



Apprenticeship Connections

A Resource for State Apprenticeship Expansion Grantees

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Resources

[Registered Apprenticeship Program Registration Process Packet](#)

- Is the registration process daunting for your business representatives and the companies you serve? This short [guide](#) developed by Jobs for the Future might help. It explains apprenticeship, sponsor responsibilities and the registration process, and provides a workbook for mapping out a plan during discussions with employers about registering their apprenticeship program.



[Industry and Equity Partner Tools](#) - The February 26th *Tools for Expanding Apprenticeship* webinar showcased new and innovative tools and resources developed by the National Industry and Equity Partners to expand apprenticeship across industries and to under-represented populations. You can find the recording, PowerPoint, transcript, and featured resources [here](#).



[Marketing Video on New Hospitality Apprenticeship](#)

- The National Restaurant Association developed this [video](#) to promote awareness of its new competency-based Hospitality apprenticeship program. Restaurants and hotels can use the program to invest in loyal, hard-working employees who want to move into management positions but need more skills.

Events

Policy Alignment Case Study Webinar - SAE grantees are invited to join American Apprenticeship Initiative (AAI) grantees and the National Governors Association for a

webinar that will explore how the state of Washington 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](#).

The President's Task Force on Apprenticeship Expansion - The Task Force held a kick-off meeting on November 13th and a second virtual meeting February 6th. Future meetings are scheduled for March 15th, April 10th, and May 10th. Four subcommittees are developing recommendations related to Expanding Access, Equity and Career Awareness; Administrative and Regulatory Strategies to Expand Apprenticeship; Attracting Business to Apprenticeship; and Education and Credentialing. Information on how the public can view the meetings along with meeting materials and minutes can be found on the Task Force [webpage](#).



Spotlight on South Carolina: Youth Earn Industry Certifications through Pre-Apprenticeship

In the ten years since its inception, *ApprenticeshipCarolina* has developed a sophisticated, highly-regarded, technical college-led apprenticeship system that is meeting the needs of almost 1000 business sponsors and 27,000 apprentices. Youth apprenticeship is a critical component, as companies are realizing that, to build the next generation of their workforce pipeline, they need to get high school and even middle school students engaged and knowledgeable about opportunities within the company and industry.

However, many companies have a strict policy prohibiting them from hiring anyone under the age of 18, which limits youth apprenticeship opportunities. To assist these companies and equip more youth with work-ready skills, South Carolina invested its SAE grant funds to create pre-apprenticeship programs at seven technical colleges that allow (mostly) high school students to earn in-demand industry certifications before graduation.

Program specifics vary, depending on local business needs and student schedules. Currently 68 students are in pre-apprenticeship programs that provide certifications in a range of industries from automotive to IT to manufacturing. One Technical College is hosting Codelt Bootcamps for girls this spring. Most courses are offered during the school day, though Central Carolina Technical College



(CCTC) is offering a three-month, 176 hour "Production Technician" course in the evenings that will give students certifications in OSHA 10, forklift, lean six-sigma yellow belt, and the Manufacturing Skills Standards Council's Production Technician. Students who enter apprenticeship programs after graduation can earn credit for their pre-apprenticeship educational experiences.

Carla Whitlock, Senior Apprenticeship Consultant for *ApprenticeshipCarolina*, encourages anyone developing and expanding pre-apprenticeship programs to "Listen to the needs of industry partners. That is the most important thing that any community, any college, anyone involved in the apprenticeship world can do."

Elizabeth Williams, Dean of Workforce Development at CCTC, stresses the importance of building awareness of manufacturing job opportunities with students, parents, and high school counselors who often believe college is the only path to success. "What gets the students' attention," she says, "is when the manufacturer employer talks to the student directly. When they say 'you can make this much, these are the advancement opportunities,' it gets them really excited. Parents' eyes get kind of big too when they realize what someone can make when they finish a two-year program. We're lucky that we have industry partners willing to do that. Industry partners love it - they're going to end up with a skilled workforce."

For more information on *ApprenticeshipCarolina*'s pre-apprenticeship programs, please contact Carla Whitlock at whitlockc@sctechsystem.edu.

Spotlight on Nevada: Restructuring to Align Workforce, Education, and Business Needs

Nevada looks very different today than it did in the Great Recession, when the state led the country in unemployment and bankruptcies. Today, Nevada enjoys one of the highest private sector job growth rates in the nation, thanks to growth in companies across a diverse range of industries. Governor Brian Sandoval understands that sustaining economic growth requires investments in workforce development, so he restructured the workforce development system to better align the state's workforce pipeline with the educational system and business needs.

First, an Executive Order and then legislation established the Office of Workforce Innovation for a New Nevada (OWINN) within the Governor's Office - a statewide workforce development coordinating agency created to align education, workforce, and economic development. OWINN's five core strategies are to: (1) develop career pathways, (2) validate industry-recognized credentials, (3) assess policies,



(4) leverage labor market and workforce data, and (5) scale apprenticeships to help businesses capitalize on a pipeline of high-skilled workers. For Nevada, apprenticeships are critical to ensuring that businesses can develop their human capital, so they set a goal to boost apprenticeships across all industries by 10% by 2019. OWINN Executive Director Manny Lamarre believes "this is a way to really upgrade our workforce and provide them the appropriate skills, education, and credentials to be successful, particularly as we think about reducing the skills gap."

Second, the governor positioned the State Apprenticeship Council (SAC) within OWINN to oversee apprenticeship and support achievement of the 10% expansion goal. The state is committed to helping businesses to create quality apprenticeship programs with an efficient application process and timely approval by the SAC. At its February meeting, for instance, the SAC approved 600 new apprentice openings in five new occupations across high-demand industry sectors including advanced manufacturing, healthcare, and workforce development.

Finally, the state is working to better align K-12 and post-secondary education with in-demand skills through investments in work-based learning such as youth apprenticeships and internships and legislation requiring dual-enrollment agreements between school districts and institutions of higher education.

What advice would Nevada offer to other states pursuing systemic changes? "Build champions. Include the right stakeholders, particularly those with the greatest concerns, and articulate the shared benefits," says Lamarre. To learn more about Nevada's restructuring efforts or new apprenticeships, visit <http://gov.nv.gov/OWINN/> or contact State Apprenticeship Director Erin Hasty at erin.hasty@gov.nv.gov.

Apprenticeship in the News

[*Opinion: The Best Use of Corporate Tax Cuts is Investing in Apprenticeship Programs*](#)

[*DeVos: Apprenticeships, Vocational Education are Top Trump Priority*](#)

[*Can Apprenticeships Train the Workforce of the Future? States Hope So*](#)

[*Making Apprenticeships Work*](#)

[*Lowe's Announces Employee Pre-Apprenticeship Program*](#)

[*Getting an Early Start: Apprenticeship Program Grows as Employers Struggle with Worker Shortage*](#)



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