



Crediting Learning from Registered Apprenticeships

In November 2017, San Jacinto College established a steering committee to facilitate the articulation of US Department of Labor (DOL) Registered Apprenticeship certificates for college course credits. Workshops with seven community colleges and eight DOL Registered Apprenticeships were held to develop crosswalks showing the skills required to be taught, learned, and mastered by the DOL Registered Apprenticeships, using the Texas Higher Education Coordinating Board's (THECB) Workforce Education Course Manual (WECM). In January 2018, the steering committee presented these processes and crosswalks to THECB for approval. The initial workshops focused on 10 craft areas: electrical, millwright/industrial maintenance/mechatronics, plumbing, pipefitting, welding, machining, carpentry, HVAC, sheet metal, and masonry.

The crosswalks provide a more efficient and effective means for community colleges to work with DOL Registered Apprenticeships in providing college credit or continuing education units once an individual completes the apprenticeship program. The crosswalks also aid the development of memorandums of understanding between community colleges and DOL Registered Apprenticeships. It is important to note that individual college policies and procedures must still be followed, and that credit cannot be given unless the full apprenticeship is completed, because in many cases, skills are not taught in the same order or block as in the WECM courses.

This effort provides an important opportunity for apprentices to continue on a career pathway and earn an associate's or bachelor's degree, creating a skills acquisition continuum from Registered Apprenticeship to college. It also brings a new population of degree seekers to support the governor's 60x30TX goal, which aims for at least 60 percent of Texans ages 25–34 to hold a certificate or degree by 2030.

How to Use an Apprenticeship Crosswalk

For a student who has completed an apprenticeship and wants to pursue a community college certificate or degree:

- Student takes copy of certification of apprenticeship completion to a community college with which the registered apprenticeship organization has a Memorandum of Understanding or to any other community college in Texas that offer a program in which the individual has completed the apprenticeship.
- Student visits with appropriate community college personnel to determine what classes the college offers in that program for which the student can receive credit.
- College procedures and policies will dictate how many courses the student will be allowed college credit.

For Community Colleges with an apprenticeship program for which a crosswalk has been developed:

- College can use the crosswalk to develop a relationship with a registered apprenticeship program that provides their own classroom training and, subsequently, write a Memorandum of Understanding defining specifically for what courses the apprentice will receive college credit once they have completed the apprenticeship.
- College can use the crosswalk to determine for what courses an individual may get credit if an individual has completed an apprenticeship in a particular field. This does not depend on the college having an MOU with the training organization with which the individual completed the apprenticeship.

For Registered Apprenticeship Programs that provide their own classroom training:

Registered apprenticeship organizations should work with a community college to develop a pathway through their apprentices can move through an apprenticeship to the community college to earn an associate degree and, possibly, beyond.

Notes

- Crosswalks have been designed using Work Plans as approved by the Department of Labor for the specific industry sectors and cross-walked to courses in the Texas Higher Education Coordinating Board – Workforce Education Curriculum manual.
- Teams of community college faculty and industry specific subject matter experts developed the crosswalks.
- Thirty-eight individuals from 7 community colleges and 8 Department of Labor Registered Apprenticeship organizations participated.

Basic Assumptions

- The crosswalks have been designed to encourage and help colleges be more efficient and consistent in developing MOU/partnerships with DOL Registered Apprenticeships in Texas.
- The crosswalks are designed to be used when the individual requesting transferability has completed the apprenticeship.
- The crosswalks are applicable only when a community college offers those courses/program.
- The college chooses which courses, as per their program, will transfer.
- The college follows its own policies and procedures regarding transfer of credit/credit for prior learning.

Electrical

	<i>Basic Electricity Theory</i>	<i>Fundamentals of Electricity I</i>	<i>Fire Protection Systems</i>	<i>Introduction to Electrical Safety & Tools</i>	<i>Commercial/Industrial Blueprint Reading</i>	<i>National Electrical Code I</i>	<i>National Electrical II</i>	<i>Fundamentals of Electricity</i>	<i>Residential Wiring</i>	<i>Commercial Wiring</i>	<i>Motors & Transformers</i>	<i>Cooperative Education- Electrical & Power Transmission Install, General</i>
	ELPT 1311	ELPT 1319	OSHT 1321	ELPT 1321	CNBT 2310	ELPT 1325	ELPT 2325	ELPT 1320	ELPT 1329	ELPT 1345	ELPT 2305	ELPT XX80, XX81
Skills												
Basic Electrical Mathematics	X	X				X	X	X	X	X	X	
Safety & First Aid	X	X		X				X	X	X	X	
Care & Use of Hand Tools				X								
Care & Use of Power-Operated Tools				X								
Blueprint Reading & Electrical Symbols					X				X	X		
National Electrical Code Requirements	X	X	X	X		X	X		X	X	X	
Electrical Fundamentals & Basic Theory	X	X						X	X	X	X	
Principles of Alternating Current Circuits								X			X	
Principles & Circuitry of Direct Current	X	X									X	
Portable Electric Measuring Devices	X	X		X				X	X	X	X	
Wiring Methods	X	X	X			X	X	X	X	X	X	
Low Voltage Circuits		X	X			X		X				
Appliances					X	X	X					
Interior Distribution					X	X			X	X		
Industrial & Commercial Calculations						X	X			X	X	
Motors & Generator							X	X			X	

Practical Circuit Sketching					X		X		X	X		
Transformers							X			X	X	
Illumination & Design					X	X	X		X	X		
Primary Distribution							X			X	X	
Fundamental of Electronics								X				
Medium Voltage Circuitry						X	X			X	X	

Troubleshooting Heat Pumps							X			X					
Troubleshooting Accessories							X								
Troubleshooting Electronic Controls							X								
Hydronic Heating & Cooling Systems			X		X	X	X			X					
Airside Systems					X	X	X			X					
Air Properties & Balancing				X					X	X					
Advanced Blueprint Reading									X						
Indoor Air Quality					X										
Water Treatment														X	
System Start-up & Shutdown				X											
Heating & Cooling System Design									X						
Commercial & Industrial Refrigeration												X	X		

MASONRY

	<i>Masonry I</i>	<i>Masonry II</i>	<i>Masonry III</i>	<i>Masonry IV</i>	<i>Masonry V</i>	<i>Masonry VI</i>
	MBST 1407	MBST 1409	MBST 2407	MBST 2409	MBST 2447	MBST 2449
Skills						
Use and maintain equipment and tools for the craft, including trowels, levers, rulers, jointers and brick saws	X	X	X	X	X	X
Use masonry terms	X	X	X	X	X	X
Practice math necessary for the craft, including whole numbers, fractions, addition and multiplication	X	X	X	X	X	X
Learn and practice safety guidelines	X	X	X	X	X	X
Practice necessary introductory skills such as spreading mortar, completing a full head joint, hanging a line and using a level	X	X				
Build and brick a clock wall using a level	X	X				
Calculate, mix and spread mortar	X	X				
Understand how modular increments are used to build a building			X	X		

Build a lead in, both block and brick			X	X		
Understand blueprints and building plans, especially structural and architectural plans used in the craft			X	X		
Estimate materials needed based on blueprints			X	X		
Work with speed lead/story pole			X	X		
Practice different ways to lay bricks			X	X		
Learn different types of joints			X	X		
Lay out a wall					X	X
Build projects to demonstrate mastery of masonry guidelines					X	X
Learn specifics of blueprints including use of various detailed schedules					X	X
Practice tuck point and brick repair					X	X
Build an arch					X	X
Understand construction of fireplaces and lintels/angle iron					X	X
Understand how state and federal guidelines affect the craft	X					
Learn different façade & finishes and used reinforced mortar		X		X		
Construct piers	X					

MILLWRIGHT

	<i>Millwright I</i>	<i>Millwright II</i>	<i>Millwright III</i>	<i>Millwright IV</i>	<i>Millwright V</i>	<i>Print Reading for Machining Trades</i>	<i>Fundamentals of Computer Numerical Controlled (CNC) Machine Controls</i>	<i>Millwright VI</i>	<i>Hydraulics & Pneumatics</i>	<i>Millwright VII</i>	<i>Millwright VIII</i>
	MCHN 1025, 1325, 1425	MCHN 1029, 1329, 1429	MCHN 2005, 2305, 2405	MCHN 2007, 2307, 2407	MCHN 2012, 2312, 2412	MCHN 1002, 1302	MCHN 2003, 2303, 2403	MCHN 2014, 2314	HYDR 1045, 1345, 1445	MCHN 2016, 2316	MCHN 2018, 2318
Skills											
Safety & Accident Prevention	X	X	X	X	X	X		X	X	X	X
Intro to Millwright	X	X									
Math for Trades	X	X	X	X	X	X		X	X	X	X
Blueprint & Layout		X	X	X	X	X			X	X	
Lubrication				X	X			X		X	X
Hydraulics & Pneumatics				X	X			X	X	X	X
Mechanical Drive				X	X			X	X	X	X
Conveyor			X	X	X	X			X		
Machine Align					X			X			
Pump Repair								X	X	X	X
Compressor Fan & Blower									X	X	
Turbine			X	X		X			X	X	X
Bearings					X			X	X	X	X
Welding			X	X		X					
Seals/Mechanical Seals								X	X	X	X
Gear Box								X	X	X	X
Rigging Signal					X	X			X		X
Aerial Lift	X	X	X	X	X			X	X	X	X
PITO	X	X	X	X	X			X	X	X	X
Advanced Optic Alignment				X	X	X		X		X	X

Types of Venting					X							X		X		
Indirect and Special Waste														X		
Sewage and Sump Pumps														X		
Intro to Water Pipe Sizing			X									X			X	
Backflow & Prevention								X								
Water Pressure Booster & Recirculation Systems					X										X	
Servicing Piping Systems, Fixtures & Appliances					X		X							X		X
Water Pump Theory and Service					X											
International Plumbing Code						X						X		X		
IPC	X	X				X				X	X	X		X	X	X
Client Customer Relations				X	X					X		X		X		
On-the-Job Learning			X	X	X	X	X	X	X	X	X	X	X	X	X	X
Care and Use of Tools, Equipment and Material for Plumbing and Heating			X	X			X	X	X		X			X	X	
Preparation of Tools, Equipment and Material for Plumbing and Heating			X	X			X	X			X	X	X			
Drainage Piping and Fittings			X	X	X	X				X	X	X		X		
Venting					X	X				X		X		X		
Single Fixture Installations, Setting Fixtures			X		X					X		X		X	X	X
Pipecutting, Reaming, Threading & Flanging			X				X	X	X	X		X		X	X	
Install & Maintain Steam and Hot Water Heating Systems														X		X
Hot and Cold Water Distribution Systems	X	X	X							X	X	X	X	X		X
High & Low Pressure Boilers			X				X	X						X	X	
Water Heater Installation												X		X		X
Water Pumps						X								X	X	
Code Review and Plumbing Math Review			X			X	X				X		X		X	
Sizing DWV and Storm Systems			X	X								X		X	X	
Locating Buried Sewer and Water Lines												X				
Water Supply Treatment														X		
Hot Tubs																X
Corrosive-Resistant Waste Piping															X	
Plumbing for Mobile Home Parks												X				X

Concrete Workers

	<i>Basic Concrete Work (Archived)</i>	<i>Concrete 1 (archived)</i>	<i>Concrete Residential</i>	<i>Concrete I</i>	<i>Concrete II</i>	<i>Concrete - Commercial and Industrial</i>	<i>Field Engineering I</i>	<i>Residential & Light Commercial Blueprint Reading</i>	<i>Basic Construction Safety</i>	<i>Construction Methods & Materials (Archived)</i>	<i>Construction Technology 1</i>	<i>Commercial/Industrial Blueprint Reading</i>	<i>Construction Tools and Techniques</i>	<i>Introduction to Carpentry</i>
	MBST 1001	CNBT 1013	CNBT 1313	CNBT 1413	CNBT 1049, 1349	CNBT 1449	CNBT 1015, 1315, 1415	CNBT 1000, 1300, 1400	CNBT 1010, 1110, 1210	CNBT 1011, 1211, 1311, 1411	CNBT 1016, 1316, 1416, 1516	CNBT 2010, 2310, 2410	CNBT 1018, 1318, 1418	CRPT 1029, 1329, 1429
Skills														
Safety and Good Work Habits	X	X	X	X	X	X			X	X	X		X	X
Learning to Set Screeds and Layout Work		X	X	X	X	X	X			X	X	X		X
Learning Proper Mix and Consistency	X	X	X	X						X				X
Pouring and Tamping Concrete					X	X				X				
Using Vibrating Machine		X	X	X	X	X				X	X		X	
Rough Finishing, Hand or Machine; Floating	X	X	X	X	X	X							X	
Floating hand Troweling to Smooth Finish	X	X	X	X	X	X							X	
Patching, Hand Rubbing	X	X	X	X	X	X				X			X	
Marking and Edging					X	X						X	X	
Protecting Newly Poured and Laid Concrete from Weather, Rain, Sun, Wind		X	X	X	X	X				X				
Basic Safety	X	X	X	X	X	X	X		X	X	X		X	X
Introduction to Construction Math	X	X	X	X	X	X	X	X				X		X
Introduction to Hand Tools	X	X	X	X			X		X		X	X	X	X
Introduction to Power Tools	X	X	X	X					X		X		X	X
Introduction to Blueprints	X	X	X	X	X	X	X	X		X	X	X		X

Basic Rigging		X	X	X	X	X			X	X	X		X	X	
Introduction to Concrete Construction and Finishing	X				X	X	X	X					X		X
Properties of Concrete	X									X					
Preparing for Placement		X	X	X	X	X			X	X	X				
Placing Concrete		X	X	X	X	X				X	X				
Finishing: Part 1		X	X	X	X	X		X							
Curing and Protecting Concrete					X	X									
Introduction to Troubleshooting	X	X	X	X			X								X
Properties of Concrete: Part Two					X	X									
Estimating Concrete Quantities							X					X	X		X
Forming		X	X	X	X	X				X	X	X	X		
Site Concrete			X	X	X	X		X		X	X	X	X		
Architectural Finishes	X	X	X	X	X	X		X		X			X		
Industrial Floors		X	X	X	X	X		X		X			X		
Super Flat Floors					X	X	X			X	X	X	X		
Surface Treatments	X							X		X	X	X	X		X
Quality Control	X	X	X	X	X	X	X	X		X	X	X	X		X
Making Repairs							X			X					X

Elevator Operators

	Industrial Electronics	Introduction to Direct Current Circuits	Electric Motors	Electrical Work Safety Management for Safety Professionals	Industrial Equipment Maintenance	Industrial Equipment Maintenance	Basic Blueprint Reading	Basic Hydraulics	Basic Fluid Power I (Hydraulics)	Hydraulics Fabrication and Repair	Introduction to Shop Safety and Tools	Basic Electrical Systems	Basic Electrical Theory	Industrial Wiring	AC/DC Drives	Assembly and Rigging	Industrial Scaffolding and Rigging	Building Maintenance I	Mechanical Maintenance	Electrical Motors Operation and Maintenance	
	ELMT 2033, 2233, 2433	IEIR 1x02	IEIR 1x06	IEIR 1040	IEIR 1x43	IEIR 1x14	DFTG 1x22	HYDR 1x05	HYDR 1x09	HYDR 1x50	DEMIR 1x00	DEMIR 1x05	ELPT 1x11	ELPT 1x57	ELPT 2x31	AERM 2x33	CBFM 1x21	CBFM 1x11	CBFM 2x17	ELTN 1046	
Skills																					
Elevator History and Basic Safety											x										
Basic Print Reading							x														
Handling Material and Tools											x										
Rigging and Hoisting																x	x				
Pit Equipment																					
Guide Rails																					
Machine Room Equipment																					
Hoistway Equipment																					
General Maintenance Procedures																		x			
Maintenance of Traction Elevators								x												x	
Maintenance of Hydraulic Elevators					x			x												x	
Maintenance of Escalators and Moving Walks								x												x	
Electrical				x								x	x								
Motor Control and Fault Finding																					x
Hydraulic and Installation									x												
Basic Electronics and Solid State	x																				
Machinery Troubleshooting/Repair	x									x											
Electrical Theory			x			x															
AC & DC Motors, Generators and Motor Control		x				x									x						
Elevator Related Circuits and Basic Circuit Analysis	x																				
Construction Wiring and Equipment														x							

Advanced Print Reading			x	x				x	x		x	x	x	x	x	x				x	x		x	x				x	x	x	x
Ergonomics		x	x	x	x	x	x	x		x		x	x	x	x	x				x	x		x	x	x	x	x	x	x	x	

Heavy Equipment Operators

	Heavy Equipment Operators	Heavy Equipment Operators Tracks and Undercarriages	Natural Gas Compression	ST in Heavy Equipment Maintenance & Repair	Introduction to Shop Safety	Basic Driving Skills	Basic Electrical	Diesel Engine I	Diesel Engine Testing Repair	Fuel Systems	Power Train I	Heating, Ventilation, and Air Conditioning	Preventative Maintenance	Power Train Application I	Power Train II	Electronic Controls	Power Train Application	Special Topics in Diesel Engine Maintenance and Repair	Material Handling Equipment	Job Site Layout & Development	Forklift Operator Certification	Earth Moving Equipment Operation	Professional Truck Driver I	Professional Truck Driver II	Introduction to Welding Using Multiple Processes	Maintenance Welding	Welding Safety, Tools, and Equipment
	HEMR 1x01	HEMR 1x04	HEMR 1x91	DEMR 1x01	DEMR 1x03	DEMR 1405	DEMR 1x06	DEMR 1x10	DEMR 1x13	DEMR 1x21	DEMR 1x23	DEMR 1x29	DEMR 1x42	DEMR 1x47	DEMR 2332	DEMR 2445	DEMR 1x91	CNSE 1x10	CNSE 1x21	CNSE 1x03	CNSE 1x41	CVOP 1x13	CVOP 1x40	WLDG 1x07	WLDG 1x15	WLDG 1x23	
Skills																											
Construction Machinery (Bulldozers, Power Shovels, Graders, Scrapers, Pay Rollers)																					X						
Construction Machinery Equipment (Wenches, Arches Angle, Straight Dozer Blades, Cabs, Hydraulic System)		X							X			X	X		X						X						
Running Gear (Track Chains, Track Rollers, Front Idlers, Top Idlers, Pads, Wheels)																					X						
Power Train Assemblies (for Accessories)					X	X			X			X	X		X												
Gas and Diesel Engines			X		X	X	X	X																			
Troubleshooting			X		X	X	X	X	X			X	X		X												
Carburetor Repairing	X	X	X																								
Graders																					X						
Scarpers, self-propelled																					X						
Compaction Equipment																					X						
Tractor-Type Skip Loaders/Hi-Lifts																	X		X	X							
Wheel-Type Tractors, including Forklifts, Lumber Carriers, etc.																	X		X	X							
Grade Stakes																					X						
Trenching Machines																					X						

WLDG 1035, 1435, 1535	WLDG 1037, 1337, 1437	WLDG 1057, 1457, 1557	WLDG 2053, 2453, 2553	WLDG 2043, 2443, 2543	WLDG 2047, 2447, 2557	WLDG 2052, 2352, 2452	CNBT 1206	CNBT 1007, 1207, 1307, 1407	CNBT 2010, 2310, 2410	DFTG 1015, 1215, 1315	CNBT 2018, 2318, 2418	ENTC 1047, 1347, 1447, 1547	OSHT 1005, 1305, 1405, 1505	OSHT 1007, 1207, 1307	OSHT 1016, 1316, 1416	OSHT 2001, 2401, 2501	ARCE 1015, 1315, 1415
	X	X		X	X		X	X	X	X	X	X	X	X	X		
	X	X		X			X	X	X	X	X	X	X	X	X		
X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X
X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X
X		X	X	X	X	X				X	X	X	X	X	X	X	
							X	X	X	X							X
X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X
	X	X		X			X	X	X	X	X	X	X	X	X		X
							X	X	X	X	X	X	X	X	X		
											X	X	X	X		X	
											X	X	X	X		X	