

Michigan Golf Course Association Registered Apprenticeship Program Frequently Asked Questions (FAQs)

1. Does the mentor have to be the same person for all of the On-Job-Learning?

- A. No, the mentor can be a different person for different competency or topic areas of the defined Work Process during On-Job-Learning. The mentor must be proficient in the competency or topic area the apprentice is training in.

2. Do we need to have an apprentice in place before “signing on” as a golf course?

- A. No. Golf courses “sign on” to the MGCA Registered Apprenticeship Program (RAP) to be able to offer the program to their employees. Once a course is a RAP employer apprentices can be added to the program. Of course the best case scenario is to have a candidate that is ready to be enrolled.

3. Is there an up-front cost for a golf course to offer the Registered Apprenticeship?

- A. No.

4. Since the Michigan golf industry is seasonal, how does that work with the Registered Apprenticeship?

- A. In the case of seasonal occupations, Registered Apprenticeship Programs can be “paused”, to preserve the learning to date, and resumed in the spring.

5. If our company is awarded Going PRO Talent Funding, how can they be utilized?

- A. The 2023 Going Pro Talent Fund Application process will begin in March. Michigan Works! Agency partners facilitate applications for employers in the competitive process. The 2023 reimbursement for Classroom and/or On-Job-Learning in a USDOL Registered Apprenticeship Program is \$3,500 per apprentice (first year through completion). More information on this funding can be found here: <https://www.michigan.gov/leo/bureaus-agencies/wd/programs-services/going-pro-talent-fund>

NOTE: In addition to Going PRO Talent Funds, substantial additional state and federal resources are available to support Registered Apprenticeship Programs in Michigan. Your local Michigan Works! Agency can help identify available funding and eligibility.

6. How does the company manage the Registered Apprenticeship?

- A. The on-job-learning, and related instruction portions of the Registered Apprenticeship Program can be managed through a desktop/mobile application called RAPTOR (WorkHands). WorkHands streamlines the administrative process for the employer, apprentice, and MGCA.