

Thirsty **THURSDAY**

QUENCH YOUR THIRST FOR **TRAINING RESOURCES**

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NGA
NATIONAL GLASS ASSOCIATION with GANA

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TRAINING RESOURCES

Registered Glazier Apprenticeship

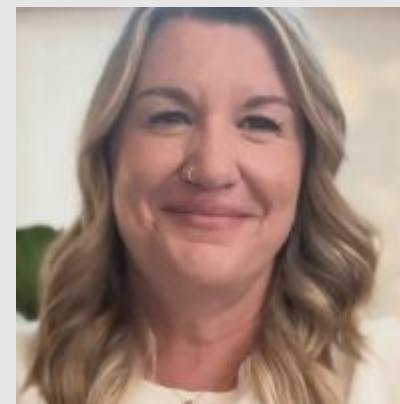
A Strategic Approach to Building Your Workforce



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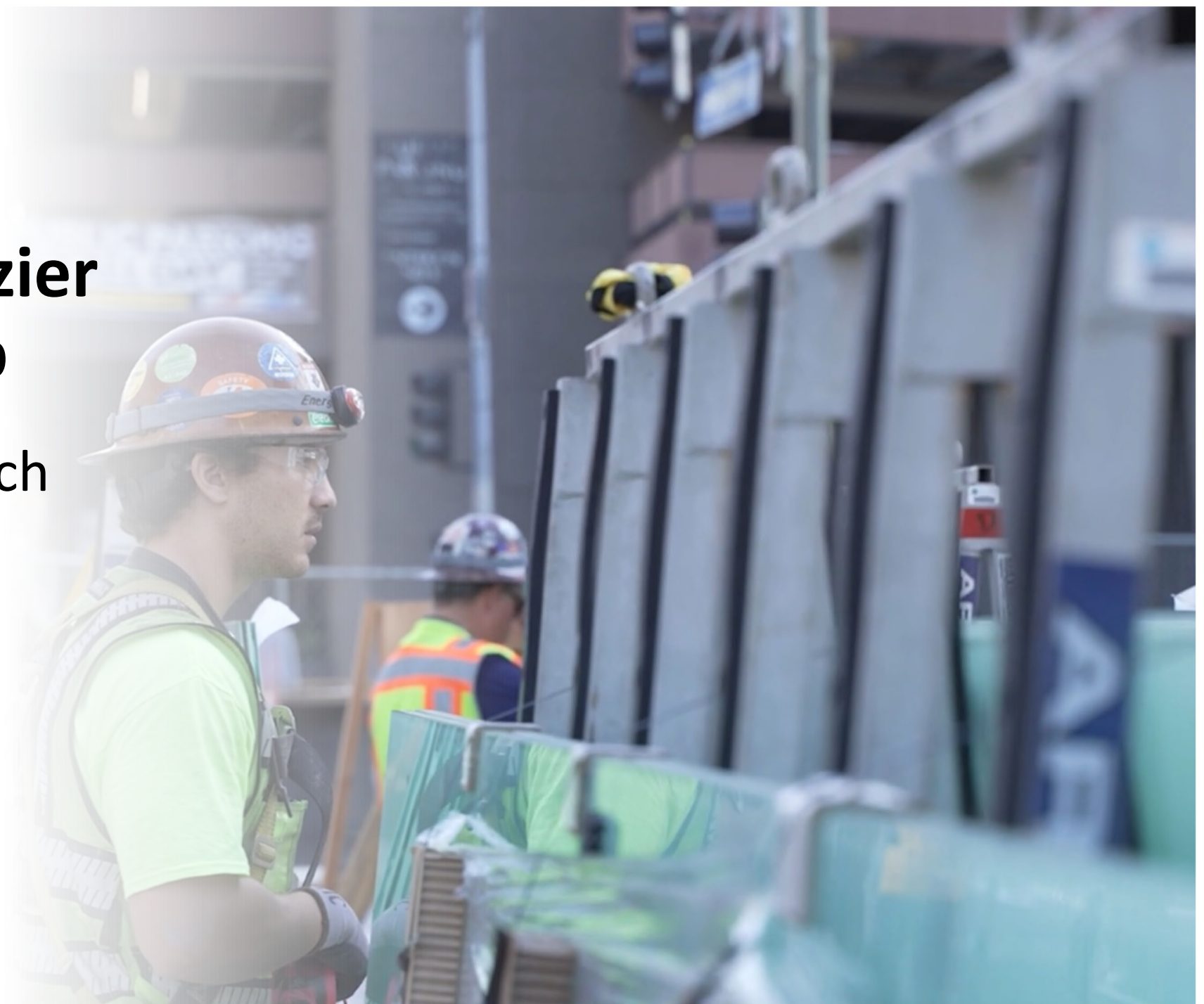
CONFERENCE

Louisville



Registered Glazier Apprenticeship

A Strategic Approach
to Building Your
Workforce



What is a Registered Apprenticeship Program (RAP)?

- Structured training consisting of on-the-job training (OJT) and related technical instruction (RTI), usually lasting 3 years
- Progressive wages as skills develop
- Results in nationally recognized credentials:
 - NCCER Journeyman level credential
 - Department of Labor journeyworker card

Registered Apprenticeship is NOT only for union companies.



The “Earn While You Learn” Model

APPRENTICES ARE EMPLOYEES FROM DAY ONE



Earning wages while gaining the skills your business needs



Little to no student debt makes apprenticeship attractive for candidates



Apprenticeship is not an internship or temporary job. The vast majority continue working for the sponsoring employer after completing the program



CAREER SEEKERS ▾

EMPLOYERS ▾

EDUCATORS

Structured Program Oversight

Programs are registered with either

- The U.S. Department of Labor Office of Apprenticeship (OA) or
- A USDOL approved State Apprenticeship Agency (SAA)
 - Usually the state's labor department, community college system, or education department

The OA or SAA agency ensures programs comply with state and federal regulations such as:

- Workplace safety
- Proper payment of wages
- Apprentice to journeyworker ratio
- OJT and RTI progress



Program Ownership

All apprenticeship programs are sponsored by an organization such as an employer, union, industry association, or community college

Two Main Structures

INDIVIDUAL

- Program belongs to and is operated by the employer
- All apprentices and journeymen tied to the program work for this employer

GROUP

- Program belongs to an organization that operates it
- Apprentices and journeymen are primarily employees of other companies that have signed onto the program



Why Should Your Company Consider Glazier Apprenticeship?



Registered Apprenticeship delivers **measurable** **returns** for your business:



Financial ROI

\$1.47 return for every \$1.00 invested*



Reduced Turnover

94% retention rate of completers*



Increased Productivity

Workers trained to your exact specifications



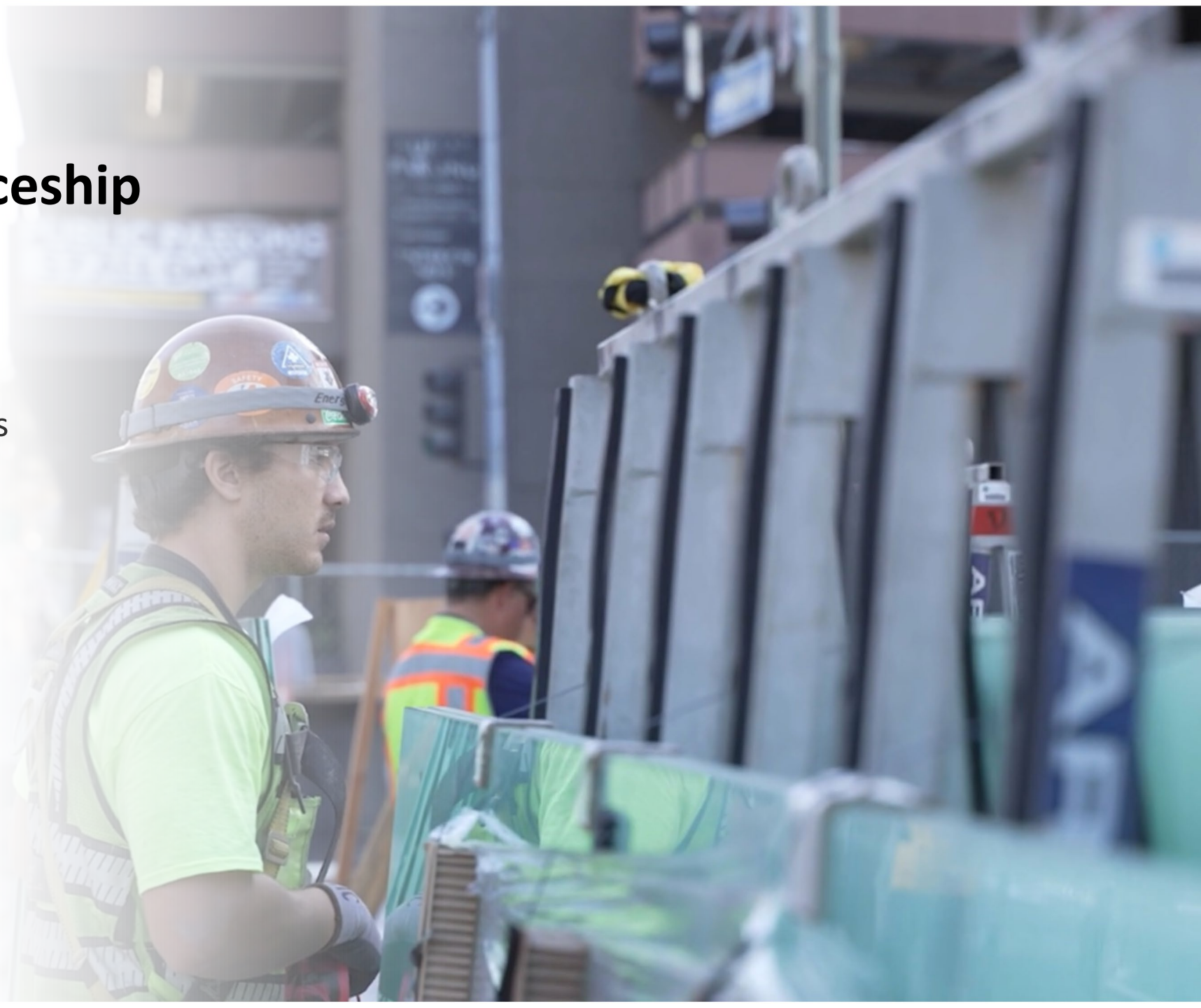
Safety Improvement

Properly trained workers = fewer accidents

* U.S. Department of Commerce, "The Benefits and Costs of Apprenticeships: A Business Perspective" (2016). U.S. Department of Labor, Office of Apprenticeship data

Registered Apprenticeship also delivers:

- Access to public works projects
- Access to employee pipelines
- Access to funding
- Lower recruitment costs
- Higher quality employees
- Increased employee loyalty



Access to Public Work Opportunities

- **Federal Projects:** Many require contractors to have registered apprenticeship programs or partner with approved programs
- **State & Local Projects:** Increasingly mandate apprenticeship participation for construction contracts

REAL IMPACT

- Contractors that do not participate may be automatically disqualified from bidding or score lower than competitors that are engaged with apprenticeship

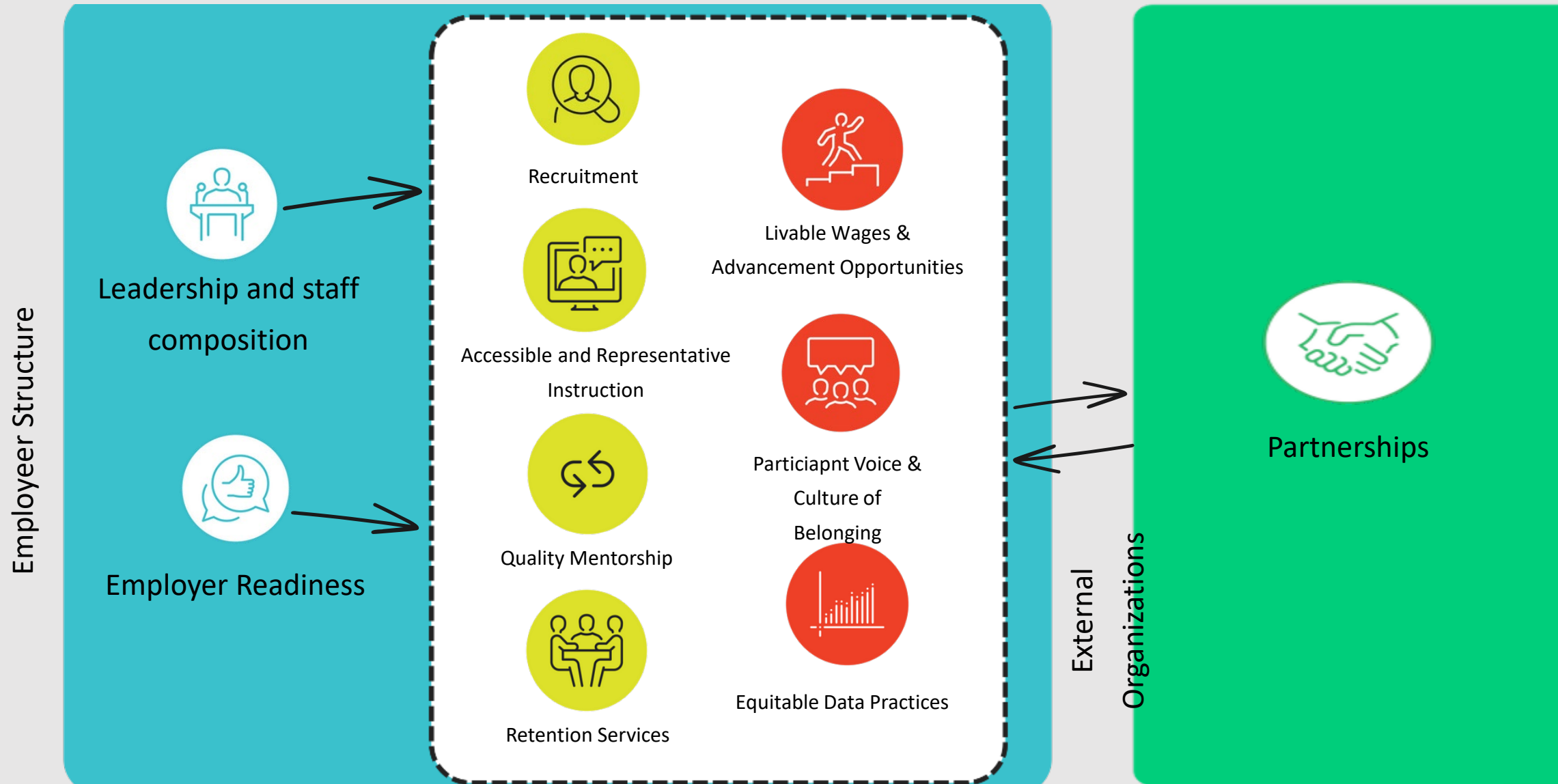


How Apprenticeship Solves Recruitment, Retention and Labor Shortages

- Builds a Reliable Talent Pipeline
- Strengthens Retention and Loyalty
- Lowers Hiring Costs and Reduces Risk
- Generates Strong ROI and Workforce Stability
- Expands Access to New Talent Pools



Organizational Conditions to Support Success



Program Design Framework-Courtesy of Jobs For the Future (JFF)





Use Transparent and Accessible Practices to Diversify Recruitment

The first interaction apprentices will have with an apprenticeship program will occur during outreach and recruitment. To ensure that programs are equitable, inclusive, and accessible, outreach practices and materials should be shared with a range of communities and in ways that allow for different forms of engagement and interaction.

Program design framework element Jobs For the Future



INTENTIONAL

ADJECTIVE:

DONE

ON PURPOSE;

DELIBERATE



Retention Resources

- Housing Stability & Emergency Assistance
- Transportation Support
- Mental Health & Behavioral Health Providers
- Education & Training Providers
- Financial Counseling & Stability Programs
- Childcare & Family Support Services
- Disability Inclusion Organizations
- Faith-Based Organizations



Facts Not Myths

- Apprenticeships provide career paths to many white-collar professions, NOT just unions and the trades.
- Apprenticeship works for any program that is skill-based and that can be supported by experiential learning.
 - Apprenticeships are growing in non-trade industries such as IT, health care, advanced manufacturing, insurance and hospitality.
- Apprenticeships can be used in any size company.
 - Apprenticeship is ideal for any position that benefits from on-the-job learning and where there is a committed mentor.
- A registered apprenticeship program can be modified to meet the needs of the employer and the apprentice.
 - The program is designed with flexibility in mind, and minor adjustments can be made to make the program work for you.



How Do You Get Started?



Path 1

Start Your Own Registered Program

This option may be for you if you have the staff to:

- Develop a program (with assistance from your state representative)
- Handle ongoing program administration per your state's requirements
- Expect to have enough work to support one or more apprentices for many years to come

This option may NOT be for you if:

- You do not have the staff to handle program development, the application, and program administration
- You would prefer to focus on providing on-the-job training and let someone else deal with the rest



Path 2

Join a Group Program

Group programs include those offered by IUPAT but can also be administered by an industry association, community college, or a group of employers.

This option may be for you if:

- You are a smaller company with limited staffing and capacity to handle program administration
- You are a company of any size that would prefer to focus on on-the-job training while someone else handles administration

This option may NOT be for you if:

- You are opposed to paying a fee for the program sponsor to handle administration
- You require very tailored training that the group's program can't support



Next Steps

Visit www.myglassclass.com/apprenticeship to:

- Find your state apprenticeship office contact info
- Find a Group program near you
- Find step-by-step information on how to set up a Registered Apprenticeship Program



How NGA Can Help



NGA Makes Glazier Apprenticeship Accessible to Non-Union Member Companies

HOW?

Created a non-union glazier apprentice curriculum that meets Department of Labor criteria

Partnered with NCCER to create a nationally recognized glazier apprentice credential

Worked with sponsors to create glazier apprentice programs for non-union installers, ensuring equal access to all member companies

33 Programs in 27 states, plus Canada



The NGA Foundation Helps Pay for Curriculum Costs

- By partnering with FHC and other industry companies, NGA is able to offer the NGA Glazier Apprentice Curriculum **free-of-charge**
- Employers are only responsible for a small administrative curriculum fee



NGA Provides Expert Apprenticeship Assistance and Support

- Guidance in creating new programs
- Assistance in growing existing programs
- Information and connections to existing programs
- Help determining if apprenticeship is right for you
- Administrator training
- Apprentice enrollment
- Documentation for your state or the USDOL



Contact apprenticeship@glass.org today!

Questions?



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