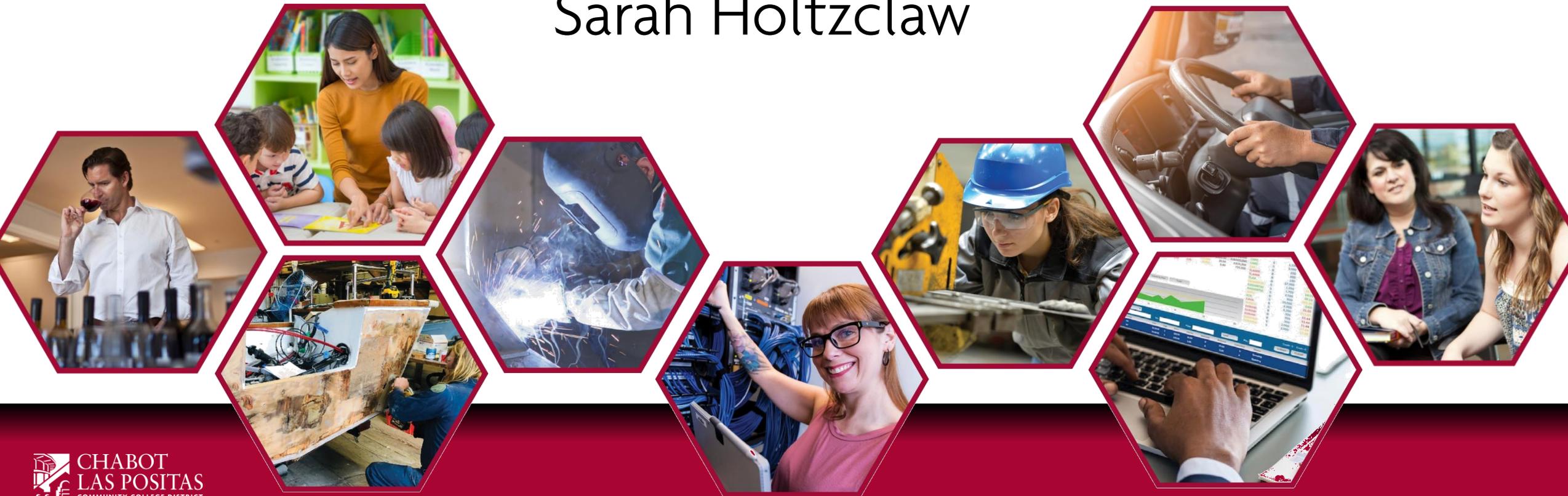


# The Momentum of Apprenticeships @ LPC and Beyond

Sarah Holtzclaw



# Agenda

- Introduction
- What you may know already
- What you might not know
- Apprenticeship at CLPCCD
- Apprenticeship at LPC
- Going forward
- Questions/Discussion



# Introductions

## Sarah Holtzclaw

- Director of Apprenticeship Programs
- Part of the District's Economic Development & Contract Ed. Dept. (EDCE)
- Been with CLPCCD 7 years
- Managed the Tri-Valley Career Center for the first 5 years
- Former Adjunct Faculty at Ohlone and Central Oregon C.C.





# Apprenticeships ~ What You May Know ~

# What is an Apprenticeship?

## EARN AND LEARN

- 1 Employees:** doing paid, hands-on work under a mentor/journeyworker
- 2 Students:** learning theory and practical practice about their job



# 4 Main Components

- 1 Structured on-the-job training
- 2 Classroom Instruction (aka “Related & Supplemental Instruction” or RSI)
- 3 Automatic wage increases
- 4 Portable credential



# Apprenticeship vs. Internship

	Registered Apprenticeships	Typical Internships
Purpose	Cultivate a skilled talent pipeline	Expose a person to an industry
Term	1-5 year(s)	Average 12 weeks
Compensation	Graduated, 50-90% of fully-trained, experienced employees	Stipend, unpaid, entry-level
External Oversight	Registration under state and/or federal labor agencies, CCCCCO, CDE	Educational institution or none
Resulting Credential	National, portable certificate of occupational competence	Usually none
College Credit	Yes, if approved as for credit program at Chabot or LPC	Usually none. Sometimes work experience or academic credit

# Benefits for an Apprentice

- 1 Wage-earning job with incremental increases
- 2 Practical training
- 3 Earning college credit
- 4 No college debt for related courses
- 5 High rate of job retention
- 6 Lifetime career path
- 7 Recognized certificates
- 8 Opportunity to earn a degree afterward



# Benefits for an Employer

- 1 Highly-skilled employees, trained to employer specifications
- 2 Reduced turnover costs
- 3 Higher productivity
- 4 More diverse workforce





# Apprenticeships ~ What You May Not Know ~

# Types of Apprenticeships

- 1 Traditional (construction trades/fire)
- 2 Non-traditional (everything else)
- 3 Youth
- 4 Pre-apprenticeship



# Structure Options of Programs

1

Time-based

- Min. 2,000 hours of On-the-Job Training (OJT)
- Min. 144 hours of classroom instruction (RSI)

2

Competency-based

- Progress based on demonstrated ability
- Cannot be less than 6 months

3

Hybrid



# Stakeholders

1

Program Sponsor

2

Apprentice



- Union or merit (non-union) trade
- Group of employers/intermediary
- Single employer
- Occupational association

3

Local Educational Agency (LEA)

4

State Dept. of Apprenticeship Standards (DAS)

5

California Community College Chancellor's Office



# Momentum for Apprenticeship

- 1 Money flowing
- 2 Governor's "moon shot"
- 3 Chancellor's Office and Bay Area Community College Consortium (BACCC) commitments
- 4 Employers' need of skills employees



# Apprenticeship-able Occupations\*

- Technology
  - Information Security Technician
  - Help Desk Specialist
  - Main Frame Specialist
  - Software Development Specialist
  - Salesforce Administrator
  - UX Designer
- Healthcare
  - Dispensing Optician
  - Community Health Worker
  - Child/Youth Behavioral Health Worker
  - Pharmacy Technician
  - Radiology Technician
  - Dental Hygienist
- Early Childhood Development
- Manufacturing
  - Complex Assembly
  - Machining (including CNC)
  - Engineering Technology
  - Viticulture, Wine Making
- Business
  - Accounting Technician
  - Human Resource Specialist
  - Business Analyst
  - Business Development/Sales
- Transportation, Logistics
  - Truck Driving
  - Marine Technology
  - Zero Emission Vehicle Mechanic
  - Logistics Engineer

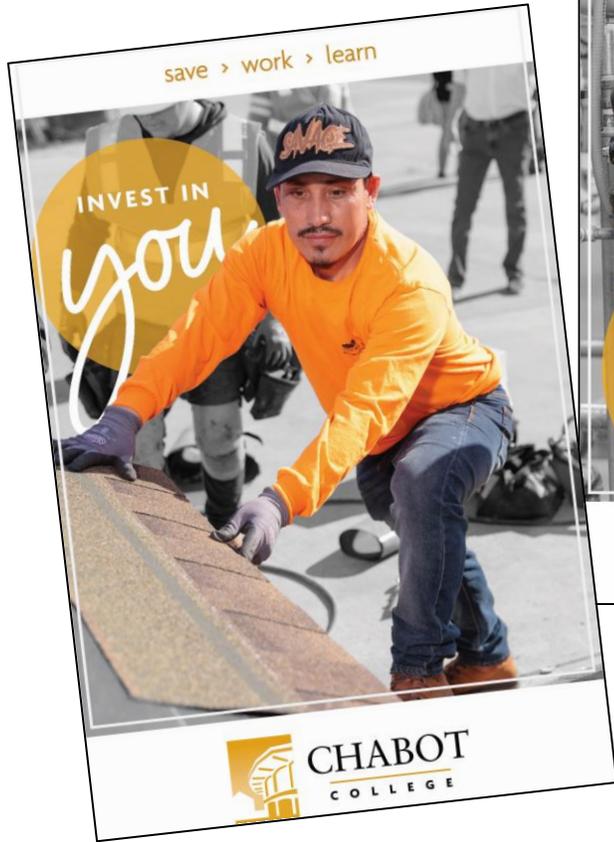


**\*Partial List**

# Responsibilities of EDCE as LEA

- 1 Partnering with Program Sponsor
- 2 Partnering with the College
- 3 Connections with the Chancellor's Office
- 4 Connections with the State







# Apprenticeships @ LPC

# Las Positas Programs

## Current

**1** Shop Ironworkers (15+ apprentices)

## New in 2022 (anticipated enrollment)

**1** Marine Technician/Boatworks 101(12-15)

**2** Truck Driving (120+)

**3** Information Security Analyst (+10 with growth to 75+)

**4** Accounting Technician ((+10 with growth to 75+)



# Program Structure Options

- 1 100% Off-campus taught by program (either in-person and online)
- 2 100% On-campus taught by LPC faculty (either in-person and online)
- 3 Hybrid



# Tangible Benefits to the College

- 1 Increased enrollment
- 2 Student-centered funding formula points
- 3 Partial funding for A&R Clerk or Assistant
- 4 SLO review & assessments for accreditation

- Certificates
- >9-units/year
- Job placement, living wage (after 2 years)
- Potential degrees



# Intangible Benefits to College

- 1 Alignment with the Vision for Success goals
- 2 Visibility/leadership at the regional & state level for district & college
- 3 Additional programs to attract diverse, new students
- 4 Responding to local workforce needs
- 5 Additional pathway for students to earn work experience



# Impacted Roles at LPC – All Programs

1

On-going

- A&R
- Academic Services
- Deans' Offices

2

Occasionally

- Curriculum Committee
- Equivalency Committee
- SLO Committee
- Select Faculty
- Counseling
- Webmaster



# Faculty Impact, On-Campus Programs

- 1 Program development, alignment
- 2 Curriculum development, course redesign
- 3 Tracking apprentices in cross-listed course
- 4 Reporting grades and attendance for apprenticeship students
- 5 Feedback to Dean, Apprenticeship Office



# Funding for Instruction

- 1** Related & Supplemental Instruction (RSI)
  - Budget line item administered through CCCCO
  - Only for courses covered by the apprenticeship
  - Intended to help cover the cost of instruction
  - \$6.77 a contact hour for 2021-22, \$7.13 for 2022-23
- 2** FTES
  - Work Experience
- 3** Grants

"No apprentice will be charged the \$46 per unit enrollment fee, or nonresident tuition, for any course taken as part of an approved DAS apprenticeship program, whether the student's attendance is reported on the CCFS-320 or CCFS-321."



# Quality of Instruction

1

## Meet Minimum Qualifications

- Ed. Code § 53413. The Minimum Qualifications for Apprenticeship Instructors
  - AA/AS + 4 years occupational experience OR
  - 6 years experience + 12 college credits
  - 6 years experience + 10 years of instruction experience
- Equivalency Committee Option

2

## Apprenticeship Trainers

- Hired for Zero Pay/Benefits
- Salary paid by program
- Not part of the FA
- Application packet vetted and approved by EDCE

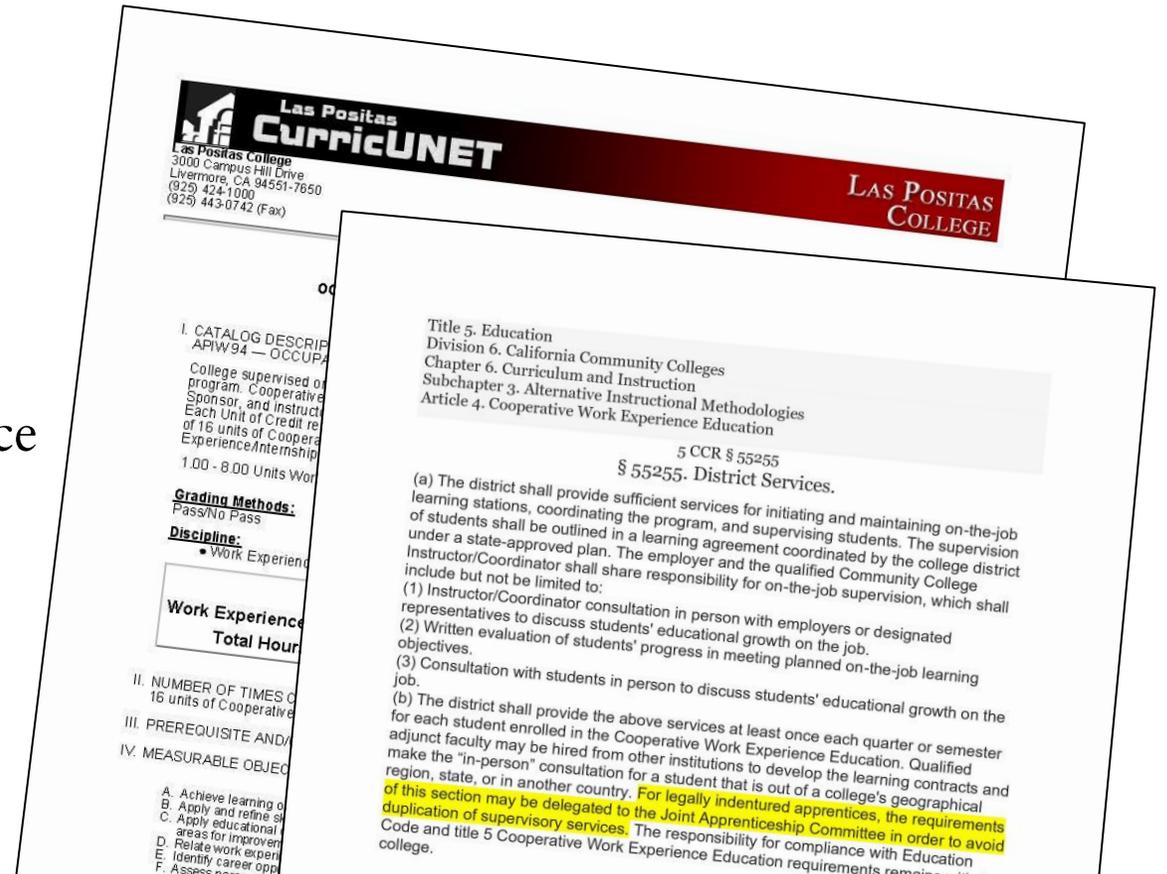
# Work Experience

Following Title 5

- Occupational work experience
- Maximum of 16 hours total given per apprentice
- No faculty oversight required

WRKX 94, APIW 94, etc.

- FTES given for all apprentices
- No more than 5 credits per term



(b) The district shall provide the above services at least once each quarter or semester for each student enrolled in the Cooperative Work Experience Education. Qualified adjunct faculty may be hired from other institutions to develop the learning contracts and make the "in-person" consultation for a student that is out of a college's geographical region, state, or in another country. For legally indentured apprentices, the requirements of this section may be delegated to the Joint Apprenticeship Committee in order to avoid duplication of supervisory services. The responsibility for compliance with Education Code and title 5 Cooperative Work Experience Education requirements remains with the college.

# Momentum

- 1 Conversion of Existing Programs
- 2 Interested Employers, Program Sponsors
- 3 Process Implementation & Improvement
- 4 Leading the Way
- 5 Funding



# Contact Information

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# Questions/Discussion