



Apprenticeship Connections

A Resource for State Apprenticeship Expansion Grantees

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Resources

[New Out-of-School Youth Resource](#) - Nearly 40% of 18- to 24-year olds are not in school and do not have a college degree. A [new report](#) from Jobs for the Future explores the critical role community-based organizations can play to help these young people connect to apprenticeship pathways. A related [case study](#) explores partnerships supporting pre-apprenticeships at CVS Health.



[Tips for a Successful Apprentice-Mentor Match](#) - This [article](#) focuses on auto technicians, but its advice on successfully matching apprentices with mentors is broadly applicable.

Events



[Michigan Apprenticeship Conference](#) - The Michigan Educators Apprenticeship and Training Association is hosting their Spring Apprenticeship Conference "Trailblazing New Apprenticeship Models" from May 21-24 in Grand Rapids. It will focus on quality traditional and non-traditional apprenticeships such as healthcare, IT, and public services. Details and registration can be found [here](#).

Spotlight on Missouri: Correcting a Talent Shortage of Corrections Officers

With apprenticeship expansion in the spotlight across the country, Missouri's strong growth is due in part to a new Corrections Officer 1 Registered Apprenticeship program designed to address a shortage of approximately 400 officers at the Missouri Department of Corrections. This talent shortage has obvious safety implications, but also is projected to cost taxpayers \$15 million in overtime costs. The new apprenticeship program has added 1,444 new Registered Apprentices over the past year. It is the result of a strategic partnership between the Missouri Division of Workforce Development (DWD), Missouri Department of Elementary and Secondary

Education, the USDOL Office of Apprenticeship-Missouri, and the Missouri Department of Corrections (MDOC). The 2000-hour Corrections Officer I Registered Apprenticeship program provides a career pathway for new hires, incumbent workers, and high school Criminal Justice students.

To support youth entering MDOC's talent pipeline, the state lowered the hiring age from 21 to 19 years of age. Criminal Justice students within Missouri's CTE's can now receive credit for prior learning and enter into a Corrections Officer I Registered Apprenticeship program when they reach 19 years of age, creating a seamless training framework while establishing a new talent pipeline for the Department of Corrections' recruitment needs. For more information, contact DWD's Jeanna Caldwell at jeanna.caldwell@ded.mo.gov.



Spotlight on Mississippi: Community College Partnership Fills Need for Truck Drivers

Mississippi's need for commercial truck drivers has been projected to grow substantially by 2020. Truck driving ranks as the state's fourth highest occupation, with over 42,000 jobs in the commercial truck driving field. Nearly a third of these jobs are in the Jackson area, so Hinds Community College partnered with local employer KLLM Transport Services to open the KLLM Driving Academy and provide up-front technical instruction to new apprentices which will lead to a Class A Commercial Driver's License (CDL) and an exciting new career in trucking.



The KLLM truck driving apprenticeship is a one-year program that rolls out in three phases.

- Phase one includes classroom instruction in addition to training in a state-of-the-art tractor simulator lab, a refrigerated trailer lab, and a computer lab.
- Phase two involves twelve days of behind-the-wheel driving training over the road and on KLLM's driving range in KLLM's new, fully equipped late-model trucks.
- Phase three takes place once students have passed their CDL licensing test and graduated from the academy. It includes six weeks of over-the-road driving training with a KLLM certified trainer. New drivers are paid a salary while on the road with their trainer, and receive a comprehensive benefit package after three months of employment and a 401k retirement plan after six months.

KLLM apprentices receive a scheduled wage increase based on completion of competency benchmarks from the required classroom and on-the-job training. After completing the apprenticeship program, apprentices earn a KLLM scholarship covering the full tuition of the Driving Academy and a national credential from the U.S. Department of Labor.

KLLM has hired eight driving instructors who have completed the apprenticeship program, and Hinds has registered more than 400 truck driving apprentices into the program since June 2018, with new cohorts beginning weekly. If you'd like more information, please reach out to Johna Peyton, Director of the Mississippi

Apprenticeship in the News

[*Robots, Inequality, Apprenticeships: If America Is to Usher In an 'Age of Agility' in Education, Experts Say We Must Talk Less About Schools - and More About Students*](#)

[*More Women Work in Construction that's Still a Man's World*](#)

[*Apprenticeship: A Wisconsin tradition*](#)

[*Apprenticeships Could Offer Big Benefits for Early-Ed Teachers, Report Argues*](#)

[*Pharmaceutical Leader GSK is Expanding First of Its Kind Apprenticeship Program at Rockville, Maryland Site*](#)



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