“Introduction to Registered Apprenticeship” by Women in Apprenticeship: https://youtu.be/Q4GLw8BA23Q
<table>
<thead>
<tr>
<th>Core Components of Registered Apprenticeship</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employer Involvement Is Integral</strong></td>
</tr>
<tr>
<td>Employer is the foundation for the RA program and must be directly involved and provider of OJT</td>
</tr>
<tr>
<td><strong>Structured On-the-Job Training with Mentoring</strong></td>
</tr>
<tr>
<td>Minimum of 2,000 hours Structured and Supervised</td>
</tr>
<tr>
<td><strong>Related Training and Instruction</strong></td>
</tr>
<tr>
<td>144 hours recommended per year Parallel</td>
</tr>
<tr>
<td><strong>Rewards for Skill Gains</strong></td>
</tr>
<tr>
<td>Increases in skills brings about increases in earnings</td>
</tr>
<tr>
<td><strong>National Occupational Credential</strong></td>
</tr>
<tr>
<td>Nationally recognized credential showing job proficiency Sponsor certifies individual is fully competent for career</td>
</tr>
</tbody>
</table>
REGISTERED APPRENTICESHIP
MYTHS
MYTH:
Registered apprenticeship programs are impossible to get into

The only Apprenticeship programs that are impossible to get into are the ones you don't apply to.
MYTH:

Registered apprenticeship programs are only for unionized employers

50/50
### MYTH:

Registered apprenticeships are only available in the construction industry.

There are over 1000 apprenticeable occupations.
REGISTERED APPRENTICESHIP
DEFINITIONS
An individual approved by an apprenticeship committee and registered with the State of Oregon to learn a skilled trade under approved industry standards.
Journey Worker

A worker who has attained a level of skill, abilities and competencies recognized within an industry as having mastered the skills and competencies required for the occupation.
Known as the Joint Apprenticeship and Training Committees (JATC), this group is approved by the State Council to oversee the apprenticeship program. JATCs are made up of an equal number of employer and employee representatives,
A written agreement submitted by a local committee and approved by the Council, which sets forth a plan containing all terms and conditions for the qualification, employment and training of apprentices or trainees.
On-the-Job Training (OJT)

The portion of apprenticeship training that occurs on the job.
Related Training & Instruction (RTI)

The portion of apprenticeship training that occurs in the classroom.
An employer registered with a local joint committee and Bureau of Labor and Industries to provide on-the-job training to apprentices according to standards.
The Division of the Bureau of Labor and Industries that oversees the Registered Apprenticeship System and provides technical assistance to apprenticeship programs.
REGISTERED APPRENTICESHIP MODELS
TRADITIONAL REGISTERED APPRENTICESHIP MODEL

Related Training and Instruction

Structured OJT with Mentoring

2,000 hours

Reward Skill Gains

Credential Issued by BOLI
Related Training and Instruction

Related Training and Instruction

Related Training and Instruction

Structured OJT with Mentoring

Reward Skill Gains

Reward Skill Gains

Reward Skill Gains

2,000 hours

2,000 hours

2,000 hours

Credential

Credential

Credential

Credential Issued by BOLI

COMPETENCY BASED REGISTERED APPRENTICESHIP MODEL
FRONT – LOADED REGISTERED APPRENTICESHIP MODEL

- Initial Period: 2,000 hours
  - Related Training and Instruction
  - Structured OJT with Mentoring

- 2nd Period: 2,000 hours
  - Reward Skill Gains
  - Structured OJT with Mentoring

- 3rd Period
  - Credential Issued by BOLI

OREGON APPRENTICESHIP
REGISTERED APPRENTICESHIP PATHWAY EXAMPLE
BECOME AN APPRENTICE

- High School Diploma or GED
- Math & Science Grades: C or better
- Reliable transportation
- Good Attitude & Work Ethic
- 18 years of age or older

Research Different Programs & Trades

Decide on a trade, locate a program, and contact them for requirements

- Yes
  - Do you need help meeting qualifications?
  - Yes
    - Locate a pre-apprenticeship program or contact a local WorkSource Center for other training options
  - No
    - Take any required tests and complete application process

- Complete a training program, build credentials, and build experience

Ready to Apply?

Become an apprentice!
<table>
<thead>
<tr>
<th>MA#</th>
<th>Committee</th>
<th>Occupation</th>
<th>Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>1038</td>
<td>Area 1 Plumbers JATC</td>
<td>Plumber</td>
<td>Area 1</td>
</tr>
</tbody>
</table>
Area 1 Plumbers JATC
1500 SW Boone’s Ferry Road Suite 3-3
Lake Oswego, OR 97035
www.areajcartc.com

MA #1003
June 7, 2023

PLUMBER APPRENTICESHIP OPPORTUNITIES

PUBLIC NOTICE INFORMATION SHEET
This is a notice to establish a pool of eligible, non to fulfill immediate job openings.

Applications will be accepted for the following trade:

PLUMBER
Non-Union

MINIMUM QUALIFICATIONS:
1. High school graduation or a general education development (GED) certificate.
2. Completion of one year of high school algebra or equivalent post high school algebra course(s) with a passing grade. (a "C" or better for graded classes or "Pass" for non-graded classes).
3. Must be eighteen (18) years of age or older. (Present proof of age with application.)

APPLY IN PERSON:
1500 SW Boone's Ferry Road, Suite 8-3
Lake Oswego, OR 97035
103-076-0956
Website: www.areajcartc.com

OPENING TIME:
10 AM - 4PM Monday-Thursday (Closed Fridays and 12:30-3:30 pm)

OPENING DATES:
July 9-20, 2018

GEOGRAPHICAL AREA:
Multnomah, Washington, Clackamas, Columbia and northern half of Yamhill counties in Oregon

NOTE:
Applicants are encouraged to apply. Once the application is complete, applicants must submit an application form to the apprenticeship office. At the time of application, the applicant must furnish a copy of a Diploma/GED certificate.

RANKED SELECTION:
Applicants who meet the minimum qualifications will be ranked and selected based on documentation submitted by the applicant.

Working Conditions:
The work is done indoors and outdoors, in existing and newly constructed buildings, at all levels of complexity, and around noise, dust and mud. Plumbers often work in cramped areas and in awkward positions.

Wages:
Beginning apprentices start at 45% of the journeyman wage. Upon successful completion of required work weeks and on-the-job training, wages increase weekly. Although weekly wage rates will vary from week to week, the journeyman wage is achieved after 770 hours of on-the-job training.

Length of Apprenticeship:
This apprenticeship lasts four years. Apprentices must complete a minimum of 144 hours per year of related training and at least 7,700 hours of on-the-job training. Journey worker plumbers are required to hold a license. Upon completion of the program, apprentices are referred to the Oregon Building Codes Division for the licensing exam.

RANKING SYSTEM POINTS

Applicants will be placed in descending order in the RANKED POOL OF ELIGIBLES based on the numeric score they accrued based on the point evaluation system below. Points will not be given unless the applicant provides supporting documentation required (official transcripts, completion of service, honorable discharge documents, training experience etc.).

<table>
<thead>
<tr>
<th>Documented work experience with</th>
<th>Max</th>
<th>Min</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Area 1 Plumbing Training Agent</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>2) Registered Training Agent Plumbing Contractor</td>
<td>0.5</td>
<td>0</td>
</tr>
<tr>
<td>3) Plumbing Contractor Non-Training Agent</td>
<td>0.5</td>
<td>0</td>
</tr>
<tr>
<td>4) Construction related experience</td>
<td>0.5</td>
<td>0</td>
</tr>
<tr>
<td>5) Industry-related experience (supervised)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>6) Work experience related to plumbing</td>
<td>0.5</td>
<td>0</td>
</tr>
</tbody>
</table>

Total Hours: 7,700

WAGES:
The average journeyman plumber wage for the committee is $34.35 per hour effective February 1, 2018. A beginning apprentice earns 45% which is $15.40 per hour. Wages improve yearly. Wages increase as the apprentice gains on-the-job hours and classroom training.

PLEASE POST IN A CONSPICUOUS AREA
Area 1 Plumbers JATC will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy; and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a covered veteran. Area 1 Plumbers JATC will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, parts 59.

Job Description:
Plumbers assemble, install and repair pipes, fittings, medical gas systems and fixtures of heating, water and drainage systems, such as water, sewer, industrial, industrial, water heaters, hot water tanks, garage, garbage disposal units, dishwashers and water according to specifications and plumbing codes. They bend and work with the control of pipes, pipe connections and passages for pipes in walls and floors using ailer, pipe wrench and tube drills. They cut openings in walls and floors to accommodate pipe and pipe fittings, using hand tools and a threading machine. Plumbers also bend pipe using a pipe bending machine or by placing pipe over a block and bending it by hand, assemble and install valves, pipe fittings and pipe composed of various metals or pipe, vitrified clay, and asbestos, and use hand tools and power tools. Plumbers may work holding fixtures to structures.

Artist: Keith Ward

Applicants may require employees to:
To take a substance abuse test, demonstrate the ability to lift 50-100 pounds and have a valid driver’s license.

WORK PROCESSES:
A minimum of 7,700 hours of on-the-job training is required for completion of apprenticeship.

On-the-job Training Hours:
1. Sewage, sanitary and storm piping, disposal
2. Fixtures, waste and vent piping
3. Lancaster, mining and warehousing
4. Water, supply, sewage, mains, appurtenances
5. Fixtures, appliances, trim and supports
6. Gas piping, installation, repair
7. Miscellaneous plumbing and piping

Total Hours: 7,700

Copies of paperwork will not be made at this office. You must supply your own copies.

Education:
1. Courses that require written directions to complete projects
2. Drafting, blueprint reading, pattern making
3. Driver’s Education

Miscellaneous:
1. History experience with either a C or D position
2. History experience with either a D or E position
3. History experience with either a E or F position

*Pre-apprenticeship graduates. Graduates of pre-apprenticeship programs, with an emphasis on construction or the trades, jointly approved by the JATC and OSATC that has not been approved for direct entry into the plumber’s program.

YouthBuild is considered a benchmark program.

Women and minority candidates are encouraged to apply. Students with GI Bill benefits may use them in this program.
WELCOME TO AREA I PLUMBERS

Area I Plumbers Joint Apprenticeship & Training Committee (JATC) offers men and women the opportunity to learn and use plumbing skills that can develop into a lifetime career. Apprenticeship is a combination of classroom instruction and on-the-job training with journeyman plumbers that live and work right in your area.

Program Opening Announcement

Program Open July 9-24, 2018
See opening announcement for more information.

Click to Download Application - Print out and return to the Apprenticeship office with the required paperwork.

Frequently Asked Questions
COMMON APPRENTICESHIP COMMITTEE POINTS SYSTEM

POINTS = RANKING = RATING
Construction

Career Plan of Study

This plan of study should serve as a guide, along with other career planning materials, as you continue your career path. Courses listed within the plan are only recommended coursework and should be individualized and meet each learner's educational and career goals.

<table>
<thead>
<tr>
<th>9th Grade</th>
<th>10th Grade</th>
<th>11th Grade</th>
<th>12th Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Algebra I &amp; Geometry</td>
<td>Algebra II</td>
<td>Geometry or Algebra II</td>
<td>Geometry or Algebra II</td>
</tr>
<tr>
<td>Trigonometry or Statistics</td>
<td>Trigonometry or Statistics</td>
<td>Trigonometry or Statistics</td>
<td>Trigonometry or Statistics</td>
</tr>
<tr>
<td>English I</td>
<td>English II</td>
<td>English III</td>
<td>English IV</td>
</tr>
<tr>
<td>Physical Science or Biology</td>
<td>Biology or Chemistry</td>
<td>Chemistry, or Physics</td>
<td>Physics or Environmental Science</td>
</tr>
<tr>
<td>Earth Science</td>
<td>Social Studies</td>
<td>Social Studies</td>
<td>Social Studies</td>
</tr>
<tr>
<td>Spanish I, II, III</td>
<td>English IV</td>
<td>English IV</td>
<td>English IV</td>
</tr>
</tbody>
</table>

High School Electives

Refer to your high school planning guide for options.

<table>
<thead>
<tr>
<th>9th Grade</th>
<th>10th Grade</th>
<th>11th Grade</th>
<th>12th Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drafting and CAD</td>
<td>Architecture</td>
<td>Construction Technology</td>
<td>Construction Technology</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>Engineering Technology</td>
<td>Engineering Technology</td>
<td>Engineering Technology</td>
</tr>
<tr>
<td>Surveying</td>
<td>Surveying</td>
<td>Surveying</td>
<td>Surveying</td>
</tr>
<tr>
<td>Additional Electives</td>
<td>Additional Electives</td>
<td>Additional Electives</td>
<td>Additional Electives</td>
</tr>
</tbody>
</table>

Apprenticeship/On the Job Training

<table>
<thead>
<tr>
<th>Community College</th>
<th>College/University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction Trades</td>
<td>Construction Trades</td>
</tr>
<tr>
<td>Industrial Trades</td>
<td>Industrial Trades</td>
</tr>
<tr>
<td>Miscellaneous Trades</td>
<td>Miscellaneous Trades</td>
</tr>
<tr>
<td>Apprenticeship</td>
<td>Apprenticeship</td>
</tr>
<tr>
<td>On-the-job Training</td>
<td>On-the-job Training</td>
</tr>
<tr>
<td>Service Learning</td>
<td>Service Learning</td>
</tr>
<tr>
<td>Apprenticeship</td>
<td>Apprenticeship</td>
</tr>
</tbody>
</table>

Career Related Learning Standards:

- **Personal Management**: Exhibit appropriate work ethic and behaviors in school, community and/or workplace.
- **Problem-solving**: Apply decision-making and problem-solving techniques in school, community and/or workplace.
- **Communication**: Demonstrate effective communication skills to give and receive information in school, community and/or workplace.
- **Teamwork**: Demonstrate effective teamwork in school, community and/or workplace.
- **Employment**: Demonstrate academic, technical and organizational knowledge and skills required for successful employment.

Career Development: Demonstrate career development skills in planning for post-secondary school experiences.
### COMMON APPRENTICESHIP COMMITTEE POINTS SYSTEM

<table>
<thead>
<tr>
<th></th>
<th>Points</th>
<th>Maximum Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Diploma</td>
<td>5 pts.</td>
<td>5 Max. pts.</td>
</tr>
<tr>
<td>GED</td>
<td>4 pts.</td>
<td></td>
</tr>
<tr>
<td><strong>Advanced math:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Geometry, Trigonometry &amp; Calculus</td>
<td>2 pts. per Semester cr. or equivalent</td>
<td>16 Max. pts.</td>
</tr>
<tr>
<td><strong>Work Experience General</strong></td>
<td></td>
<td>25 Max. pts.</td>
</tr>
<tr>
<td>Per 1,000 hrs.</td>
<td>1 pt.</td>
<td></td>
</tr>
<tr>
<td>Occupation Related per 1,000 hrs.</td>
<td>5 pts.</td>
<td></td>
</tr>
</tbody>
</table>
**COMMON APPRENTICESHIP COMMITTEE POINTS SYSTEM**

<table>
<thead>
<tr>
<th>Military &amp; Other Experience</th>
<th>25 Max. pts.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Occupation Related</td>
<td>1 pt. / 1,000 hrs worked.</td>
</tr>
<tr>
<td>Occupation Related</td>
<td>5 pts. / 1,000 hrs. worked.</td>
</tr>
</tbody>
</table>

| AmeriCorp & Peace Corps    | |
| Occupation Related         | 5 pts per yr. |

<table>
<thead>
<tr>
<th>Classes Including:</th>
<th>24 Max. pts.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welding, Mechanical Drawing or related training directly related to plumbing</td>
<td>2 pts. per semester cr. Or equivalent</td>
</tr>
</tbody>
</table>
### COMMON APPRENTICESHIP COMMITTEE POINTS SYSTEM

<table>
<thead>
<tr>
<th>Valid Drivers License</th>
<th>5 pts.</th>
<th>5 Max. pts.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current First Aid Card / Current CPR Card</td>
<td>5 pts.</td>
<td>5 Max. pts.</td>
</tr>
</tbody>
</table>

**Combined Total Score 105 Max. Pts.**
• Quality pre-apprenticeship programs can play a valuable role in preparing qualified entry-level workers
• Requires workforce and education partners to address economic needs locally, nationally and internationally
• Adaptable program design to diversify the workforce
PRE-APPRENTICESHIP FRAMEWORK

- Approved training and curriculum
- Strategies/Support Services for Long-Term Success
  - Recruitment strategies
  - Educational and pre-vocational services
  - Placement Services
- Access to Appropriate Support Services
- Promote Greater use of Registered Apprenticeship
- Meaningful Hands-on-Training
- Facilitated Entry and/or Articulation

- Collaboration Benefits with Workforce System (WIOA):
  - Boost training: WIOA participants in pre-apprenticeship are counted as receiving training services
  - Promoting diversity: offers career pathways to adults and youth populations served by WIOA
  - Improving other WIOA performance indicators: retention rates and average earnings, degree/certificate attainment; and gains in literacy and numeracy skills for youth
EMPLOYERS & REGISTERED APPRENTICESHIP
WHY CHOOSE REGISTERED APPRENTICESHIP?

It creates a clear and structured way for employees to move from entry level to subject matter experts.
WHY CHOOSE REGISTERED APPRENTICESHIP?

It allows employers to hire for character and aptitude rather than hard to find qualifications.
WHY CHOOSE REGISTERED APPRENTICESHIP?

It is a proven training model supported by a larger system.
WHY CHOOSE REGISTERED APPRENTICESHIP?

It is built-in workforce and succession planning.
WHY CHOOSE REGISTERED APPRENTICESHIP?

It is a great way to recruit and retain underrepresented populations within your workforce.
REGIONAL APPRENTICESHIP EFFORTS

- NW Willamette JATC
- Oregon Manufacturing Innovation Center
- Apprenti in Lane County & Central Oregon
- Southwestern Oregon Medical Assistants
- Madden Apprenticeship Program
QUESTIONS?

Shaun Engstrom
Apprenticeship Program Liaison
503-931-5379
shaun.c.engstrom@oregon.gov

Gabby Nunley
Work-Based Learning & Apprenticeship Education Specialist
503-947-5660
gabby.nunley@ode.state.or.us
APPRENTICESHIP RESOURCES:

• Oregon Apprenticeship: http://oregonapprenticeship.org/

• Union Apprenticeship: https://sites.google.com/nietc.org/unionapprenticeships/home?authuser=0

This project was funded 100% by a 1.5 million dollar grant from the U.S. Department of Labor.

The Oregon Employment Department is an equal opportunity employer/program. Auxiliary aids and services, and alternate formats are available to individuals with disabilities and language services to individuals with limited English proficiency free of cost upon request. TTY/TDD – dial 7-1-1 toll free relay service. Access free online relay service at: www.sprintrelayonline.com