

**Ohio**

Department of  
Job and Family Services

**Ohio**

Department of  
Rehabilitation & Correction

**Ohio**

Department of  
Youth Services

# Reentry Workforce Training Series



## Module 4

### Apprenticeships/Career Tech/Career Pathways

06/15/2020

# Presenter Biography

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- ❑ Program Administrator
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- ❑ 19 Years of Experience as a Workforce Professional (ODJFS)

- Program Administrator
- Employment Support Administrator
- Supervisor
- Customer Service Representative

- ❑ International Association of Workforce Professionals

- President – Ohio Chapter - (2017-2018)

# Presenter Biography

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Department of  
Rehabilitation & Correction

- ❑ Paul Mikita
- ❑ Apprenticeship Administrator
- ❑ ODRC / Ohio Central School System
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B.S. Network and Communications Management  
Masters of Business Administration  
24 years ODRC Employee  
15+ years apprenticeship management experience

# Ohio Reentry Connections Resources

## Training Focus



ApprenticeOhio is the authorized state agency that assists employers develop apprenticeship programs, approves application for sponsorship and provides oversight and technical assistance support to existing programs to ensure quality and safety.



# Learning Objectives

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- ❑ What is Registered Apprenticeship?
- ❑ Education Requirements/Components
- ❑ Ohio Registered Apprenticeships
- ❑ How to Apply
- ❑ Partnership with ODRC and Youth Services
- ❑ Reentry Challenge
- ❑ Need for Sustainable Employment
- ❑ Prison Apprenticeship vs None Prison Apprenticeship
- ❑ Ohio Central School System (OCSS) Apprenticeship Program Overview.



# What is Registered Apprenticeship?

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- ❑ Registered Apprenticeship is a workforce development strategy that employers use to attract, train and retain talent.
- ❑ Registered Apprentices are employed, earning wages.
- ❑ Two main components for apprentices: OJT and Related Instruction (Class, Shop, Lab, or Online Learning).
- ❑ Registered Apprenticeships range in length from 1-4 years, most typically (2000-8000 hours).
- ❑ Completers of Registered Apprenticeship earn a portable, nationally recognized credential.
- ❑ After the term of apprenticeship training is completed, individuals remain employed with their employer.

# Education Within Registered Apprenticeship

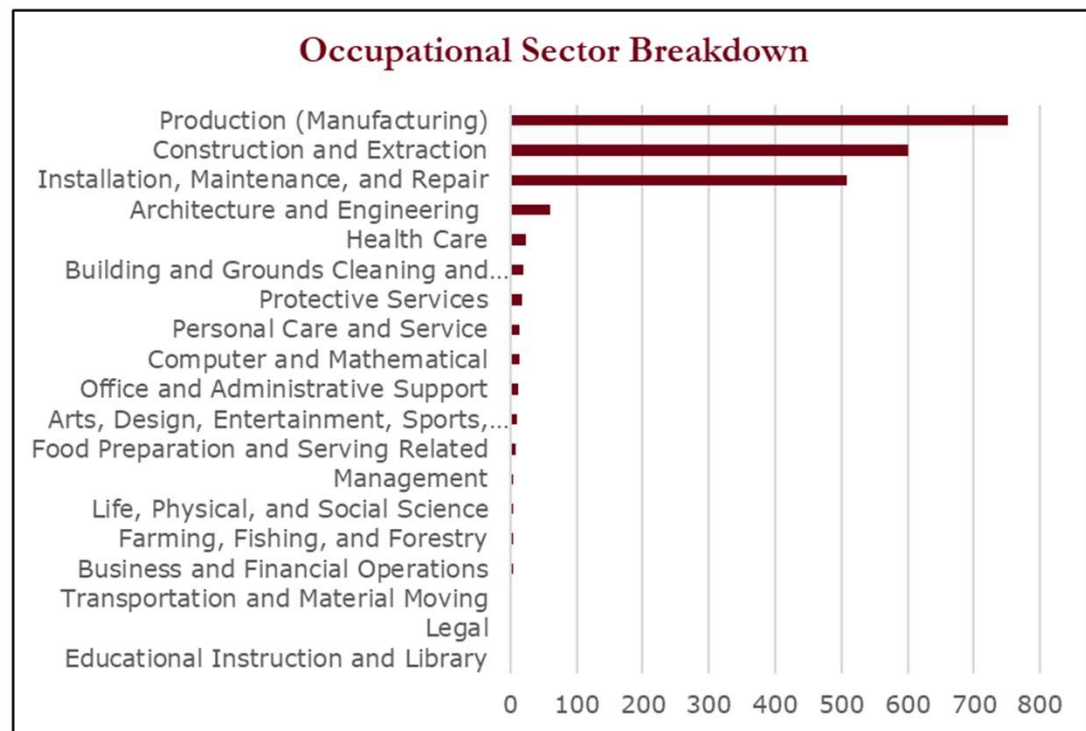
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- ❑ Registered Apprentices take 144 hours of Related Instruction (Class, Shop, Lab, Online) as a minimum for every 2000 hours of expected OJT being performed.
- ❑ Typically, Registered Apprentices receive their instruction either through or in conjunction with the University System of Ohio.
- ❑ Registered Apprentices often earn college credit, college certificates and even degrees from the completion of Related Instruction.
- ❑ Commonly, Registered Apprenticeship Sponsors require applicants to have either a high school diploma or G.E.D. in order to apply for their programs.
- ❑ Registered Apprenticeship Sponsors may also require WorkKeys, TABE or even industry specific aptitude testing as a part of their Selection Procedures to determine aptitude and adaptability to a learning environment.

# Ohio Registered Apprenticeships

- 2060 Individually Registered Occupation Programs in Ohio, using 264 Different Occupation Codes.

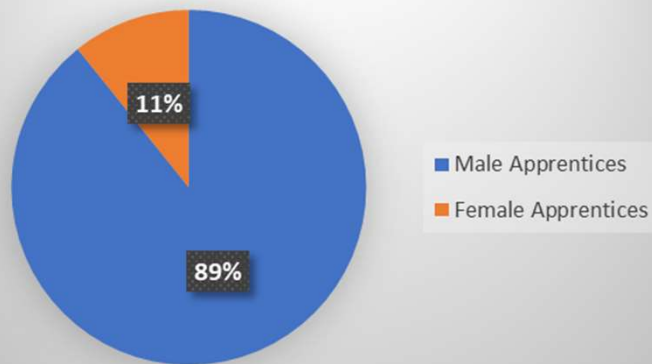
Occupational Sector	# Programs
Production (Manufacturing)	751
Construction and Extraction	601
Installation, Maintenance, and Repair	508
Architecture and Engineering	60
Health Care	24
Building and Grounds Cleaning and Maintenance	20
Protective Services	18
Computer and Mathematical	14
Personal Care and Service	14
Office and Administrative Support	12
Arts, Design, Entertainment, Sports, and Media	9
Food Preparation and Serving Related	7
Management	5
Business and Financial Operations	4
Farming, Fishing, and Forestry	4
Life, Physical, and Social Science	4
Transportation and Material Moving	3
Educational Instruction and Library	1
Legal	1



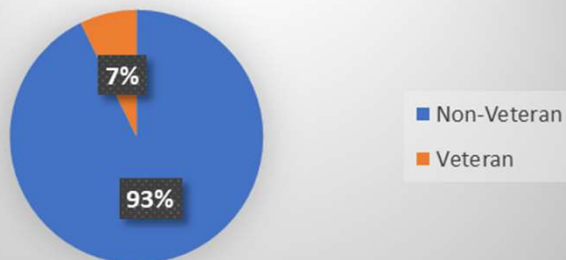


# Demographics: Registered Apprentices

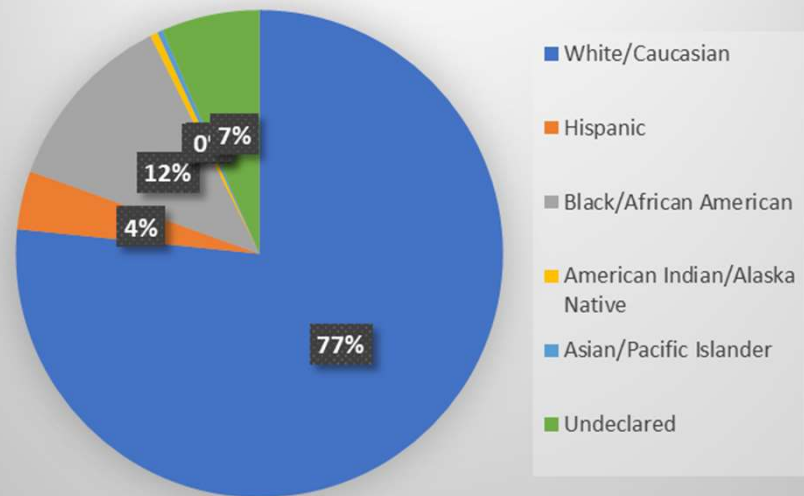
Registered Apprentice - Sex



Veteran Status



Race/Ethnicity



US Census Estimates (2019) Overall Population	Percentage
White/Caucasian	76.5%
Hispanic (Any Race)	*18.3%
Black/African American	13.4%
American Indian/Alaska Native	1.3%
Asian/Pacific Islander	5.9%

# Registered Apprenticeships: How-to-Apply

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- ❑ Individuals may visit [Apprentice.Ohio.Gov](http://Apprentice.Ohio.Gov) to learn more.
- ❑ Lists of Occupations and Sponsors/Contact info on website.
- ❑ Individuals with a desire to learn more may contact the Apprenticeship Service Provider serving their area of interest.
- ❑ Most Registered Apprenticeships require an application, an interview and sometimes a form of assessment.
- ❑ Interested individuals should contact the Registered Apprenticeship program directly to find out how, when and where to apply.
- ❑ Information specific to programs will be made available by the Sponsor of Registered Apprenticeship.

# Partnership with ODRC and ODYS

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## ❑ **Ohio Multi-Crafts (OH007800007)**

- 2072 Active Registered Apprentices
- 64 Registered Occupations

### **For Registered Apprentices to Complete:**

- 403 Hours (Average) of Related Instruction for Registered Apprentices across all trades.
- 5,597 Hours (Average) of hands on learning experience across all trades.

## ❑ **Ohio Department of Youth Services (OH002136824)**

- 5 Active Registered Apprentices
- 5 Registered Occupations

### **For Registered Apprentices to Complete:**

- 210 Hours (Average) of Related Instruction for Registered Apprentices across all trades.
- 2800 Hours (Average) of hands on learning experience across all trades.

# Reentry Challenge

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Returning citizens are confronted with significant challenges in finding and maintaining gainful employment, particularly outside of the low-wage sector.



# Contribution Factors

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- ❑ Lower education levels
- ❑ Little to no vocational skills and/or work experience
- ❑ Stigma and lost time in the labor force
- ❑ Stigma for being labeled a felon
- ❑ Employers automatically disqualify any person with a prior conviction from applicant pools
- ❑ Persons convicted of a range of offenses are barred by law from entering many occupations



# Sobering Facts

- ❑ **Returning Citizens fair poorly in the labor market.** In the first full calendar year after their release, only 55 percent reported any earnings, with the median earnings being \$10,090. Of those with earnings, 4 percent earned less than \$500, 32 percent earned between \$500 and \$15,000, and only 20 percent earned more than \$15,000.
- ❑ Evidence indicates that between 60 and 75 percent of the formerly incarcerated remain unemployed up to a year after their release.
- ❑ Because women workers are concentrated in industries that perform more criminal background checks—retail and caregiving—formerly incarcerated females may have still greater challenges in finding employment



5 Facts About Prisoners and Work, Before and After Incarceration

Adam Looney - <https://www.brookings.edu/blog/up-front/2018/03/14/5-facts-about-prisoners-and-work-before-and-after-incarceration/>

# Need for Employment

- Employment has been found to be critical to successful community reentry. It provides a consistent source of funding for food, shelter, clothing, transportation, and other basic needs, increases feelings of self-efficacy and self-sufficiency, and offers a means of self-support that obviates the need to resort to criminal activities or rely on others for funds.
- Wage factor – the higher the wages earned by formerly incarcerated individuals two months post-release, the less likely it was that those individuals would return to prison eight to 10 months after release. For example, individuals who made more than \$10 an hour were 50 percent less likely to return to prison than those making minimum wage.



The Case For Paid Apprenticeships Behind Bars

Annie McGrew-Angela Hanks - <https://www.americanprogress.org/issues/economy/reports/2017/04/27/431384/case-paid-apprenticeships-behind-bars/>

**Reentry Workforce Training Series – Session 4**



# Prison Apprenticeship vs Non-Prison Apprenticeship

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- ❑ Differences between apprenticeship programs inside and outside of prisons stem largely from the unique limitations of operating an educational program in prison.
- ❑ The average age of apprentices in prison is almost 37, about a decade older than the typical apprentice not in prison\*
- ❑ Outside of prison, apprenticeship training is well-positioned to respond to employer needs because employers are in the driver's seat, designing and running the program. Apprenticeships in prison do not have this automatic link with outside employers because the prison is the employer.



\* *Apprenticeship and the Justice System*, Feb. 2019, pp. 7-7., [www.urban.org/sites/default/files/publication/99822/apprenticeship\\_and\\_the\\_justice\\_system\\_0.pdf](http://www.urban.org/sites/default/files/publication/99822/apprenticeship_and_the_justice_system_0.pdf).

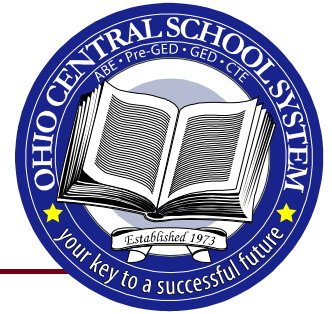


# Apprentice Occupations in and Outside of Prison

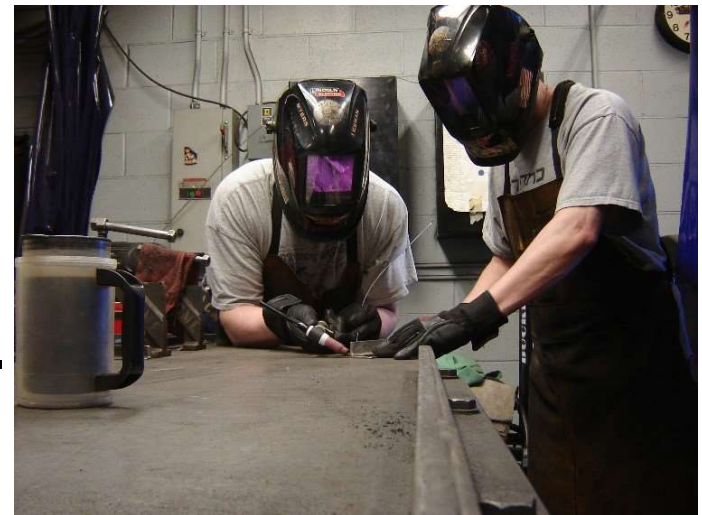
	SOC code	Number	%
<b>Apprentices in Prison Registered between 2000 and 2016</b>			
<i>Occupation</i>			
Maids and Housekeeping Cleaners	37-2012.00	14,001	14.1%
Cooks, Institution and Cafeteria	35-2012.00	8,369	8.4%
Animal Trainers	39-2011.00	5,989	6.0%
Computer, Automated Teller, and Office Machine Repairers	49-2011.03	4,354	4.4%
Landscaping and Groundskeeping Workers	37-3011.00	3,816	3.8%
Electricians	47-2111.00	3,743	3.8%
Administrative Services Managers	11-3011.00	3,369	3.4%
Multiple Machine Tool Setters, Operators, and Tenders	51-4081.01	2,939	3.0%
Production, Planning, and Expediting Clerks	43-5061.00	2,810	2.8%
Maintenance and Repair Workers, General	49-9042.00	2,775	2.8%
Other		47,226	47.5%
Total Apprentices (2000-2016)		99,391	100.0%
<b>Apprentices not in Prison Registered between 2000 and 2016</b>			
<i>Occupation</i>			
Electricians	47-2111.00	273,030	19.3%
Construction Carpenters	47-2031.01	141,845	10.0%
Plumbers	47-2152.02	85,153	6.0%
Heavy and Tractor-Trailer Truck Drivers	53-3032.01	73,162	5.2%
Pipe Fitters and Steamfitters	47-2152.01	71,249	5.0%
Construction Laborers	47-2061.00	64,286	4.6%
Structural Iron and Steel Workers	47-2221.00	49,637	3.5%
Sheet Metal Workers	47-2211.00	44,752	3.2%
Roofers	47-2181.00	40,518	2.9%
Electrical Power-Line Installers and Repairers	49-9051.00	39,382	2.8%
Other		529,771	37.5%
Total Apprentices (2000-2016)		1,412,785	100.0%

*Apprenticeship and the Justice System*, Feb. 2019, pp. 7-7.,  
[www.urban.org/sites/default/files/publication/99822/apprenticeship\\_and\\_the\\_justice\\_system\\_0.pdf](http://www.urban.org/sites/default/files/publication/99822/apprenticeship_and_the_justice_system_0.pdf).

# Ohio Central School System



- ❑ Ohio Central School System (OCSS) Apprenticeship program started in the early 1970's under a cooperative arrangement with the U. S. Department of Labor's Bureau of Apprenticeship & Training. Currently it's under the sponsorship of ApprenticeOhio.
- ❑ Ohio Central School System offers 64 apprenticeship occupations. With 47 programs currently being utilized.



# ODRC Mission

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- ❑ To reduce recidivism among those we touch
- ❑ “The best way to cut crime, reduce recidivism, and save money is to give inmates hope and the tools to build a better life.” Former ODRC Director Gary Mohr



# Reduce Recidivism Rate

- ❑ Rand Study - Nonprofit think tank funded by the U.S. government and private corporations that has approximately 1700 employees consisting mostly of individuals with higher education. Conducted the largest ever meta-analysis of correctional education.
- ❑ Participation in correctional education programs equals
  - ❑ 43% less chance of recidivating
  - ❑ 13% higher employment
  - ❑ 28% higher chance of post release employment for vocational participants



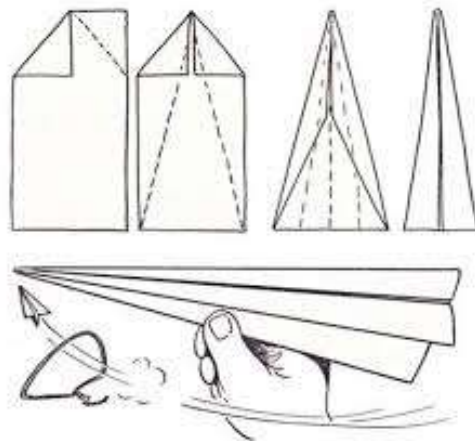
# Correctional Setting Benefits of Apprenticeship

- ❑ Promotes positive self-esteem
  - ❑ Teaches a skill
  - ❑ Gives hope for a future of self support.
- ❑ Helps participants successfully reenter their home communities by giving returning citizens the tools to succeed, a positive self-esteem, hope, and improved work ethic.
- ❑ Learning While Doing

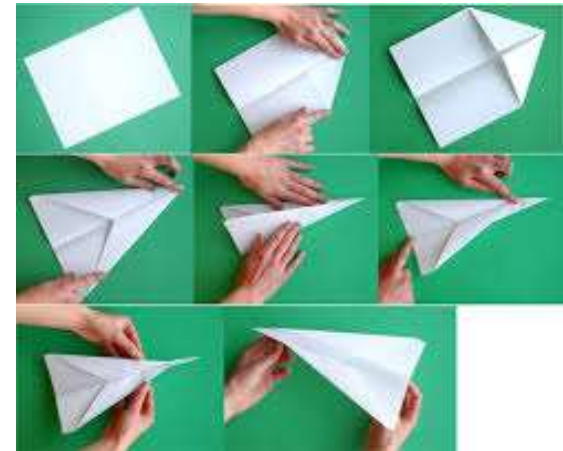
## Visual

- Fold the paper in half.
- Unfold and then fold the corners into the center line.
- Fold the top edges to the center.
- Fold in half.
- Fold the wings down to meet the bottom edge of the planes body.

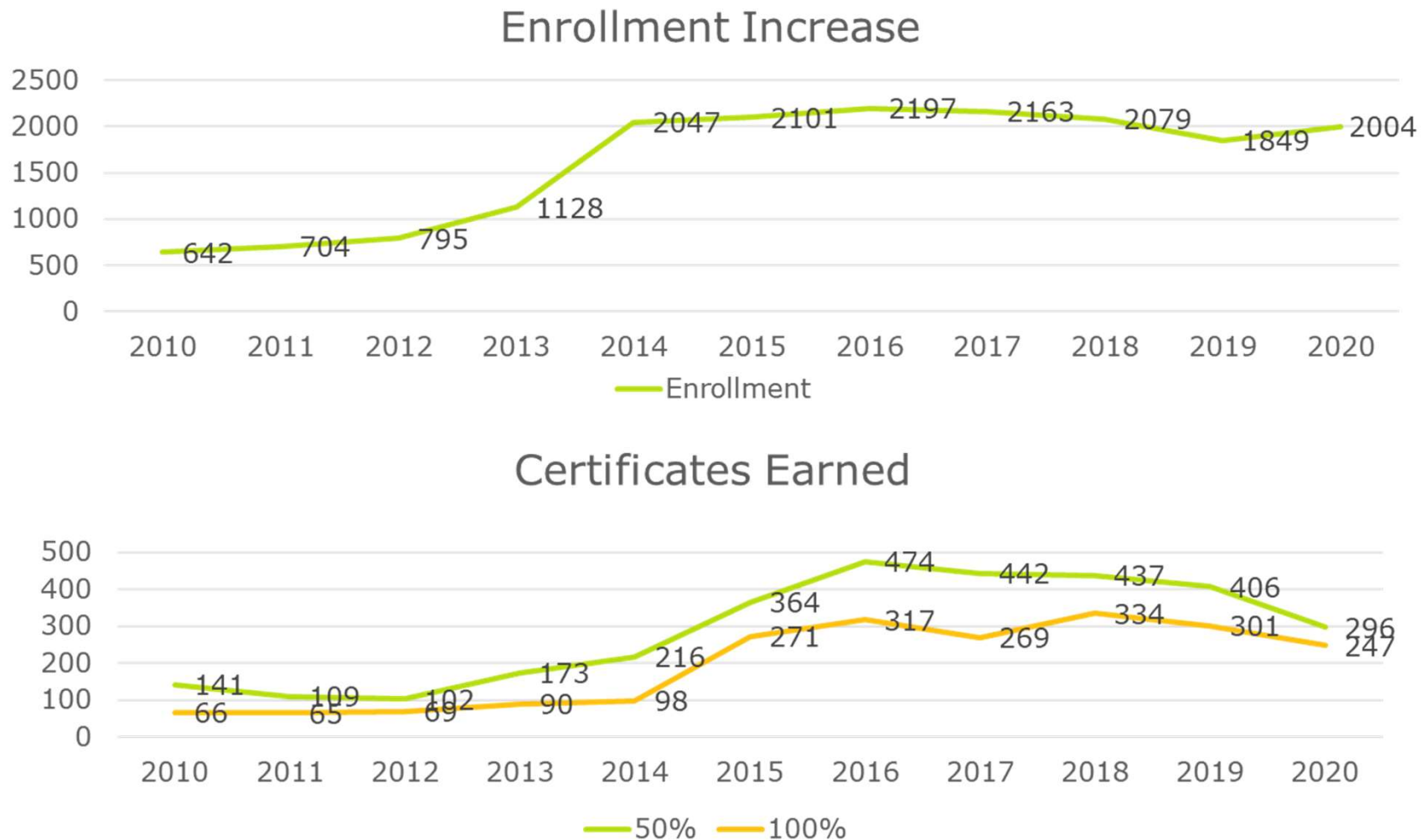
## Auditory



## Kinesthetic



# OCSS Apprenticeship Data



# OCSS Apprenticeship Programs

ALTERATION TAILOR	25	LAUNDRY MACH. MECHANIC	2
ANIMAL TRAINER	278	MACHINE OPERATOR 1	25
ASSEMBLY TECHNICIAN	1	MACHINE SETTER	23
AUTO MECHANIC	9	MAINT.REPAIRER,BUILDING	97
BAKER	1	MANAGER, FOOD SERVICE	5
BINDERY WORKER	7	MATERIALS COORDINATOR	131
BOILER OPERATOR	3	MEAT CUTTER	37
CARPENTER RESIDENTIAL	1	OFFSET-PRESS OPER. 1	7
CARPENTER,MAINTENANCE	21	OPTICIAN	18
CONSTRUCTION CRAFT LABOR	31	OPTICIAN-DISPENSING	5
COOK (ANY INDUSTRY)	22	PAINTER	2
DENTAL-LAB TECH	18	PLUMBER	42
DRAFTER (DETAIL)	3	QUALITY-CONTROL INSPEC.	57
ELECTRICIAN, MAINTENANCE	25	QUALITY-CONTROL TECH.	3
FABRICATOR (METAL)	2	RECOVERY OPERATOR	85
FURNITURE FINISHER	4	SCREEN PRINTER	3
FURNITURE UPHOLSTERER	18	SHEET METAL WORKER	6
GRAPHIC DESIGNER	4	SMALL ENGINE MECHANIC	3
HEALTH CARE SANITARY TECH	7	STATIONARY ENGINEER	9
HEAT-AIR INSTALL/SERVICE	18	STITCHER GARMENT	10
HORTICULTURIST	10	WELDER, COMBINATION	16
JANITOR	860	WELDER, FITTER	7
LANDSCAPE MANGMT TECH	40		

# Inmate Incentives

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- Learning a marketable trade
- Earned Credit
  - SB2
    - 1 day for Education Programs
    - Total Credit = 1 day per month
  - HB86
    - 0,1,5 days for Education Programs
    - 1 time 5 days of bonus credit after completing two earned credit eligible programs
- 50% Hour completion honoring by OCSS
- 100% Certificate Issued by ApprenticeOhio in cooperation with the Department of Labor
  - Nationally recognized credentialing document
- Graduation Participation
- Information added to official OCSS school transcript
- Data Entered in ODRC's Departmental Offender Tracking System (seen by judges)





# Additional Certifications



Program	Certification
Commercial Baking	NRA ServSafe Manager
Construction Technology	NCCER Core and Construction Tech. Level 1 OSHA 10
Carpentry	NCCER Core and Carpentry Level 1, OSHA 10
Food Service/Culinary Arts	ServSafe Manager
HVAC	NCCER Core, HVAC Level 1, ICE/EPA refrigerant, OSHA 10
Horticulture	OCNT Any of 3 OCNT Credentials
Plumbing	NCCER Core and Plumbing level 1, OSHA 10
Welding	AWS/NCCER Core and Level 1, OSHA 10

## Certificate of Completion

[illegible]

Ohio Department of Job and Family Services  
Ohio State Apprenticeship Council (OSAC)  
**VOUCHER OF CREDIT**  
**FOR APPRENTICE'S PREVIOUS EXPERIENCE**

Sponsor Organization <b>Ohio Multi-Crafts</b> Apprentice's Name	Program ID # <b>OH4007800007</b>
Occupation	

**ON-THE-JOB TRAINING GOALS & CREDIT**

Credit for previous work or job skill must not equal more than 75% of the annual terms of OTT, and the remaining amount of OTT in the program must be no less than 2,000 hours. Any amount of OTT credit will require substantiation of a completed voucher and is subject to the approval of the OSAC administrator.

<b>Employment:</b> For each job where the apprentice obtained qualifying work experience, please list the employer and the amount of OTT credit earned.	<b>Credit Hours</b>

**Remaining OTT:** Please calculate the following.

	<b>Total Hours</b>
Hours of the annual OTT term	
Hours of OTT hours credited (refer to this apprentice)	
Normal OTT term hours minus credit	

**RELATED TECHNICAL INSTRUCTION (R.T.I.) CREDIT**

Credit for previous technical instruction may equal up to 100% of the program's RTI requirement. Any amount of RTI credit will require substantiation of a completed voucher, and is subject to the approval of the OSAC administrator. *Indicate on the voucher where source must be documentation (e.g., a transcript) of the course work in which credit is based.*

<b>Instruction:</b> Please list each institution that provided the apprentice with qualifying instruction, as well as the amount of credit earned through that institution.	<b>Credit Hours</b>


**Remaining RTI:** Please calculate the following.

	<b>Total Hours</b>
Hours of the annual RTI term	
Total RTI hours credited (above) to this apprentice	
Normal RTI term hours minus credit	

**SIGNATURES**

Sponsor Representative's Signature	Date
Apprentice's Signature	Date

OSAC #010 (Rev. 01-01)



## Ohio Department of Rehabilitation and Correction

# Apprenticeship Conditions for Program Completion

I understand that I may not be able to complete the apprenticeship program that I have applied for due to the length of time to complete or due to institution/department constraints to include transfers. All apprenticeships are based on availability since all institutions do not offer all apprenticeships. Not all competencies may be available for completion and cannot be completed through studying with materials that do not provide hands-on experience.

Signed by inmate apprentice applicant:

Apprenticeship Applicant:	Date:
Apprenticeship Applicant's Inmate Name:	Inmate #:

Witnessed by:	Date:
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DOC4411 (REV. 10/08)

# Key Take-Aways

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- ❑ Registered Apprenticeships want to attract, train and retain motivated, drug free individuals with the ability and desire to learn.
- ❑ Applying for a Registered Apprenticeship is essentially like applying for most jobs (Application and Interview).
- ❑ Registered Apprenticeship information can be found at [Apprentice.Ohio.Gov](http://Apprentice.Ohio.Gov) and from a region's assigned Apprenticeship Service Provider.
- ❑ Completers of Registered Apprenticeship earn a nationally recognized and portable credential in an in-demand occupation.
- ❑ Substantial opportunities exist within Construction, Manufacturing, Maintenance and Health Care; but many more industries are growing.
- ❑ Returning citizens fair poorly in the labor market without education and/or career training.
- ❑ Participation in correctional education programs reduces the chance of recidivating
- ❑ Apprenticeship Helps participants successfully reenter their home communities

# Questions?

