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TRADES

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Registered apprenticeships help Guam's industries grow

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There is a lot of chatter lately about the need to train our people. People are talking about, "Why do we need training? Do all jobs require training? How do we get trained?"

The questions lead to very important points — that training is important, and demanded by employers and employees. It is also different from a typical classroom education, because training involves real-life, hands-on application of skills while working. Fortunately, there are many ways we can receive training that is work-based.

One way is to become an apprentice, which is very different from being a registered apprentice. First, let's define what is an apprentice. According to the Merriam-Webster dictionary, an apprentice is a "novice" or an "inexperienced person who is learning through hands-on work how to do a certain art or trade." He or she could be paid or unpaid.

Now, a registered apprentice is a person who holds a job AND is earning wages. This special employee is registered by the state as someone receiving on-the-job learning with actual job-related instruction (which may occur in a classroom or at the work site). This is also recognized as an "earn and learn" model that is really driven by the industry, meaning that businesses guide what the registered apprentices should be learning and demonstrating while at work. The learning can be a combination of face-to-face at the worksite, online and/or with classroom learning. Businesses help craft the learning and curriculum that their employees need.

There are more than 1,000 occupations that have registered apprenticeship as a way to help businesses prepare qualified workers. On Guam, you can find registered apprentices in the areas of medicine, finance, tourism, telecommunications, culinary, utilities, construction and many others.

Fortunately, the ApprenticeshipGUAM

Expansion Grant was awarded to the Guam Department of Labor to help businesses develop their workforce through registered apprenticeships. The \$700,000 grant is seed money to help cover one year of related training costs for high-demand jobs in Allied Health, Construction, Hospitality and Telecommunications. The goal is for 100 new registered apprentices holding jobs within these industries to be trained and retained by their employers.

So, if you represent the above industry sectors, and interested in developing employees through registered apprenticeship training, please contact Guam Department of Labor. The grant can cover training costs through May 2018 for the listed positions below:

- » Carpenters, electricians and construction craft laborers (Construction)
- » Certified nursing assistants and medical assistants (Allied Health)

- » Network and computer system administrators, computer systems analyst, and telecommunications technicians (Telecommunications)
- » Hotel associates and facilities Maintenance (Hospitality)

Applications and details for the ApprenticeshipGUAM Expansion Grant are available online at <http://dol.guam.gov/employment-and-training/apprenticeship/>, or contact the State Apprenticeship Office at the GDOL American Job Center at 300-4572/4.

These grant funds are limited, so apply immediately before the due date, now extended to May 31, 2017.

Businesses who want to develop other registered apprenticeships or explore innovative work-based learning models that may fit their business needs may contact the Business Services Unit at 475-4673 or 300-4600.

Dr. Sam Mabini, Director of Guam Department of Labor



Mabini

Interested in construction?

Call the GCA Trades Academy at 647-4843 or e-mail them at » gcatrades@guam.net

» www.gcatradesacademy.org

» www.facebook.com/gcatradesacademy

Ways to pay

for the GCA Trades Academy classes

1 Student. Classes are only \$80 per week plus text books. GCA Trades Academy provides everything else. Call the GCA Trades Academy, 647-4842/3, for more information.

2 Employers. Many employers provide additional training and development at the GCA Trades Academy to existing staff in order to increase the skills of the company's workforce. Ask your employer to send you to the GCA Trades Academy.

3 Scholarships. Several local companies and community organizations provide scholarship funds for craft training. Call the GCA Trades Academy, 647-4842/3, for more information.

4 Apprenticeship. Registered apprenticeship programs are operated by both the private sector and public sectors. Sponsors include employers, employer associations and joint labor/management organizations. Program sponsors and government programs pay most of the training costs. Call the Guam Contractors Association, 647-4840/1, for more information.

5 American Job Center. GCA Trades Academy is a training provider for the clients of the American Job Center. Call American Job Center, 475-7000/1, for more information.