



Workforce Development - Registered Apprenticeship Programs

**Michael Tucker, President
Long Island Food Council**





Michael Todisco
PRESIDENT, ACCC

Who am I?

Over the past 10 years, Michael has helped numerous companies become sponsors, and helped oversee the development and maintenance of these programs. Over the past 3 years, he has worked on the creation of new trades as well as the first manufacturing group sponsorship registered apprenticeship program on Long Island. Michael has extensive experience with the policies and procedures, along with strong local relationships with the DOL and educational institutions to meet the related instruction needs to keep a program in good standings and successful for any company/organization.

Goals are to:

- educate and guide individuals through alternative career paths that do not require a college degree.
- Support employers in starting an apprenticeship program.
- Connect apprentices and sponsors.

Concerns

Retired Workers

Do you have positions in which highly skilled workers will be retiring soon?

Career Advancement

Are there career advancement avenues for your entry-level workers?

Diversity

Do you have difficulty attracting new and more diverse talent?

Attracting New Talent

Do you want to find a more attractive way to recruit candidates away from your competitors?

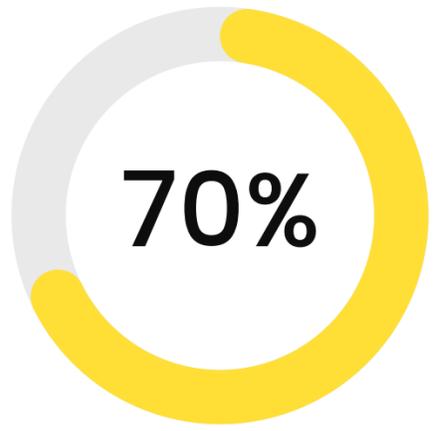


Registered Apprenticeship Programs

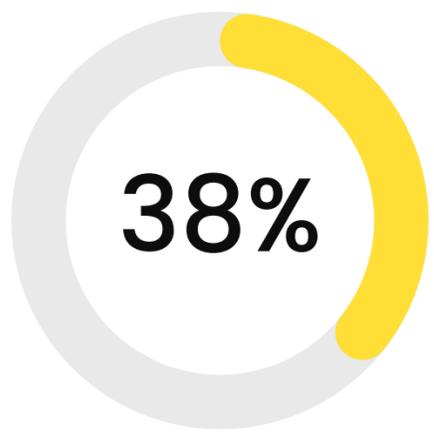
- NYSDOL approved
- Components
 - Business involvement -
 - Programs conducted and customized by employer (Sponsor/Signatory)
 - Can use incumbent workers or new hires
 - Structured ON-THE-JOB Training (OJT)
 - Time Based and/or Competency
 - Related Training & Instruction (RI)
 - In-person or online
 - Rewards for skills gained
 - "Earn-while-you-learn"
 - Guaranteed Wage Progression
 - Nationally Recognized & Credentials



Strong Growth Across the U.S.A



- 70% Growth in new apprentices since 2011 (1.9 million)
- Currently over 636,000 active apprentices
- Close to 350,000 participants completed an apprenticeship program in the last 5 years
- 13,500 new apprenticeship programs created in the last 5 years



- 38% more active apprentices than the previous 10 year average
- NATIONAL APPRENTICESHIP ACT OF 2020



Industry-Based Options

Throughout New York State there are over 18,000 active apprentices employed by 790 sponsors, -companies, associations & unions. There are currently over 170 different registered apprenticeship trade programs that cover a wide variety of industries on Long Island.

“BLUE COLLAR”

- Automotive & Transportation
- Construction
- Environmental Services
- Maintenance, Installation & Repair
- Manufacturing
- OFFSHORE WIND (WIND FARMS – 2026)

“WHITE COLLAR”

- Arts & Design - Drafter
- Business – Jr Accountant
- IT & Computer Science – Data Analyst
- Health & Human Services -
- Radiation Tech, HOME HEALTH AIDE***

Hospitality Services

Baker (3)



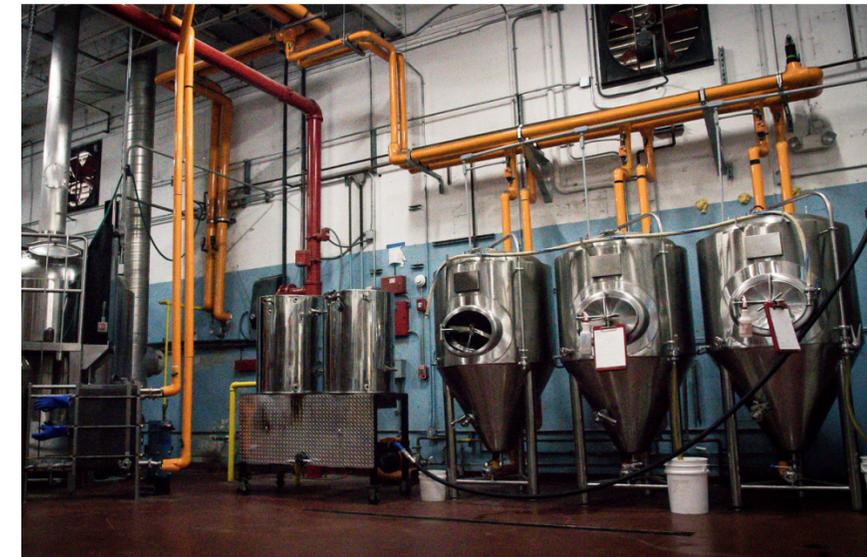
Cook - Chief (3)



HouseKeeper (1)



Brewer/Distiller (1.5)



Cost Reduction – Funding Opportunities

Constant push for the growth of RA programs. Many Federal, State, and Local reimbursement programs are available, including push on diversity (female, minority, disabled and veteran)

- Tax Credits
- OJT
 - Federal Grants
 - State Grants
- Education Grants – SUNY & CUNY
- New Hire (Local WIOA Grants)

Average Funding is between \$10,000 – \$15,000 per apprentice.





Educating the Youth

Over the past 2 years, spent time promoting these types of programs to high school seniors, educating them that it is possible to pursue a career path that does not require obtaining a college degree first. MY NETWORK INCLUDES-

01

Local High Schools

02

Community Organizations/Non-profits

03

**Vocational/
Tech
Schools**

04

**Organic
Candidate Pool**



Value to the Apprentice



- Full-time job with structured OJT
- Path to a career with an employer or within an industry
- Wage increase commensurate with increases in skills and abilities
- A portable, industry-recognized credential
- Access to post-secondary education, training, degrees & industry credentials
- Partnership with local college institutions

Benefits to the Employer

- Creates a skilled talent pipeline, “Build vs Buy”
- Reduces cost by developing within
- Options: over a 170 different programs to choose from;
- Employee Retention: >80% of apprenticeship completers stay with the apprenticeship provider
- Industry Retention: >91% of apprentices are employed in the field of study upon completing their program
- Shows community involvement
- Mentoring and coaching opportunities for current



What LIFC Can Do For You?

LIFC can act as a group sponsor.

- Group Sponsor - "trade organization training programs"
 - Streamline the entire process while making it stress-free
 - Assist with design and administrating the programs
 - Be responsible for the compliance and auditing procedures
 - Act as Liaison between you and the Department of Labor
 - Assist with applying for all grants and funding opportunities to minimize cost
 - Support with the recruiting
 - Potential other trades/career paths, that you can expand into.
 - Farmer
 - Bartender



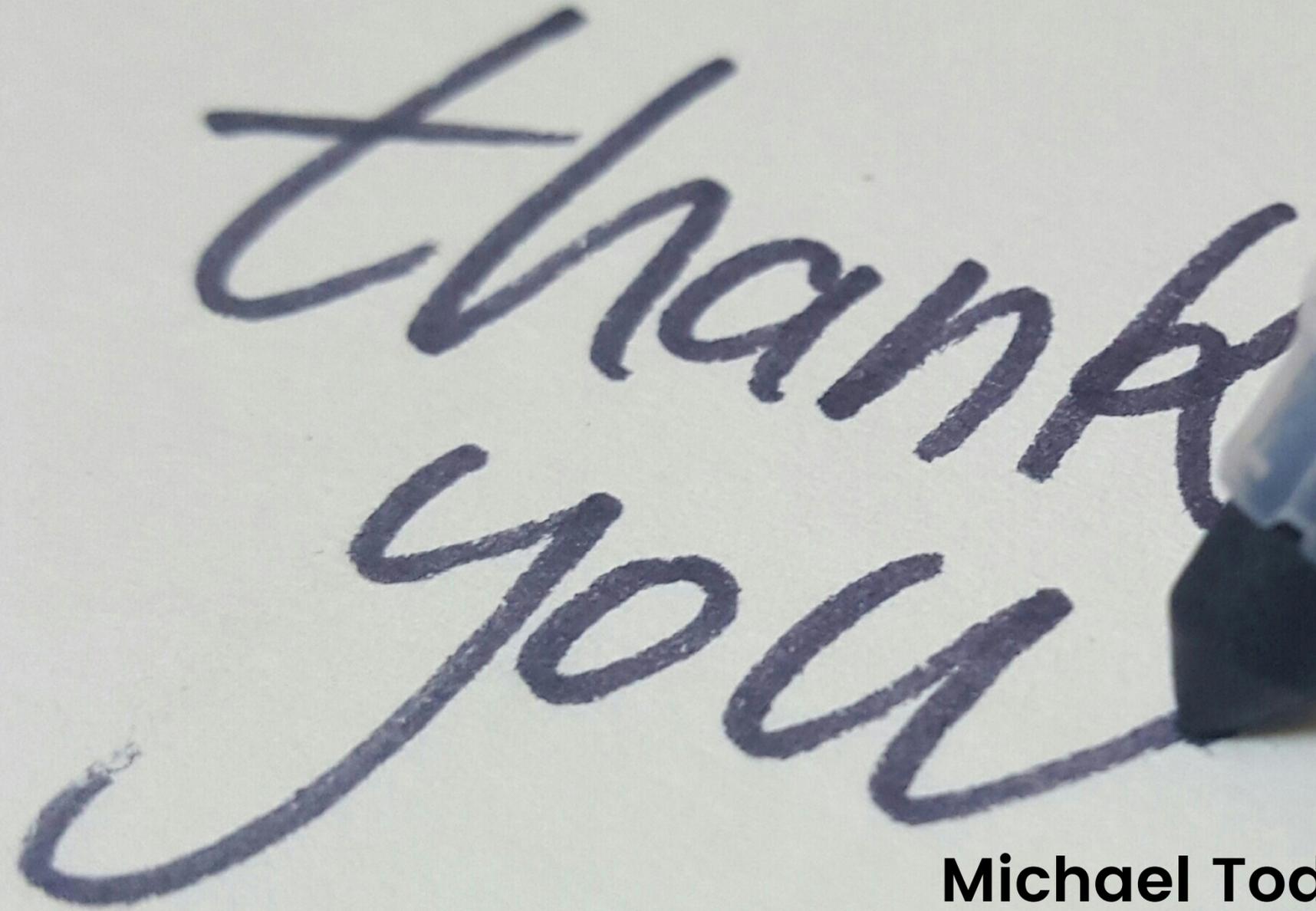
Next Steps

For those businesses that are interested in finding out how to participate in the program or want to find out more information.

1. Fill out the Apprenticeship Interest Form
2. Schedule a meeting with team
3. Sign Participation Agreement



Any Questions?

A close-up photograph of a blue marker writing the words "Thank You" in a cursive script on a white piece of paper. The marker is positioned at the end of the word "You", with its tip touching the paper. The background is a plain, light-colored surface.

Thank You

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Apprenticeship Connections**

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