

**The Mississippi Partnership
Workforce Development Area**



**INDUSTRY RECOGNIZED
APPRENTICESHIP PROGRAM POLICY**

Revised July 1, 2023



**THE MISSISSIPPI PARTNERSHIP
INDUSTRY RECOGNIZED APPRENTICESHIP PROGRAM**

I. Scope and Purpose

The purpose of this policy is to set forth the requirements for the Industry Recognized Apprenticeship Program, a Gateway Workforce Service, in the Mississippi Partnership Local Workforce Development Area.

II. Program Overview

Participating employers will be reimbursed 50% of an eligible apprentice's wages up to \$6,000 per program year for no more than two program years. (A program year is July – June.) Employers will pay fair compensation as determined by the competitive market but no less than \$12.00 per hour.

Participating students will receive on-the-job training that provides real world experience in their chosen field of study while advancing their academic skills simultaneously.

III. Eligibility

A. Employers

1. Any public, private non-profit, or private sector business may participate in the Apprenticeship Program with the following exceptions:
 - a. If there is an unresolved violation of any local, state (including Unemployment Insurance) or federal law or where any abnormal labor condition exists, such as a strike, lockout, or other similar condition, at the establishment.
 - b. If the business is suspended or barred from participating in any Federal Government Procurement.
 - c. A business which has relocated within the past 120 days if the relocation resulted in any employee losing his or her jobs at the original location.
 - d. State agencies, temporary employment agencies, employee leasing firms, staffing agencies, churches or any facility that is used for religious worship.
 - e. Any business with representation on The Mississippi Partnership Local Workforce Development Board. This prohibition applies during the board member's term and for one year after member's term expires. This prohibition does not apply to any public entity/government.
2. Employers must agree to and execute an Apprenticeship Worksite Agreement.
3. Employer must agree to upskill (change job title) and increase the participant's wage if employed with host company before enrollment in the Apprenticeship program.

B. Apprentices

1. Students must be currently enrolled in a Community College and have been accepted into a technical field of study that the apprenticeship represents.
2. Students must be recommended to participate in the Apprenticeship Program by their respective Community College.
3. Students will go through a review/interview process with partnering Apprenticeship Employers and must be selected by a partnering employer in order to be in this program.
4. Apprentices must be eligible for WIOA to be enrolled into the Apprenticeship Program.
5. Apprentices must remain in good standing with their college and instructors to continue in the program.
6. If a student is employed with the same industry the student will be placed with under the apprenticeship program, prior to being enrolled into the apprenticeship program, the employer must be upskilling the participant and offer a wage upgrade at the time of enrollment into the Industry Recognized Apprenticeship program.
7. Apprentices will be employees of the partnering Apprenticeship Employer and must adhere to all employer policies.

IV. Promotion of Apprenticeship Program

The Community College staff, in coordination with Three Rivers Planning & Development District, will promote the apprenticeship program to local high schools and employers in the region.

V. Monitoring of Apprenticeship Program

The WIOA Community College staff, in coordination with Three Rivers Planning & Development District, will make at least one onsite visit each program year to the employer worksites to review the Apprenticeship Program. The WIOA Community College staff is also responsible for completing an Apprentice Evaluation in consultation with the employer at the end of each year in the apprenticeship program.

VI. Effective Date

This policy is revised effective March 10, 2021.