

2011 Program Report Card: Apprenticeship Program (Connecticut Department of Labor)

Quality of Life Result: Connecticut consumers/residents benefit from the safe and efficient work of trained and qualified tradesperson in their homes and businesses.

Contribution to the Result: The program provides on-the-job training and related instructions for apprentices that enables them to learn a trade while receiving a livable wage. The program provides sponsors/employers with dedicated and responsible apprentices who ultimately provide qualified tradespeople to the public.

Actual SFY 10 Total Program Expenditures: \$1,020,111

State Funding: \$500,000

Federal Funding: \$20,470 (Veterans Program)

Other Funding: \$499,641 (Fees)

Estimated SFY 11 Total Program Expenditures: \$1,011,918

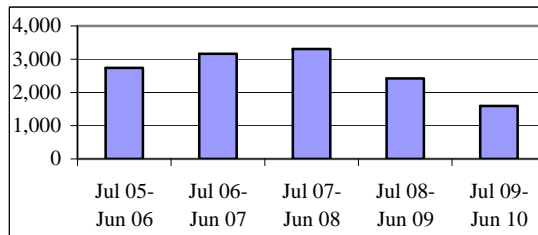
State Funding: \$500,000

Federal Funding: \$1,918

Other Funding: \$510,000

Partners: The Apprenticeship Program partners with a wide range of organizations including businesses, employer and industry associations, labor management organizations, Connecticut Department of Education, Connecticut Department of Consumer Protection, Department of Veteran Affairs, Board of Education and Services for the Blind, Connecticut Department of Social Services Bureau of Rehabilitation Services, Connecticut Department of Corrections, Connecticut Technical High School System, Connecticut public schools, post-secondary proprietary schools, state and local workforce development agencies and local community based organizations.

Performance Measure 1: New Apprentice Registrations

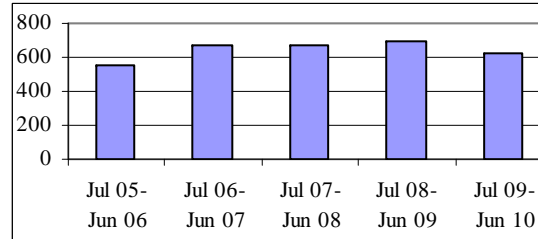


Jul 05-Jun 06	2,737
Jul 06-Jun 07	3,166
Jul 07-Jun 08	3,302
Jul 08-Jun 09	2,416
Jul 09-Jun 10	1,592

Story behind the baseline: The trade industries in Connecticut provide an on-the-job training program for individuals to achieve a credential for their trade. The credential is a requirement for employment in specific trades. The number of tradespersons coming through the Apprenticeship program is an indicator of current occupational demand and the willingness or necessity of businesses to participate in a training program.

Proposed Actions to Turn the Curve: To increase the participation levels, the Apprenticeship Unit staff will focus on outreach to industry employers and seek individuals for recruitment through various Labor Department activities such as career fairs, seminars etc. The Apprenticeship Unit staff seeks to reach a broader pool of employers to promote the business benefits of the program for operations of all sizes and market the financial advantages during times of economic uncertainty.

Performance Measure 2: Program Completions

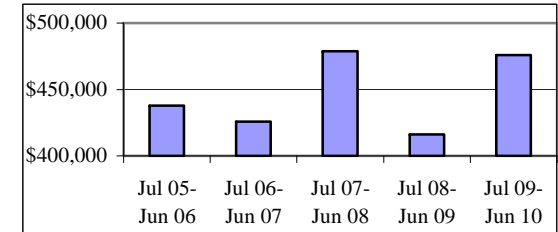


Jul 05-Jun 06	558
Jul 06-Jun 07	676
Jul 07-Jun 08	665
Jul 08-Jun 09	694
Jul 09-Jun 10	619

Story behind the baseline: In order to increase the number of individuals capable of performing skilled occupations, the apprenticeship program permits a worker to receive paid on-the-job training and related instruction during which workers learn the practical and theoretical aspects of that trade or business. The apprentices while learning a trade are also taught safety measures that will ensure their own well-being and those of their customers. The apprentice is compensated according to a set competitive wage progression chart while learning a skilled trade.

Proposed Actions to Turn the Curve: Continually work with our partners, sponsors/employers and the education system to ensure that the program and credential procedures meet the current required elements and ensure that the wage progression continues to reflect the economic realities.

Performance Measure 3: Fees Collected



Jul 05-Jun 06	\$437,950
Jul 06-Jun 07	\$425,665
Jul 07-Jun 08	\$478,910
Jul 08-Jun 09	\$416,050
Jul 09-Jun 10	\$475,995

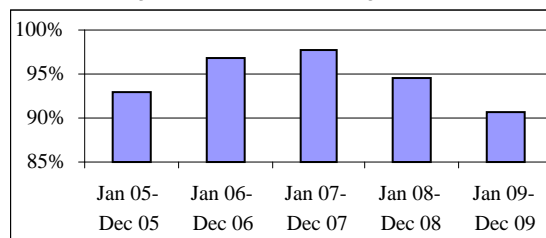
Story behind the baseline: Public Act 03-207, now codified at Section 31-22r of the Connecticut General Statutes, provided for a fee-for-service process. This process was put into effect and has enabled the Apprenticeship Program to streamline its process, support the work of the program and add funds to the State General Fund. In 2009, all registration fees associated with the Apprenticeship Program were doubled and 50% of the fees collected will now go to the General Fund.

Proposed Actions to Turn the Curve: Combining recruitment and outreach efforts along with monitoring the fee structure to balance the demand for Apprenticeship programs with the costs associated with registering apprentices to maximize the fees collected.

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Performance Measure 4: Entered Employment Rate (Earnings in quarter after program completion)

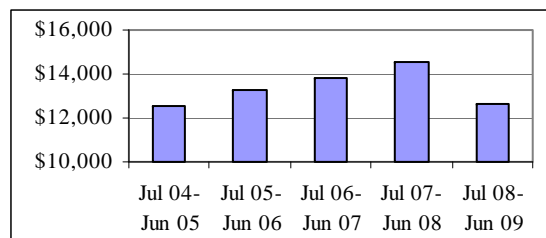


Jan 05-Dec 05	93.1%
Jan 06-Dec 06	96.9%
Jan 07-Dec 07	97.7%
Jan 08-Dec 08	94.5%
Jan 09-Dec 09	90.6%

Story behind the baseline: Since Apprenticeship programs pair employers with employees, generally there is a high degree of employment upon completion of the program. The entered employment rate is a gauge of successful outcome and quality of life as a result of completing the program. The entered employment rate has been declining during the recessionary period; typically, the rate of employment is 95% in the quarter after program completion.

Proposed Actions to turn the curve: A solid education program leading to a meaningful certificate will continue to be strongly related to post-program employment. However, with the current economic climate, the manufacturing and construction industry tax credits for apprentice completions should encourage continuation of a high level of post program employment.

Performance Measure 5: Pre/Post Earnings Gain

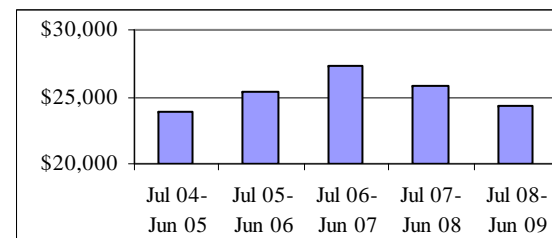


Jul 04-Jun 05	\$12,577
Jul 05-Jun 06	\$13,258
Jul 06-Jun 07	\$13,841
Jul 07-Jun 08	\$14,528
Jul 08-Jun 09	\$12,616

Story behind the baseline: Pre/Post Earnings is the dollar difference between 6 months of earnings prior to program entry compared to 6 months of earnings after program completion. The Apprentice Program provides certification that employees are knowledgeable in their trade; the expertise and experience learned in the program provide a platform for an increased standard of living. The Pre/Post Earnings gap is much closer than in recent years, however, the 6 month difference of \$12,616 equates to a \$25,000 increase in annual earnings.

Proposed Actions to turn the curve: Ensure that the established wage progression levels created increase at intervals commensurate with the growth of knowledge and experience obtained.

Performance Measure 6: 6 Months Earnings



Jul 04-Jun 05	\$23,938
Jul 05-Jun 06	\$25,380
Jul 06-Jun 07	\$27,239
Jul 07-Jun 08	\$25,840
Jul 08-Jun 09	\$24,360

Story behind the baseline: While the Entered Employment Rate and the Wage Gain measures are important indicators of a successful program and a quality of life result, the overall earnings are key to evaluating a financial quality of life result. In general, completers of the Apprenticeship Program have averaged earnings of roughly \$25,000 over a 6-month period (annualized earnings of \$50,000 per year).

Proposed Actions to turn the curve: Staff will ensure that the standards for credentialing are commensurate with knowledge and training required to justify the appropriate compensation and are based on economic realities.