

# REPORT SUMMARY BRIEF

## ARKANSAS STATE PLAN FOR REGISTERED APPRENTICESHIP EXPANSION & DIVERSIFICATION

2018



## **Report Summary Brief**

### **Arkansas State Plan for Registered Apprenticeship Expansion and Diversification**

Registered Apprenticeship (RA) is a time tested training model that combines work-based learning with related classroom instruction using employer-driven standards to achieve desired workplace skills. It can be argued that recruiting, training, and retaining talent is one of the most important things employers do for the benefit of the communities in which they reside. The Registered Apprenticeship model allows employers to take charge of building their own pipeline of highly-skilled and highly-motivated workers which has a direct impact on their bottom line.

This *Report Summary Brief* is a companion piece to the full report of the Arkansas State Plan for Registered Apprenticeship Expansion and Diversification completed as a primary deliverable under the ApprenticeshipUSA State Accelerator grant which ended November 30, 2018. This *Report Summary Brief* highlights key conclusions and recommendations identified and supported in the full report.

The four month planning, asset mapping, and data analysis process under the management and coordination of ADWS staff working alongside Advanced Automation Consulting apprenticeship subject matter expert Lonnie Emard, facilitated a process of data gathering and communications across state agencies, training providers, non-profits, employer partners, industry and professional organizations yielding the following conclusions and recommendations:

- Realign existing resources within several organizations and form a non-profit organization at the state level. In order to implement this effectively, it is recommended that a design team, made up of leaders from each of the stakeholder organizations involved, be established by the Governor and a facilitated process used to finalize all the decisions required to accomplish this number one priority.
- Gain consensus around a single coordinated message for registered apprenticeship and integrate the message into new and existing marketing programs and projects to massively and consistently inform the general population of Arkansas. Revise the ArkansasApprenticeship.org website to be more inclusive of non-traditional industry sector registered apprenticeship opportunities that exist within the state.
- Capitalize on “low-hanging fruit” to expand apprenticeship quickly and efficiently using the model and appropriate resources to project-manage these implementations.
- Use collected analytics and peer-to-peer employer advocates as part of employer engagement and marketing efforts. The best trigger for employers is to learn from others who have gone before them. Companies will look for credibility and those who share an understanding and a concern for their unique business needs.

- Provide a support model for the DOL Office of Apprenticeship in Little Rock to avoid “bottleneck.” It is extremely challenging for a one-person office to support proactive/aggressive apprenticeship expansion efforts across the state.
- Expand pre-apprenticeship as a key supply-chain program for audience awareness and preparation. Connect all options of work-based learning programs to potential apprenticeship programs as part of an employer driven pre-apprenticeship strategy.
- Require that community colleges and other training providers in Arkansas join the Registered Apprenticeship College Consortium to take advantages of the benefits of membership.
- Adjust the state tax credit from its current form (to a larger cap amount), then communicate broadly to agency partners and employers.
- Implement the demographic programs that have been identified as underutilized considering registered apprenticeship diversification in conjunction with the Four-Component Model that addresses audience, content, delivery and expected outcomes.
- Advocate and implement employer programs for inclusion of incumbent workers in registered apprenticeships. The internal loyalty created and the multiple community benefits make this a “win-win,” and more companies and communities need to know how to manage this type of succession management.
- 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.