



Assessing & Building Sustainable Apprenticeship Partnerships



Today's Agenda

- Setting the Stage: Today's Labor Landscape
- Why Apprenticeship Matters
- Fundamentals of Apprenticeship Partnerships
- Alignment: Why It Matters, Who It Involves & What It Looks Like



Today's Speakers



Katie Adams
Safal Partners



Scott Ellsworth
FASTPORT



Doug Keast
NDI

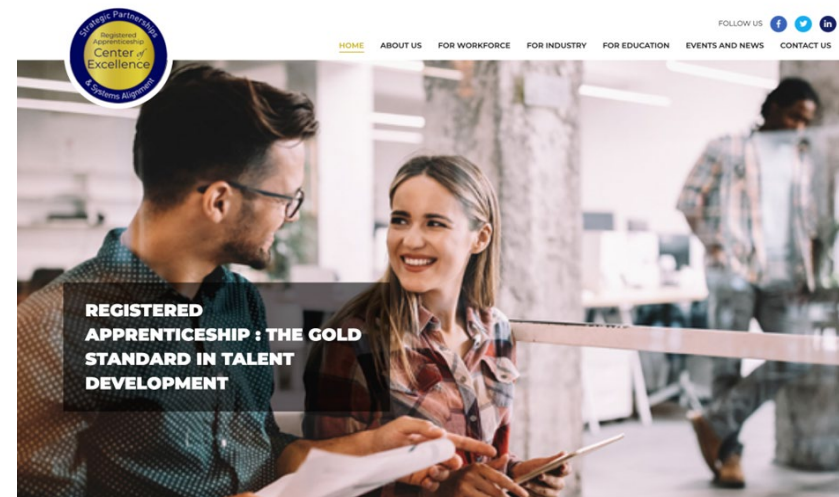


Daniel Villao
Intelligent Partnerships



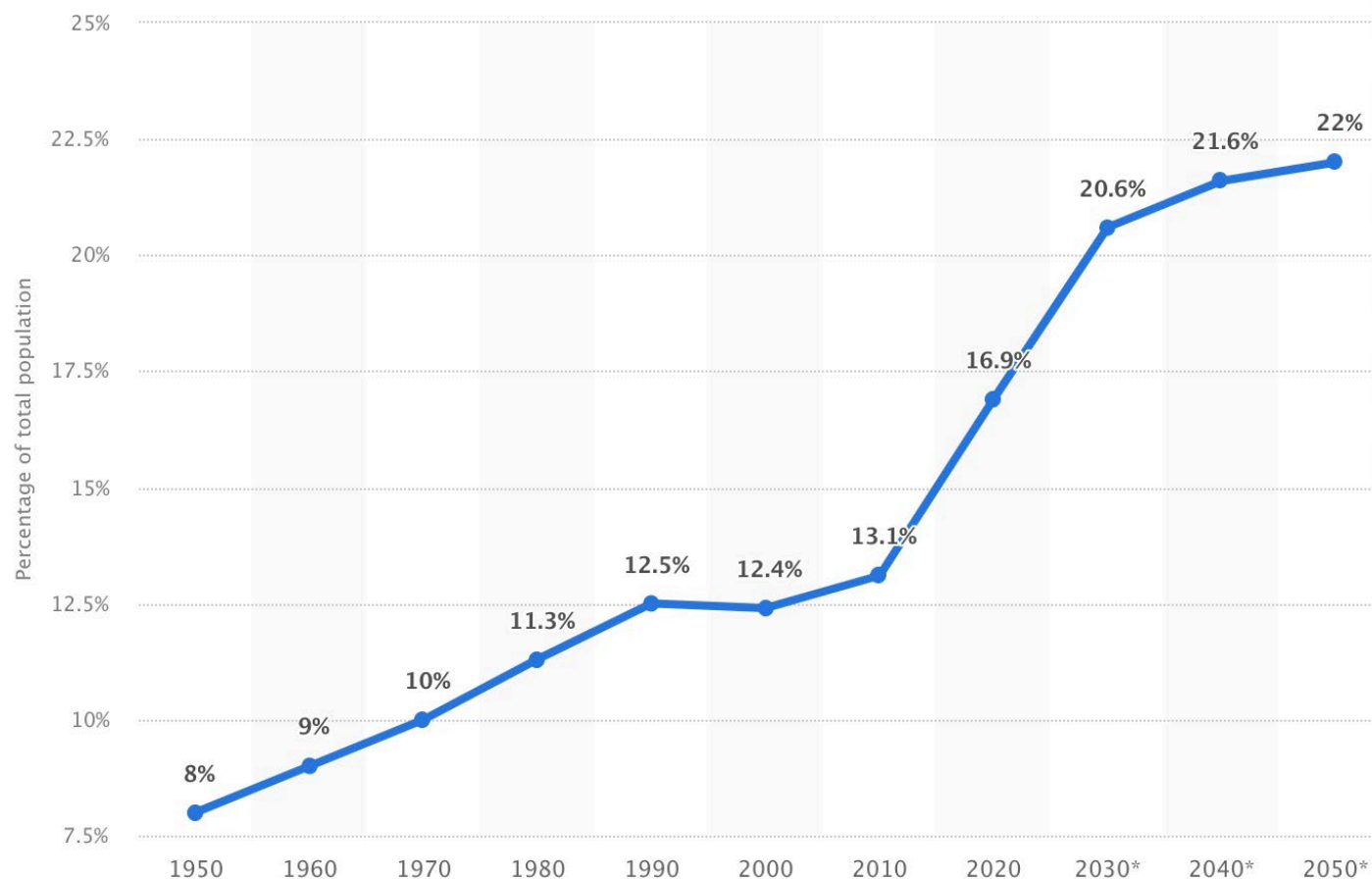
Intro: RA TA Center of Excellence

- **What:** USDOL Grant awarded to Safal Partners in July 2021; MO DHEWD & DESE engaged
- **Focus:** Building **sustainable partnerships to support system alignment** of the national workforce and education systems to **accelerate Registered Apprenticeship adoption.**
- **Activities:**
 - Providing TA on a National Scope
 - Engaging Key Stakeholders
 - Coordinating with Federal and State Investments



Setting the Stage: Today's Labor Landscape

Number of American workers at or nearing 65 is growing rapidly while....

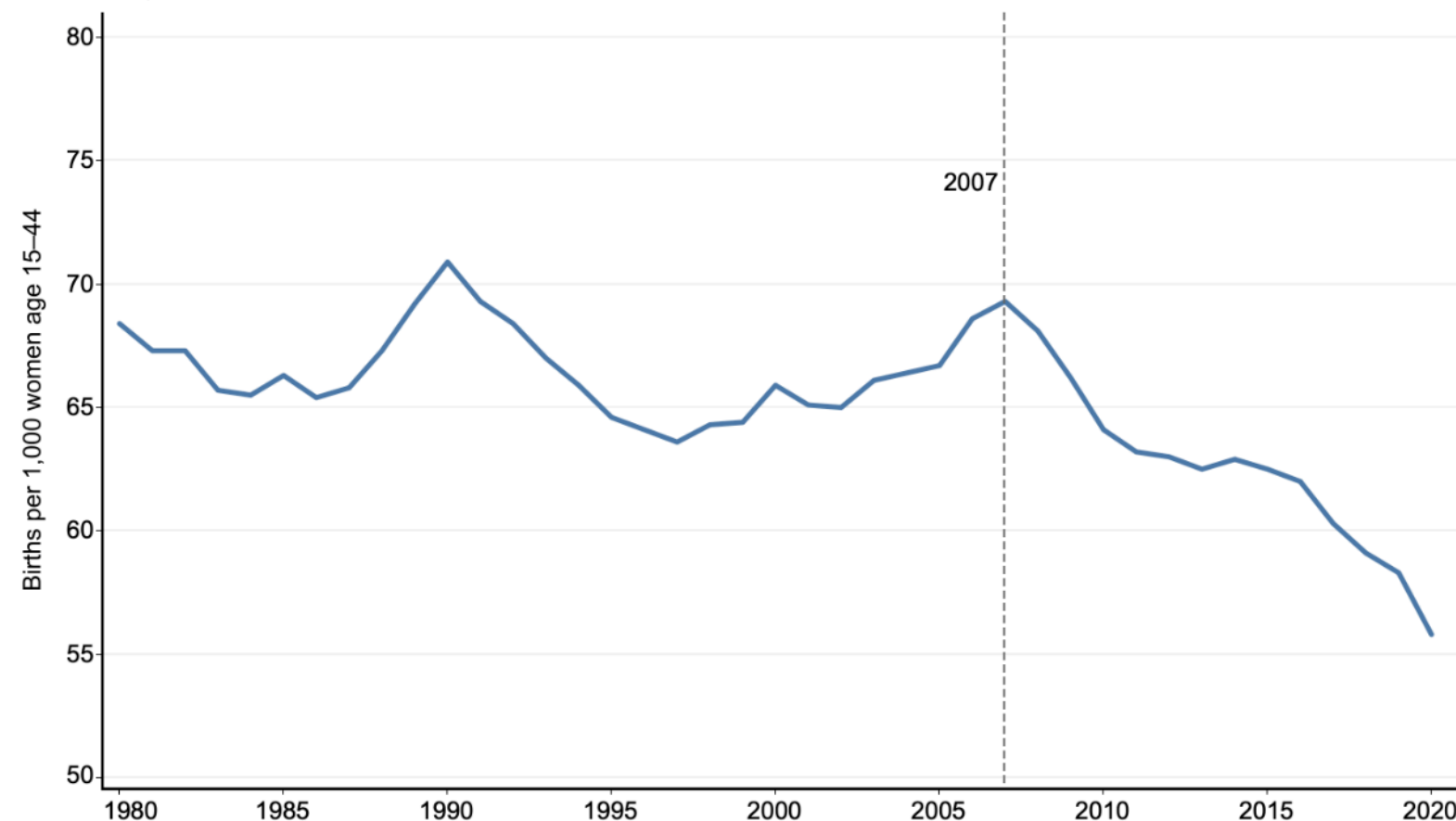


Tomorrow's Reality

...U.S. birth rates are dropping steadily. The U.S. birth rate has fallen by 20% since 2007 and “cannot be explained by demographic, economic or policy changes.”

TREND IN US BIRTH RATES

YEARLY, 1980–2020



Source: Birth rates collected from CDC Vital Statistics Reports for 2015, 2019, and 2020.

EconoFact econofact.org

Nature of Work is Changing

For Employers & Workers Alike

Business: Automation & Technology

- Institutionalization of remote work
- 50% of business leaders surveyed accelerating job automation post-Covid
- Most technical skills "half-life" of 2.5 years = constant need for training

Workers Reconsidering Assumptions

- Gig economy & self-employment
- Less stigma around length of stay
- Value of post-secondary degree or academic certificate & student debt



Federal & State Incentivization

Growing Visibility & Value of Apprenticeship

Federal investments

- \$1.1 billion USDOL investments since 2015

State investments

- In 2020 states passed 494 pieces of legislation related to apprenticeship

Workforce Alignment

- 100% of 2020 – 2023 State Unified and Combined Plans mentioned Registered Apprenticeship as part of WIOA planning
- 84% incorporated federal grant planning to expand RA



Why Apprenticeship Matters



Daniel Villao
CEO, Intelligent Partnerships



Intelligent Partnerships®
ACCELERATE THE IMPACT OF INCLUSION®



The Future Of Work

The Impending Skill Gap

By 2030, workforce demand is expected to shift dramatically:

- While only 5% of jobs, overall, will be eliminated, 50% of them will be changed by automation
- 90 % of jobs will require at least some digital skills

Low-skilled workers and vulnerable populations will require upskilling to continue to participate in the workforce





Recognizing Employer Needs

**System Support
Partnerships
Must realign to
Employer
Realities**

Workforce Market Shifts:

- Include new layer of competitive realities
- Self Employment as an available space
 - Gig Work
 - Side hustles
- Lack of Community Engagement
 - priorities
 - talent access
- Long-term employment instability

**YOUR PARTNERSHIPS MUST BE SEEN AS SOLUTIONS THAT
PROBLEM SOLVE FOR EMPLOYERS**





The Changing Face of the Workplace

**How does the
Future of work
connect to
Employers?**

If your company is:

- Not reflective of your customer
- Not in touch with community priorities
- Not equipping your workforce to perform the work

**YOU WILL NOT WIN THE BATTLE FOR
TOMORROW'S WORKERS.**





Apprenticeship Can Expand Workforces

Apprenticeship helps to eliminate traditional barriers for workers.

Traditional Barriers to Entry:

- Education
- Rising Cost of College
- Lack of a Connected Network
- Lack of Training and/or Prior Work Experience

Barriers to Entry for People with Disabilities:

- Capacity that Limits Occupational Availability
- Lack of Accommodations
- Explicit Biases

SYSTEM PIPELINES CAN PROVIDE EMPLOYERS NEW COORDINATED SUPPORT WHEN THEY START FROM THE PROBLEM SOLVING VIEWPOINT





Apprenticeship Can Expand Workforces



**Apprenticeship
Systems must
demonstrate a
pathway to accessing
family-sustaining
careers.**

1. The requirements of a RAP ensure that the application and screening processes are uniform, which further level the playing field for entry.

How do your partnerships ease decision making in screening?

2. Apprentices are promoted based upon measurable benchmarks that involve a combination of progressive learning, merit, and experience.

How do your partnerships and structures provide additional support?

3. Apprenticeship Requires Wage Compliance

Do your systems and partners pro-actively address compliance?

4. These objective methods eliminate factors that traditionally create barriers to entry and promotion for workers.

Are your system partners embedded in program processes?





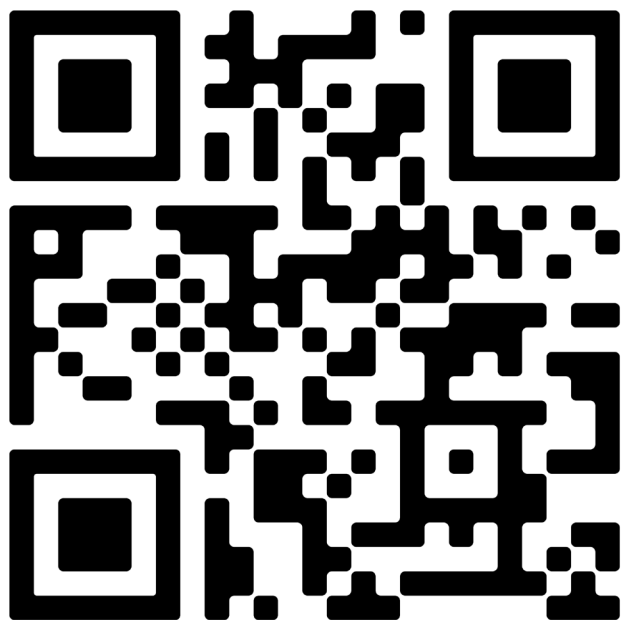
The Advantages of Apprenticeship

Benefits for employer participation in apprenticeship

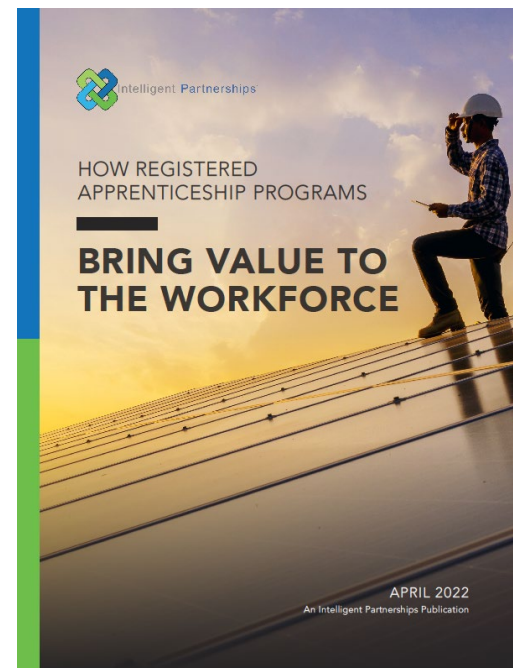
1. Highly Skilled Employees with Superior, Customized Training
2. Reduced Turnover Costs and Lower Liability Costs
3. Reduces Crew Compositions Costs by Tiering Wage Scales
4. Increased Productivity and Revenue
5. Increased Variety in the Workforce
6. Participating Employees may Receive Tax Credits or similar incentives

**YOUR STRUCTURE WILL ADD VALUE IF IT IS
RESPONSIVE TO DRIVERS THAT ARE IMPORTANT TO
THE EMPLOYERS WE SERVE.**





Download Our Exclusive eBook!



Find out more www.ipartnerships.net



Fundamentals of Apprenticeship Partnerships



FASTPORT

Scott Ellsworth

Project Manager

Scott.Ellsworth@fastport.com



Guide to Identifying Partners



Downloadable Guide



Key RA Players

- Registration Agency (OA/SAA Office)
- Program Sponsors
- Employers
- Educational Institutions
- Workforce System
- Unions/Labor Management Associations
- Intermediaries
- Community-Based Organizations



What Partners Provide...and Need



Paid On-the-Job Learning (OJL)



Related Instruction (RI)



Supportive Services



Technical Assistance (TA)



Funding



Apprentice/Employer Recruiting



RA Program Awareness



What Partnerships Looks Like

Examples

Key Points

- Successful RA programs are built on a network of committed partners.
- Most partners tend to play one primary role.
- Increasingly educational organizations and intermediaries are playing multiple roles
- Connecting with your state DOL OA office or SAA office staff early in the partnership-building process can save you time and help you bring the right people and organizations to the table.
- Understanding typical roles and needs can help accelerate partnership building



Partner Profile Tool



Downloadable, Fillable PDF



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 dolcoe.safalapps.com.

Organization Name:

Website:

Organization Type:

- ☐ Employer
- ☐ Union / labor organization
- ☐ Educational institution / training provider
- ☐ Intermediary/Technical assistance (TA) provider
- ☐ Other (please describe):

Primary Point of Contact

Name:

Title:

Email:

Phone (optional):

Which role(s) does your organization currently play in RA? Please check all that apply:

- ☐ RA program sponsor
- ☐ RA employer
- ☐ On-the-Job Learning (OJL) provider
- ☐ Related Instruction (RI) provider
- ☐ Intermediary/Technical Assistance (TA) provider
- ☐ Other (please describe):



Aligning: Why It Matters, Who It Involves & What It Looks Like



Doug Keast

Project Manager
Dkeast@NDI-Inc.org



Core Drivers



Business

- Employers
- Labor Unions/Labor Management Associations
- Intermediaries



Education

- Secondary & post-secondary institutions
- Training organizations & programs



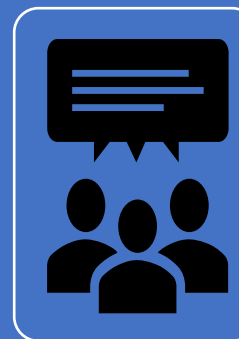
Workforce System

- State workforce board
- LWDBs & AJCs
- All Core, Required and "other" programs operating in AJCs



USDOL Office of Apprenticeship (MO)

Other Stakeholders



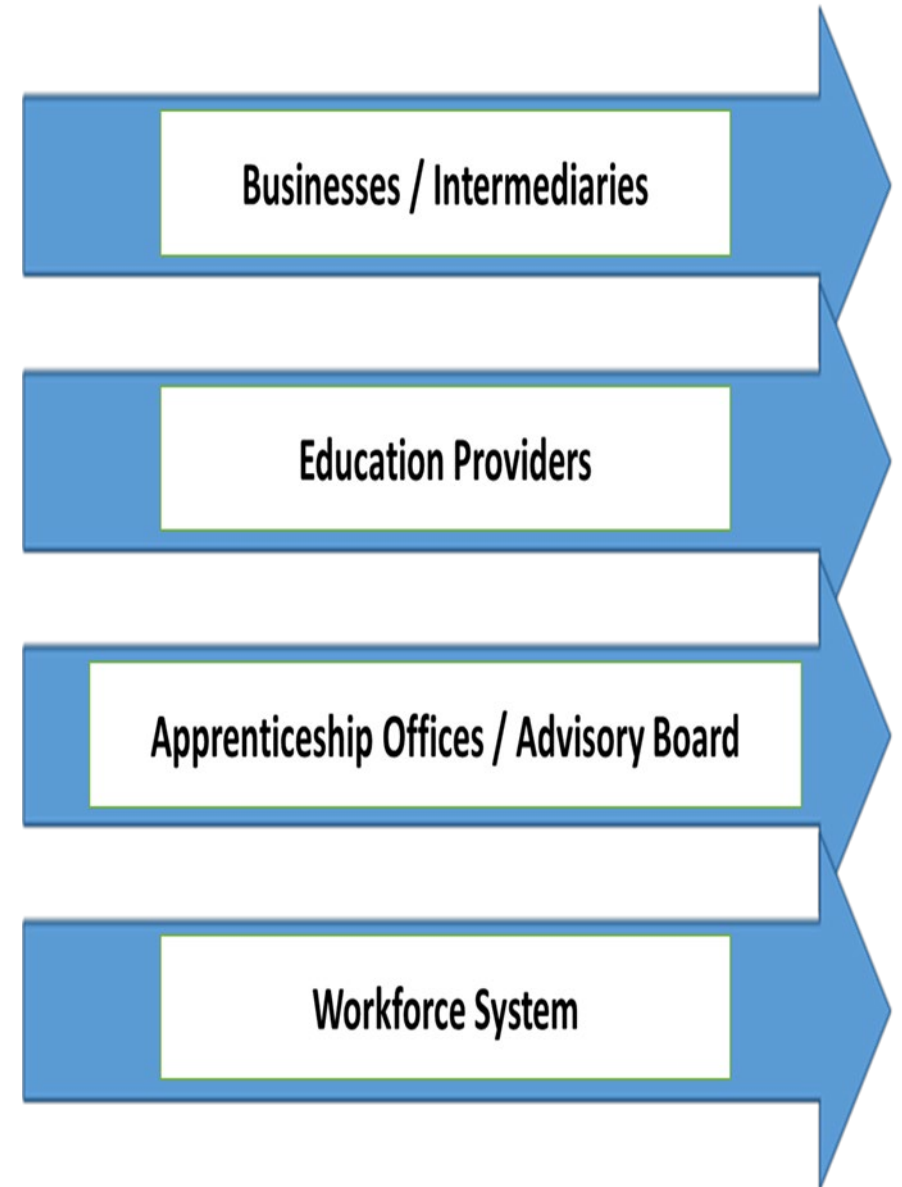
Community-Based Organizations

Targeted Population Advocates

Other Interested or Invested Parties

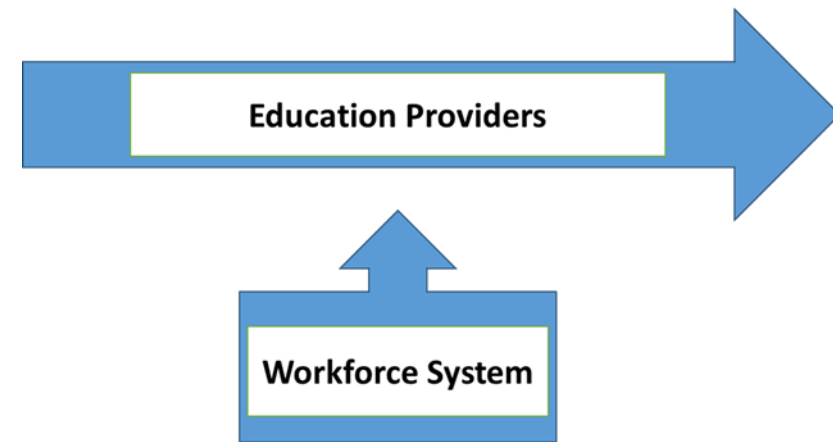
Leadership

When a driver as an entity establishes objectives in an area of focus, for our purposes, to expand apprenticeship, as a strategy to meet business objectives, and plans strategically to meet those objectives using expertise and resources available, it assumes a ***leadership*** role.

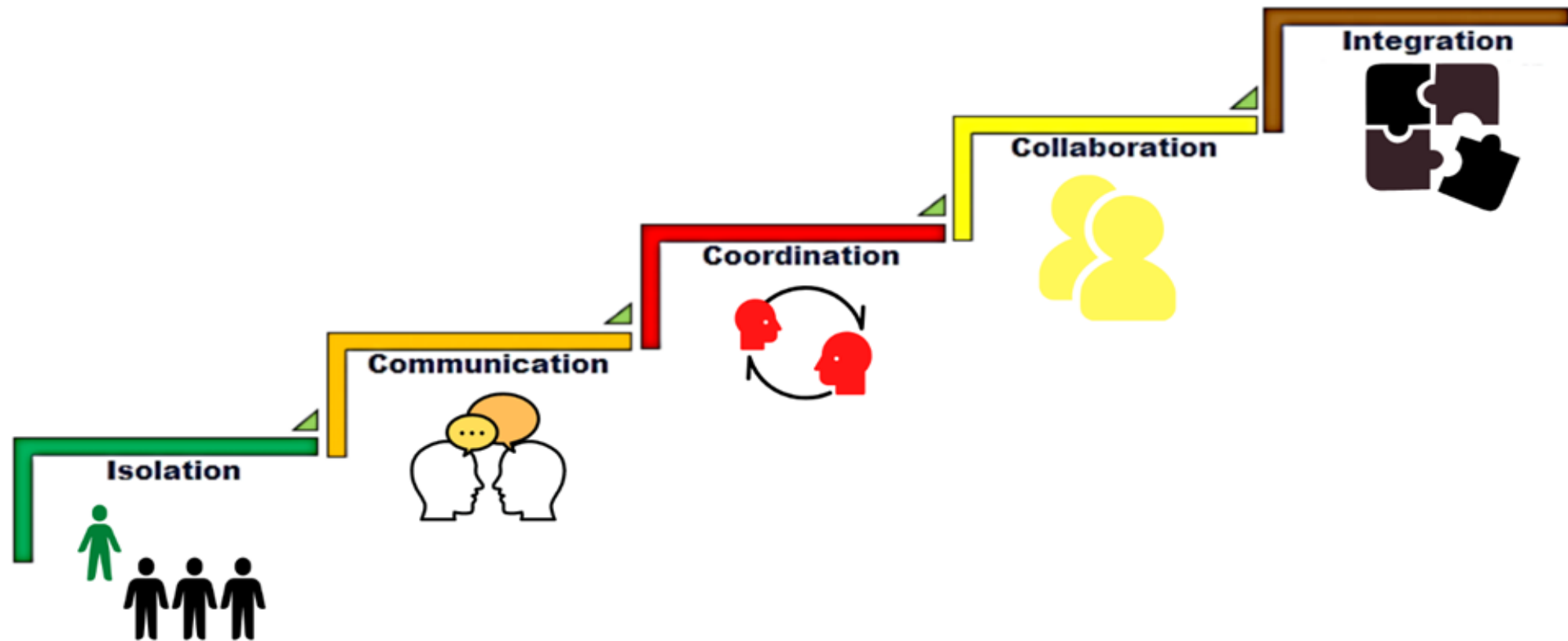


Leveraged Role

When a driver does not assume a leadership role, but resources of that driver are engaged in meeting the objectives of the other drivers, it has assumed a ***leveraged*** role.



Alignment Continuum



Definitions and graphic based upon the workforce system alignment model developed and used in system technical assistance by RSA's Workforce Innovation Technical Assistance Center – 2015 – 2020)



Alignment Assessment - Drivers

Driver	Represented by	Lev.	Lead
Business/Intermediaries			
Education/Training Providers			
Apprenticeship Office			
Workforce System			
Other			



Alignment Assessment - Quality

Isolated	Communication	Coordination	Collaboration	Integration



Small Group Session/Discussion

5 Areas of Focus for Aligning Partnerships

- Recruiting Apprentices
- Business Engagement and Leadership
- Education and Related Instruction
- Program Registration and Operation
- State Leadership and Policy
- Where are we?
- Where do we want to be?

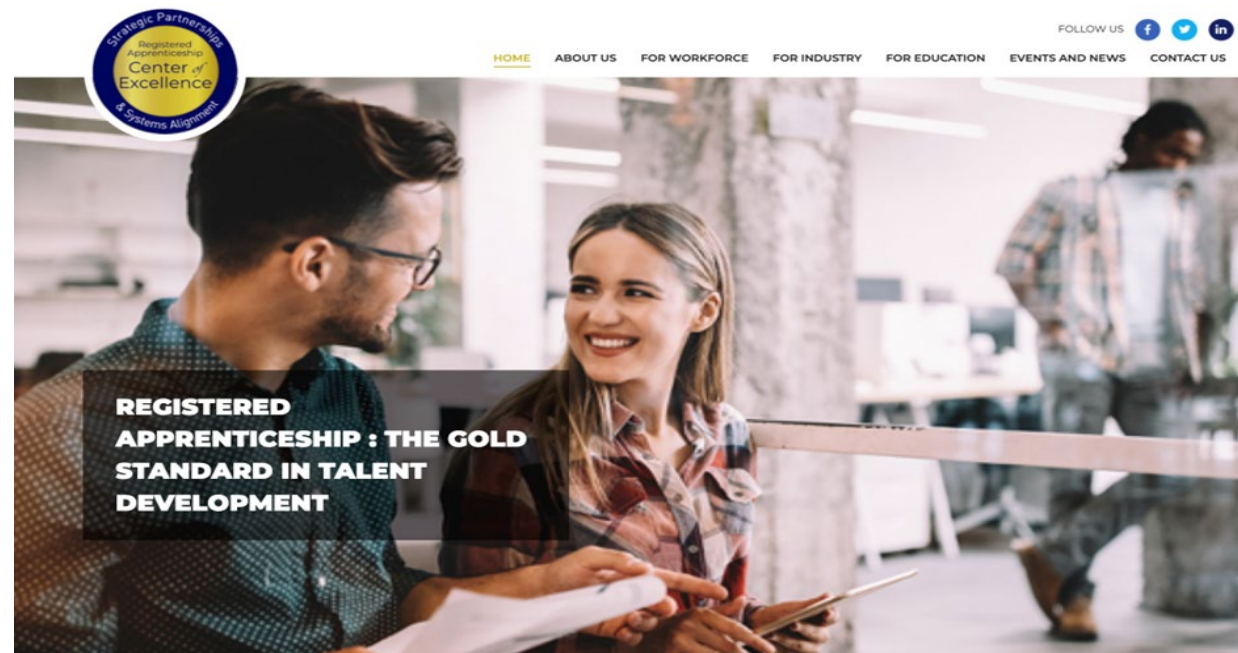


Today's Resources

- ☑ Guide to Identifying Registered Apprenticeship and Pre-Apprenticeship Partnerships (dolcoe.safalapps.com)
- ☑ 50 State Scan – Review of State Plans Relevant to Apprenticeship Strategies Report
(posting soon on: dolcoe.safalapps.com)
- ☑ Apprenticeship Driver Alignment: An Overview
(posting soon on: dolcoe.safalapps.com)
- ☑ Apprenticeship System Alignment Assessment
(posting soon on: dolcoe.safalapps.com)
- ☑ [Workforce Innovation Technical Assistance Center \(WINTAC\) Integration Continuum Facilitator's Guide - Service Integration Continuum](#)



Stay Connected



- ✓ **Dolcoe.SafalApps.com**
- ✓ Become a Center Partner
- ✓ Request TA
- ✓ Access TA and tools