

Making The MARC

Michigan Apprenticeship Readiness Certificate

Michigan Department of Labor & Economic Opportunity
Workforce Development



SPECIAL THANKS TO:

Michigan Apprenticeship Advisory Body (MAAB)

MARC Subcommittee Members

MARC Pilot Program Partners

Pre-Apprenticeship/Apprenticeship Readiness (AR)

A training model designed to assist individuals who do not currently possess the minimum academic or skills requirements for selection into a Registered Apprenticeship Program (RAP), to meet the minimum selection criteria established in a RAP sponsor's standards.

Involves a form of structured workplace education and training in which an employer, employer group, industry association, labor union, community-based organization, or educational institution collaborate to provide formal instruction that will introduce participants to the competencies, skills, and materials used in one or more apprenticeable occupations.

It is a program designed to prepare individuals to enter and succeed in a RAP through aligned training and instruction, access to career counseling and supportive services, and opportunities to obtain at least one recognized industry credential.

A quality pre-apprenticeship/AR program maintains at least one documented partnership with a RAP.

Sources: [29 CFR 30.2](#) & [TEN 23-23](#)

What is the MARC?

Michigan already benefits from high-quality Apprenticeship Readiness (AR) programming, also known as “Pre-Apprenticeship Training” to prepare residents for enrollment into and completion of the USDOL Registered Apprenticeship Programs (RAPs).

While many programs provide completers with skills and connections to help them successfully enter and complete RAPs, unfortunately, some do not.

The Michigan Apprenticeship Readiness Certificate ([MARC](#)) provides a way to recognize high-quality AR programs, helping residents access training that leads to RAP opportunities and enables sponsors to more readily find qualified RAP applicants.

MARC – Level I

Confirms readiness for entry into RAPs in a specified industry sector

Must be recognized by at least one RAP sponsor/employer as qualification for ‘Advanced Standing’ or ‘Direct Interview’.

MUST be aligned with USDOL Training and Employment Notice (TEN) 23-23 quality criteria

MUST include curriculum that meets baseline needs for the industry sector covered

MAY be a portion of High School senior Portfolio / Work-Based Learning requirement

MAY incorporate other current industry recognized credentials

MARC – Level II

Confirms readiness for entry into RAPs in a specified industry sector AND occupation

Recognizes credit towards a portion of Related Instruction (RI) and On-Job-Learning (OJL) training required in RAP Standards.

Would count as a MDE State approved credential for any program.

MUST include a portion of the Related Instruction (RI) outcomes required in the Standards of Registered Apprenticeship, for the occupation.

MUST include a portion of the On-the- Job Learning (OJL) skills and/or competencies required in the Standards of Registered Apprenticeship Work Process Schedule.

MUST be recognized by at least one RAP sponsor granting RI & OJL credit for prior experience.

MAY incorporate other current industry recognized credentials

BUILDING A QUALITY APPRENTICESHIP READINESS PROGRAM

Five Basic Quality Pre-Apprenticeship Program Elements - TEN 23-23

1. Partnership with Registered Apprenticeship program sponsors.
2. Sustainability through partnerships.
3. Meaningful training combined with hands-on experience replicating a workplace that does not displace paid employees.
4. Access to career and supportive services.
5. Strategies that increase Registered Apprenticeship opportunities for underrepresented or underserved populations facing significant barriers to employment in the Registered Apprenticeship labor force.

Partnership with Registered Apprenticeship Program Sponsors

Quality pre-apprenticeship programs should be designed and delivered with input from at least one Registered Apprenticeship sponsor. A pre-apprenticeship program's educational and pre-vocational services prepare individuals to meet the entry requisites of one or more RAPs and occupations.

KEY ELEMENTS OF PARTNERSHIP:

- A written plan developed by the pre-apprenticeship program with training goals to teach participants a defined set of skills required and agreed upon by one or more Registered Apprenticeship sponsors for entry into their programs.
- Identified engagement between one or more sponsors and the pre-apprenticeship program, including program visits, access to apprenticeship mentors, granting of direct entry, etc.
- The granting of advanced standing/credit from one or more Registered Apprenticeship sponsors for pre-apprenticeship program graduates.
- Direct assistance to participants applying to those programs.

Sustainability Through Partnerships

To support their ongoing sustainability, quality pre-apprenticeship programs establish partnerships with entities to collaboratively promote the use of Registered Apprenticeships as a preferred means for employers to develop a skilled workforce and to create career opportunities and pathways for individuals.

PARTNERSHIPS CAN INCLUDE:

- Registered Apprenticeship sponsors
- DOL-funded intermediaries
- Community and faith-based organizations
- Advocacy organizations representing underserved populations
- Labor organizations
- Joint labor-management organizations
- Educational institutions (K-12 or community colleges)
- Public workforce system



Meaningful, Hands-On Training

Quality pre-apprenticeships provide hands on training to individuals in a workplace, simulated lab experience, or work-based learning environment.

ADDITIONAL CONSIDERATIONS:

- The training does NOT supplant a paid employee, but effectively simulates the industry and occupational conditions and standards of the partnering RAs while observing proper supervision and safety protocols.
- Pre-apprenticeship programs ideally provide opportunities to obtain an industry-recognized credential, as well as potential stipends or wages when funding allows.



Access to Career and Supportive Services

Quality pre-apprenticeship programs offer access to career and supportive services during the program, which may continue after a pre-apprentice enters an apprenticeship. Funding for supportive services can be leveraged from Federal, State, local, or private funding, as well as community organizations providing social support and/or wrap-around services.

SERVICES CAN INCLUDE:

Non-Financial Supports

- Career counseling/career exploration; Mentoring; Transportation assistance; Child or dependent care; Rehabilitative services; Textbooks; Tools; Other services for pre-apprentice success

Financial Supports

- Stipends; Emergency Grants



Effective Outreach

Strategies that increase Registered Apprenticeship opportunities for populations facing significant barriers to employment in the Registered Apprenticeship labor force. Examples Include:

- Thoughtful, dynamic, and documented recruitment strategies focused on outreach.
- Educational and pre-vocational services as well as design of instruction and training to assist participants in overcoming barriers to entering and succeeding in apprenticeships. These include career and industry awareness workshops, job readiness courses, English for Speakers of Other Languages, Adult Basic Education, financial literacy seminars, and math tutoring.
- Exposing participants to local, State, and national apprenticeships and providing direct assistance to participants applying to those programs.

ENDORSEMENT APPLICATION PROCESS

The Michigan Department of Labor and Economic Opportunity, Workforce Development (LEO-WD), State Apprenticeship Expansion (SAE) section will endorse certificates meeting MARC Level I and Level II requirements.

1. Partners will design and implement Apprenticeship Readiness programs and certificates that meet MARC Level I and/or II criteria.
2. Partners must include evidence of their certificate being recognized by at least one RAP sponsor for Advanced Standing (MARC I) and/or Advanced Standing and Credit for Prior Learning and Previous Experience (MARC II).

ENDORSEMENT APPLICATION PROCESS

3. Partners will apply to the State for a MARC
 - a) Applications and attachments should be sent electronically to the SAE section at apprenticeship@michigan.gov
 - b) The SAE section will review applications for validation and endorsement
4. Partners with certificates that meet endorsement requirements will receive permission to utilize the MARC Level I and/or Level II certificate(s) demonstrating the State recognizes the program

LINKS & RESOURCES

Federal:

United States Department of Labor (USDOL) - [Apprenticeship.gov](https://www.apprenticeship.gov)

USDOL Pre-Apprenticeship Definition - [29 CFR 30.2](https://www.dhs.gov/29-cfr-30.2)

USDOL Elements of a Quality Pre-Apprenticeship Program - [TEN 23-23](https://www.dhs.gov/ten-23-23)

State of Michigan:

Michigan Department of Labor & Economic Opportunity – [LEO](https://www.leo.state.mi.us)

LEO Registered Apprenticeship – [Michigan.gov/apprenticeship](https://www.michigan.gov/apprenticeship)

LEO Registered Apprenticeship Interest Form – [Rapid Start Form](https://www.michigan.gov/rapid-start-form)

LEO Guide to Youth Registered Apprenticeship - [YRA](https://www.michigan.gov/yra)

Michigan Apprenticeship Readiness Certificate Pilot Process - [MARC](https://www.marc.org)

THANK YOU!





MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**



**WORKFORCE
DEVELOPMENT**

State Apprenticeship Expansion



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