Scaling Apprenticeships
Through Sector-Based Strategies

AN INTRODUCTION TO INDUSTRY-RECOGNIZED APPRENTICESHIPS

STRATEGIES FOR DEVELOPING A COMPETITIVE PROPOSAL
Introduction to Presenters

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Former Community College VP
Goals for Presentation

1. Gain Key Insights to **Critical Elements** for a **Successful** Grant Application

2. Understand **Key Features** of **Industry-Recognized Apprenticeships** & How They Differ from Registered Apprenticeships

3. How to **Take New Apprenticeships to Scale** & Meet Performance Requirements

4. **Learn How the NIMS-WorkED Team Can Help You!**
Scaling Apprenticeships Through Sector-Based Strategies

Get Help from the NIMS-WorkED Team

1. Apprenticeship Outreach and Technical Assistance Partner
2. Implement a new Industry-Recognized Apprenticeship Model
3. Project Development and Grant Writing
4. NOT limited to NIMS certifications and advanced manufacturing

WE CAN HELP ANY PROJECT!

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“...all applicants must provide outreach plans for promoting apprenticeship to a broad network of employers, including small employers. The outreach plans must demonstrate significant reach within an industry sector. Applicants must also provide customer-focused and technical assistance supports to this network of employers to enable them to implement the new apprenticeship programs.” [FOA, Page 11]
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Critical Elements: Key Questions

Initial Questions---
How do we meet these numbers?
What industry/jobs should we focus on?
Should we be part of a consortium?
What is the role of employers? Partners?
What are implications of a $ match?
Are these Registered Apprenticeships?
What is an “apprentice” and an “industry association” partner?

U.S. DEPARTMENT OF LABOR
Employment and Training Administration

NOTICE OF AVAILABILITY OF FUNDS AND FUNDING OPPORTUNITY ANNOUNCEMENT FOR: Scaling Apprenticeships Through Sector-Based Strategies

ANNOUNCEMENT TYPE: Initial

FUNDING OPPORTUNITY NUMBER: FOA-ETA-18-08

CATALOG OF FEDERAL DOMESTIC ASSISTANCE (CFDA) NUMBER: 17.208

KEY DATES: The closing date for receipt of applications under this Announcement is October 16, 2018. We must receive applications no later than 4:00:00 p.m. Eastern Time.

ADDRESSES: Address mailed applications to:
The U.S. Department of Labor
Employment and Training Administration, Office of Grants Management
Attention: Brenda Ruggles, Grant Officer
Reference FOA-ETA-18-08
200 Constitution Avenue, NW, Room N4716
Washington, DC 20210

For complete application and submission information, including online application instructions, please refer to Section IV. Application and Submission Information.

EXECUTIVE SUMMARY

While apprenticeships are a proven pathway to middle- and high-skilled jobs, apprentices comprise only 0.2 percent of the United States labor force, substantially less than in Canada (2.2 percent), Britain (2.7 percent), and Germany (3.7 percent)1. Some industries with defined career pathways, such as construction and building trades, have embraced apprenticeship’s earn-as-you-learn approach, which combines job-related technical

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Critical Elements: Components

- Employers
- Accelerated Training, Certifications, Career Pathways
- Data-Driven Industry Focus
- Industry-Recognized Apprenticeship Model

Scaling Apprenticeships - Meet Performance
Continuous Improvement
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Critical Elements: Scoring Criteria

Identification of:
- Employers
- Industry Assoc. Partners
- Unemployed, Underemployed, Incumbent Workers

Program Design:
Outreach
Assessment
Employment
CC Training

Deliverables and Performance Outcomes

Employer Feedback
Continuous Quality Improvement
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Key Features: Innovation Velocity

Traditional Programs

Industry
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Key Features: Paradigm Shift
Recognizing the interdependency of the modern workforce
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Key Features: Competency Ladder

- Not job role specific
- Every employee does not need every competency
- Doesn’t require journey-person master trainer
- Multiple entry and exits points (occupational and non-occupational learners)
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Key Features: Two Types of Learners

**Occupational**
- On set track to complete specific set of competencies related to a job role
  - Apprentices
  - New hires
  - Transfers

**Competency**
- Outside of set track for specific job role, but accessing OJT
  - Salesperson
  - Manager
  - Cross-trainers
  - Up-skilling
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Scaling Apprenticeships: Making Portable
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Scaling Apprenticeships: Structure

- Dual Learning Environments
- Journey-person Fallacy
- Foreman Bias
- Visible & Accessible to Everyone
- Self-paced & Competency-based
- Multiple Entries & Exits
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Scaling Apprenticeships: The Ecosystem

Pipeline

Career Changers
Dislocated Workers
Community & Technical Colleges
High Schools

Functional

Competency 1
Competency 2
Competency 3
Competency 4
Competency 5
Competency 6
Competency 7
Competency 8
Competency 9

Workforce

OJT Trainers
Career Advancement
Cross-Training
New Hires
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Scaling Apprenticeships: It’s Modular

VS.
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IT WORKS!

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Scaling Apprenticeships Through Sector-Based Strategies

Scaling Apprenticeships: Biz Engagement

**Goal:** Close “gap” between supply and demand for labor

**Defining “Business Engagement”:** Not just a grant activity, it is a way of doing business at the college

**Attributes and Alternatives:**
Using work-based learning

**Sector Strategies:** Not just a concept, help with an actual approach

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**BUSINESS ENGAGEMENT FEEDBACK LOOP™**

- Community College
- Business Partners
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QUESTION & ANSWER Session