



# WORKFORCE SOLUTIONS

2620 Riverfront Center, Amsterdam, NY 12010  
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## **NYSDOL Registered Apprenticeships**

### **What are Apprentices?**

Apprentices are full-time employees who are trained under the close supervision of a skilled worker. Registered Apprenticeship programs offer apprentices the opportunity to do real-world, high quality work, learning both on-the-job and in a classroom setting while making a decent wage.

Historically, when thinking about an apprenticeship, most people would think of the construction trades. To meet the 21st Century needs of businesses, New York State is expanding registered apprenticeship programs into emerging and expanding industries like advanced manufacturing, information technology, agriculture, and healthcare.

Fulton-Montgomery Community College recently hosted an “Industry Roundtable Exploring Apprenticeship Models for Direct Support Professionals and Alcoholism and Abuse Counselor Aide Titles.” Dan Paris, our regions’ ATR (Apprenticeship Training Representative), presented on the newly developed apprenticeship programs for Direct Support Professionals and Alcoholism and Abuse Counselor Aide positions and the associated training curriculums available through FM and Schenectady County Community College.

There are **four types of apprenticeship programs**:

### **1. Individual Non-Joint Programs**

Programs are sponsored by one employer without a union co-sponsor. The employer is responsible for overall program administration and files an application with the Department of Labor (DOL).

Employees may be represented by a union. If they are, the union is given an opportunity to review the program application and provide

comments to the DOL.

Apprentices can only work for the employer/sponsor.

### **2. Individual Joint Programs**

Programs are co-sponsored by one employer along with a union which represents employees. Both the employer and union are responsible for overall program administration and file an application with the DOL together.

Apprentices can only work for the employer/sponsor.

### **3. Group Non-Joint Programs**

Programs are sponsored by an association or group of employers without a union. The association or group has a Board of Directors or other governing body which acts as the program sponsor. Employees may be represented by unions. If they are, the unions are given an opportunity to review the program application and provide comments to the DOL.

New employers may join or leave the program at any time.

Group programs provide a list of participating employers to the DOL at the program’s inception, which is then updated as new employers join or leave.

Apprentices may work for any participating employer or rotate between participating employers for their work assignments.

### **4. Group Joint Programs**

Programs are sponsored by an association or group of employers along with a union by creating a Joint Apprenticeship Committee (JAC). The JAC’s membership is made up of an equal number of employer and employee representatives and acts as the program sponsor. New employers may join or leave the program at any time.

Group programs provide a list of participating employers to the DOL program’s inception, which is then updated as new employers join or leave.

Apprentices may work for any participating employer or rotate between participating employers for their work assignments.

**Let us help YOU find YOUR new employees!**

**Contact Nancy Reccio at 518-842-3676 Ext. 3052 or [nreccio@fmsworkforcesolutions.org](mailto:nreccio@fmsworkforcesolutions.org)**

**NYS Registered Apprenticeships (cont'd.):**

**What Are the Benefits of a Registered Apprenticeship for businesses?**

- Develop a highly skilled workforce.
- Create a pipeline of qualified applicants.
- Increase efficiency and productivity.
- Train workers without losing valuable production time.
- Provide a structured and consistent training program.
- Increase employee retention and attendance.
- Improve employer/employee relationships.
- Earn a reputation of being an industry leader in providing high-quality employment and training opportunities.

**What are the benefits for employees?**

- Learn skills you can use throughout your entire career.
- Train with industry leaders, often with decades of experience in their field.
- Earn a salary as you train for your career.
- Grow your salary as you learn more.
- Join companies that pay well and offer great benefits.
- Upon completion, have little-to-no student debt.
- Earn a credential from NYS upon graduation.

**Check out the extensive list of Registered Apprenticeship Trades on the NYS Department of Labor's site:**

**<https://dol.ny.gov/apprenticeship/apprenticeship-trades>**

**How Can You Become a Sponsor of a Registered Apprenticeship Program?**

Call (518) 457-6820 or email an Apprenticeship Training Representative at [ATCO@labor.ny.gov](mailto:ATCO@labor.ny.gov).



**October Unemployment Rates**

	<u>2021</u>	<u>2020</u>
<b>Fulton County</b>	<b>4.7%</b>	<b>6.0%</b>
<b>Montgomery County</b>	<b>5.0%</b>	<b>6.2%</b>
<b>Schoharie County</b>	<b>3.8%</b>	<b>4.7%</b>
<b>New York State</b>	<b>6.0%</b>	<b>8.3%</b>

**Creating Workforce Solutions for YOU!**