California Community Colleges | Credit for Prior Learning Initiative

Apprenticeship CPL

Every college has a role in turning apprenticeship learning into college credit

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Where we're headed

01 **Opening question & why apprentices**
Crystal

02 **Apprenticeship 101**
Jeshua

03 **Every college has a role**
Allison

04 **Building new programs**
Jeshua

05 **Four students, four doors**
All presenters · the heart of today

06 **Pathway & partnership ecosystem**
Allison

07 **Next steps & reflection**
Crystal & Allison

JESHUA 1.5 min

What we mean by “apprenticeship”

Apprentices are not beginning learners. They are experienced workers whose learning has not yet been recognized academically.

Registered

A Registered Apprenticeship Program (RAP) approved by DAS

Earn while you learn

Paid on-the-job training (OJT), often 6,000–10,000 documented hours

Classroom instruction

Related supplemental instruction (RSI) that complements the work

Ends in a credential

DAS Certificate of Completion and journeyperson status

Not an internship

A multi-year job with wage progression and a sponsor

Speaking the language

DAS	**Division of Apprenticeship Standards**	The state office that registers and oversees apprenticeship programs
RAP	**Registered Apprenticeship Program**	A DAS-approved program combining paid OJT with RSI
OJT	**On-the-job training**	Paid, supervised work hours with a sponsor
RSI	**Related supplemental instruction**	The classroom side of apprenticeship, often taught through a college
JATC	**Joint Apprenticeship Training Committee**	Labor-management group that runs a program
LEA	**Local educational agency**	The college or district partnered to provide RSI
COR	**Course outline of record**	The official course document faculty evaluate learning against
MAP	**Mapping Articulated Pathways**	The statewide platform for recording and transcribing CPL

What is Apprenticeship CPL?

DEFINITION Academic credit awarded for learning gained through a Registered Apprenticeship Program

WHERE THE CREDIT COMES FROM

- On-the-job training (OJT)
- RSI (noncredit or not-for-credit pathways only)
- Industry-recognized credentials
- Apprenticeship completion certificates

WHY IT MATTERS

For apprentices

Reduces duplicative learning, accelerates degree completion and recognizes workplace learning

For colleges and employers

Strengthens apprenticeship-to-degree pathways, improves retention and supports workforce goals

ALLISON 3 min

1. Think of a student who came to your college with years of work experience. Did your college award credit for that learning?

2. What are the biggest opportunities to awarding apprenticeship CPL?

Answer in the chat

Our focus today

"We'll talk about registered apprentices. But if your students learned on the job anywhere, CPL is for them too."

Apprenticeship CPL is for every college.

“What if my campus doesn’t have an apprenticeship program?”

Look at every program you offer.

01

Leverage existing CTE

Align trade apprenticeships with courses like construction management, CAD, OSHA and blueprint reading

02

Make cross-disciplinary connections

Recognize project management, problem-solving and safety skills toward GE or degree requirements

03

Embrace non-traditional apprenticeships

Link IT, healthcare and advanced manufacturing competencies to business and health sciences

Apprenticeship reaches more programs than you think

- **Building trades**
- **Fire & public safety**
- **Welding & manufacturing**
- **Business, accounting & finance**
- **Computer information systems**
- **Early childhood education**
- **Cosmetology**
- **Your program**

Colleges are awarding credit anyway

COLLEGE	OUTSIDE TRAINING	COLLEGE CREDIT IN
Barstow College	Police academy	**Administration of Justice**
Cabrillo College	Carpentry apprenticeship	**Construction program**

JESHUA 1.5 min

Building something new? Put CPL at the front

01

Partner early

Bring in sponsors and intermediaries like LAUNCH while the program is still on paper

02

Map as you design

Align RSI and OJT to course outlines of record from day one

03

Plan for transfers in

Expect students who already hold credentials, as in ECE

What LAUNCH provides

An intermediary and program sponsor that integrates apprenticeship into community colleges, K-12 districts and workforce boards

For colleges

- A proven approach to starting apprenticeship pathways
- Connections to industry, workforce and CBO partners
- Tracks that align with current offerings, or new designs

For industry

- Existing pathways companies can use immediately
- Consulting to match programs to industry needs
- New, company-specific program design

For apprentices

- Career advancement while continuing education
- Paid OJT and tuition-free, job-relevant education
- Skills employers require on day one

launchapprenticeship.org jeshua@launchapprenticeship.org

CRYSTAL 1.5 min

Four Entry Points to College Credit

Artie
Active Registered Apprentice

Julie
Journeyperson / Completer

Ricky
Reentry Apprentice

Nancy
Non-Registered Apprentice / Work Experience

"I'm learning, building, and growing. I want my college credit to grow with me, not wait until I finish."

THE FRONT DOOR

Meet Artie

Active Registered Apprentice

Trade	Carpentry
Status	Currently indentured. Level 2 of a four-year DAS-registered program
Program sponsor	Western States Carpenters Training Trust
College partner	Santiago Canyon College (Apprenticeship College / LEA)
CPL key	CPL for advanced placement and industry certifications
Credit applies to	Certificate of Achievement, AS degree, BS pathway

Artie, 22, finished a construction pre-apprenticeship and spent a year framing houses before he was indentured. Because of that experience, the trust placed him directly into Level 2 instead of Level 1.

As you think about your own college…

Do we pull our apprenticeship master reports every term? And does credit post while our apprentices are still in the program?

Share in the chat

"I've earned the experience. Now I want college credit for it. I serve California, and I'm investing in my future."

THE DOOR BACK IN

Meet Julie

Journeyperson / Completer

Trade	Firefighter (CAL FIRE)
Status	Completed the firefighter apprenticeship; holds a DAS Certificate of Completion
Program sponsor	California Fire Fighter Joint Apprenticeship Committee (CFFJAC / Cal-JAC)
College partner	San Diego Miramar College (Fire Technology)
CPL key	CPL for the license, credential, or completed apprenticeship (credit or noncredit)
Credit applies to	Certificate, AS degree, BS in Public Safety Management

Julie has served with CAL FIRE for nine years. She completed the firefighter apprenticeship through Cal-JAC and holds her Certificate of Completion along with state fire certifications and an EMT certification.

As you think about your own college…

Which union, trust or agency partner could help us reach journeypersons like Julie this term?

Share in the chat

Option 2: New Career in Construction Management

Completed levels

Periods 1 and 2: structural steel erection, reinforcing, rigging and signaling, blueprint reading, and introductory welding. These can be applied to elective credits or relevant courses.

On-the-job learning (OJL)

Two years of supervised field work on structural steel and rebar projects.

Industry certifications

OSHA 10/30-Hour Construction, fall protection, rigger and signal person qualification, and an AWS structural welding certification (OJL 1).

Gap in training

Some learning is several years old, so faculty may need to confirm current competency on selected outcomes.

CPL AWARD

Units for Periods 1 and 2 awarded to electives for Construction Management. OSHA 10/30 is applied to two courses in the Construction Management Degree.

CERTIFICATE

Construction Management

ASSOCIATE

AS Construction Management

BACHELOR'S

BS Building Trade Management at Foothill College

As you think about your own college…

Who could help us reach apprentices who stepped away? How can CPL be a mechanism to validate the students' learning and welcome them to your campus?

Share in the chat

What Nancy brings: training detail

Structured work experience

Two-year, attorney-supervised rotation through litigation, civil discovery, and estate planning. Drafts pleadings, discovery requests, and client correspondence; manages case calendars and e-filing.

Employer training

Internal academy courses in legal research (Westlaw and Lexis), California civil procedure, legal ethics and confidentiality, and document management. Completion recorded on a firm training transcript.

Industry certifications

A national paralegal certification exam credential and legal-research platform certifications.

Work products

A body of redacted work samples (research memos, discovery sets, case summaries) that can support a portfolio.

CPL AWARD
Paralegal Studies courses matched by certification, exam, and portfolio

CERTIFICATE
Paralegal Studies Certificate of Achievement

ASSOCIATE
All Paralegal Studies remaining GE and electives planned by a counselor

BACHELOR'S
Transfer or baccalaureate pathway in legal studies or public administration

As you think about your own college…

Imagine every student's professional experience could be recognized as part of their educational pathway. What impact could that have on student success?

Share in the chat

One process opens every door

01 **Identify**

02 **Gather**

03 **Evaluate**

04 **Consent**

05 **Record & transcribe**

06 **Apply**

EC §78093.2 Responsibility shifts from the student requesting CPL to the college proactively identifying it. Step 1 is now the institution's job. Step 6 hands off to counseling.

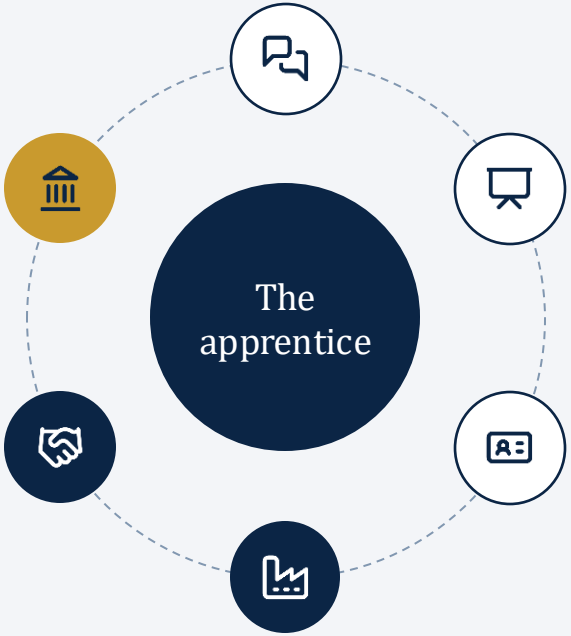
The apprenticeship-to-degree pathway

Many apprentices stop at completion because nobody helps them see the next step. Counselors can change that.

THE COUNSELOR'S ROLE

- **Connect apprenticeship to a degree**
- **Explain CPL opportunities**
- **Build the education plan**
- **Explore transfer and careers**

It takes a partnership ecosystem



Colleges struggle when everyone assumes someone else owns apprenticeship CPL.

CAMPUS PARTNERS
Counselors, faculty, CPL coordinators, admissions & records, administrators, apprenticeship staff

EXTERNAL PARTNERS
Employers, unions, apprenticeship coordinators, industry sponsors

STATE PARTNERS
MAP, LAUNCH and statewide apprenticeship CPL networks

Who is missing from the table at your campus?

Apprenticeship Task Force: member colleges

Eleven colleges building apprenticeship CPL together

American River College
Aleia Stalker

Bakersfield College
Anycia Cruz

Cerritos College
Jennifer Nieto

Foothill College
Chris Allen

Moreno Valley College
Rosalinda Rivas

Norco College
Paula Barrera

Rio Hondo College
Claudia Romo · Pedro Alvarez

San Bernardino Valley College
Christina Ly

Santiago Canyon College
Allison Marcic

San Joaquin Delta College
Becky Plaza

Sierra College
German Sierra

11
member colleges and growing

Where to start with MAP

For apprenticeship colleges, CTE colleges and colleges with both

01 Review your CPL process

Make every entry point eligible: apprentice, journeyperson, reentry and non-registered

02 Build exhibits

Apprenticeship colleges start from union articulation agreements; CTE colleges decide what evidence earns credit. MAP office hours: Mon–Wed and Fri, 12 pm

03 Upload your students

Report apprentices who received CPL and upload them securely to MAP

04 Embed the student portal

Add creditforbeingyou.org to apprenticeship and student orientations

Reflection and action planning

I

Pick a door

The door I want to take back to my campus is…

II

Build the team

One partnership I need to strengthen is…

III

Take one step

One thing I can do in the next 30 days is…

Finish one sentence in the chat, then take all three back to your team.

THANK YOU

Apprenticeship experience counts

GET STARTED WITH MAP
map.rccd.edu

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THREE THINGS TO REMEMBER

1 **The learning already exists**
It simply hasn't been recognized academically yet

2 **Counselors are essential**
They connect apprentices' learning to degree pathways

3 **A beginning, not an end**
Apprenticeship can launch a degree, transfer and leadership journey