

# 2024 Summer Meeting: IRMCA-IMAA

## July 30, 2024



# Indiana Department of Workforce Development

## MISSION

We strengthen Indiana by understanding workforce needs, aligning resources, and providing access to services that empower Hoosiers to thrive in a changing economy.



**DWD** INDIANA DEPARTMENT OF  
WORKFORCE  
DEVELOPMENT

## VISION

Economic security and better employment outcomes for all Hoosiers



**DWD** INDIANA DEPARTMENT OF  
WORKFORCE  
DEVELOPMENT

## VALUES

**Helpful** - We strive to ensure everyone we interact with, including our co-workers, partners, and customers, benefits from our efforts.

**Accountable** - We take responsibility for our actions and the outcomes.

**Respectful** - We foster a culture of high regard for the people we serve.

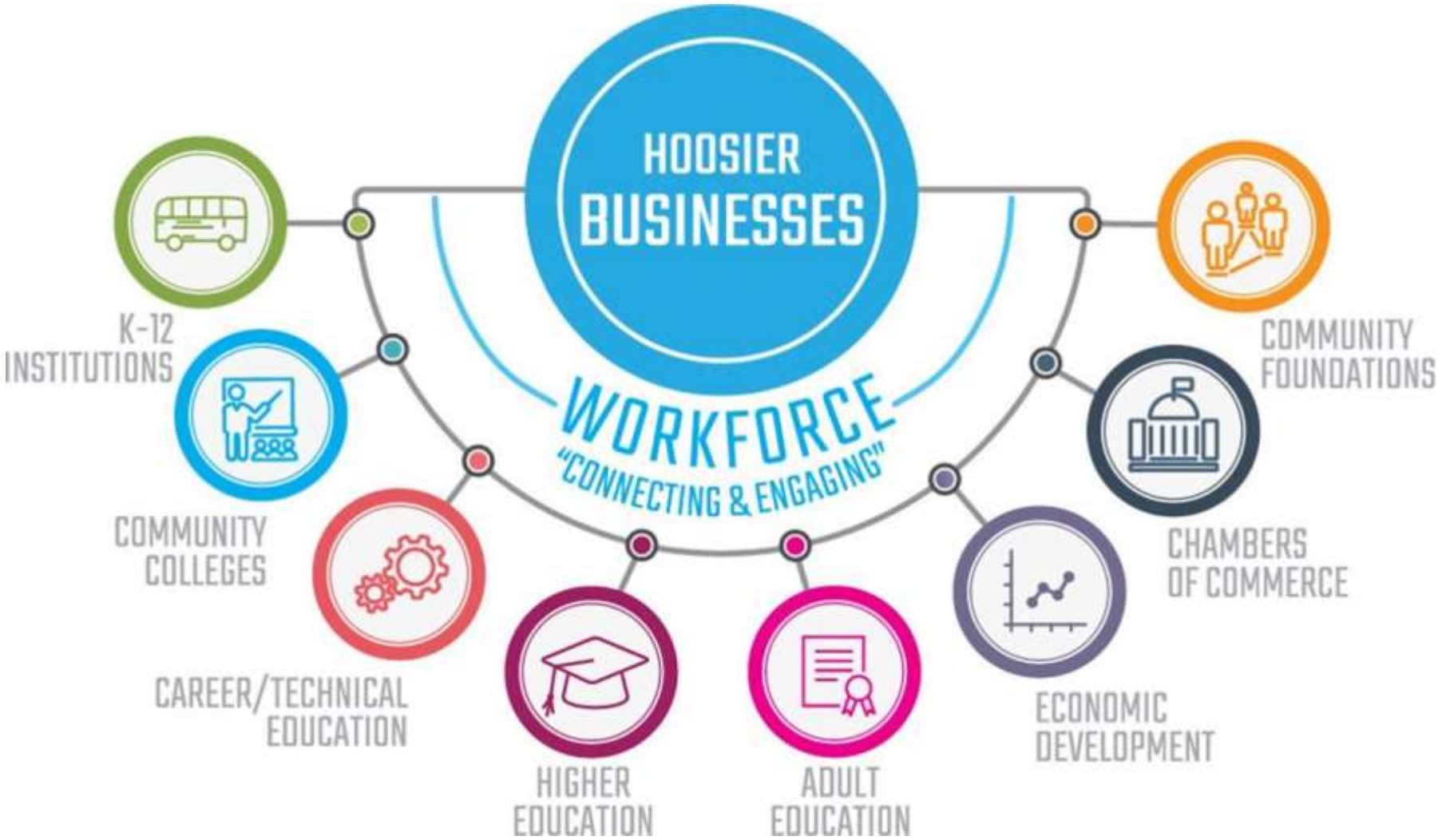
**Integrity** - We do the right thing, the right way.

**Continuous Improvement** - Ongoing effort to enhance our work and skills.



**DWD** INDIANA DEPARTMENT OF  
WORKFORCE  
DEVELOPMENT

# DWD's Business Services



# June Employment Data

Unemployment Rate

**3.8%**



May 2024 Indiana

**3.7%**



National Unemployment Rate

**4.1%**



LABOR FORCE PARTICIPATION RATE\*

16+: **62.4%**

25-44: 84.5%

25-54: 84.3%



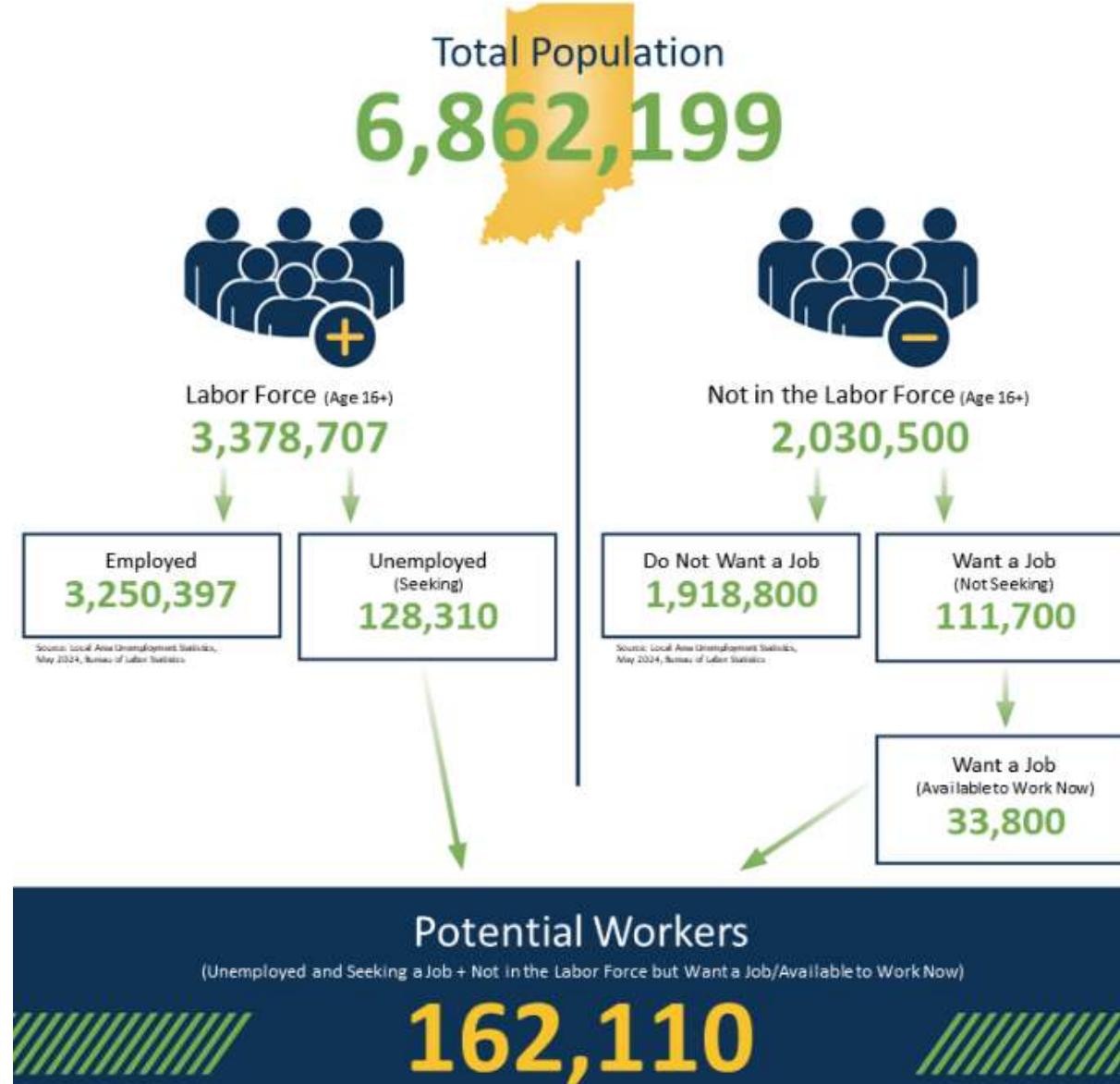
National Labor Force

**62.6%**





# June Employment Data



## Ready Mix Occupations?

- Cement Masons and Concrete Finishers: 47-2051.00
- Heavy and Tractor-Trailer Truck Drivers: 53-3032.00

# What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.

*The Atlantic*

**Forbes**

**Harvard  
Business  
Review**

*The  
New York  
Times*

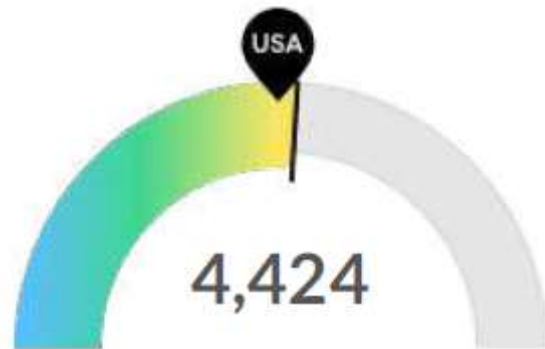
**WSJ**

**USA  
TODAY**

INDIANA  
**DWD**

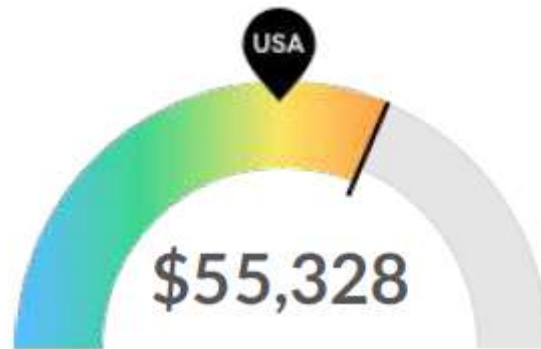
# Cement Masons and Concrete Finishers

## Light Hiring Competition Over an Average Supply of Regional Talent



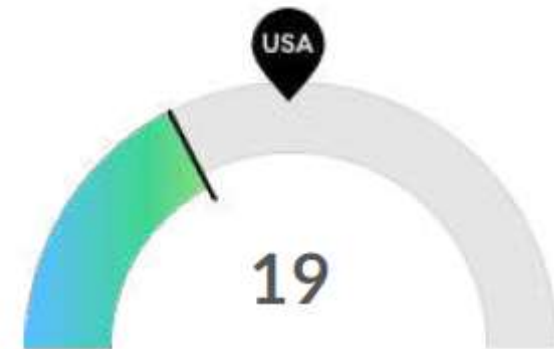
Supply (Jobs)

Indiana is about average for this kind of talent. The national average for an area this size is 4,178\* employees, while there are 4,424 here.



Compensation

The cost for talent is high in Indiana. The national median salary for Cement Masons and Concrete Finishers is \$50,710, while you'll pay \$55,328 here.

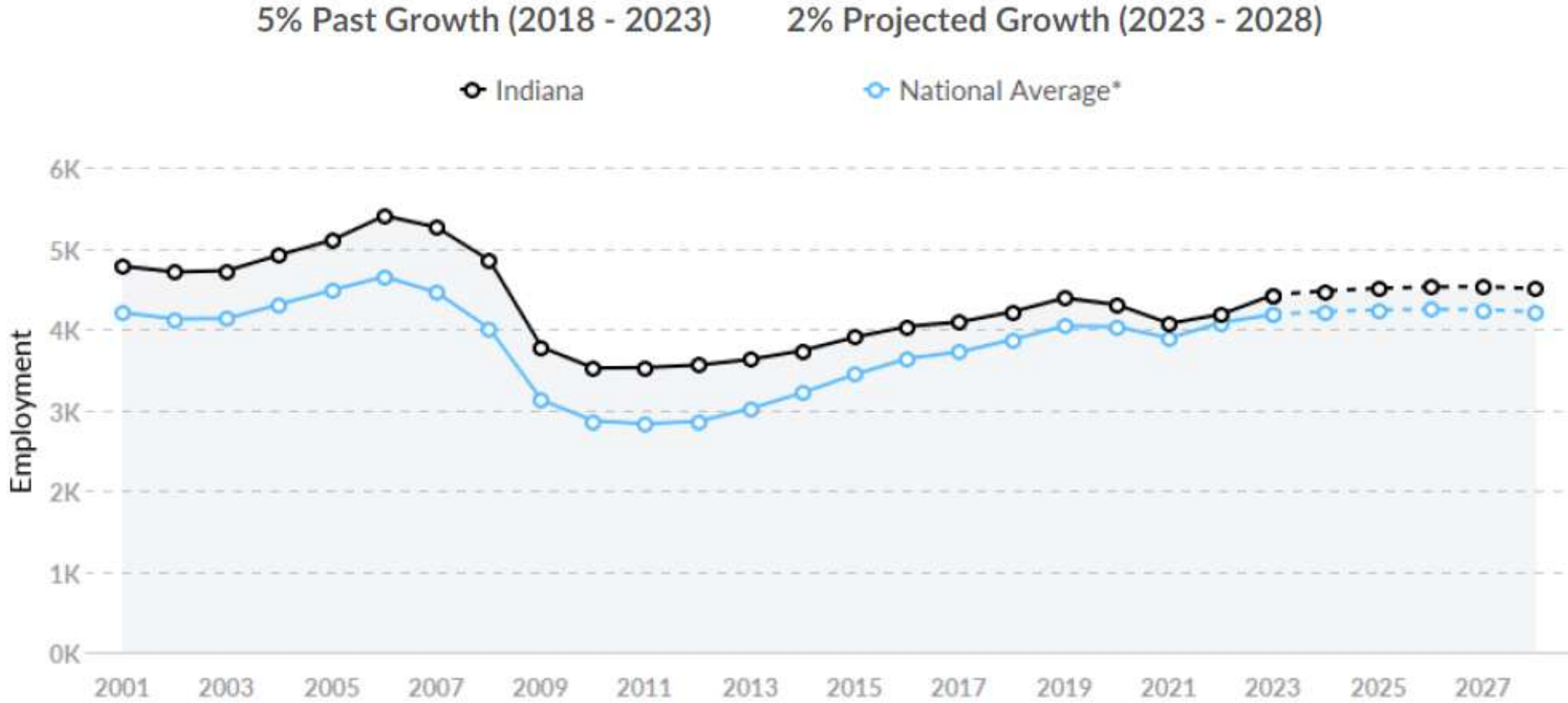


Demand (Job Postings)

Competition from online job postings is low in Indiana. The national average for an area this size is 30\* job postings/mo, while there are 19 here.



# Cement Masons and Concrete Finishers



# Cement Masons and Concrete Finishers

Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Valid Driver's License	✘	54	+7.5%	Stable
Power Tool Operation	✘	38	+7.4%	Stable
Construction	✘	25	+10.5%	Growing
Concrete Finishing	✘	21	-7.9%	Lagging
Rebar	✘	18	+4.0%	Lagging
Concrete Forming	✘	17	+5.2%	Stable
Concrete Pouring	✘	14	+0.7%	Lagging
Expansion Joint	✔	6	+7.6%	Stable

# Cement Masons and Concrete Finishers

## Demand



### 114 Employers Competing

All employers in the region who posted for this job over the last 12 months.



### 225 Unique Job Postings

The number of unique postings for this job over the last 12 months.

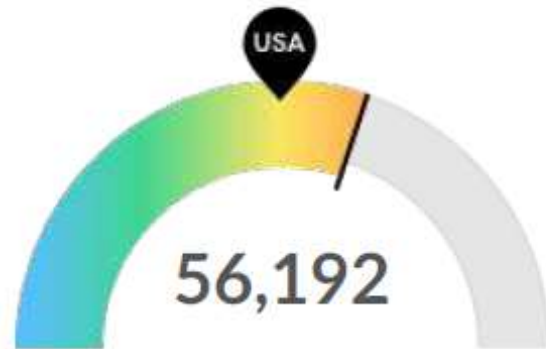


### 25 Day Median Duration

Posting duration is 1 day longer than what's typical in the region.

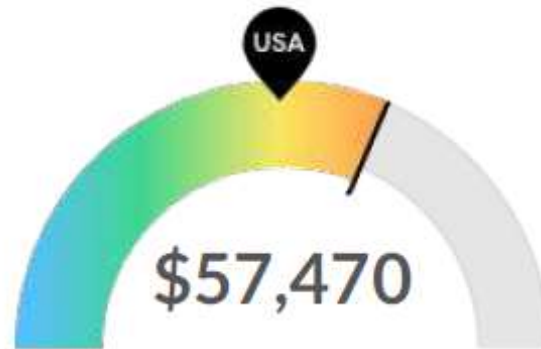
# Heavy and Tractor-Trailer Truck Drivers

## Aggressive Hiring Competition Over a Deep Supply of Regional Talent



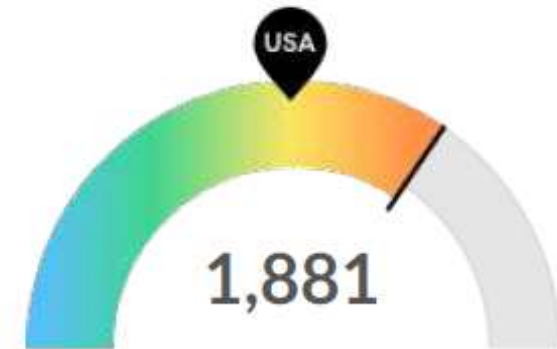
Supply (Jobs)

Indiana is a hotspot for this kind of talent. The national average for an area this size is 42,140\* employees, while there are 56,192 here.



Compensation

The cost for talent is high in Indiana. The national median salary for Heavy and Tractor-Trailer Truck Drivers is \$54,330, while you'll pay \$57,470 here.



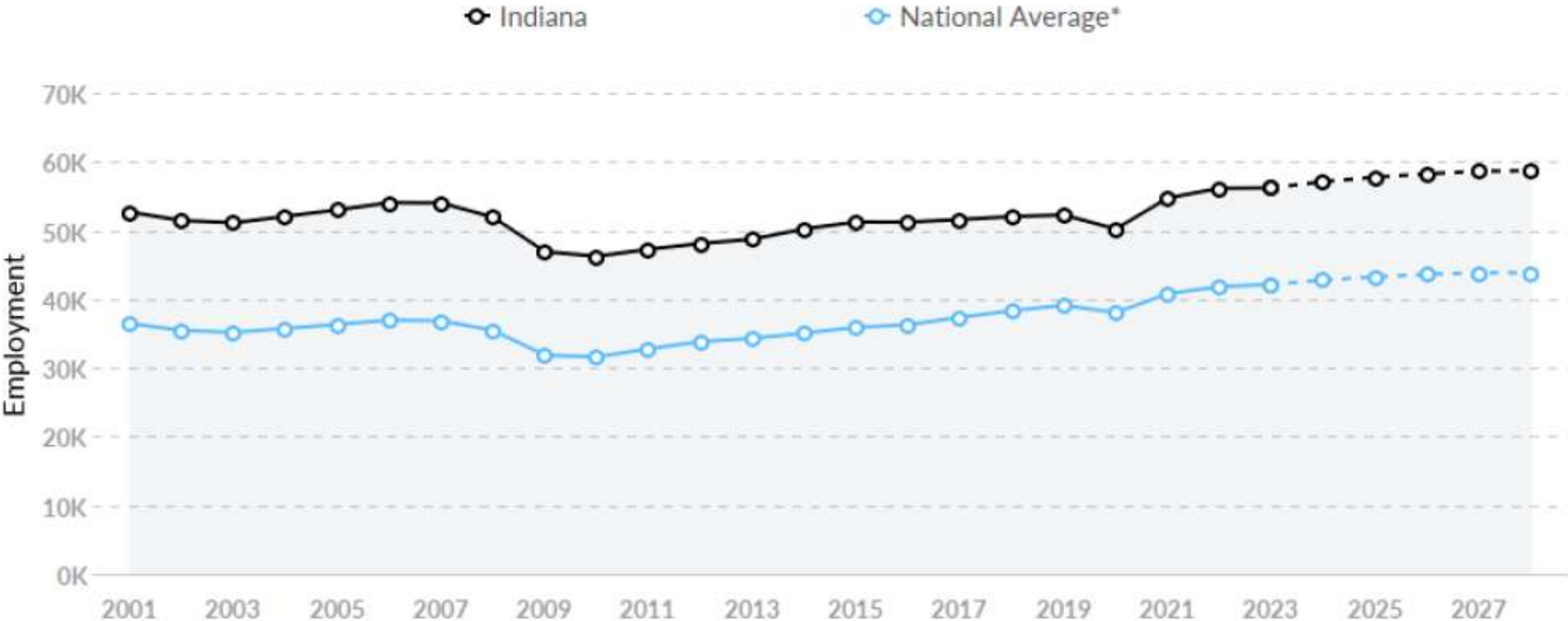
Demand (Job Postings)

Competition from online job postings is high in Indiana. The national average for an area this size is 1,110\* job posting/mo, while there is 1,881 here.

# Heavy and Tractor-Trailer Truck Drivers

8% Past Growth (2018 - 2023)

4% Projected Growth (2023 - 2028)





# Heavy and Tractor-Trailer Truck Drivers

Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Dry Van Truck Operation	✓	1,536	+7.5%	Stable
Over-The-Road Driving	✓	1,162	-4.9%	Lagging
Refrigerated Trucking	✓	1,028	-0.7%	Lagging
Commercial Driving	✓	912	-4.5%	Lagging
Tanker Endorsement	✗	818	+10.6%	Growing
Vehicle Inspection	✗	721	+10.5%	Growing
Hazmat Endorsement	✗	712	+13.7%	Growing

# Heavy and Tractor-Trailer Truck Drivers

## Demand



**1,734 Employers Competing**

All employers in the region who posted for this job over the last 12 months.



**22,572 Unique Job Postings**

The number of unique postings for this job over the last 12 months.



**21 Day Median Duration**

Posting duration is 3 days shorter than what's typical in the region.

# Employer Training Grant

# Employer Training Grant: The Details

- Employers can be reimbursed up to \$5,000 for each new or current employee who is trained and retained for 6 months, up to \$50,000 per employer.
- New employees must receive a minimum wage of \$17 per hour. Existing employees must receive a minimum 3% wage increase upon training completion.
- Newly-trained employees must be retained for at least 6 months from the start of training.
- Employers can use training on DWD's eligible training provider list or third-party providers. Training must yield a Certificate or be Specialized Company Training.
- Training plan must outline occupational skills training of which is a minimum of 40 hours and aligns with an approved occupation within the targeted sectors.

## Employer Training Grant: The Details cont'd.

- Eligible employers must be registered with the Secretary of State for Indiana

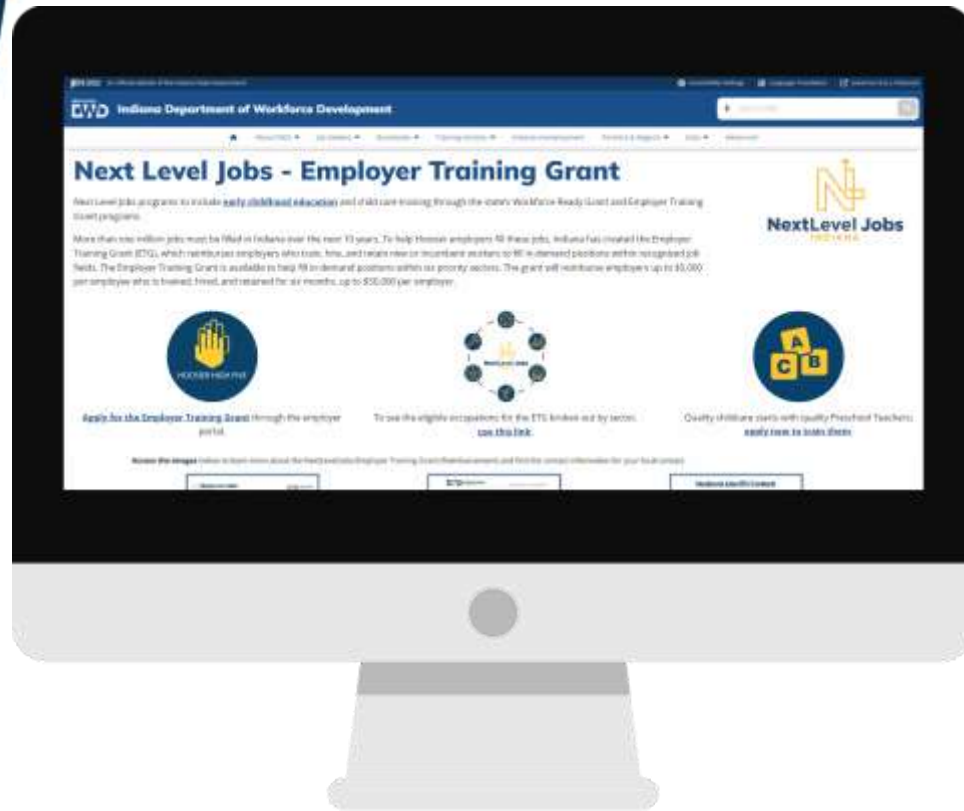
- Employers must retain a valid

**S**tate **U**nemployment **T**ax **A**ct number

- Employers with more than one location, may qualify for more than one grant with multiple

**F**ederal **E**mployer **I**dentification **N**umber





## ETG Interest Form Process:

- Click the “Access this link” button below the Hoosier High Five.
- Enter your company information.
- Fill out your contact information.
- Select topics on which you’d like more information.
- Check your email for details on next steps

# Get Started with the Business Services Portal

Click the **Next Level Jobs logo** to create your Access Indiana account. Access Indiana is a streamlined and simplified way for citizens and businesses to interact with state government. Access Indiana is a statewide effort to improve the user experience when accessing government services through creation of a portal where Hoosiers can access, link, and manage their online accounts for multiple state agencies.



Creating an Access Indiana Account



Creating an Interest Form



Accessing your Submitted Business Interest Form



Accessing Previously Submitted ETG Information - Creating a New Training Plan



Adding Trainees



Creating an Invoice



## Employer Reimbursement Process:

- The process for reimbursing employers for training costs will continue as it has in past years.
- The employer provides DWD with employee level data for reimbursement, including names of newly-trained employees, dates of the training, and dates of hire.
- DWD crosschecks the agency's database of wage records to verify wage gain prior to reimbursement to employer.



[Apply Now!](#)



**NextLevel Jobs**  
INDIANA

# GROW <sup>YOUR OWN</sup> TALENT

EMPOWERING EMPLOYERS TO CREATE TALENT

Building and growing talent, specific to your needs, can be done with no-cost resources from the Indiana Department of Workforce Development for:

- Implementing an apprenticeship program
- Work-based learning instruction
- Upgrading employee skills
- Employer Training Grants
- Overcoming language barriers



“We continue to put our money into our people because we know that’s our greatest asset.”



**Darin Hackman**  
VP of Construction  
*Custom Concrete*



# Questions?





# Indiana Office of Work- Based Learning and Apprenticeship

## Comprehensive Programs

# Work-Based Learning Initiative

## Governor's Next Level Agenda: *Pillar 2 – Workforce and Education*

### **DWD Agency Priorities:**

- Increase the labor force and labor force participation
- Strengthen regional WDB support
- Increase employer/business engagement

### **Workforce Operations Priorities:** Expansion of Work-Based Learning

- Goal: Engage employers with new talent pools and increase talent retention by expanding capacities around Work-Based Learning through targeted resources and tools

### **Office of Workforce Solutions and Engagement** – Integration and alignment of:

- Office of Work-Based Learning and Apprenticeship
- Employer Engagement (Business Services)
- Workforce Education and Training
- Serve Indiana (AmeriCorps)

# Comprehensive Programs

## Three Types

**RAP**

U.S. DOL  
REGISTERED  
APPRENTICESHIP

**PRE**

CERTIFIED  
PRE-  
APPRENTICESHIP

**SEAL**

STATE  
CERTIFIED



# Apprenticeship Misconceptions

## Apprenticeships are not:

- Union Jobs
- Construction
- Replacement for Training or College
- Unpaid
- New

## Apprenticeships are:

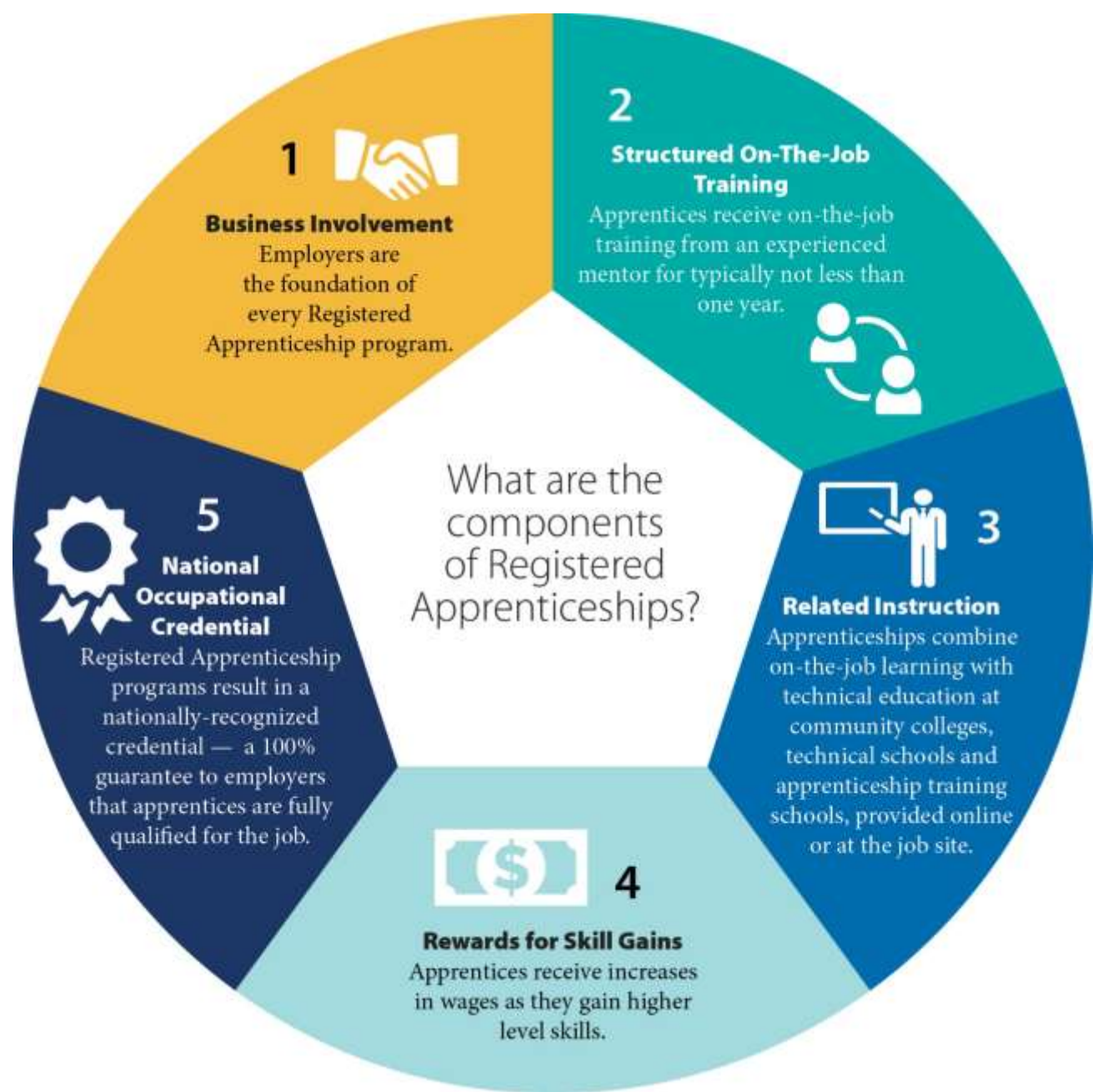
- Investment in the Workforce
- For 1300 Different Occupations
- Key to retention and recruitment
- Tried and True
- Purposeful
- Naturally Diversifies Workforce



# Programs Parts

## What is APPRENTICESHIP?

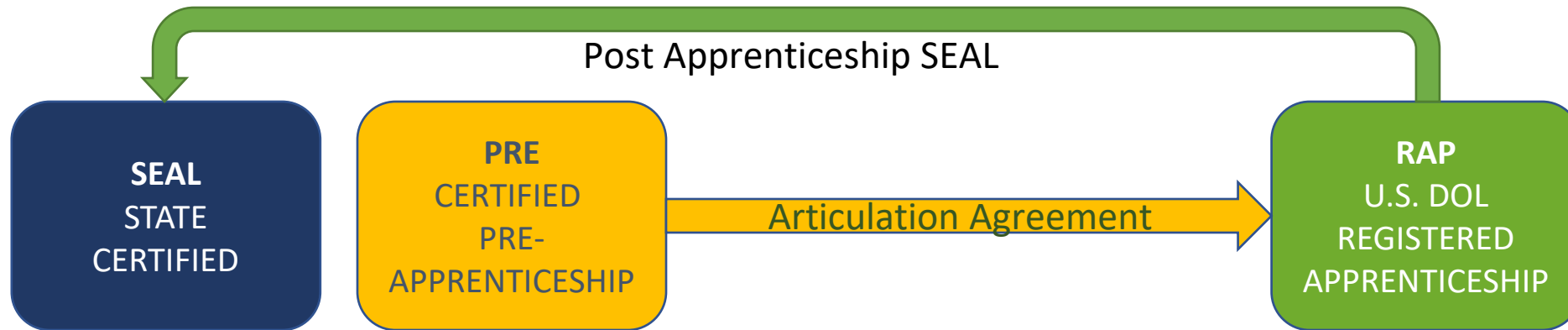
Apprenticeship is a talent development strategy that combines on- the-job learning, classroom learning, and mentorship to train individuals to be experts in their field. Apprentices often start an apprenticeship with little or no experience in their chosen occupation.



<b>WBL Standards</b>		<b>Registered Apprenticeship</b>	<b>Pre-Apprenticeship</b>	<b>State Earn and Learn</b>
<b>Paid Work Experience</b>	Participants are paid employees who work, learn, and enhance their skills while increasing their employer's productivity	<b>Average: \$20</b>	<b>Wages most coincide with RAP.</b>	<b>Ending wage (Minimum \$15) must be higher than starting.</b>
<b>On-the-Job Learning</b>	Develops skilled workers through structured learning in a work setting	<b>2,000 Hr. Min.</b>	<b>120+</b>	<b>200 Hr. Min.</b>
<b>Classroom Learning</b>	Improves job-related skills through education in a classroom setting with college credit typically available	<b>144 Hr./Yr. Min.</b>	<b>30-100 Hr.</b>	<b>40 Hr. Min.</b>
<b>Mentorship</b>	Provides participants with the support of a skilled worker to assist and enhance critical hands-on learning or a career coach/counselor for Pre-Apprenticeship	<b>Required</b>	<b>Required (Career Counseling)</b>	<b>Recommended</b>
<b>Credentials</b>	Offers a portable, nationally-recognized credential to be issued during or at the completion of the program	<b>Included In Program</b>	<b>Industry Certification + Articulation Agreement to Registered Apprenticeship</b>	<b>Certification chosen from Indiana Promoted Industry Certification List</b>
<b>Rewards for Skills Gains</b>	Apprentices receive progressive wage increases as their skills and knowledge increase	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Certified Registered</b>	All WBL programs must go through a review process in order to become certified	<b>Federally Registered</b>	<b>State Certified</b>	<b>State Certified</b>



# Comprehensive Programs



- Certified by State
- Less Data Entry
- More Flexible
- Less Funding

- Registered by DOL
- More Data Entry
- Better Recognized
- More Funding

# SEAL vs Apprenticeship vs Pre-Apprenticeship

## SEAL is right for:

- Employer not wanting federal involvement
- Training too short to be an apprenticeship
- OJT too short to be an apprenticeship
- Employer or Individual not ready for federal registration
- Post-Apprenticeship after an apprenticeship

## Pre-Apprenticeship is right for:

- Training too short to be an apprenticeship
- OJT too short to be an apprenticeship
- Employer wants to recruit from several sources

# Who can build a SEAL, PRE or RAP?

Groups that build programs are often referred to as “**INTERMEDIARY**”. Although anyone can build their own, we suggest the following groups.

- WorkOne
- Vincennes University
- Adult Education
- Ivy Tech
- US Dept. of Labor



# Who owns the SEAL, PRE or RAP?

Typically referred to as the “SPONSOR” this organization is responsible for tracking and program integrity. The following groups can all be program sponsors and own the program.

- Employer
- Education Provider
- Union
- Community Group
- WorkOne
- High School
- Non-Profit



# Sponsors or “The Work”

## Typical Sponsor Responsibilities

A program’s **sponsor** is the organization that is ultimately responsible for ensuring that the program is run properly and in accordance with their standards and DOL regulations.

Their responsibilities include (but aren’t limited to):

- **Maintain records in accordance with DOL regulations, including records documenting Apprentices’ progress through the program’s work process**
- **Proof of required wage increases**
- **Host DOL program audits**
- **Update and maintain program standards and appendices**
- **Register and report apprentices in RAPIDS (DOL online tracking system)**

# RAP/SEAL Benefits

## For Business

- Recruitment
- Retention through a culture of professionalism and continuous development that provides economic mobility
- Sustainable pipeline of highly-skilled talent with the education, skills, and certifications that employers value
- Reduction of net cost for training and production

## For Communities

- Alignment of Industry and Education
- Sustainable employment for both the unemployed and underemployed
- RAPs have a credential, measurable skill gain, and wage increases
- Creates long-term and strategic partnerships with employers
- Allows for more proactive workforce solutions

## For Individuals

- Guaranteed Wages (earn while you learn)
- Professional training with multiple pathways
- Credential attainment with little or no cost
- Build Comfort and Confidence



# Employer ROI

## Employer Benefits from Apprenticeship

**Skilled Workforce** – Pipeline of skilled employees, better matching of employee skills & character with employer needs, development of future managers

**Improved Profitability** – Lower recruiting costs, pipeline of skilled employees

### Improved Retention

Percentage of apprentices who retain employment after apprenticeship completion – **93%**

For businesses, turnover costs (estimated at \$25,000 when a worker quits within the first year to over \$78,000 after five years) can be averted or delayed by ensuring that workers have upskilling opportunities.

**Customized Training** – Create flexible training options that ensure worker develop the right skills for your organization.

**Diversity** – Establishing a RAP helps employers diversify talent pipelines and hire the top talent.

**Funding and Resources** – RAPs grant access to local, state and national networks of expertise and support.

**Nationally Recognized Credentials** –Nationally-accepted industry credentials only available through registered apprenticeship

<https://www.apprenticeship.gov/>



# Indiana Office of Work- Based Learning and Apprenticeship

## Pre-Apprenticeship or PRAP

# Pre-Apprenticeship

•681.480 What is a [pre-apprenticeship](#) program?

•A [pre-apprenticeship](#) is a program designed to prepare individuals to enter and succeed in an apprenticeship program [registered](#) under the [Act](#) of August 16, 1937 (commonly known as the “[National Apprenticeship Act](#)”; [50 Stat. 664](#), chapter 663; [29 U.S.C. 50](#) et. seq.) (referred to in this part as a “registered apprenticeship” or “registered apprenticeship program”) and includes the following elements:

•**(a)** **Training** and curriculum that aligns with the skill needs of [employers](#) in the economy of the [State](#) or region involved;

•**(b)** Access to **educational and career counseling and other [supportive services](#)**, directly or indirectly;

•**(c)** **Hands-on, meaningful learning activities** that are connected to education and training activities, such as exploring career options, and understanding how the skills acquired through coursework can be applied toward a future career;

•**(d)** Opportunities to attain at least one **industry-recognized credential**; and

•**(e)** A partnership with one or more [registered apprenticeship](#) programs that assists in placing individuals who complete the [pre-apprenticeship](#) program in a [registered apprenticeship program](#).



# What is Certified Pre-Apprenticeship?

- ❖ Pre-apprenticeship is a comprehensive program designed to prepare individuals to enter and succeed in a Registered Apprenticeship program.
- ❖ A pre-apprenticeship program has a documented partnership with at least one Registered Apprenticeship program.
- ❖ Certified pre-apprenticeship programs contains the following elements to ensure a quality pre-apprenticeship program:
  - ❖ Designed in collaboration with U.S. DOL RAP sponsors;
  - ❖ Meaningful hands-on training that does not displace paid employees;
  - ❖ Articulation agreement with a U.S. DOL RAP;
  - ❖ Sustainability through partnerships; and
  - ❖ Access to appropriate supportive services.

# Certified Pre-Apprenticeship by Type

Quality pre-apprenticeship programs play a valuable role in preparing eligible entry-level workers for Registered Apprenticeship careers. At the same time, a Pre-RAP contributes to the development of a diverse and skilled workforce.

Type of WBL	(a) Training	(b) Mentoring/Counseling	(c) OJT	(d) Certification	(e) Articulation
<b>Facilitated Entry</b>  *Typically found in K12 or youth setting	40-100+ Hours In Partnership with RAP Sponsor	Provided by high school counselor or WBL Coordinator, Adult Education, Employer, Training Provider, WorkOne or Program Sponsor	<b>120+</b> Hour Simulation, Lab, Paid Work or Volunteering  *Typically, a 1–2 year program	Certification on Graduation Equivalent List	Facilitated Entry/Articulation Agreement into a US DOL RAP
Type of WBL	(a) Training	(b) Mentoring/Counseling	(c) OJT	(d) Certification	(e) Articulation
<b>Adult Education IET/WEI</b>	40-100 Hours	Provided by Adult Education, Employer or WorkOne	<b>30+</b> Hour Simulation, Lab, Paid Work or Volunteering	Certification on Indiana Promoted List	Facilitated Entry/Articulation Agreement into a US DOL RAP
Type of WBL	(a) Training	(b) Mentoring/Counseling	(c) OJT	(d) Certification	(e) Articulation
<b>Training Provider: Entry Level Certification</b>	40-100 Hours	Provided by Adult Education, Employer, Training Provider, WorkOne or Program Sponsor	<b>30+</b> Hour Simulation, Lab, Paid Work or Volunteering	Certification on Indiana Promoted List	Facilitated Entry/Articulation Agreement into a US DOL RAP
Type of WBL	(a) Training	(b) Mentoring/Counseling	(c) OJT	(d) Certification	(e) Articulation
<b>Employer Provided</b>	40-100 Hours	Provided by Employer	<b>30+</b> Hour Simulation, Lab, Paid Work or Volunteering	Certification on Indiana Promoted List	Facilitated Entry/Articulation Agreement into a US DOL RAP



## Articulation Agreement

*Training Provider / Pre-Apprenticeship Program*

and

*Employer / Registered Apprenticeship Program*

Training Provider X, Pre-Apprenticeship Program Name, and Employer Y, Apprenticeship Program Name, (hereafter "Program") enter into this Articulation Agreement on Enter Date. Training Provider X and the Program will work together to provide postsecondary opportunities for participants with the Program.

### General Agreement

Up to 3 months advanced credit in the Program

### Articulated Pre-Apprenticeship Program EXAMPLE

- The parties agree that an Employer Application/Interview and up to three (3) months of apprenticeship credit (if hired) may be earned as follows with the Program, provided a participant:
  - Applies to the Program, meets apprenticeship eligibility criteria and is accepted into the Program;
  - Has earned a high school diploma or HSE or provides current enrollment in Adult Education for HSE with proven required attendance completed;
  - Has a 90% attendance or better, notwithstanding any special considerations, without precedence;
  - Enrolls and successfully completes all required coursework and testing opportunities for Pre-Apprenticeship Program.
  - Provides a Certificate of Completion of XX pre-apprenticeship program.

### Program Responsibilities

The Program shall be responsible for:

- Ensuring that all institutional policies apply to articulated credit courses (e.g., drop/add dates, student confidentiality, faculty/student relations, student identification for distance learning, etc.).
- Registering participant in articulated credit coursework and maintaining records, including outcomes
- Tuition and other fees for courses shall be outlined in writing and provide to each participant prior to enrollment.
- Providing Pre-Apprenticeship Training Provider an Employer Staff member, who will provide coordination of the following:
  - Assist with the arrangement of employer/program speaker;
  - Facilitate tours of Employer (RAP) facilities; and
  - Provide enrollment assistance.

### Training Provider Responsibilities

*Training Provider X* shall be responsible for:

- Promoting articulated credit opportunities among qualified participants and training facilities
- Scheduling at least one classroom visit per year with a representative of the apprenticeship program.

PARTICIPANTS NAME: \_\_\_\_\_

By signing below, I am certifying that the listed participant has met all of the knowledge and skill competencies listed within the course curriculum for the above listed pre-apprenticeship program.

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Date: \_\_\_\_\_

### Duration of Review

This Articulation Agreement shall be effective from the date of affixing signatures and is subject to annual review by all parties of signature. Any changes must be written and reflected in a new agreement. If no changes are indicated by the annual review, continuance of this Agreement will remain in effect until terminated. Either party may terminate this agreement immediately for cause or may terminate without cause on 90 days written notice. In the event this agreement is terminated, students who are impacted shall have the opportunity to obtain credit according to the terms herein.

In testimony thereof, witness the duly authorized signatures of the parties hereto:

*Training Facility Pre-Apprenticeship Program*

\_\_\_\_\_  
Print Name and Title

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Name and Title

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

*Employer X, ABC Registered Apprenticeship Program*

\_\_\_\_\_  
Employer X Representative

\_\_\_\_\_  
Date



# Certifying Your Pre-Apprenticeship Program

Looking to *Create* a new program and/or Certify your *Existing* one?  
Your application process starts **HERE!**



Whether you are a training provider or a business looking to upskill your employees, you can use this site to access various resources and services. You can also learn more about the programs that connect Hoosiers and employers through apprenticeships and earn-and-learn opportunities.

If you are facing a discontinuation of operations, you can find assistance to ease the transition. Visit the pages of each DWD service below to learn more about how they can support your business.



## Workforce Ready Grants



Training Providers that are upskilling, can access invoices, add a new course, or become a training provider.

## Business Services



Connect with us for no-cost business services such as attracting and retaining top talent, strategic planning, training grants and grant management, and more. Local business services representatives are ready to serve you!

## Work-Based Learning & Apprenticeship



Connects Hoosiers and Employers by promoting and supporting Registered Apprenticeship, Certified State Earn and Learn (SEAL), and Certified Pre-Apprenticeship programs.

## Work Adjustment & Retraining Notifications



Businesses facing a discontinuation of operations and seeking no cost assistance resource services, aimed at assisting employers and employees through the transition of the event. (Submit WARN)



# Certified Pre-Apprenticeship



## Perry Central High School

### Construction Year 1



Building & Construction

#### Certifications

- \* OSHA 10
- \* NCCER Construction Level 1

#### Work-Based Learning

Employer Construction Sites  
Volunteer Projects

RI Hours: 260

OJL Hours: 100

Total Hours: 360

RI Provider: Ivy Tech CC

BCTI 100 Principles of Construction  
BCTI 101 Construction Trades  
BCTI 102 General Carpentry

### Construction Year 2

#### Certifications

NCCER Construction Level 2

#### Work-Based Learning

Employer Construction Sites  
Volunteer Projects

RI Hours: 120

OJL Hours: 480

Total Hours: 600

RI Provider: Ivy Tech CC

BCTI 103 Framing  
BCTI 104 Finishing

### Finish

#### Certifications

# of Certifications: 3

Transferable Credit Hours: Up to 27

Total RTI Hours: Up to 380

#### Work-Based Learning

Total OJL Hours: Up to 580

#### Registered Apprenticeship

Up to 6 Months Advanced Credit

ITCC Credits Transfer

Facilitated Entry

Program Completion

Up to 27 Transferable Credits to Ivy Tech CC's  
Technical Certificate in Construction

#### \* Grades 9 & 10

- \*\* Early Entrance Options
- Principle of Construction Technology (BCTI 100)
- Job Shadowing

#### \* Grades 9 & 10

- Construction Trades – General Carpentry (BCTI 101, 102)
- WBL – Construction Site



#### Grade 11

- Additional Dual Credits:
- Speech (COMM 101)
- Surveying (SURV 100 / 100L)

#### Grade 12

- Additional Dual Credits:
- Quant. Math (MATH 123)
- Honors Eng. 12 (ENG 101)





# Certified Pre-Apprenticeship

*Gary East Side Community Development Corporation*

## Related Instruction



Building &  
Construction

### Certifications

NCCER Core  
OSHA 10 Training

### Related Instruction:

NCCER: Construction, Plumbing &  
Electrical  
IKORCC Foundation

RI Hours: 90+

RTI provided by: GES-CDC

## On-The-Job Learning

### Work-Based Learning

Hands-On Experience:  
Construction Lab  
On-Site Training Opportunities

OJL Hours: 30+

Total Program Duration: 4 Months

## Construction

Certifications  
# of Certifications: 2

Total Hours of Work-Based Learning  
& Related Instruction:  
120+

Registered Apprenticeship  
Facilitated or Direct  
Entry

Program Completion

### Skills

- Hand & Power Tools
- Reading Measurements
- Jobsite Safety

### Skills

- Construction Math
- Material Handling
- Intro to Trades

### Skills

- Reading Construction Drawing
- Framing & Finishing

### Skills

- Electrical Introduction
- Plumbing Functions
- Flooring Introduction

### Skills

- Critical Thinking
- Communication
- Professionalism

# How Does Indiana Compare

State	Population	Labor Force	RA Programs	Apprentices	LF:Apprentices
California	39,237,836	19,332,305	860	79575	.41%
Texas	29,527,941	14,540,775	626	22089	.15%
Ohio	11,780,017	5,755,115	606	19522	.34%
Michigan	10,050,811	4,817,748	989	17689	.37%
New York	19,835,913	9,403,465	1146	17465	.19%
Indiana	6,805,985	3,347,757	900	19000+	.51%
Illinois	12,671,469	6,433,601	522	16611	.26%
Kentucky	4,509,394	2,048,528	352	4943	.24%

**#1**

Data as of Q2, 2022

# Pre-

# Apprenticeship

CTE/Dual Credit



Grant Funded



State Funded



Grant Funded



# RAP



On-The-Job-Training 4 Years

Ivy Tech AAS (60 Credit Hours)

\$18 – \$26

- P&I Grant \$1,500
- Next Level Jobs Grant \$2,000
- Employer Training Grant \$5,000
- Pell Grant Eligible
- Americore Eligible
- Employer

# Post Bachelors



Transfer to  
Organizational  
Leadership and Learning  
Construction  
Management Bachelors

- Employer Training Grant \$5,000
- Pell Grant Eligible
- Americore Eligible
- Rapid Response Funding 50%
- Employer 50%



\*Funding based on individual eligibility and program structure.

**Questions?**

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