Session 7: Sustainability
Starts Now
October 21 at 1:45 PM ET
Session 7 Speakers

- Michele Economou Ureste, Southeast Michigan Community Alliance (SEMCA)/Workforce Intelligence Network (WIN)  
  Closing the Skills Gap Grant

- Jennifer Foster, Illinois Community College Board  
  Scaling Apprenticeship Grant

- Stephanie Schuler and Kevin Rooney, Columbus State University  
  Scaling Apprenticeship Grant

- Moderator: Janet Bray, TA Lead – Scaling Apprenticeship
WIN: Standard Operating Procedures (SOPs) to Maintain Program Integrity

✓ Apprenticeship program met and exceeded performance outcomes
✓ Develop standard operating procedures to transcend time
✓ Staff turnover comes with grants
✓ Don’t lose program quality and delivery
✓ Provide SOPs to network
✓ Explore partnerships and tweak SOPS
WIN: Demonstrating Value & Understanding Regional Resources

- Demonstrate value of apprenticeship meeting workforce barriers through case studies

- Foundation or corporation grantmaking
  - Mission and geographic alignment
  - Develop a fund development plan
  - Multi-year grants not likely

- Benchmark Costs Consultants Charge in
  - Developing standards
  - Standards holding
WIN: Resources

- **Apprenticeship Hub**
  - www.miapprenticeship.org

- **Sustainability Report**

- **RapidSkills Generator**
  - [http://www.rapidskillsgenerator.org/](http://www.rapidskillsgenerator.org/)

- **Registered Apprenticeship Process Guide**
  - [https://miapprenticeship.org/process-guide/](https://miapprenticeship.org/process-guide/)

- **ROI Calculator, Make Your Case!**
  - [https://miapprenticeship.org/employers/roi-calculator/](https://miapprenticeship.org/employers/roi-calculator/)
Questions?

Michele Economou Ureste, WIN Executive Director
Michele.Ureste@winintelligence.org
Illinois Community College Board: Planning

- Engage Early
- Bring people, ideas, and processes together
- Utilize existing structures
  - WIOA
    - Regional and local planning effort
    - Regional specific high demand occupational pathways
  - Adult Education, CTE and Workforce
    - Bridge programs, integrated education and training
    - Credit and non-credit, essential employability skills
    - Program navigators
  - Professional Development Network
Illinois Community College Board: Engaging Employers

- **CTE Certificate and Program of Study Approval (CTE)**
  - Advisory committee: employer inclusion
  - Employer demand
  - Embedding industry recognized credentials
  - Short-term stackable

- **Leverage existing partnerships**
  - State and local workforce board
  - Integrated business service teams
  - WIOA apprenticeship committee
  - Career pathways committees

- **Targeted Outreach to Employers**
  - Engage 92 employers - 10 community colleges
  - Jobs for the Future
Illinois Community College Board: Challenges and Successes

CHALLENGES:
✓ COVID-19
  ✓ Remote learning
  ✓ Employer engagement

SUCCESES:
✓ College engagement
  ✓ Coaches
  ✓ College teams
  ✓ CTE dean, academic advisor, adult ed dean, workforce dean, financial aid, and employers
✓ State advisory committee
Questions?

- Jennifer.Foster@illinois.gov
- Lavon.Nelson@illinois.gov
- Whitney.Thompson@illinois.gov
Illinois Community College Board: Resources

- Professional Development Calendar

- CAP-IT Website
  - [https://www.iccb.org/cap-it/](https://www.iccb.org/cap-it/)
Columbus State: Flexible Learning Expressway for Technology Apprenticeship Consortium

✓ Award Dates: 7/15/2019 - 7/14/2023

✓ The IT Flexible Apprenticeship program is an opportunity for students to complete an Information Technology academic program, while holding a paid, year-long apprenticeship position with a local industry leader.

✓ The program expanded the proven MMWS model designed in collaboration with Honda of North America to the IT sector following a pilot in partnership with Accenture.
Columbus State: Building a Sustainable Infrastructure

- Imbedded evaluation at critical milestones and activities
- Flexible Apprenticeship is critical to regional engagement in Central Ohio
- Strong institutional partnerships at critical engagement points
  - Allows broad messaging that aligns to the program
  - Don't design in a silo
- Office of Employer Engagement and Experiential Learning
  - Student Outreach
  - Student Advising
  - Employer Engagement
Columbus State: Financial Sustainability

- Understand the institutions budgeting and planning timeline
  - Most budget offices are already considering budgets that run through Summer 2022
  - Consider not just people, also programmatic investments

- Actively explore sponsored funding
  - Fosters design and execution of innovative programming and can accelerate expansion of piloted programs

- Design a plan to advocate for realistic institutional support
  - Leadership buy-in
  - External advocates

- Be able to speak to the broader impacts of the work
  - Frame successes to take out to the larger community
Questions?

Stephanie Schuler, Grants IT Project Manager
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Kevin Rooney, Grants Post-Award Manager
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**Closing Remarks: Sustainability Action Planning Starts Now!**

**Five core elements of sustainability**

1. Organizational Infrastructure and Sustaining Capacity
2. Partnerships and Networks
3. Funding and Resource Analysis
4. Stakeholder Outreach and Telling Your Story
5. Preparing for the Future of Work

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### Tools Developed

#### Sustainability Action Plan

<table>
<thead>
<tr>
<th>Element</th>
<th>Building Blocks</th>
<th>Key Action Steps</th>
<th>Person(s) Responsible</th>
<th>Time Frame</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Organizational Infrastructure and Sustaining Capacity</td>
<td>The examples below are “kick-starter” ideas for your sustainability team to begin to have a conversation around sustainability. Be specific, and break down steps where needed. Future staffers should be able to pick up this document and understand what needs to be done.</td>
<td>Who will ultimately ensure that the work gets done?</td>
<td>Or due date.</td>
<td></td>
</tr>
<tr>
<td>2. Partnerships and Networks</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Funding and Resource Analysis</td>
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</table>
Resources

▸ Beyond the Dollars: A Multifaceted Approach to Sustainability
  ▸ Sustainability Action Plan
  ▸ Sustainability Funding Analysis Tool

https://h1btechhire.workforcegps.org/resources/2020/06/09/22/24/Beyond-the-Dollars-A-Multifaceted-Approach-to-Sustainability
Thank You!