APPRENTICESHIP

... why apprenticeship
... what’s in it for you
... where to you begin
The Workforce Gap

Where 9th Graders Are Headed  vs.  Where the Jobs Are

- **28%** will enter a 4-year college  \(\rightarrow\)  **20%** require a 4-year college degree
- **32%** will enter an associate degree program or advanced training  \(\rightarrow\)  **65%** require an associate’s degree or advanced training
- **10%** will lack the skills needed for employment  \(\rightarrow\)  **15%** require minimum skills for employment
- **30%** will drop out of the system before completing high school

*Workforce 2020: Work and Workers in the 21st Century*
Talent Shortage: A Global Issue

- Global percentage of firms reporting difficulty in filling jobs: 34%
- Number one job employers are having difficulty in filling: Skilled Trades Workers
- Top 4 reasons for not filling jobs
  - No applicants or lack of available applicants: 33%
  - Lack of technical competencies: 33%
  - Lack of experience: 24%
  - Lack of employability skills: 18%

Manpower Group, 2012
Talent Shortage: A Global Issue

- Number one strategy employed to overcome talent shortage:
  PROVIDING ADDITIONAL TRAINING & DEVELOPMENT TO EXISTING STAFF

Grow Your Own Talent

Manpower Group, 2012
Training Solutions

- Classroom Training
  - Trainee → Craftsperson
- On the Job Training
  - Trainee → Craftsperson
- Apprenticeship
  - US Department of Labor program
  - Apprentice → Journeyman
USDOL

Sponsor
USDOL Sponsor

- Become a sponsor
  - Apply to USDOL
- Use an existing sponsor
  - Guam Contractors Association
  - Guam Hotel & Restaurant Association
The Standard

- USDOL contract
  - Administrative requirements
  - Service time requirements
  - On the job requirements
  - Related classroom requirements
- Create your own standard
- Use an existing standard
Create Your Standard

- Work with USDOL
  - List of approved occupations
  - Templates

- Create draft standard
  - Research schedule of work experience
  - Research related classroom alternatives
    - In house
    - Contract with training provider

- Obtain approval
Use an Existing Standard

- Work with existing sponsor
  - Sponsor:
    - Provides the Standard
    - Arranges the Related Classroom Instruction
    - Does administrative work
  - Employer:
    - Recruits, selects, & hires the apprentice
    - Document & report work hours to sponsor
Apprenticeship – The Process

- Select apprentice
  - Hire apprentice
    - Existing students
    - Veterans
  - Select existing employee

- Indenture apprentice
  - Register with USDOL
  - Obtain RAPIDS number

- Begin apprenticeship
  - On-the-job supervised work
    - Document hours worked
  - Related classroom instruction
    - Attendance
    - Transcripts

- Report progress
  - To sponsor
  - To USDOL
Build Someone’s Future
Offsetting the Price of Apprenticeship

- Manpower Development Fund (MDF)
  - Pays for apprenticeship classroom training
- Guam Registered Apprenticeship Program (GRAP)
  - Provides tax credits for apprenticeship costs
Manpower Development Fund

- Funded by H-2B worker fees
- Pays 100% of related classroom training for apprentices at GCC and the GCA Trades Academy
Registered apprentice applies to GCC for admission
  - GCC issues a BANNER number

Apprentice enrolls at GCA Trades Academy
  - Provides their RAPIDS & BANNER number

GCA Trades Academy invoices GCC

Employer pays NO training costs
Guam Registered Apprentice Program (GRAP)

- Allows Guam Department of Labor to issue gross receipt tax credits for eligible costs associated with USDOL-registered apprenticeship programs
Guam Registered Apprentice Program (GRAP) – The Process

- **Employer**
  - Selects, employs & registers apprentice
  - Documents apprenticeship costs
    - Payroll cost of apprentice & supervisor
    - Training costs
  - Reports costs to Guam Department of Labor

- **Guam Department of Labor**
  - Reviews and approves apprenticeship costs
  - Issues certificate of gross tax receipts credit for 50% of approved costs to be filed with employer’s GRT return.
Apprenticeship costs

- Apprentice Annual Salary & Benefits
- Supervisor Annual Salary & Benefits
- Total

GRT Tax Credit
- 50% of eligible costs

- $25,000
- $45,000
- $70,000
- $35,000
Reviving a Tradition
Get Skilled
Build Something
Be Proud
Grow Your Own Talent

Be Proud
Thank you
Un dangkulu na si Yu’us
Ma’ase