



**JFF**

# UNDERSTANDING COMPETENCY-BASED APPRENTICESHIP PROGRAMS

*Webinar*

PRESENTED BY

---

JFF's Center for Apprenticeship & Work-Based Learning

2:00 – 3:00pm ET

September 26, 2018



*Hi, I'm*

**ERIC SELEZNOW**

*Senior Advisor*

Eric M. Seleznow is a senior advisor and directs JFF's [Center for Apprenticeship & Work-Based Learning](#). He works to further the organization's goals of advancing innovative workforce policy and programs. Mr. Seleznow is contributing to the organization's work on apprenticeship, reentry, and sector strategies.

# AGENDA

**2:00–2:05pm**

Welcome and Introduction

**2:05–2:15pm**

Overview of Competency-Based  
Apprenticeship Programs from  
Department of Labor

**2:15–2:45pm**

Panel Discussion

**2:45–3:00pm**

Q/A with Attendees

Building a  
Future  
That Works.

ALL YOU NEED TO KNOW  
**ABOUT JFF**

The American labor market is broken. Our rapidly changing economy demands skilled and adaptable workers, but many people lack the education and training employers require. JFF is transforming the workforce and education systems to accelerate economic advancement for all.

JFF designs innovative solutions, scales proven programs, and influences industry action and policymaking to drive the most transformative impact.



APPRENTICESHIP &  
WORK-BASED  
LEARNING

Join a growing group of leaders committed  
to advancing key workforce development  
and talent solutions for American  
businesses and workers.

[Learn About the Center](#)

# CENTER FOR APPRENTICESHIP & WORK-BASED LEARNING

*[Center4Apprenticeship.jff.org](http://Center4Apprenticeship.jff.org)*





# WHAT ARE COMPETENCY-BASED APPRENTICESHIP PROGRAMS?

## **Program elements of a Registered Apprenticeship**

Can be time-based, competency-based or a hybrid

### **Time-based requirements**

1. Range from 1 to 6 years
2. 2,000 hours of on-the-job training per year
3. 144 hours of related classroom instruction

### **Competency-based requirements**

Demonstrated, observable and measurable competencies

### **Three ways to learn and demonstrate competencies**

1. Seat-time and testing
2. Hybrid of seat-time and competency-based
3. Competency-based





# THE CASE FOR COMPETENCY-BASED **WHY COMPANIES, PROGRAMS, AND SPONSORS CHOOSE COMPETENCY-BASED PROGRAMS**

## **Speed**

Not reliant on course completion and semester-based work

Master it, and move on!

## **Accurate reflection of competencies and skills**

In real time

## **Avoids unnecessary delays**

A more "just in time" approach



*Hi, I'm*

**ZACHARY BOREN**

***Chief of the Division of Program Quality, Standards, and  
Policy, Office of Apprenticeship, US Department of Labor***

Zach Boren is the Chief of the Division of Program Quality, Standards, and Policy for the Office of Apprenticeship (OA) at the US Department of Labor (USDOL). OA's mission is to collaboratively lead and support our uniquely American Registered Apprenticeship system, promoting high-quality workforce solutions for industry, ensuring valued earn and learn opportunities and career pathways for job seekers, and building strategic partnerships that strengthen our nation's workforce and improve the economic competitiveness of US industry.



# US Department of Labor & Competency-Based Apprenticeship

## Background

- Competency-based approach [Apprenticeship Regulations **29 CFR 29.5**] provides for the apprentice's progression through apprenticeship through the acquisition of identified and measured competencies
- **Circular 2016-01** Guidelines for Competency-based, Hybrid and Time-based Apprenticeship Training Approaches
- A competency-based approach does not require time/hours to be assigned, but still complies with Apprenticeship Regulations (in Section 29.4 (OJT expected to last at least one year))

## Examples

- Central Sterile Processing Technician
- IT Generalist
- Agricultural Commodity Grader
- Chef De Parti (Cook Restaurant & Hotel)

## What's Ahead?

- Competency-based Occupational Frameworks (CBOF) – DOL-led initiative in collaboration with the Urban Institute to develop national OJT curricula for national adoption
- 10 occupational frameworks officially approved by USDOL as of September 26, 2018
- 2018-2019 – USDOL plans to approve and release additional frameworks to provide more “off-the-shelf”, competency-based work process schedules





**ZACHARY BOREN**

*Chief of the Division of Program  
Quality, Standards, and  
Policy, Office of Apprenticeship,  
US Department of Labor*



**DIANA ELLIOTT**

*PhD, Senior Research  
Associate, Urban Institute*



**MANNY LAMARRE**

*Executive Director, Governor's  
Office of Workforce Innovation,  
Las Vegas, Nevada*



**CHERYL OLSON**

*Project Director, Truckee  
Meadows Community College*



*Hi, I'm*

**DIANA ELLIOTT**

*PhD, Senior Research Associate, Urban Institute*

Diana Elliott is a senior research associate in the Center on Labor, Human Services, and Population at the Urban Institute. Her work focuses on families' financial security and economic mobility and the programs and policies that support them, including housing affordability, apprenticeships, and financial empowerment.



# COMPETENCY-BASED OCCUPATIONAL FRAMEWORKS

An Overview

*Diana Elliott, Senior Research Associate, Urban Institute  
Jobs for the Future webinar  
September 26, 2018*

# WHAT ARE COMPETENCY-BASED OCCUPATIONAL FRAMEWORKS (CBOFS) AND WHY WERE THEY CREATED?

CBOFs are DOL-approved occupational standards that have been vetted by industry, approved for national use, and emphasize whether an apprentice can demonstrate competency in various core functions of the occupation.

Urban Institute—in partnership with OA staff, employers, credentialing groups and others—developed CBOFs to:

- Improve the **quality** of registered apprenticeship programs
- Improve **consistency** of content and assessment across programs
- Facilitate the **review** of applications by apprenticeship staff

# CBOFS HAVE BENEFITS





# CBOFS CURRENTLY AVAILABLE

Sector	Officially released by OA	Available on Urban.org
Advanced manufacturing		<ul style="list-style-type: none"><li>• CNC Set-up Programmer</li><li>• Industrial Maintenance Technician</li><li>• Industrial Manufacturing Technician</li><li>• Mechatronics Installer</li><li>• Mechatronics Technician</li></ul>
Energy	<ul style="list-style-type: none"><li>• Transmission Line Worker</li></ul>	
Healthcare	<ul style="list-style-type: none"><li>• Community Health Worker</li><li>• Medical Assistant</li><li>• Medical Records and Health IT and Medical Coder</li><li>• Sterile Supply Technician</li></ul>	<ul style="list-style-type: none"><li>• Surgical Technologist</li></ul>
IT	<ul style="list-style-type: none"><li>• Cybersecurity Support Technician</li><li>• IT Generalist</li></ul>	<ul style="list-style-type: none"><li>• Database and Cloud Administrator</li><li>• Developer</li></ul>
Transportation	<ul style="list-style-type: none"><li>• Heavy and Tractor Trailer Truck Driver</li><li>• Transit Bus Technician</li><li>• Transit Coach Operator</li></ul>	

# WHERE DO I FIND CBOFS?

Go to the DOL.gov/apprenticeship homepage

→ “resources” tab → “Competency-Based Occupational Frameworks” – and you will be re-directed to an Urban Institute page containing the CBOFs

The screenshot shows the top of the DOL.gov/apprenticeship homepage. The header includes the United States Department of Labor logo and a search bar. Below the header, the 'Apprenticeship' section has a navigation menu with links: HOME, JOB SEEKER, EMPLOYER, TASK FORCE, NATIONAL APPRENTICESHIP WEEK, RESOURCES (highlighted with a blue box), and NEED HELP?. Below the navigation menu, there is a banner for 'Benefits of Apprenticeship' featuring a photo of three people. Below the banner, there is a section for 'Policy Center' with the title 'Center on Labor, Human Services, and Population' and a button 'SUPPORT URBAN INSTITUTE'. Below this, there is a section for 'Competency-Based Occupational Frameworks for Registered Apprenticeships' with a brief description and a link to 'Current frameworks are available in the following sectors:'.

The screenshot shows the 'Resources' dropdown menu. The menu is open, displaying a list of resources. The 'Competency-Based Occupational Frameworks' link is highlighted with a blue box and a blue arrow pointing to it from the left. The list of resources includes:

- Grant Opportunities
- News
- Shareables
- Military & Veterans
- Marketing and Outreach
- College Consortium
- Federal Apprenticeship Programs
- Equal Employment
- Data and Statistics
- Guidance
- Regulations
- Bulletins and Circulars
- Workforce GPS
- ApprenticeshipUSA Community of Practice
- Disability Employment Policy Resources
- Competency Model Clearinghouse
- Youthbuild Registered Apprenticeship Toolkit
- YouthBuild Pre-Apprenticeship Toolkit
- Competency-Based Occupational Frameworks

Contact Diana Elliott  
([delliott@urban.org](mailto:delliott@urban.org)) with  
any questions.



*Hi, I'm*

**MANNY LAMARRE**

***Executive Director, Governor's Office of Workforce  
Innovation, Las Vegas, Nevada***

Manny Lamarre serves as the Executive Director of the Governor's Office of Workforce Innovation (OWINN) and the Governor's Designee on the Governor's Workforce Development Board. OWINN has the mission of creating a skilled and aligned workforce by engaging with public and private entities to design career pathways, scale registered apprenticeships and work-based learning, manage the state's longitudinal data system, and promote and implement policies that strengthen the education and workforce system.



## Office of Governor Brian Sandoval

*Manny Lamarre,  
Executive Director*

### OUTCOMES:

1. Prepare all K-12 Students for College & Career Success
2. Increase Nevadans with postsecondary degrees & credentials
3. Increase employment outcomes in training and credentialing programs

**Mission:** OWINN helps drive a skilled, diverse, and aligned workforce in the state of Nevada by promoting cooperation and collaboration among key public and private entities focused on workforce development.



*Hi, I'm*

**CHERYL OLSON**

***Project Director, Truckee Meadows Community College***

Cheryl Olson is the Project Director of Nevada's Apprenticeship Project at Truckee Meadows Community College (TMCC) in Reno, Nevada. Through her work with the American Apprenticeship Initiative grant, Cheryl worked to establish TMCC as an apprenticeship intermediary in partnership with Workforce Connections, a Local Workforce Development Board (LWDB). Cheryl works with employers across Nevada to develop relevant apprenticeship programs, utilizing RTI from a variety of educational providers.









PLEASE TYPE QUESTIONS INTO THE SIDE BAR

# **QUESTIONS AND DISCUSSION**



**ZACHARY BOREN**

*Chief of the Division of Program  
Quality, Standards, and  
Policy, Office of Apprenticeship,  
US Department of Labor*



**DIANA ELLIOTT**

*PhD, Senior Research  
Associate, Urban Institute*

**MODERATOR**



**ERIC SELEZNOW**

*Senior Advisor, JFF*



**MANNY LAMARRE**

*Executive Director, Governor's  
Office of Workforce Innovation,  
Las Vegas, Nevada*



**CHERYL OLSON**

*Project Director, Truckee  
Meadows Community College*

# THANK YOU!

*Center4Apprenticeship.jff.org*

Email – [info@jff.org](mailto:info@jff.org)



VISIT US TODAY AT **JFF.ORG**