Tool and Die Maker, Precision Assembler, and Computer Numeric Controlled Operator. The National Guideline Standards will incorporate industry-designed competencies and assessments, national certifications, on-the-job learning designs, and related technical instruction to include distance learning and curriculum.



#### National Ironworkers and Employers Apprenticeship Training and Journeyman Upgrading Fund (Ironworkers), Washington, D.C.

**Grant Amount: \$536,499**

The Ironworkers will use the funding to increase the number of Ironworker apprentices in new and emerging industries such as infrastructure construction, green building, and alternative energy, by piloting revised apprenticeship guidelines that include a hybrid-training model at four sites, adopting technology-based learning models and developing strategic partnerships. The project will include modifying the Ironworker's National Guidelines for Apprenticeship Standards to include a hybrid-progression training model that combines both time-based and competency-based training methods.

#### National Joint Apprenticeship and Training Committee (NJATC), Upper Marlboro, MD

**Grant Amount: \$614,943**

NJATC, of the National Electrical Contractors Association and International Brotherhood of Electrical Workers, will use the funding to establish the Electrical Trades 21<sup>st</sup> Century Apprenticeship program. NJATC will implement new apprenticeship standards which include training in green construction techniques and renewable energy installations, and utilize hybrid-based interim credentialing and technology-based learning. The new apprenticeship standards will be used in 285 training locations throughout the nation.

#### New Horizons Computer Learning Center, Inc., Carmel, IN

**Grant Amount: \$580,685**

New Horizons will use the funding to advance Registered Apprenticeship through the development of new or modified apprenticeship standards using the elements of the 21<sup>st</sup> century Registered Apprenticeship framework. New Horizons will develop either a single national consortium or a number of state or regional consortiums where New Horizons, Inc. would act as a single point of contact and resource for program development, curriculum development, and managing a program or programs to the standards set forth by the registration agency.



**Operative Plasterers and Cement Masons International Association (OPCMIA),  
Beltsville, MD**

**Grant Amount: \$622,562**

OPCMIA will use the funding to develop 21<sup>st</sup> century training curricula for Cement and Plasterer occupations expected to play an important role in meeting the needs of the growing green construction sector. Funding will also be used to develop a nationwide online database used to automatically assess and provide interim credentials for every apprentice in OPCMIA's International Building Trades Union.

**Trimmer Education Foundation (TEF), Arlington, VA**

**Grant Amount: \$624,300**

TEF, the educational arm of Associated Builders and Contractors, Inc. (ABC), will use the funding to adapt its existing training curricula to establish a comprehensive hybrid-model Registered Apprenticeship program. Through the project, ABC will develop and revise program standards to include green-related curriculum that will utilize a technology-based training model, certification for on-site performance evaluators, and interim credentials to track apprentices' progress throughout the program. The project will also result in the establishment of outreach and training efforts to help target under-represented populations, such as women and youth, through collaborations with trade associations, and secondary and post-secondary educational institutions.

**United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada (UA), Ann Arundel, MD**

**Grant Amount: \$624,300**

UA will use the funding to help build a pipeline of workers to address skill shortages in the nuclear and solar power sectors of the alternative energy industry. Through the project, UA will target the under-represented Native American population and expand its hybrid welding program by branching into three new occupational disciplines: Heating, Ventilation, and Air Conditioning (HVAC); Plumbing; and Sprinkler Fitting. The project will also focus on developing course training for emerging green technologies, including automated welding for nuclear sites.