



# Workforce Readiness Workgroup

---

## Agenda

- Roll Call
- Approval of Minutes
- Apprenticeships
  - Richard “Ted” Norman, Department of Education
- Discussion
- Work Plan
- Public Comment

# Deep Dive: Apprenticeships

- National Structure of Apprenticeship
- Purpose of Apprenticeship
- Components of Registered Apprenticeship
- Purpose of Preapprenticeship
- Updates
  - Legislative
  - Educational
  - Program
  - Funding

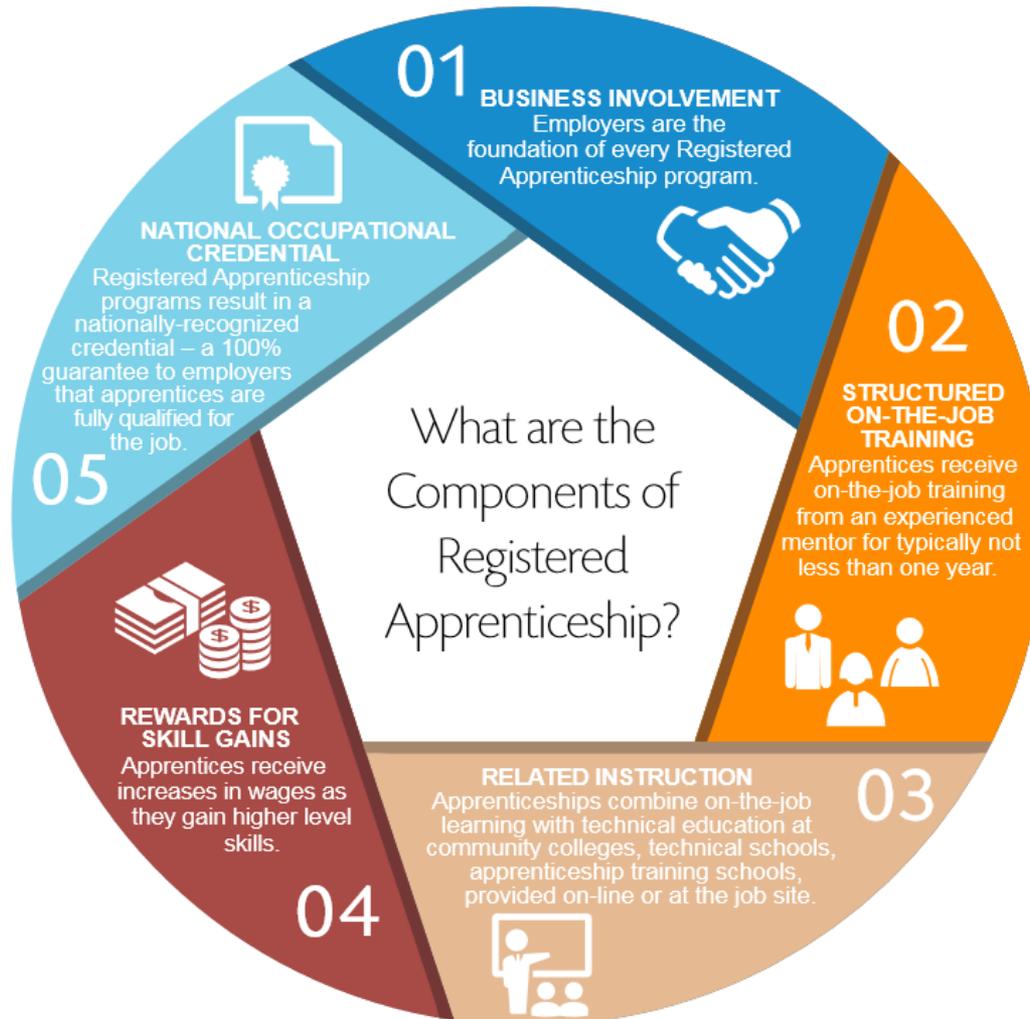
# National Structure of Apprenticeship

- **Office of Apprenticeship (OA States)** – State apprenticeship programs are run and managed by the USDOL. (ex. Georgia, South Carolina, Indiana)
- **State Apprenticeship Agency (SAA States)** – An agency of a State government that has responsibility and accountability for apprenticeship within the State recognized by the USDOL to register and oversee apprenticeship programs and agreements for Federal purposes. (ex. **Florida**, Washington, Kentucky)

# What is the Purpose of Apprenticeship?

- To enable **employers** to develop and apply industry recognized standards to training programs with the intention of:
  - increasing productivity;
  - improving quality of the workforce;
  - retaining company knowledge; and
  - reducing turnover.
- **REMEMBER**: Registered Apprenticeship is an **employer-driven** process, not education or government.

# Components of Registered Apprenticeship



# 01 - Business Involvement - Sponsorship

- Sponsors are responsible for the administration of all aspects of a Registered Apprenticeship program.
- **Who can sponsor:**
  - a single employer,
  - a trade association,
  - a group of employers,
  - local workforce board,
  - an educational institution,
  - community or faith-based organization,
  - or other approved entity may choose to sponsor.

## 02 – Structured On-The-Job Training

\*\* The length of an apprenticeship program varies from one to five years depending on the occupation training requirements. Irrespective of the training model, all apprenticeship programs **MUST** be no less than 2,000 hours of OJT

- **Time-Based:** Apprentices complete a required number of hours in on-the-job training.
- **Competency-Based:** Apprentices progress at their own pace – they demonstrate competency in skills and knowledge through proficiency assessments.

## 02 – Structured On-The-Job Training

- **Hybrid-Based:** Using minimum and maximum range of hours, and the successful demonstration of identified and measured competencies.
- **\*\*Career Lattice:** The use of an interim credential to validate progression of an apprentice through a registered apprenticeship program within competency or hybrid based models ONLY. (industry certification, career certificate, company certificate)

## 03 – Related Instruction

- **Related Technical Instruction (RTI)** – An organized and systematic form of instruction designed to provide the apprentice with knowledge of the theoretical subjects related to a specific trade or occupation. (Minimum of 144 hours per year recommended)
  - It can be spread out over the course of the apprenticeship, front-loaded, segmented, or articulated (prior experience credit).
  - It can be delivered by an educational institution, in-house, on-line, correspondence, or any combination.
  - Apprentices can be enrolled in either Clock Hour or Credit Hour courses, when appropriate.

# What is the Purpose of Preapprenticeship?

- To prepare an individual, 16 years of age or older, to become an apprentice.
- Preapprenticeship programs **MUST** be sponsored by one or more Florida Registered Apprenticeship programs, and **MUST** be in the same apprenticeable occupation(s).
- Preapprenticeship programs run between 6 months and 2 years, depending on the training. (OJT is not required)
- Preapprentices receive the same consideration as Veterans in the selection process.

# Legislative Updates

- **HB7071**

- Annual report on apprenticeship and preapprenticeship.
- Providing assistance to stakeholders in notifying students, parents, and the community of the availability of apprenticeship and preapprenticeship opportunities.
- Removal of the restriction of apprenticeable occupations in the fields of sales, retail, management and distribution, as well as professional and scientific occupations.
- Dedicated state funds for new and expanded apprenticeship opportunities (\$10 million in the GAA)

# Educational Updates

- **Clock Hour – Credit Hour**

- National Association of State and Territorial Apprenticeship Directors (NASTAD) – recognized the US Department of Education Credit Hour to Clock Hour conversion chart.
  - Allows for the use of Credit Hour courses in lieu of Clock Hour courses.

- **Florida DOE – Under-graduate level courses**

- Department lifted the restriction that apprentices had to only be enrolled in “less-than-college” level courses. Apprentices can now be enrolled in under-graduate level courses.

## Program Updates

- Continuous Improvement – Kaizen
  - Revising paperwork flow processes has reduced turnaround times to customer, and reduced the average time to register new programs down to 10 – 20 days from 7 – 12 months.
- New travel policy has reduced response times to customers and reduced paperwork for ATR's.
- Implemented GoToMeeting to allow for remote conferencing.

## Funding Updates

- Apprenticeship and Preapprenticeship Expansion Grants
  - \$10 Million – HB7071
    - Round 1 - \$7 Million
      - Applications Due September 30, 2019
      - Over 100 intentions to apply
    - Round 2 - \$3 Million
      - Intent to Apply – Date to be determined
  - \$3 Million – Federal ASE Grant (3 Years)
    - 68% to programs and apprentices
    - 32% to capacity building