

Behavioral Health Apprenticeships Information Session





What's a Registered Apprenticeship?

Apprenticeships are a customized solutions to employers workforce needs

Industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, related instruction, and a nationally-recognized credential.



On the Job Learning (OJL) Hands on component of a RAP where apprentice develops competencies through structured learning in a work setting
Minimum of 2,000 hours



Related Instruction (RI) Educational component of a RAP that strengthens the apprentices core knowledge
Minimum of 144 hours per year



Wage Progressions Wages increase during RAP as the apprentices skills and knowledge increase
Minimum of one interim wage progression

Registered Apprenticeship Programs (RAP)

Core Components

3 Key Roles Within Registered Apprenticeships



Employer (OJL)

- Employs the apprentice and provides the OJL
- Drives Program Design - Both the OJL and RI
- Can provide RI



Sponsor (Administrator)

- Responsible for Registering and administering RAP
- Can be provided by Employer, Sector Partnership, Industry Associations, Joint Labor-Management Organizations, Educational or Training Providers, Community Based Organizations, or Other Workforce Intermediaries



Related Instruction Provider (RI)

- Provides RI
- Can be provided by Employer; Joint Labor-Management Organizations; Community Colleges, 4 Year Institutions, K12; or Other Training Providers

Behavioral Health Apprenticeship Positions

Sample Occupations

- Substance Abuse Counselor
(USDOL Existing Title: *Certified Drug and Alcohol Counselor*)
- Certified Addiction Technician
(USDOL Existing Titles: *Peer Specialist*)
- Behavioral Health Technician
- Community Health Worker

UCCS Behavioral Health Programs

Related Instruction Options

UCCS has courses to support an apprenticeship:

- ✓ Addictions and Recovery Certificate provides the coursework toward the CAT and/or CAS
- ✓ Additional coursework prepares individuals to complete their LAC requirements

Apprenticeship Program Development Process

Explore Registered Apprenticeships

Complete Business Needs Analysis

Decide if registered apprenticeship is a good workforce solution and, if so, the best role for your organization

Develop Program

Work with your Apprenticeship Consultant and partners to develop and verify OJL/RI and prepare program for registration with USDOL

Recruitment & Program Support

After registration you will be connected with resources to assist with recruitment and access to funding opportunities and other program support for program growth and sustainability (Directory, ETPL, GI Bill ®)

Develop a Plan for Success

Identify Roles and Partners

Find the best partners to help develop your registered apprenticeship program and identify the role each partner will play

Register Program with USDOL

Your Apprenticeship Consultant and CDLE will ensure your program is ready for registration and refer you to USDOL to finalize the registration process



Funding to Support RAPs

Workforce Funding:
Funding for eligible
apprentices through local
workforce centers



**Apprenticeship
Scholarships:** New
qualifying apprentices
may receive a scholarship
of \$750 - \$3,000 that can
be used for tuition, fees,
tools, and other training
materials



IDEA Scale Up Grants:
\$10K-50k Grant for
sponsors and/or
employers for launching
and expanding RAPs

Deadline: April 27th



Next Steps



Connect with an Apprenticeship
Consultant



Email: nmurray@arapahoegov.com



Visit [Colorado Apprenticeship
Website](#)



Questions?

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