

Michigan Apprenticeship Readiness Certificate (MARC)



OVERVIEW

Michigan already benefits from high-quality Apprenticeship Readiness (AR) programming, also known as “Pre-Apprenticeship Training”. Program certification will increase this benefit. AR programs help prepare residents for enrollment into and completion of the U.S. Department of Labor (USDOL) Registered Apprenticeship Programs (RAPs) businesses use to grow talent. While some programs provide completers with skills and connections to help them successfully enter and complete RAPs, many do not. The Michigan Apprenticeship Readiness Certificate (MARC) recognizes high-quality AR programs to help residents access training that leads to RAP opportunities and enables sponsors to more readily find qualified RAP applicants.

ENDORSEMENT

Michigan will recognize stakeholder certificates as MARCs through a multi-level endorsement. By definition, when specified in USDOL approved RAP Standards, the MARC can serve as an industry recognized credential meeting Workforce Innovation and Opportunity Act (WIOA) requirements and as a Postsecondary Recognized Credential, Perkins V Indicator.

CERTIFICATION

MARC Level I certificates confirm readiness for entry into RAPs in a specified industry sector, and that certificate holders achieved a defined level of proficiency through assessment, recognized in the RAP standards as qualification for ‘Advanced Standing’. MARC Level I criteria includes:

- Must meet USDOL Training and Employment Notice (TEN) 13-12 quality criteria
- Must include ensure recipient is competent in industry sector occupation baseline needs
- Must be written into the RAP standards selection criteria
- May be a portion of High School senior Portfolio / Work-Based Learning requirement and can incorporate other current industry recognized credentials

MARC Level II certificates confirm readiness for entry into RAPs in a specified industry sector and occupation. It recognizes portions of training required by RAP Standards already achieved, saving employer / sponsors time and money in Related Instruction (RI) and On-Job-Learning (OJL), and saving participants time and money by reducing redundant studies and tasks. MARC Level II indicates increased potential for successful RAP completion. MARC Level II criteria includes:

- Must include a portion of RAP Occupational Standards RI outcomes (for reference, 1 year of RTI must be at least 144 hours)
- Must include a portion of the RAP Occupational Standards Work Process Schedule OJL skills and/or competencies (for reference, 1 year of OJL must be at least 2,000 hours)
- Must be recognized by employer / sponsors as “articulated” credit for prior experience, documented in the RAP Standards, and/or Joint Apprenticeship Training Committee or Collective Bargaining Agreements, where applicable
- Must be written into RAP standards, prior experience (articulated credit) section
- May incorporate other current industry recognized credentials

Can your program Meet the MARC?

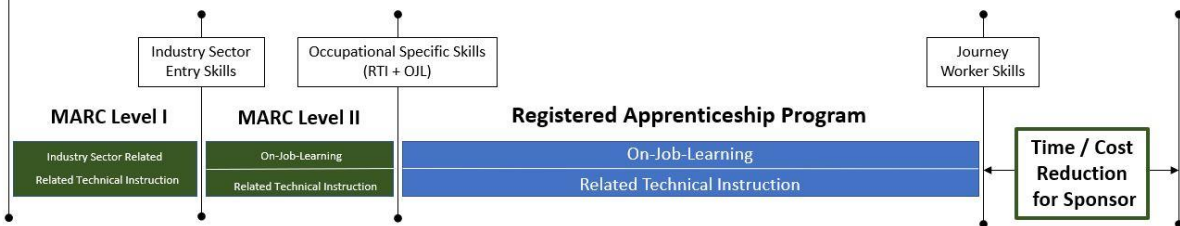
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CURRENT STATE without MARC



DESIRED STATE with MARC



MARC APPLICATION

The Michigan Department of Labor and Economic Opportunity, Workforce Development (LEO-WD), Industry Engagement Division (IED), State Apprenticeship Expansion (SAE) section will endorse certificates meeting MARC Level I and Level II requirements, following below process:

1. Partners (RAP stakeholders) applying for certificate recognition will design and implement certificates for RAPs in regions and/or industry sectors that meet criteria below.
2. Partners must include appropriate MARC language in USDOL RAP Standards (certificates without this language will not be endorsed)
3. RAP stakeholders will apply to the State for a MARC.
 - a. Applications and required attachments should be sent electronically to the SAE section at apprenticeship@michigan.gov
 - b. The SAE section will review applications for endorsement based on criteria
4. Entities with certificates that meet endorsement requirements will
 - a. Receive permission to add a MARC Level I and/or Level II emblem to their certificate(s) demonstrating the State recognizes the program
 - b. Endorsements are valid for a one-year period, January 01 through December 31
 - c. Entities can apply for MARC endorsement at any time, however, endorsements that are valid for the full subsequent calendar year must be submitted prior to November 30 of the prior calendar year

Make your MARC!

MARC Level 1 SAMPLE Checklist

CERTIFICATE ALIGNED WITH USDOL TEN 13-12	YES	NO
Includes approved training and curriculum		
Includes strategies for long-term success		
Includes access to appropriate supportive services		
Promotes greater use of RA to increase future opportunities		
Includes meaningful hands-on training		
Hands-on training that does not displace paid employees		
Includes facilitated entry and/or articulation?		
THE CERTIFICATE:	YES	NO
Includes robust curriculum meeting industry sector occupations' needs		
Builds on current industry recognized credentials		
Ensures completers achieve industry sector entry level proficiency		
Results in work-ready candidates, prepared for industry sector RAPs		
Meets initial employer entry requirements		
Written into the RAP standards selection criteria		

MARC Level 2 SAMPLE Checklist

CERTIFICATE ALIGNED WITH USDOL TEN 13-12	YES	NO
Includes approved training and curriculum		
Includes strategies for long-term success		
Includes access to appropriate supportive services		
Promotes greater use of RA to increase future opportunities		
Includes meaningful hands-on training		
Hands-on training that does not displace paid employees		
Includes facilitated entry and/or articulation?		
THE CERTIFICATE:	YES	NO
Aligns directly with RAP Standards for the occupation		
Includes an appropriate portion (___%) of the RAP required OJL		
Includes an appropriate portion (___%) of the RAP required RI		
Save employer sponsors time and/or money by reducing RAP costs		
Save participants time and/or money by reducing redundancy		
Results in participants prepared for success in RAPs		
Written into RAP standards selection criteria		
Written into RAP standards prior experience (articulated credit) section		