

Michigan Apprenticeship Readiness Certificate (MARC)

November 9, 2022

Michigan Department of Labor & Economic Opportunity
Workforce Development



MARC Requirements

- Ensure a properly prepared pipeline of individuals for RAPs
- Confirm jobseekers have achieved defined competencies and skills in a program based on DOLs quality pre-apprenticeship elements (TEN 13-12).
- Developed regionally for high-demand, high-skill occupations
- Take a “least common denominator” approach when similar knowledge/skills are foundational for several regional occupations.
- Issued jointly by regional RAP employers/labor partners and educators providing the RTI for the program.

TRAINING AND EMPLOYMENT NOTICE (TEN) 13-12

Defining a Quality Pre-Apprenticeship Program and Related Tools and Resources

PURPOSE:

To inform the public workforce system about the pre-apprenticeship program definition and quality framework, as well as promote tools and materials to improve the consistency and quality of pre-apprenticeship programs.

<https://www.dol.gov/agencies/eta/advisories/training-and-employment-notice-no-13-12>

TRAINING AND EMPLOYMENT NOTICE (TEN) 13-12

Pre-Apprenticeship Definition and Quality Framework

ELEMENTS:

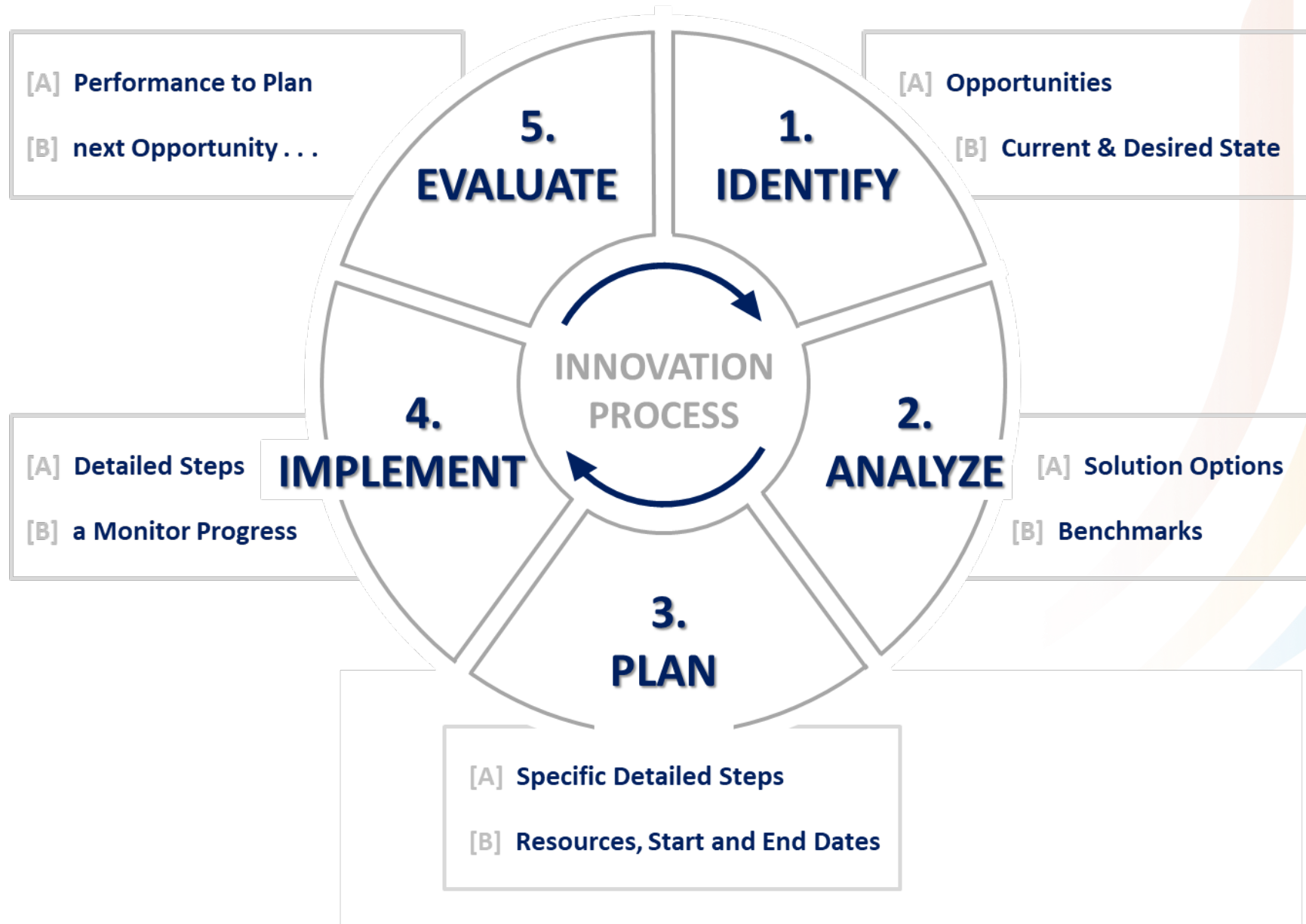
- Approved Training and Curriculum
- Strategies for Long-Term Success
- Access to Appropriate Support Services
- Promotes Greater Use of Registered Apprenticeship to Increase Future Opportunities
- Meaningful Hands-on Training that does not Displace Paid Employees
- Facilitated Entry and/or Articulation



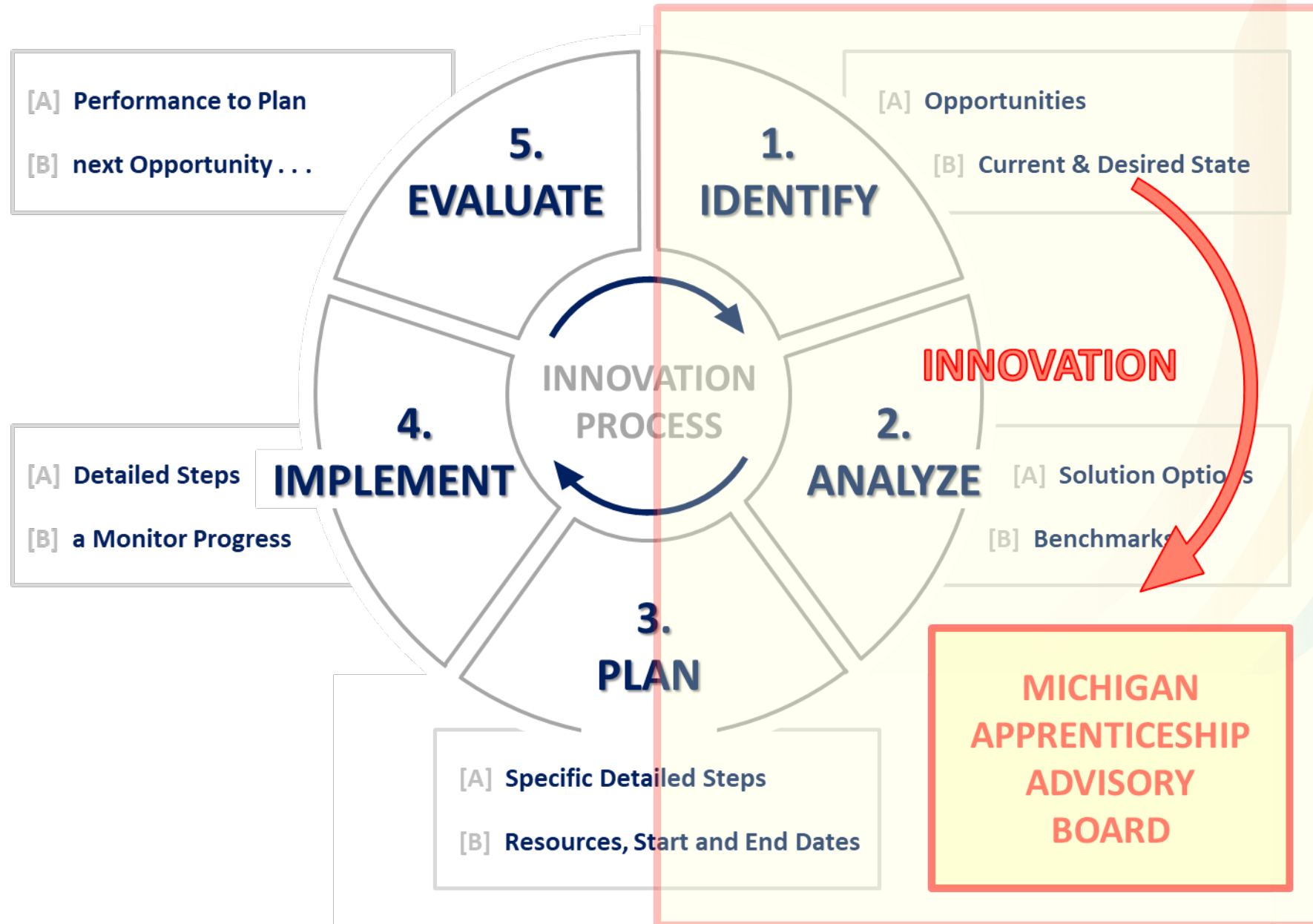
Making Our MARC

- Michigan Apprenticeship Advisory Board (MAAB)
 - <https://www.michigan.gov/leo/boards-comms-councils/reg-apprenticeship-advisory-board>
- Michigan Apprenticeship Readiness Certificate (MARC) Subcommittee
 - MAAB members and subject matter experts
- Innovation Process Model

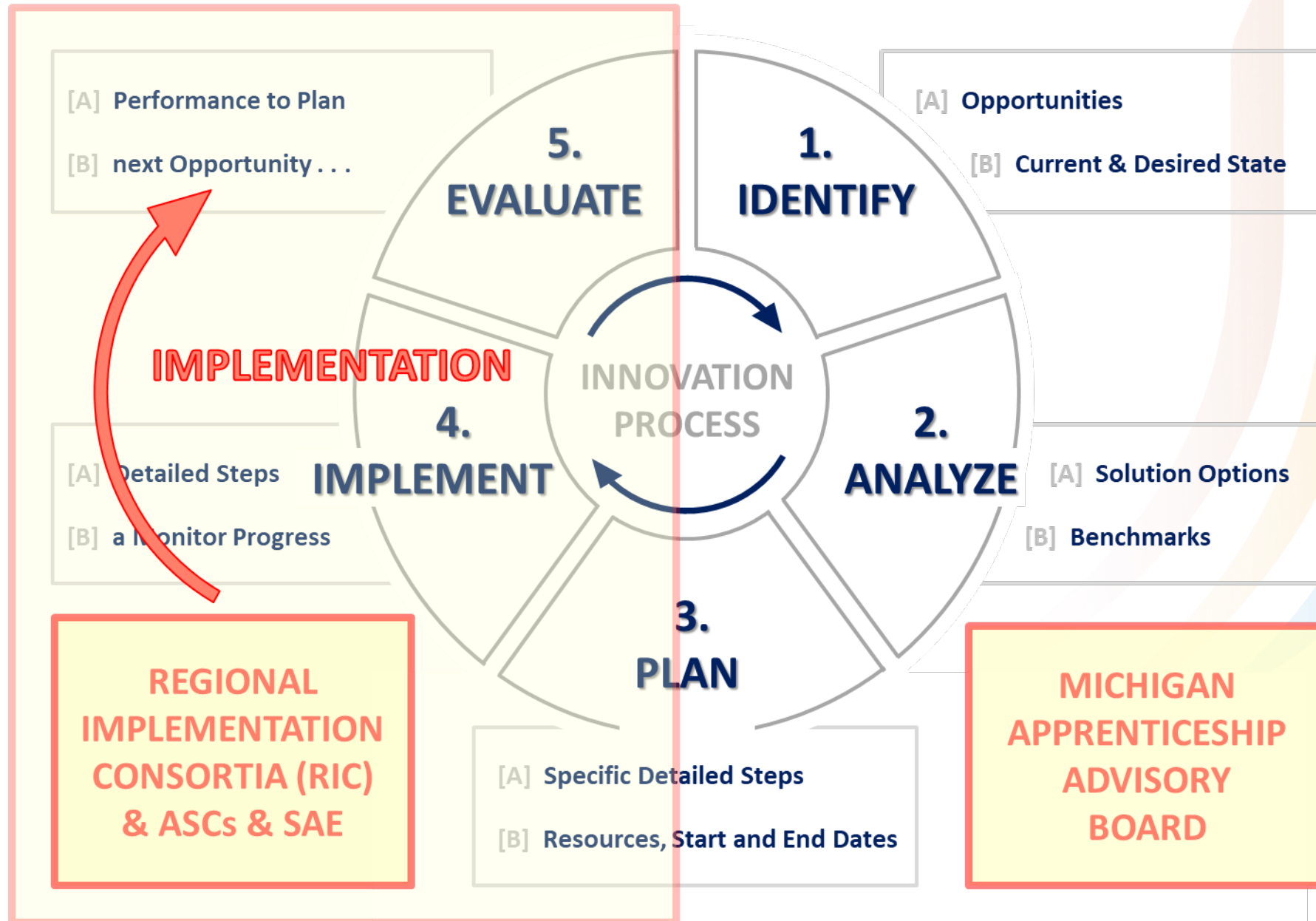
5 STEP INNOVATION PROCESS MODEL



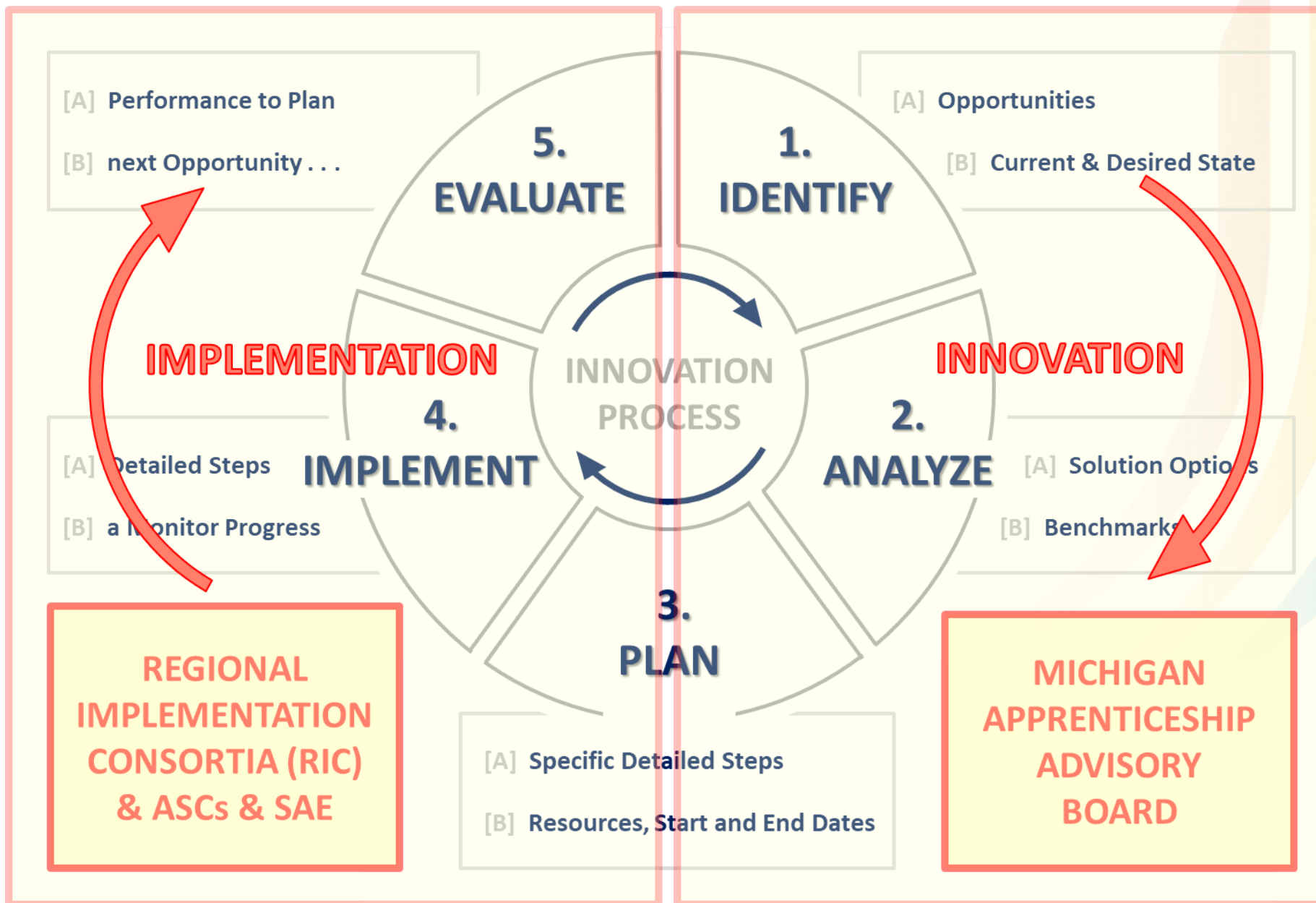
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5 STEP INNOVATION PROCESS MODEL



Introducing the MARC

The Michigan Apprenticeship Readiness Certificate (MARC) is an innovative, multi-level certificate model intended to confirm readiness for U.S. Department of Labor (USDOL) Registered Apprenticeship Program (RAP) occupations in multiple industries.

By definition, the MARC can serve as an industry recognized credential to meet Workforce and Innovation Act (WIOA) requirements and a Postsecondary Recognized Credential as a Perkins V Indicator.

CURRENT STATE without MARC



DESIRED STATE with MARC



MARC – Level I

The **Level 1 MARC** confirms certificate holders are qualified candidates meeting readiness criteria for entry and employment in RAPs in a specified industry sector. The certificate confirms achievement of a defined level of proficiency through assessment, recognized in the RAP standards as entry qualification for 'Advanced Standing'.

MUST be aligned with USDOL Training and Employment Notice (TEN) 13-12 quality criteria

MUST include curriculum that meets baseline needs for all industry sector occupations covered

MAY be a portion of High School senior Portfolio / Work-Based Learning requirement

MAY incorporate other current industry recognized credentials

MARC – Level II

The **Level 2 MARC** confirms certificate holders meet readiness criteria for entry and employment in RAPs in a specified industry sector and occupation. The certificate recognizes components of RAP Standards already achieved, saving employer / sponsors time and money in technical instruction and on-the-job learning, while also saving participants time and money by reducing redundant studies and tasks. This certificate is a valid indicator of potential successful RAP completion and is an industry recognized credential by definition.

MUST include a portion of the Related Technical Instruction outcomes required in the Standards of Registered Apprenticeship, for the occupation.

MUST include a portion of the On-the- Job Training (OJT) skills and/or competencies required in the Standards of Registered Apprenticeship Work Process Schedule.

MUST be recognized by sponsors granting credit for prior experience and documented through inclusion in either the RA Standards, Joint Apprenticeship Training Committee, or Collective Bargaining Agreements

MAY incorporate other current industry recognized credentials

Endorsement

Regional Implementation

Consortia (RIC) will endorse MARCs. RICs include employers, organized labor (wherever applicable), secondary and post-secondary educators, Michigan Works! Agencies (when applicable), and community organizations (when applicable).

At least 1 RIC partner from each category **MUST** sign the MARCs for their industry sector.

Employers and Organized Labor endorsers **MUST** have:

- Registered Apprentices in that Industry Sector (Level 1)
- Registered Apprentices in the Industry Sector and Occupation (Level 2)

Secondary and Post-Secondary Educators **MUST** be:

- An education provider for that Industry Sector for (Level 1)
- An RTI provider for the Industry Sector and Occupation (Level 2)

Current RIC:

<https://www.michigan.gov/leo/bureaus-agencies/wd/apprenticeships>

Piloting the MARC

- Oakland County
 - Building & Construction Trades
- Saginaw area
 - Hospitality
 - Building & Construction Trades
 - Advanced Manufacturing



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Michigan Apprenticeship Readiness Certificate Level 1 SAMPLE Checklist

Is the certificate program aligned with USDOL Training and Employment Notice (TEN) 13-12 qualities?

- | | | |
|---|---------|--------|
| ○ Includes Approved Training and Curriculum? | Yes ___ | No ___ |
| ○ Includes Strategies for Long-Term Success? | Yes ___ | No ___ |
| ○ Includes Access to Appropriate Support Services? | Yes ___ | No ___ |
| ○ Promotes Greater Use of Registered Apprenticeship to Increase Future Opportunities? | Yes ___ | No ___ |
| ○ Includes Meaningful Hands-On Training that does not Displace Paid Employees? | Yes ___ | No ___ |
| ○ Includes Facilitated Entry and/or Articulation? | Yes ___ | No ___ |

Does the certificate:

- | | | |
|---|---------|--------|
| ○ Include robust curriculum that meets the needs of all occupations in the industry sector? | Yes ___ | No ___ |
| ○ Build on current industry recognized credentials? | Yes ___ | No ___ |
| ○ Ensure completers achieve entry level proficiency for the industry sector? | Yes ___ | No ___ |
| ○ Result in highly attractive candidates, prepared for Registered Apprenticeship Programs in the Industry Sector, and meet basic employer entry requirements? | Yes ___ | No ___ |

Michigan Apprenticeship Readiness Certificate Level 2 SAMPLE Checklist

Is the certificate program aligned with USDOL Training and Employment Notice (TEN) 13-12 qualities?

- | | | |
|---|---------|--------|
| ○ Includes Approved Training and Curriculum? | Yes ___ | No ___ |
| ○ Includes Strategies for Long-Term Success? | Yes ___ | No ___ |
| ○ Includes Access to Appropriate Support Services? | Yes ___ | No ___ |
| ○ Promotes Greater Use of Registered Apprenticeship to Increase Future Opportunities? | Yes ___ | No ___ |
| ○ Includes Meaningful Hands-On Training that does not Displace Paid Employees? | Yes ___ | No ___ |
| ○ Includes Facilitated Entry and/or Articulation? | Yes ___ | No ___ |

Does the certificate:

- | | | |
|---|---------|--------|
| ○ Align directly with Registered Apprenticeship Program Standards for the Occupation? | Yes ___ | No ___ |
| ○ Include a portion (___% OJT and ___% RTI) of the RAP required Related Technical Instruction and/or On-the-Job Learning? | Yes ___ | No ___ |
| ○ Save employers and participants time and/or money by reducing the overall RAP? | Yes ___ | No ___ |
| ○ Result in participants prepared for success in a Registered Apprenticeship Program? | Yes ___ | No ___ |



Questions?

**THANK
YOU!**





MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**



**WORKFORCE
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