

Apprenticeship Overview

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California
Community
Colleges

What is an Apprenticeship?



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Customized talent development strategy

heavily subsidized by and in partnership with CA
Government and the Community College System.

What is a Registered Apprenticeship (RA)?

A structured education and training program that takes place in the workplace and includes:

- On-the-job (OTJ) training – usually at least 2000 hours (1 year FT)
- Classroom-based, related and supplemental instruction (RSI) – recommended 144 hours

An apprentice is a full-time, paid employee of the sponsoring organization.

On-The-Job Training

- Work processes established by you
- Learn by doing
- Designated **mentor** trains the apprentice on the job
- Progressive Wages Scales
 - **Articulated skills progression** with at least one **wage increase**.
 - **Wage progression** starts around ~50% of what an experienced person holding that role (journeyperson) would be making. That progression should finalize ~90% of a journeyperson compensation.

Foothill Dental Assisting Apprenticeship Launching

Educational Pathway:

- Approved by CODA and DBC
- 9 month full time student
- Regular Tuition Rates
- 300 hrs unpaid externship
- Qualify to take RDA exam upon completion

Apprenticeship Pathway

- Approved by State of CA
- 15 months part time students - attend class 1-2 days per week
- Free tuition
- Initial introductory course to include safety, communication, terminology, anatomy, etc
- 2000 hrs paid apprenticeship
- Qualify to take RDA exam upon completion

ROI on Apprenticeship

Recent US Dept of Labor Study found that for Industrial Manufacturing Technician (IMT) Registered Apprenticeships programs the ROI for several sponsors showed that on average, every

**\$1.00 invested in
apprenticeship
returned \$1.48**

These sponsors also indicated that there was a direct link to upskilling, retention, comprehensive training, recruitment, and increased productivity, providing a significant advantage over competitors.

[US Department of Labor Study, 2020](#)

Employer Benefits

Skilled Workforce

Recruit and Develop a Pipeline of Skilled Workers
Build your Program to Meet your Specific Operational Needs

Diversity

Creates a new pipeline for talent that is more accessible and equitable, contributing to a more diverse workforce

Cost Reduction

Graduated wage schedule keep costs down– pay is commensurate with skill/experience level attained.
Provides Access to State/Federal Funding
Reduces Recruitment and High Turnover Costs

Loyalty

Instills Loyalty in Employees = High Retention Rates

Questions?

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