



**Department
of Labor**

NYSDOL Apprenticeship Update

April 3, 2018

2017: The Year in Review

2017: The Year in Review – Apprenticeship Data

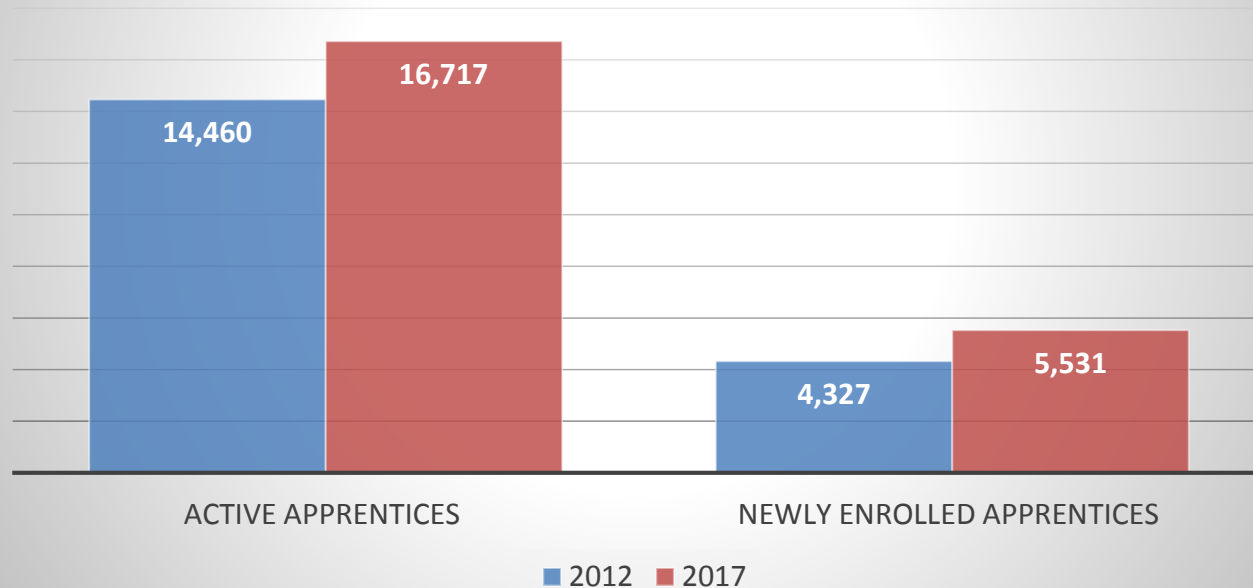
As of December 31, 2017:

- 517 sponsors
- 746 programs
- 16,717 active apprentices
- 2,200 Certificates of Completion issued in 2017
- 2 formal deregistrations in 2017

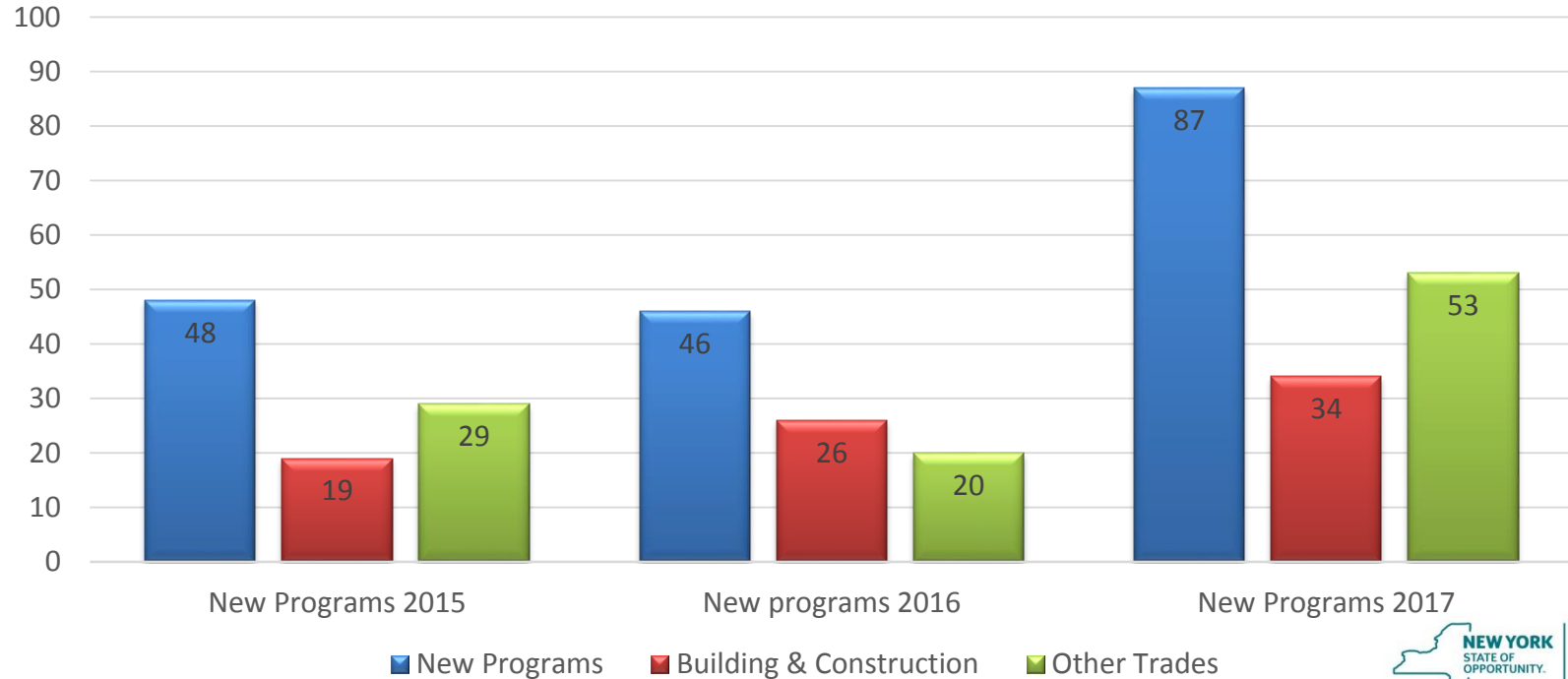
As of April 1, 2018 :

- 518 sponsors
- 754 programs
- 17,197 active apprentices

2012 vs. 2017 - Increase in Number of Apprentices Registered Each Year



Increase in New Programs Over the Last Three Years



Apprenticeship Expansion

Apprenticeship Expansion

Apprenticeship Expansion Grant (AEG) Request for Applications (RFA)

- \$4.1 million in funding available
- Goal is to expand RA
- 800 new apprentices
- Apprentices to enter into trades in high-demand occupations
- Funding will cover costs associated with training apprentices through RA
- <https://www.labor.ny.gov/businessservices/funding.shtm>

Apprenticeship Expansion

Empire State Apprenticeship Tax Credit Program (ESATC)

- For NYS RA sponsors or signatories
- Tax credit for apprentices employed full-time for at least six months
- Enhanced tax credits
 - Disadvantaged youth
 - Apprentices with a mentor
- Focus on demand occupations
- <https://www.labor.ny.gov/apprenticeship/empire-state-tax-credit.shtm>

How to Submit Recruitment Requests

How to Submit Recruitment Requests

E-mail the following information to your ATR and cc: the Field Supervisor:

- Request to conduct recruitment including dates of recruitment
- Sponsor name and trade
- If there are NO changes since last recruitment, specify that in e-mail
- If there ARE changes, only include the changes in e-mail (the Apprentice Training Recruitment Notification and Minimum Qualifications (AT-505 form) must reflect these changes)
- Name and title of representative sending the request

How to Submit Recruitment Requests

- The Selection Standards and Evaluations (AT-508 form) is not required with recruitment requests, unless it is being amended at the time of recruitment.
- All minimum requirements need to be included on the Apprentice Training Recruitment Notification and Minimum Qualifications (AT-505 form). No other documentation should be submitted unless using a new test.

How to Submit Recruitment Requests

Field Supervisors by Region

Nicholas.Hanslowe@labor.ny.gov – Greater Capital Region, Central Region & Upper Hudson Valley

Carolyn.Robinson@labor.ny.gov – NYC, Long Island and Lower Hudson Valley

Steve.DeRenzo@labor.ny.gov – Western Region

New SED Contact

Valerie Cosgrove

Associate in Continuing Education

New York State Education Department

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<http://www.acces.nysed.gov/aepp>

Return on Investment (ROI) Tool for Data-Informed Decision Making

The Study

- 13 Businesses studied
- 2 main questions:
 1. Why did you create apprenticeships?
 2. What are the main costs & benefits associated with your program?

Apprenticeship is a Business Investment

- There are currently *6.1 million job openings* posted in our country
- It would be easier to fill these positions if companies were more aware of apprenticeships

3 Metrics for Studying Benefits

- **Production:** Companies gain the value of output by apprentices and later by apprentice graduates, plus a reduction in errors
- **Workforce:** Companies experience reduced turnover and improved recruitment, gain a pipeline of skilled employees, and develop future managers
- **Soft Skills:** Apprenticeships lead to improved employee engagement, greater problem-solving ability, flexibility to perform a variety of tasks, and a reduced need for supervision.

Apprenticeship Benefits

- The payoff for workers is clear
- The payoff for *businesses* is less well known
 - ROI Tools help calculate the costs and benefits of apprenticeship programs for businesses more precisely

Apprenticeship Benefits

Production

- Output during the apprenticeship at a reduced wage
- Higher post-apprenticeship productivity relative to similarly tenured employees
- Reduction in mistakes or errors

Workforce

- Reduced turnover
- Pipeline of skilled employees
- Better matching of employee skills and character with employer needs and firm culture
- Lower recruiting costs
- Development of future managers

Soft Skills

- Employee engagement and loyalty
- Greater problem-solving ability and adaptability
- Reduced need for supervision

Apprenticeship Costs

Fixed Costs

- Curriculum development
- Equipment purchases
- Staff time spent on setup
- Overhead and management
- Classroom space
- Recruitment

Variable Costs

- Wages and benefits of apprentices
- Mentor time
- Supplies and uniforms
- Tuition, books, and classroom materials

Calculator

- The US Department of Commerce released an ROI calculator to help businesses understand the benefits of apprenticeship
- Link: <http://www.esa.gov/content/new-tool-help-firms-calculate-their-return-investment-apprenticeship>

What ROI Calculators Offer

1. How to Determine ROI
2. How to Increase ROI

How to Determine ROI

1. Determine Costs
2. Determine Benefits
3. Find Company Data
4. Consider Related Environmental Factors
5. Analyze Data
6. Make Strategic Improvements Based on Data

How to Increase ROI

1. Take advantage of digital tech to make skills training available anytime/anywhere
2. Collaborate with educational institutions to upskill current employees and build pipeline of future skilled workers
3. Build standardized skill sets using certification programs
4. Utilize apprenticeships to build highly skilled workforce
5. Expand candidate pool by hiring for potential rather than “perfect fit”

Bottom Line: Apprenticeship is Good for Business!

- Apprenticeship:
 - Helps recruit and develop a highly skilled workforce
 - Improves productivity
 - Provides tax credits
 - Reduces turnover costs and increases employee retention
 - Creates industry-driven and flexible training solutions to meet local and national needs

Questions?