



Apprenticeship Connections

A Resource for State Apprenticeship Expansion Grantees

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It's National Apprenticeship Week! We're excited to see so many amazing events planned that highlight the benefits of apprenticeship as a win-win solution for companies and job seekers. As of publication, partners have over **850 events and 92 proclamations** planned (and counting)! Click [here](#) to register your event, and check out the [interactive map](#) to explore what's happening across the country, including:

- A *Cybersecurity Apprenticeship Summit* in Charleston highlighting apprenticeships that are helping to meet the cybersecurity skills shortage and the partnerships that make them work
- *New Hampshire Construction Career Days* providing more than 1000 students with hands on activities to explore careers in construction and transportation
- An *Arborist Day of Service* in Milwaukee that will include diseased tree removal, an equipment demonstration, and information about arborist apprenticeship opportunities
- A *Sisters in the Brotherhood* outreach event in New Orleans featuring women in the United Brotherhood of Carpenters and Joiners highlighting opportunities for women in carpentry

As we celebrate apprenticeship, we also celebrate you for your hard work to support businesses and bring the American dream to life for many job seekers.

If you have not already done so, please respond in coordination with your FPO to your compliance letter for 2018 continuation funds. Instructions can be found in your compliance review letter.

Resources

New Industry-Recognized Apprenticeship Program (IRAP) Landing Page and Feedback Requested - DOL recently launched a new [IRAP webpage](#), your source for information on this new apprenticeship model and the process for becoming a certified IRAP accreditor. The Department is also [soliciting comments](#) through November 19th on the IRAP accrediting organization application form.



[New America's New National Youth Apprenticeship Initiative](#) - New America recently partnered with organizations from the education, workforce, and policy sectors (including the Charleston Regional Youth Apprenticeship Program and CareerWise Colorado) to launch the [Partnership to Advance Youth Apprenticeship \(PAYA\)](#). PAYA is a multi-year initiative that will support efforts in states and cities to expand access to high-quality apprenticeship opportunities for high

school-age youth. PAYA will act as a convener, support a community of practitioners, publish research, and provide grants and direct assistance to promising youth apprenticeship programs across the United States.

Resources to Support Telecom Apprenticeships -

Is the telecommunications sector growing in your state? The *Wireless Infrastructure Apprenticeship Access Initiative (WIAAI)* Consortium has an updated and expanded [website](#). [Podcasts](#) from the Multicultural Media, Telecom and Internet Council explore the telecommunications industry's workforce needs ([Season 2, Episode 4](#)) and the technical assistance available through the WIAAI ([Season 2, Episode 7](#)).

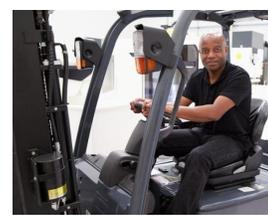


Events

[Webinar on Engaging Non-Employer Sponsors](#) - This AAI webinar will explore the opportunities, challenges, and logistics of partnering with non-profits and community colleges to sponsor apprenticeship programs. SAE grantees are invited to join the AAI grantees for this webinar on November 19th from 3-4pm ET. Register [here](#).

Strategy Call on Apprenticeship in the Transportation

Sector - Save the date - December 4th from 2-3pm ET - and check your email for a meeting invitation for our next SAE Grantee Strategy Call exploring opportunities, resources, and challenges in expanding apprenticeship in the transportation industry.



[Webinar on Partnering with Workforce Boards](#) - This December 12th AAI webinar will review strategies that AAI grantees have used to engage with their workforce development boards, including grantees that initially had trouble connecting with their boards but were able to adjust their approach and achieve results. The webinar will also highlight funding and other in-kind services grantees have been able leverage from workforce boards, as well board members that have served as champions for apprenticeship expansion. SAE grantees are welcome and can register [here](#).

Spotlight on Mid-Atlantic SAE Grantee Meeting in Philadelphia

Taking a page from the successful New England SAE grantee meeting last spring, apprenticeship staff from Delaware, Maryland, and Pennsylvania came together for a roundtable discussion on October 9th in Philadelphia. Facilitated by their Maher & Maher coach, participants explored promising practices, ideas, and challenges related to RAPIDS, apprenticeship sustainability, building effective postsecondary and training partnerships, and maximizing the apprenticeship/workforce system relationship.



There have been multiple follow-up conversations as the states continue to leverage each other's expertise. For example, Delaware is building on lessons Maryland has learned about RAPIDS conversion and training resources Pennsylvania has identified. Thanks to the great relationships formed, participants established the *Mid-Atlantic SAE Grantee Collaborative* and will continue to look for ways to share information to further their shared goals.

If you have an interest in partnering with states in your area, talk to your coach.

Spotlight on Apprenticeship in the Hospitality Sector

Approximately every other month, Maher & Maher hosts an interactive SAE Strategy Call designed to explore tactics for successful apprenticeship expansion. Our most recent call looked at Apprenticeship in the Hospitality Sector, with presentations from DOL's Hospitality Industry-Equity Partners - the National Restaurant Association Educational Foundation (NRAEF) and the American Hotel & Lodging Association (AHLA).



Opportunity is rife in the hospitality sector. There are 600,000 job openings at any given moment and demand is growing: for instance, 150,000 *new* restaurant manager positions will be created just next year. As they considered how to help their members meet that talent demand, NRAEF and AHLA were drawn to apprenticeship thanks to its proven track record - its high retention rate, in particular. Their [Hospitality Sector Registered Apprenticeship Initiative](#) aims to enhance

awareness within the industry, as well as to make apprenticeship more user-friendly for businesses through streamlined paperwork, one-on-one technical assistance, incentive funds to offset start-up costs, and national apprenticeship standards that are useful to large multi-state companies and small mom and pop businesses alike. Both organizations began with in-demand, manager-level positions: AHLA with a competency-based Lodging Manager apprenticeship and NRAEF with Restaurant Manager. (There is also a great deal of interest from the industry in kitchen positions such as cook and prep cook apprenticeships, with a few states like Maryland and Delaware taking the lead.)

According to NRAEF Executive Vice President Rob Gifford, "Apprenticeship is an opportunity to develop front line workers into managers and to better tell the story about opportunities that exist within the industry. It helps our employers with retention and training to national standards. Many of our employers have some form of earn and learn, but they haven't always had training standards mapped and coordinated to national credentials. Apprenticeship is helping us provide more consistency in training and more clarity around pathways to advancement, with a 95% retention rate so far in the program." AHLA's Senior Vice President of Career Advancement Shelly Weir agrees. "Ultimately, the name of the game is recruitment and retention. Anything we can do to help employers recruit, train, and upskill is valuable. We got excited about apprenticeship looking at the model's average retention rate: It's a testament that the model works."

While hospitality is traditionally a "train from within" industry, companies are noticing that apprenticeship is also an effective recruiting tool. Millennials are highly attracted to apprenticeship's accelerated path to management, guaranteed pay increases, and industry-recognized certifications.

The biggest challenge is lack of awareness within the industry. When reaching out, government jargon, apprenticeship-speak, and the complexities of the state/federal system can be daunting, so start with the opportunities and benefits. AHLA and NRAEF want to be a resource to convene people and frame the conversation to focus first on understanding the model and benefits. Once a company buys into the apprenticeship model, local workforce partners can help them develop training partnerships and access tax credits, WIOA funding, and other supports.

To explore opportunities to partner in your state, contact AHLA's Shelly Weir at sweir@ahla.com or the NRAEF's Rob Gifford at rgifford@nraef.org or John Shortt at jshortt@nraef.org.

Apprenticeship in the News

As a coda to our [December 2017 spotlight article](#) on Kentucky's Coal to Coding apprenticeships, here's the story of one apprentice's recent visit to the White House! [Governor Bevin Attends White House Ceremony Celebrating Pledge to America's Workers](#)



And in other news...

[How My Company Created an Apprenticeship Program to Help Diversify Tech](#)

[How Oregon Works: PCC, Madden's Pioneering Apprenticeship Benefits Students, Employers](#)

[Cybersecurity Companies Will Soon Have Millions of Jobs They Can't Fill. Here's the Tactic They're Using to Close the Talent Gap](#)

[Building a Skilled Workforce in Idaho](#)

[Four Community Colleges to Launch Apprenticeship Program in Advanced Robotics](#)

[In Silicon Prairie, Kenzie Academy's Apprenticeship Program Trains Students for High-Paid Tech Jobs of Tomorrow - Without College or Debt](#)

[McAllen Students Ink Deals with Employers as Part of Youth Apprenticeship Program](#)

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