

# 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 <u>Center for Apprenticeship & Work-Based Learning</u>.

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

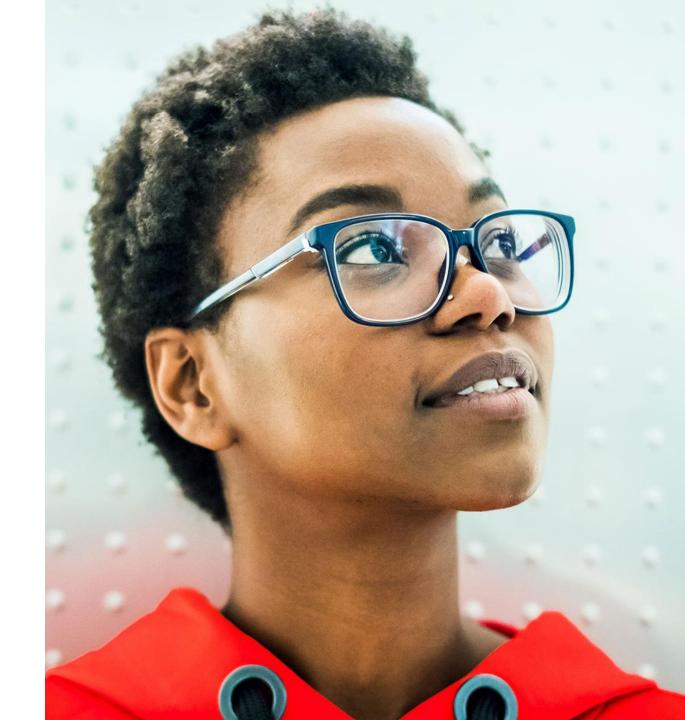
**2:45–3:00pm** Q/A with Attendees

#### 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.





### CENTER FOR APPRENTICESHIP & WORK-BASED LEARNING

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))

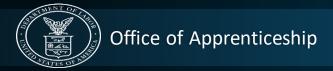
#### Examples

- 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 "offthe-shelf", competency-based work process schedules

**EMPLOYMENT AND TRAINING A**UNITED STATES DEPARTMENT O





**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**



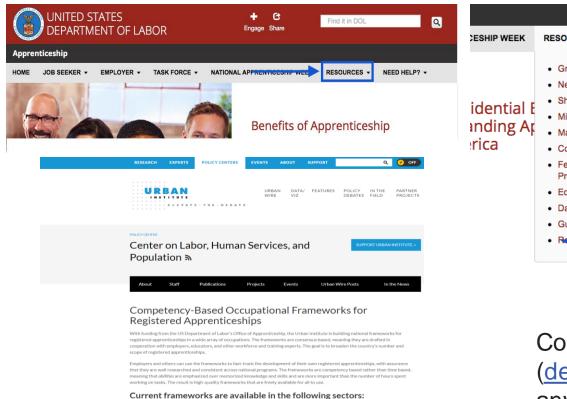
# **CBOFS CURRENTLY AVAILABLE**

Sector	Officially released by OA	Available on Urban.org
Advanced manufacturing		<ul> <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	Transmission Line Worker	
Healthcare	<ul> <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>	Surgical Technologist
IT	<ul><li>Cybersecurity Support Technician</li><li>IT Generalist</li></ul>	<ul><li>Database and Cloud Administrator</li><li>Developer</li></ul>
Transportation	<ul> <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 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.





- 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



# Office of Governor **Brian Sandoval**

Manny Lamarre, **Executive Director** 

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

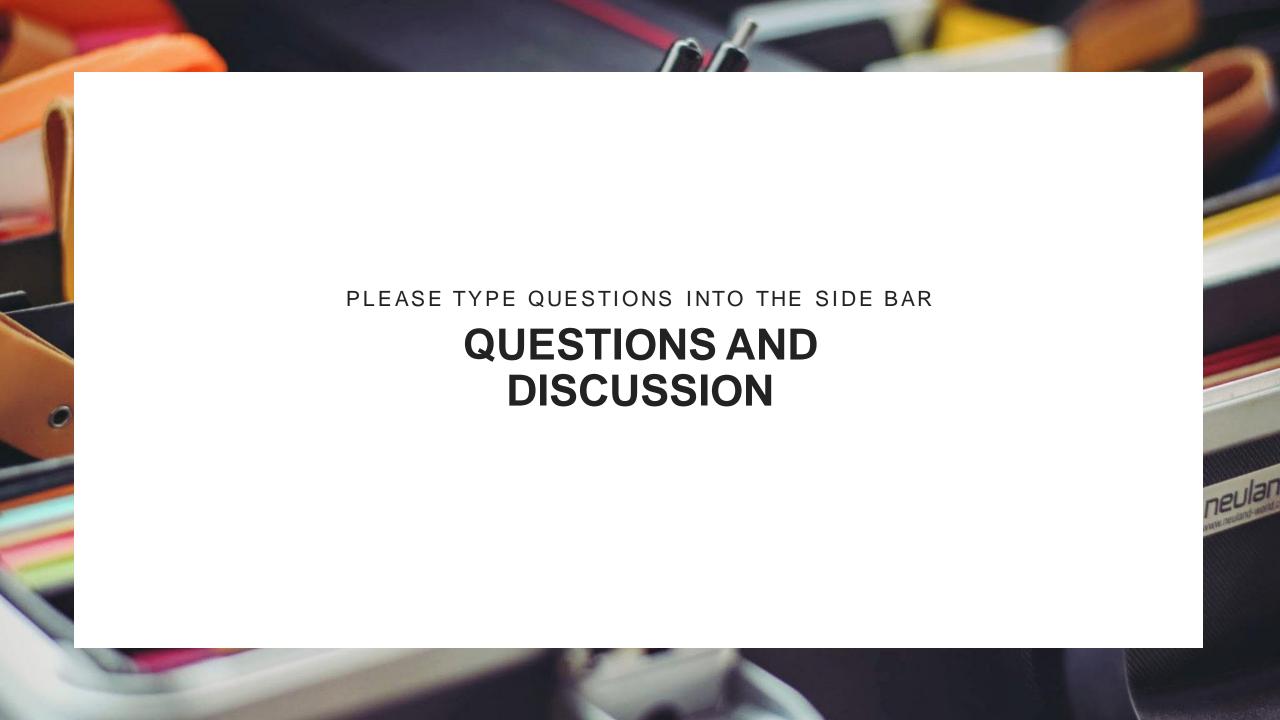
CHERYL OLSON

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.









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**ERIC SELEZNOW** 

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### **THANK YOU!**

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