

Michigan Registered Apprenticeships Program



WORKFORCE DEVELOPMENT

Registered Apprenticeships (RAs) are a strategic approach to creating a pipeline of professional workers through work-based learning. The training model combines job related, classroom-based learning, with paid on-the-job training in high-skill, high-wage, in-demand industry occupations. RAs have benefits for employers, apprentices and our economy.

Why was the RA program created?

Beginning in 2016, the United States Department of Labor (USDOL) has awarded the Michigan Department of Labor and Economic Opportunity-Workforce Development (LEO-WD) more than \$7 million in Apprenticeship Expansion Grants to expand and diversify Registered Apprenticeships by adding more than 2,500 new Registered Apprentices through mid-2022. The efforts supported by these awards drive this expansion by ingraining RAs into the fabric and service delivery at the local level.

In partnership with the USDOL Office of Apprenticeship (OA), the State of Michigan has contributed to apprenticeship expansion through support of (1) sector partnerships; (2) employer incentives; (3) the establishment of the Apprenticeship Learning Network (ALN); and (4) the launch and implementation of the Apprenticeship Success Coordinator (ASC) function within the Michigan Works! System, all cultivating new RA opportunities across the state.

These efforts help provide career paths to high-skilled, high-wage jobs in industries such as Agriculture, Construction, Energy, Healthcare, Information Technology and Manufacturing for Michigan residents, including underrepresented populations, youth, women, ethnic minority communities, Native Americans, persons with disabilities and veterans.

What is LEO-WD's role?

In its mission to successfully expand and diversify the RA program, LEO-WD:

- Works closely with the U.S. Department of Labor, Office of Apprenticeship (USDOL OA).
- Serves as an apprenticeship catalyst for outreach, engagement, education, training and retention.
- Creates the environment to expand registered apprenticeships systemically.
- Connects potential sponsors to ASCs, educational providers and USDOL OA.
- Connects potential apprentices to ASCs, sponsors, education providers and USDOL OA.
- Financially supports more registered apprenticeships through support for sector partnerships, employer training reimbursements and incentives.
- Provides technical assistance to sponsors, career seekers, ASCs and the general public.

Where can you find more information about RAs?

More information is available online at Michigan.gov/Apprenticeships.



Apprenticeship Benefits...

Employers

Apprenticeship helps businesses develop highly-skilled employees. Apprenticeship programs also reduce turnover rates, increase productivity and lower the cost of recruitment.

Workers

From their first day of work, apprentices have the opportunity to earn pay while learning with a combination of job-related instruction and hands-on training at the job site, which leads to a nationally-recognized, portable credential.

Our Economy

With increased career opportunities, Michigan's job growth will be supported through education and training programs like apprenticeships. By using apprenticeship as a work-based learning strategy, the workforce system can increase worker skills, meet employer needs and enhance performance outcomes. Additionally, apprenticeship is a successful job-driven training strategy that is an effective business services tool under the Workforce Innovation and Opportunity Act.