

REGISTERED APPRENTICESHIP AND FITNESS LICENSING IN ALASKA



JOHN P. HAKALA
OFFICE OF APPRENTICESHIP
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REGISTERED APPRENTICESHIP

- Registered apprenticeship is based on structured training standards that include supervised on-the-job learning (OJL).
- Apprentices are paid employees and must complete related technical instruction courses that supplement the OJL process.
- Wage advancements are based on successful performance on-the-job and with their related instruction progress.
- Registered apprenticeship is a proven workforce development strategy that supports local economies, builds worker skills, and establishes career pathways to higher levels of employment and wages.

REGISTERED APPRENTICESHIP IN ALASKA

- Registered apprenticeships in the construction trades have been active in Alaska since the **1940's**.
- Registered apprenticeships in Alaska currently train union and non-union apprentices in **13** industries, **73** occupations, and in **21** borough/census areas.
- Hundreds of millions of private dollars have been invested in apprentices and apprenticeship training centers across the state.
- **879** Alaskan construction employers participate in the registered apprenticeship system.

REGISTERED APPRENTICESHIP OUTCOMES

Benefits for Job Seekers

- Earn and learn
- Career pathways to higher skills and wages
- Nationally-recognized credentials and potential to earn college credit

Benefits for Employers

- Develop highly-skilled workers through a flexible, customized training approach
- Reduce turnover, increase productivity, and improve the bottom line
- Transfer of knowledge, skills and expertise, improved quality of services & client care, develops future leadership
- Standards of Apprenticeship: **1-2 week turnaround** from completed application to program registration for single-employer programs

REGISTERED APPRENTICESHIP OUTCOMES

Economic and Social Benefits for Alaska

Aligns with and advances the goals of key workforce system initiatives

Stabilizes the Alaskan Economy

- Learn and train locally
- Increase supply of highly skilled Alaskans
- Reduce recruitment of out of state workers
- Career and business opportunities
- Apprentices who complete their program earn approximately **\$300,000** more over their career than non-apprenticeship workers.
- Employed apprentices raise families, and purchase goods, services, vehicles, and homes in Alaska
- Future business leaders

ALASKA APPRENTICESHIP PROGRAMS

- Total Active Program Sponsors (*all occupations*) = **329**
- Construction Program Sponsors = **206**
(*63% of all occupations*)
- Electrical Program Sponsors = **103**
(*50% of construction sponsors*)
- Plumber Program Sponsors = **88**
(*43% of construction sponsors*)
- Total Construction Employers Participating = **879**

ALASKA APPRENTICES

- Total Active Apprentices (*all occupations*) = **1978**
- Active Construction Apprentices = **1672**
(*84% of all active apprentices*)
- Electrical Apprentices = **828**
(*49% of construction apprentices*)
- Plumber/Pipefitter Apprentices = **341**
(*20% of construction apprentices*)

Apprenticeship Completions: October 2003 to February 4, 2020

- Plumber/Pipefitter = **526**
- Electrical = **1200**

COMPARISON OF 8,000 HOUR APPRENTICESHIP TO 12,000 HOUR ON-THE-JOB TRAINING (OJT) LICENSE

Element	Registered Apprenticeship	12,000 Hour OJT License
Based on recognized industry training standards	Yes	No
Structured on-the-job learning/training under guidance of journeyworker	Yes	No
Related technical instruction requirement	Yes	No
Period wage advancement requirement	Yes	No
Safety training incorporated into training standards	Yes	No
Approved for state and federal prevailed wage projects	Yes	No
Higher lifetime wage earnings	Yes	No

COMPARISON OF 8,000 HOUR APPRENTICESHIP TO 12,000 HOUR OJT LICENSE

Element	Registered Apprenticeship	12,000 Hour OJT License
Completion is recognized nationwide for licensing purposes	Yes	No
Recognized WIOA Performance Measures: <i>Employment Outcomes, Postsecondary Credential Attainment, Measurable Skills Gains</i>	Yes	No
Alaska WIOA Combined Plan 2020-2023 (<i>Draft for public comment 1/24/2020</i>)	Yes	No
Alaska Apprenticeship Plan (<i>Approved by Alaska WIB, October 2018</i>)	Yes	No
Employment based enrollment	Yes	No



QUESTIONS

John P. Hakala, State Director

U.S. Department of Labor, Office of Apprenticeship

605 West 4th Avenue, Room G30

Anchorage, AK 99501

Phone: (907) 271-5035

E-mail: hakala.john@dol.gov

Website: www.apprenticeship.gov