



Registered Apprenticeship Standards

SEMCA/WIN Workforce Intelligence Network for Southeast Michigan

SEMCA MICHIGAN



25363 Eureka Rd, Taylor, MI 48180
Taylor, MI 48180



FOR THE OCCUPATION(S) OF

<u>Occupation</u>	<u>RAPIDS Code</u>	<u>O*NET/SOC Code</u>
<i>Automotive Technician Specialist</i>	<i>1034CB</i>	<i>49-3023.00</i>
<i>Baker, Pastry Cook</i>	<i>0722CB</i>	<i>51-3011.00</i>
<i>Chef De Partie</i>	<i>0663CB</i>	<i>35-2014.00</i>
<i>CNC Operator and Programmer</i>	<i>1100HY</i>	<i>51-9162.00</i>
<i>CNC Set-Up Prog – Milling and Turning</i>	<i>1100CB</i>	<i>51-9162.00</i>
<i>Computer Support Specialist</i>	<i>2018</i>	<i>15-1232.00</i>
<i>Die Maker, Trim</i>	<i>0119</i>	<i>51-4111.00</i>
<i>Direct Support Specialist</i>	<i>1040CB</i>	<i>21-1093.00</i>
<i>Early Childhood Educator</i>	<i>3004</i>	<i>25-2011.00</i>
<i>Electrician</i>	<i>0159</i>	<i>47-2111.00</i>
<i>Energy Specialist</i>	<i>2005CB</i>	<i>47-4011.01</i>
<i>Farm Equipment Mechanic</i>	<i>0187</i>	<i>49-3041.00</i>
<i>Field Service Engineer</i>	<i>0916</i>	<i>49-2094.00</i>
<i>Heavy and Tractor Trailer Truck Driver</i>	<i>0980CB</i>	<i>53-3032.00</i>
<i>Industrial Sewing Machine Operator</i>	<i>2058CB</i>	<i>51-6031.00</i>
<i>K-12 Teacher</i>	<i>3024CB</i>	<i>25-3099.00</i>
<i>Machinist (Precision Machinist)</i>	<i>0296CB</i>	<i>51-4041.00</i>
<i>Mechatronics Technician</i>	<i>2014</i>	<i>49-2094.00</i>
<i>Metal Fabricator</i>	<i>0325</i>	<i>51-2041.00</i>
<i>Robotics Technician</i>	<i>3002</i>	<i>17-3024.01</i>
<i>Sheet Metal Worker</i>	<i>0510</i>	<i>47-2211.00</i>
<i>Teacher Aide I (Educational Technician)</i>	<i>0657</i>	<i>25.9042.00</i>
<i>Tool Maker</i>	<i>0584</i>	<i>51-4111.00</i>
<i>Woodworking Manufacturing Specialist</i>	<i>0321CB</i>	<i>51-7042.00</i>

Developed in Cooperation with the United States Department of Labor
Office of Apprenticeship



BY:

Russell W. Davis, Michigan State Director
Office of Apprenticeship
UNITED STATES DEPARTMENT OF LABOR

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RAPIDS Program Number: 2019-MI-72272
Developed by: Marc L. DeCoster - ATR

Approved by the United States Department of Labor Office of Apprenticeship

Revision to Change Name to SEMCA - Workforce Intelligence Network for Southeast Michigan; Add VA GI Bill Addendum

TABLE OF CONTENTS

SECTION I - STANDARDS OF APPRENTICESHIP	2
SECTION II - APPENDICES AND ATTACHMENTS	6
SECTION III - VETERANS' EDUCATIONAL ASSISTANCE	7
SECTION IV - SIGNATURES	8
SECTION V - DISCLOSURE AGREEMENT	8

SECTION I – STANDARDS OF APPRENTICESHIP 29 CFR § 29.5

A. Responsibilities of the sponsor: SEMCA/WIN Workforce Intelligence Network for Southeast Michigan (*Sponsor*) must conduct, operate, and administer this program in accordance with all applicable provisions of Title 29 Code of Federal Regulations (CFR) part 29, subpart A and part 30, and all relevant guidance issued by the Office of Apprenticeship (OA). The sponsor must fully comply with the requirements and responsibilities listed below and with the requirements outlined in the document “Requirements for Apprenticeship Sponsors Reference Guide.”

Sponsors shall:

- Ensure adequate and safe equipment and facilities for training and supervision and provide safety training for apprentices on-the-job and in related instruction.
- Ensure there are qualified training personnel and adequate supervision on the job.
- Ensure that all apprentices are under written apprenticeship agreements incorporating, directly or by reference, these standards and the document “Requirements for Apprenticeship Sponsors,” and that meets the requirements of 29 CFR § 29.7. Form ETA 671 may be used for this purpose and is available upon logging into RAPIDS.
- Register all apprenticeship standards with the U.S. Department of Labor, including local variations, if applicable.
- Submit apprenticeship agreements within 45 days of enrollment of apprentices.
- Arrange for periodic evaluation of apprentices’ progress in skills and technical



knowledge, and maintain appropriate progress records.

- Notify the U.S. Department of Labor within 45 days of all suspensions for any reason, reinstatements, extensions, transfers, completions and cancellations with explanation of causes. Notification may be made in RAPIDS or using the contact information in Section K.
- Provide each apprentice with a copy of these standards, Requirements for Apprenticeship Sponsors Reference Guide, and Appendix A, any applicable written rules and polices, and require apprentices to sign an acknowledgment of their receipt. If the sponsor alters these standards or any Appendices to reflect changes it has made to the apprenticeship program, the sponsor will obtain approval of all modifications from the Registration Agency, then provide apprentices a copy of the updated standards and Appendices and obtain another acknowledgment of their receipt from each apprentice.

B. Minimum Qualifications - 29 CFR §29.5(b)(10)

An apprentice must be at least (16) years (Enter an age of at least 16 years) of age, except where a higher age is required by law, and must be employed to learn an apprenticeable occupation. Employers participating under Sponsors Standards are required to provide Sponsor with documentation of their qualifications and selection procedures. Sponsor will maintain these records and ensure Employers follow their outlined processes. Please include any additional qualification requirements as appropriate (optional):

- There is an educational requirement of A high school diploma, General Educational Development (GED) equivalency or other high school equivalency credential is required. Applicant must provide an official transcript(s) for high school and any post-high school education. Applicant must submit the GED certificate or other high school equivalency credential if applicable.
- There is a physical requirement of Applicants will be physically capable of performing the essential functions of the apprenticeship program, with or without a reasonable accommodation, and without posing a direct threat to the health and safety of the individual or others. Sponsor does not require Applicants will pass a physical agility test, fitness test on acceptance into the program and prior to being employed; however, employers participating under sponsors standards may require a physical agility test, fitness test.
- The following aptitude test(s) will be administered The Sponsor does not require an aptitude test as a requirement for apprenticeship; however, employers participating under sponsors standards may require an aptitude test.
- A valid driver's license is required.
- Other The Sponsor does not require a drug test as a requirement for apprenticeship; however, employers participating under sponsors standards may require a drug test.

(List all other requirements)

C. Apprenticeship Approach and Term - 29 CFR § 29.5(b)(2)



The apprenticeship program(s) will select an apprenticeship training approach. See **Appendix A** to select approach.

D. Work Process Schedule and Related Instruction Outline - 29 CFR § 29.5(b)(4)

Every apprentice is required to participate in related instruction in technical subjects related to the occupation. Apprentices **will** **will not** (*choose one*) be paid for hours spent attending related instruction classes. Insert Work Process Schedule and Related Instruction Outline at Appendix A.

E. Credit for Previous Experience - 29 CFR § 29.5(b)(12)

Apprentice applicants seeking credit for previous experience gained outside the apprenticeship program must furnish such transcripts, records, affidavits, etc. that may be appropriate to substantiate the claim. SEMCA/WIN Workforce Intelligence Network for Southeast Michigan (*Sponsor*) will evaluate the request for credit and make a determination during the apprentice's probationary period.

F. Probationary Period - 29 CFR § 29.5(b)(8) and (20)

Every applicant selected for apprenticeship will serve a probationary period which may not exceed 25 percent of the length of the program or 1 year whichever is shorter. Insert probationary period at **Appendix A**.

G. Ratio of Apprentices to Journeyworkers - 29 CFR § 29.5(b)(7)

Every apprenticeship program is required to provide an apprenticeship ratio of apprentices to journeyworkers for adequate supervision. Insert ratio at **Appendix A**.

H. Apprentice Wage Schedule - 29 CFR § 29.5(b)(5)

Apprentices must be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate. Insert the progressive wage schedule at **Appendix A**.

I. Equal Employment Opportunity and Affirmative Action

1. Equal Opportunity Pledge - 29 CFR §§ 29.5(b)(21) and 30.3(c)(1)

SEMCA/WIN Workforce Intelligence Network for Southeast Michigan 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 person 40-years old or older.

SEMCA/WIN Workforce Intelligence Network for Southeast Michigan 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, part 30.

2. Affirmative Action Program - 29 CFR §§ 29.5(b)(21), 30.4-30.9



SEMCA/WIN Workforce Intelligence Network for Southeast Michigan acknowledges that it will adopt an affirmative action plan in accordance with 29 CFR § 30.4-30.9 (required for sponsors with five or more registered apprentices by two years from the date of the sponsor's registration or by two years from the date of registration of the program's fifth (5th) apprentice). Information and technical assistance materials relating to the creation and maintenance of an affirmative action plan will be made available on the Office of Apprenticeship's website.



3. Selection Procedures - 29 CFR § 30.10

Every sponsor will adopt selection procedures for their apprenticeship programs, consistent with the requirements set forth in 29 CFR § 30.10(b). See **Appendix A** to enter your selection procedures for each occupation for which the sponsor intends to train apprentices.

J. Complaint Procedures - 29 CFR §§ 29.5(b)(22), 29.7(k), 29.12, and 29 CFR § 30.14

If an applicant or an apprentice believes an issue exists that adversely affects the apprentice's participation in the apprenticeship program or violates the provisions of the apprenticeship agreement or standards, the applicant or apprentice may seek relief. Nothing in these complaint procedures precludes an apprentice from pursuing any other remedy authorized under another Federal, State, or local law. Below are the methods by which apprentices may send a complaint:

- 1. Complaints regarding discrimination.** Complaints must contain the complainant's name, address, telephone number, and signature, the identity of the respondent, and a short description of the actions believed to be discriminatory, including the time and place. Generally, a complaint must be filed within 300 days of the alleged discrimination. Complaints of discrimination should be directed to the following contact:

U.S. Department of Labor, Office of Apprenticeship

200 Constitution Ave. NW, Washington, DC 20210

Telephone Number: (202) 693-2796

Email Address: ApprenticeshipEEOcomplaints@dol.gov

Point of Contact: Director, Division of Registered Apprenticeship and Policy

Attn: Apprenticeship EEO Complaints

You may also be able to file complaints directly with the EEOC, or State fair employment practices agency.

- 2. Other General Complaints.** The sponsor will hear and attempt to resolve the matter locally if written notification from the apprentice is received within 15 days of the alleged violation(s). The sponsor will make such rulings as it deems necessary in each individual case within 30 days of receiving the written notification (*To be completed by Sponsor*):

Name: Michele Economou Ureste

Address: 25363 Eureka Rd, Taylor, MI 48180, Taylor, MI. 48180

Telephone Number: (313) 495-5958

Email Address: michele.ureste@winintelligence.org



Any complaint described above that cannot be resolved by the program sponsor to the satisfaction of all parties may be submitted to the Registration Agency provided below in Section K.

K. Registration Agency General Contact Information 29 CFR § 29.5(b)(17)

The Registration Agency is the United States Department of Labor's Office of Apprenticeship. General inquiries, notifications and requests for technical assistance may be submitted to the Registration Agency using the contact information below (*To be completed by the Registration Agency*):

Name: **Marybeth Koski**

Address: **985 Michigan Avenue, Suite 409, Detroit, MI 48226**

Telephone Number: **313-226-6208**

Email Address: **Koski.Marybeth@dol.gov**

L. Reciprocity of Apprenticeship Programs 29 CFR § 29.13(b)(7)

States must accord reciprocal approval for Federal purposes to apprentices, apprenticeship programs and standards that are registered in other States by the Office of Apprenticeship or a Registration Agency if such reciprocity is requested by the apprenticeship program sponsor.

Program sponsors seeking reciprocal approval must meet the wage and hour provisions and apprentice ratio standards of the reciprocal State.

SECTION II - APPENDICES AND ATTACHMENTS

- Appendix A** – *Work Process Schedule, Related Instruction Outline, Apprentice Wage Schedule, Ratio of Apprentices to Journeyworkers, Type of Occupation, Term of Apprenticeship, Selection Procedures, and Probationary Period*
- Appendix B** – *ETA 671 - Apprenticeship Agreement and Application for Certification of Completion of Apprenticeship (To be completed after registration)*
- Appendix C** – *Affirmative Action Plan (Required within two years of registration unless otherwise exempt per 29 CFR §30.4(d))*
- Appendix D** – *Employer Acceptance Agreement (For programs with multiple-employers only)*



SECTION III - VETERANS' EDUCATIONAL ASSISTANCE AS MANDATED BY PUBLIC LAW 116-134 (134 STAT. 276)

Pursuant to section 2(b)(1) of the Support for Veterans in Effective Apprenticeships Act of 2019 (Pub. L. 116-134, 134 Stat. 276), by signing these program standards, the program sponsor official whose name is subscribed below assures and acknowledges to the U.S. Department of Labor's Office of Apprenticeship the following regarding certain G.I. Bill and other VA-administered educational assistance referenced below (and described in greater detail at the VA's website at: <https://www.va.gov/education/eligibility>) for which current apprentices and/or apprenticeship program candidates may be eligible:

- (1) The program sponsor is aware of the availability of educational assistance for a veteran or other eligible individual under chapters 30 through 36 of title 38, United States Code, for use in connection with a registered apprenticeship program;
- (2) The program sponsor will make a good faith effort to obtain approval for educational assistance described in paragraph (1) above for, at a minimum, each program location that employs or recruits an veteran or other eligible individual for educational assistance under chapters 30 through 36 of title 38, United States Code; and
- (3) The program sponsor will not deny the application of a qualified candidate who is a veteran or other individual eligible for educational assistance described in paragraph (1) above for the purpose of avoiding making a good faith effort to obtain approval as described in paragraph (2) above.

NOTE: The aforementioned requirements of Public Law 116-134 shall apply to "any program applying to become a registered apprenticeship program on or after the date that is 180 days after the date of enactment of this Act" (i.e., September 22, 2020). Accordingly, apprenticeship programs that were registered by a Registration Agency before September 22, 2020, are not subject to these requirements.



SECTION IV - SIGNATURES

OFFICIAL ADOPTION OF APPRENTICESHIP STANDARDS

The undersigned sponsor hereby subscribes to the provisions of the foregoing Apprenticeship Standards formulated and registered by SEMCA/WIN Workforce Intelligence Network for Southeast Michigan (*Sponsor*)._____

The signatories acknowledge that they have read and understand the document titled “Requirements for Apprenticeship Sponsors Reference Guide” and that the provisions of that document are incorporated into this agreement by reference unless otherwise noted.

Michele Economou Ureste

Amanda Bauerschmidt

Signature of Sponsor (designee)

Signature of Sponsor (designee)

Michele Economou Ureste
Printed Name

Amanda Bauerschmidt
Printed Name

SECTION V - DISCLOSURE AGREEMENT (*Optional*)

I, Michele Economou Ureste (*Sponsor Representative*), acting on behalf of SEMCA/WIN Workforce Intelligence Network for Southeast Michigan (*Sponsor*) authorize OA to share the Work Process Schedule and Related Instruction Outline in Appendix A with other potential apprenticeship sponsors.

Michele Economou Ureste

11/13/2023

Signature

Date

Michele Economou Ureste
Printed Name

