

Hawaii Apprenticeship Program



What is Registered Apprenticeship?

- A structured occupational training program that combines on the job training and related instruction in which the workers learn the practical and conceptual skills required for a skilled occupation, trade or craft.

Components of Registered Apprenticeship



1. Employer Involvement

Programs start with employer needs; employers are the foundation for the program

2. Structured and Supervised On-the-Job Training

Provided by employers; skills and competencies are attained through OJT; minimum of 2,000 hours

3. Related Training and Instruction

Classroom training part (144 hours per year is recommended)

4. Rewards for Skill Gains

Periodic increase or at least one wage increases during the term or at the end of apprenticeship.

Benefits/Value of Registered

3 Apprenticeship to Employers

1. Customized training based on the needs of the employer/business
2. Apprentices can be new hires or current employees
3. Helps business thrive by:
 - Developing highly-skilled, highly productive employees
 - Reducing turnover rate
 - Increasing productivity
 - Lowering the cost of recruitment
 - Increased safety in the workplace
4. Return of investment –every dollar spent on apprenticeship, employers get an average of \$1.47 back in increased productivity, reduced waste and greater front-line innovation.



Federal Grants

4

I. American Apprenticeship Initiative –

Funding: \$2,999,554.00

Period of Performance: October 1, 2015 to September 30, 2020

Purpose: Develop new apprenticeship programs in Information Technology and Healthcare to:

- address growing demand for workers
- develop local talent
- reduce reliance on foreign workers

Registered programs in IT: Web Application Developer, Software Programmer/Developer, Business Systems Analyst, IT Support Technician, Business Intelligence Analyst, Information Systems and Technology Intern, Information Technology Analysts.

2. State Expansion Grant

5

Funding: \$1.5 million

Period of Performance: November 1, 2016 to April 30, 2018

Purpose: To expand apprenticeship in occupations, other than construction.

New programs developed under the grant:

- Information Technology
- Healthcare
- Cook (Culinary)
- Health and Safety Compliance Officer



Financial Incentives under AAI

- a. Up to \$7,500 in tuition subsidy for Related Training Instruction; OR
- b. \$7,500 in partial reimbursement for on-the-job training (only for new hires);
or
- c. Any combination of a and b up to \$7,500.

Financial Incentives under SEG

- a. \$1,000 incentive for employers who start a new apprenticeship program – per apprentice after 30 days of the apprentice being on the job.

► Amounts and availability ***subject to change***