



Strategies for Sustaining Apprenticeship and Pre-Apprenticeship Programs in Changing Times



Maher & Maher
Investment Advisors for Talent Development.

AN IMPAQ COMPANY



Today's Speakers



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Session Agenda

Background and Context

Impact of 2020 on Apprenticeship

Key Challenges and Strategies

- Employer engagement
- Support for apprentices
- Partnerships with education

Resources



Maher & Maher

Investment Advisors for Talent Development.

Design and Implement Impactful Strategies

With our help, states are accelerating apprenticeship growth, expanding programs to new industries, and increasing apprenticeship opportunities for diverse populations.



**Apprenticeship assessment
and strategic planning**



**Integration into workforce
and education systems**



**Training for partners and
stakeholders**



**Effective and integrated
business engagement**



**Strategies to build diverse
apprentice pipelines**



**Apprenticeship-supportive
policy development**

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Employer
Involvement



Structured
On-the-Job
Learning



Related
Technical
Instruction



Rewards for
Skill Gains



National
Occupational
Credential

Five Core Components of
Registered Apprenticeship

Key Components of Quality Pre- Apprenticeship



APPROVED CURRICULUM

Training that is based on industry standards and approved by a RAP partner



SIMULATED EXPERIENCE

Hands-on training or volunteer opportunities that do not displace paid employees



FACILITATED ENTRY

Agreements with RAP sponsors that allow program participants to enter directly into a RAP



INCREASED DIVERSITY

Recruit and prepare underrepresented populations to be successful in a RAP. learn more about [Diversity and Inclusion](#)



SUPPORTIVE SERVICES

Wrap-around services or referrals to help participants complete the program (e.g childcare, transportation)



SUSTAINABLE PARTNERSHIPS

Collaboratively promote Registered Apprenticeship to other employers

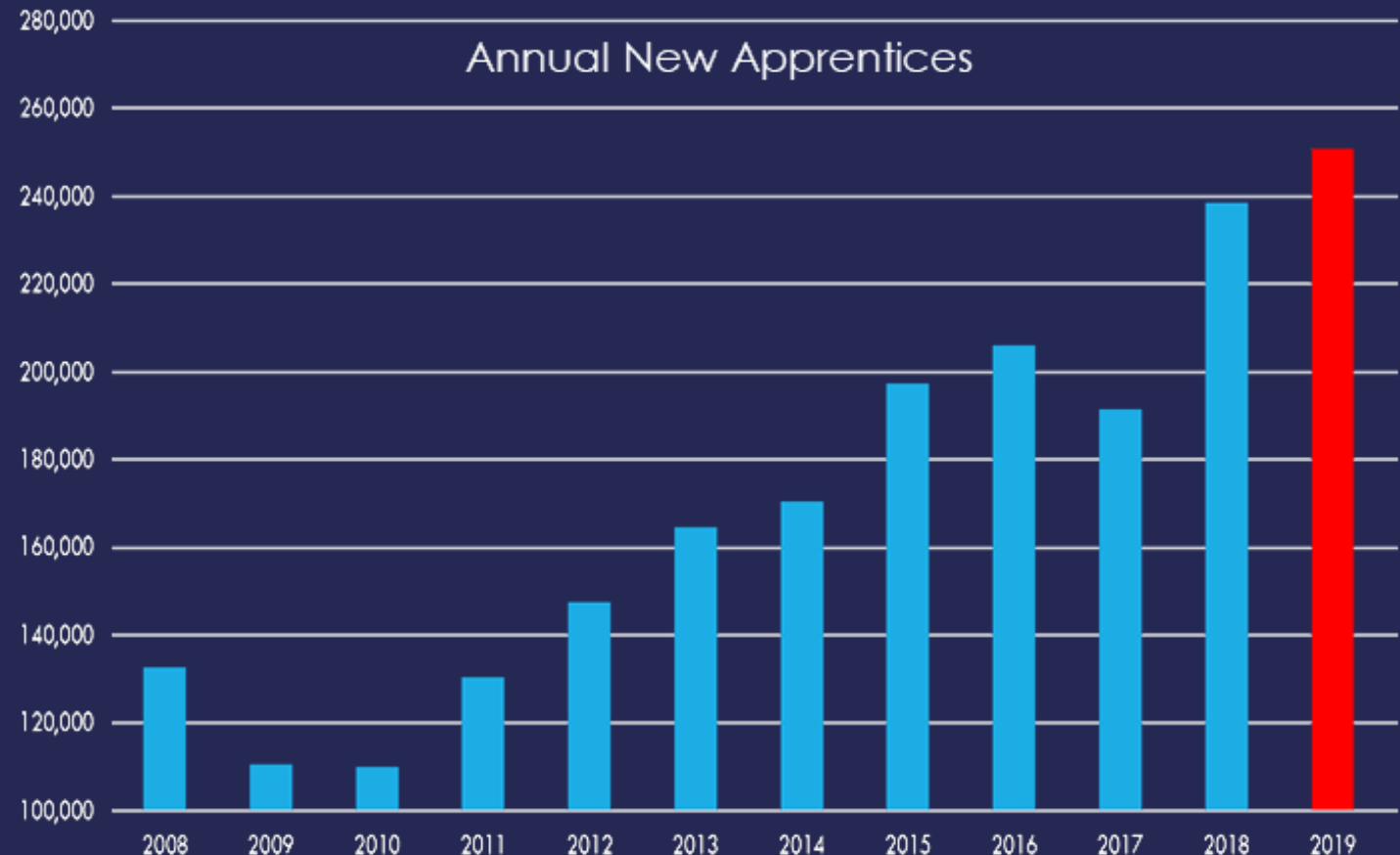
Registered Apprenticeship in January, 2020

128%

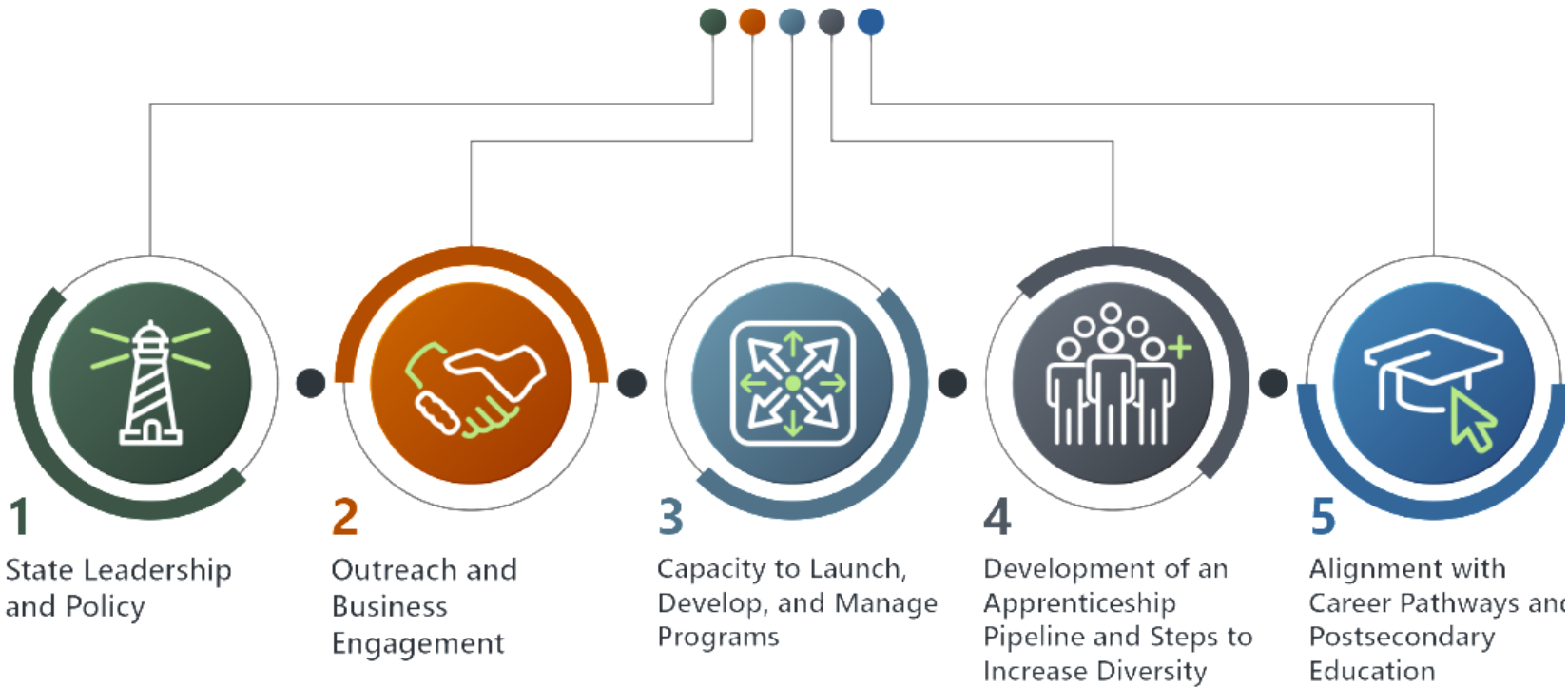
Growth in New Apprentices Since 2009

Key Facts

- 705,000+ new apprentices since 1/1/17
- 38% more active apprentices than the previous 10-year average (633,000 vs. 459,000)
- 319,000+ participants completed an apprenticeship in the last five years
- 12,300+ new apprenticeship programs created in last five years



5 ELEMENTS of EFFECTIVE APPRENTICESHIP EXPANSION



DOL has
invested over
\$250 million in
state
apprenticeship
expansion

Impact of 2020 on U.S. Apprenticeship

- Slow-down in onboarding of new apprenticeship programs and new apprentice hiring.
- Challenges for current programs, including disruptions in on-the-job learning.
- Transition to on-line learning.
- Varying impact across industries. Leisure, hospitality and service-heavy sectors particularly hard hit.

Building Resilient Apprenticeship Programs and Systems

- Resilient programs share common features:
 - Strong connection to regional business engagement strategies and real time labor market information
 - Supportive services for apprentices, including robust mentorship programs
 - Focus on building diverse pipelines into apprenticeship and supporting apprentice success
 - Robust partnerships with the workforce system and education partners

Sustaining Apprenticeship and Pre-Apprenticeship: Three Key Challenge Areas



Business Engagement



Support for Apprentices and Future Apprentices



Education Partnerships and Related Technical Instruction



Business Engagement

- Adapting business engagement to a virtual environment
- Shifting demand and capacity for apprenticeship across industry sectors



Responding with Resilience

- Consider new ways to communicate and connect
- Identify industries and occupations that have been impacted and how have they changed
- Evaluate how the current economic situation has impacted employers and industry partners
- Work with your partners to promote apprenticeship and align apprenticeship outreach with other business services

Business Engagement in Today's Economy

- John J. Heldrich Center for Workforce Development “Suddenly Virtual” resources for workforce professionals – [Virtual Services Toolkit - The Basics](#), [A Practical Guide for Frontline Service Providers during COVID-19](#), and [How Texting Can Enhance Public Workforce Service Delivery](#)
- [Tips for Engaging Business During Economic Recovery](#)



Support for Apprentices and Future Apprentices

During the last economic downturn (2008-2010):

- Earnings for low-income workers plummeted by 30%, compared to 5% drop for middle-income workers.
- African-American household income dropped by 10% (to \$36K), while white household income dropped by 5% (to \$62K).
- The number of new U.S. apprentices dropped by 17%; Cancellation rates of construction apprenticeships were higher for new apprentices who started in 2008.
- More experienced and older apprentices less affected by downturn than less experienced younger apprentices.



Responding with Resilience

- Evaluate your recruitment methods to ensure they support equal access to information and program application.
- Identify if apprentices' barriers to employment or program success have changed
- Investigate technology platforms you use to regularly engage with and support apprentices
- Align with workforce system and other partners to access individuals looking for new opportunities

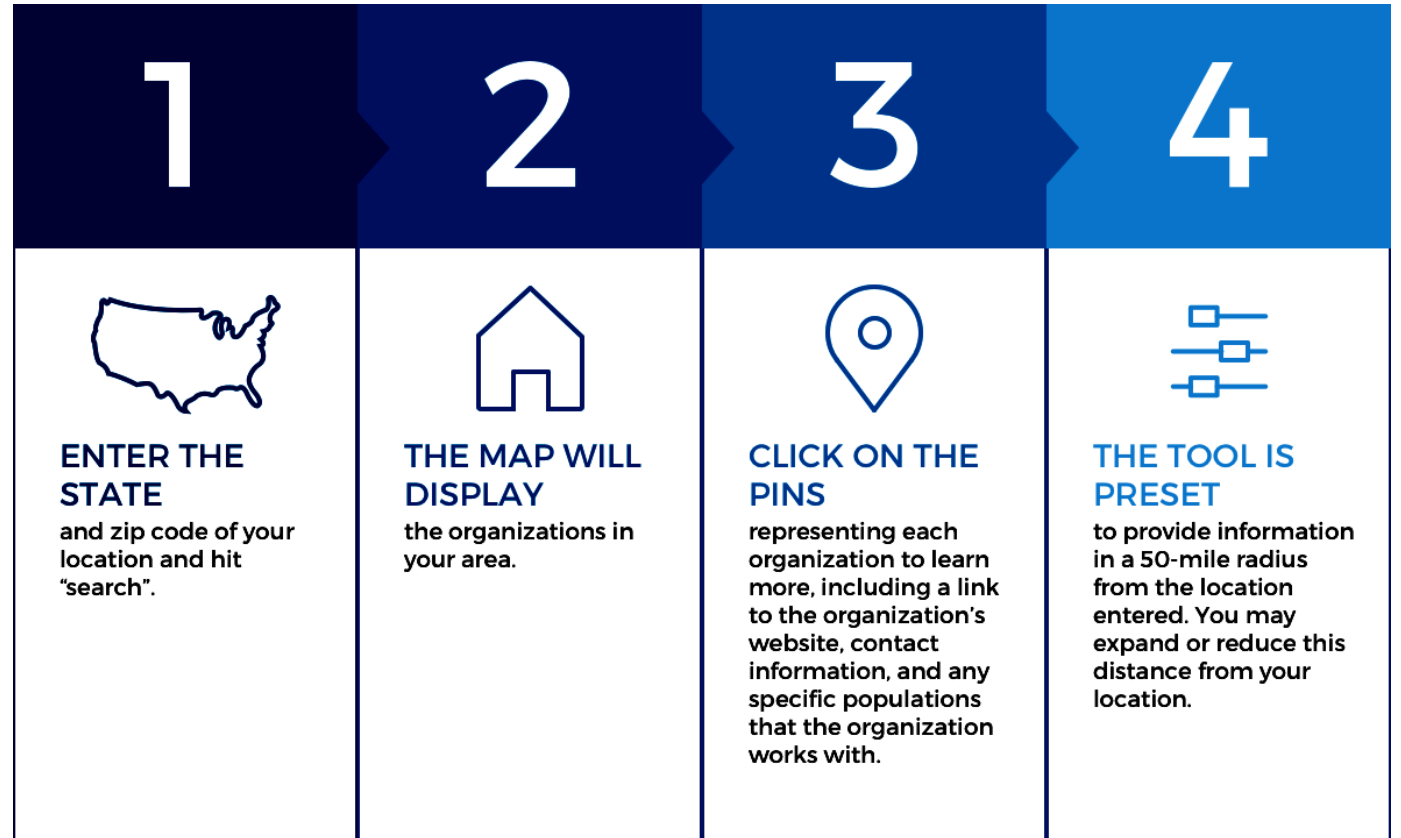
Partnerships Strengthen Diversity Efforts

- Leverage the strengths of state agencies and nonprofits who engage with diverse populations
- Connect apprenticeships to broader career pathway efforts, creating onramps to apprenticeship and supporting success
- Help businesses break down diversity barriers in hiring processes
- Create a “village” that supports under-represented populations



Find Recruitment Partners: Universal Outreach Tool

- The Universal Outreach Tool helps recruit diverse candidates for apprenticeship programs.
- Includes non-profit, state, local, and community organizations across the country



<https://apprenticeshipusa.secure.force.com/eeoresourcetool/>

Other Promising Practices

- Use images that reflect diversity in outreach and recruitment materials
- Recruit from a variety of organizations that serve diverse youth and job seekers
- Align to career pathways, pre-apprenticeship, and other workforce development initiatives that serve under-represented populations
- Use data specific to the population or industry to “tell the story”
- Provide supportive services and high-quality mentoring





Education Partnerships and Related Technical Instruction

- Navigating a shift to virtual learning in ways that work for all apprentices
- Supporting hands-on learning for the skilled trades
- Retooling program timelines and structures to help apprentices maintain forward progress during workplace or classroom disruptions



Resiliency Considerations

- Look for new and emerging skill needs or occupations and respond through curriculum adjustments or new occupational focuses
- Determine how current programming be delivered virtually and research
- Share best practices across apprenticeship program training providers
- Integrate Youth and CTE Programs with apprenticeship programs

Resources:

Workforce GPS

Online technical assistance website sponsored by the Employment and Training Administration of the U.S. Department of Labor.

<https://apprenticeship.workforcegps.org>

Pre-Apprenticeship Resources:

<https://apprenticeship.workforcegps.org/resources/2017/04/10/11/56/Pre-Apprenticeships-Building-Strong-Apprentices>

Apprenticeship Diversity and Inclusion

Resources: <https://www.apprenticeship.gov/employers/diversity-and-inclusion-apprenticeship>

EEO website: <https://www.dol.gov/agencies/eta/apprenticeship/eo>

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