



Apprenticeship Connections

A Resource for State Apprenticeship Expansion Grantees

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Apprenticeship Tools and Resources

[The Role of Community Colleges in Registered Apprenticeship](#) - Are you looking to expand partnerships with community colleges, or considering community colleges as apprenticeship sponsors? Check out this new [resource page](#) on the ApprenticeshipUSA Community of Practice for help in building successful apprenticeship programs with local community colleges.

[Pre-Apprenticeships: Building Strong Apprentices](#) - What makes a pre-apprenticeship program successful? How can you integrate pre-apprenticeship into your strategies to increase your pipeline of qualified apprentices? Find out by checking out these [resources](#) on the ApprenticeshipUSA Community of Practice.

Women in Apprenticeship - If you're working to engage more women in apprenticeship in construction and other skilled trades, these two new resources might help:

- The National Center for Women's Equity in Apprenticeship and Employment [website](#), and
- This USDOL March 23rd [webinar](#) on *Recruiting Women for Nontraditional Apprenticeships and Employment*.

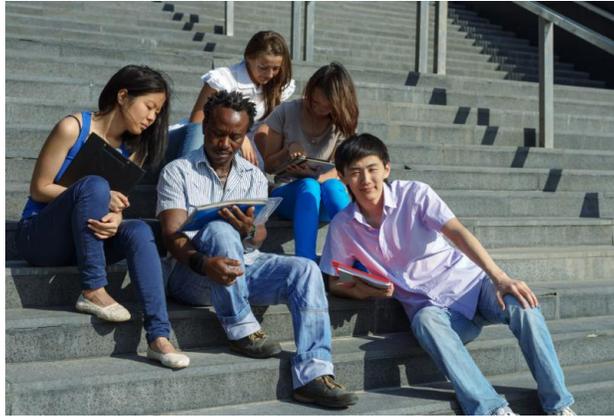
Upcoming Events

May 2-3 | SAE Grantee Conference. We look forward to seeing you at the SAE Grantee Conference! The conference will begin with a networking event the evening of May 2, so please join us for an opportunity to meet and talk with other SAE grantees, your TA coaches, and USDOL staff. Check the [conference website](#) for agenda updates and other event information.

September 13-14 | High School Apprenticeship Event. As mentioned on the youth apprenticeship webinar, USDOL will be holding a conference on Registered Apprenticeship for High School Students at Trident Technical College in Charleston, South Carolina on September 13-14, 2017. Interested in learning more? Contact Amy Firestone at firestone.amy@dol.gov.

Community Colleges Advancing Apprenticeship in Montana. Workforce gaps and retention challenges are driving MT's efforts to expand apprenticeship. But how is this done systematically, in this vast and largely rural part of the country? Intermediaries throughout the state are essential, particularly community colleges. They have taken on three key roles - (1) primarily as curriculum designers and classroom training providers, (2) sometimes as screeners of apprentice candidates for local employers, and (3) increasingly as Registered Apprenticeship sponsors.

MT's significant skill gaps in healthcare made partnerships with community colleges essential to their [Healthcare Apprenticeship initiative](#). Initially, the state had to overcome a perception by colleges that Registered Apprenticeship represents competition, but through continuing communication with administrators and faculty, colleges are now aligning curricula to Healthcare apprenticeships. Changes in program offerings (like more flexible course schedules or putting programs online) also benefit the community colleges by expanding their customer base to more rural and working people. Beyond healthcare, community colleges in MT provide curriculum support and classroom training in a variety of industries, including culinary arts, welding, HVAC, electrical, and coding.



MT's Accounting apprenticeship demonstrates how community colleges can screen potential apprentices for local employers. MT offers a 1-semester pre-apprenticeship program in Accounting, from which the highest performing students are hired into a 2-year Registered Apprenticeship leading to a completion certificate and Associate of Applied Science Degree.

Finally, community colleges are starting to become apprenticeship program sponsors. Colleges have established relationships with businesses in their area, so serving as a sponsor is another tool to meet the talent needs local employers. For more details on the state's apprenticeship efforts, contact Kirk Lacy at klacy@mt.gov at or check out Montana's [apprenticeship website](#).

Kentucky's TRACK Program: The "Missing Opportunity" for Kids. In 2012, Mary Taylor was a counselor at a high school tech center, witnessing students - bright students who were tired of academics and wanted a hands-on alternative to college - failing to enter or complete degree programs. "Education was failing these students, who didn't want a 'traditional' post-secondary path." A move to the Kentucky Department of Education (KDE) brought exposure to the Registered Apprenticeship model and the realization that "apprenticeship is the missing opportunity for these kids." In 2013, working with the KY Labor Cabinet (which oversees apprenticeship), KDE developed a pilot youth apprenticeship program called "TRACK" (Tech Ready Apprentices for Careers in Kentucky).

TRACK uses KY's career and technical education infrastructure to create a pipeline for students that begins in high school and culminates in an industry-recognized credential, paid work experience and, in many cases, advanced standing for a Registered Apprenticeship program upon graduation. Ms. Taylor likes to describe the benefits as "Win-Win-Win." Students benefit by earning wages, a nationally-recognized credential, and entry into post-secondary training. Employers - especially in rural areas - benefit from the customizable program and supply of well-trained workers. And school districts benefit because the industry certification counts towards schools' college and career readiness accountability measures.



Today, TRACK is available statewide and offers a variety of industry tracks - carpentry, welding, manufacturing, welding, diesel and auto technician, and early childhood education - and business fields such as accounting, sales, marketing, and purchasing are in the works. Student and parent interest has grown as students see their friends making good money and transitioning into good jobs that offer an upward career path after graduation. Application requirements and employer screening processes are reinforcing strong soft skills, school attendance, and avoiding drugs and alcohol.

For more information, check out Kentucky's [TRACK website](#) or [brochure](#), or contact Ms. Taylor at mary.taylor@education.ky.gov.

A Deeper Dive into Youth Apprenticeship

The second State Apprenticeship Expansion Grantee Webinar, *Engaging Youth in Apprenticeship*, took place March 29th with leaders from the USDOL Office of Apprenticeship, Wisconsin's Youth Apprenticeship Program, and Philadelphia's Behavioral Health Youth Pre-Apprenticeship Program. The webinar recording and slides can be viewed [here](#).

A few themes emerged across all speakers: (1) the tremendous value of connecting young people to work-based experiences early in their education, (2) industry needs must be the driver, and (3) partners are essential to recruiting, aligning the classroom with workplace learning, and providing the support needed for success.



USDOL's new [Framework on Registered Apprenticeship for High School Students](#) identifies two models: (1) a High School-level pre-apprenticeship that leads to a Registered Apprenticeship program after graduation (often with advanced standing), and (2) Registered Apprenticeship programs that begin while students are still in High School. The framework outlines the building blocks of quality apprenticeship programs for High School students.

Wisconsin's [Youth Apprenticeship Program](#) is a state-administered, locally-managed program that combines academic instruction through high school courses with mentored on-the-job training leading to a certificate of occupational proficiency. Originally designed to serve the "non-college bound," Wisconsin learned that all

students are more engaged in classes after seeing real-world applications. More than 3,300 students participated in 2016 in 50+ career pathways. Regional Consortiums bring together partners from business, education, and workforce development to create youth apprenticeships that are responsive to the local economy.

Philadelphia's [Behavioral Health Youth Pre-Apprenticeship Program](#) is designed to help low-income disadvantaged youth succeed in the workplace. The program offers academic and career readiness training, counseling/mentoring, financial coaching, and supportive services. An intentional "scaffolding" process helps youth ascend from work readiness training, to a supported work-based pre-apprenticeship, which leads to entrance into a Registered Apprenticeship program.

Want more information on any of these models? Contact USDOL's Amy Firestone at firestone.amy@dol.gov, Wisconsin's Jamie Bernthal at ya@dwd.wisconsin.gov, or Philadelphia's Cheryl Feldman at cfeldman@1199ctraining.org. And check out some of the tools and resources presenters shared:

- [Youth Apprenticeship Resource Page](#)
- USDOL [website](#) linked to state child labor laws
- This [compilation](#) of state workers' compensation laws
- A [report](#) on the role of secondary CTE Programs in preparing students for apprenticeship programs

Apprenticeship in the News

[Trump Wants to Create 5 Million Apprenticeships in 5 Years](#)

[PPD Announces Industry-First Apprenticeship for Clinical Research Associates](#)

[Quad/Graphics on Creating Opportunity Through Youth Apprenticeship Programs](#)

[Encouraging Women to Pursue Construction as a Career They Can Build On](#)

[Sioux Falls Starts Economic Development Plan to Address Worker Need](#)

[Senate Panel Approves Extending Kentucky Lottery-Sponsored Scholarships to Apprenticeships](#)



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