

Information Event For Northern Virginia Region

Division of
Registered
Apprenticeship





Mythology

Some common myths of Registered Apprenticeship

- **So many forms!**
- Virginia uses 5 forms that require signatures and the initial registration is 2 hours-ish.
- **So very expensive!**
- If you can hire someone at \$7.25 per hour, you can afford an apprentice.
- **Government is in my business!**
- This is a voluntary program, we facilitate, we follow the employer's lead. We assist as needed.
- **This is only for Unions!**
- All types of employers participate.



Solutions

The Silver Bullet?

Registered Apprenticeship is an employment training model for:

- New Hires
- Incumbents
- Succession Planning
- A professional development tool
- An Economic Development attribute
- Returning service members and veterans
- YOUTH
- Employees with differing abilities



The Holy Grail?

Stop looking for it and just do it!

- 4 components of Registered Apprenticeship
 - Employer
 - Apprenticeable Occupation
 - Apprentice
 - Related Technical Instruction (RTI)
- Employers can customize their plan and choose RTI



Coaching, mentoring, practicing, proficiency

- Employers need to build their bench
- Start small
- Reward the talent
- Suit up and play
- Investing in your human capital builds your competitive edge.



The Price of Bleach

It's a long game, not a quick fix

- A chef once told me that if he had to worry about the price of bleach, then he didn't have enough customers for his restaurant.
- Worry about the right things, don't skimp on building the crew for a few dollars.



Gardening

“Always two there are, no more, no less. A master and an apprentice.” **Yoda, Star Wars**

- The gardener approaches the soil one seed, one seedling, one tomato at a time.
- The sensei teaches the student
- Teammates challenge each other
- Practice makes perfect.



Just Say Yes

The construction workers built the building, the electricians wired the building, the plumbers plumbed the building, the HVAC mechanics heated and cooled the building, the painters painted: now go in there and keep the hackers away from the USA!!!

- Employers in NOVA want to contribute to the pipeline of IT/Cyber technicians.
- Registered Apprenticeship is one way to develop the industry.
- Other industries have already perfected the model.
- Just Say Yes to Registered Apprenticeship

-Sir Richard Branson

"Train people well enough so
they can leave, treat them
well enough so they don't
want to."

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