



Apprenticeship Georgia: Utilizing the TCSG Registered Apprenticeship Program for Workforce Development

Expanding Apprenticeships in Georgia

Danny Mitchell

Office of Workforce Development

Technical College System of
Georgia



What is a Registered Apprenticeship?

A Registered Apprenticeship Program (RAP) is a comprehensive workforce development tool that develops minimally skilled individuals into high-skilled talent through training and mentorship.



Basics of Registered Apprenticeship



Paid Job

+



**Classroom
Training**

+



**On the Job
Training**

+



**Wage
Increases**

+



Mentorship

+



**Industry
Credential**



Why Apprenticeship?

- Job requires **Advanced Skills or Experience**
- **Highly Skilled Workers are Retiring Soon**
- **Difficulty Finding Workers with the Right Skills**
- **Difficulty Attracting New and More Diverse Talent**
- **Assist Workers with Keeping Pace with Continuing Industry Advances and New Technology**
- **Competitive Advantages for Recruiting Labor Force**



Impact of Registered Apprenticeships

High Demand Career Initiative Program

Georgia's first-ever state-funded apprenticeship initiative signed into law by Governor Brian Kemp in 2022.

This program provides direct funding to Georgia businesses to incentivize the creation and expansion of registered apprenticeship programs throughout Georgia.



HDCI Economic Impact on Georgia

\$1.275M
FY23 Investment

127 Apprentices Created

48% Average Wage Increase

\$6.4M Projected Annual Economic Impact

HDCI Business Highlights

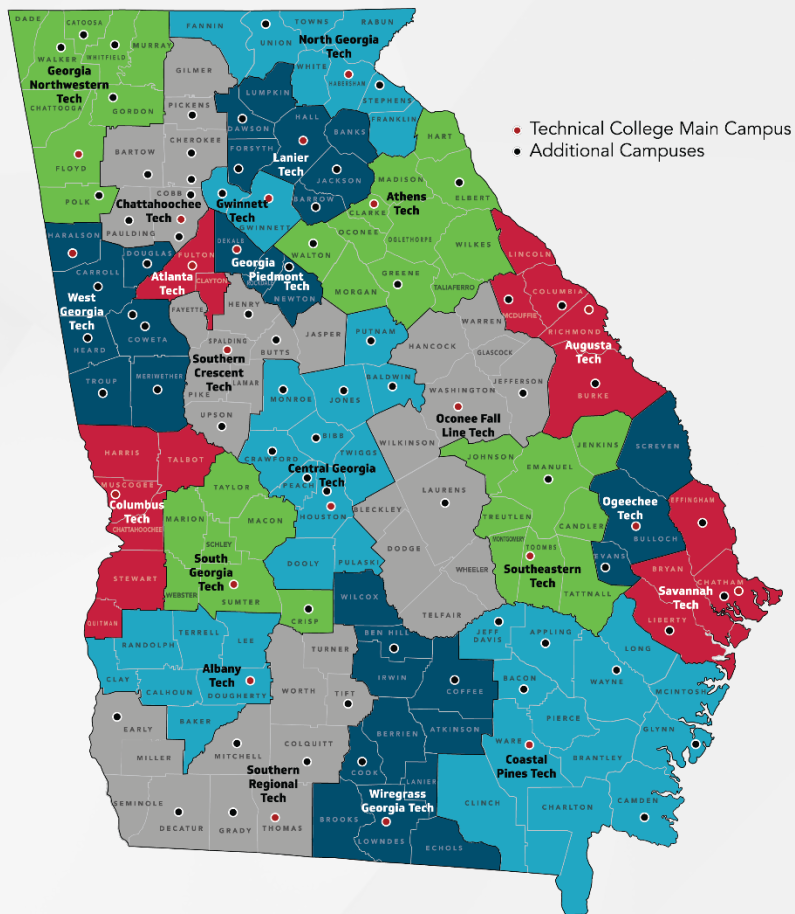
41 Total Georgia
Businesses

46% Located In
Rural Georgia

65% Georgia Small
Business



About Apprentice Georgia



TCSG, along with Georgia's 22 technical colleges, serve as the state's largest network for registered apprenticeship sponsors.



Apprentice Georgia Network

Apprentice Georgia helps Small to Medium Sized Businesses with Starting and Expanding Registered Apprenticeships through

- Identifying apprenticeable occupations & training models
- Serving as the apprenticeship sponsor and RTI provider
- Administering apprenticeship-funding and resources
- Providing hands-on assistance with developing apprenticeships and making valuable connections



Future Pathways to Apprenticeships

Pre-Apprenticeships

Apprentice Georgia will establish a *Georgia Pre-Apprenticeship Model* focused on successfully connecting youth and individuals with barriers to Registered Apprenticeships.

Workforce Development System Alignment

To better provide seamless integration for Georgia jobseekers and businesses, Apprentice Georgia will undergo efforts to integrate apprenticeship expansion into the State's federally-funded workforce development system.



Questions & Comments



Apprentice Georgia
TCSG.edu/apprentice
Apprenticeship@TCSG.edu