

# Registered Apprenticeships Overview and Benefits

Dr. Carlos Margo  
Dean, Center for Advanced Training and Apprenticeships  
South Texas College

# Presentation **OUTLINE**

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**What is an Apprenticeship?**

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**Differences between Internships and  
Apprenticeships**

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**Components of Apprenticeship Programs**

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**Challenges Experienced in Manufacturing  
Sector with Apprenticeship Programs**

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**Process Map to Develop/Implement a RAP**

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**Benefits of Apprenticeships**

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**Best Practices, Priorities & Challenges**

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# Key Components Of Apprenticeships

Four Major Components

## Employer Involvement

- Collaboration between apprenticeship coordinators and employers
- **Jointly create curriculum** to ensure compliance/needs industry standards
- Commitment to provide necessary training and resources

## Related Instruction

- Classroom Instruction/Aligned with the needs of employers
- Apprentices will acquire the specific theoretical knowledge required
- Job-related classroom training- at minimum 144 hours per year.

## On The Job Training

- Apprentices work directly with employers
- Work-based learning is crucial component of apprenticeship
- At minimum 2,000 hour per year per apprentice

## Rewards for Skills Gains- Mentorship

- Employers assign experienced workers as mentors
- Learning with the help of a mentor
- Provide support, and help them integrate to the workplace



# Difference Between Apprenticeship and Internship

## Apprenticeships

**Length:** 1-3 years

**Structure:** Include a structured plan, with focus on mastering specific skills an employer needs to fill an occupation within their organization

[Apprenticeship vs. USDOL Registered Apprenticeship \(RAP\)](#)

**Mentorship/On-Job-Learning (OJL):** Receive customized training with senior talent who walks them through entire process

**Pay:** Paid work experiences. Typically results in long-term employment

**Credential:** Lead to Industry-Recognized Credential

**College Credit:** Possibly

## Internships

**Length:** 1-3 Months

**Structure:** not structured, focus on entry-level general work experience

**Mentorship:** Do not always include this type of long-term mentorship

**Pay:** May be paid or unpaid and might not lead to full time job

**Credential:** Typically do not lead to credential

**College Credit:** Possibly



# Benefits of Apprenticeships

- Apprenticeships are proven workforce development tools that offer substantial benefits to both workers and businesses.
- Expanding apprenticeships in the United States can help address several economic challenges.

## Benefits for Apprentices:

- 91% of apprentices find employment after completing the program
- Paid, relevant work experience
- Portable Certificate from the USDOL
- Credentials for life

## Benefits for Employers:

- Save on recruitment cost
- Improve productivity and profitability
- Receive tax credits
- Increase retention of workers
- Fix the skills shortage
- Employers can receive a tax refund of up to \$2,500 for certain apprentices they hire (SB 1524)

# Apprenticeship Programs

## Established



### Registered Apprenticeship Programs

- **Computer Network Specialist**
- **Computer User Support Specialist**
- Construction Superintendent
- Construction Technician
- Commercial Driver's License
- Child Care
- **Heating & Air Conditioner Installer (4 yrs.)**
- Hotel Associate
- **Industrial Maintenance Mechanic**
- **Machinist**
- Phlebotomy
- Professional Brewer
- Registered Nurse
- Veterinary Technician

### Pre-Apprenticeship Programs

- Chef & Cook
- CNC Tool Operator
- CNC Tool Programmer
- Construction Technician
- Construction Superintendent
- Customer Service Rep.
- Computer Network Specialist

# Apprenticeship Programs

## Under Development



### Registered Apprenticeship Programs

- **Automation Technician**
- Automotive Technician Specialist
- **CNC Tool Operator**
- **CNC Tool Programmer**
- Diesel Mechanic
- **Injection Molding Operator**
- **Injection Molding Technician**
- Paralegal Assistant
- **Scaffolding**
- Surveying & Geospatial Technology
- Teacher Assistant

### Pre-Apprenticeship Programs

- Customer Service Representative
- Hotel Associate
- Microsoft Office Specialist
- Paralegal Assistant

# Challenges Experienced in Manufacturing Sector

**Skilled Worker Shortage:** Attracting and retaining talent is crucial. Apprenticeship program can help address this shortage by providing hands-on training and valuable experience.

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**Aging Workforce:** experienced workers approaching retirement age. As they do, there is a need to transfer their knowledge.

- Apprenticeships can bridge this gap by allowing younger workers to learn from seasoned professionals

**Technology Advances:** Manufacturing is evolving rapidly due to technological advancements. Workers need to keep pace with new technologies.

- Apprenticeships can provide hands-on training in areas like automation, robotics, and digital manufacturing.

**Effective Workforce Training Models:** Implementing effective training models is essential. Manufacturers should invest in talent development to ensure a skilled workforce for the future.

- Apprenticeships offer structured programs that combine on-the-job training with mentorship.





# Process Map for Developing and Implementing RAPs at STC



# Best Practices

- ⇒ Employer engagement and strong relationships
  - ❑ Drives program development
  - ❑ Ensures quality and relevance
  - ❑ Mitigates attrition
- ⇒ Strong/active apprenticeship advisory committee
- ⇒ Support Network: Industry Orgs.; TWC Apprenticeship Office; Local workforce board; EDOs, etc.
- ⇒ Dedicated staff
- ⇒ Program flexibility (inclusive of delivery)
- ⇒ Funding: TWC Apprenticeship Expansion Grants

# Priorities and Challenges

**Priority 1:** Expand and formalize credential to credit pathways for RAPs

**Priority 2:** Expand the number of RAPs at South Texas College and include additional manufacturing occupations.

## Challenges to Solve:

- Industry participation
- Limited RAP awareness in Business & Industry
- Limited Staffing for RAPs
- Local School District access to RAPs

# Key to Success...



**Employer Partnerships**

# Program Contacts

**Marisol Chavez, Apprenticeship Manager**

Email: [Ichavez\\_3559@southtexascollege.edu](mailto:Ichavez_3559@southtexascollege.edu)

**Christabel Jasso, Apprenticeship Navigator**

Email: [cgalleg4@southtexascollege.edu](mailto:cgalleg4@southtexascollege.edu)

South Texas College Technology Campus

3700 W. Military Hwy.

McAllen, TX 78503

Office Phone: 956-872-3502





**Any Questions?**