



Registered Apprenticeship Michigan

State Apprenticeship Expansion



What is Apprenticeship?

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, mentorship, and a portable credential.

Note: Not all apprenticeships are *Registered*



Core Components of Registered Apprenticeships

Industry Led—Programs are industry-vetted and approved to ensure alignment with industry standards and that apprentices are trained for highly skilled, high-demand occupations.

Paid Job—Registered Apprenticeships are jobs! Apprentices earn progressive wage increases as their skills and productivity increase.

Structured On-the-Job Learning/Mentorship—Programs provide structured on-the-job training to prepare for a successful career, which includes instruction from an experienced mentor.

Supplemental Education—Apprentices are provided supplemental classroom education based on the employers' unique training needs to ensure quality and success.

Core Components of Registered Apprenticeships

Diversity—Programs are designed to reflect the communities in which they operate through strong non-discrimination, anti-harassment, and recruitment practices to ensure access, equity, and inclusion.

Quality & Safety—Apprentices are afforded worker protections while receiving rigorous training to equip them with the skills they need to succeed and the proper training and supervision they need to be safe.

Credentials—Apprentices earn a portable, nationally-recognized credential within their industry.



EMPLOYMENT
& TRAINING

Benefits to Employers!

Industry-driven solution that facilitates access to related resource (i.e., Federal reimbursements, GI Bill® benefits, participant support, etc.)

- ✓ Immediately fills job openings with motivated workers learning precise skills needed
- ✓ Starts a rapid transfer of knowledge from current to future high-value workers
- ✓ Eliminates typical 2-6-year wait when most jobseekers learn general skills
- ✓ Reduces employee turnover, improves productivity and the bottom line

Benefits to Job Seekers!

Earn national industry recognized
credentials!



- ✓ Earn a competitive wage with scheduled pay increases from day one
- ✓ Gain high-demand skills in on-job-learning with an experienced mentor
- ✓ Gain knowledge through instruction in job-related classroom training
- ✓ Gain academic credit and minimize / avoid tuition debt

High-Skill, High-Wage Opportunities

Median Annual Earnings

- RAP completers' One-Year-After Exit = **>\$89,000**
- RAP completers' Five-Years-After Exit = **>\$98,000**

90% of RAP completers remain at their employer One-Year-After Exit

Registered Apprenticeship Michigan

Benefits

- Supports Governor's "Sixty by 30" initiative
- Nearly 1,000 programs in Advanced Manufacturing, Construction, Energy, Healthcare, Information Technology & Mobility
- Over 24,000 active apprentices
- Expanding number of innovative occupations . . .



The Michigan Statewide Workforce Plan



MICHIGAN ECONOMIC DEVELOPMENT CORPORATION



The Michigan Statewide Workforce Plan will train workers, grow the middle class and power our business and entrepreneurial spirit.



A Message From Governor Whitmer

Michigan has a diverse and growing workforce of highly skilled talent across industries that reflect our state's grit, resilience and innovation. Over the past five years, our state has made significant strides in cultivating a skilled and adaptable workforce, laying the foundation for economic growth and prosperity. Right now, Michigan's workforce system is #1 in credential attainment for adults, #2 in helping adults get employed, top 10 in the nation for registered apprenticeships, and Michigan serves more workforce participants than any other state in the Midwest.

But our journey is far from over. We're just getting warmed up.

That's why I'm proud to introduce the Michigan Statewide Workforce Plan—a bold vision that helps Michiganders acquire the skills and earn the credentials they need to compete while growing opportunities for the middle class and supporting our businesses and entrepreneurs throughout Michigan.

That means increasing the number of working-age adults with a skill certificate or college degree from 51.1% today to 60% by 2030, moving 75,000 households into the middle class by the end of 2027 and making Michigan a top-10 state for labor force participation growth by 2027.

This new plan rolls out the red carpet for Michigan, providing an all-access strategy to address the challenges and opportunities facing our state. By fostering collaboration across sectors and investing in lifelong learning and career advancement opportunities, we will unlock the full potential of our workforce and unleash new possibilities where everyone can make it in Michigan.

Thank you for your unwavering commitment to Michigan's future. Together, we will continue to write the next chapter in our state's story that supports our vision and powers our business spirit.

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State Apprenticeship Expansion Activities

Over \$110 Million in Federal and State funded grant programs to serve over 11,000 Registered Apprentices through 2026

Collaboration with the Going Pro Talent Fund (GPTF)

MAAB Subcommittees and Subject Matter Experts

Race to Talent with Registered Apprenticeship

Focus on Inclusion, Diversity, Equity, and Accessibility Strategies (IDEAS)



Success in Non-Traditional Industries And Occupations

These employer recruitment videos were created to promote the value Registered Apprenticeship delivers to Michigan employers.



Energy careers



Healthcare careers



K-12 Education careers



Early Childhood Education careers



Non-Traditional careers



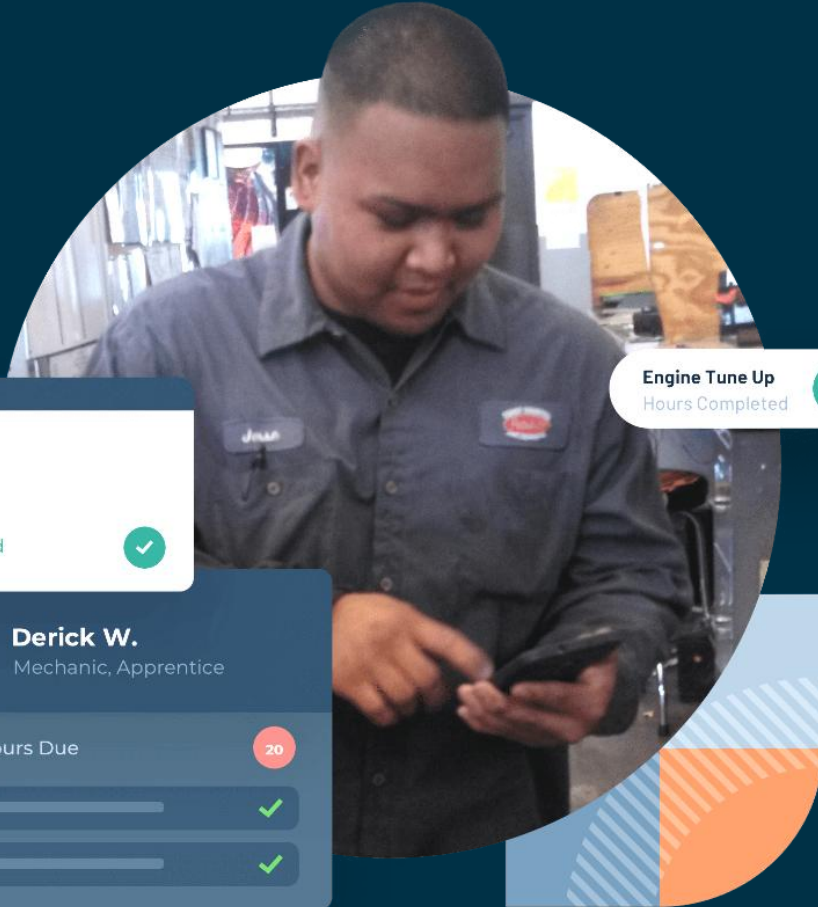
Carpenter & Millwright careers

Michigan Works! Network Collaboration



- Apprenticeship Success Coordinator (ASC) Model
- Group Sponsor and Intermediary Model
- WIOA Braiding and Co-Enrollment
- Success in Non-Traditional Occupations & Industries

WorkHands



Kyle B.
Supervisor

Hours Approved ✓

Derick W.
Mechanic, Apprentice

Hours Due 20

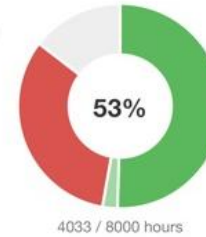
✓

✓

Engine Tune Up
Hours Completed 85%

53% - over the hump. Don't look back!

7 months remaining to complete 1,165 hours



Engine Repair 94%
hours

Diagnosis and repair of general engine, cylinder head and valve train, engine block, lubrication and cooling systems, fuel and exhaust systems



Engine Tune-up 77%
hours

Diagnosis and repair of general engine, ignition systems, fuel and exhaust systems, emission control systems, PVC and fuel vapor recovery systems



Automatic Transmission 100%
hours

Diagnosis, adjustment and repair, transmission repair (both in car repair and off car)



APPRENTICESHIP PROGRAM WALL



EARN WHILE YOU LEARN, WITHOUT THE DEBT.

BOILERMAKERS

Paid 4 Year Apprenticeship

BRICKLAYERS & ALLIED CRAFT WORKERS

Join Us in Building a Piece of History

CARPENTERS & MILLWRIGHTS

Paid 4 Year Apprenticeship

ELECTRICIANS

Paid 5 Year Apprenticeship

ELEVATOR CONSTRUCTORS

Paid 4 Year Apprenticeship

HEAT AND FROST INSULATORS

Paid 4 Year Apprenticeship

IRONWORKERS

Paid 4 Year Apprenticeship

IT'S A LIVING WAGE!

Apprenticeship Starting Wages:
\$16.00 - \$33.00 per hour

Starting Wages After Apprenticeship Completion:
\$24.00 - \$65.00 per hour

Paid Apprenticeships Vary in Length from 3 - 5 Years.

THIS IS A LIVING WALL
brought to you by Conduit to the Trades and Partners.

For more information, the label to wage and benefit amounts, or to apply, please go to the QR code to the left of each trade sign. To see which of what each trade does in their field, please go to the QR code to the right of each trade sign.

LiUNA! MICHIGAN

LABORERS

Paid 3 Year Apprenticeship

OPERATING ENGINEERS

Paid 3 & 4 Year Apprenticeships

PAINTERS, DRYWALL FINISHERS AND GLAZIERS

Paid 3 & 4 Year Apprenticeships

PLASTERERS & CEMENT MASONS

Paid 3 Year Apprenticeship

PLUMBERS, PIPEFITTERS, WELDERS & HVAC SERVICE TECHNICIANS

Paid 5 Year Apprenticeship

ROOFERS

Paid 3 Year Apprenticeship

SHEET METAL WORKERS

Paid 4 Year Apprenticeship

SPRINKLERFITTERS

Paid 5 Year Apprenticeship

WORKFORCE DEVELOPMENT INSTITUTE
ACCESS FOR ALL

WIST

WDI: ACCESS FOR ALL & WOMEN IN SKILLED TRADES

Free Apprenticeship Readiness Training
Powered by the Michigan AFL-CIO

Hitting The MARC

Michigan Apprenticeship Readiness Certificate

Built on Training and Employment Notice (TEN) 23-23:
Defining a Quality Pre-Apprenticeship Program

- Approved Training and Curriculum
- Strategies for Long-Term Success
- Access to Appropriate Support Services
- Promotes Greater Use of Registered Apprenticeship to Increase Future Opportunities
- Meaningful Hands-on Training that does not Displace Paid Employees
- **Facilitated Entry and/or Articulation (MARC Level I)**
- **Credit for Previous Learning and Experience (MARC Level II)**



with Registered Apprenticeship



REGISTERED
APPRENTICESHIP
MICHIGAN

Race to Talent™



EMPLOYMENT
& TRAINING



Race to Talent™ Champion Awards



with Registered Apprenticeship



MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**



**WORKFORCE
DEVELOPMENT**



Address

P.O. Box 30805
Lansing, MI 48909



Email

Leo-apprenticeship@michigan.gov



Website

Michigan.gov/apprenticeship



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[MichTalent](#)



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