

## 2015 - Sunset Review Committee

### Apprenticeship Council Testimony

Good afternoon Chairman Brown and members of the Sunset Review Committee. Thank you for the opportunity to testify today. My name is Patrick Reardon. I am the Executive Administrator of the Ohio State Apprenticeship Council, and I am here today to testify on behalf of the Council.

The Council office is the unit of the Ohio Department of Job and Family Services that staffs the Ohio State Apprenticeship Council, and performs the administrative and oversight functions concerning Ohio's Registered Apprenticeship system. The United States Department of Labor's Office of Apprenticeship has granted this authority to the agency through the State Apprenticeship Agency recognition process. Specifically, the Council office registers program sponsors who voluntarily choose to implement the structured approach of the registered apprenticeship workforce development model to train their employees.

The Ohio State Apprenticeship Council has been in existence since 1957, and Ohio has continued to be a leader in the country in the number of apprentices, programs, and employers since that time. A main component of this success is due to not only strong established policies, but the collaborative efforts between the US Department of Labor's Office of Apprenticeship and the Ohio State Apprenticeship Council. This relationship is often cited as a model for other states to emulate, such as with the Council's development of policy and standardization guidelines for pre-apprenticeship programs as an example.

Our mission is to promote, develop, certify, monitor, and credential quality Registered Apprenticeship training programs in Ohio that are compliant with Ohio Administrative Code 5101:11 state regulations. We accomplish this through strong partnerships with industry, labor, education, the workforce investment system, and various government agencies. The latter include the Governor's Office of Workforce Transformation, Ohio Department of Higher Education, Ohio Department of Education, Ohio Department of

Veterans Services, Ohio Department of Commerce, and Ohio Department of Transportation to name a few.

The Council's specific functions include the following:

- We promote the use of the registered apprenticeship workforce development model through outreach to employers, employer organizations, governmental entities, and job seekers, regarding the benefits and return on investment for participation.
- We provide technical assistance to employers, and employer organizations, that voluntarily choose to develop systematic training for any of the more than 1,300 apprenticeable occupations recognized by the US Department of Labor.
- We approve each individually customized apprenticeship sponsor's training guidelines to ensure they meet state and federal regulations for quality, as reflected in a set of program-specific standards. These standards provide a detailed description of the training that will be provided to the apprentice both on-the-job and in related instruction. The standards must conform to national criteria and industry practices to ensure quality and transferability.
- We approve contractual training agreements between program sponsors and their apprentices, that detail the length of training both on-the-job and in related instruction, and that stipulate a progressive wage scale based on an outlined completion of identified training portions.
- We certify the status of apprenticeship programs and apprentices. For example, the Council provides certificates to the Ohio Department of Commerce's Wage and Hour division, and Ohio Department of Transportation, documenting an individual's eligibility to work as an apprentice on public works projects.
- We perform compliance and quality assurance reviews on all programs to ensure they are conforming to state and federal regulations for apprenticeship training, EEO, affirmative action, female and minority utilization, and apprentice selection, to name just a few of the important areas of concern. In conjunction with the monitoring process, the Council provides technical support for sponsors to avoid or correct deficiencies in any such areas.

- We award to individuals who complete Registered Apprenticeship training, a completion certificate, which is a nationally recognized portable credential.

It is important to continue the work of the Council, as apprentices registered represent immediate employment, and to continue to meet the specific needs designed for the 923 Registered Apprenticeship programs. These 923 programs represent over 13,000 employers. In the past five years, apprenticeship has provided jobs for over 29,000 Ohioans, and has graduated 67% of apprentices.

Ohio's Registered Apprenticeship system currently has over 15,000 apprentices making sustainable wages and benefits with an average of \$41,000 per year. This equates to employers paying over \$615 million in wages annually, with the apprentices themselves paying over \$61 million in state and local taxes. For every dollar of public investment into the Registered Apprenticeship system, the employer contributes \$330 in wages. This does not include the cost to the employer to develop and implement the apprenticeship training. However, the cost does represent a direct payoff to employers in terms of increased productivity, profit, and staff loyalty.

Thank you for the opportunity to testify this afternoon. I am happy to answer any questions that you have.