



IANA

**INTERMODAL ASSOCIATION
OF NORTH AMERICA**

You're Hired!

*Grow An Intermodal Workforce With
Apprenticeships*

July 31st, 2018, 2:00 PM ET



Our Presenter



Rachel Rowe
Director of
Apprenticeships
FASTPORT, Inc.

Housekeeping

- Panelist presentations will be followed by an audience question and answer session
- Audience audio will be muted
- Submit questions at any time for Q&A session at the end of the webinar presentations
- A recorded version of this webinar, including the slides, will be available in the near future



Agenda

- FASTPORT, Inc. Functionality
- What is a Registered Apprenticeship?
- Why Registered Apprenticeships?
- Industry Intermediary Approach
- Apprenticeship Benefits
- Let's Get Started!
- Questions

FASTPORT, Inc. Functionality

FASTPORT Functionality

- Contracted Department of Labor **Industry Intermediary**
- Serving to increase apprenticeship programs for civilian and Veteran talent.
- Has a commercial co-venture with the U.S. Chamber of Commerce Foundation's Hiring Our Heroes Program to develop the preeminent employment marketplace to connect employers and military candidates.

FASTPORT Functionality

Trusted Technology Provider and Intermediary for Leading Veteran Service Organization



U.S. Chamber of Commerce Foundation's Hiring Our Heroes Program

([Resume Engine](#), [Career Spark](#), [VetFastTrack](#))



United Services Organization

([Resume Engine](#), through Hiring Our Heroes)



President George W. Bush Institute

([Veteran Employment Transition Roadmap](#))



Wreaths Across America

([Sponsor a Wreath](#))



Trusted Intermediary for Government and Military Groups



U.S. Department of Labor, Employment & Training Administration - Apprenticeships



U.S. Department of Defense, Office of Employer Support of the Guard & Reserve



United States Army Installation Management Command



United States Army Reserve



National Guard, MA ANG

FASTPORT Functionality

FASTPORT's Employer Partners:

- ✓ JB Hunt
- ✓ Melton Truck Lines
- ✓ TMC Transportation
- ✓ Ryder
- ✓ USA Truck
- ✓ General Refrigeration Company
- ✓ Total Transport of MS
- ✓ KeHE Distributors
- ✓ Tempest
- ✓ Saia
- ✓ Venture
- ✓ Conexus
- ✓ USF Holland, Inc.
- ✓ Service King
- ✓ G&P
- ✓ Jrayl Transport, Inc.
- ✓ American Central Trucking
- ✓ Boyd Brothers Transportation
- ✓ PAM Transport
- ✓ Paschall Truck Lines
- ✓ TRJ Transportation
- ✓ Fischer Refrigeration
- ✓ US Xpress
- ✓ Schneider
- ✓ Reser's

FASTPORT Functionality

FASTPORT Approved Occupations Sponsored and Co-Sponsored National Standards

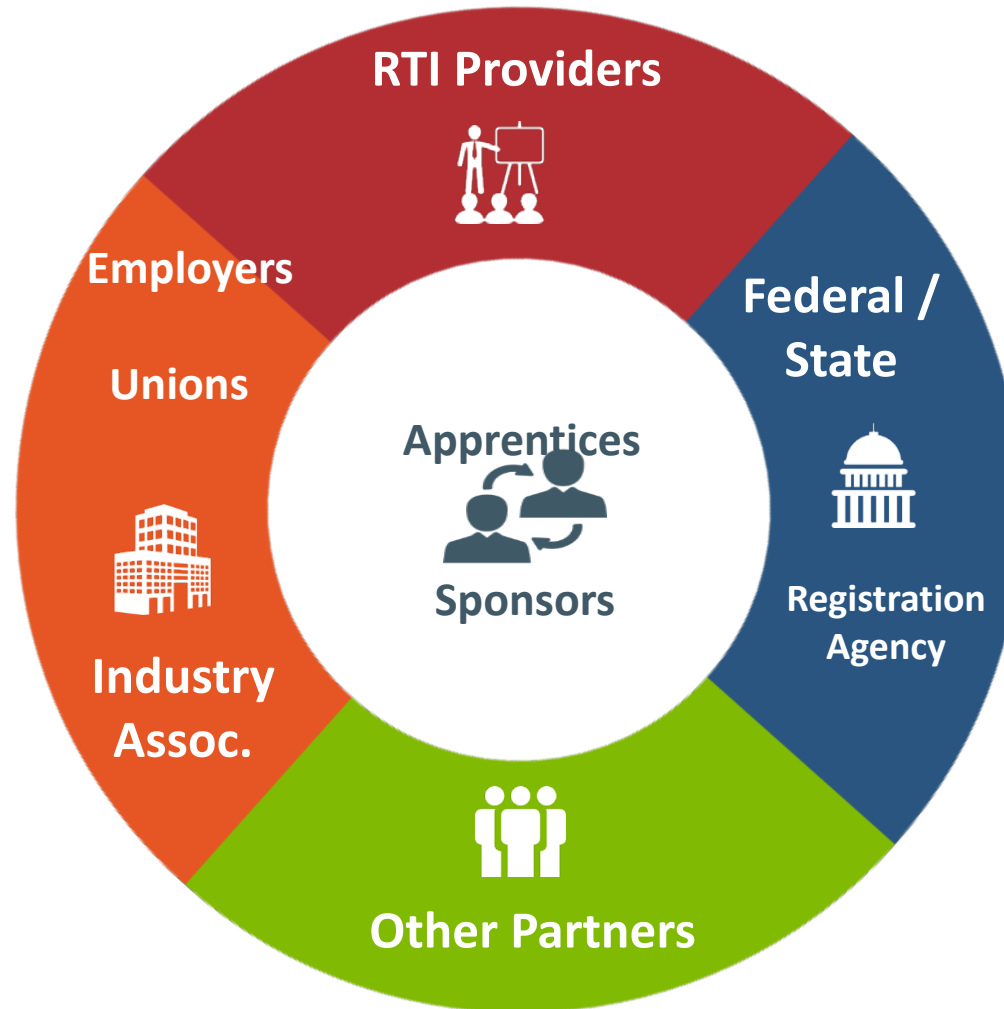
- Truck Driver, Heavy
- Transportation Management
- Coordinator
- Diesel Mechanic
- Automobile Mechanic
- Mechanic, Industrial Truck
- Logistics Engineer
- Delivery Installation Specialist
- Driver Manager
- Refrigerant Technician (Ammonia Gas)

Co-Sponsored National Standards

- **NAPFTDS** National Standard for Truck Drivers
- **Ammonia Refrigeration** National Standard for Ammonia Refrigeration Technicians (ARF, RETA, IIAR, GCCA)
- **CVTA** National Standard for Truck Drivers
- Pending Standards for Lennox

What is a Registered Apprenticeship?

What is a Registered Apprenticeship?



What is a Registered Apprenticeship?

CORE COMPONENTS



Employer Involvement Is Integral

Employer is the foundation for the RA program and must be directly involved and be the provider of OJT



Structured On-the-Job Training with Mentoring

Minimum of 2,000 hours
Structured and Supervised



Related Training and Instruction

144 hours recommended per year
Parallel | Front-loaded | Segmented Options



Rewards for Skill Gains

Increases in skills brings about increases in earnings



National Occupational Credential

Nationally recognized credential showing job proficiency.
Sponsor certifies individual is fully competent for career.

Why Registered Apprenticeships?

Why Registered Apprenticeships



- Proven strategies for the development of a skilled, retainable, and sustainable workforce due to desire for the achievement of the nationally recognized Certificate of Completion credential and upon completion of the quality work-based learning program:
 - ❑ *Registered* Apprenticeship programs have **higher retention** and also **train at the highest level** as dictated by industry and U.S. Department of Labor requirements.
- Opportunity for *Registered* Apprenticeship **employer(s) to attain competitive advantage** due to the achievement of the nationally recognized Certificate of Registration credential upon completion of the registration process with the U.S. Department of Labor, Office of Apprenticeship.
- Leverage training and labor costs due to **funding streams and reduced labor costs** designated for *Registered* Apprenticeship program sponsors and apprentices.

Why Registered Apprenticeships

Department of Labor

2016-2017

A total of \$175 million has been invested in 46 American Apprenticeship Grants across the country.



Why Registered Apprenticeships

Department of Labor

2016-
2017

ApprenticeshipUSA State
Accelerator Grants
\$10.4 Million

ApprenticeshipUSA State
Expansion Grants
\$50.5 Million

Investments to Support Smart
State Strategies to Expand
Registered Apprenticeship

American Apprenticeship
Initiative Grants
\$175 Million

Investments to accelerate the
growth of apprenticeship in
non-traditional industries

2018

\$145+ Million

Why Registered Apprenticeships



- **Marketing:** Employers have the opportunity to be **listed on the U.S. Department of Labor OA website** as a Registered Apprenticeship Sponsor, Industry Leader and as a Resource for Apprenticeship candidates. U.S. Department of Labor, Office of Apprenticeship Staff lecture and attend industry events, job fairs and variety of other platforms promoting the Registered Apprenticeship system and to provide information regarding program partners.
- **Technical Assistance and Partnerships:** U.S. Department of Labor, Office of Apprenticeship Staff provide
 - The **development and administration of the Registered Apprenticeship program Standards** of Apprenticeship (roadmap of the program and operational strategies).
 - Information on industry** work processes (occupation job tasks and classroom instruction) and trends.
 - Navigators and Subject Matter Experts** to provide best practices and quality information to increase program success.

Industry Intermediary Approach

Industry Intermediary Approach: **GOALS**

Provide standardized,
industry endorsed
instruction and OJT

Provide technical
assistance on how to take
advantage of
Federal/State
benefits & programs

Serve as a
Liaison between
Businesses &
the Govt.

Source
Apprenticeship
Candidates
(when possible)

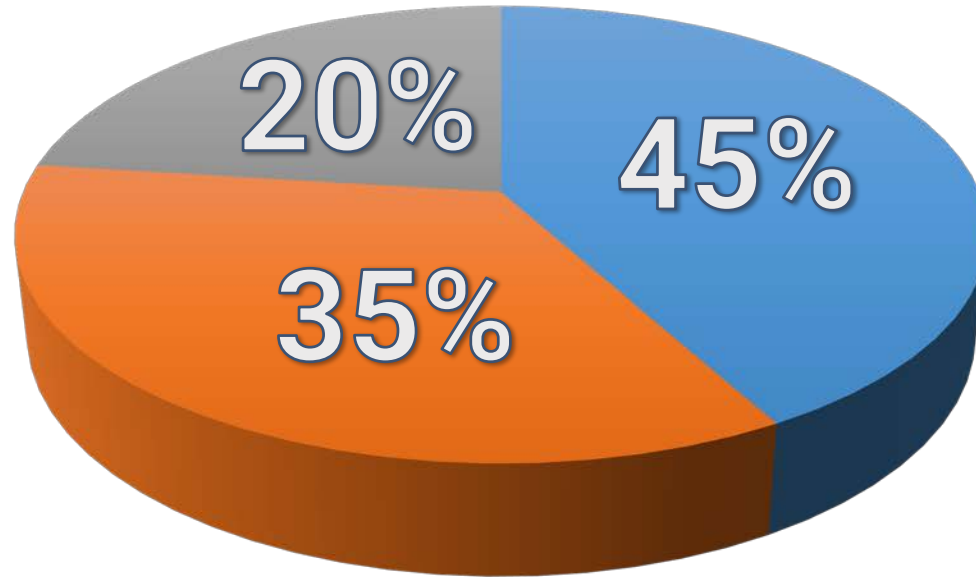
Expand
&
Innovate
Apprenticeships

Begin new
Apprenticeship
Programs

Serve as
A conduit to
Bridge the
Skill Gap



Industry Intermediary Approach



**Total Number of Apprentices
Since January 2017:**

4,700+

- Diversity Apprentices
- Veteran Apprentices
- Other (Youth, etc.)

Industry Intermediary Approach:

Currently Approved Partnership National Standards

- ❑ **NAPFTDS** (National Association for Publicly Funded Truck Driving Schools)
National Standard Registered Apprenticeship for **Truck Drivers**
 - 117 Member community colleges within 37 states
- ❑ **GCCA, RETA, ARF, IIAR** (Global Cold Chain Alliance, The Refrigerating Engineers and Technicians Association, Ammonia Refrigeration Foundation, International Institute of Ammonia Refrigeration)
National Standard Registered Apprenticeship for **Ammonia Refrigeration Technicians**
- ❑ **CVTA** (Commercial Vehicle Training Association)
National Standard Registered Apprenticeship for **Truck Drivers**
 - 200 Training providers within 42 states

Industry Intermediary Apprenticeship

LEADERS

- Apprenticeships are a tried and true workforce development strategy that have paid dividends for companies who use the program.
- Employers who utilize apprentices report higher productivity, higher retention rates and a substantial return on investment.
- As the economy continues to grow, business leaders across all industries are in the best position to tell their success stories: that apprenticeships fulfill their need to create a pipeline of skilled workers to help them take their companies to the next level.

LE★DER
APPRENTICESHIP

Leaders of
Excellence in
Apprenticeship,
Development
Education, and
Research

Industry Intermediary Apprenticeship

LEADERS Sample



These companies are part of a small sampling of the 230 current Apprenticeship Leaders

- Amazon.com, Inc.
- Cummins, Inc.
- Ford
- General Motors
- IBM Corporation
- Kroger
- JB Hunt Transport, Inc.
- Microsoft Corp.
- Nexteer Automotive
- Siemens Corp.
- Salesforce
- TMC Transportation
- U.S. Xpress
- USPS
- Werner Enterprises, Inc.
- Zurich North America

Industry Intermediary Approach:

Current DOL Apprenticeable Occupations

Companies can apprentice nearly any skill craft occupation imaginable by taking advantage of a Registered Apprenticeship National Standard and using that standard to customize training for unique and specialized hiring needs:

- CDL Drivers
- Diesel Technicians and Mechanics (Auto, Industrial & Truck)
- Transportation Management Coordinator/Fleet Management
- Logistics Engineer
- Refrigerant Technician (Ammonia Gas)
- Information Technology (IT)
- Freight Brokers
- Aircraft Hydraulics
- Aviation Electronics
- Refrigeration Technicians

Industry Intermediary Approach:

Employer's Role

1 Identify experienced mentors to work with apprentices

2 Select apprentices

3 Provide on-the-job training

There is
NO Change
To the
Business
Model

Apprenticeship Benefits

Benefits to Apprentices/Journeyworkers

- **Hands-on Career Training**

Apprentices receive practical on-the-job training in a wide variety of occupations and industries, such as health care, construction, information technology, transportation, energy, and advanced manufacturing.

- **Education**

Apprentices receive hands-on training resulting in improved skills and competencies as well as the potential to earn college credit toward an associates or bachelors degree.

- **National Credentials**

When an apprentice graduates from a career training program, he or she earns a certified portable credential accepted by industries and employers across the U.S.

- **Career**

Once the apprenticeship is complete, workers are on their way to a successful long-term career with a competitive salary and little or no educational debt.

Benefits to Apprentices/Journeyworkers

Apprenticeship Program Participation

	Active Duty	Guard and Reserve				Spouse/ Dependent
	Ch. 30 Montgomery GI Bill	Ch. 1607 2+ years of service	Ch. 1607 1+ years of service	Ch. 1607 90 days to 1 year	Ch. 1606	DEA/Ch. 35
Per month for the 1 st six months	\$1,446.00	\$1,156.80	\$867.60	\$578.40	\$281.25	\$760.00
Per month for the 2 nd six months	\$1,060.40	\$848.32	\$636.24	\$424.16	\$206.25	\$571.00
Per month for the 3 rd six months	\$674.80	\$539.84	\$404.88	\$269.92	\$131.25	\$375.00
Per month for the 4 th six months	\$674.80	\$539.84	\$404.88	\$269.92	\$131.25	\$191.00
12 Month Total	\$15,038.40	\$12,030.72	\$9,023.04	\$6,015.36	\$2,925.00	\$7,986.00
24 Month Total	\$23,136.00	\$18,508.80	\$13,881.60	\$9,254.40	\$4,500.00	\$11,382.00
Average Per Year	\$11,568.00	\$9,254.40	\$6,940.80	\$4,627.20	\$2,250.00	\$5,691.00

Approximate amounts. Official amounts and dates to be determined by Veterans Affairs. Please visit

http://www.benefits.va.gov/gibill/resources/benefits_resources/rate_tables.asp

Rates effective Oct. 1, 2017.

Benefits to Apprentices/Journeyworkers

Apprenticeship Program Participation

Post 9/11 Chapter 33 GI Bill							
Eligibility Tier	100%	90%	80%	70%	60%	50%	40%
Per month for the 1 st six months	\$1,293.00	\$1,163.70	\$1,034.40	\$905.10	\$775.80	\$646.50	\$517.20
Per month for the 2 nd six months	\$1,034.40	\$930.96	\$827.52	\$724.08	\$620.64	\$517.20	\$413.76
Per month for the 3 rd six months	\$775.80	\$698.22	\$620.64	\$543.06	\$465.48	\$387.90	\$310.32
Per month for the 4 th six months	\$517.20	\$465.48	\$413.76	\$362.04	\$310.32	\$258.60	\$206.88
Supplies Per Month	\$83.00	\$74.70	\$66.40	\$58.10	\$49.80	\$41.50	\$33.20
12 Month Total	\$14,960.40	\$13,464.36	\$11,968.32	\$10,472.28	\$8,976.24	\$7,480.20	\$5,984.16
24 Month Total	\$23,714.40	\$21,342.96	\$18,971.52	\$16,600.08	\$14,228.64	\$11,857.20	\$9,485.76
Per Year	\$11,857.20	\$10,671.48	\$9,485.76	\$8,300.04	\$7,114.32	\$5,928.60	\$4,742.88

Approximate amounts. Official amounts and dates to be determined by Veterans Affairs. Please visit

http://www.benefits.va.gov/gibill/resources/benefits_resources/rate_tables.asp

Rates effective Aug. 1, 2017.

Benefits to Employers

- ❖ **Customized training** that meets industry standards, tailored to the specific needs of businesses, resulting in highly-skilled employees.
- ❖ **Increased knowledge** transfer through on-the-job learning from an experienced mentor, combined with education courses to support work-based learning.
- ❖ **Enhanced employee retention:** 91% of apprentices that complete an apprenticeship are still employed nine months later.
- ❖ **A safer workplace** that may reduce worker compensation costs, due to the program's emphasis on safety training.
- ❖ **A stable and reliable pipeline** of qualified workers.
- ❖ **A systematic approach to training** that ensures employees are trained and certified to produce at the highest skill levels required for the occupation.

Benefits to Employers

(Applicable Tax Credits)

State	Name	Estimated Contribution/ ROI
Alabama	Heroes for Hire Income Tax Credit	\$1,000
Arizona	Arizona Credit for Employment of TANF Receipts	\$500-\$3,000
Arkansas	Arkansas Expand Apprenticeship (AREA)	\$2,000
California	California Enterprise Zone (EZ) Program	Wage Reduction
Connecticut	Manufacturing Apprenticeship Tax Credit	Up to \$4,800
Guam	22 GCA Business Regulations Ch. 44 Guam Registered Apprenticeship Program	50% of wages/training
Louisiana	SB332	Up to \$1,000 per year
Maryland	Maryland Registered Apprenticeship Tax Credit- Maryland Apprenticeship and Training Program (MATP)	\$1,000
Missouri	Youth Opportunity Program	Up to 50% of wages Up to 30% of equipment costs
Missouri	Show-Me Heroes On-the-Job-Training	50% of wages up to 1,040 hours
Montana	HB0308	\$750
Nevada	Title 32 Revenue and Taxation, Chapter 361 Property Tax, NRS 361.106	Taxation exemption of all qualified real and personal property of an Apprenticeship Program
Ohio	Job Creation Tax Credit	Percentage of payroll
Rhode Island	Unknown	Up to \$4,800
South Carolina	SC SCH. TC-45 Apprenticeship Credit	\$1,000
South Carolina	Job Retraining Tax Credit (E-Zone Program)	\$1,000
Virginia	Unknown	30% of all training costs
Washington	Unemployed Veteran Credit	Up to \$1,500
West Virginia	Chapter 11. Taxation Article 13W. Apprenticeship Training Tax Credits	Up to \$1,000 per year

Benefits to Employers

(Applicable Tax Credits)

State	Name	Estimated Contribution/ ROI
Alaska	AK Veteran Tax Credit	\$2,000-\$3,000
Florida	Florida Veterans Employment Act	Up to \$5,000
Illinois	Illinois Veterans Jobs Credit	Up to \$5,000
Mississippi	MS Code § 27-7-22.38 (2016)	Up to \$2,000
Montana	HB0308	\$1,500
New York	Hire a Veteran	\$5,000-\$15,000
Oklahoma	Oklahoma Quality Jobs Program	Up to 6% of payroll
Utah	Veteran Employment Tax Credit	\$2,400-\$4,800
West Virginia	West Virginia Military Incentive Credit	30% of the firrst \$5,000.00 in wages (Veterans) Percentage of disability multiplied by the first \$5,000.00 in wages (Disabled Veterans) 25% of the rst \$5,000.00 in wages (National Guard)
Wisconsin	Veteran Employment Credit (disabled Veterans)	\$4,000-\$10,000
WOTC	Returning Heroes Tax Credit	\$2,400-\$5,600
WOTC	Wounded Warrior Tax Credit	\$4,800-\$9,600

Benefits to Employers & Apprentices

Tuition Support

State	Name	Estimated Contribution/ ROI
California	Tuition Support Fund	Tuition Based
Delaware	Adult Education and Workforce Training Grant	Tuition Based
Florida	Florida General Appropriations Act	Tuition Based
Florida	2012 Florida Statute, 1009.25	Fee Exemptions
Georgia	HOPE Grant	Up to 70% of student expenses
Guam	Manpower Development Fund	Tuition Based
Indiana	Employment and Training Fund	Tuition Based
Iowa	Iowa Jobs Training Program (260F)	Tuition Based
Maine	Statutes Title 26, §3211, 6-A	Tuition Based
North Carolina	State Board of Community Colleges	Tuition Based
Tennessee	Tennessee Board of Regents and the University of Tennessee Board of Trustees	\$5,800-\$11,600
Texas	Texas Workforce Commission	Tuition Based
Washington	State Board for Community and Technical Colleges	50% tuition reduction
Wisconsin	Unknown	Tuition Based

Benefits to Employers & Apprentices

Tuition Support

For Apprentices:

- Apprentices on average earn more than \$60,000 upon program completion
- Increases worker's compensation by approximately \$300,000 over lifetime.

For Employers:

- Employers realize an average return on investment of \$1.47 for every \$1 invested.
- Every \$1 invested in apprenticeships leads to a public return of approximately \$28 in benefits.
- Access to state and local resources.

Let's Get Started!

Let's Get Started!

- **How would an employer obtain its own Apprenticeship in the fastest manner?** To implement an Apprenticeship, the employer would have the option to sign an "Employer Acceptance Agreement" for a current National Standard. That employer would also provide a copy of its current work process. This work process would be submitted to the Department of Labor (DOL) as an "Appendix A."
- **Will this change an employer's business model?** No, an employer would provide the work process that it is currently using to train its employees. That work process would be filed with the DOL.
- **Will an employer have its own Apprenticeship?** Yes, once approved by the DOL, the employer's Apprenticeship is a stand alone Apprenticeship with its own identifiable DOL code called a RAPIDS Code.
- **What positions/standards are available immediately?** Currently, the Apprenticeable standards are all high need, priority positions. (See slide six for examples.) If an employer has a hiring need in any occupational areas, please inquire with FASTPORT, Inc.
- **What is the cost?** The FASTPORT, Inc. Apprenticeship Team will help an employer set up its DOL Apprenticeship and obtain a RAPIDS Code *at no cost to the employer.*

FASTPORT

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Questions?



Enter your questions in the control panel

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