

Topic/Category	Question	Answer
Grant Participation	How will participating in the grant benefit local companies?	Companies who participate in the grant will be supported in a multitude of ways. The grant offers a groups sponsored apprenticeship platform, employer reimbursement incentives to encourage participation and offset training costs, strategic support, streamlined recruitment, and assistance with obtaining instruction from our network of education providers.
Grant Participation	How does a company qualify to participate in grant reimbursement for apprenticeship programs?	Employer reimbursements are intended to incent manufacturers located in the 14-county Greater Oh-Penn region to participate. An employer could qualify for the reimbursement if the company is located in the 14-county area, and is participating in a newly developed apprenticeship program or the group sponsored apprenticeship platform.
Grant Participation	What is a new apprenticeship vs. an existing apprenticeship	<p>New Program: Any manufacturer that does not currently have an active registered apprenticeship program. Programs that have been inactive for more than five years are also considered new. If an existing program adds additional occupations, it is considered a new program. If a manufacturer moves from a standalone program to a group-sponsored program, it is considered a new program. Note: after one active year, new programs will be considered existing programs.</p> <p>Existing Program: Any manufacturer that currently has an active registered apprenticeship program in Ohio or Pennsylvania. Programs that have been inactive for less than five years are also considered existing.</p>
Grant Participation	How were the reimbursement amounts determined?	Reimbursement is based on an average of annual training-related expenses and uses staggered rates to encourage early participation, and reward those companies willing to work with project staff in the early stages of the grant period.
Grant Participation	When will companies be reimbursed?	Reimbursements will be distributed in two lump sums. The first will be released six months from the apprentice's registration date; the second will be released twelve months from the apprentice's registration date, assuming the apprentice is progressing according to plan.

Grant Participation	If a company changes its program from time-based to competency-based, would that count as a new program?	Yes.
Grant Participation	If an apprentice cancels his/her agreement with the company, does the company have to return their grant-funded reimbursement?	No. Because the employer reimbursement is distributed after an apprentice completes a portion of training, the company has already incurred those expenses and is not responsible for the apprentice's broken agreement.
Grant Participation	What is a Group Sponsored Model?	In this case, the Mahoning Valley Manufacturers Coalition (MVMC) is acting as the sponsor for the apprenticeship grant initiative. Manufacturers participating in the in group sponsorship will receive help with a number of administrative and reporting functions, as well as classroom training provider coordination. MVMC has already gone through the process of registering the apprenticeship program with the Ohio and Pennsylvania apprenticeship councils.
Group Sponsored Model	How can a company participate in the Group Sponsored Model?	The group sponsored model is a good option for smaller companies that plan to hire a few apprentices each year in the machinist occupation, and the company is comfortable making decisions by consensus with other manufacturers. If this is you, please contact J. Diane Karlin at dkarlin@tpma-inc.com .
Group Sponsored Model	What if an apprentice has documented previous work experience, training and/or education?	Apprentices under the group sponsored model can be awarded credit for on-the-job training and related instruction in accordance with Ohio and Pennsylvania regulations. Because the group sponsored model is competency based, participants can demonstrate proficiency and move through the program at their own pace, and are not required to complete a specific number of hours.
Group Sponsored Model	What will the probationary period be for new apprentices?	All applicants selected for apprenticeship will serve a probationary period of not less than 2,000 hours of OJL, or 25% of the stated minimum period in the case of competency based learning . It is important to remember that the probationary period for apprenticeship and the employer's probationary periods are not necessarily the same – the standards of apprenticeship do not supersede the participating company's policies or standard operating procedures.

Group Sponsored Model	How will competencies be verified as the apprentice moves along in the program?	Apprentices will complete NIMS (<i>add link to NIMS credentials</i>) assessments to demonstrate their mastery of the selected competencies.
Group Sponsored Model	Will there be different Standards of Apprenticeship for Ohio and Pennsylvania employers?	Yes. The Standards of Apprenticeship will be largely the same; however, there are some regulations in each state that require modifications of the document/agreement.
Group Sponsored Model	How will we work with the education providers to adapt curriculum to meet apprenticeship needs?	The project team has gathered feedback from participating employers about their training needs. We will share this with the education providers and work with them to provide a customized—and customizable—solution for the group sponsored model. Companies participating in the group sponsored model will be provided strategic support in developing related classroom instruction, and assistance with obtaining instruction from our network of education providers.
Registered Apprenticeship	What is a registered apprenticeship?	Registered Apprenticeship is a proven approach for preparing workers for jobs while meeting the needs of business for a highly-skilled workforce. It is an employer-driven, “learn while you earn” model that combines on-the-job training, provided by the employer that hires the apprentice, with job-related instruction in curricula tied to the attainment of national skills standards. The model also involves progressive increases in an apprentice’s skills and wages.
Registered Apprenticeship	What are the benefits of Registered Apprenticeship?	First and foremost, apprenticeship helps businesses develop highly-skilled employees. Apprenticeship programs also reduce turnover rates, increase productivity and lower the cost of recruitment. Additionally, apprenticeships can offer increased knowledge transfer, a safer work environment, and stable and reliable talent pipeline development.
Registered Apprenticeship	What are the basic program components of Registered Apprenticeship?	There are five basic components of all Registered Apprenticeship. These are: business involvement, structured on-the-job training, related classroom instruction, rewards for skill gains and awarding of a nationally-recognized credential.
Registered Apprenticeship	Can Registered Apprenticeship programs be used in both small and large workplaces?	Apprenticeship is a flexible training strategy that can be customized to meet the needs of every business- large or small.

Registered Apprenticeship	Can Registered Apprenticeship programs be used in both non-union and union workplaces?	Yes. Registered Apprenticeship is used widely across all industries. Sponsors of apprenticeship programs can include employers, labor organizations, and joint labor-management organizations.								
Registered Apprenticeship	What is a competency based apprenticeship? How is it different from a traditional, time-based apprenticeship?	<table border="1"> <thead> <tr> <th>Time-Based</th> <th>Competency-Based</th> <th>Hybrid</th> </tr> </thead> <tbody> <tr> <td>Apprentices complete a required number of hours in on-the-job training and related instruction</td> <td>Apprentices progress at their own pace—they demonstrate proficiency through assessments, but are not required to complete a specific number of hours.</td> <td>Apprentices complete OJT within a range of hours and successfully demonstrate proficiency in predetermined competencies.</td> </tr> </tbody> </table>	Time-Based	Competency-Based	Hybrid	Apprentices complete a required number of hours in on-the-job training and related instruction	Apprentices progress at their own pace—they demonstrate proficiency through assessments, but are not required to complete a specific number of hours.	Apprentices complete OJT within a range of hours and successfully demonstrate proficiency in predetermined competencies.		
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Registered Apprenticeship	What are the minimum qualifications for an individual interested in becoming an apprentice?	Each Registered Apprenticeship program sponsor identifies the minimum qualifications to apply for a program. The eligible starting age can be no less than 16 years of age; however, most programs require individuals to be at least 18 years of age.								
Registered Apprenticeship	Can more than one occupation be listed in the standards of apprenticeship?	Yes.								
Registered Apprenticeship	At what point does an incumbent worker become overqualified for an apprenticeship?	Apprenticeship is best suited for low- to mid-skilled individuals who need additional training and education to fully contribute to the company. It is not a good solution for experienced, high-skilled individuals who are looking for a wage increase or promotion without significant upskilling.								
Registered Apprenticeship	Is there a requirement for number of journeyworkers assigned to supervise an apprentice?	Both Pennsylvania and Ohio have apprentice to journeyworker (or mentor/expert) ratios. This depends on the occupation, but is typically close to 1:1 (one mentor/expert to one apprentice) in manufacturing.								
Registered Apprenticeship	Who can be considered a mentor for apprentices?	According to the United States Department of Labor, “Mentors are qualified personnel, who are experienced and proficient in their field.”								