COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT
EMPLOYER WEBINAR SERIES

HOW TO START A REGISTERED COLORADO APPRENTICESHIP PROGRAM

Office of the Future of Work
https://cdle.colorado.gov/future-of-work
November 18, 2021
Housekeeping:

- Copy of the presentation will be available in the comments; webinar is being recorded and will be available on our YouTube channel
- Please ask your questions in the Q&A function of the Zoom meeting, chat is disabled

Previous webinars on our YouTube Channel

- Unemployment Insurance Charging Statements, Premiums, Trust Fund
- Paid Sick Leave
- Unemployment Insurance Fraud
- Workers’ Compensation in Covid-19

Next Webinar:

- How Do I Include FAMILI Premiums in My Business Plans?, December 16, 2:00pm MT
Employer Incentives and Compliance Assistance

Incentives and Compliance Assistance

- Workers’ Comp Premium Cost Containment Program
- Public Safety Programs
- Unemployment Insurance Compliance Assistance Seminars
- Voc Rehab Disability Etiquette and Workplace Accommodations
- Wage and Hour guidance

Employer Recognition Programs

- Governor’s Summer Job Hunt
- Shining Stars of VR
- Workplace Safety Awards
- Excellence in Apprenticeships
The Office of the Future of Work

Vision: A future where all Coloradan workers have access to education and skill training that is connected to meaningful and sustainable employment.

Goals and Objectives

1. Raise awareness about the impact of the future of work
2. Identify policy and program solutions to build a skilled and resilient workforce.

Programs

1. State Apprenticeship Agency
2. Digital Equity & Transformation
3. Worker Protections and Benefits

cdle.colorado.gov/future-of-work
What’s a Registered Apprenticeship?

Industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, related instruction, and a portable, nationally-recognized credential.
Registered Apprenticeship Programs (RAP)

Core Components

- **Wage Progressions**
  Wages increase during RAP as the apprentices skills and knowledge increase
  *Minimum of one interim wage progression*

- **On the Job Learning (OJL)**
  Hands on component of a RAP where apprentice develops competencies through structured learning in a work setting
  *Minimum of 2,000 hours*

- **Related Instruction (RI)**
  Educational component of a RAP that strengthens the apprentices core knowledge
  *Minimum of 144 hours per year*
Support to Build a Sustainable Program
Apprenticeship Hub at A/D Works!

Overview

- Designed to provide a continuum of service to RAP program sponsors and affiliated partners
- Streamlines workforce business and career services
- Expert in available resources to support apprenticeship development & expansion
Apprenticeship Consultants

Connecting with a Consultant

- Five statewide Apprenticeship Consultants specializing in different sectors
- Fill out Apprenticeship Interest Form on the CDLE Apprenticeship Website and an Apprenticeship Consultant will contact you to set-up an initial meeting
Apprenticeship Program Development Process

Explore Registered Apprenticeships
Decide if registered apprenticeship is a good workforce solution and, if so, the best role for your organization

Develop OJL/RI
Work with your Apprenticeship Consultant and partners to develop and verify OJL/RI and prepare program for registration with USDOL

Register Program with USDOL
Your Apprenticeship Consultant and CDLE will ensure your program is ready for registration and refer you to USDOL to finalize the registration process

Recruitment & Program Support
After registration you will be connected with resources to assist with recruitment and access to funding opportunities and other program support for program growth and sustainability

Identify Partners
Find the best partners to help develop your registered apprenticeship program
Colorado Apprenticeship Resources
CDLE Apprenticeship Website

https://cdle.colorado.gov/apprenticeship

● Easy access to information about registered apprenticeships in Colorado
● Information for Career Seekers, Employers, Partners, Apprenticeship Events, and the Colorado Apprenticeship Directory
Resources for Career Seekers

- General information about RAPs and the benefits for career seekers/apprentices
- Things to consider when looking at RAPs
- Financial assistance available when participating in RAPs
- Links to: Connecting Colorado, My Colorado Journey, and Virtual Job Shadow

https://cdle.colorado.gov/apprenticeship-careerseekers
Resources for Employers

- Information for employers on why to consider developing a RAP
- Connection to Apprenticeship Consultants to help employers develop their RAPs
- Links to information about Finding Partners, Successfully Managing a RAP (including tips for Recruitment and Retention), and the Apprenticeship Scholarship for new apprentices

https://cdle.colorado.gov/apprenticeship-employers
That’s A RAP!
Your way to stay informed about registered apprenticeships!
  ● Weekly e-newsletter - every Thursday at 1 pm
  ● Virtual Events - 4th Thursday of the month at 1 pm

Join the *That’s A RAP! Mailing List* and visit the *That’s A RAP! Google Drive*
Interested in learning about registered apprenticeship programs in Colorado?
Visit the **RAP Session Google Drive** for recordings and presenter slides
Resources for Partners

- Connections for partners with questions about:
  - Employing Apprentices
  - Program Administration
  - Offering Related Instruction
  - Recruiting and supporting Apprentices

https://cdle.colorado.gov/apprenticeship-partners
Apprenticeship Events

- Information about Apprenticeship Events for both Career Seekers and Employers
  - Informational Sessions
  - Job Fairs
- Monthly Calendar of Events

https://cdle.colorado.gov/apprenticeship-events

https://www.apprenticeship.gov/national-apprenticeship-week
How to Find a Registered Apprenticeship
Colorado Registered Apprenticeship Program Directory

Access the Directory to view a list of Apprenticeship Program sponsors that have registered their programs with the US Department of Labor (USDOL) and operate within and across the state of Colorado. These program sponsors provide training for a wide range of occupations in various industries.

Please Note:
The list of registered programs may or may not be currently taking applications for apprenticeship or employment. Program sponsors determine individually when they will take applications. Please contact program sponsors to check on open application periods.

● Contains all registered apprenticeship programs in Colorado
● Great tool for sponsors promote RAPs
● Highlights RAP information
  ○ Some fields are required, most are optional
● Information updated annually
  ○ CDLE reaches out to sponsors each December to update

https://cdle.colorado.gov/apprenticeship-directory
<table>
<thead>
<tr>
<th>Apprenticeship Program Name</th>
<th>Occupation</th>
<th>Program Website</th>
<th>Program Primary Mailing Address</th>
<th>County</th>
<th>Program Contact Information</th>
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<tr>
<td>5280 Floors Inc.</td>
<td>Floor Layer</td>
<td><a href="https://www.5280floors.com/">https://www.5280floors.com/</a></td>
<td>2505 W 2nd Ave #9 Denver CO 80219</td>
<td>Denver</td>
<td>County</td>
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<td>Academy Of Cosmetology Arts</td>
<td>Barber</td>
<td><a href="http://www.acapros.com/Cosmetology.html">http://www.acapros.com/Cosmetology.html</a></td>
<td>5500 E Yale Ave Ste 400A Denver CO 80222</td>
<td>Denver</td>
<td>County</td>
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<tr>
<td>Academy Of Cosmetology Arts</td>
<td>Hair Stylist</td>
<td><a href="http://www.acapros.com/Cosmetology.html">http://www.acapros.com/Cosmetology.html</a></td>
<td>5500 E Yale Ave Ste 400A Denver CO 80222</td>
<td>Denver</td>
<td>County</td>
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<td>Academy Of Cosmetology Arts</td>
<td>Cosmetologist</td>
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<td>Facilities Manager</td>
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<td>Denver County</td>
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<td>Infinite 8 Institute</td>
<td>Commercial Drone Pilot</td>
<td><a href="https://www.infinite8institution.com">https://www.infinite8institution.com</a></td>
<td>East San Miguel St Suite # Colorado Springs CO 80120</td>
<td>El Paso County</td>
<td></td>
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<tr>
<td>Infinite 8 Institute</td>
<td>Commercial Drone Software</td>
<td><a href="https://www.infinite8institution.com">https://www.infinite8institution.com</a></td>
<td>East San Miguel St Suite # Colorado Springs CO 80120</td>
<td>El Paso County</td>
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<td>International Union Of Elevator Constructors</td>
<td>Elevator Installer and Repairer</td>
<td>[<a href="https://www.neie.org/Help/3025">https://www.neie.org/Help/3025</a> West Hampden Ave Sheridan CO 80111](<a href="https://www.neie.org/Help/3025">https://www.neie.org/Help/3025</a> West Hampden Ave Sheridan CO 80111)</td>
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<td>Arapahoe County</td>
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<td>Interstate Highway Construction (ICH)</td>
<td>Concrete Operator</td>
<td><a href="https://www.ichquality.com/">https://www.ichquality.com/</a></td>
<td>7135 Tucson Way Centennial CO 80112</td>
<td>El Paso County</td>
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<td>J &amp; C Professional Services LLC</td>
<td>Automobile Body Repairer</td>
<td></td>
<td>2626 8TH Avenue Garden City CO 80631</td>
<td>Weld County</td>
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<td>John Bowman, Inc.</td>
<td>Electrician</td>
<td>[<a href="http://www.jbconstruction.co/9439">http://www.jbconstruction.co/9439</a> Bandley Drive Fountain CO 80107](<a href="http://www.jbconstruction.co/9439">http://www.jbconstruction.co/9439</a> Bandley Drive Fountain CO 80107)</td>
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<td>El Paso County</td>
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<td>King Soopers Bakery</td>
<td>Electrician</td>
<td><a href="https://www.kingsoopers.com">https://www.kingsoopers.com</a></td>
<td>60 Yuma St Denver CO 80223</td>
<td>Denver County</td>
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<tr>
<td>King Soopers Bakery Local 1 JATC</td>
<td>Refrigeration Mechanic</td>
<td><a href="https://www.kingsoopers.com">https://www.kingsoopers.com</a></td>
<td>60 Yuma St Denver CO 80223</td>
<td>Denver County</td>
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<td>Kuck Mechanical LLC</td>
<td>Sheet Metal Worker</td>
<td><a href="http://www.kuckmechanical.com/">http://www.kuckmechanical.com/</a></td>
<td>PO Box 388 395 W 67th St Loveland CO 80636</td>
<td>Larimer County</td>
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<td>La Plata Electric Association, Inc.</td>
<td>Control and Valve Installer</td>
<td><a href="http://www.ipea.coop/">http://www.ipea.coop/</a></td>
<td>PO Box 2750 Durango CO 81302</td>
<td>La Plata County</td>
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<td>La Plata Electric Association, Inc.</td>
<td>Helper - Installation, Maintenani</td>
<td><a href="http://www.ipea.coop/">http://www.ipea.coop/</a></td>
<td>PO Box 2750 Durango CO 81302</td>
<td>La Plata County</td>
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<td>Larimer County Sheriff's Office</td>
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<td><a href="https://www.larimer.org/">https://www.larimer.org/</a></td>
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<td>Las Animas Municipal Light &amp; Power</td>
<td>Electric Meter Repairer</td>
<td>[<a href="https://www.colorado.gov/pd/p32">https://www.colorado.gov/pd/p32</a> Carson Ave Las Animas CO 80104](<a href="https://www.colorado.gov/pd/p32">https://www.colorado.gov/pd/p32</a> Carson Ave Las Animas CO 80104)</td>
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<td>Las Animas Municipal Light &amp; Power</td>
<td>Line Installer/Repairer</td>
<td>[<a href="https://www.colorado.gov/pd/p32">https://www.colorado.gov/pd/p32</a> Carson Ave Las Animas CO 80104](<a href="https://www.colorado.gov/pd/p32">https://www.colorado.gov/pd/p32</a> Carson Ave Las Animas CO 80104)</td>
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<td>Laser Galicia USLC</td>
<td>Manufacturing Production Technician</td>
<td><a href="https://www.laser-galicia.com">https://www.laser-galicia.com</a></td>
<td>16304 E 32nd Ave #40 Aurora CO 80011</td>
<td>Adams County</td>
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<tr>
<td>LPR Construction (Ironworker)</td>
<td>Structural Steel Worker</td>
<td><a href="http://www.lprconstruction.com">http://www.lprconstruction.com</a></td>
<td>11711 Des Moines Ave Loveland CO 80537</td>
<td>Larimer County</td>
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<tr>
<td>LPR Construction Company (Pipelifter)</td>
<td>Pipe Fitter</td>
<td><a href="http://www.lprconstruction.com">http://www.lprconstruction.com</a></td>
<td>11711 Des Moines Ave Loveland CO 80537</td>
<td>Larimer County</td>
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<td>LPR Construction Company (TCO)</td>
<td>Pipe Fitter</td>
<td><a href="http://www.lprconstruction.com">http://www.lprconstruction.com</a></td>
<td>11711 Des Moines Ave Loveland CO 80537</td>
<td>Larimer County</td>
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<td>LPR Construction Company (WC)</td>
<td>Pipe Fitter</td>
<td><a href="http://www.lprconstruction.com">http://www.lprconstruction.com</a></td>
<td>11711 Des Moines Ave Loveland CO 80537</td>
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**Note:** The table above lists various apprenticeship programs along with their occupations, program websites, mailing addresses, counties, and other relevant contact information.
After a RAP is registered with the USDOL each sponsor is encouraged to get their new RAP registered with the ETPL.

- CDLE can assist in registering your RAP on the ETPL.
- Registering with the ETPL unlocks workforce training funds for apprentices, employers, and related instruction providers.

https://www.cotrainingproviders.org
Takeaway Resources

CDLE Apprenticeship Website
Apprenticeship Resources for Employers and Career Seekers

State Apprenticeship Directory
Directory of Colorado State Apprenticeship Programs

National Apprenticeship Week

That's A RAP! Mailing List
Sign-up for CDLE's Registered Apprenticeship Training Series Mailing List

RAP Session Google Drive
RAP Session Recordings and Presenter Slides

Connect with Apprenticeship Consultants

Connect with a Consultant
Connect with an Apprenticeship Consultant
Live Q&A -

Please submit your questions in the Q&A section of Zoom.
Contact Us

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Thank You!