



Apprenticeship Connections

A Resource for State Apprenticeship Expansion Grantees

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Resources

[Industry-Recognized Apprenticeship Program Guidance](#) - In support of the Task Force's recommendations, the Department of Labor (DOL) released a [Training and Employment Notice](#) to encourage development of flexible, high-quality Industry-Recognized Apprenticeship Programs to complement the existing Registered Apprenticeship system and spur growth in sectors that have not traditionally used apprenticeship.

Resources to Support Women in Apprenticeship - A recent report by the Center for American Progress on [The Apprenticeship Wage and Participation Gap](#) highlights some of the ongoing challenges to increasing women in apprenticeship, particularly in sectors with higher wages, despite persistent efforts. As we all work to expand opportunities, several resources might help.

- The [Expanding Women in Apprenticeship CoP page](#) compiles numerous resources, including apprenticeship programs that target women, toolkits and guides, outreach and background materials, and research on what works.
- Women in Apprenticeship and Nontraditional Occupations ([WANTO Resource Centers](#)) provide technical assistance in the recruitment, training, placement, and retention of women in apprenticeship and nontraditional occupations. The U.S. Department of Labor has recently [announced](#) funding for another round of WANTO grants, and will award community-based organizations to encourage women's employment in underrepresented occupations and pre-apprenticeship and apprenticeship programs.



Sexual harassment can be one challenge, and there are many resources to address it.

- The Chicago Women in Trades (a WANTO Resource Center) [website](#) includes numerous resources for addressing sexual harassment, such as a [flyer](#) on

preventing sexual harassment.

- This Creating a Respectful Workplace [webinar](#) produced by the Construction Center of Excellence and Apprenticeship and Non-Traditional Employment for Women (ANEW).



[Oregon's Return on Investment Calculator](#) - Oregon recently launched an online [Return on Investment Calculator](#) designed to help businesses explore many of the costs and benefits associated with Registered Apprenticeship. A related Resource page provides a detailed glossary of terms, wage progression rates for common apprentice occupations, sample scenarios, and an explanation of the tool's assumptions and methodology. See if it might help you show businesses why apprenticeship is worth the investment.

[Funding Opportunity for Apprenticeship Expansion in Key Industry Sectors](#) -

The U.S. Department of Labor recently announced it will award \$150 million in H-1B funds to approximately 15-30 apprenticeship programs, to support sector-based approaches to expand apprenticeships on a national scale in key industry sectors. Read the press release [here](#).

Events

National Apprenticeship Week (NAW) - Mark your calendars for November 12-18, 2018 to celebrate the fourth annual NAW. Check out the [NAW website](#) for more information, including NAW [event registration](#).



Spotlight on Missouri: Agriculture Apprenticeships Budding in Correctional Facility

In the "boot heel" of Missouri, the Southeast Missouri Workforce Development Board identified a need for agriculture/agri-business talent. The Division of Workforce Development's Agricultural Employment Services Outreach Specialist, Jeanne Lake, suggested Registered Apprenticeship as a solution and brought the right partners to the table to serve Southeast Missouri's agricultural employers and reentry population. With the help of the Missouri Registered Apprenticeship Program, the Department of Agriculture, the DOL Apprenticeship Representative, and the Mid-America Food Hub and Training Center, the Board forged a new talent pipeline by sponsoring new Horticultural Specialist and Farm Worker Registered Apprenticeships for individuals incarcerated at the nearby Southeast Correctional Facility.

The Southeast Correctional Facility has eight acres of land that justice-involved individuals have farmed for years, donating food harvested to the local food bank as part of a restorative justice program. Through an initial meeting among all partners, it became clear that a few changes could make significant improvements to the project.

The correctional facility had provided farming experience, but lacked structure that would improve job prospects after release. Creating the formal apprenticeships in partnership with a local farmer willing to provide work experience for apprentices provided an opportunity for individuals to earn an in-demand certification, demonstrable work skills, and an employer recommendation prior to release. Partnering with the Board allowed



the Board to help with successful re-entry. Finally, food was being grown and delivered without input from the food bank. There were opportunities to reduce waste by growing crops that were more in-demand and had longer shelf lives.

Twelve individuals were selected for the apprenticeship pilot based on interest, good behavior, and proximity to release. They went through 12 weeks of training - half days in the classroom and the other half working on the facility's acreage. The Mid-American Food Hub and Training Center provided the classroom training on organic farming techniques on site at the correctional facility in a mobile learning unit (a renovated race car trailer). At the end of the 12-week period, apprentices obtained work-release to continue their apprenticeships on a local farm. The apprenticeships require 280-432 classroom training hours plus 2,390-6,000 on-the-job training hours and lead to certification in either Horticultural Specialist or Farm Worker, depending on each apprentice's interest and mastery of skills. While incarcerated, apprentices earn \$3/hour (with progressive wage increases) skilling up for jobs that will pay, when employed after release, at least \$15/hour.

Jeanna Caldwell, Coordinator of the Missouri Registered Apprenticeship Program at the Department of Economic Development, stresses the importance of bringing partners together to identify opportunities, work through challenges, and "place the system on a successful path to have a sustainable apprenticeship program." She also identifies a few unique challenges, such as obtaining work releases; aligning the training schedule with growing times; and the logistics of housing and transporting guest trainers in a rural, isolated area. The partners are currently working to address policies that can be improved to streamline employment after release. If you'd like more information, you can reach Jeanna Caldwell at apprenticeship@ded.mo.gov. A short video highlighting this apprenticeship program can also be found [here](#).

Spotlight on Minnesota: Questions and Insights from Potential Sponsors



This month wraps up our series on Apprenticeship Minnesota's communications and branding research with a look at insights gathered from a focus group with potential employer sponsors.

Minnesota convened a prospective sponsor focus group of 12 employers in manufacturing, healthcare, or information technology industries who intend to hire new entry-level employees within the next year and were willing to offer on-the-job training or mentorship.

- **Hiring Barriers:** All prospective sponsors agreed that finding and hiring good entry-level workers is a significant issue. They identified 3 key barriers: (1) a lack of able-bodied workers, (2) unrealistic expectations of the applicants, and (3) a need to do more to set themselves apart from other businesses. When asked to provide their perspective on why there is a worker shortage, participants stated that they felt the trades aren't a line of work that many people choose, possibly because they are not informed and educated about the trades during their career-choosing years.
- **Recruitment Strategies:** Employers partner with schools to get the word out about trade occupations and offer cash incentives to employees who refer qualified workers.
- **Apprentice Attributes:** Employers felt people who become apprentices do so because they are either interested in learning a trade occupation, or they can't afford or don't want to go to college. Employers said that loyalty is important, but they most value employees who are engaged and bring a positive energy to their

job.

- **Apprenticeship Pros and Cons:** Prospective sponsors said that offering an apprentice program would help them grow organically and give structure to their training initiatives. They also expressed a few concerns: apprentices who might have to be "untrained" from previous things they've learned, uncertainty about whether their business would fit criteria needed to offer an apprenticeship, and difficulty getting corporate-level buy-in.
- **Effective Messaging:** To consider an apprenticeship program, prospective sponsors said they would need to know the time required, implementation steps, legal requirements, reporting requirements, and help available during the process. They suggested effective messaging strategies include trade and human resource associations, employer testimonials, "name dropping" other employers that use apprenticeship, and personal phone calls from a Department of Labor representative to begin the conversation. They said effective messages would offer statistics, provide information on return on investment, and be customized to specific industries. Seeing a list of the different types of apprenticeships offered would be helpful, and direct communication with upper management would be important for getting buy-in.
- **Support Requested:** Once an apprenticeship program is established, participants identified ways the state could help: by providing materials to assist with employee recruitment and a certificate or logo they could display to set them apart from non-apprenticeship employers.

For more information about Minnesota's communications and branding research, contact Betsy Adamson, Project Manager at the Minnesota Department of Labor and Industry, at betsy.adamson@state.mn.us.

Apprenticeship in the News

[Trump Backs Pilot Program to Permit 18- to 20-Year-Olds to Drive Heavy Trucks in Interstate Commerce](#)

[Tailor-Made College Apprenticeships Program for Companies to be Talent Hub](#)

[West Michigan Manufacturers Embrace Apprenticeships to Develop Talent Pipeline](#)

[Congress Passes Bill to Expand Apprenticeship Program Support](#)



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