Session 2: New Models and Emerging Practices

October 20 at 1:45 PM ET
Session 2 Panel

✓ **Terri Burgess Sandu**, Director of Talent and Business Innovation, Lorain County Community College, on behalf of the Ohio Manufacturing Workforce Partnership (Scaling Apprenticeship)

✓ **Rachel Akers**, Program Manager, New Collar Initiatives, IBM (Scaling Apprenticeship)

✓ **Michael Macklin**, Associate Vice Chancellor for Academic Affairs and Workforce Development, Colorado Community College System (Closing the Skills Gap)

✓ Moderator: Jan Bray, Scaling Apprenticeship TA coach
## Grant Sectors

<table>
<thead>
<tr>
<th>San Jacinto/IBM (SA)</th>
<th>Lorain County Community College (SA)</th>
<th>Colorado Community College (CSG)</th>
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<tbody>
<tr>
<td>Information Technology (IT)</td>
<td>Advanced Manufacturing</td>
<td>Information Technology (IT)/Cybersecurity</td>
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San Jacinto (IBM Tech Re-Entry Program)

- **Target Population:** Technical Professionals who took a minimum two year break from the workforce
- **Occupations:** Software Engineers
- **Credentials Earned:**
  - Tech Re-Entry digital badge
  - Opportunity to earn additional technical digital credentials
APPRENTICESHIP MODEL

- Unregistered
- New Apprenticeship Program

TRAINING MODEL

- Competency Based
  - Participants use a project-based assignment to refresh their professional and technical skills
- Program costs offset by SA grant
### Paid Work Based Learning Components

- Online Training Including:
  - Quality Work with Agility
  - Solving Problems with Creative and Critical Thinking

- Complete an additional 13.5 hours of Think40 credit in content related to apprentice technical field.

- Complete an additional 28 competencies.

### On-the-Job Training Components

- Project-based assignments
- Mentorship
  - Assigned pre-onboarding
- One-on-One Training
- Self Study
Lorain County Community College

Target Population:
- Current engineering/manufacturing and undecided students
- Veterans and other communities
- Underemployed and underserved populations
- Transitioning Adults

Occupations:
- Micro-Electrical Mechanical Systems including:
  - SMT Operator
  - Electronics Technician
  - Test Technician
- Automation Engineering including:
  - System Design Technicians
  - Field Service Representative
  - Maintenance Technician
  - Automation Repair Technician

Credentials Earned:
- MEMS: IPC J-STD-001
- Automation: FANUC
- Certifications may evolve based on industry input
APPRENTICESHIP MODEL

- Unregistered
- Expanding on existing apprenticeship program
- Earn and Learn
- 2 Year Program
  - 5 semesters, including 1 summer
  - Associate’s Degree

TRAINING MODEL

- Credit Based
- Front Loaded
Paid Work Based Learning Components

- Program has over 60 employer partners which have to date hosted 90 work based learning opportunities
- Leveraging LCCC’s existing Work Based Learning framework
  - Identifies student outcome measurements
  - Spells out faculty and mentor responsibilities
- Work Based Learning starts in Semester three

Earned Credentials

- Earned in the first two semesters
  - MEMS: IPC J-STD-001
  - Automation: FANUC
- Earned at Program Completion
  - Associate’s Degree
**Partnering Strategy Highlights**

- Ensure continuous feedback loop from employers to faculty, via student and directly
- Partner with an organization/company that has experience
- Use social media to highlight the stories of students who are working and earning to generate interest and also highlight the employer hosts
- Happy employers will help you recruit!

**Small/Medium Partner Launch Tips**

- Listen to their needs and involve them in the development
- Continue to engage with them to stay abreast of changing and evolving requirements
- At the beginning of the process make sure they understand that there is cost associated (WBL)
- Remain up to date on constantly evolving resources to help small and medium sized employers offset the cost of the paid OJT
LCCC Resources

- Company Earn and Learn Identification Form
- EARN Replication Guide
- Ohio Manufacturing Workforce Partnership (OMWP) Innovative Earn and Learn Guide
Colorado Community College System (CCCS)

Target Population:
- Unemployed, underemployed, and/or incumbent workers.
- Veterans, transitioning service members
- Underrepresented populations in apprenticeships

Occupations:
- Based off the Colorado Information Technology career pathways (approximately 15 occupations)
  - Administrator
  - Systems and Engineering
  - Computer User Support
  - Developer

Credentials to be awarded (varies by occupation):
- Computer Support Technician Cert., (academic)
- GIS Cert., (academic)
- CompTIA A+,
- CIS Cert., (academic)
- Web Technologies Cert., (academic)
- Computer Programming Cert., (academic)
- Computer Networking Cert., (academic)
- CompTIA Network+,Cisco,
- CompTIA Security+,RA Completion,
- Cybersecurity Cert (academic)
CCCS – Red Rocks Community College Example

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<th><strong>APPRENTICESHIP MODEL</strong></th>
<th><strong>TRAINING MODEL</strong></th>
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<td>Registered</td>
<td>Stage 1 student interviews and contingency offers initiate clearance investigation</td>
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- Registered
- Expanding on existing apprenticeship program
- Earn and Learn
- 2 Year Program
  - Cyber Security Certificate
  - Associate of Applied Science Cyber Security

- Stage 1 student interviews and contingency offers initiate clearance investigation
- Stage 2 provides an optional internship given TS/SCI clearance and Security+ completion
- Stage 3 is apprenticeship with concurrent OJT and RTI
- Stage 4 offers continuing education and potential promotion to cyber system administrator after apprenticeship
### CCCS – Red Rocks Community College

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<th>Earned Credentials</th>
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<td>‣ Full-time employee and apprentice</td>
<td>‣ Earned in pre-apprenticeship</td>
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<tr>
<td>‣ PC Network Support Technician</td>
<td>‣ Computer Support Technician</td>
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<tr>
<td>‣ 1-2 years on-the-job learning (OJL)</td>
<td>‣ Networking Specialist Certificate</td>
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<tr>
<td>‣ Related Learning (RL) at RRCC on apprentice’s own time</td>
<td>‣ Apprenticeship</td>
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<td>‣ Cyber Security Certificate</td>
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<td>‣ AAS Cyber Security</td>
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<td>‣ Post-Apprenticeship</td>
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<td>‣ Options for Bachelor’s</td>
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Thank You!

Closing Message