



## Apprenticeship Connections

A Resource for State Apprenticeship Expansion Grantees

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### Resources

#### [Industry-Specific Resource Updates in the Apprenticeship Community of Practice](#) -

Are you looking for help targeting certain industries? Check out the newly updated [Industry-Specific Resource Pages](#) on the Apprenticeship Community of Practice. We recently added many new tools and resources to support your work in advanced manufacturing, construction, energy, financial services, healthcare, hospitality, information technology, and transportation, logistics, and distribution.



[New Grant Administration Resources from your SAE Peers](#) - Overseeing grants and creating consistent structures for a new system is a lot of work! To help grantees pull ideas from their peers, we created a new [resource sharing page](#) on the Apprenticeship Community of Practice focused on state administrative resources such as policies, procedures, and grant solicitations. These can serve as a resource as you design your own best policies and procedures, but please note that they have not been reviewed and vetted. If you would like to make your administrative resources available (such as those listed or others like sub-recipient monitoring guides), please share them with your coach.



[Apprenticeship Playbook for Professional Jobs](#) - Interested in expanding white collar apprenticeships? The Chicago Apprenticeship Network has developed a tool that might help: [Bridging the Gap Between Talent and Opportunity: An Apprenticeship Playbook for Professional Jobs](#). This playbook explores why apprenticeship, program planning, execution, and going to scale, then offers a close look at the Chicago Apprenticeship Network.

[New Youth Apprenticeship Funding Opportunity](#) - The Partnership to Advance Youth Apprenticeship (PAYA) is [accepting grant applications](#) for partnerships working

to expand high quality youth apprenticeship opportunities. Check out PAYA's [FAQs](#) for more details.

**State Apprenticeship Standards Databases** - Looking for apprenticeship standards you can build on? [Washington](#) and [Oregon](#)'s standards databases may help!

## Events

**EEO Webinar** - If you missed the January webinar on *Apprenticeship EEO Regulations: Disability Self-Identification and Affirmative Action Programs*, you can find the archived transcript, PowerPoint, and executive summary [here](#).



## Spotlight on Kentucky: Creating Opportunity for Youth Aging Out of Foster Care

Over 20,000 teenagers age out of foster care each year and face difficult challenges.

- 20% are instantly homeless
- Less than 3% attend college
- By age 21, 29% are incarcerated and 70% of women are pregnant
- At high risk for drugs, crime, and sex trafficking, only half are employed at age 24\*

Kentucky is working to address these challenges through a new youth registered apprenticeship pilot with OrganicGrassRoots (OGR) in Louisville. OGR's Mentor-Apprentice-Program (MAP) aims to serve 50 youth - 10 beginning at age 14, 10 at age 15, and so on through 18 - and track them over 10 years so they can compare outcomes and assess the impact of intervention starting at different ages. OGR has partnered with Campbellsville University to provide stable housing and related technical instruction in a range of programs including welding, barbering, medical assistant, and phlebotomy. The local public school system and residential youth centers form OGR's pipeline of youth aging out of foster care, including those coming out of the juvenile justice system and addiction recovery programs. OGR takes a holistic approach by filling in service gaps and providing consistent long-term mentoring that will help the apprentices learn to trust adults and to develop emotional, social, and coping skills.



OGR CEO Tammy Godby sees the program as a win for youth aging out of foster care, businesses, colleges, and the tax payer. "This project brings secure transition to those that would not otherwise have the opportunity, as well as providing skilled workers for industries struggling to stay alive. In addition, working with colleges and universities creates new programming that increases student enrollment. OGR MAP is the path to addressing a workforce development problem, breaking the generational poverty cycle, and saving public funds through holistic empowerment of people."

Deborah Williamson, Director of Kentucky Registered Apprenticeship, is excited about this pilot. "Research demonstrates that youth who are engaged in meaningful community activities, such as mentored and meaningful employment, are more likely to be law-abiding and avoid activities that lead to delinquency and involvement in the criminal justice system. This program has tremendous potential to reduce the likelihood of those negative encounters." For more information, please contact OGR's

\* Sources: National Foster Youth Institute and Chapin Hall Midwest Study

## Spotlight on Iowa: Enhancing Workforce Staff Capacity to Grow Apprenticeship

Iowa is committed to building out its apprenticeship expansion systems, including developing a defined role for the workforce investment system. To do that, Iowa is leveraging business marketing specialists (BMSs) and workforce advisors (who work with job seekers) in its American Job Centers (AJCs).

Apprenticeship Coordinator Amy Beller observed that the Office of Apprenticeship and AJC business service teams were operating in silos. She brought the State Apprenticeship Director, ATRS, and Business Marketing Team leadership together to design an integrated business outreach process that would result in a smooth hand-off for business customers. OA created a short referral form covering the apprenticeship standards



requirements that BMSs now use in their conversations with employers. This form gives BMSs a simplified structure for conversation with employers and confidence that they are gathering the information required to develop standards. After working through the form to understand the business's needs, the BMS identifies the related training instruction and sends both to OA for a quality review and program registration. Iowa is reporting great outcomes: standards are now usually completed within two weeks, the number of new programs has more than doubled, and BMS confidence is "through the roof," says Beller.

On the job seeker side, Beller worked with the largest AJC in the state, located in Des Moines, to design and pilot a referral process. She then coordinated input and roll-out statewide through the state's four regional directors. Workforce advisors now screen every client for interest in occupations that are apprenticeable and in the work and learn approach. Interested job seekers attend a new Registered Apprenticeship workshop (held once or twice a month), where they receive an overview of the program, the requirements, and the occupations. In the last half of the workshop, workforce advisors work one-on-one with the job seekers to match them with available openings, screen for work readiness, and plan any necessary training and support. Where no apprenticeship is available that matches someone's interest, AJCs maintain interest lists by ONET codes that allow BMSs to tell potential sponsors: "If you create this apprenticeship, we have 5 people in the area who are interested in this type of position today."

Beller encourages states that want to leverage workforce system resources to involve as many leaders and seek as much input as possible to create the ideal process and buy-in. Be open about the potential challenges and listen to their ideas for addressing them. She says to keep facts front and center: In Iowa, a shared dashboard showing the progress of each local area toward its goals sparked some healthy competition. The procedures are available on the new [SAE Grant Administration Peer Resources Page](#) on the Community of Practice. If you would like more information, please contact Amy Beller at [amy.beller@iwd.iowa.gov](mailto:amy.beller@iwd.iowa.gov).

## Apprenticeship in the News

[AACC, DOL Partner to Expand Apprenticeships  
CTA and IBM Announce Apprenticeship Coalition to  
Help Close U.S. Skills Gap](#)

[Business Roundtable CEOs Launch 'Apprenticeship  
2020' as Part of Chicago Workforce Partnership  
Initiative](#)

[How This Company Created the First Software Development Apprenticeship Program  
Approved by the Department of Labor](#)

[Strong Workforce Apprenticeship Program in L.A. County Drawing Rave Reviews](#)



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