



## U.S. DOL Registered Apprenticeship (RA) Technical Assistance (TA) Center of Excellence Newsletter

### *Strategic Partnerships & System Alignment*

#### November 2022 Edition

In this issue of the Center of Excellence Newsletter learn about:

- TA Resources and Tools
  - New "Guide to Identifying Pre-Apprenticeship and Registered Apprenticeship Partners" and Questionnaire
  - Webinar on State of Missouri's Pre-Apprenticeship Framework
  - Creating English Onramps to Apprenticeship Programs for Immigrants and Refugees
- Center of Excellence and Apprenticeship News
- Upcoming Webinars and Events

## TA Resources and Tools

### NEW: Workforce Board Guide to Identifying Pre-Apprenticeship and Registered Apprenticeship Partners

The Center has released a [new guide: "Identifying Pre-Apprenticeship and Registered Apprenticeship Partners."](#) While the guide is intended to be a starting point to help state and local workforce professionals, the content is relevant for all key apprenticeship stakeholders. It covers the key players in the apprenticeship space, what role(s) they typically play in supporting Registered Apprenticeship (RA) programs, and what assistance they typically seek through partnerships.

"We know that for apprenticeship to really scale nationally, particularly in high-growth, high-demand industries and for historically underserved populations, it will need to become a regular part of every local workforce board's strategy to engage and serve local employers," said Center Director Katie Adams. "This guide and the accompanying questionnaire are designed to educate and equip board staff to play that leadership role."

The guide was developed in response to a soon-to-be released Workforce System Registered Apprenticeship Baseline Knowledge Assessment that found 47 percent of responding



workforce professionals nationwide "do not understand how to convene partners locally." The assessment was designed by the Center's national partner, the National Association for Workforce Development Professionals (NAWDP); results are informing the Center's TA work including development of products such as the guide and [NAWDP's regular "30 Minutes of Excellence" webinars](#).

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## NEW: Registered Apprenticeship Partner Profile Questionnaire

As part of its work to help accelerate development of strategic partnerships around apprenticeship expansion, the Center also released a [Registered Apprenticeship Partner Profile Questionnaire](#). The questionnaire, which is intended to be used in tandem with the "Guide to Identifying Pre-Apprenticeship and Registered Apprenticeship Partners," can help workforce boards build an apprenticeship network in their area. The tool, which is a downloadable fillable PDF, can be used "as is" or as a customizable model to gather key information on local organizations and be better positioned to engage with and convene stakeholders to expand RA program opportunities.

  
**REGISTERED APPRENTICESHIP (RA)  
PARTNER PROFILE QUESTIONNAIRE**  
This questionnaire is intended to help you build a network in your area around Registered Apprenticeship (RA). With the information gathered here, your board should be better able to engage with and convene RA stakeholders to expand RA program opportunities. It is designed to be used in conjunction with the USDOL RA TA Center of Excellence "Workforce Board Guide to Identifying Pre-Apprenticeship and Apprenticeship Partners" publication. This publication and more information on the Center can be found online at [dolcoesaflapps.com](https://dolcoesaflapps.com).  
**Organization Name:** \_\_\_\_\_  
**Website:** \_\_\_\_\_  
**Organization Type:** \_\_\_\_\_  
☐ Employer  
☐ Union / labor organization  
☐ Educational institution / training provider  
☐ Intermediary/Technical assistance (TA) provider  
☐ Other (please describe): \_\_\_\_\_

[View the downloadable questionnaire.](#)

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### Webinar: "Creating a Statewide Pre-Apprenticeship Strategy - Case Study in Missouri"

As part of its focused work in the state of Missouri, the Center hosted "Creating a Statewide Pre-Apprenticeship Strategy," a webinar featuring the state's work under the leadership of Dr. Mardy Leathers. Dr. Leathers and his Apprenticeship Missouri team at the Office of Apprenticeship and Work-Based Learning in the Missouri Division of Higher Education and Workforce Development (DHEWD) led the state's rapid expansion of RA programs—growing to more than 700 new programs, 41 percent of which are in non-skilled trade occupations and sectors including healthcare, IT, finance, and education. Dr. Leathers notes that "before building a pre-apprenticeship framework that empowers our high schools, local workforce boards, labor management organizations, employers and economic development partners, we needed to build a strong contingent of apprenticeship programs for which pre-apprenticeship programs would provide relevant related instruction (RI) and accelerated entry."



**Dr. Mardy Leathers**

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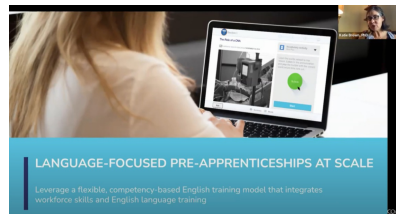
In the webinar Dr. Leathers outlines the partnership strategy the state used to co-design its certified pre-apprenticeship program— [Missouri Apprentice Ready](#)— which was launched in July 2021. The program incorporates state-recognized ["Missouri Industry Recognized Credentials"](#) to ensure apprentice job readiness from day one and utilizes the state's 15 percent Workforce Innovation and Opportunity Act (WIOA) funds Governor's set-aside

(approximately \$1.5 million). Missouri has already seen more than 243 pre-apprentices, primarily between the ages of 16-38, successfully complete the program in one of 11 in-demand occupations in targeted state sectors; 94 percent of those have successfully moved into an RA program.

**[Watch the webinar](#)** to learn about Missouri Apprentice Ready and consider how your state or organization can adopt Missouri's successful acceleration of workforce-aligned pre-apprenticeship programming.

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### **Webinar: "Leveraging Earn and Learn Models for Immigrants and Refugees: Creating English Onramps to Apprenticeship Programs"**



In support of the U.S. DOL's focus on creating equitable pathways for historically underserved populations into apprenticeship, the Center's national partner, Coalition on Adult Basic Education (COABE), hosted **"Leveraging Earn-and-Learn Models for Immigrants and Refugees: Creating English Onramps to Apprenticeship Programs."** Featuring Dr. Katie Brown, Chief Education Officer and Founder of EnGen, the webinar is geared to help increase alignment of apprenticeship with our nation's robust network of adult education programs. Dr. Brown discusses practical, evidence-based methods of delivering career-specific English language training at scale. She highlights models that can work across sectors and contexts while outlining steps that adult education leaders and instructors can take to offer flexible, blended English onramps to apprenticeship programs.

**[Watch the webinar.](#)**

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### **Webinar: "Demystifying Registered Apprenticeship"**



As part of its work to equip adult education leaders and instructors with the knowledge and tools needed to develop pre-apprenticeship and registered apprenticeship (RA) pathways for their students, COABE hosted "Demystifying Registered Apprenticeship" during National Apprenticeship Week. The webinar features Janene Kelley Erne, Regional Apprenticeship Administrator at the **Workforce Intelligence Network (WIN)**. Janene leads WIN's apprenticeship work through an Advance Michigan Center for Apprenticeship Innovation grant and a U.S. DOL "Closing the Skills Gap" grant that brings together community colleges, workforce partners, and industry partners from 19 counties to expand opportunities for Michigan's talent. Janene explains what modern RA is, how it functions, why it is a highly viable career path for anyone in almost any occupation, and how to prepare for RA opportunities.



**[Watch the webinar.](#)**

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# National Apprenticeship Week Highlights

The Center of Excellence was honored to host and participate in several National Apprenticeship Week (NAW) events.



Following are highlights from the week:

## National Association of Workforce Development Professionals (NAWDP) 2022 Youth Development Symposium

Center partner, NAWDP, kicked off its annual Youth Symposium with a first-of-its-kind Pre-Conference Apprenticeship Bootcamp to provide workforce system professionals with foundational knowledge on developing and implementing Registered Apprenticeship programs. The bootcamp was followed by two and a half days of apprenticeship-track workshops highlighting promising practices and showcasing organizations that have successfully implemented apprenticeship programs.



As part of the multiple breakout sessions, Center staff Judy Blanchard (*above, center*) and Haylie Schuster (*above, right*) presented "Assessing and Building Strategic Youth Apprenticeship Partnerships." The presentation equipped attendees with information and tools needed to create a strong network of partners across workforce, industry, education, and government to support high-quality youth apprenticeship programming.

The Center also hosted an exhibitor's booth where staff apprenticeship Subject Matter Experts (SMEs) provided resources and onsite technical assistance to workforce board leaders and staff on developing youth apprenticeship programs.

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## Missouri Apprenticeship Summit

The Center was honored to present at Apprenticeship Missouri's 5th Annual Apprenticeship Summit in Kansas City, Missouri. Upwards of 100 industry, workforce, education, labor, and government attended the pre-Summit workshop "Assessing and Building Strategic Apprenticeship Partnerships." Dr. Leathers, Director of the Office of Workforce Development, Missouri Department of Higher Education & Workforce Development (*right*), kicked off the session. Center Director, Katie Adams, was joined by Center national partners from the National Disability Institute and FASTPORT, Doug Keast and Scott Ellsworth, and former U.S. DOL Office of Apprenticeship Deputy Administrator and Intelligent Partnerships CEO, Daniel Villao. Panelists shared key macro labor



market trends and implications for the rapidly emerging necessity of mainstreaming employer-based learning for new hires, as well as upskilling for incumbent workers through apprenticeship. Daniel Villao, joining the session as a partner on JFF's RA TA Center of Excellence on Diversity, Equity, Inclusion, and Accessibility (DEIA), provided insight on the key role partnerships can play in [Expanding DEIA Programs through Apprenticeship](#). Scott Ellsworth shared what RA partnerships look like from industry's perspective, and Doug Keast introduced the Center's Apprenticeship Alignment tool which he discussed in a [NAWDP webinar](#) and will be released in early 2023.

[View the panel slide deck](#).



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## "How Workforce Can Help Expand Registered Apprenticeship in Underserved Populations" Webinar

As part of NAWDP's regularly-hosted webinar series for the Center of Excellence, FHI 360's National Institute for Work and Learning presented the November 17 NAW webinar about how they are utilizing the RA model to increase access and equity in youth development through their Youth Development Practitioner Apprenticeship (YDPA). Jennifer Cowns, Project Manager for the National Institute for Work and Learning and David Williams, Workforce Development Specialist for YDPA, discussed FHI 360's motivation for establishing the U.S. DOL-approved RA program and why employers should partner with their local workforce systems to create more high-quality, sustainable RA programs including youth RA programs.



[Watch the webinar](#).

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## Panel Session: CareerSource Florida "Launching Your Workforce Through Apprenticeships"

CareerSource Brevard and CareerSource Flagler-Volusia— two local workforce development boards in Florida— hosted a panel discussion on how intermediaries support apprenticeships during the "Launching Your Workforce Through Apprenticeships" conference held at the NASA Kennedy Space Center.



Center staff and workforce SME, Judy Blanchard, spoke on the key role that intermediaries can play as a workforce board partner in developing high-quality RA programs for critically-needed occupations in local communities.

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## "Building and Growing Apprenticeship

## with Equity in Mind" Webinar

Peter Simon and Jennie Mollica from the High Road Alliance, spoke on a **COABE-sponsored webinar** on the **Building and Growing Apprenticeship with Equity in Mind** toolkit. The High Road Alliance convenes partnerships to open doors to equitable, inclusive employment opportunities and career advancement. High Road created the toolkit for the Foundation of California Community Colleges, a member of the Center's California Leadership Team, to equip individuals who design and run pre-apprenticeship and apprenticeship programs with resources, information, and tips to more intentionally encourage and support inclusion of apprentices who reflect the full diversity of the communities in which they operate.



### Building and Growing Apprenticeship with Equity in Mind

An Equitable Apprenticeships Toolkit  
September 2021

Prepared for  
Foundation for California Community Colleges

Prepared by  
Jennie Mollica and Peter Simon  
HIGH ROAD ALLIANCE



**Watch the webinar.**

## Upcoming Webinars and Events

### 12/1/22– "Linking CTE to Pre-Apprenticeship in Secondary and Postsecondary Programs"

**Location:** Las Vegas Convention Center

**Time:** 3:00pm– 3:45pm PST



Center Director Katie Adams will present on the Center's work to help CTE program leaders and instructors nationwide understand how to map secondary level programming and post-secondary CTE-based Integrated Education and Training coursework to pre-apprenticeship pathways.

**Register Here**

### 1/4/23– "Promising Practice with Youth Apprenticeships: ARCH"

**Location:** Virtual - Webinar

**Time:** 1:00pm– 2:00pm EST



This webinar will provide an in-depth look at how San Joaquin County developed pre-apprenticeship and registered apprenticeship programs to help accelerate students' readiness and successful entry into the workplace. Join us to hear Pam Knapp, Director of College and Career Readiness at San Joaquin County's Office of Education, as she explains how the county developed its **ARCH program** and how she advises education, industry, and workforce leaders interested in developing youth apprenticeship programs.

**Register Here**

**1/12/23– "Apprenticeship Partnership Team**

**- Advantages and How To's"**

**Location:** Virtual– Webinar

**Time:** 10:00am– 11:00am EST



The Missouri Office of Apprenticeship and Work-Based Learning in the state's Department of Higher Education and Workforce Development has developed a new national best practice in state-level strategic partnerships to accelerate RA programs. Hear from Dr. Mardy Leathers as he describes how the Missouri Apprenticeship Team (MAT) was formed, its effectiveness in helping the state reach its 2019 goal of 20,000 registered apprentices by 2025 30 months ahead of schedule, and what other state leaders can learn– and replicate– from Missouri's experience.

[Register Here](#)

**1/25/23– "Registered Apprenticeship and the Eligible Training Provider List (ETPL): What Does it All Mean?"**

**Location:** Virtual– Webinar

**Time:** 2:00– 2:30 pm EST



Learn how a national RA program can be placed on state and local ETPL, how local workforce development boards can utilize and support national RA programs with WIOA and non-WIOA funding to meet local employers' talent needs.

[Register Here](#)



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