

The Apprenticeship Advisor



Action Clinic Marks Big Step for Apprenticeship in State

The Louisiana Apprenticeship Action Clinic, the first of its kind in the state, was held Oct. 27–29 in Baton Rouge. Eight regional teams represented the state, with each team creating action plans to increase utilization and integration of Registered Apprenticeship (RA) in their region. Panel discussions centered on resource alignment, partnership development, pre-apprenticeships and strategic planning. Both federal and state staffers participated, highlighting the need for registered apprenticeship programs to have greater visibility and affiliation with entities such as the Business & Career Solutions Centers (B&CSCs), the Louisiana Community and Technical College System (LCTCS) and the Louisiana Department of Education. The event was co-sponsored by the Louisiana Workforce Commission, the U.S. Department of Labor, the Louisiana Department of Education, the Baton Rouge Building &



Construction Trades and Northrop Grumman Shipbuilding.

Items in the regional

action plans include conducting community awareness events; increasing apprenticeship enrollment and employer participation; providing RA information in employer packets that are distributed by B&CSCs; apprenticeship program sponsors holding tours of their training facilities for LCTCS, high school counselors and students; identifying community action groups through which disengaged populations could potentially receive a RA education; developing pre-apprenticeship programs that will lead to acceptance into a RA program; identifying potential funding resources to support greater utilization of RA; amending Workforce Investment Board plans to include RA; and ensuring RA programs are all on the Eligible Training Provider List for Workforce Investment Areas.

Several teams left the action clinic with follow-up meetings already scheduled to continue their progress. Based on attendee feedback, a greater appreciation, understanding and enthusiasm for RA resulted from the action clinic, along with the opportunity for partnership development through continued team participation. As one attendee stated, “We made fantastic contacts and have planned additional meetings at home to push registered apprenticeship. This experience has been invaluable.”



Action clinic resources can be found on www.laworks.net. Just click on the **Apprenticeship Action Clinic** link at the lower left-hand corner of the home page.



The Breslin Motto:

**No Joke
No B.S.
No Excuses**

Mark Breslin, a nationally acclaimed speaker, legendary in the construction and building trades but relatively unknown in workforce development circles, gave a lively, blunt and compelling presentation at October’s Louisiana Apprenticeship Action Clinic.

Breslin is executive director of the Engineering and Utility Contractors Association and author of *Survival of the Fittest*, *Million Dollar Blue Collar*, *Organize or Die*, and the just released, *Alpha Dogs — Leading Yourself and Others*. In a clear, persuasive, down-to-earth way that made action clinic attendees take notice, Breslin provided a glimpse into the near future for workforce development when millions of Baby Boomers retire.

Breslin’s talk also touched on the generational disparities among Baby

Boomers, Gen-Xers and Millennials (see definitions under *Links and Lingo*, found on page 3); how organizations must learn from the most valued companies in the country to remain relevant, sustainable and effective; and how vitally important the registered apprenticeship system is to addressing current and future workforce needs. Visit www.breslin.biz to learn more about his philosophies, experience, written works and recommended strategies.

Sponsor Spotlight: Baton Rouge Fire Department



One of our newest programs, the Baton Rouge Fire Department, will be celebrating its first year as a registered apprenticeship program on Dec. 8, 2009. The program has 35 apprentices in its inaugural class. It is a rigorous curriculum, based on the National Fire Protection Association standards, and consists of 880 hours of instruction in addition to 2,000 hours of on-the-job learning. By the time firefighter apprentices graduate from the program, they will receive certification as an NREMT—Nationally Registered Emergency Medical Technician, a Basic Course HazMat Awareness certificate, HazMat Operations certificate, in addition to Firefighter I and Firefighter II certifications. Finally, they will receive a

Certificate of Completion of Apprenticeship, issued jointly by the U.S. Department of Labor and the State of Louisiana. It is a nationally recognized credential that represents a mastery of the occupation based on industry-approved standards.

Chief of Training Scotty Shelton has been a big advocate of the program. "Partnering with the Louisiana Workforce Commission—Apprenticeship Division lends another point of validation for our program, department and profession. The Workforce Commission gives us the ability to recruit statewide and gives us access to individuals who may have never considered the fire service as a career option. We are proud to be the first fire department in the state to have our recruit academy approved as a registered apprenticeship program."

For information about the Baton Rouge Fire Department and the application process for their training academy, visit www.brgov.com/dept/fire.

Important News for RA Program Sponsors

- It's time to update your RAPIDS accounts. We're nearing the end of our first year using this system, and it is imperative that accounts reflect accurate information. Please update apprentice wages, training director contact information, registrations, cancellations and completions by Dec. 31, 2009.
- The wage certification form in use for several years has been eliminated. All Davis Bacon certifications can now be requested through the RAPIDS system. Please contact the Apprenticeship Division at (225) 342-7820 for guidance if necessary.
- It's that time of year again: Updated 2009 apprenticeship tax credit verification forms can be found in the **Downloads** section of www.laworks.net. You are encouraged to get the word out and put them in the hands of employers that qualify. Please note that the requirement to provide a yearly list of employers that participate in the program was repealed by the Louisiana Legislature in 2009, so the list should no longer be submitted.

2009 Manufacturing Summit Features Value of Apprenticeship Programs

From the Association for Career and Technical Education's [CTE Policy Watch Blog](#)

The 2009 Manufacturing Summit: Recruiting and Training a Globally Skilled Workforce in October provided a great focus on apprenticeship programs, which are often undervalued in the United States. Robert Lerman of the Urban Institute and American University provided some interesting statistics that indicate apprenticeships provide higher worker productivity than higher-paid educational options. Employer satisfaction related to apprentices is also high. Ninety-seven percent of sponsors say they

would recommend apprentices and 86 percent would highly recommend those individuals for the workplace.

Employment and Training Administration (ETA) Assistant Secretary Jane Oates and ETA administrator for the Office of Apprenticeship at the U.S. Department of Labor said that the government has been expanding the scope of these programs beyond the traditional construction and manufacturing fields and views the programs as a great collaboration among business, education and the workforce. Yet the program only receives \$30,000 in the federal budget. Nations like Switzerland invest considerably more and most European nations value apprentices (*and* CTE-trained students) much more than in the United States.

Louisiana State Apprenticeship Council to Hold Public Meeting

The State Apprenticeship Council will meet on Wednesday, Dec. 2, 2009 at 2 p.m. at the New Orleans Pipetrades Training Center at 2541 North Arnoult Road in Metairie. The agenda will include a review of a new apprenticeship program proposal, an update on the State Energy Sector Partnership and a review of the Louisiana Apprenticeship Action Clinic. Please RSVP to hheir@hotmail.com.

Links & Lingo

For a virtual clearinghouse of everything apprenticeship, don't miss the Apprenticeship Community of Practice on the Workforce3 One Web site: <http://21stcenturyapprenticeship.workforce3one.org/page/home>



If you're on Facebook, then you should join the Registered Apprenticeship in Louisiana group page. The goal is to have 100 members by the end of the year, so be sure to share the page with others!

RA
Registered Apprenticeship

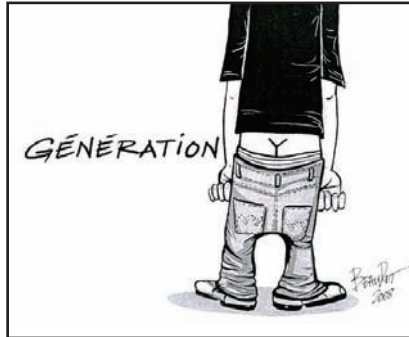
SAA
State Apprenticeship Agency, a.k.a. the Louisiana Workforce Commission – Apprenticeship Division

OA
Office of Apprenticeship, U.S. Department of Labor

Apprentisaurus
Someone who has been an apprentice for an excessive amount of time, spanning year after year, never graduating to the next level, despite the progression and advancement of his peers. Has been an apprentice for such a ridiculously long period of time that the individual is almost considered prehistoric.*

Generation Y
Also known as Generation "Why" and Echo Boomers, typically born between 1980 and 2000 and the offspring of dysfunctional parenting practices of Generation X that has resulted in inflated egos, entitlement, selfishness, materialism, debauchery, and a lack of responsibility. It's the generation of the cell phone, Apple® iPod and iPhone, TiVo®, *Hannah Montana*,

*High School Musical, SpongeBob, and school shootings.**



Journal de Québec, January 22, 2008

Generation X
A hybrid generation stuck between the analog Baby Boomers and digital Generation Y, born generally between 1965 and 1979. They are often criticized as being slackers. They hold the distinction of being the first American generation born into divorce, moral cultural decline, as well as major technological advances.*



Baby Boomers
People born between 1946-1964. A generation that was around to see the Watergate scandal, hippies, black rights movement and the moon landing. The typical Baby Boomer was raised to believe that the government will give him/her whatever he/she wants or needs in life, with a "nanny state" mentality, and is the leading factor behind the disappearance of personal responsibility, spending beyond one's means, and the physical and moral degeneration of the family in American culture.*

* *Definitions and humor courtesy of www.Urbandictionary.com*

Tax Credit Available to Businesses for Sponsoring Apprenticeship Programs

The Louisiana Apprenticeship Tax Credit went into effect Jan. 1, 2008, as an incentive for businesses to sponsor a registered apprenticeship program. Only those entities that pay the wages of a registered apprentice may claim the credit, up to \$1,000 per year for each apprentice employed. The credit equals \$1 per hour worked, up to 1,000 hours in one tax year. There is no limit on the number of apprentices that can be claimed, as long as the apprenticeship program sponsor is in compliance with their Standards of Apprenticeship. If the tax credit exceeds the amount of such taxes due, then any unused credit may be carried forward as a credit against subsequent tax liability for a period not to exceed 10 years.



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Happy Holidays from the Apprenticeship Division