

Apprenticeship Expansion Self-Assessment Tutorial

TRANSCRIPT

Welcome to the Apprenticeship Expansion Self-Assessment tutorial. This video will provide background information on the assessment, options for completing the Self-Assessment and how you may use it to reflect upon and improve your organization's efforts to expand apprenticeship for new occupations and underrepresented populations.

The Apprenticeship Expansion Self-Assessment was created to help apprenticeship expansion grantees identify, plan, and execute comprehensive apprenticeship expansion strategies. The tool will help you identify areas of strength and opportunities for growth.

It is based on the five key elements for effective apprenticeship expansion. This framework was developed from observations of successful apprenticeship expansion work happening in states over the last few years.

This assessment is completely optional, and individual results will only be shared with grantees and their coaches. The National Office of Apprenticeship will not receive individual state reports or assessment ratings.

There are several ways your organization may choose to complete the Self-Assessment in order to help advance both internal discussions as well as conversations with your technical assistance coach.

You may complete the Self-Assessment as an individual and share the results with your team. You may also ask others to complete the Self-Assessment on their own and compare your results.

You may want to gather a small group of your team to walk through the questions and discuss your responses together.

If different teams are managing different apprenticeship expansion grants, you may want to come together to take the Self-Assessment as a collective, to help you better assess your assets and challenges.

Building partnerships is key, so your organization may want to include the thoughts of your extended circle of partners.

Once you have completed the Self-Assessment, either individually, or in a group, you will receive a report, which will provide some insight into how your organization is succeeding at each of the elements. This report is developed based on the responses you provided for each of the sub-elements. Those responses were developed to represent three stages of readiness: Emerging, Implementing, or Sustaining. The report will show you which of the sub-elements fall into each category.

The report should not be considered a rating or grade, but rather a tool to help facilitate a discussion on the ways your organization can better identify potential obstacles and improve its efforts to expand apprenticeship.

Once you have received the report, discuss the results with your TA coach. Your coach may suggest how they might inform future expansion work in your state and can help identify potential coaching activities to support your efforts.

Then, discuss the results and input from your coach with your team, including outside partners if that makes sense. Such a meeting can help you develop a common understanding of current strategies and how to best align efforts moving forward. The report contains some example questions to help guide this discussion.

This discussion should help your team in prioritizing its next steps based upon opportunities for greatest impact. The report includes a link to the Acceleration Strategies Resource and Tool, which may help accelerate progress towards grant performance goals.

Finally, implement your priorities, being sure to save the report so that you and your team can take the assessment again in the future (preferably six months to one year later) and see how far you've come!

You're just about ready to take the Self-Assessment, but before you do, we recommend reading the Apprenticeship Expansion Self-Assessment Handbook, reviewing the Elements of Effective Apprenticeship Expansion, and determining with your team how you will complete the Self-Assessment, based on the options discussed in this video.

Thank you for your interest in taking the Apprenticeship Expansion Self-Assessment!