

FROM A NATIONAL TO LOCAL LEVEL: RAP SUCCESSSES AND IMPACTS TO DATE

Great Hall | 12:20 p.m. – 1:20 p.m.

Speakers:

- *Rebecca Malberg von Loewenfeldt*, Associate Director, Healthcare Careers Advancement Program
- *Ben Mays*, Policy Director, National Association of State Workforce Agencies
- *Karen E. Nelson Hunter*, Federal Programs Operations Manager, Adaptive Construction Solutions, Inc.
- *Ed Trumbull*, ABA Project Director and Vice President, ICF (*Facilitator*)

Apprenticeship Building America Convening

Key Focus Areas for State Workforce
Agencies regarding Apprenticeship

October 15, 2024





About NASWA

1 – Establishing Apprenticeship Infrastructure

- New state apprenticeship offices
- Additional State Apprenticeship Agencies
- State Apprenticeship Expansion Formula (SAEF) Funding



#2 – Developing Innovative Apprenticeship Roles

- Apprenticeship Outreach Representatives (WI)
- Apprenticeship Specialist Apprentices (CO)
- Registered Apprenticeship Navigator Program (PA)

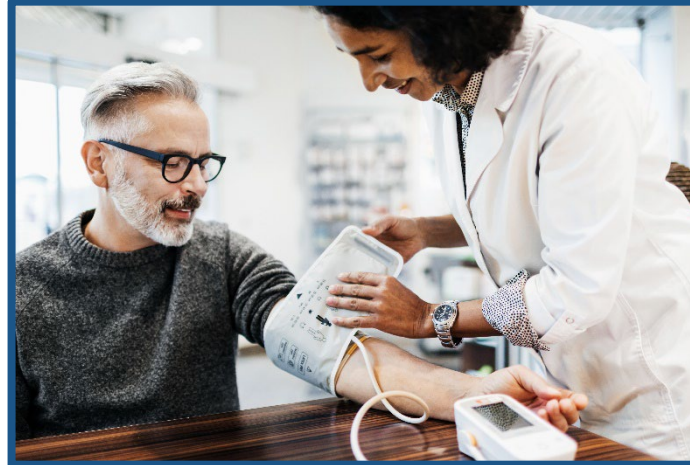
		State of Colorado Apprenticeship Specialist Apprentice	
SALARY	\$22.16 - \$24.75 Hourly \$1,772.77 - \$1,980.00 Biweekly \$3,841.00 - \$4,290.00 Monthly \$46,092.00 - \$51,480.00 Annually	LOCATION	Denver, CO
JOB TYPE	Full Time	JOB NUMBER	KAA 8766 Admin I 5.23
DEPARTMENT	Department of Labor and Employment	DIVISION	Office of Future of Work
OPENING DATE	05/22/2023	CLOSING DATE	6/5/2023 5:00 PM Mountain
FLSA	Determined by Position	TYPE OF ANNOUNCEMENT	This position is open only to Colorado state residents.
PRIMARY PHYSICAL WORK ADDRESS	633 17th Street, Denver, CO 80202	FLSA STATUS	Non-Exempt; position is eligible for overtime compensation.
DEPARTMENT CONTACT INFORMATION		HOW TO APPLY	Please submit an online application for this position at https://www.governmentjobs.com/careers/colorado . Reach out to the Department Contact to apply using a paper application, including any supplemental questions. Failure to submit a complete and timely application may result in the rejection of your application. Applicants are responsible for ensuring that application materials are received by the appropriate Human Resources office before the closing date and time listed.

#3 – Expanding into New Industries & Occupations

Education



Healthcare



Public-Sector



#4 – Broadening Access to Apprenticeship Opportunities

- Youth & Pre-Apprenticeship On-Ramps
- Outreach & Engagement
- Supportive Services
- Cross-Agency Collaboration

Equal Representation in Construction Apprenticeship (ERiCA)



Build a more equal workforce

Solicitation for Proposals Now Open

bit.ly/3CQYFFz

#Equity #Apprenticeship

DIVISION OF
APPRENTICESHIP STANDARDS

DAS

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS



#5 – Anticipating & Leveraging Policy Developments

- “Big Three” Federal Investments (Infrastructure, CHIPS, IRA)
- USDOL’s NPRM on National Apprenticeship System Enhancements
- WIOA Reauthorization
- Federal Funding for Apprenticeship

THANK YOU!



Apprenticeship Building America

Registered Apprenticeship in Healthcare

October 15, 2024

Healthcare Registered Apprenticeship

Apprenticeship

Agenda

- I. Using Registered Apprenticeship as a Tool to Address Occupational Segregation
- II. The Power of Worker Voice and Labor Management Partnerships
- III. Healthcare Registered Apprenticeship – Opportunities and Challenges

About H-CAP

H-CAP is a national labor/management organization that promotes innovation and quality in healthcare career education. We are a U.S. Department of Labor National Industry Partner (Intermediary) and Apprenticeship Ambassador.



HEALTHCARE CAREER
ADVANCEMENT PROGRAM

Registered Apprenticeships

Registered Apprenticeship is a ***proven industry-driven, high-quality career pathway*** that can serve individuals historically underserved, marginalized, and adversely affected by persistent poverty and inequality. It allows apprentices to earn while they learn and provides a pathway to well-paying careers.

Registered Apprenticeship as a Tool to Address Occupational Segregation

- WHAT
 - The healthcare industry suffers from extreme occupational segregation
 - Benefits of healthcare registered apprenticeship
 - Creating a pathway to higher paid jobs
 - Improving lower paid, high demand jobs
- HOW
 - Earn While Learning (new and incumbent workers)
 - Recruitment Practices
 - Robust supportive services

SUCCESS STORY

“The bills don’t take a break. The apprenticeship allowed me to learn a new skill while earning a salary, providing a steady path towards a new career, even if it didn't come with a significant immediate pay increase right away.”

Dale Geoghan, CNA Apprentice Cape Cod Hospital, MA



SUCCESS STORY

“This program, I can never forget. It’s like you are riding a bike on a very long journey and you come to a sports car and say, would you ride on this? That’s what it felt like to me. My program came along and gave me the speed that I never expected, the support - we received a huge support. The whole word was working for our sources, that’s how it was for me, that’s how I see it.”

Catherine Jada, LVN to RN, Sacramento CA

H-CAP Tools Available

- Equity Lasik – tool to identify potential barriers in program design
- EEO Toolkit – toolkit to walk through EEO requirements of RA and ensure compliance
- Technical Assistance – work with partners on program design, recruitment strategies, supportive services, and finding education providers
- www.hcapinc.org

Labor Management Partnerships in Registered Apprenticeship

What is a LMTP:

- Entity Jointly governed by the union and Management. Created through collective bargaining agreements with funds allocated to this benefit.
- Specifically created to advance worker education

Importance of LMTP's in Apprenticeship

- Program design with workers at the center
- Funds available to support tuition and potentially other supportive services
- Staff who support workers through the process
- Staff who provide program oversight and engage the union and manager to make key decisions

Worker Voice

Labor Management Training Partnership are not the only way to engage workers in apprenticeship

- Worker/Management committee to plan apprenticeship
 - Recruitment policies
 - Program design
 - Mentors
 - Ongoing review of program
 - Vetting of standards to ensure standards lead to job competency

Registered Apprenticeship in Healthcare

- Competency Based
 - Addresses the gap between education programs and on the job competencies
 - Supported pathway to licensed/accredited occupations
 - Creates a pipeline that brings women, people of color, and immigrants into the healthcare industry
 - Ability to scale for new, in-demand occupations and high demand occupations (Wellness Coach, Behavioral Health Tech, Medical Assistant, CNA)
-

Challenges in Healthcare Apprenticeship

Challenges

- Employer unfamiliarity and skepticism
 - Upfront investment is new for employers
 - Shortages are immediate – RA is a long-term solution
 - Matching employer need with education provider curricula
 - Federal concern about licensed occupations
 - Working with SAA's whose regulations and experience is not in the healthcare industry
-

Let's Connect Connect

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Thank You



Apprenticeship Building America

Building Clean Energy Registered Apprenticeships

Adaptive Construction Solutions, Inc.

October 2024



ACS Overview



- ❖ Founded in 2016 by Army veteran, Nicholas Morgan; operates a multi-employer Registered Apprenticeship Program (RAP)
- ❖ Supports clean energy employers to develop, launch, and expand quality RAPs with focus on recruiting apprentices from diverse backgrounds
- ❖ Manages multiple DOL and DOE Federal Awards to foster the growth of apprenticeship

ACS' ABA Roadmap

Present: Support to Develop, Launch & Expand Quality RAPs

September 2022: Developed Clean Energy Hub

August 2022: Inflation Reduction Act passed

June 2022: Awarded ABA Grant, Category 4

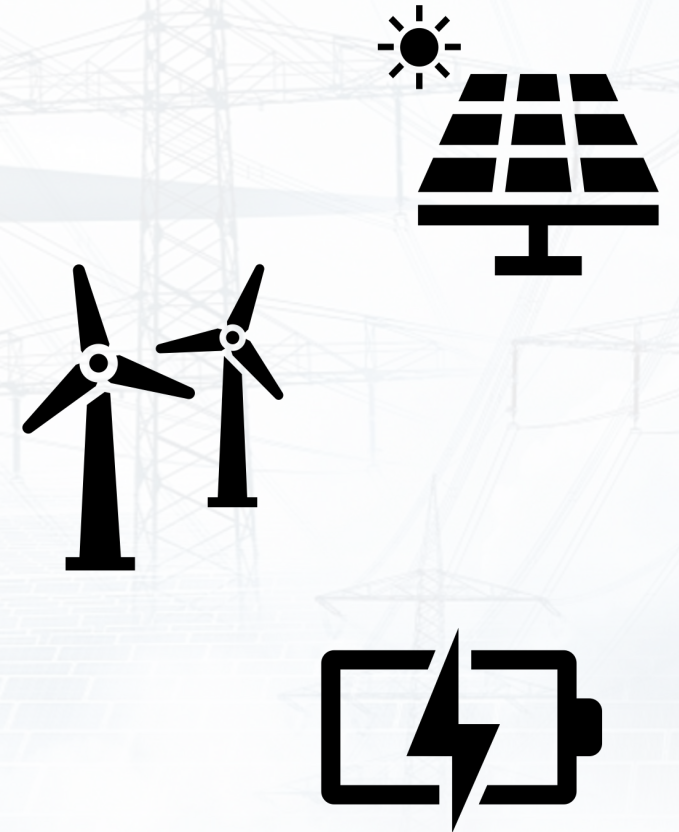


Inflation Reduction Act

Largest direct investment to expand clean energy in U.S.
offering enhanced tax benefits to taxpayers

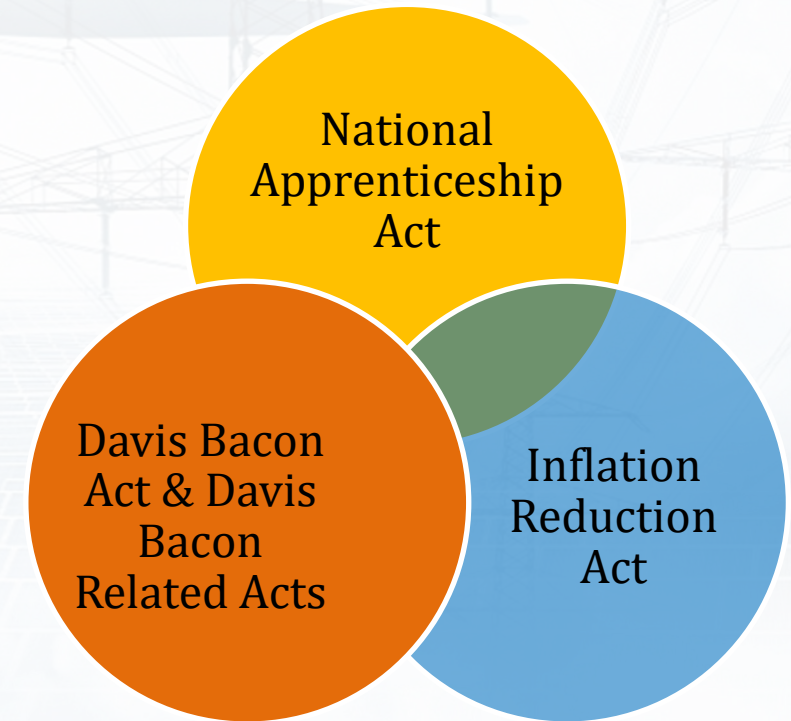
Qualifying Clean Energy Projects Require:

- At least one qualified apprentice if contractor employs 4 or more laborers/mechanics
- Percentage of labor hours must be from qualified apprentices
- Apprentice-Journeyworker ratios to be met each day
- Meet Davis-Bacon Act prevailing wages



Aligning Strategy to Market

- ❖ Support ABA Staff to:
 - ❖ Understand RA laws and policies
 - ❖ Grant requirements
 - ❖ Steps to learn SAA requirements
 - ❖ Develop high level understanding of IRA
- ❖ Engage clean energy sector partners and expand engagement to determine implications
- ❖ Identify opportunities and challenges





Strategy: Building Partnerships



- ❖ Build relationships with a variety of stakeholders to support quality RAPs
 - Outreach to variety of stakeholders for apprentice talent pipeline
 - Engage with Related Training Instruction Providers to support sponsors
 - Meet with State and Local Workforce Development Boards
 - Share challenges and successes with other ABA grantees
- ❖ Maintain relationships
 - Facilitate regular connections and meetings to identify opportunities
 - Share resources
 - Celebrate successes



Strategy: Leverage Resources



- ❖ Assess sponsor's/employer's needs
- ❖ Support to access resources for launch of quality RAP:
 - ❖ Share federal resources (e.g., Work Opportunity Tax Credit, Federal bonding program)
 - ❖ Identify available State initiatives and resources
 - ❖ Connect to State and Local Workforce System (WIOA)
 - ❖ Coordinate sponsor to become GI Bill

ACS: Category 4 ABA Performance

ABA			
Updated October 10, 2024			
Grant Start Date: 7/1/22 Grant End Date: 6/30/26			
ABA Goals	Goal	Actual	%
Stakeholders Engaged	2,000	2,048	102%
New Registered Apprenticeship Programs	27	67	248%
New Registered Apprenticeship Sponsors	20	45	225%
Apprentices Enrolled	2100	2,109	100%
Expanded Registered Apprenticeship Programs	60	37	62%
Employers Receiving Incentive Funding	35	0	0%
New Pre-Apprenticeship Programs	4	2	50%
Pre-Apprentices Enrolled	300	36	3%
Expanded Pre-Apprenticeship Programs	8	8	100%
TA Resources Developed	60	34	57%



Success Story: Partnership



Developed Partnerships:

- ❖ Provide intensive intermediary support to develop and expand RAPs

Engaged for Success:

- ❖ Supported through Launch via the National Clean Energy Apprenticeship Hub

Sustained Partnerships:

- ❖ Received critical, industry-specific input and participation for ACS' Solar Construction Trades Pre-Apprenticeship program and signed MOUs
- ❖ Direct entry with advanced credit for pre-apprentices

Success Story: Leveraging Resources

- ❖ 16 individuals from ACS' Homeless Veterans Reintegration Program enrolled in Solar Construction Trades Pre-Apprenticeship Program
- ❖ Graduates are currently being considered for direct entry into ABA (and other) RAP with advanced credit





Contact Us



ADAPTIVE CONSTRUCTION
SOLUTIONS, INC.

[Apprenticeship Building America](https://goapprenticeship.com)
 [\(goapprenticeship.com\)](https://goapprenticeship.com)

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