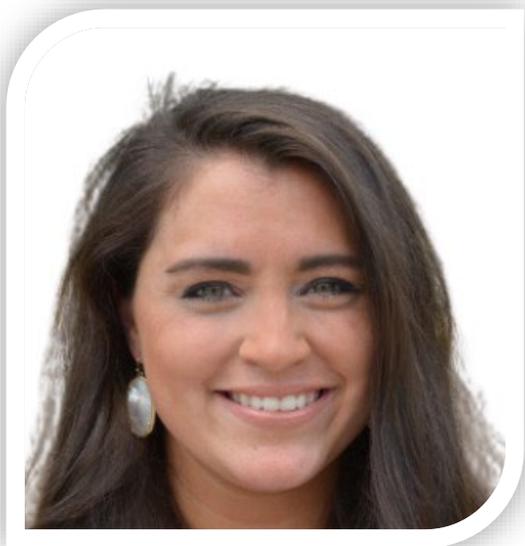


Understanding and Supporting Registered Apprenticeship in Your Community



July 18, 2024

Presenters



Nicole Bentley

Subject Matter Expert

Safal Partners



Jeremy Faulkner

Subject Matter Expert

Safal Partners



Alan D. Dodkowitz

Subject Matter Expert

Safal Partners



Welcome and Agenda

- Center of Excellence Overview
- An Overview of Registered Apprenticeship
- Current Involvement of Chambers in Registered Apprenticeship
- Examples of Chamber Involvement
- Overview of the Greater Cleveland Partnership
- How Your Chamber Can Get Involved
- Questions and Closing Thoughts



Center of Excellence Overview



- U.S. DOL initiative to increase systems alignment across apprenticeship, education, and workforce
- Led by Safal Partners
 - Collaboration with 5 national partners
- We provide no-cost technical assistance (TA) including:
 - Monthly webinars
 - Quarterly virtual office hours
 - Individual TA/coaching sessions
 - Online resources (desk aids, guides, frameworks, etc.)



[Visit our website & request TA](#)



An Overview of Registered Apprenticeship



What is Registered Apprenticeship?

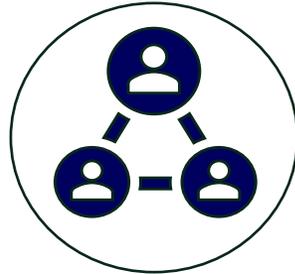
Registered Apprenticeship is a proven, customizable, and structured model to find and train new talent as well as upskill current workers in critical occupations.



Five Core Components of RA



Employer Involvement



Structured On-the-Job Learning (OJL)



Related Instruction (RI)



Rewards for Skill Gains



National Occupational Credential

How's Your RA Knowledge?

Basic

I know what it means, but I don't know how to utilize it and don't have significant experience with it.

Intermediate

I understand RA, I've had experience with RA in some capacity, and I feel comfortable educating internal and external stakeholders about it.

Expert

- I have extensive knowledge and relevant experience:
- developing programs
 - accessing multiple sources of funding;
 - convening stakeholders ;
 - adding programs to the ETPL;
 - recruiting apprentices or employers.



Key Organizational Apprenticeship Roles



Sponsor

An organization that agrees to operate an apprenticeship program and in whose name the program is registered.



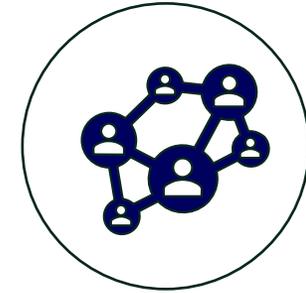
Employer

Hires and provides paid OJL for apprentices under supervision of a designated mentor who is a skilled professional in that occupation.



RI Provider

Entity that provides instruction to apprentices in the designated occupation's core knowledge, skills, and abilities.



Partner

Organizations committed to assisting RA programs. They can play one or more roles.



Engagement Poll

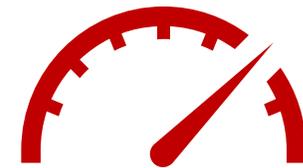
How would you rate your organization's level of RA engagement?



Low



Medium



High

Registered Apprenticeship and Chambers- A Match Made for Each Other



What Registered Apprenticeship Offers Chambers

- **Enhanced Portfolio of Opportunities**
- **Stronger Contributions to the Local Community**
- **Improved Policy Advocacy**



What Registered Apprenticeship Offers Businesses

Standardized, Skilled Workforce

Improved Productivity

Reduction in Turnover

Positive ROI



What Registered Apprenticeship Offers Businesses (Continued)

- Customizing Training
- Retaining Workers



How Chambers are Currently Engaging in RA



Chamber Pulse Check

- Beginning in December 2023, Safal Partners began to speak with Chambers throughout the country to understand their involvement in registered apprenticeship and how they would like to get more involved.
- Working with the ACCE, the team also surveyed chambers throughout the country to understand their involvement in registered apprenticeship, their needs, and what resources could help them.



ASSOCIATION OF
CHAMBER OF COMMERCE
EXECUTIVES



Chamber Survey Results

Knowledge and Engagement Levels:

- Around half of the respondents indicate having relationships with local employers, unions, workforce boards, or educational institutions that sponsor apprenticeship programs.
- Only a few chambers are currently sponsoring a registered apprenticeship program themselves.

Priorities and Involvement:

- For most chambers, apprenticeships are a moderate priority (rated 2-4 on a 5-point scale) within their broader workforce and talent strategies.
- Common ways chambers are involved include promoting apprenticeships to employers, convening employers to identify gaps, and working with school systems to support pre-apprenticeships.
- Some chambers are exploring becoming apprenticeship intermediaries or supporting regulatory changes related to apprenticeships.



Chamber Survey Results (Continued)

Barriers and Challenges:

- Lack of employer engagement, funding constraints, limited knowledge about apprenticeships, limited chamber capacity, and the complexity of navigating the apprenticeship process.
- Concerns about the ability to identify a sufficient talent pipeline to fill registered apprenticeships.

Resource Needs:

- Training on the basics of the registered apprenticeship, guidance on providing technical assistance to employers, sample outreach materials, and how-to guides on different aspects of apprenticeships.
- Resources on designing training curricula, promoting opportunities, and models for community collaboration around apprenticeships.



Noteworthy Chambers



German-American Chamber of Commerce

- Implements German-style Registered Apprenticeship programs across the Midwest and Southern US.
- GACC works with 56 employers in fields like advanced manufacturing, pharmaceutical manufacturing, industrial electronics, and business operations (e.g., purchasing, marketing, HR, accounting).
- They train company instructors, assist with recruitment and outreach, connect with college providers, and liaise with stakeholders.
- Apprentices earn both a USDOL certification and a German journeyworker credential.
- GACC expands Registered Apprenticeship initiatives based on workforce needs identified by member companies, partnering with workforce development organizations, and aiming to scale programs to a self-sustaining level.



German American
Chambers of Commerce
Deutsch-Amerikanische
Handelskammern



Kentucky Chamber Foundation

- Partners with over 80 local chambers and 25,000 professionals, they advocate for Registered Apprenticeships to address labor shortages and workforce development.
- Provides tools and information to help member businesses establish Registered Apprenticeship programs by equipping smaller chambers through the process.
- They foster partnerships between educational institutions and the Registered Apprenticeship ecosystem, enabling students to earn both educational credentials and Registered Apprenticeship certificates.



**Kentucky Chamber
Foundation**



Charleston Metro Chamber of Commerce

- Promotes Registered Apprenticeship growth through their talent development program.
- They helped to expand Registered Apprenticeship to nontraditional industries, recruit employers, arrange interviews, hosted signing days, and contributed private investment for related instruction at the local technical college through Accelerate Greater Charleston to over 200 employers across South Carolina.
- The Chamber recruits employers, shares information through outreach events, and aligns regional workforce boards and employers to access WIOA funding to offset training costs.



Driving growth. Defining tomorrow.



Greater Cleveland Partnership



Who is GCP?



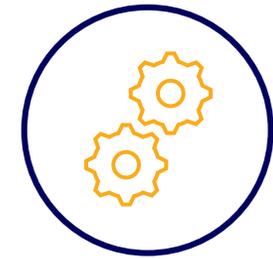
Region's leading economic development organization



Over 12,000 members



Nation's largest metropolitan chamber of commerce



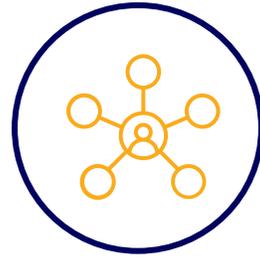
We focus on strategic initiatives, business services, and advocacy



GCP's RAP Journey



ABA Category 4 Grant
for \$5.8 Million



Established a RAP Hub
in Greater Cleveland



Used for Staff and for
System Support/Growth



OUTCOMES - Programs

10

New
RA Programs

5

Expand Existing
RA Programs

20

Pre-Apprenticeship
Programs



OUTCOMES - People

600

RAP Enrollees
(Apprentices)

1500

Pre-Apprenticeship
Participants



OUTCOMES - Resources

32

Technical Assistance
(TA) Resources

- Employers
- Jobseekers (Potential Apprentices and Pre-Apprentices)
- Community Based Organizations and Other Partners
- K-12 Schools, Colleges and Universities, and Other Training Providers
- The General Public



GCP's Role – Our Promises To Employers



Lead
Program Design



Serve as
the Intermediary



Provide Starter
Incentives & Funding



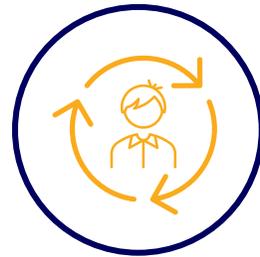
Help Recruit and
Interview Candidates



GCP's Role – Our Promises To Employers



Provide Mentor
Training & Support



Identify & Connect to
Wraparound Services



Assist with Data
Collection & Reports



Advocate at the Local,
State & Federal Levels



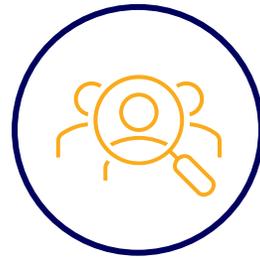
Ecosystem Partners & Relationship Building



Lessons Learned



This Takes
Work



Understand Your
Audiences



A Win
Is a Win

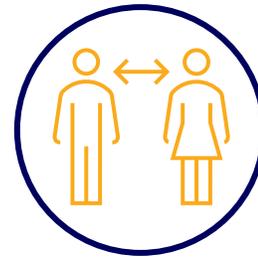
GCP's Achievements – So Far!



14 Occupations
Registered



Signing Day Event



Employer Convening
Events

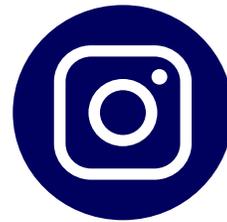


Sales Training for the
Hub Team



Engage with GCP

Connect with us on social or via apprenticeships@greatercleveland.com



How Can You Get Involved

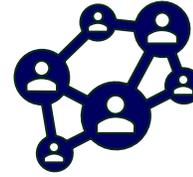


What Role Do/Could You Play in RA?



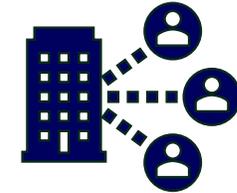
Convener

Engage community to share information about RA and maintain working knowledge of available resources



Partner

Actively promote RA, host events for RA stakeholders to present information, support through special initiatives



Sponsor

Register a group program and manage the related administrative duties for employers



Key Resources to Access

- Understanding of current state apprenticeship efforts
- Engagement with apprenticeship ecosystem
- Where and how related apprenticeship funding is accessed
- Industries and employers already involved and using RA



No-Cost Resources



[Guide to Identifying Partners](#)

- Request no-cost online or in-person training for your organization
- Become a Center partner to receive notification of upcoming webinars, Virtual Office Hours
- Visit our website for downloadable materials



Questions and Answers



Evaluation

Please take a moment to give us your feedback.



Contact Us



Nicole Bentley

Subject Matter Expert
Safal Partners

Nicole.Bentley@safalpartners.com



Jeremy Faulkner

Subject Matter Expert
Safal Partners

Jeremy.Faulkner@safalpartners.com



Alan D. Dodkowitz

Subject Matter Expert
Safal Partners

Alan.Dodkowitz@safalpartners.com



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