



Scaling Apprenticeships Through Sector-Based Strategies

AN INTRODUCTION TO INDUSTRY-RECOGNIZED APPRENTICESHIPS

STRATEGIES FOR DEVELOPING A COMPETITIVE PROPOSAL



Introduction to Presenters



Montez King

Exec. Director-NIMS
Member-President's Taskforce on
Apprenticeship



Mason Bishop

Principal-WorkED Consulting
Former Community College VP
Former Dep. Asst. Secretary for ETA
TAACCCT Proj. Dev., Eval, Tech Asst.



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!

NIMS:

DINA IGOE 703.278.2163
DIGOE@NIMS-SKILLS.ORG

WorkEd:

MASON BISHOP 703.272.7990
MASON@WORKEDCONSULTING.COM

"...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]



Scaling Apprenticeships Through Sector-Based Strategies

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?



Scaling Apprenticeships Through Sector-Based Strategies

U.S. DEPARTMENT OF LABOR
Employment and Training Administration

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

ANNOUNCEMENT TYPE: *Initial*

FUNDING OPPORTUNITY NUMBER: *FOA-ETA-18-08*

CATALOG OF FEDERAL DOMESTIC ASSISTANCE (CFDA) NUMBER: *17.268*

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: Brinda 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

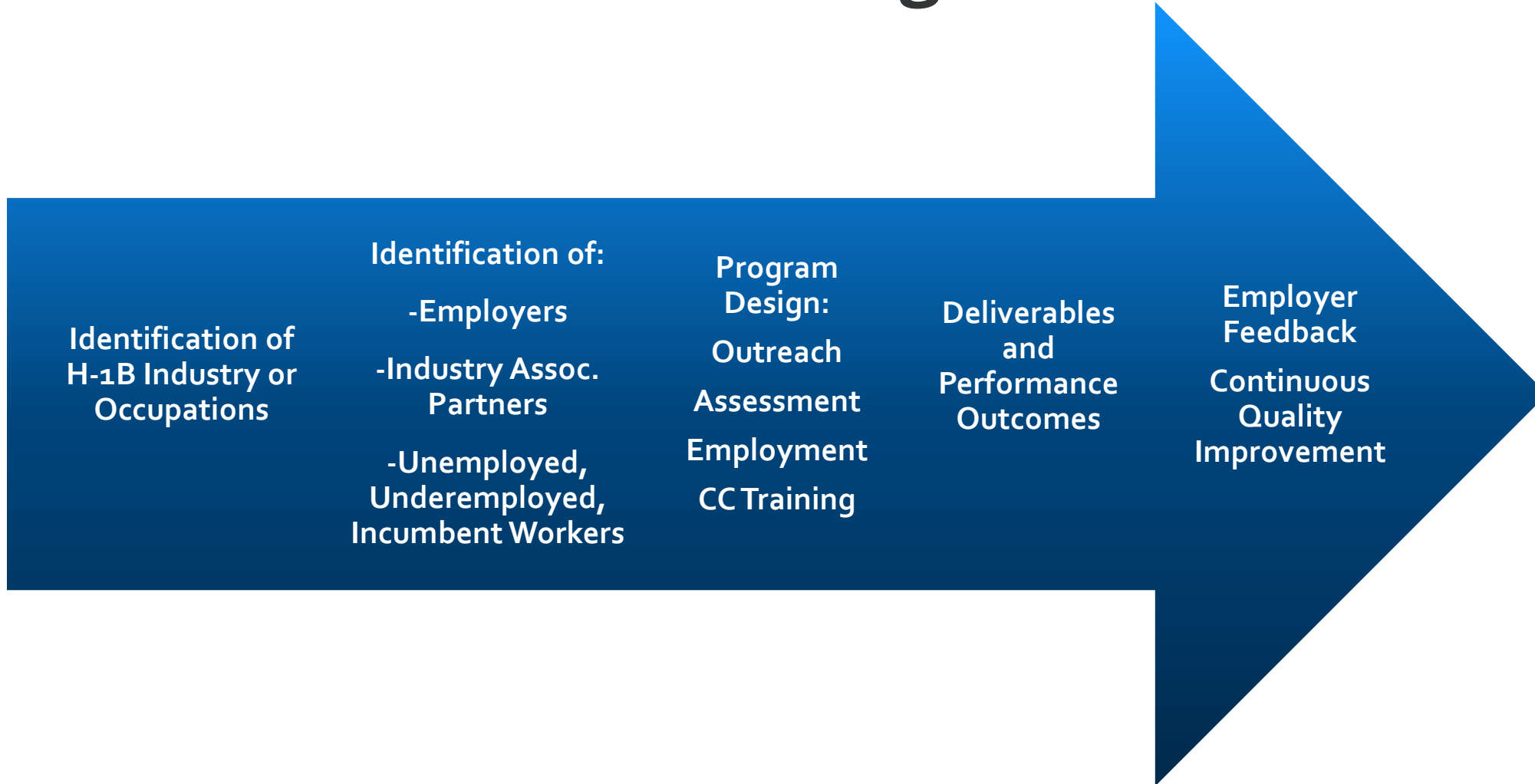
¹Lerman, Robert, *Expanding Apprenticeship Opportunities in the United States*, p.3 (The Hamilton Project, Brookings, 2014). <https://www.brookings.edu/research/expanding-apprenticeship-opportunities-in-the-united-states/>



Critical Elements: Components



Critical Elements: Scoring Criteria



Scaling Apprenticeships Through Sector-Based Strategies

Key Features: Innovation Velocity



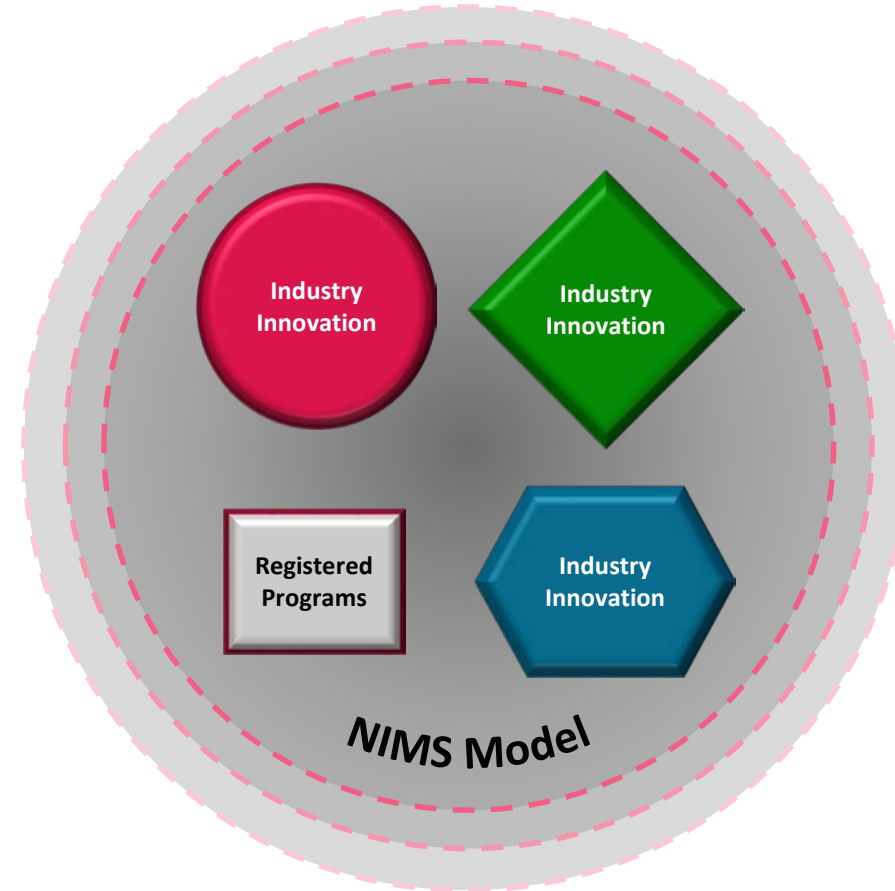
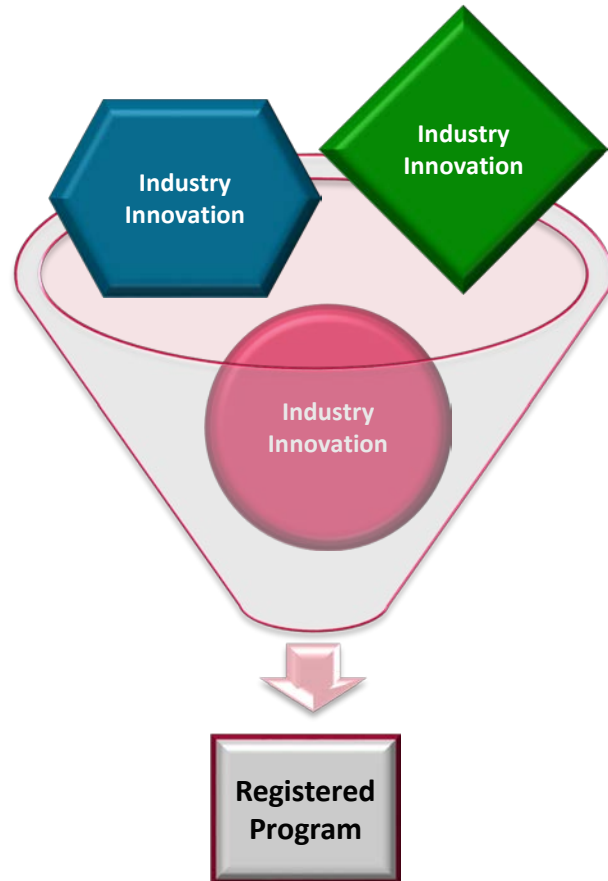
Traditional Programs



Industry



Key Features: Paradigm Shift



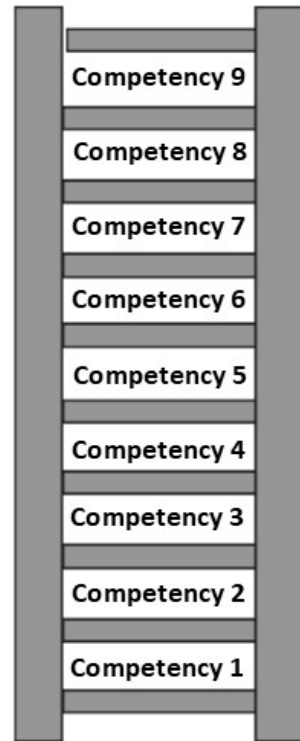


Key Features: Addressing the Challenge

Recognizing the interdependency of the modern workforce



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)

Key Features: Two Types of Learners



Occupational

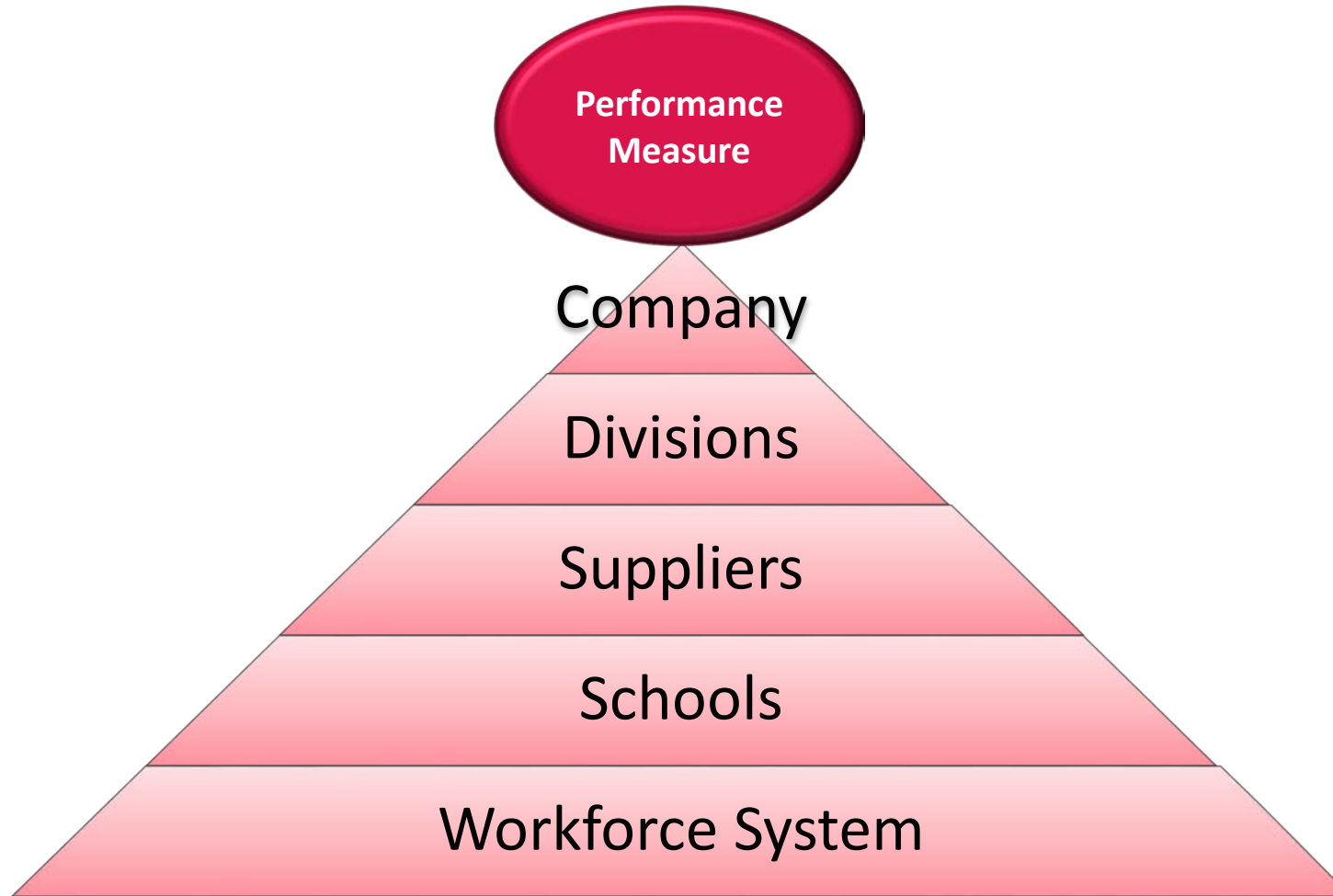
- On set track to complete specific set of competencies related to a job role
 - Apprentices
 - New hires
 - Transfers

Competency

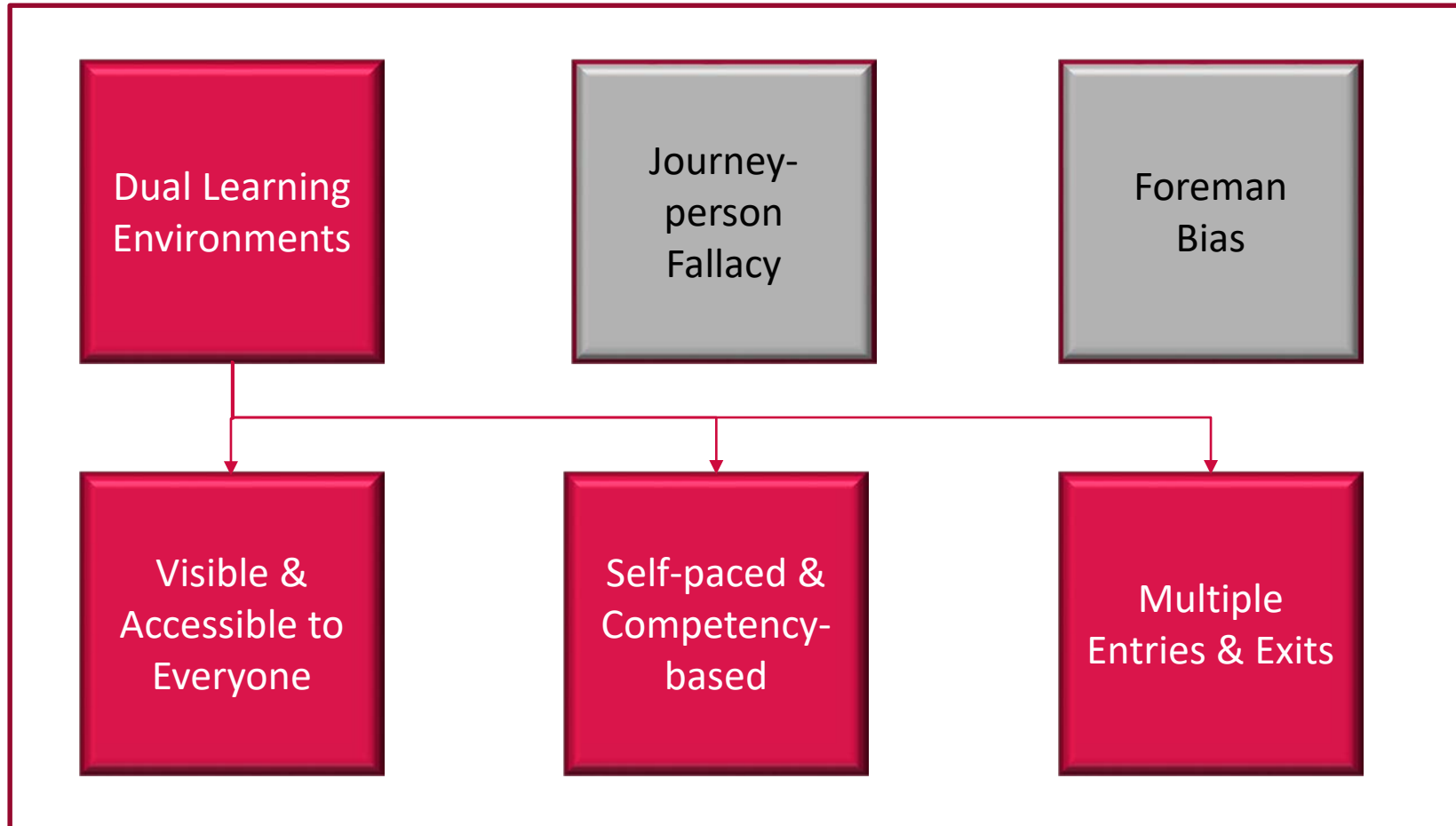
- Outside of set track for specific job role, but accessing OJT
 - Salesperson
 - Manager
 - Cross-trainers
 - Up-skilling



Scaling Apprenticeships: Making Portable

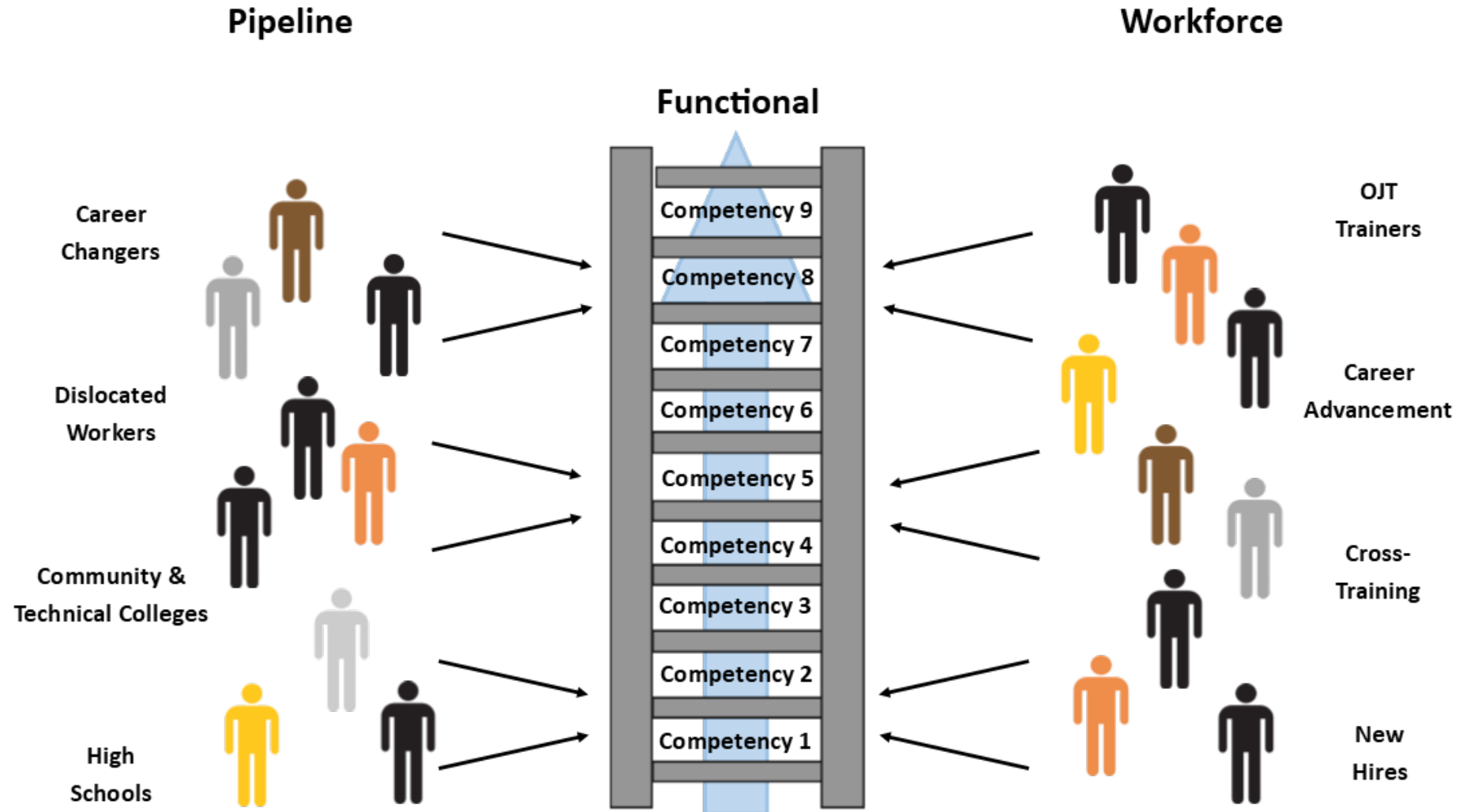


Scaling Apprenticeships: Structure



Scaling Apprenticeships Through Sector-Based Strategies

Scaling Apprenticeships: The Ecosystem



Scaling Apprenticeships: It's Modular

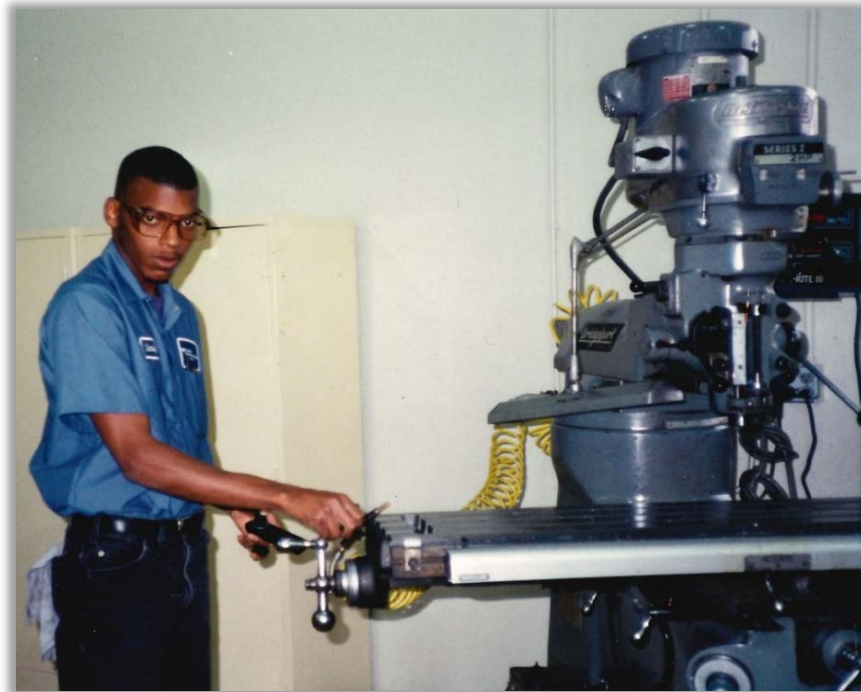


VS.



Scaling Apprenticeships Through Sector-Based Strategies

IT WORKS!



Work Study Student

Apprentice

Journeyman Machinist

Engineering Manager

Trainer Director

Executive Director



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



BUSINESS ENGAGEMENT FEEDBACK LOOP™

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!

NIMS:

DINA IGOE 703.278.2163
DIGOE@NIMS-SKILLS.ORG

WorkEd:

MASON BISHOP 703.272.7990
MASON@WORKEDCONSULTING.COM

“...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]



Scaling Apprenticeships Through Sector-Based Strategies

Scaling Apprenticeships



QUESTION & ANSWER Session