

# Michigan Youth Registered Apprenticeships

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Michigan Department of Labor & Economic Opportunity  
Workforce Development



# Program Outlines

- Introduction:
  - Kevin Chau, Program Specialist
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- State Apprenticeship Expansion Overview
- Registered Apprenticeship Required Components
- Critical Partnerships
- State and Regional Strategy:
  - Apprenticeship Success Coordinator Function
- Discussion Questions
- Review of the Draft Youth Registered Apprenticeship (YRA) Manual:
  - Definition
  - Connection to CTE programs
  - Myths vs Facts



# Michigan Department of Labor & Economic Opportunity (LEO) State Apprenticeship Expansion



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# State Apprenticeship Expansion

Michigan is serious about Registered Apprenticeship expansion

- Supports the Governor's "Sixty by 30" initiative
  - Increasing the percentage of Michiganders with credentials by 2030
- Nearly 1,000 programs and more than 16,000 active apprentices
- Over \$60 million in U.S. Department of Labor (USDOL) & State of Michigan funding
- Over 10,000 new apprentices by 2026
  - Focus on underrepresented individuals, including:
    - Veterans, Women, Youth (16-24)
    - Populations Underrepresented in Registered Apprenticeship Programs
    - Unemployed and Underemployed and Individuals most impacted by COVID-19
    - Individuals without a High School Equivalency
    - Individuals with Disabilities
    - Justice Involved Individuals

## 7 Core Registered Apprenticeship Components

- Industry Led - Industry-vetted and approved, aligned with industry standards, apprentices trained in highly skilled, high-demand occupations.
- Paid Job - Apprentices learn and earn a progressive wage increase as their skills and productivity increase.
- Structured On-the-Job Learning/Mentorship - Programs provide structured on-the-job training to prepare for a successful career, which includes instruction from an experienced mentor.

**Note: Non-registered programs may or may not have these elements**

## 7 Core Registered Apprenticeship Components

- Supplemental Education - Apprentices are provided supplemental classroom education based on the employers' unique training needs to ensure quality and success.
- Diversity - Programs are designed to reflect the communities in which they operate through strong non-discrimination, anti-harassment, and recruitment practices to ensure access, equity, and inclusion.
- Quality & Safety - Apprentices are afforded worker protections while receiving rigorous training to equip them with the skills they need to succeed and the proper training and supervision they need to be safe.
- Credentials - Apprentices earn a portable, nationally-recognized credential within their industry.

**Note: Non-registered programs may or may not have these elements**

# How we get there: Strengthened Partnerships

Significant performance metrics, **Significant Opportunity!**

- Critical Success Partners:
  - Industry and Labor Partners
  - USDOL Michigan Office of Apprenticeship (OA)
  - Michigan Works! Agencies (MWA)
  - Michigan Department of Education (MDE)
    - Office of Career and Technical Education (MDE-OCTE)
  - Michigan Department of Military and Veterans Affairs (MDVA)
  - Michigan Rehabilitation Services (MRS)
    - Michigan Career and Technical Institute (MCTI)
  - Secondary, Postsecondary, and Adult Education Partners
  - Other Stakeholders



# How we get there: State-Level & Regional Leadership

## Michigan Apprenticeship Advisory Board (Guidance and Direction)

- The Apprenticeship Advisory Board is a state-level board consisting of members from multiple industry sectors: labor, secondary, post-secondary and Adult Education, workforce development and workforce development board leadership, Veterans, and the USDOL Michigan Office of Apprenticeship (OA), and industry.
- The board has determined that there are four areas of focus and has created subcommittees:
  - **Youth Registered Apprenticeship/School to Registered Apprenticeship**
  - Veterans/GI Bill
  - Marketing/Advertising
  - Michigan Apprenticeship Readiness Certificate



# How we get there: State-Level & Regional Leadership Continued

## Youth Registered Apprenticeship/School to Registered Apprenticeship

- Youth Registered Apprenticeship Program Manual 1.0 (Draft)
  - Easily digestible information for
    - ✓ Educators
    - ✓ Employers
    - ✓ Potential Registered Apprentices
    - ✓ Parents
  - Creating cross-departmental engagement and partnerships!

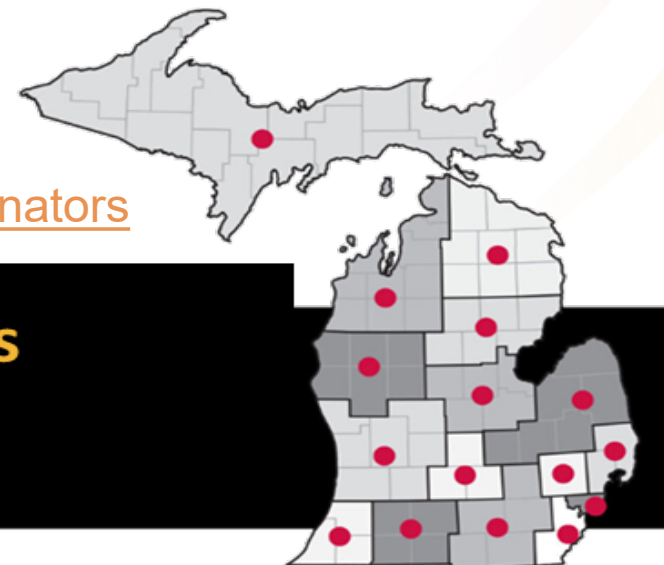
# How we get there: State-Level, Regional Leadership and YOU!

## Apprenticeship Success Coordinator Functions

Cultivate and maintain productive strategic partnerships, promote and facilitate access to available resources, including supportive services, and help ensure employers effectively register, launch, and report on program progress leading to RAP completion.

[LEO - Michigan Works! Apprenticeship Success Coordinators](#)

**Apprenticeship Success  
Coordinators (ASC)**



# Discussion and Questions!

What are some strategies, tools, or resources for engaging Youth (ages 16-24)?

Where does an interested candidate go to learn more about Registered Apprenticeships?

What types of career paths interest young people?

Do you connect with your local Michigan Works! office? What would you like the referral system to look like?

Draft Youth Registered Apprenticeship (YRA) Manual 1.0

- Section 1 – What is a Youth Registered Apprenticeship
- Section 2 – The connector to Career Technical Education
- Section 3 – Myths vs Facts about Youth Registered Apprenticeship



# What is a Youth Registered Apprenticeship?

- Youth registered apprenticeship combines on-the-job training (provided by an employer in a business, industry, or related organization considered essential to the economy of a local area, region, or state) with job-related academic instruction in a curriculum aligned with national skills standards for a specific career pathway.
- Youth registered apprenticeships develop and grow as technologies advance and technical training requirements evolve. In many cases, students begin their youth apprenticeship in eleventh- or twelfth-grade years, continuing their experience for a duration of three years or longer within the chosen career location.
- Many youth registered apprenticeship programs also offer the option of students earning college/university credit for post-secondary coursework supported by the apprenticeship sponsor.

**Question:** What is the minimum age for a youth to enter a registered apprenticeship?

Answer: **16 years of age**

# The Career Technical Education and Work Based Learning Connections for Educators

- The USDOL Youth Registered Apprenticeship Work-Based Learning experience is a collaborative venture with business and industry that focuses on student learner competency and occupational skill mastery within a credentialed registered apprenticeship program with qualified employers.
- Students learn various aspects of an industry's workforce skills specific to the business or cluster area through the program's sustained industry partnerships. Due to extended placement at a work site, students have time to focus on specialized tasks and gain skills within a specific trade.
- Youth Registered Apprenticeship has an extended placement time frame and is paid. Students are directly supervised by an expert in their field.

# The Career Technical Education and Work Based Learning Connections for Educators Continued...

## Connection to Competencies and Standards

Academic Standards – Youth Registered Apprenticeship experiences help apprentices utilize the academic standards they have learned, applying them as part of a specific job or task.

Cluster and Pathway Standards - Youth Registered Apprenticeship experiences must focus on the plan of study, including the essential knowledge and skills for a career cluster or pathway, and be registered with the USDOL.

# Myths vs Facts about Youth Registered Apprenticeship

***Myth:*** Insurance policies will not support anyone under the age of 18

***Fact:*** When students are hired as part-time employees of a company and compensated for their time, they are most likely covered under the company's current insurance policy. In fact, according to interviews conducted with employers who regularly host high-school-age interns, this is the rule, not the exception. They are normally covered in the same manner as any regular employee in the same class code and wage group.

***Myth:*** Employers will have to create a new code of conduct to deal with these students

***Fact:*** As employees of the company, students should be held to the same conduct standards as all other employees. As a result, most companies will find that using their existing codes of conduct and employee on-boarding is appropriate for work-based student learner.



MICHIGAN DEPARTMENT OF  
**LABOR & ECONOMIC  
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**WORKFORCE  
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