

January 2021

Standards Builder User Guide

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Introduction

This **Standards Builder Sponsor System User Guide** provides a point of reference for potential program sponsors and current program sponsors alike on some common areas of concern and frequently asked questions, including:

- Logging into the system through multiple avenues, including users already having Appian credentials and users gaining access to Standards Builder through Apprenticeship.gov via use of Login.gov credentials.
- Adding personal and organizational contact information for your apprenticeship program and personnel.
- Identifying and adding "apprenticeable" occupations by specific roles and/or industries.
- Declaring minimum requirements and qualifications for participation, defining proposed training, selection procedures, and ways for claiming credit for previous related experience.
- Compiling this information, which constitutes your **program standards**, and submitting these standards for review by the Office of Apprenticeship (OA).
- Receiving your welcome packet and accessing your registered program as a sponsor user through RAPIDS, our national database of Registered Apprenticeship Partners that includes apprentice, sponsor, and occupation-specific information.

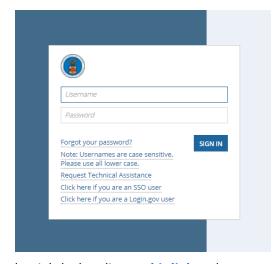
Getting Started

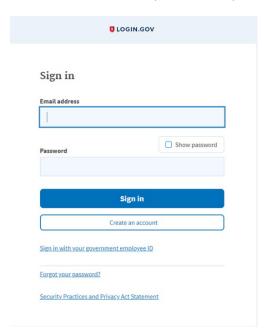
Logging In

You are able to log into Standards Builder through two avenues:

 If you have an existing Appian account (image right) (typical if you are currently or have in the past been a sponsor user for a

registered apprenticeship program), you





can use those credentials by heading to this link and entering your username and password. Then, click the Standards Builder tab at the top left-hand side of the screen.

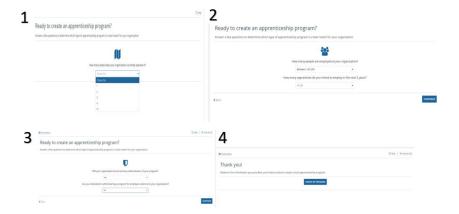
- Note: Follow instructions available through this same link if you have forgotten your password and it will be reset.
- If you have Login.gov credentials (image left), you can access Standards Builder via Apprenticeship.gov by clicking the Resources tab, and under Apprenticeship Tools, clicking Standards Builder. You can quickly navigate there by clicking this link. Once here, click the Start Now button at the bottom of the page to reach the Login.gov page for accessing Standards Builder.
- Note: if you don't have Login.gov credentials, please visit Login.gov to obtain them and repeat the above process

once you have obtained your Login.gov username and password.

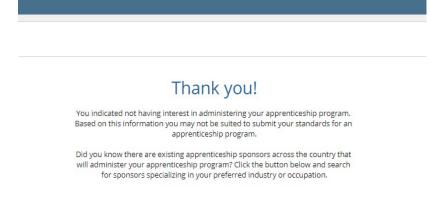
Introducing Your Apprenticeship Program

Adding General Information

When creating program standards, one of the first things the sponsor user has to indicate is basic information like the location (for instance, whether the program will work across state lines), the number of employees currently working for the program, and the number of apprentices the program intends to employ within the foreseeable future. In addition, users should indicate if their organization will be the program's primary administrator, and if the organizations is interested in administering programs for external organizations as well. Once all these parameters have been defined, the system makes a recommendation for the suggested kind of program, and users can click **Create My Program** to continue the program creation process.



Note: if users indicate that their organization is **not** interested in being the primary administrator of your own program, then they may not establish and submit their standards for an apprenticeship



RETURN TO APPRENTICESHIP.GOV

Adding Contact Information

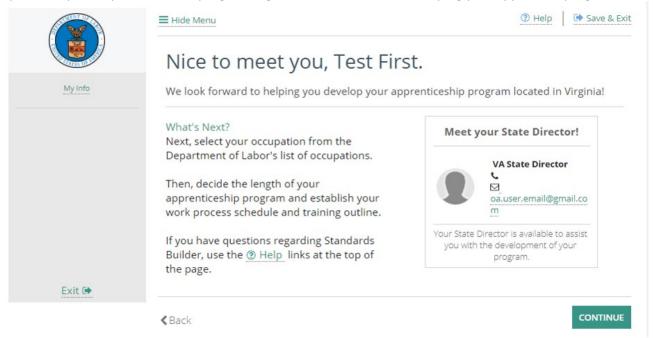
asked to return to Apprenticeship.gov.

Contact Information needs to be specified for both the user entering this information and the organization as a whole. While the individual adding this information will be the primary point of contact for the program,

program. At this point users are

additional contacts can be added throughout the process.

Once complete, the user will be introduced to their State Director, who will be able to help with any questions you may have around program registration and further developing your apprentice program.

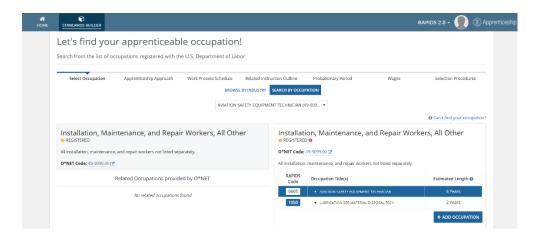


Building Your Apprenticeship Program

Next, the user must build upon their introduction by Identifying and adding specific apprenticeable occupations by specific roles and/or industries, along with defining technical elements of the apprenticeship like proposed training outlines, selection procedures, and wage agreements among several others.

Selecting an Occupation

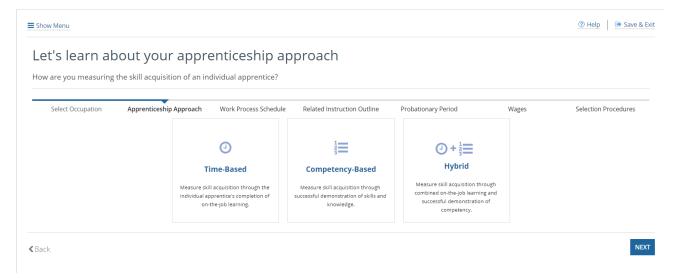
Users are required to select occupations by either industry or by occupation using ONET codes. These codes correspond to specific roles and industries. Once the ONET code is selected, a list of **sponsor defined** registered occupations corresponding most closely to that single ONET occupation are made visible along with their RAPIDS codes. From these positions, one must be highlighted as shown, at which point users can click the now activated **Add Occupation** button.



Indicating an Apprenticeship Approach and Defining Work Process Schedules

Next, users should indicate an apprenticeship approach. Apprenticeships can be time-based, competency based, or a hybrid approach.

- **Time-Based Approach** measures skill based on completion of on-the-job training. Generally, this type of apprenticeship lasts between 1 and 4 years.
- Competency-Based Approach measures skill based on successful demonstration and evaluation
 of apprentice skills and knowledge. Generally, this type of apprenticeship lasts between 1 and 4
 years.
- **Hybrid Approach** measures skill based on combination of on-the-job training and skill demonstration. Generally, this type of apprenticeship lasts between 1 and 4 years, averaging at 2-2.5 years.



Depending on the type of method selected, work process schedules need to be filled in and entered a little differently. A work process schedule includes the list of required apprenticeship activities along with the number of hours each relevant task requires to be met. These hours can vary, and depend on the occupations selected. In addition, for apprenticeships that are either time-based or hybrid, the duration of these on-job learning (OJL) tasks can be adjusted by 25% above or below the recommended OJL hours.

• Work Process Schedules for Time-Based Approach

 Sponsor will need to complete each section in hours to add up to the total duration of the apprenticeship.

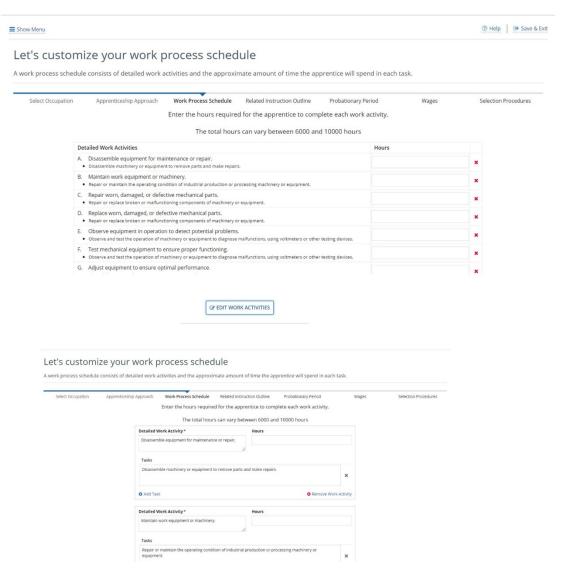
• Work Process Schedules for Competency-Based Approach

 In this case, sponsor users don't need to complete each section in hours, as progress in competency-based occupations is measured with skill demonstration.

• Work Process Schedules for Hybrid Approach

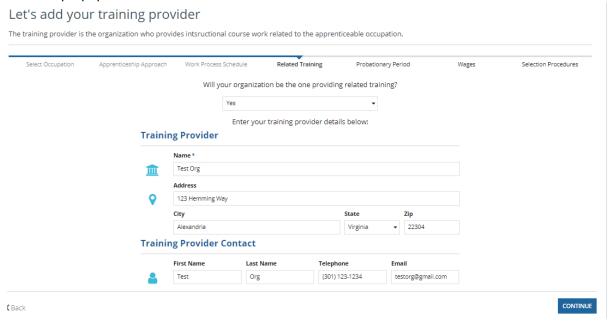
 Sponsors may complete each section in hours as progress in hybrid occupations is measured with a mix of on-the-job training and skill demonstration. Both a minimum and maximum number of hours for each task must be specified. Again, the duration of these on-job learning (OJL) tasks can be adjusted by 25% above or below the recommended OJL hours.

Note: no matter the type of apprenticeship method selected, work process schedules and their detailed tasks can be edited, added, or removed by clicking the **Edit Work Activities** button in the lower hand corner of the screen.

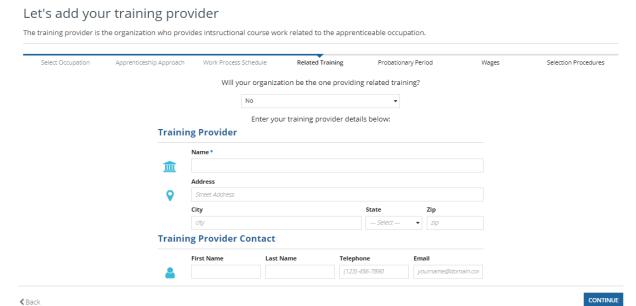


Outlining Related Instruction

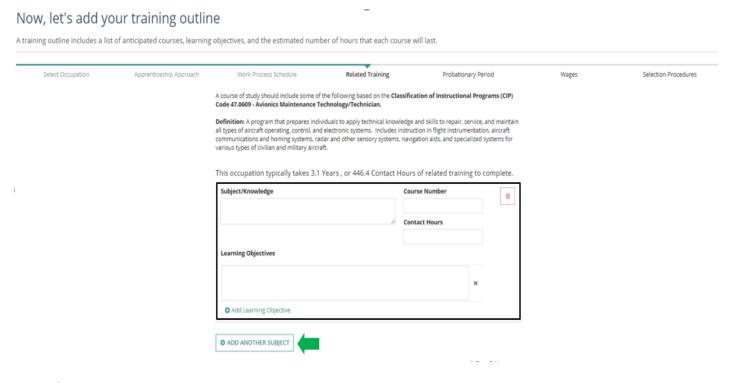
Sponsors can choose their own program or external organizations to provide their apprentices with related training options. If the sponsor's organization will be the one providing the training, their contact data will prepopulate into the form.



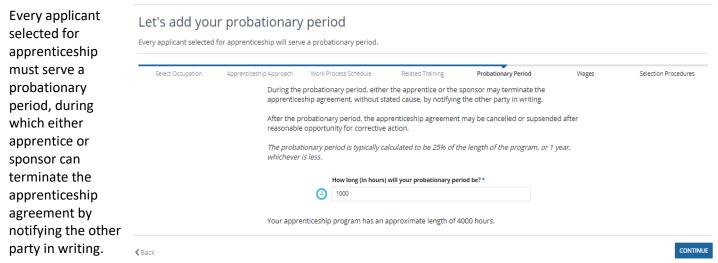
If a different organization will provide the training, the user can enter that information into the form.



Once contact information is entered for the related training instruction provider, sponsors can click **Continue** to enter one or more specific courses/subjects as they relate to the apprenticeship.



Specifying the Probationary Period



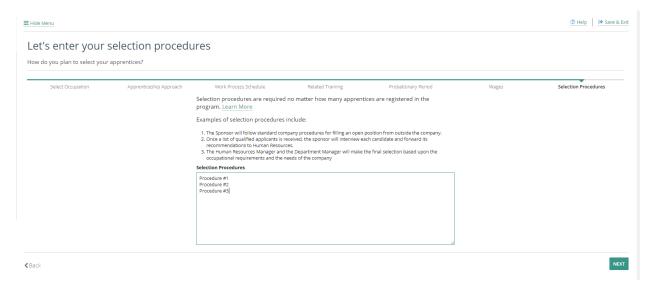
Defining Wages and Wage Amounts

Apprentices must be paid a wage rate that is progressively increasing throughout the course of their apprenticeship. Sponsor users can specify multiple wage levels by clicking the icon to **Add More Levels.**

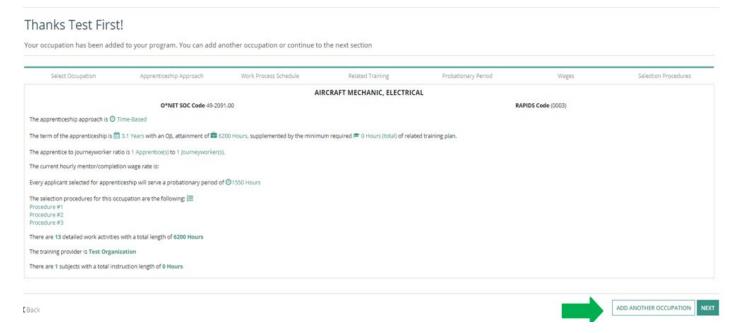
Let's start entering your wages Apprentices must be paid a progressively increasing schedule of wages during their apprenticeship. Select Occupation Apprenticeship Approach Work Process Schedule Related Training Probationary Period Selection Procedures Wages Entry Wage Completion/Mentor Wage Wage Rate \$0.00 \$0.00 0 Hourly The wage at which the apprentice will start. The wage the apprentice will make at the end of the apprenticeship. Choose the rate at which the apprentice will be paid Click here to add more levels to your wage schedule NEXT **≺** Back Let's start entering your wages Apprentices must be paid a progressively increasing schedule of wages during their apprenticeship. Work Process Schedule Related Training Probationary Period Selection Procedures Select Occupation Apprenticeship Approach Wages **Entry Wage** Wage Rate \$0.00 \$0.00 Hourly The wage the apprentice will make at the end of the apprenticeship. Click here to add more levels to your wage schedule Wage schedules can vary based on the length and complexity of the apprenticeship. Use the table below to add all of the levels required for your wage schedule. The schedule of wages must increase consistent with the skills acquired by the apprentice. Items Period % of Mentor Wage Duration (Hours) Wage (Hourly) Description 1st 0 End Wage 100% 0 Hours Add Additional Wage Level **≮** Back

Outlining Selection Procedures

Every sponsor is required to enter some of the selection procedures they will utilize as part of recruiting for and filling their open positions, whether from within or without the company. Selection procedures are required by the Office of Apprenticeship regardless of the final number of registered/active apprentices.



Every sponsor is required to enter some of the selection procedures they will utilize as part of recruiting for and filling their open positions, whether from within or without the company. Selection procedures are required by the Office of Apprenticeship regardless of the final number of registered/active apprentices that will be served. Once selection procedures have been defined, sponsor users have officially completed adding a single occupation end-to-end for registration and apprenticeability. If they desire, they may continue with the process or **add another occupation.**



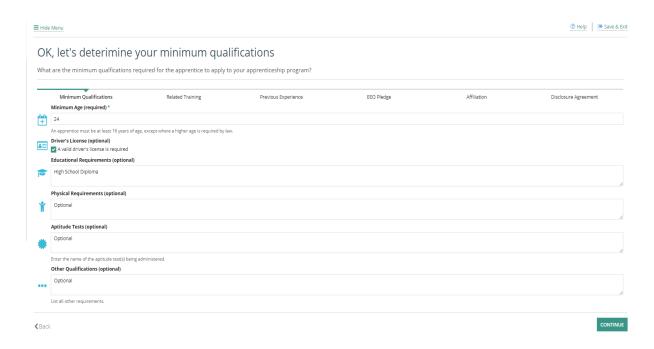
Finalizing Your Apprenticeship Program

Before submitting program standards for Office of Apprenticeship review, the following elements have to be addressed in program standards in order for the apprenticeship program to be considered compliant with various federal and state regulations.

Defining Minimum Qualifications

Sponsors must determine the minimum qualifications needed for participating in their apprenticeship program. These include age and education requirements, physical capability, and other qualifications.

Note: In future implementations, the minimum age will default to 18 as opposed to 16, and apprentices younger than 18 will need to have required parental consent/signatures on the apprenticeship agreement.

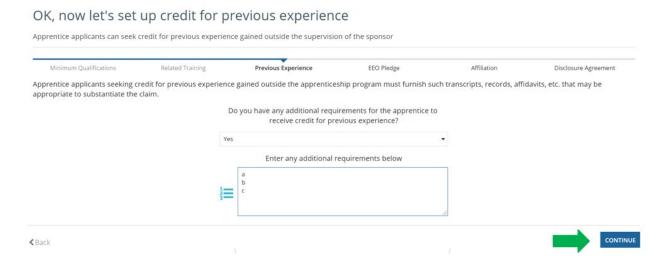


Additional Related Training Information

While related training outlines have been covered in previous sections, this part of the standards process focuses on wages earned during related training; in particular, sponsors have to specify whether their apprentices will be financially compensated for time spent attending courses in accordance with their related training plan.

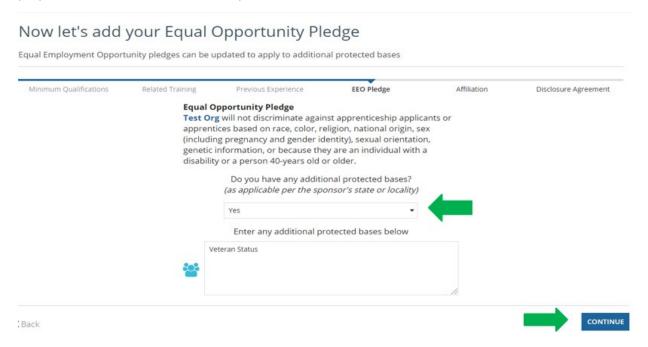
Previous Experience

Sponsors can allow applicants seeking credit for previous experience gained outside the apprenticeship program to furnish evidence appropriate to substantiate the claim. This involved applicants furnishing official documents including transcripts, affidavits, certificates, and other documentation deemed appropriate by the sponsor.



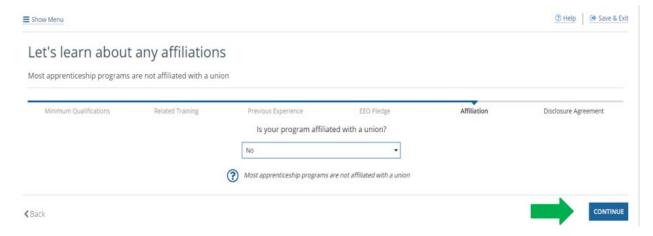
Equal Employment Opportunity (EEO) Pledge

Sponsors can indicate all the protected groups and bases in this apprenticeship program for the purposes of recruitment and Diversity/Inclusion.



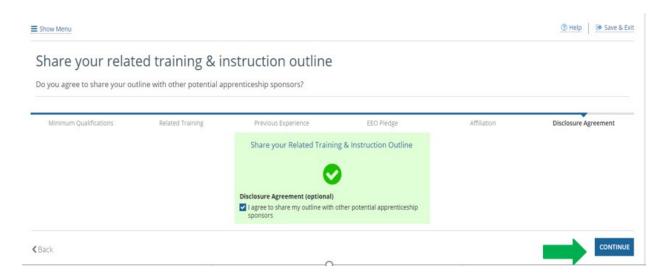
Disclosing Affiliation

Sponsors can indicate any relevant union affiliations for their apprenticeship program. Generally, however, most apprenticeship programs tend not to be affiliated with a union.



A Note on Disclosing Related Training Outlines

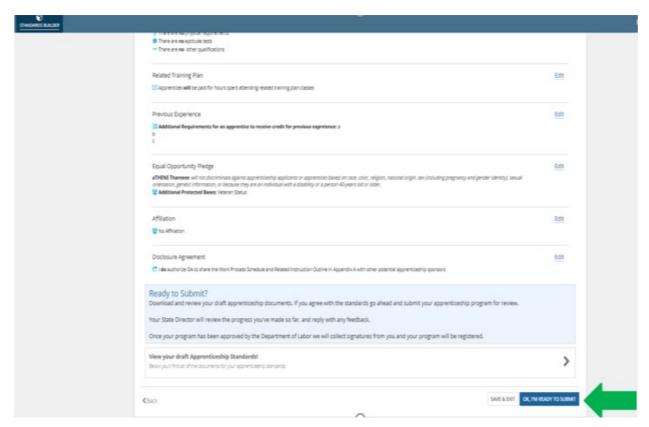
Sponsors can choose whether nor not to share their outlines with potential apprenticeship sponsors. This is entirely optional, and has no bearing on the outcome of the review that your program standards are about to undergo.



Reviewing and Submitting Standards

Sponsors then move onto a summary page that displays their progress in each area, and if they are missing any key information, they are prompted at the top of the screen to add missing information prior to submission for review.

Once all the necessary information has been entered and validated, sponsors can submit their standards for OA Review.



Appian for US Department of Labor (TEST) account creation

Appian for US Department of Labor (TEST) <admin@doitest.appiancloud.com>
to *

Dear Michael Busch,

Your Appian for US Department of Labor (TEST) account has been created by your administrator: karthik paravathaneni. Your username and temporary password are below.

Username: betrearontezera@gmail.com
Temporary Password: t]B*PY<Uy.vP7=9XU~qch{9}

To log in with your temporary password, navigate to https://doitest.appiancloud.com/suite?signin=native

You will be asked to select a new password when you log in.

If you have any questions, please contact your administrator.

Thank you,
Appian for US Department of Labor (TEST)

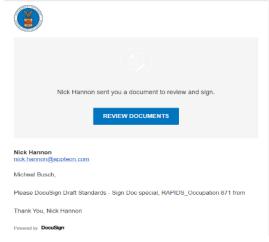
This message has been sent by Appian

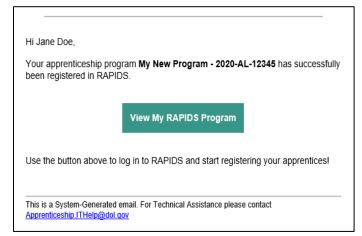
Next Steps

Once the standards have been reviewed and submitted, your State Director (SD) will review the progress you've made so far, and reply with any feedback they may have. Once your program has been approved by the Department of Labor, we will collect signatures from you and your program will be registered.

The following is an example of some of the email notifications sponsor users receive along the process of their program getting approved, signed, and registered:

The image below on the left, from Docu-Sign, inviting sponsors to review draft standards and sign them, reaches sponsors via email once their ATR and SD review their program and signs the program standards. Once OA program registration has been completed on the ATR side, the notification to the right is visible, which includes your program's official program number in the format [YYYY-State Code-ProgramNumber]. Concurrently you will receive the welcome and credential emails pictured left, the latter of which includes your username and password that you can use after clicking the button "View My RAPIDS Program" in the notification email above.





Michael Busch,

Welcome to RAPIDS 2.0! Your program number is: 2021-FL-82294

In a separate email titled "BPMS - U.S. Department of Labor account creation" you will receive your log on instructions. These instructions include your username, temporary password, and the link to access the system. Please note that your username is your email address all in lower case.

If you do not receive the system generated email containing your temporary password, please use the following alternative steps to set up your account:

- Open your browser and go to the following website: https://dol.appiancloud.com/suite
- · Please bookmark this website in your browser's list of favorite websites
- · Choose the "Forgot your Password" link on the log on screen (see attachment)
- · Enter your username in lower case and select "send email"
- . Once you receive the email from the system, please log on and change your temporary password
- · Passwords must be a minimum of eight characters with a minimum of one capital letter and one special character

Please review the attached documents for additional help getting started with the RAPIDS 2.0 system.

Thank you

Additional Resources

Glossary

ONET

An occupational information framework used by Standards Builder for choosing occupations in the process of setting up new standards for program sponsors.

Sponsor

An organization/entity that partners with the Office of Apprenticeship to provide communities with quality pre-apprenticeship and apprenticeship opportunities.

ATR

Apprenticeship and Training Representative - Role in Office of Apprenticeship, US Department of Labor

SD

State Director – Role in Office of Apprenticeship, US Department of Labor

Time-Based

A method of assessing skill acquisition during apprenticeships, based on specified work tasks and activities, along with the corresponding number of required hours to put towards said activities.

Competency-Based

A method of assessing skill acquisition during apprenticeships, based on demonstration of skill and the technical proficiency of work performance.

Hybrid

Application of a combination of time-based and competency-based measurements to reflect skill acquisition and apprentice progress.

Protected Bases

Protected Groups defined by race, color, national origin, religion, age, sex (gender), sexual orientation, physical or mental disability.

EEO

Equal Employment Opportunities.

Additional Reference

For additional information, please view the embedded document below, which outlines Sponsor Requirements for Registered Apprenticeship Programs. **Right click the first page, below, click "Acrobat Document Object", and click open**, at which point the full PDF **will open for you in Adobe**.



Contact Us

For any other questions and concerns, please don't hesitate to contact us at Apprenticeship.ITHelp@dol.gov.