

State Apprenticeship Programs

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September 8, 2023 | 2023-R-0183

Issue

What apprenticeship programs does the state currently have? Are there more programs in development?

Summary

In Connecticut, apprenticeship programs are sponsored and operated on a voluntary basis by individual employers and their apprenticeship training committees. The Department of Labor's (DOL) [Office of Apprenticeship Training](#) oversees the programs and is responsible for registering program sponsors and individual apprentices, and ensuring that the programs follow all program standards and terms ([CGS §§ 31-22m to -22t](#); [Conn. Agency Regs., §§ 31-51d-1 to -12](#)).

Connecticut also offers several initiatives to incentivize employers to sponsor apprenticeship programs and assist certain sectors experiencing workforce shortages. In addition, the "Connecticut Apprenticeship and Education Committee" is tasked with identifying (1) apprenticeship training program integration and (2) leveraged funding for career technical education programs in high schools and higher education institutions for careers in various industries.

Apprenticeship Programs

Apprentices & Apprenticable Occupations

State regulations define an apprentice as a person employed with a sponsor receiving skill training under a written agreement that provides specific terms of apprenticeship and employment such as wage progression; specific hours of job training processes; and hours and courses of school instruction that, when completed, provide recognition as a qualified professional, technical, craft, or

trade worker ([Conn. Agencies Reg., § 31-51d-2](#)). Apprenticeships generally range from one to four years.

Under the regulations, an apprenticeable occupation must be a trade or occupation that:

1. is customarily learned in a practical way through a structured systematic program of on-the-job supervised training;
2. is clearly identified and commonly recognized throughout the industry;
3. involves manual, mechanical, or technical skill and knowledge that requires at least 2,000 hours of on-the-job work experience; and
4. requires a recommended minimum equivalent of 144 hours per year of related instruction to supplement the on-the-job training ([Conn. Agencies Reg., § 31-51d-4](#)).

DOL's [Office of Apprenticeship Training](#) provides technical assistance, monitoring, and consulting services to qualified employers willing to sponsor a program. A list of the apprenticeable trades is available from DOL [here](#), and a list of registered sponsors is available [here](#). Additional information about apprenticeship programs in the building trades is available [here](#).

Apprenticeship Initiatives

Apprenticeship Connecticut Initiative

Established in 2018, the [Apprenticeship Connecticut Initiative](#) is designed to develop workforce pipeline programs that train qualified entry-level workers for jobs with manufacturers and employers in sectors experiencing workforce shortages ([CGS § 31-11rr](#)).

Partnerships must submit proposals containing certain core program components through regional workforce development boards. These training programs may include a pre-apprenticeship component or award industry-recognized certificates, as the partnership proposes.

Connecticut Manufacturing Innovation Fund Apprenticeship Program

The [Connecticut Manufacturing Innovation Fund Apprenticeship Program](#) provides funding to (1) help manufacturing companies give their registered apprentices the occupational skills required to meet current and emerging market needs and (2) encourage a real-time, demand driven registered apprenticeship program that combines a structured work schedule of on-the-job training with related classroom instruction. The program is administered by DOL and funded through the Department of Economic and Community Development's Connecticut [Manufacturing Innovation Fund](#) ([CGS § 32-7o](#)).

The program provides funding to qualified employer sponsors (i.e., registered apprenticeship program sponsors who contract to employ and train an apprentice) and DOL-approved registered apprenticeship related instruction providers. The funding is used to (1) help sponsors pay the costs of employing an apprentice, (2) pay DOL-approved instruction providers’ apprentice tuition and training costs, and (3) reimburse the costs for any necessary credentials required by the apprentice’s employer-sponsor.

Connecticut Technical Education and Career System (CTECS) Apprenticeship Training Programs

[CTECS](#) operates 17 high schools with an enrollment of more than 11,000 students, that offer a range of career and technical education programs in addition to the courses found at regular comprehensive high schools. It also operates two aviation mechanics and maintenance technician schools for adult learners (in Hartford and Stratford) and an education center for high school upperclassmen and adults (in Bristol). The table below shows the location of the seven [apprenticeship training programs](#) CTECS currently runs.

Table 1: CTECS Apprenticeship Training Programs

School	Location
A.I. Prince Technical High School	Hartford
Bristol Technical Education Center	Bristol
Bullard-Havens Technical High School	Bridgeport
Eli Whitney Technical High School	Hamden
Henry Abbott Technical High School	Danbury
Kaynor Technical High School	Waterbury
Norwich Technical High School	Norwich

Source: CTECS

The training programs provide students with all required coursework for their license category, and the knowledge and skills to become licensed with the state Department of Consumer Protection.

Patient Care Technician Registered Apprenticeship Program

DOL and Yale New Haven Health System are currently providing a [registered apprenticeship program](#) to train approximately 1,250 patient care technicians by 2025. The program is funded by a \$10 million federal grant through the Office of Apprenticeship Training. Program participants achieve certification after one year, and will then be able to work under nurse or physician supervision and see patients for vital signs, blood draws, and other procedures.

Teacher Registered Apprenticeship Program

In May 2023, the governor, along with the education and labor commissioners, announced several multi-agency state initiatives supporting the [Teacher Registered Apprenticeship Program](#) to address teacher shortages in the state. The initiative, led by the State Department of Education and DOL, aims to double the number of high schools offering programs for those pursuing careers in education and expand educator diversity. Among other things, the collaboration will create two pilot programs statewide to launch the Teacher Registered Apprenticeship Program aimed at reducing financial barriers to becoming an educator.

Connecticut Apprenticeship and Education Committee

By law, the Connecticut Apprenticeship and Education Committee must coordinate and identify (1) potential pre-apprenticeship and apprenticeship training program integration and (2) leveraged funding for career technical education programs in high schools and higher education institutions for careers in various industries. Committee membership includes the following:

1. representatives from the economic and community development and labor departments, Connecticut Center for Advanced Technology, Connecticut Manufacturers Collaborative, Technical Education and Career System, regional community-technical colleges' advanced manufacturing centers, independent higher education institutions that offer manufacturing training, Office of Workforce Strategy, and companies and employee organizations that represent manufacturing workers; and
2. middle and high school teachers, guidance counselors, and school counselors, and school principals and superintendents.

The committee must annually report on whether the state's apprenticeship training programs are meeting residents' needs. The committee, when producing the report, must:

1. coordinate and identify potential modern pre-apprenticeship and apprenticeship training programs;
2. review and consider European apprenticeship training programs; and
3. consult with members of the insurance, health care, financial technology, biotechnology, STEM, construction trades, hospitality industries, and other appropriate industries, in addition to the manufacturing representatives ([CGS § 10-21j](#)).

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