



Grantee Emerging Practices

Report #2

April, May, and June 2020

Scaling Apprenticeship (SA) grantees are incorporating new strategies and processes as they continue grant implementation. Through affinity group calls, peer topical discussions, and coaching sessions, they are also learning from other grantee's ideas and practices. To highlight emerging practices and accelerate their dissemination, the SA Technical Assistance (TA) team developed this Emerging Practices report, covering strategies and practices reported from April through June of 2020. The report uses the data collected from coaching calls, affinity group and peer topical discussions, and grantee Quarterly Narrative Reports (QNRs). As needed, coaches followed up with grantees for more details.

This report describes SA grantee emerging practices. We have categorized the grantee practices into four groups:

- **Employer Recruitment/Engagement**
- **Grant Management and Operations**
- **Program Design**
- **Student Engagement/Support**

The period covered in this report was marked by the onset of public health protective measures related to the COVID-19 crisis. For this reason, this quarter's report includes technical adaptations in program implementation for the pandemic context. An asterisk next to the grantee name identifies such adaptations.

Employer Recruitment/Engagement

Grantee	Description of Emerging Practice
Purdue University*	Purdue University has an online apprenticeship platform that coordinates the connection between apprentices and companies. While available to the public, the platform is marketed to students at Purdue and at local collaborating institutions who are interested in finding an apprenticeship opportunity. The tool connects apprentices to employers and vice versa and will eventually be used on a national level to develop relationships with the cybersecurity organizations. For members of the general public, it also connects individuals to educational opportunities.

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University of Cincinnati	The University of Cincinnati (UC) promotes the wage assistance program whereby a portion of apprentice wages is paid by grant funds. The program is available to employers with fewer than 50 employees. Wage subsidies have helped retain large number of employers and grow employment opportunities for participants that otherwise would not have existed. Currently, the grant engages 117 small employers, including 42 small businesses and 75 nonprofits (via a grant-funded program called Serve IT), that are using wage supports. The grant team estimates that almost every nonprofit would not be engaged if not for the wage support, and probably half of small businesses would not be engaged. They estimate that the use of wage subsidies has created approximately 175 apprentices that would not have occurred otherwise.
Illinois Community College Board*	The Illinois Community College Board is holding employer-led webinars and virtual meetings to showcase the benefits of apprenticeships. These events allow potential employers, who may be hesitant to sponsor apprentices, to learn from other employers.
University of Cincinnati*	Using a combination of grant funds and employer contributions, UC created the Remote Work Center (RWC), which provides employers consulting on adoption of virtual processes and tools, utilization of space and connectivity practices. The RWC collaborated to create the “Distanced by Design” television show for partners, featuring guest industry partners and alumni panelists, to discuss how partners maintain a creative work environment and to share best practices such as how to design a work day and to facilitate innovation when socially distanced. RWC has done customized training to certain apprenticeship employers on maintaining a remote workforce.
Columbus State Community College*	Columbus State Community College (CSCC) held a virtual networking event between employers and students. The event precedes the formal interview process. Employers communicate interview preferences back to CSCC, and formal apprenticeship interviews follow.
Bergen County Community College	To reduce employer fatigue, the New Jersey State Office of Apprenticeship and Scaling Apprenticeship grant staff have identified an operational process to share employer partnerships in addition to potential apprentice leads collected through the state-operated website. The single-point-of-contact model is working very well for both consortium members and employer partners.
Colorado Department of Higher Education	Colorado Department of Higher Education staff members maintain constant communication with employer partners regarding their operational status by phone or email. They also share delivery options with employers, such as changing registered apprenticeship programs to pre-apprenticeship activities for the time being.
Lorain County Community College*	Lorain County Community College is hosting a weekly HighTechNet call that include employers, community partners, and the colleges to share information on progress, advances, and trends. These calls also give employers an opportunity to provide input on their expectations and for new ideas to emerge.

Grant Management and Operations

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Dallas County Community College District*	The Dallas Community College District created a COVID-19 task force to identify and deliver resources that students need due to the crisis. Resources include laptops and hotspots.
The Research Foundation for the State University of New York (SUNY)	SUNY developed a tracking system platform that all partners use to submit data collection and reporting information. This platform also has all forms housed within the system for partners and employers to complete.
Colorado Department of Higher Education*	The Colorado Department of Higher Education project leads work with state regulatory agencies to implement emergency rulemaking to increase flexibility in licensure requirements.
Illinois Community College Board	The Illinois Community College Board provides professional development to community colleges through a Learning Community schedule. A planning tool, designed to capture the needs of their community colleges, informed the development of the schedule.

Program Design

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Purdue University*	Purdue University has created a “virtual lobby” in its online apprenticeship platform for those who apply to be apprentices but do not yet have enough qualifications. Those in the lobby will be offered training to support them in moving on to an apprenticeship.
Pennsylvania College of Technology*	The Pennsylvania College of Technology is providing companies the opportunity to offer employees (potential apprentices) short-term courses, such as project management, that supplement registered apprenticeship programs. These short-term, intensive training modules allow apprentices who are missing a specific skill needed to advance into a new position, an option outside of a several-year-long registered program.
San Jacinto Community College District	The San Jacinto Community College District is creating digital badges for pre-apprenticeship participants that note skills acquired as they progress through pre-apprenticeship. This allows them to stack credentials and signal to employers the skills developed even if the participant did not complete the pre-apprenticeship.
University of Cincinnati*	During the pandemic, many participants have been unable to complete work experiences. As a result, a UC co-op program is allowing students whose summer co-op work experience fell through to pursue Industry Recognized Credentials (IRCs), allowing them to stay on track academically. Called the Bootcamp , IRCs include those offered by LinkedIn Learning, Coursera, IBM, Microsoft, Google, OCRI, Autodesk, Dassault, Siemens, and Solidworks. To help students choose credentials that help further their goals, the college provides wrap around advisement to help students identify and engage in IRCs that are appropriate for their selected pathways. Relatedly, the university houses the Ohio Cyber

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	Range Institute, funded by the State of Ohio, which provides free upskilling and advising for students interested in a cyber-security pathway.

Student Engagement/Support

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Lorain County Community College	Lorain County Community College started a campaign dedicated to women called "Wise Pathways" to increase apprentice engagement. The program is designed to enable woman to explore non-traditional, in-demand jobs in the energy, utilities, public safety, construction and manufacturing, advanced industries, and other skilled careers.
University of Cincinnati*	UC purchased 200 Chrome Books to help lower-income students with technology barriers to remain engaged with the RTI and/or on-the-job training (OJT) in remote environments. Additionally, UC is working to cultivate virtual apprenticeship opportunities. This effort includes collaborating with partnering organizations including Apprenti and IQ4.
Columbus State Community College*	CSCC developed a new student recruitment and career exploration online guide that emphasizes the availability of online education and telework. The guide is being sent out to high school educators. CSCC is looking to work with school counselors to engage students in online recruitment events and information sessions. This replaced their annual in-person "college night," an event for employers to recruit high school students.
Columbus State Community College*	To facilitate placement during the pandemic, CSCC developed virtual resume books that included imbedded pre-recorded student elevator pitch videos and faculty recommendation forms. The resume books were distributed to each employer as part of an employer-student virtual networking "speed-dating" event. The virtual resume book allows employers to rank students, who then rank employers. This leads to a matching process to help students find an employer.
Colorado Department of Higher Education*	The Colorado Department of Higher Education developed (and are continuing to develop) online ads and toolkits for high schools, workforce boards, etc., to allow them to recruit for the project.
Purdue University	Purdue University has an outreach campaign to 19 military bases to incorporate transitioning military personnel seeking civilian jobs. The military performs an assessment for incoming enlisted individuals: those with an aptitude toward cybersecurity and IT are assigned to bases focusing on those duties. Purdue University recruits individuals transitioning out from these bases.
Alabama Community College System*	The Alabama Community College System enlisted the assistance of employer sponsors to continue to mentor apprentices and provide support through their completion of coursework. Mentors stepped in to provide extra support to students and encourage them to continue to progress in coursework to ensure their eligibility to return to the OJT.
University of Cincinnati	As part of its Remote Work Center , UC created an opportunity for students to expand their experience in IT. The Virtual Innovation Studio is a 4-to-6-

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	week project-based learning opportunity for students. Interdisciplinary teams of students engage in technology-development projects.