



The State University  
of New York

# Registered Apprenticeship Programs



## WHY Apprenticeship?

- Are you struggling to hire new workers?
- Does your business report high employee turnover?
- Do you have several skilled workers within 5 to 10 years of retirement?
- Is your business looking to develop and/or streamline its employee training?
- Is your company looking to improve its Employer Brand?



## What is an Apprenticeship?

Apprenticeship is a training system that combines:

- structured on-the-job training (OJT), and
- related classroom instruction (RI).



## Who are typical candidates for an Apprenticeship?

- Have been away from a classroom for an extended period.
- May be veterans, displaced workers, or workers looking to upskill their careers.
- Are non-matriculated in a college program.
- Do not attend orientation or first year seminar
- Need to balance a full-time position with family and education.



## What is an Apprentice?

- Paid full-time employee.
- Produces high quality work.
- Receives increasing scale of wages.
- Completes 144 hours of Related Instruction (RI) per year.
- Completes and documents 2,000 hours of On-the-Job Training (OJT) per year.
- Operates under close supervision of a skilled worker. (Mentor/Journey worker)
- Follows approved trade outlines
- Receives a nationally recognized credential



## New York State Registered Apprenticeship Program

### New York State Registered Apprenticeship Program:

- Meets national and state standards for education and safety.
- Results in a nationally industry-recognized certificate issued by New York State DOL.
- May include additional funds for which an employer may apply to supplement tuition, books, and equipment.
- Offers Empire State Tax credits to the employer for establishing a Registered Apprenticeship Program.



## Key Benefits to Employers

- Helps you grow your own highly skilled workforce
- Allows input into the development of structured training to meet workforce needs (Scale/Growth)
- Increases employee retention and attendance
- Reduced turnover and increased Commitment
- Encourages positive employee relations (Employer Investment)
- Allows for transfer of institutional knowledge as your workforce retires.



## Key Benefits to Employees

- "Earn while you Learn" approach provides education AND on-the-job training with no student loan debt.
- Increased Pay over Time - at least one pay raise during apprenticeship
- Nationally recognized credential received upon completion.
- A career path with potential for increased credentials.





## SUNY'S Role in Apprenticeship

- Provides Related Instruction - Every Apprentice must complete 144 hours of RI per year of their apprenticeship.
- SUNY Colleges can provide online or in-person training (credit or non-credit) that aligns to the required RI of a trade outline or occupation.
  - 144 hours = Six college credits.
  - (Amounts to 2 three-credit courses per year.)
- Companies have the flexibility to determine where courses are taken - and what combination of classes is appropriate for their apprentices.



## SUNY Registered Apprenticeship Funding

### SUNY Registered Apprenticeship Funds:

Support employers by paying for the Related Instruction part of Apprenticeship in:

- Advanced Manufacturing
- Healthcare/Human Services
- Other non-construction trades

**Total ⇒ \$6,000 per Apprentice or \$8,000 per Apprentice based on the Trade\***

- *paid directly* to the Community College where the Apprentice is taking Related Instruction.
- any part of the \$6,000 or \$8,000 that is unused may be applied toward additional coursework leading to a degree.



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## ***SUNY Pre-apprenticeship Programs promote skill building in several areas including:***

- Leadership
- Communication
- Professional skills and behaviors
- Pathways within job field to which training aligns
- Overview of Registered Apprenticeship
- Job-seeking skills
- Safety as related to the job
- Skills training in industry sector

All SUNY pre-apprentices are eligible for funding up to \$1,000 to cover the cost of training at a SUNY college.

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# SUNY Pre-Apprenticeship (Incumbent Workers)

## SUNY Pre-Apprenticeship Training Funds

### ➤ Pre-Apprenticeship for Incumbent Workers:

#### *Funding Supports Registered Sponsors/Signatories:*

- *in the trade for which they are training the Pre-Apprentice, OR*
- *who have an application pending review or approval, that is posted for public comment on NYSDOL's website.*

**Total ⇒ \$1,000 per Pre-Apprentice**

- *Paid directly to the Community College* where the Pre-Apprentice is taking instruction.
- Provides training to help support the selection of Registered Apprentices.



## SUNY Pre-Apprenticeship (Community Based)

### SUNY Pre-Apprenticeship Training Funds

#### ➤ Pre-Apprenticeship – Community-Based

#### ❖ Total ⇒ \$1,000 per Pre-Apprentice

- Paid directly to the Community College where the Pre-Apprentice is taking instruction.
- Introduces and prepares individuals for opportunities in apprenticeship occupations.
- Includes soft skills needed to prepare individuals for a Registered Apprenticeship program.



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### Employer Eligibility:

- A NYSDOL Registered Sponsor or Signatory
- Uses a SUNY college for Related Instruction

### Employer Incentives:

- Employers who hire a new or existing employee as a **Registered Apprentice** (up to 10) are eligible for \$500 per apprentice.
  - If any of the initial 10 Apprentices ***remain employed as a Registered Apprentice after 6 months AND have registered for a RI course at a SUNY college***, the Employer is eligible for a second \$500 payment per apprentice.
- Employers who hire a SUNY ***Community-Based Pre-Apprenticeship Training successful completer*** as a Registered Apprentice within 6 months of training completion are eligible for another \$500 per apprentice.

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### Student Eligibility:

- ❖ A Community-Based Pre-Apprenticeship Training – Successful Completer

### Student Incentive:

- A \$500 stipend, and
- A digital badge demonstrating competency to enter a Registered Apprenticeship.



# NYSDOL AEG-4 Grant Funding

**NYSDOL AEG-4 - Funding is applied for after an employer becomes a registered sponsor with NYSDOL or signatory under Group Sponsorship and is *paid directly to employers: (This grant period expires August 2024-with anticipated renewal of the grant)***

- Up to \$300,000 awarded - \$15,000 per apprentice is allowed to cover costs associated with training apprentices, including but not limited to:
  - Related Instruction
  - On-the-Job Training
  - \* **Please note: The maximum reimbursement rate for OJT under this Request For Applications is 50% of the wage rate of the apprentices for all businesses.**
  - Books
  - Tools

**\*\*If sufficient funding remains available, awardees may reapply after successfully registering 80% of the planned number of apprentices into their NYS Registered Apprenticeship program.**

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## Empire State Apprenticeship Tax Credit

### For NYS Registered Apprenticeship sponsors or signatories:

Tax credit for apprentices employed full-time for at least six months:

- \$2,000 first year and increases \$1,000 each year following- maximum \$6,000 per year

Enhanced tax credits for:

- Disadvantaged youth
- Apprentices with a mentor
  - \$5,000 first year and increases \$1,000 each year to a maximum of \$7,000

Focus on in-demand occupations

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The State University of New York

# Workforce Development Training



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## How do we get started?

### REGISTER DIRECTLY WITH THE NEW YORK STATE DEPARTMENT OF LABOR (NYSDOL)

- NYSDOL apprenticeship training representative works with employers on the application process for sponsorship and administrative requirements.
- Two to three months wait time prior to approval (includes a required 30-day comment period)
- No cost to the business

*\*Note: there is a two-year probationary period to add new trades*

### BECOME A SIGNATORY WITH A GROUP SPONSOR

- CEG (the Center for Economic Development) and other Alliances sponsor many manufacturing and IT trades and can manage your apprenticeship program) (Health)
- No wait time or probation period.
- Annual Fees may be charged by the Alliance.

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## Summary

### SUMMARY:

- *Registered apprenticeship remains a time-tested strategy to ensure the future of your workforce.*
- *The benefits to employees, combined with numerous financial incentives to the employer, make Apprenticeship one of the best investments a company can make.*
- *SUNY will help guide you through each step along the way.*



THANK YOU!

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Learn More! [Apprenticeship Programs at SUNY](#)