



Apprenticeship Connections

A Resource for State Apprenticeship Expansion Grantees

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- Over many decades, construction companies and labor organizations have developed the most comprehensive and expansive system of apprenticeship programs in the U.S. The new [Apprenticeship in Construction CoP page](#) provides program examples, competency models, diversity resources, and other tools to help you expand apprenticeship opportunities in the construction sector to more companies and a more diverse population.



[Advanced Manufacturing Resources](#) - The AFL-CIO Working for America Institute - one of US DOL's national industry partners - has a variety of tools and resources to help grow apprenticeships in the manufacturing sector:

- The [Manufacturing and Registered Apprenticeship Toolkit](#) provides an orientation to apprenticeship in the sector, including information on career pathways in manufacturing and pre-apprenticeship programs.
- The [Industrial Manufacturing Technician \(IMT\) resource page](#), with microsites for employers, unions, apprentices, and workforce development organizations. The IMT apprenticeship boosts the skills and capacity of frontline advanced manufacturing production workers in a variety of industries from food processing, to plastics, to bio-medical production.

Mentor Training Materials - Do your employers want to boost their mentors' skills and confidence? Keystone Development Partnership created a curriculum [guide](#) for training worksite mentors that may help. It covers a broad range of topics, including mentor roles, the qualities of a good mentor, the five steps of mentoring, adult learning styles, diversity, communication, and problem-solving.



Upcoming Events

National Apprenticeship Week - The third annual [National Apprenticeship Week](#) (November 13-19) is almost upon us! We're excited to see the groundswell of attention and interest this annual celebration generates.

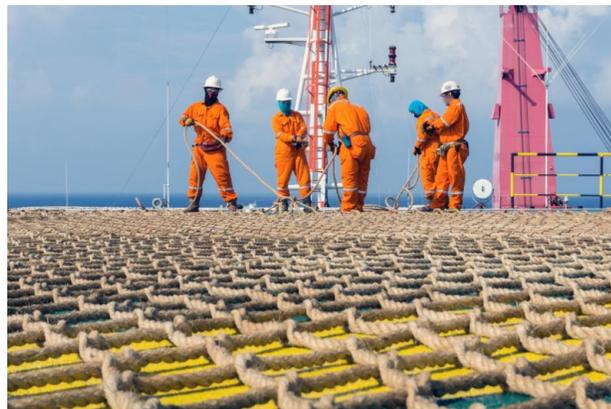
- **Planning an event?** Tell us about how you are showcasing apprenticeship programs and opportunities [here](#). Help reach the goal of over 1,000 events celebrating apprenticeship across the country!
- **Looking for an event to attend in your state?** Check out the event map on the National Apprenticeship Week [website](#).

Spotlight on Louisiana and West Michigan: Engaging Outside-the-Box Intermediaries to Scale-Up Expansion Efforts

LWC Partners with a Private Trade School to Meet Maritime Industry Demand. Joseph Hollins, Director of Apprenticeship for the Louisiana Workforce Commission (LWC), has a unique perspective on apprenticeship: His dad began a decades-long career with ExxonMobil as an apprentice. "Apprenticeship put food on my table," he says. Literally. He can testify that apprenticeship enriches people's lives, builds loyalty to the company, and fosters comradery among apprentices in a cohort.

Today, Mr. Hollins is at the forefront of Louisiana's efforts to expand these apprenticeship opportunities, in large part through partnerships with intermediaries in demand sectors such as maritime, energy, IT, and healthcare. He identifies many benefits to working with intermediaries: (1) scalability; (2) connections to large and cutting-edge companies in the industry; and (3) sector expertise that ensures quality programs and opportunities for workers in Louisiana.

One such partnership is with the Maritime Services Group (MSG), a private, Coast Guard approved maritime training provider. MSG came to LWC looking for a way to bring consistency to the variety of training programs they were tailoring to meet the needs of numerous employers. They quickly realized that apprenticeship is the perfect way to provide a single coherent training program that allows companies to tailor the training to their needs through on-the-job training and mentoring. MSG's 3-year Able Seaman apprenticeship program will begin in October with 5 employers, and is projected to grow to 15 to 20 employers hiring 100 to 300 apprentices each year.



His advice to other states? "Take advantage of intermediaries that know the industry. Even if I work with a large employer, I'm not going to get to 100-300 apprentices. They help with the scalability of the program." For more information, connect with Mr. Hollins at jhollins@lwc.la.gov.

West Michigan's Workforce Board Steps into the Convener/Sponsor Role. In

working with area healthcare employers, West Michigan's Workforce Board's healthcare industry sector staff were hearing the same story: Faced with a critical shortage of Medical Assistants (MAs), employers were poaching one another's employees. West Michigan Works! collaborated with three industry leaders and three community college partners to develop a [Medical Assistant Registered Apprenticeship Program \(MARAP\)](#) utilizing a shared curriculum that addresses the employers' shared skill demands - with the Workforce Board serving as the apprenticeship program sponsor.



Participants in the MARAP work 24 hours as MA apprentices and take 16 hours of classes (unpaid) each week. Every quarter, they participate in an "externship" period to gain practical work experiences, develop skills, and test their competencies. After one year, apprentices graduate with an apprenticeship certificate from the U.S. Department of Labor, take the exam for either Registered or Certified Medical Assistant licensing, and begin full-time employment as MAs.

The Workforce Board plays several essential roles. First, as the intermediary between multiple employers, community colleges, workforce, and community-based organizations, the Workforce Board helps negotiate the common curriculum, on-the-job training, competencies, recruitment, student financial aid, and supportive services. Second, West Michigan Works! serves as the sponsor - one of the few workforce boards in the country to do so - thereby lifting the administrative burden from their employers. Finally, the Workforce Board braids funding to offset costs for apprentices and employers.

Employers have been so satisfied with the MA apprenticeship program that two new employers have joined in and apprenticeships are being developed in other medical positions, including Surgical Technician and Central Sterile Processing Technician. "The employers are finding that this model works and that the people that come out of the apprenticeship are better than what they see traditionally," according to Deb Lyzenga, Regional Director of Business Solutions. "When that happens, they hop on and say, 'What can we do next?'" For more information, check out West Michigan's [Promising Practices](#) case study and video.

Apprenticeship in the News

[*U.S. Labor Secretary Acosta Visits Pittsburgh To Promote Apprenticeship Programs*](#)

[*Rebuilding America's Pool of Construction Workers \[CBS Sunday Morning video\]*](#)

[*Going Stateside: America Aims to Create 5 Million Additional Apprenticeships by 2022 and it is Looking to UK Providers for Help*](#)

[*Can Apprenticeships Pave the Way to a Better Economic Future in Colorado?*](#)

[*A Despairing Afghan Family Plants Roots in Baltimore*](#)



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