



REGISTERED APPRENTICESHIP



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WIOA Partners' Meeting
Hot Springs Convention Center

September 25-26, 2018

THE RA OPPORTUNITY

President Obama awarded
\$175 million
in American Apprenticeship Grants
to 46 public-private partnerships
through the Department of Labor

American Apprenticeship Initiative – AAI

These grants are focused on:

- Expanding apprenticeship to new high-tech industries; and
- Ensuring apprenticeships are available to a more diverse population.



“Tonight, I’m also asking more businesses to follow the lead of companies like CVS and UPS, and offer more educational benefits and paid apprenticeship opportunities that give workers the chance to earn higher-paying jobs even if they don’t have a higher education.”

*– President Obama
State of the Union Address
January 20, 2015*

DISCRETIONARY GRANT PROGRAMS

Grants to Serve Job Seekers and Employers



- Arkansas Apprenticeship Pathway Initiative (AAPI)
– September 30, 2020
- Arkansas Expands Apprenticeship (AREA)
– October 31, 2020
- Arkansas Apprenticeship Accelerator
– November 30, 2018

ARKANSAS APPRENTICESHIP USA STATE ACCELERATOR



Purpose:

Accelerator Grants are intended to support State's planning efforts to better understand RA expansion and diversification opportunities across industry sectors.

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How did we get here?



- Engaged and Leveraged Partnerships
– Asset Mapping Team
- Conducted Comparator State SWOT Analysis
- Conducted a Review of the Available Labor Supply versus Industry Demand (LMI data, AEDC data, etc.)
- Engaged Industry Groups and Professional Organizations (SHRM, Arkansas Manufacturing Solutions, etc.)

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RA Asset Mapping Team

This group of 30+ members and included representation from:

- Employers & Industry Associations
- Local Workforce Development Boards
- Arkansas Career Education
- Department of Education
- Community Colleges
- Arkansas Apprenticeship Coalition
- USDOL Office of Apprenticeship
- Arkansas Economic Development Commission
- Delta Regional Authority
- State Chamber of Commerce
- Winrock International
- Arkansas Department of Workforce Services

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Plans should
Work in
Harmony

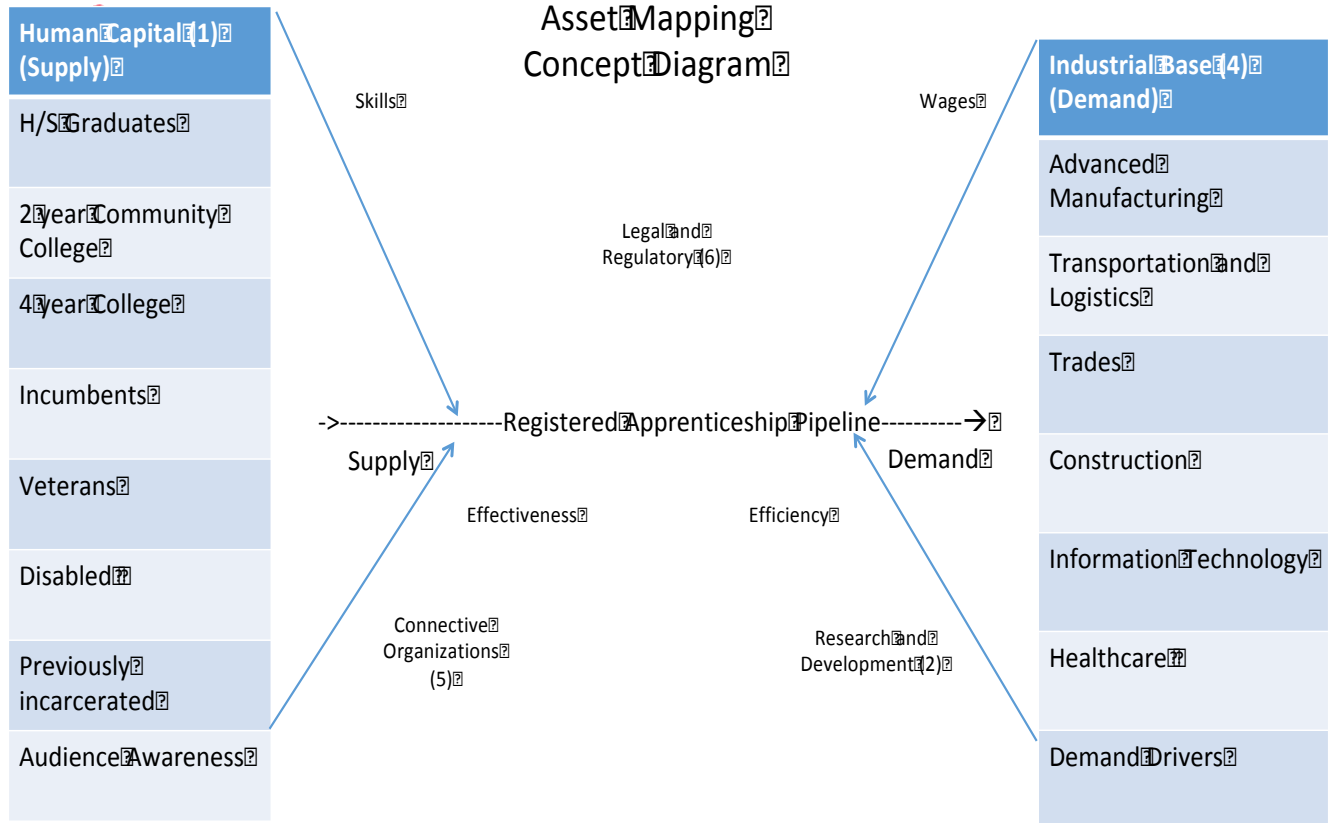
Accelerator Grant Program Deliverable

At the conclusion of the grant period (November 30, 2018), states are required to submit a State Plan for Registered Apprenticeship Expansion and Diversification



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Expand
And
Diversify



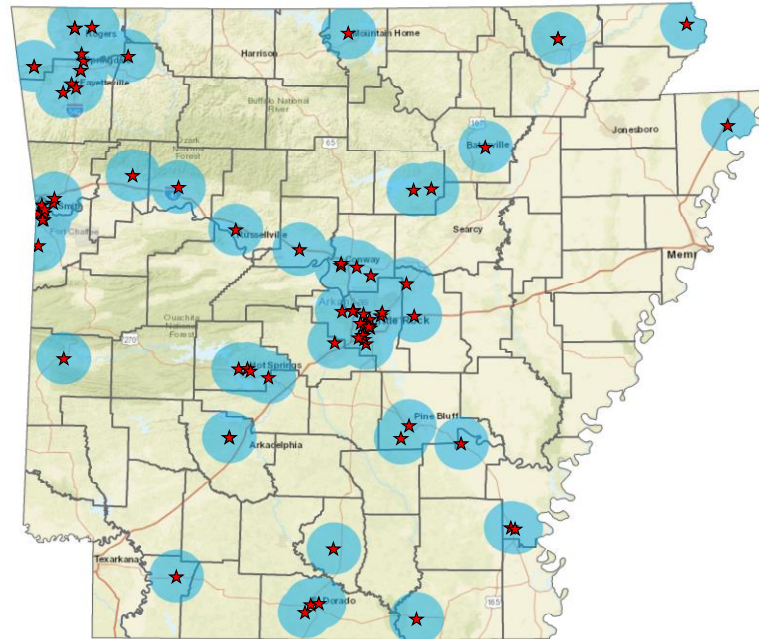
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Baseline
Apprentices
As of 9/5/18

Growth of 24.7%
since 2016

Currently 5602
Registered
Apprentices

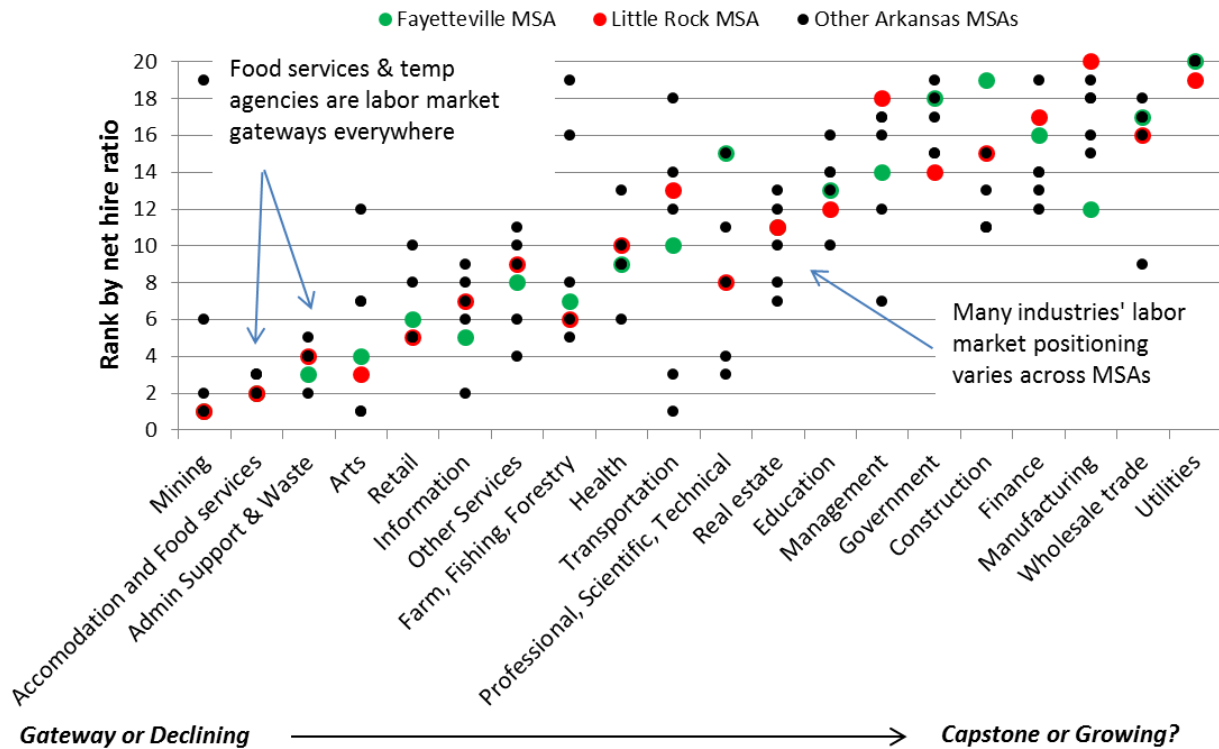
SAMPLE MAP



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Understanding
The Geography
of Supply and
Demand

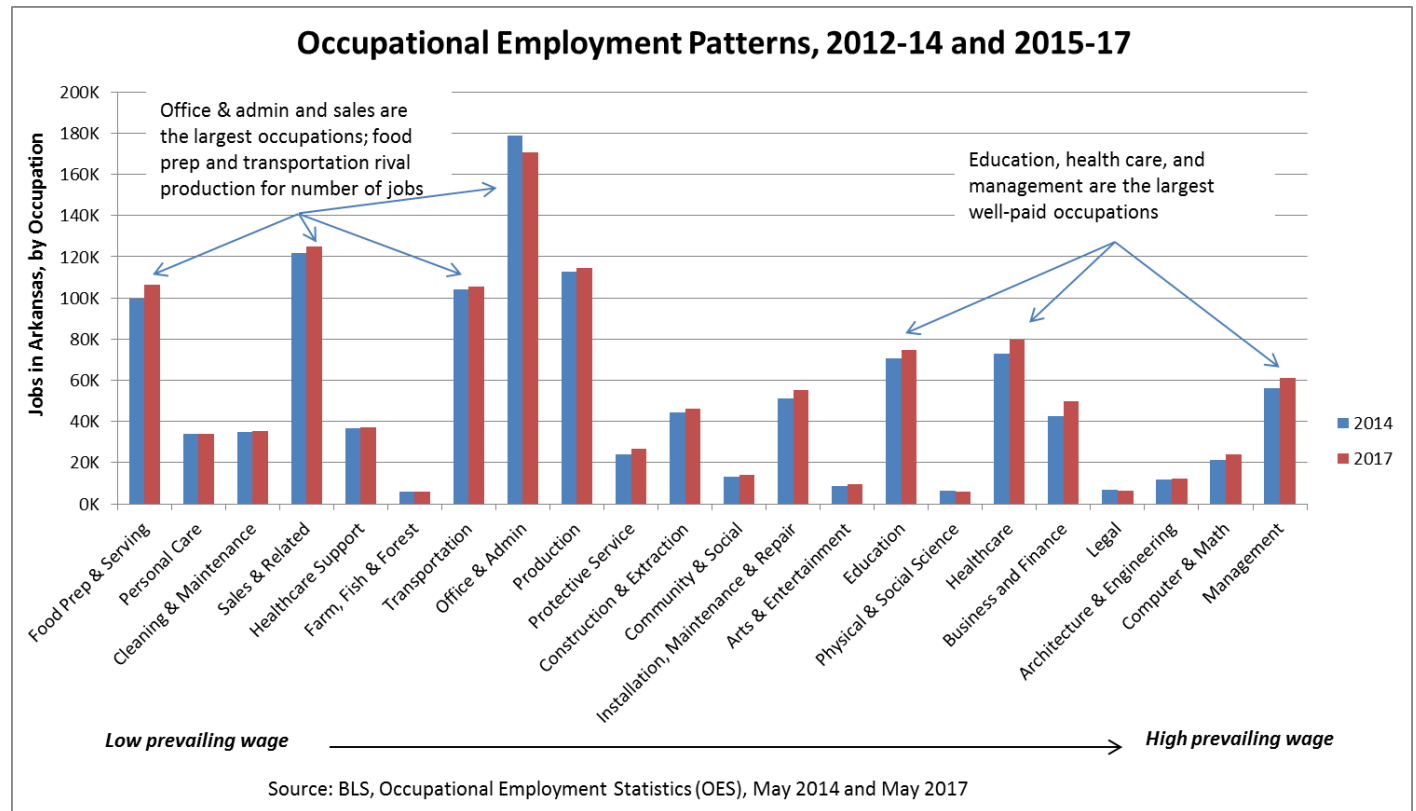
Some Industries Perform a Similar Labor Market Function Across Cities, While Others Vary



Source: BLS, Longitudinal Employer-Household Dynamics (LEHD), Job-to-Job Origin-Destination dataset (public)

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The trends connected to Apprenticeship Expansion and Diversification opportunities



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Statewide
Approach to
Demand using
proven
Apprenticeship
models

Statewide Plan for Apprenticeship Expansion and Diversification

YEAR One

Sector	Occupation
Trades	Electricians
Trades	Plumbers/Pipefitters
Trades	HVAC Technician
Construction	Carpenter
Advanced Manufacturing	Industrial Maintenance Tech
Advanced Manufacturing	Mechatronics
Advanced Manufacturing	Machine Operator
Advanced Manufacturing	Welder
Information Technology	Cyber Security Specialist
Information Technology	IT Generalist
Information Technology	Developer
Transportation	Driver
Healthcare	CNA
Healthcare	Radiological Tech
Healthcare	Emergency Medical Tech
Utilities	Line Worker
Financial	Branch Operations Specialist
Public Sector	Police Officer
Public Sector	Firefighter

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Addressing
Capacity With
a Collaborative
Approach

Registered Apprenticeship Expansion - Labor Efficiency

Roles	Sectors			
	Trades Construction	Advanced Manufacturing	Information Technology	Transportation
Candidates	WR	WR	WR	WR
Marketing/Outreach	IR/PCR	PCR/IR	PCR/AC	IR/PCR
Apprenticeship Consultant	IR	AC/IR	AC	AC/IR
Training Curriculum	IR/TP	IR/TP	AC/TP	IR/TP
Training Delivery	TP	TP	TP	TP
Project Management	IR/AC	AC/IR	AC	AC/IR

Legend

IR - Industry Rep

AC - AAC Consultant

WR - ADWS Rep

TP - Training Provider

PCR - Partner or Community Rep

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Implementation of Registered Apprenticeship Components To Be Managed, Funded and Connected Overall Program Manager _____

<i>Component 1: Audience</i>	<i>Component 2: Content</i>	<i>Component 3: Delivery</i>	<i>Component 4: Expected Outcomes</i>
<ul style="list-style-type: none"> Identify who will be responsible for the audience of candidates based on the desired demographic of the employers Cohorts for one or multiple employers 	<ul style="list-style-type: none"> Based on the occupation, match requirements to known content. Content is curriculum, related training instruction and competency models Standards available nationally All customization documented 	<ul style="list-style-type: none"> Execution and delivery of the program is the key. Facilities on-site and off site (equipment required) Types/numbers of training organizations License fees Mentor process and mentor selection 	<ul style="list-style-type: none"> Quantity and Quality Goals and Objectives Number of Apprentices Entry salaries per occupation Time to productivity Cost/Benefit ROI Length of apprenticeship
<ul style="list-style-type: none"> Funding requirements Assessment models Candidate expectations Pool from 2 year, 4 year, career changer, under represented, incumbent, veteran 	<ul style="list-style-type: none"> Funding requirements Identify, evaluate and finalize the provider Customize the material to meet employer needs Cost per apprentice for education 	<ul style="list-style-type: none"> Funding requirements. Review of all programs/ solutions/services provided for value. Tracking via known tools Determine any changes Sustainable commitment by employers 	<ul style="list-style-type: none"> Funding requirements Single employer or community model Community resources required Process for change management
<ul style="list-style-type: none"> Known Funding _____ 	<ul style="list-style-type: none"> Known Funding _____ 	<ul style="list-style-type: none"> Known Funding _____ 	<ul style="list-style-type: none"> Known Funding _____

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1) Form a non-profit organization at the state level

- Successful and Proven Models in other states
- Facilitate overall coordination, consistency of statewide message, project management, overall capacity building activities
- Proven Business and Industry Outreach (community models)

The process would begin by forming a design team made up of leaders of each of the organizations involved, established by the Governor with a facilitated process to finalize the decisions required to accomplish this number 1 priority.

State Plan
Recommendations

#1 Priority

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State Plan Recommendations

- 2) Create a single coordinated message for registered apprenticeship
- 3) Capitalize on “low hanging fruit” to expand apprenticeship quickly
- 4) Use collected analytics and employer advocates in marketing
- 5) Provide a support model for the USDOL Office of Apprenticeship
- 6) Expand pre-apprenticeship as a key supply chain program for audience awareness and preparation
- 7) Require Community Colleges/ training providers join RACC
- 8) Adjust Tax credit for apprenticeship to accommodate expansion

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State Plan
Recommendations
Focus on Diversity
and Inclusion

9) Implement the demographic programs that equip underrepresented populations in the occupations that align with industry demand

10) Advocate and implement employer programs for inclusion of incumbent workers in registered apprenticeships

11) Implement a full suite of apprenticeship expansion across existing traditional and non-traditional sectors based on demand and the enlightened use of funding from a variety of sources public and private. This action plan should be coordinated with existing projects from each of the organizations, as well as the priorities already listed within the ADWS local workforce boards



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