Apprenticeship Training

An Alternative to College or Trade Schools
Registered Apprentice Training

- Registered Apprenticeship combines on-the-job training with classroom and lab instruction to prepare a highly trained workforce.
- Apprenticeship programs are 2 to 6 years (four to five years are most common) in length.
- Apprentice who finish the program achieve official Journeymen Status.
- Apprentice are paid negotiated wages during training period with guaranteed increase along the way.
- Apprentice work directly under the supervision of a Master Craftsmen.
Who Operates Apprenticeship Programs?

- Private Industry
- Single Employer
- Group of Employers
- Group of Employers in Cooperation with a Labor Group

These programs provide training typically at no cost to the apprentice. That translates into a $40,000 to $150,000 dollar Industry scholarship.
Apprenticeship at a Glance

In the U.S. today, some 37,000 program sponsors, representing over a quarter million employers, industries and companies, offer registered apprenticeship training to approximately 440,000 apprentices. These training programs serve a diverse population which includes minorities, women, youth, and dislocated workers.
Apprenticeship at a Glance

- Industries that have apprentice training
  - According to the Department of Labor
    - Construction
    - Manufacturing
    - Telecommunications
    - Information technology/networking
    - Service and Retail industries
    - Health care
    - The military
    - Public utilities
    - Public sector
Funding for Registered Apprenticeship Training

- Apprenticeship Programs may qualify for funding through the College Board or through the Workforce Commission using 133 funding.

- The requirements are different for these funding sources. Depending on the needs of a program it may use one or both of these funding sources.
Funding for Registered Apprenticeship Training Using LEA’s (Local Education Agencies)

- A local education agency (LEA) is a public community college, technical college, secondary or postsecondary school, or a public independent school system.

- The LEA is the funding link between the registered apprenticeship training program sponsor and the Texas Workforce Commission (TWC).

- The LEA may provide both the instructor and classroom facilities, or it may serve only as a fiscal agent while the program sponsor provides both the instructor and classroom facilities.

http://www.twc.state.tx.us/svcs/apprentice/app_eduagency.html
What are The Benefits of Becoming an LEA?

- Direct Links to Employers and Labor Organizations
- Leadership Committee Members with a Direct Need for Skilled Labor.
- Alternatives for Students who need a non-traditional path to employment
- Industry Provided Curriculum and Updates
- Solid Articulation Agreements
- Direct Access to the Latest Industry Safety Concerns and Training.
Apprenticeship at a Glance
Sample Programs in the Houston Area

- Carpenters
- Millwright
- Cement Mason
- Electrical
- Iron Workers
- Operating Engineers
- Painters & Glaziers
- Pipe Fitters

- Floor layers
- Plumbers
- Sheet Metal Workers
- Heat & Frost Insulators
- Asbestos Workers
# Wages and Benefits of Two Sample Programs

## Millwrights

<table>
<thead>
<tr>
<th>Benefit</th>
<th>1st Year</th>
<th>2nd Year</th>
<th>3rd Year</th>
<th>4th Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hourly Base Wage Rate</td>
<td>65%</td>
<td>75%</td>
<td>85%</td>
<td>95%</td>
</tr>
<tr>
<td>Texas Health &amp; Welfare Fund</td>
<td>4.38</td>
<td>4.38</td>
<td>4.38</td>
<td>4.38</td>
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<tr>
<td>Houston Local Pension Fund</td>
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<tr>
<td>North Texas Retirement Plan</td>
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<td>1.00</td>
<td>2.00</td>
<td>3.00</td>
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<tr>
<td>Texas Appr. &amp; Training Fund</td>
<td>.50</td>
<td>.50</td>
<td>.50</td>
<td>.50</td>
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<tr>
<td>Int’l. Training Fund</td>
<td>.10</td>
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<tr>
<td>Millwright Industry Trust</td>
<td>.05</td>
<td>.05</td>
<td>.05</td>
<td>.05</td>
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<tr>
<td>MCA</td>
<td>.05</td>
<td>.05</td>
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<tr>
<td>Total Hourly Wage Rate</td>
<td>$26.23</td>
<td>$30.01</td>
<td>$33.79</td>
<td>$37.57</td>
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## Carpenters

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Commercial</th>
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<tbody>
<tr>
<td>Project Foreman</td>
<td>$25.17</td>
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<tr>
<td>General Foreman</td>
<td>$24.17</td>
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<tr>
<td>Foreman</td>
<td>$23.67</td>
</tr>
<tr>
<td>Steward</td>
<td>$22.12</td>
</tr>
<tr>
<td>Journeyman</td>
<td>$21.97</td>
</tr>
<tr>
<td>Pre-Apprentice</td>
<td>$10.99</td>
</tr>
<tr>
<td>1st Period Apprentice (60%)</td>
<td>$13.18</td>
</tr>
<tr>
<td>2nd Period Apprentice (65%)</td>
<td>$14.28</td>
</tr>
<tr>
<td>3rd Period Apprentice (70%)</td>
<td>$15.38</td>
</tr>
<tr>
<td>4th Period Apprentice (75%)</td>
<td>$16.48</td>
</tr>
<tr>
<td>5th Period Apprentice (80%)</td>
<td>$17.58</td>
</tr>
<tr>
<td>6th Period Apprentice (85%)</td>
<td>$18.67</td>
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<tr>
<td>7th Period Apprentice (90%)</td>
<td>$19.77</td>
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<td>8th Period Apprentice (95%)</td>
<td>$20.87</td>
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</tbody>
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Hourly fringe benefit contribution amounts for all classifications are as follows:

- **Health & Welfare** - $4.25
- **Pension** - $3.08
- **Apprentice Training** - $0.65

**Total benefit package = $7.98**