Office of Apprenticeship

December 2017

Apprenticeship Connections
A Resource for State Apprenticeship Expansion Grantees

Apprenticeship Tools and Resources

Example Apprenticeship Standards and Work Processes - As you develop and register apprenticeship programs, have you encountered difficulties finding samples of standards and work processes from existing apprenticeships that you can use as building blocks? A new Apprenticeship Standards and Work Processes community of practice page compiles available resources in one convenient location.

New Return on Investment (ROI) Calculator - The Department of Commerce (DOC) has followed up its much-read 2016 ROI Report with a new ROI calculator. This tool mirrors the calculations DOC did to study firms' ROI in the report and can be used to help firms crunch the numbers related to their investment in apprenticeship. This is a beta version on which DOC is seeking feedback. Learn more and download the calculator here, and remember that you can find lots of related resources on the ROI page on the Apprenticeship Community of Practice.

New DOL Industry Pages - DOL just unveiled new industry webpages in 9 sectors: Advanced Manufacturing, Construction, Energy, Finance & Business, Healthcare, Hospitality, IT, Telecommunications, and Transportation. These pages are go-to sources for information on apprenticeship in these sectors, including example programs, business leaders, industry-specific tools and more. Check them out today!

WorkforceGPS Member Directory - This directory is available to help you communicate directly with other WorkforceGPS users around the country, and DOL strongly encourages everyone to become a member. Find more information on what

it is and how to join [here](#).

Upcoming Events

Leveraging Data to Communicate Value of Apprenticeship Webinar - Please mark your calendar for NGA's next American Apprenticeship Initiative Grantee webinar on January 11, 2018, from 3:30-4:30pm ET. SAE grantees are welcome to participate. This webinar will explore ways to communicate data about the need for skilled workers and the success of apprenticeship/pre-apprenticeship programs, as well as highlight grantees that have done so effectively. Register [here](#).

Spotlight on Kentucky: From Coal to Coding

Hear "Appalachia" and a few images come to mind: craggy hills, coal mines, intractable poverty. [Interapt](#) (a Louisville-based IT firm) is partnering with the Kentucky Labor Cabinet and a local community college to change that. Together they piloted *Interapt Skills*, creating apprenticeships for Quality Assurance Engineers, UX/UI Designers, Android and iOS Developers, and Release Engineers in eastern Kentucky.

Interapt CEO and founder Ankur Gopal was facing a shortage of IT workers in 2016 when he learned he was not alone - that the state faces a "technology gap" of 10,000 open IT jobs by 2020 - and that apprenticeship provides a way to grow the skilled workforce he needs. A native Kentuckian, Mr. Gopal believes, "Insourcing Kentucky tech jobs is a logical choice. This is where we do business. Most of our customers are here and we find talent here."

Interapt applied for State Apprenticeship Expansion Grant funds, and was one of three projects selected by the Kentucky Labor Cabinet. Interapt worked with Big Sandy Community College in Paintsville to set up *Interapt Skills* - a paid 6-month training program teaching coding and other IT skills in the heart of Appalachia. They recruited using radio and newspaper advertising, receiving more than 800 applications for 50 spots in the program. Interapt and other companies hired the completers upon graduation, raising their earnings from between $17,000 and $21,000 before starting the program to between $36,000 and $60,000 today.

Throughout this pilot, Interapt worked with the Kentucky Labor Cabinet to transition *Interapt Skills* to a 1-year, front-loaded registered apprenticeship program - the state's first IT and Networking Registered Apprenticeship. Sixteen of the pilot participants who took positions with Interapt are now registered through the apprenticeship program and continuing their apprenticeship on the job, with credit provided for the upfront training.

Technology jobs are part of the solution in Appalachia thanks to the demand for IT skills and the opportunities to work from home - perfect for people with deep roots who prefer to stay in their home state. Now *Interapt Skills* is expanding into new counties and into high schools where program participants will learn coding for Apple and Android mobile apps. Based on Interapt's success, over 20 businesses signed letters of intent to consider program graduates for positions in their companies. Mr. Gopal says, "Whether a person is coming out of high school or trying to get off of welfare, I want to provide a seamless pathway [to higher education], where

apprenticeship is no longer an either/or but a requirement."

Kentucky Labor Cabinet Commissioner Ervin Dimeny recommends other states be aware that *any* opportunity in a high poverty area will generate a lot of interest, so screening and assessing for a good fit are essential. For more information, contact Deborah Williamson, Advisor to the Secretary of Labor, at deborah.williamson@ky.gov or check out the state's apprenticeship website, Twitter, or Facebook feed.

Spotlight on Maryland: Re-Aligning to Advance Apprenticeship

Maryland has positioned apprenticeship as a core workforce development strategy through an organizational realignment, and is better leveraging resources and expanding business engagement to grow opportunities in new industry sectors and for underserved populations.

Historically, apprenticeships in Maryland existed primarily in the skilled trades, but in 2017, state leaders recognized the need to integrate apprenticeship into the workforce system as a way to address the workforce needs of a wider range of Maryland's businesses. Legislation allowed the state to programmatically and physically move the Maryland Apprenticeship and Training Program (MATP) and begin the process of repositioning apprenticeship front and center in the state.

Maryland tapped SAE grant funding to add six new state staff and fund up to 20% of Wagner-Peyser-funded business service staff's time in support of apprenticeship. A half-time position funded through the Senior Community Service Employment Program grew the state team further at no cost to the apprenticeship program. With this staff capacity, MATP has been able to greatly increase business engagement across industry sectors and coordination across partner programs.

For instance, MATP launched a large-scale outreach campaign with the goal of connecting with every inactive sponsor in the state, and found many ready to engage and reactivate their apprenticeships. And to better integrate apprenticeship into the workforce system, MATP trained business service representatives from partner programs - like job centers, TANF, vocational rehabilitation, and community colleges - on apprenticeship and how to do a "warm hand-off" to MATP staff. As one MATP staff put it, "We didn't realize how worthwhile the time investment in training other business service reps on apprenticeship was. It was worth its weight in gold!"

Finally, to draw in new partners with new ideas, Maryland earmarked $620,000 from their SAE grant for an Apprenticeship Innovation Fund. Funds are supporting, for instance, the Maryland Manufacturing Extension Partnership becoming an intermediary sponsor for small and medium-sized manufacturers across the state and a pilot pre-apprenticeship program with the Regional Council of Carpenters in Baltimore to increase the proportion of female carpenter apprentices from 2% to 10%.

For more information on Maryland and other states' efforts to build integrated state systems and partnerships to advance apprenticeship as a talent development solution, check out the Aligning State Systems and Partnerships Promising Practices page on the CoP.

Apprenticeship in the News

Secretary of Labor Acosta Op-Ed: College Isn't Always the Best Path for Teens

[CVS Health Commits to Hiring 5,000 New Apprentices by 2022, Expands States Participating in the Program](#)

[Secretary of Education DeVos: Stop 'Forcing' Four-Year Degrees as Only Pathway to Success](#)

[Apprenticeships are a New and Old Solution to Job Growth, Here's Why](#)

[Expanding Apprenticeships Across More Jobs](#)

[Do Employers Overestimate the Value of a College Degree?](#)

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