

*SPRING PRESENTS:
A SOCIAL DISTANCING SPECIAL*

RAIL EMPLOYER RESOURCES FOR THE NEXT GENERATION

Join us
virtually for
our free and
recorded
GoToMeeting
events!

5 PART LEARNING SERIES:

WHAT ARE YOU DOING?
FIRST & FUTURE CONTACT
FUTURE FEATURES
ALL ABOARD
YOU WILL MAKE A FINE NEW APPRENTICE



SPRING PRESENTS:

EMPLOYER RESOURCES FOR THE NEXT GENERATION:

CHAPTER 5 YOU WILL MAKE A FINE NEW APPRENTICE!



PRESIDENT AND
FOUNDER
OF SUCCESSION
PLANNING FOR
RAILROADS
INVESTING IN THE
NEXT GENERATION
(SPRING)

DIRECTOR OF
NATIONAL
APPRENTICESHIPS
FASTPORT



SUMMARY



SPRING Recruiting Industry Trends

- We can't find the right people
- No one wants these jobs anymore
- Our attrition and turnover is high
- 48% of our workforce is eligible to retire in 2019





+

FASTPORT

SPRING & FASTPORT PARTNERSHIP: Registered Apprenticeships

If the trucking industry has done this successfully, why haven't railroads yet?

Well now they can!

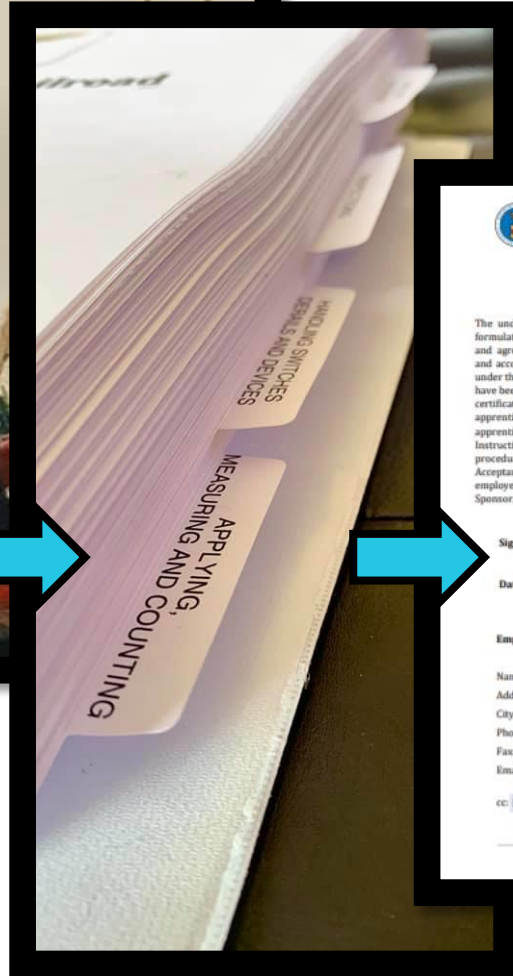
AND it's a free program!



What is an Apprenticeship?



Do you offer any kind of training?



Appendix D
Sample Employer Acceptance Agreement
EMPLOYER ACCEPTANCE AGREEMENT

The undersigned employer hereby subscribes to the provisions of the Apprenticeship Standards formulated and registered by the [Spring LLC - FASTPORT, INC.](#) and agree(s) to carry out the intent and purpose of said Standards for [Spring LLC - FASTPORT, INC.](#) and accompanying Appendices and to abide by the rules and decisions of the Sponsor established under these Apprenticeship Standards. [Spring LLC - FASTPORT, INC.](#) have been furnished a copy of the Standards and have read and understood them, and request certification to train apprentices under the provisions of these Standards. On-the-job, the apprentice is hereby assured qualified training personnel and adequate supervision during the apprenticeship. The training should follow the approved Work Process Schedule and Related Instruction Outline including the rotation of tasks. The employer further agrees to follow the selection procedures per the approved Standards or develop alternative selection procedures in the Employer Acceptance Agreement that are consistent with the requirements set forth in 29 CFR § 30.10(b). This employer acceptance agreement will remain in effect until canceled voluntarily or revoked by the Sponsor, Employer or the Office of Apprenticeship.

Signed: _____ Signed: _____
(On Behalf of Employer) (On Behalf of Sponsor)

Date: _____ Date: _____

Employer Title: _____

Name of Company: _____
Address: _____
City/State/Zip Code: _____
Phone Number: _____
Fax: _____
Email: _____

cc: Registration Agency _____

Page | D-2



About FASTPORT, Inc.

FASTPORT, Inc. is a contracted Department of Labor Industry Intermediary tasked to increase apprenticeship programs for **civilian** and **Veteran** talent. We have a Co-Sponsored National Standard Registered Apprenticeship with Succession Planning for Railroads Investing in the Next Generation (SPRING).



U.S. Department of Labor, Employment & Training Administration - Apprenticeships



United States Army Reserve



U.S. Department of Defense, Office of Employer Support of the Guard & Reserve



National Guard, MA ANG



United States Army Installation Management Command



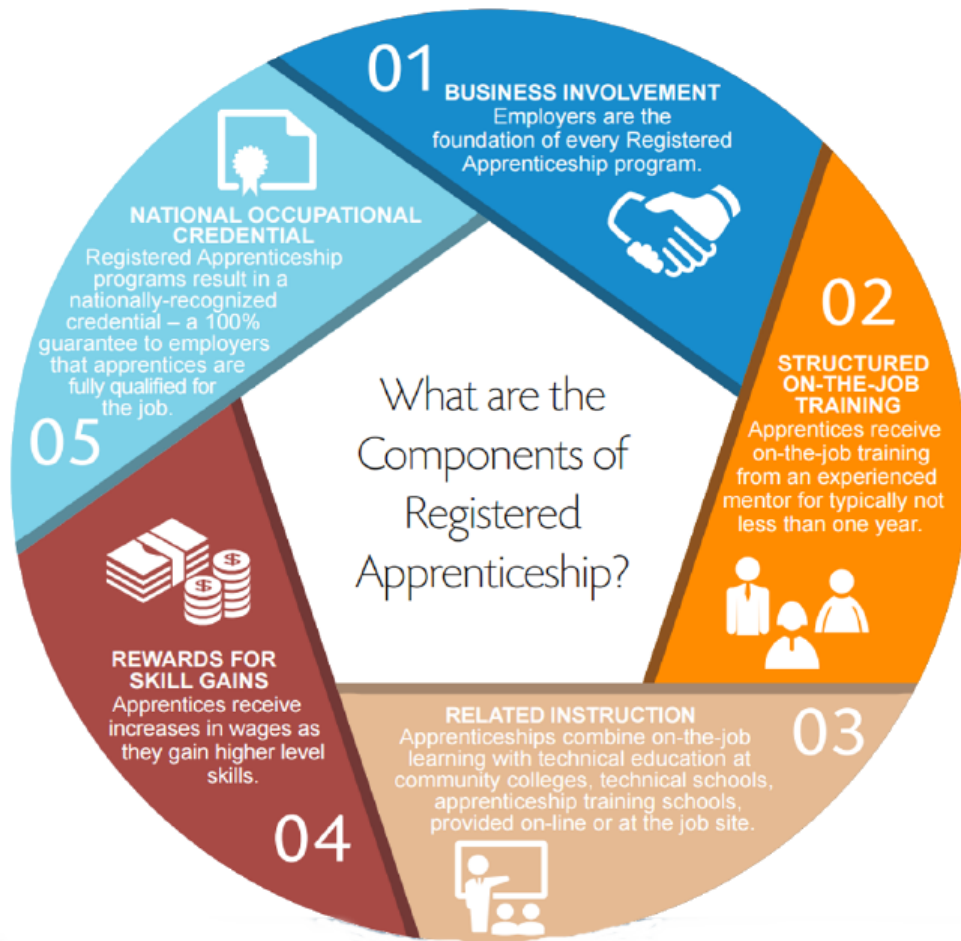
Key Presentation Take Aways





- Free resource made possible by the DOL
 - FASTPORT provides technical support and administration
- If you have a training program now, then you have an apprenticeship, its just not registered yet
- By setting up an Apprenticeship, you can unlock Tax Credits and tuition reimbursements in some states as well as MHA housing allowances for veterans who qualify for GI Bill benefits
- Apprenticeships can be customized to fit an employer's current business model
- Employer **determines** how it is run



What is an Apprenticeship?

Apprenticeship is an “earn while you learn” method of job training that combines on-the-job learning with related training and instruction that lead to increased wages as skills are gained and a National Occupational Credential upon completion.



- 
Employer Involvement Is Integral
 Employer is the foundation for the RA program and must be directly involved and be the provider of OJT
- 
Structured On-the-Job Training w/Mentoring
 Minimum of 2,000 hours Structured and Supervised
- 
Related Training and Instruction
144 hours recommended per year
 Parallel | Front-loaded | Segmented Options
- 
Rewards for Skill Gains
 Increases in skills brings about increases in earnings
- 
National Occupational Credential
 Nationally recognized credential showing job proficiency. Sponsor certifies individual is fully competent for career.



FASTPORT's Track Record for Establishing National Registered Apprenticeship Programs

13,500 New Apprentices since January 2017

- 50% Diversity Apprentices
- 27% Veteran Apprentices
 - 19 Occupations
 - 34 Employer Partners
 - 7 National Standards
- 7 National Industry Associations Partners
- 319 Education Certified Training Partners

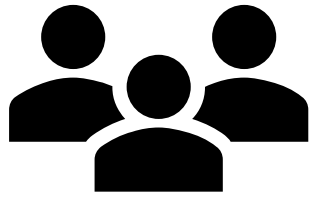


Apprenticeship Requirements

3 Key Elements:

- Have a paid progression career path available
 - (i.e. a trainee paid at an entry rate, and then once certification or qualification the rate is increased to match the acquired skills)
- Be an Equal Opportunity Employer and have a way to hire or terminate equitably
- Offer on the job training opportunities to new employees with little or no experience or upskill incumbent workers



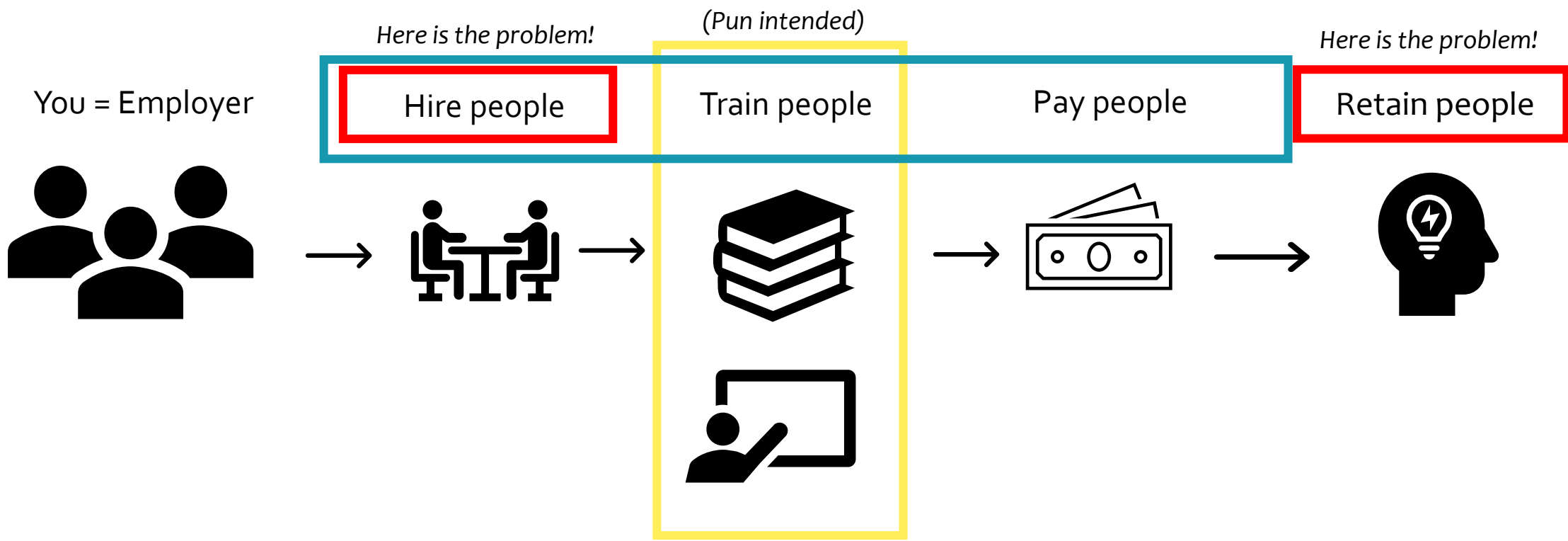


Employer's Role

- Establish and administer the apprenticeship program
- Set minimum qualifications (determined by you)
- Approve related technical instruction
- Provide supervised on-the-job learning
- Evaluate apprentice at regular intervals
- Setting up an apprenticeship is used at your discretion or time of need

*If you have an existing training program, you most likely do most of these tasks throughout the course of the training program already





Here is a solution!
 Apprenticeships will help you organize your structures, attract, and retain candidates, especially veterans



Benefits to Employers

- **Customized training** that meets industry standards, tailored to the specific needs of businesses, resulting in highly-skilled employees.
- **Increased knowledge** transfer through on-the-job learning from an experienced mentor, combined with education courses to support work-based learning.
- **Enhanced employee retention:** 94% complete apprenticeship & 91% of apprentices are still employed nine months later.
- **Retention values are even more significant** for eligible Veterans able to utilize their G.I. Bill to draw a Monthly Housing Allowance (MHA) while participating in a registered apprenticeship program.
- **A safer workplace** that may reduce FELA related costs, due to the program's emphasis on safety training
- **A stable and reliable pipeline** of qualified workers.
- **A systematic approach to training** that ensures employees are trained and certified to produce at the highest skill levels required for the occupation.



Apprentice Tax Credits

State	Name	Estimated Contribution/ROI
Alabama	Heroes for Hire Income Tax Credit	\$1,000
Arkansas	Arkansas Expand Apprenticeship (AREA)	\$2,000
California	California Enterprise Zone (EZ) Program	Wage Reduction
Connecticut	Manufacturing Apprenticeship Tax Credit	Up to \$4,800
Guam	22 GCA Business Regulations Ch. 44 Guam Registered Apprenticeship Program	50% of wages/training
Louisiana	SB332	Up to \$1,000 per year
Maryland	Maryland Registered Apprenticeship Tax Credit- Maryland Apprenticeship and Training Program	\$1,000
Massachusetts	Massachusetts Creates Apprenticeship	Up to \$4,800 per year Up to 50% of wages
Missouri	Youth Opportunity Program	Up to 50% of wages Up to 30% of equipment costs
Missouri	Show-Me Heroes On-the-Job-Training	50% of wages up to 1,040 hours
Montana	HB0308	\$750
Nevada	Title 32 Revenue and Taxation, Chapter 361 Property Tax, NRS 361.106	Taxation exemption
Oklahoma	Oklahoma Quality Jobs Program	Up to 5% of payroll
Ohio	Job Creation Tax Credit	Percentage of payroll
Rhode Island	Unknown	Up to \$4,800
South Carolina	SC SCH. TC-45 Apprenticeship Credit	\$1,000
South Carolina	Enterprise Zone Retraining Retraining Program (E-Zone Program) Through South Carolina Technical College	\$1,000
Virginia	Unknown	30% of all training costs
Washington	Unemployed Veteran Credit	Up to \$1,500
West Virginia	Chapter 11. Taxation Article 13W. Apprenticeship Training Tax Credits	Up to \$1,000 per year

Veteran Tax Credits

State	Name	Estimated Contribution/ ROI
Alaska	<u>AK Veteran Tax Credit</u>	\$2,000-\$3,000
Florida	<u>Florida Veterans Employment Act</u>	Up to \$5,000
Illinois	<u>Illinois Veterans Jobs Credit</u>	Up to \$5,000
Montana	<u>HB0308</u>	\$1,500
New York	<u>Hire a Veteran</u>	\$5,000-\$15,000
Oklahoma	<u>Oklahoma Quality Jobs Program</u>	Up to 6% of payroll
Utah	<u>Veteran Employment Tax Credit</u>	\$2,400-\$4,800
West Virginia	<u>West Virginia Military Incentive Credit</u>	Percent of Wages
Wisconsin	<u>Veteran Employment Credit (disabled Veterans)</u>	\$4,000-\$10,000
WOTC	<u>Returning Heroes Tax Credit</u>	\$2,400-\$5,600
WOTC	<u>Wounded Warrior Tax Credit</u>	\$4,800-\$9,600

Tuition Support

State	Name	Estimated Contribution/ROI
California	Tuition Support Fund	Tuition Based
Delaware	Adult Education and Workforce Training Grant	Tuition Based
Florida	Florida General Appropriations Act	Tuition Based
Florida	2012 Florida Statute, 1009.25	Fee Exemptions
Georgia	HOPE Grant	Up to 70% of student expenses
Guam	Manpower Development Fund	Tuition Based
Indiana	Employment and Training Fund	Tuition Based
Iowa	Iowa Jobs Training Program (260F)	Tuition Based
Maine	Statutes Title 26, §3211, 6-A	Tuition Based
North Carolina	State Board of Community Colleges	Tuition Based
Tennessee	Tennessee Board of Regents and the University of Tennessee Board of Trustees	\$5,800-\$11,600
Texas	Texas Workforce Commission	Tuition Based
Washington	State Board for Community and Technical Colleges	50% tuition reduction
Wisconsin	Unknown	Tuition Based

Benefits to Veteran Apprentices

Apprenticeship Program Participation

Post 9/11 Chapter 33 GI Bill							
Eligibility Tier	100%	90%	80%	70%	60%	50%	40%
Per month for the 1 st six months	\$1,293.00	\$1,163.70	\$1,034.40	\$905.10	\$775.80	\$646.50	\$517.20
Per month for the 2 nd six months	\$1,034.40	\$930.96	\$827.52	\$724.08	\$620.64	\$517.20	\$413.76
Per month for the 3 rd six months	\$775.80	\$698.22	\$620.64	\$543.06	\$465.48	\$387.90	\$310.32
Per month for the 4 th six months	\$517.20	\$465.48	\$413.76	\$362.04	\$310.32	\$258.60	\$206.88
Supplies Per Month	\$83.00	\$74.70	\$66.40	\$58.10	\$49.80	\$41.50	\$33.20
12 Month Total	\$14,960.40	\$13,464.36	\$11,968.32	\$10,472.28	\$8,976.24	\$7,480.20	\$5,984.16
24 Month Total	\$23,714.40	\$21,342.96	\$18,971.52	\$16,600.08	\$14,228.64	\$11,857.20	\$9,485.76
Per Year	\$11,857.20	\$10,671.48	\$9,485.76	\$8,300.04	\$7,114.32	\$5,928.60	\$4,742.88

Approximate amounts. Official amounts and dates to be determined by Veterans Affairs. Please visit

http://www.benefits.va.gov/gibill/resources/benefits_resources/rate_tables.asp

Rates effective Aug. 1, 2017.



Apprenticeship Return on Investment

For Apprentices:

- Apprentices on average earn more than \$70,000 upon program completion.
- Increases worker's compensation by approximately \$300,000 over lifetime.

For Employers:

- Employers realize an average return on investment of \$1.47 for every \$1 invested.
- Every \$1 invested in apprenticeships leads to a public return of approximately \$28 in benefits.
- Access to state and local resources.

[Click here for
The US Dept. of Commerce ROI Calculator for Apprenticeship](#)



APPRENTICESHIP.GOV

The screenshot shows the top of the Apprenticeship.gov website. At the top left, it says 'An official website of the United States government Here's how you know' and 'U.S. DEPARTMENT OF LABOR'. The main header features the 'APPRENTICESHIP.GOV' logo and a search bar. Below the header is a navigation menu with 'CAREER SEEKERS', 'EMPLOYERS', 'EDUCATORS', 'FAQS', and 'RESOURCES'. The main content area has a dark green background with the text 'LIST YOUR APPRENTICESHIP JOBS' in large white letters. Below this, it says 'Follow the instructions below to ensure that your open apprenticeship job listing(s) appear in our Apprenticeship Finder.' At the bottom of the screenshot, a white banner contains the text 'APPRENTICESHIP.GOV HELPS THE RIGHT CAREER SEEKERS FIND YOU'.

- **Career Seekers**
 - Become an apprentice
 - Find an apprenticeship
- **Employers**
 - About Apprenticeship
 - Start an apprenticeship
 - List your apprenticeship jobs
- **Educators**
- **Resources**



Next steps to get started: Register for Signal Maintainer Apprenticeship



Registered Apprenticeship Standards

National Program Standards National Guidelines for Apprenticeship Standards Local Apprenticeship Standards

Insert Name of Sponsor(s) or Organization(s):
SUCCESSION PLANNING FOR RAILROADS INVESTING IN THE NEXT GENERATION (SPRING) LLC - EASTPORT, INC.
Occupation(s): *Signals Maintainer*

O*NET-SOC Code(s): **49-9097.00** RAPIDS Code(s): **0947HY**

Developed in Cooperation with the U.S. Department of Labor Office of Apprenticeship

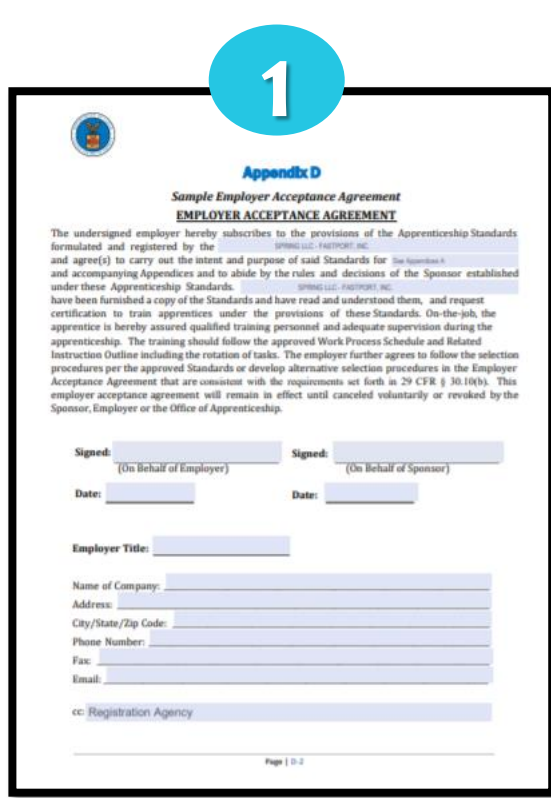
Approved by the U.S. Department of Labor Office of Apprenticeship

Registered By: JOHN V. LADD (For Government Use Only)
Certified By: _____ (For Government Use Only)

Signature: John V. Ladd (Sign here manually for National or Local Apprenticeship Standards)
Title: Administrator
Office of Apprenticeship
Date: September, 24, 2019
Registration Number: 2020-2A-74349

Check here if these are revised standards

Get Copy of Standard



Appendix D
Sample Employer Acceptance Agreement
EMPLOYER ACCEPTANCE AGREEMENT

The undersigned employer hereby subscribes to the provisions of the Apprenticeship Standards formulated and registered by the [Spring LLC - Eastport, Inc.] and agree(s) to carry out the intent and purpose of said Standards for [the Apprenticeship] and accompanying Apprentices and to abide by the rules and decisions of the Sponsor established under these Apprenticeship Standards. [Spring LLC - Eastport, Inc.] have been furnished a copy of the Standards and have read and understood them, and request certification to train apprentices under the provisions of these Standards. On-the-job, the apprentice is hereby assured qualified training personnel and adequate supervision during the apprenticeship. The training should follow the approved Work Process Schedule and Related Instruction Outline including the rotation of tasks. The employer further agrees to follow the selection procedures per the approved Standards or develop alternative selection procedures in the Employer Acceptance Agreement that are consistent with the requirements set forth in 29 CFR § 30.10(b). This employer acceptance agreement will remain in effect until canceled voluntarily or revoked by the Sponsor, Employer or the Office of Apprenticeship.

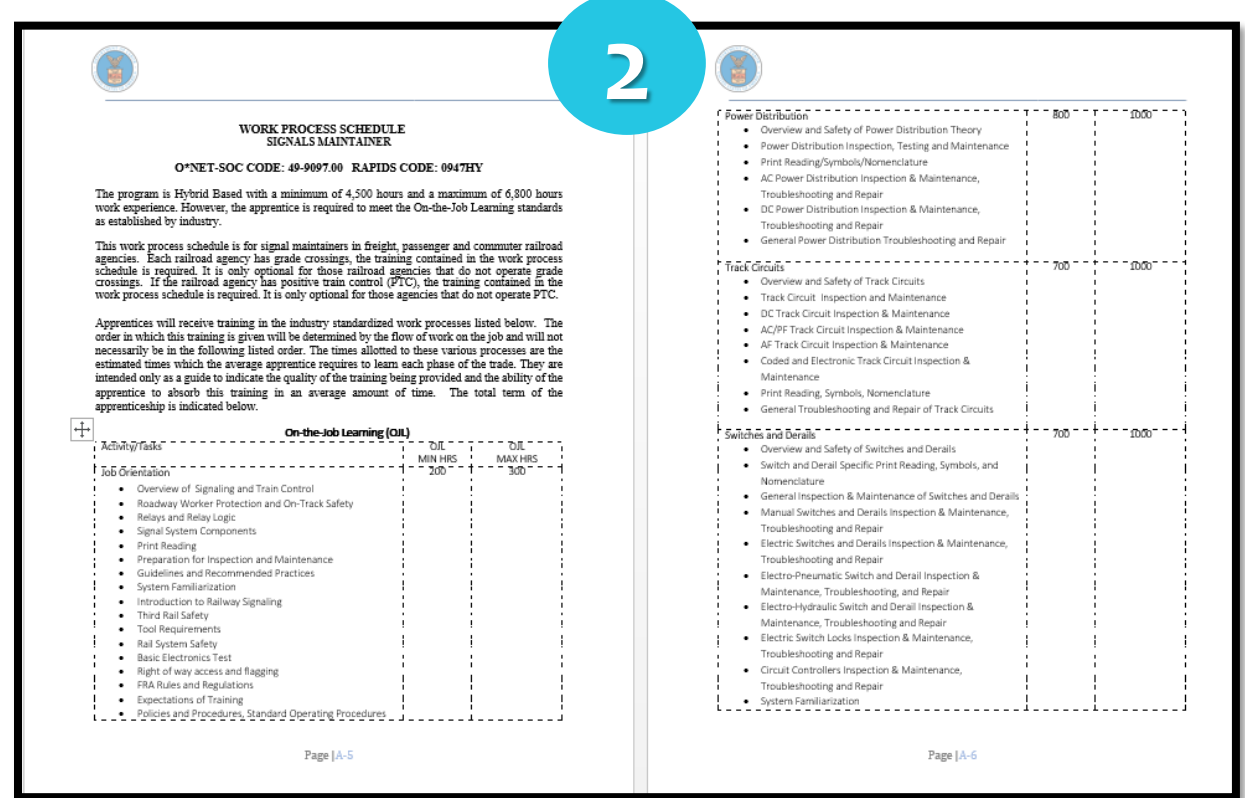
Signed: _____ (On Behalf of Employer) Signed: _____ (On Behalf of Sponsor)
Date: _____ Date: _____

Employer Title: _____

Name of Company: _____
Address: _____
City/State/Zip Code: _____
Phone Number: _____
Fax: _____
Email: _____
cc: Registration Agency

Page | D-2

Sign Employer Acceptance



WORK PROCESS SCHEDULE
SIGNALS MAINTAINER
O*NET-SOC CODE: **49-9097.00** RAPIDS CODE: **0947HY**

The program is Hybrid Based with a minimum of 4,500 hours and a maximum of 6,800 hours work experience. However, the apprentice is required to meet the On-the-Job Learning standards as established by industry.

This work process schedule is for signal maintainers in freight, passenger and commuter railroad agencies. Each railroad agency has grade crossings, the training contained in the work process schedule is required. It is only optional for those railroad agencies that do not operate grade crossings. If the railroad agency has positive train control (PTC), the training contained in the work process schedule is required. It is only optional for those agencies that do not operate PTC.

Apprentices will receive training in the industry standardized work processes listed below. The order in which this training is given will be determined by the flow of work on the job and will not necessarily be in the following listed order. The times allotted to these various processes are the estimated times which the average apprentice requires to learn each phase of the trade. They are intended only as a guide to indicate the quality of the training being provided and the ability of the apprentice to absorb this training in an average amount of time. The total term of the apprenticeship is indicated below.

Activity/Tasks	On-the-Job Learning (OIL)	
	MIN HRS	MAX HRS
Job Orientation	200	300
Power Distribution	800	1000
Track Circuits	700	1000
Switches and Derails	700	1000

Page | A-5

Review outline of training, update to customize for your company, send back to us



Review and edit template to fit your needs

This is your program!

WORK PROCESS SCHEDULE Signals Maintainer

O*NET-SOC CODE: 49-9097.00 RAPIDS CODE: 0947HY

This work process schedule is for signal maintainers in freight, passenger and commuter railroad agencies. If your agency has grade crossings, the training contained in the work process schedule is required. It is only optional for those agencies that do not operate grade crossings. If your agency has positive train control (PTC), the training contained in the work process schedule is required. It is only optional for those agencies that do not operate PTC.

4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on a dollar amount of the current hourly journeyworker wage rate of \$00.00 per hour or \$00,000.00. Please note that different location agreements and rate wages. The rates reflected in this section illustrate the lowest starting pay levels for a Signal Maintainer, which will vary based on location of employment.

As a journerworker (trainee):

- Year 1: pay increase by ___% after training (this is an example, you can put dollars if you want)
- Year 2: see above
- Year 3: see above

5. PROBATIONARY PERIOD

Every applicant selected for apprenticeship will serve a probationary period of 0 hours.

Topic	OJL MIN HRS	OJL MAX HRS
Orientation <ul style="list-style-type: none"> • Overview of Signaling and Train Control • Roadway Worker Protection and On-Track Safety • Relays and Relay Logic 	200	300



Rail Employer Resources Part 5: Registered Apprenticeships

Primary Contact:

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