



Apprenticeship Connections

A Resource for State Apprenticeship Expansion Grantees

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Resources

Apprenticeship Equal Employment Opportunity (EEO) Website - US DOL's apprenticeship EEO website will become your go-to place for information on the new EEO regulations for apprenticeship programs, along with tools and resources on apprenticeship diversity to help meet the requirements. Find these useful tools on our CoP link [here](#).



Healthcare Apprenticeship Resources - The Healthcare Career Advancement Program (H-CAP) - one of DOL's Industry Partners - has a wealth of tools and resources to support your work to expand apprenticeship in this high-growth sector. Their [Apprenticeship Toolkit](#) provides guidance on building apprenticeships that covers mentoring, competency-based assessments, credit for prior learning, and strategies to provide related technical instruction. H-CAP also compiled a [National Resource Library](#) of frameworks and approved standards for healthcare occupations and related industries. Remember, you can always find these tools and many more on our [Healthcare Industry page](#) on the Apprenticeship CoP.

South Dakota's New Apprenticeship Website - Last month we were pleased to share New Hampshire's new apprenticeship website and outreach materials. This month we are happy to feature South Dakota's new site, [StartTodaySD](#), which makes finding apprenticeship information easy for three target customer groups: potential apprentices, students, and employers.



Events

Tools for Expanding Apprenticeship Webinar - This is the second in a series from DOL's Industry-Equity Partners, scheduled for Monday February 26th from 1-2pm ET. Learn about new resources related to marketing and outreach, effective

program design, apprentice assessments, and increasing diversity in the building trades. You should have received a meeting invitation from Callie Murray that contains the webinar access link, but contact your coach if you need more information.



Policy Alignment Case Study Webinar - SAE grantees are invited to joint NGA for a webinar that will explore how an AAI grantee effectively aligned organizational priorities with local, state, and federal initiatives to advance its pre-apprenticeship and apprenticeship programs. Mark your calendars for Wednesday, March 21st from 3-4pm ET and register [here](#).

Spotlight on Delaware: Integrating Electrical and English Instruction to Meet Demand for Electricians

Sussex Technical School District offers a 4-year electrical training program in Delaware's fastest growing county, where construction is booming and employers can't find enough electricians. Lynn Danner, Industrial Training Coordinator for the District's Adult Division, saw a potential solution to this pipeline challenge in their English as a Second Language (ESL) population. "There's an expanding population of English language learners in this area. Each year, as we run our orientation, we find that we're turning all these hard working people away because of their reading and math levels, and we wanted to create an opportunity."



Sussex Technical School partnered with the state Department of Labor Office of Apprenticeship and the principal of the local Adult High School who oversees ESL services to create a 1-year electrical pre-apprenticeship program for the ESL population. They created an integrated instructional class that runs parallel to the District's traditional first-year electrical training curriculum - covering the same material, but at a slower pace and

with the benefit of both an electrical instructor and an ESL instructor in the classroom. The program takes 174 hours (30 more than the traditional first year), offered as 3-hour classes two nights a week for two semesters.

Twenty-five people applied, with 15 admitted after screening for level 5 or 6 English proficiency on the ICAO English proficiency test, good ESL class attendance, and proof of legal residency. Students began their studies in December 2017 and expect to complete in July 2018. At that time, they will be eligible to join the non-ESL electrical students and progress to the second year of classes. The ESL pre-apprenticeship goals are for the students to: (1) improve their literacy, math, and technical skills; and (2) find employment in the electrical trade, preferably as Registered Apprentices.

Fiamma Rago, Project Manager with the state Office of Apprenticeship, stresses the importance of braiding funding and ensuring compliance with applicable rules for each funding stream. In Delaware's case, the ESL funding used to pay for the ESL instructor requires that services be provided at no cost to the student, so the state provided SAE grant funds to cover the costs of the technical instructor, participant books and supplies, counseling, and placement assistance.

One challenge is that - despite limiting participation to students with level 5 or 6 English proficiency - there is still a wide range of reading and math comprehension skills that seems to correlate with the amount of formal education a student received in his or her home country. To address this challenge, Sussex will begin offering an optional third night of class each week with the ESL instructor to focus on reading and math basics for those students who need more instructional time. Danner encourages anyone developing a similar program to be flexible and ready to adjust the approach as issues arise.

This project is a win-win-win for the state, an underserved population, and employers, Rago says. "We want to expand apprenticeship for underserved populations. In Sussex County, there's a need for more electricians, so this is one way we can do that and help businesses." For more information, contact the state Office of Apprenticeship at apprenticeship@state.de.us.

Spotlight on Hawaii: Catching the Apprenticeship Wave in Healthcare

Even in paradise, people get sick. But in Hawaii, low 2% unemployment makes healthcare jobs hard to fill. To meet this need, the Hawaii Department of Labor and Industrial Relations contracted with Kapi'olani Community College (KCC) to develop apprenticeships in the field. In less than one year, Hawaii has gone from no health apprenticeships to 11 apprenticeships in 3 occupations - Community Health Worker,



Optometry Assistant, and Pharmacy Technician. Sponsors include four professional associations, such as the Hawaii Optometric Association, that are connected to more than 250 individual employers, and 6 additional stand-alone employers, resulting in a total of 14 active employer partners. How did Hawaii get these off the ground so quickly?

Sally Pestana, Health Education Non-Credit Program Director and Professor of Health Sciences at KCC, credits their success to a few key factors.

- First, she says they "struck gold" by hiring an apprenticeship coordinator who is known and respected in public agencies and the private sector. His strong network of professional relationships opens doors to high-level leaders who are willing to hear what he has to say. KCC learned they needed to connect with high-level decision-makers from the beginning. "You can't get to the middle of the chain. They don't have authority to make decisions," says Pestana. For large hospital systems, that person is the workforce development director in Human Resources. For social service agencies, they need to communicate with the CEO or Director. "The smaller the organization, the more important it is that the top person understands the initiative."
- Second, KCC found a message that resonates: Apprenticeship helps with retention, builds employee loyalty, reduces onboarding costs, and is customized exactly to the employer's needs. Healthcare employers often don't know the apprenticeship model, but they are all familiar with internships. The difference, she stresses, is that internships are done for the good of the profession and must conform to a school's learning expectations, whereas, apprenticeship puts "the employer in the driver's seat. They have the freedom

to decide the job skills to teach - tailored to their needs."

- Third, KCC serves as the intermediary - helping employers develop program standards, complete application documents, and handle apprentice tracking and documentation for sponsors during the initial start-up period. They learned from a misstep during a previous grant: Just telling employers, "Fill out this 32-page template. Design your competencies and we'll review and approve it" was far too intimidating. Now, if they resist based on past experiences, the college is able to reassure them. "We've learned and now we're covering those tasks for you."

The state uses Expansion Grant funding to provide a small incentive for each employer - \$1500-\$2000 per apprentice paid at the end of the first quarter of the one-year apprenticeships. The grant also covers the college health apprenticeship coordinator's salary and a partial tuition subsidy. "We've learned," says Pestana, "that no skin in the game can really diminish the commitment of students, so they are responsible for part of their RTI tuition cost" (up to \$2000). They have also learned to be persistent. "Be prepared for lots of priming the pump. The whole idea of apprenticeship is so foreign to people in healthcare delivery. They associate it with the construction trades. It's all about educating one person at a time on the value of apprenticeship."

Carol Kanayama, SAE Project Manager at the Hawaii Department of Labor and Industrial Relations, sees the benefit in partnering with the community college to grow apprenticeship opportunities. "The college was in a great position to help create new apprenticeship programs because they could build upon the classroom instruction and internships they had already developed with businesses and take it to the next level of workforce training through apprenticeship."

KCC is currently working to add Phlebotomy, Sonography, and Community Dental Health Coordinator to the list of approved occupations, and exploring Medical Laboratory Technician as well. For more information, please contact Sally Pestana at pestana@hawaii.edu or Carol Kanayama at carol.h.kanayama@hawaii.gov.

Apprenticeship in the News

[*Inside Higher Ed: Less Community, More Vocational*](#)

[*Apprenticeships Could Help Trump Bring Jobs to Forgotten Americans*](#)

[*Apprenticeships Focus of Contractor Watchdog Listening Sessions*](#)

[*Opinion: Apprenticeships are Growing Opportunities in Florida*](#)

[*Coding Apprenticeship for Kentucky High School Students Aims to Fill Tech Talent Gaps*](#)

[*Georgia Embraces Germany's Apprenticeship Model*](#)



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