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

Learn About the Center

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.
<table>
<thead>
<tr>
<th>Background</th>
<th>Examples</th>
<th>What's Ahead?</th>
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<tbody>
<tr>
<td>• 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</td>
<td>• Central Sterile Processing Technician</td>
<td>• Competency-based Occupational Frameworks (CBOF) – DOL-led initiative in collaboration with the Urban Institute to develop national OJT curricula for national adoption</td>
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<td>• Circular 2016-01 Guidelines for Competency-based, Hybrid and Time-based Apprenticeship Training Approaches</td>
<td>• IT Generalist</td>
<td>• 10 occupational frameworks officially approved by USDOL as of September 26, 2018</td>
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<td>• 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))</td>
<td>• Agricultural Commodity Grader</td>
<td>• 2018-2019 – USDOL plans to approve and release additional frameworks to provide more “off-the-shelf”, competency-based work process schedules</td>
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<td>• Chef De Parti (Cook Restaurant &amp; Hotel)</td>
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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

- Consensus-based
- Non-proprietary
- High quality
## CBOFS CURRENTLY AVAILABLE

<table>
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<tr>
<th>Sector</th>
<th>Officially released by OA</th>
<th>Available on Urban.org</th>
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<tbody>
<tr>
<td><strong>Advanced manufacturing</strong></td>
<td></td>
<td>• CNC Set-up Programmer&lt;br&gt;• Industrial Maintenance Technician&lt;br&gt;• Industrial Manufacturing Technician&lt;br&gt;• Mechatronics Installer&lt;br&gt;• Mechatronics Technician</td>
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<tr>
<td><strong>Energy</strong></td>
<td>• Transmission Line Worker</td>
<td></td>
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<tr>
<td><strong>Healthcare</strong></td>
<td>• Community Health Worker&lt;br&gt;• Medical Assistant&lt;br&gt;• Medical Records and Health IT and Medical Coder&lt;br&gt;• Sterile Supply Technician</td>
<td>• Surgical Technologist</td>
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<tr>
<td><strong>IT</strong></td>
<td>• Cybersecurity Support Technician&lt;br&gt;• IT Generalist</td>
<td>• Database and Cloud Administrator&lt;br&gt;• Developer</td>
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<tr>
<td><strong>Transportation</strong></td>
<td>• Heavy and Tractor Trailer Truck Driver&lt;br&gt;• Transit Bus Technician&lt;br&gt;• Transit Coach Operator</td>
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WHERE DO I FIND CBOFS?

Go to the DOL.gov/apprenticeship homepage → “resources” tab → “Competency-Based Occupational Frameworks” – and you will be redirected to an Urban Institute page containing the CBOFs.

Contact Diana Elliott (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.
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

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

CHERYL OLSON
Project Director, Truckee Meadows Community College

ERIC SELEZNOW
Senior Advisor, JFF

MODERATOR
THANK YOU!

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