National Apprenticeship Week Highlights

Policy Matters: Reflections on the Past and Future of Apprenticeship
Thought leaders, industry specialists, and state practitioners reviewed promising practices at the national, state, and local levels and made policy recommendations for 2021 and beyond.

Health Convening 2020
This 3-day series of panel discussions explored the current state of the healthcare workforce due to COVID-19 and how Registered Apprenticeship Programs are needed more than ever to bridge the skills gap.

Apprenticeship Twitter Chat – #YAchat
Twitter was the platform for a novel type of convening that allowed programs and organizations to ask questions and trade tips, resources, and solutions to common challenges. The event was hosted by the Center for Apprenticeship & Work-Based Learning at Jobs for the Future, the Cybersecurity Youth Apprenticeship Initiative (CYAI), Future is Health presented by net.America, and researchers at the Urban Institute.

READ MORE

TECHNICAL ASSISTANCE

November TA Webinar
"Effective Recruitment & Outreach Strategies"
Thursday, November 19, 2-3 pm EST

Discover proven strategies and practices that will make your recruitment efforts pay off. Once you understand the principles of effective recruiting, onboarding, and outreach, you'll see how these important building blocks impact your participant experience and retention. This webinar will also show how to create a pipeline of participants from underrepresented populations.
Topics will include:

- Principles of Recruitment and Outreach – and How to Use Them
- Marketing and Promotion to Reach Underrepresented Populations
- Leveraging Existing Relationships and Community Organizations
- The “Participant Experience“ from Recruitment to Retention
- ROI: Using Data to Make Informed Decisions and Advance Goals
- Grantee Highlight: TheWorkPlace Connecticut Shares Recruitment and Outreach Challenges and Successes

REGISTER HERE

Get Ready for WIPS

Reporting Updates
The first reporting quarter where YARG grantees will be required to use WIPS will be delayed by one quarter, **but grantees are still expected to attend the December training series**. WIPS will now be implemented for YARG grantees for the quarter ending March 31. More information will be forthcoming and will also be shared in the upcoming December reporting trainings.

December WIPS Training
To help get you started, please see the "YARG Initial Reporting Steps" document emailed to YARG grantee staff on 9/23/2020. If you did not receive this email please contact us immediately at youthasready.grants@dol.gov. Or, find the document and additional performance reporting resources on the Performance Reporting Page of YARG Community [here](#).

REGISTER FOR WIPS TRAINING

Answering Your Data Management Needs

Data Management Tip Sheet
YARG grantees, we heard you! In response to your requests for guidance on data capture and management, the YARG TA team created a tip sheet, “Preparing for Effective YARG Data Management.”

Here you’ll find some solid methods for capturing, analyzing, and reporting participant data. Also included are resources that were developed for other discretionary grant programs or by non-federal entities, but which are relevant to the YARG Grant. Find it on the Community at this [link](#).

RESOURCES

Lessons Learned from the American Apprenticeship Initiative

Created by the National Governors Association Center for Best Practices (NGA Center), **Registered Apprenticeship Reimagined** shares the promising practices and lessons learned from the five-year American Apprenticeship Initiative (AAI) grant program, which ends in 2020.

The AAI is the largest federal investment made to date to support the expansion of registered apprenticeship programs (RAPs) in the United States. The 44 AAI grantees grew the RAP
model into new industries, modernized it, and extended it to more diverse populations, registering more than 24,000 apprentices as of June 2020.

This report highlights some of the AAI strategies and best practices, many of which can be applied to the YARG program. From the characteristics of successful AAI grantees, it distills a “success factor framework” of sustainability, partnerships, simplicity, and adaptability. And it offers invaluable guides for engaging underserved populations, managing sub-grantees and partners, and more.

Learn from these high-performing AAI grantees as you reimagine your YARG program. View the report here.

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**Build Program Connections with Two Powerful Search Tools**

Search by location, occupation and other filters for partners and career training opportunities all over the country. Access these handy tools on the Community – and bookmark the links!

- **Apprenticeship Finder**: Placing promising young software developers? Setting up your own apprenticeship program? The Apprenticeship Finder can help service organizations, workforce programs, schools, and employers. Here you can find referrals and resources or use the listings to see how others in your field are implementing their own programs.

- **Partnership Finder**: Not only can you easily identify potential partners in your area, you can connect with them immediately. Whether you need funding or sponsorship, an educational training partner or your state apprenticeship office, this is your go-to resource for the collaborators you need to make your program a success.

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**Toolkit for Building Equitable Apprenticeship Programs**

The **PAYA Toolkit: Equity in Youth Apprenticeship Programs Toolkit** outlines strategies for designing and implementing more equitable youth apprenticeship programs by eliminating program and structural barriers that limit access and success. Created by the National Alliance for Partnerships in Equity (NAPE) and the Partnership to Advance Youth Apprenticeship (PAYA), these readings, discussions, and activities will equip program leaders with the skills and knowledge to:

- recognize how stereotypes, implicit biases, and negative micromessages prevent students from accessing youth apprenticeships;

- strive for equity in recruiting, training, implementing, supporting, and evaluating apprenticeship opportunities so that students feel not just that they are included, but that they belong; and

- continuously monitor and improve programs to enable students to fully participate regardless of gender, race, ethnicity, ability, sexual orientation, or religion.

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**APPRENTICESHIP NEWS**

**DOL’s Cybersecurity Youth Apprenticeship Initiative**

DOL’s youth intermediary, the Cybersecurity Youth Apprenticeship Initiative (CYAI), received media attention for a new apprenticeship partnership that addresses the growing demand for cybersecurity specialists. The CYAI’s collaborative program with the Texas A&M University system gives high school and college students cybersecurity experience, training them to detect and prevent cyberattacks as part of a real-world security team.
Click [here](#) to read more about what CYAI is doing to fill the millions of cybersecurity job openings in the U.S.