

**APPRENTICESHIP STATE EXPANSION (ASE) GRANT:**

The CNMI DOL’s WIA Division was recently awarded the ***“Apprenticeships: Closing the Skills Gaps”*** three-year grant program. The purpose of the program is to promote the U.S. Department of Labor (US DOL) Registered Apprenticeship Programs as a significant workforce solution in filling current job vacancies and closing the skills gap between employer workforce needs and the skills of the current workforce.

The program is designed to up-skill **incumbent workers** in demand-driven occupations in the CNMI such as construction, maintenance, hospitality/gaming, allied health and safety, food service, and management or accounting.

<b>Demand Driven Industries and Occupations</b>					
<b>Industries</b>	<b>Occupations</b>				
Construction:	Laborers	Electricians	Plumbers	Carpenters	Masons
Maintenance:	Building	Grounds	Rooms	Mechanical	Auto Techs
Hospitality and Gaming:	Customer Service	House Keeping	Recreation Service	Dealers Service	Cage Workers
Food Service:	Cooks	Food Prep	Bakers	Servers	Bartenders
Allied Health and Safety:	Lab Technicians	Nursing Field	Billing Coders	Emergency Med Techs	Public Safety
Management and/or Accounting:	General Management	Specialized Management	Book-keepers	Accounting Technicians	Accountant

The program is currently in the development stages to be implemented in the CNMI. Once the program is approved by the U.S. DOL Employment and Training Administration (ETA) the next step will be to promote and recruit additional business and participants on Saipan, Rota and Tinian who are interested in the US DOL Registered Apprenticeship Program (RAP).

**WHAT IS A US DOL REGISTERED APPRENTICESHIP PROGRAM (RAP):** Apprenticeship is a proven approach for preparing workers for jobs while meeting the needs of business for a highly-skilled workforce. It is an employer-driven, “learn-while-you-earn” model that combines *on-the-job training*, provided by the employer that hires the apprentice, with *job-related instruction* in curricula tied to the attainment of national skills standards. The model also involves *progressive increases* in an apprentice’s skills and wages.

# The Five Core Components



## THE FIVE CORE COMPONENTS TO US DOL REGISTERED APPRENTICESHIP FOR INCUMBENT EMPLOYEES (ADULT)

1. Direct business involvement - Employers are the foundation of every registered apprenticeship program (RAP) and the skills needed by their workforce are at the core. Employers must play an active role in building the program and be involved in every step in designing the apprenticeship.
2. On-the-job training - Every program includes a structured On-the-Job training (OJT). Apprentices get *hands-on training from an experienced mentor/trainer at the job site*. On-the-job training is developed through mapping the skills and knowledge that the apprentice must learn over the course of the program in order to be fully proficient at the job.
3. Related instruction - Apprentices receive related technical instruction (RTI) that complements on-the-job learning. This instruction delivers the technical, workforce, and academic competencies that apply to the job. It can be provided by a *community college, a technical school, or on-line courses – or by the business itself*. Education partners collaborate with business to develop the curriculum based on the skills and knowledge needed by apprentices. All partners work together to identify how to pay for the related instruction, including the cost to the employer and other funds that can be leveraged.
4. Rewards for skill gains - Apprentices receive increases in pay as their skills and knowledge increase. They start by establishing an entry wage and an ending wage, and build in *progressive wage scale* through the apprenticeship as skill benchmarks are attained by apprentices. Progressive wage increases help reward and motivate apprentices as they advance through their training.
5. National occupation credential - Every graduate of a Registered Apprenticeship Program receives a nationally-recognized credential. Apprenticeship programs are designed to ensure that apprentices *master every skill and have all the knowledge* needed to be fully proficient for a specific occupation.

## **BENEFITS OF A US DOL REGISTERED APPRENTICESHIP PROGRAM**

### Benefits for Business...

- ⦿ Helps to develop highly-skilled employees
- ⦿ Helps reduced turnover costs
- ⦿ Helps higher productivity
- ⦿ Provides more diverse workforce

### Benefits for Workers...

- ⦿ Helps to increase skills
- ⦿ Provides for higher wages through wage progression
- ⦿ Help with career advancement
- ⦿ Receive a national credential that is portable anywhere

### Benefits for Workforce Intermediaries and Education Organizations...

- ⦿ Proven model to help employees increase skills and earnings
- ⦿ Effective strategy to connect with employers in diverse fields and to use as part of industry sector strategies
- ⦿ Helps businesses thrive by building a highly-skilled, highly-productive workforce
- ⦿ Helps job seekers access and maintain stable careers with good wages

### Benefits for Everyone....

- ⦿ Fosters a culture where employers see the value in investing in their employees, and individuals, in turn, feel committed to their employers and are incentivized to remain and grow with their employer.
- ⦿ Knowledge is handed down from journeypersons to employee providing a consistently skilled labor force in high-demand and highly technical fields.

**Source: Department of Labor. A Quick-start Toolkit, Building Registered Apprenticeship Programs,**  
[https://www.doleta.gov/oa/employers/apprenticeship\\_toolkit.pdf](https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf)

For more information on Registered Apprenticeship and how it can benefit your company, please visit [www.dol.gov/apprenticeship](http://www.dol.gov/apprenticeship) or [https://www.doleta.gov/oa/employers/apprenticeship\\_toolkit.pdf](https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf)

If you interested in a US DOL Registered Apprenticeship Program or have any questions, please contact CNMI DOL – WIA Division:

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