

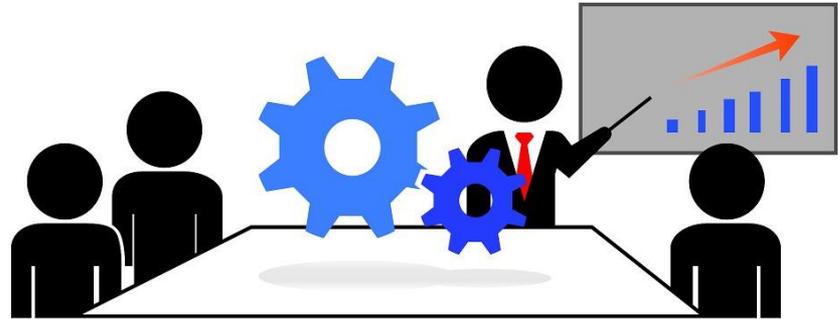


**Department
of Labor**

Registered Apprenticeship Training Approaches

Training Approach

- The method used by apprenticeship programs to determine how apprentices will progress.



Three Approaches to Training

- Time-Based Approach
- Competency-Based Approach
- Hybrid Approach

Approach is Specific to the Program

- Programs use only one Approach at a time.
- Approach type is determined by the sponsor with Department approval.
- To change Approaches contact your Apprentice Training Representative (ATR).
- Programs do not change Approaches while on probation.

Time-Based Approach

- 2,000 hours minimum of on-the-job training (OJT) per year.
- 144 hours minimum of related instruction (RI) per year.
- New apprentices can be registered with prior credit, however, all apprentices must complete a minimum of 2,000 hours of OJT.



Competency-Based Approach

- Apprentices participate in OJT and RI until they have demonstrated competency for each skill in the training outline (work processes in Appendix A and RI in Appendix B).
- Competency is demonstrated by both written and hands-on testing.
- To grant prior credit to an apprentice, testing must occur before participation in the program.

Competency-Based Cont.

- To complete a program, all apprentices including those granted prior credit, must work for a minimum of 1,000 hours of OJT.
- Apprentices must be registered for at least 144 hours of RI, but may test out earlier.

Hybrid Approach

- The Hybrid Approach is a combination of the Time-Based and Competency-Based Approaches. This Approach requires a minimum number of hours of OJT for each skill prior to testing.
- Training outlines must indicate the minimum hourly requirements for testing.

Testing Requirements

- A nationally industry recognized means of testing and evaluation by a third-party provider.
- A written proficiency measurement test and a hands-on test.



Testing Requirements Cont.

- A controlled learning environment where tests will be administered.
- A third-party expert who conducts the hands-on testing and his/her qualifications and a third-party proctor who administers the written exams and his/her qualifications.
- Sponsors are responsible for costs associated with testing.

What Documentation is Needed for Completion?

Time-Based

- Blue Book or approved alternative to cover all OJT work processes (Appendix A). This demonstrates the apprentice has completed all required hours for task rotation.
- Transcripts of classes taken from RI. DLEAs may require attendance records, class instruction outlines, and copies of tests covering RI (Appendix B).

Competency-Based

- Documentation which shows the apprentice has engaged in at least 1,000 hours of OJT.
- Results of both written and hands-on tests.

Hybrid

- All the documentation required for a Competency-Based program.
- Blue Book or approved alternative to show the minimum number of hours of OJT was attained prior to testing in each skill area.
- Attendance and other records as determined by the DLEA.

Blue Book



- Apprentices are evaluated in each Approach.
- Blue Books are a method of recording task rotation which contain an area for apprentice evaluations.

Questions and Discussion

