**WorkforceGPS**

**Transcript of Webinar**

**State Apprenticeship Expansion Acceleration Strategies**

**Thursday, December 9, 2021**

*Transcript by*

*Noble Transcription Services*

*Menifee, CA*

GRACE MCCALL: And welcome to "State Apprenticeship Expansion Acceleration Strategies." So without further ado, I'm going to turn things over to today's moderator, Kyle Maguire, program analyst and ASE grant lead, United States Department of Labor, Office of Apprenticeship. Take it away, Kyle.

KYLE MAGUIRE: Thank you, Grace. And good afternoon, everybody. Welcome to the state apprenticeship expansion acceleration strategies webinar. It's great to be a part of this webinar. I'm really looking forward to hearing from the presenters today. As a reminder, please type your name, organization and location in the chat. And again, my name is Kyle Maguire. I'm a program analyst and ASE grant lead with the U.S. Department of Labor Office of Apprenticeship.

So we have five objectives today. Discuss strategies for registered apprenticeship programs and opportunities to more quickly meet your grant goals. Understand what is in the three new acceleration resources and how to use them. Spark ideas for quickly accelerating apprenticeship growth. Introduce ways to streamline your program registration process and equip you with tools to plan and implement next steps.

Today's speakers are consultant and apprenticeship expansion TA project director Amy Beller, consultant analyst and apprenticeship expansion TA coach Lisa Rosendale, senior consultant and apprenticeship expansion TA coach Joe Quick, and senior analyst and apprenticeship expansion TA coach Megan Scott. I'd also like to mention that peer speakers will be introduced later in the session.

And now, I'm going to hand it over to Amy Beller. Amy?

AMY BELLER: Thank you so much, Kyle. On behalf of the Maher & Maher team, we'd like to welcome you today to explore strategies to accelerate your apprenticeship expansion effort.

The apprenticeship expansion acceleration strategies resource was created for grantees to address several need factors. As we all know, the AFP grant period of performance ends on June 30, 2022 and grantees may need to ramp up performance to meet grant goals.

We also understand that the pandemic created interruptions to expansion efforts across the country, and in numerous industries. As the economy recovers, grantees may need new strategies to meet employer needs. There is also a need to focus on program development and apprentice pipeline growth and diversification resource may provide additional ideas to accelerate this growth.

Additionally, there are many partners and funding streams to support registered apprenticeship growth that have different performance goals and metrics. Some of these partners are involved in today's webinar, and this resource may help to bridge these opportunities to grow your state's apprenticeship ecosystems.

Finally, there are great practices occurring across the country and it's always nice to have an opportunity to share and to scale projects.

Now let's get into a poll. We want some feedback from all of you. What is your acceleration goal for the coming year? Please choose the option that best describes your approach for 2022. First one is continue current course but open to more ideas. We're on par to meet our goals and more. Second, you need to identify new strategies to accelerate our progress to ensure that we meet goals. Three, we need help. Give us all the ideas you've got. And lastly, wait, there are goals in my expanding grant?

So it looks like as the polls come in, identifying a few strategies to accelerate our progress to still meet grant goals is still at 54 percent, while we have 27 percent that need help to get some additional ideas. Thank you so much for participating in this poll, and we look forward to sharing some more strategies with you to identify some strategic ideas to accelerate your grant goal.

Now I'm going to turn it over to Joe Quick for an overview of the purpose and the use of this resource. Joe?

JOE QUICK: Thank you, Amy. And it was definitely encouraging not to see anyone answering with that option of wait, we have expansion goals? So we're going to kick it into a little bit of an explanation of the three acceleration resources that we're going to talk about today in more detail. And as Amy mentioned, these resources were created to present potential approaches to registered apprenticeship acceleration, recognizing that every state may – or you know, each of these strategies we talk about today may resonate differently with your state based on where you are with your progress towards your goals, how your states are structured, the teams and capacity you have in place to leverage your existing resources and strategies to move these forward.

But we're going to talk about three acceleration resources today, the first being the main expansion acceleration strategies resources that will detail some of the strategies that we've learned from our work with all of you across the country, both with your expansion grant and our interaction with those of you who are moving forward your expansion strategies outside of grant goals, and aligning several funding streams and apprenticeship-related activities to expand registered apprenticeship opportunities for states.

The second one is an action planning tool that Lisa will talk about later in our presentation about how to leverage the resource itself for short and long-term planning from a state perspective to lash onto some of these strategies that may work well in your state for continued expansion.

So then we're going to give you a bit of a preview of a program registration acceleration tool that will – is available for you now but will be discussed in some sessions in early 2022 as well. We'll give you a preview of that.

So very quickly, firstly content behind the acceleration strategies resource, the main resource we'll be covering today, is to highlight short, quick win strategies that may result in short term expansion gains. So these are shorter term strategies that you might be able to latch onto to really propel your expansion strategies forward, keep these quick ways and gain towards your apprenticeship frame hold. And it's something that might be easier for you to sort of move quickly.

Next we're going to speak to our acceleration strategies that can help you speed up progress towards your goals and shorten timelines for longer-term expansion strategies. And then we're going to show some examples of states using these strategies to facilitate peer learning and connection.

So you know, the meat of our presentation today and what I'm most excited about is hearing from your peers around some of the practices that are covered in this resource. But just want to mention that, you know, as we move through this a lot of these resources that are the better portion of them are strategies that we heard and captured in the resource from all of these, whether it was state expansion co-works halls, one on one coaching conversations that revealed some of these strong strategies for acceleration, or general awareness in what we're hearing from all of you and our interactions with you around the strategies that are working to meet your expansion goals.

So I want to mention that this resource and these strategies are all aligned within the framework that the five elements for effective apprenticeship expansion. You should have seen this framework previously. Other resources that we have created also sit within this framework and it gives us a really nice approach for structuring the work that we do from a technical assistance standpoint as we're working with you on acceleration strategies.

Very quickly, the format. You'll see more of this obviously in the tools themselves and as we move throughout today's presentation. This is an example of element five, which we'll get into detail on. But you can see that quick win strategies and acceleration strategies are presented along the left of the resource. So you get sort of a high-level explanation and then you get details of what we mean by that strategy and some great examples of states that have employed those strategies across the country.

And now, I'm going to hand it over to Lisa to walk us through the first couple of elements. Lisa?

LISA ROSENDALE: Great. Thanks, Joe. Hi, everybody. I'm so glad to be able to be with you today and have this chance to introduce you to the tool that we developed based on the work that many of you are doing, as Joe mentioned.

When you go ahead and take a look at the full resource, you're just going to have a lot of acceleration strategies that states are using. And as Joe mentioned, these are aligned according to the five elements. So in this section, Joe and I are going to highlight just a couple from each section. We want to give you a taste of what you'll find when you look at it more closely.

So let's go ahead and start with the strategies in element one that relate to state leadership and policy. The first strategy that we want to – excuse me – share with you today is to tap into economic and pandemic recovery funds that align the talent development and apprenticeship. For example, we know our consolidated California and Washington are all intentionally including apprenticeship in their planning conversations happening at the state level around federal infrastructure funding. And hopefully that's happening in a lot more places as well but if it's not, think about if you could do that.

Another example of where we know this has happened is in Iowa. Last year they set aside some of their care act funding to help those watching new apprenticeships by offering to pay with the care act funds for upfront costs of related equipment or some off-the-shelf tuition. And they used their ASE funded apprenticeship staff to get that word out and then work with the employees to develop the apprenticeship. So the programs and the apprentices all counted towards their ASE goals and it was pretty crazy. In just November and December of last year, they launched 23 new programs, and apparently didn't sleep.

Another example we heard about related to this was in Arkansas. They're planning to use some of their ARPA funding for registered apprenticeship expansion. In their case, they of course have registered apprenticeship expansion goals and they're aligning with other state goals to enhance the state's broadband infrastructure and connectivity in their rural areas.

So these are just some examples. I'm sure there's more. We'd love to hear from you if you want to share in the chat what you're doing.

Another example is to think about creating a sentence that encourages quick program registration and apprenticeship onboarding. Maryland set aside $3 million from its 2020 grant for an employer. It's been a plan. So this is a rolling, on-the-job learning reimbursement program for employers who hire new apprentices and it's first come, first serve. So you see, it encourages employers to work quickly to take advantage of the funds.

And South Dakota did something similar. They budgeted a portion of their expansion grant funds for competitive application process for employers to receive up to $30,000 to offset their cost of startup. And they've gone through some rounds that have yielded 36 new employer sponsors, who have then gone on to be champions and stimulated more. So if you look at the resource, you'll find lots more strategies and examples so we encourage you to do that.

If we move to the strategies that relate to element two, outreach and business engagement, we want to hear from you. So tell us in the chat are there outreach and business engagement strategies that you've found accelerated the progress in your state, please let us know. We'd love to hear them.

Pardon me. The strategies that we want to share with you from our resource today are the following. One of them is think about conducting outreach to an active sponsor with no apprentices. Maryland and New Jersey have been doing this. Maryland specifically decided to pursue this strategy in 2016 and in the last four years, they have been able to re-activate 30 new programs.

The next one is to think about how you frame registered apprenticeship as a talent pipeline strategy. This is kind of the way you talk about it. In Colorado they've found – they rebranded on-the-job learning and related instruction and support as “apprenticeship fellowships” and they saw a real nice breakthrough in interest there, and we're going to hear more from that later today when we bring in Helen from Colorado to learn more about this.

Another example we learned about was in Illinois, they reframed apprenticeship as part of larger conversations about a work-based learning continuum in RLI. And when they did that, they just found a nicer openness on the part of employers to apprenticeship conversations. So that's another possibility for you to explore.

I'm going to go ahead and turn it over to Joe now, but please feel free in the chat to share the strategies. I see – oh Melissa. Thank you for sharing. Using intermediaries has been helpful to you. Thank you so much. That's a great strategy. Let me go ahead and turn it over to Joe and move onto section three.

MR. QUICK: Thanks, Lisa. And yeah. I see that there are a couple of others typing strategies in as well. And Melissa, thank you for the perfect segue because not only from a business engagement and using intermediaries particularly effective for expansion purposes, but we've also captured it here with regards to developing, registering and supporting programs as you see on this slide.

So this strategy really focuses on building capacity and support for program growth. And so, you'll see the strategies really focus on building staff and organizational capacity or partnering with intermediaries, as was mentioned. And the resource offers a variety of both quick win and acceleration strategies, and there are a few that are featured here.

The first is that leveraging the intermediaries, and this one is particularly focused on national industry intermediaries that are funded by the U.S. Department of Labor. You can see that Louisiana, Nevada, Missouri, Mississippi, Tennessee and Wyoming have all done so to launch into and expand work and cybersecurity in IT for instance, or to work in the healthcare industry. So a great strategy there to really drive growth and leverage any intermediaries to scale in new industries the number of apprentices that you can impact through your grant funds.

The next is laying the groundwork to enhance your partnerships, which on the surface on this slide seems relatively simple. But there've been some great examples and we've got more in the tool itself around surveying partners to assess perceptions, misperceptions and the use of registered apprenticeship as they've done in Virginia.

And then conducting partner mapping to align resources across multiple partners that can impact apprenticeship expansion. And Nevada and Illinois have both been working in that space.

So some great things being dropped into the chat now as well in the last chat interaction question, so do you want to just mention a few of those? Scott from Michigan mentioned the intermediary situation and then the apprenticeship success coordinators that they use their in Michigan across their workforce regions. West Virginia has mentioned that they've been utilizing media, everything from podcast appearances to traditional print media to publish registered apprenticeship programs that they have set up. And that's led to other businesses contacting them, which is absolutely great.

You'll see in the resource itself, both from a business engagement standpoint and otherwise in expanding the pipeline, we got some great strategies in there that are highlighted for utilizing media in other ways to get to potential apprentices and businesses that might be interested. And then conducting outreach to sponsors via e-mail, telephone, mailings and recognizing the variety of ways that you can reach out to existing employer sponsors or potential sponsors.

I'm going to move onto element four, which focuses on strategies related to development of and support for diverse apprentice pipelines. So strategies in this section really focus on acceleration around improving access to information about available apprenticeships. Increasing access to quality pre-apprenticeship programs and the value that can have that overall expanding the pipeline overall, but also to tapping into underrepresented populations or apprenticeship as a whole and for particular industries. And then partnering with trusted organizations to reach underrepresented populations and diversify the pipeline of apprentices.

So there are a couple that are featured on the screen here. One is targeting those employers and targeting your outreach to those that you know have expressed a desire to expand diversity, and or are targeting a particular population for expansion and diversification of their workforce.

So in New Hampshire, they're finding many employers who are able to create high school pathways. Ohio and Massachusetts are creating apprenticeship pathways to extend entry-level diversity into higher-skilled jobs in healthcare, financial services and biomanufacturing. And you'll hear from Becky DeMatteis from Ohio about some of the work they've done there later.

Minnesota is growing employer interest with information on demographic trends in their state and really using those to target and sort of put the momentum behind diversification of their pipeline. We've also featured identifying and building on programs that serve specific targets and diverse populations and there's some great strategies from Ohio, Maine, Arkansas and a few others highlighted in the tools, including Arkansas' work in partnering with historically Black colleges and universities to align apprenticeship goals. So some great things with regard to this diversification and expansion of the pipeline as well.

So we're going to move on now to – and some great stuff coming in through the chat. Really appreciate others entering in things that are working for them and interacting with one another. It's great to capture things in the chat, which is also recorded for us to look back on.

So we're going to go ahead and launch a poll now and this poll is focused on which of the following strategies seem promising to you in your states? So recognize the victory here, but we just want to know from your standpoint either things that are already working well for you as you seek to diversify your apprentice pipeline or those that seem promising as you consider these strategies and something that you might employ in your own state. So you can select all that seem promising for achieving your goals.

We'll give it a few seconds here for people to respond, but the selections are targeting outreach to employers who've expressed that desire as we talked about, reviewing public-facing materials to make sure they're inclusive and accessible, looking for ways to partner with those already working with diverse populations of apprentices to help quickly accelerate that expansion.

Creating policies to define support and recognize quality pre-apprenticeship programs that builds new pathways to registered apprenticeship. And incorporating strategies for supporting a diverse workforce in your support to sponsors as they work with diverse populations.

Looks like we've got a pretty good subset here so as you can see in the broadcasted results, a lot of people interested in ways to partner with those already working with diverse populations. That certainly is sticking out as well as targeting outreach to employer's who've already expressed that desire. That gives us a great opportunity in this moment, as so many employers are thinking about diversification of the workforce, a variety of ways that that's a benefit to them and their workers. That this is a conversation on everyone's minds and certainly fits into this apprenticeship here in a really important way, so thank you. I think we'll go back to the slides now.

And moving onto element five, the last element of the framework, and this one is focused on strategies related to alignment with career pathways and post-secondary education. So there's some great strategies highlighted in this section as well that really focus on creating clear linkages to secondary and post-secondary education programs, expanding youth apprenticeship offerings as a pipeline and integrating apprenticeships into career and technical education. So just a couple that are highlighted here, and you'll hear about a few of these later today and certainly can explore them in the resource.

But one is creating a tool system that will simplify apprenticeship expansion for education partners, a really important role that we can all play in working with CTE and post-secondary education specifically.

So Iowa's created a high school registered apprenticeship playbook that I'm sure many of you have tapped into in the past and that we've featured before, so some really great work that's happened there. Oregon has collaborated with CTE to clarify terminology and really develop a pre-apprenticeship framework and application and we're going to hear from Oregon in just a few moments. And aligning with expanding community college apprenticeships initiative and other U.S. DOL-funded investments in community and technical colleges. And so, there's a great one focused on the closing the skills gap grant fund and work that's been done in Idaho, but many more examples found throughout the resource itself.

So I am going to now turn it over to Lisa, who's going to overview the planning tool that's been created to align with these strategies and the first resource we talked about. Lisa?

MS. ROSENDALE: Thanks, Joe. Well that was kind of a fire hose of information but hopefully you have a sense of the sort of acceleration strategies that you can find in this first resource, and now we want to look at the question what do you do with them?

We developed a related action planning tool to help you move from the idea stage into action. The purpose of it is to help you look at all of the quick win and acceleration strategies that are outlined in the strategies and expansion, acceleration strategies resource, identify those that might be doable in your state, and then to plan a document for next steps. So let's look a little more closely at what the tool actually looks like.

You can see here – find the pointer. We have five columns. The first thing you should know is that when you download this tool it is a Word document, so you can make it your own. You can revise it. You can enter information. You can delete things. So just want to make sure you know that upfront.

But looking at the columns and this first column here, you're going to see the quick win and acceleration strategies that we just introduced you to that are in the resource, and we decided to go ahead and include every single quick win and acceleration strategy that is in the resource. And the purpose for doing that is to try to make it easier for you to use this tool, so there's less going back and forth between this tool and the resource that we developed.

I should clarify though that we do not expect that anyone will use all or even most of these strategies here, so you're probably just going to want to start by looking through the strategies and deleting all the rows, all the strategies that just don't make sense in your state. Like maybe you're already doing them or, you know, politically they're non-starters or they're not going to have much of an impact, given whatever else is going on in your state. So that's a recommended great place to start is in column one just narrowing down the strategies that are of most interest and potential impact in your state.

For those that rename, columns two through five are your planning prompts. So the second column here asks you to consider how might the strategy be implemented in your state. So one of the examples we talked about is reframing the way that you talk about registered apprenticeship. Well, this actually looks like how do you talk about registered apprenticeship now? What might you do differently? So this is just a place to try to make it a little bit more specific to your unique circumstances.

The third column over here prompts you to think about what are the resources it would take to do this? Is it staffing? Do you need to get buy in from certain key leaders and partners? It's going to take money. How long is it going to take? All of these things can help you consider the answer in the third column, which is what priority would you give this?

As you think about all of the options and things you could do to accelerate your progress, we suggest you think about and prioritize those based on two things, at the beginning anyway. Think about potential impact. Is it going to make a big difference? And also, how quickly and easily can you do it? We all have been through enough planning and change preferences to know that basically to start you need some quick wins. They'll buy in and keep the momentum going. So we encourage you to, in your initial prioritization, to think about those two things.

And then your final column here is just a place for you to get practical. Who's going to do what, and by when? And it's a way just to keep you accountable and keep things moving along.

So how would you use this tool? You could use it in any number of ways, whatever makes sense in your situation. Your project team could sit and go through it together. Each person could review it separately and identify their own take on which strategies are relevant and how you could use it and then you could get together and compare notes. You could do the same thing with some of your key partners and maybe you might get some wider input as well as potential resources and buy in. Just whatever makes sense in your unique state and situation. Whatever approach you take, though, we want to encourage you to take advantage of your TA coach and involve them in the process.

I think we've said already if you have any questions about these tools as we're going through, please go ahead and include them in the chat and we're happy to answer them. But for now, I'm going to turn it back to Joe.

MR. QUICK: Thanks, Lisa. So we're going to dive right in at this halfway point to some peer acceleration strategy examples and Q&A.

So as we move through this and we discuss the state practices from your peers in Colorado, Ohio, Oregon and Texas, please feel free to share questions for those presenters and as you have been doing over in the main chat, strategies that you've used to accelerate your apprenticeship expansion progress, or that have substantially contributed to your outcomes. So as you share those, many of them may be resources or strategies that are highlighted and featured in our resource because we've done a lot of work with you all, and thank you all for validating the strategies that are in that resource and talking with us about them

So we're going to dive right into the peer presentations. Really happy to have this great group of apprenticeship leaders with us today. We're going to spend just a few minutes highlighting some of the promising practices for accelerating expansion progress that are highlighted in the resource itself that we found a particular interest that are being employed in their states.

So first up, we're privileged to have Desi Holmes with us from Texas, where she serves as apprenticeship director at the Texas Workforce Commission. And Desi, one of her strategies is to tie grant expenditures to federal workforce funding streams that may have shorter timeframes for expenditure. And we'd love for you to tell us a little bit about your approach to aligning grant funding to other funds and other funding mechanisms and the impact that that strategy is having on your expansion goals. So I'll turn it over to you, Desi.

DESI HOLMES: Hello. Great to be with you today and talk about registered apprenticeship in Texas. I am going to talk about the grading of funding, but I'm going to give you just a couple of comments about Texas, and I think our strategies have made it where we have become – that we have been very successful.

Texas has always had the strategy to use the boards and the local areas to build capacity and expand registered apprenticeship. So every time that we received funding, and we've done fourteen times and every time that DOL has released funding that we've received funding in each one of those for a total of $28 million. And so, we're very proud of that. And since the beginning, like I've said, we have focused on pushing the majority of that money to the local areas.

When we first started, we started with the gourds and that strategy was basically the funding that announced encouraged the boards to braid apprenticeship expansion funding with other funding, such as Workforce Innovation and Opportunity, since that funding actually has in there and encourages supporting registered apprenticeship. So we've incurred in our release of funding to them for us – for them to give us information about that and put that in their strategy as far as expanding registered apprenticeship. So their programs would score high enough to get the funding because we thought that's where the sustainability came from.

So Texas has been successful in that approach and we have boards that now do that very successfully, even without asking for our money. They can do it themselves and they've incorporated registered apprenticeship in their normal business engagement with employers with identified training needs.

Another strategy that we use to build capacity in the board areas and sustain – build sustainability for doing this, gathering vocational rehabilitation funding, gathering adult education and literacy funding. We fund navigators in the local areas that we train. Most staff train them on how to explore registered apprenticeship with employers, how to develop the standards. My staff actually developed the standards that are given – that we eventually share with Department of Labor to finish the registration process. So we are building the capacity and I believe sustainability of expanding registered apprenticeship in the local areas.

One other thing I'd like to share is our commissioners have also shown great support on our state level on registered apprenticeship expansion. Texas is known for its significant number of workers involved in information and technology. Information and technology occupations are considered non-traditional apprenticeship programs but are developing rapidly here in Texas and I'm sure across the United States.

At times, the cost of those trainings and non-traditional occupations are more expensive. I'm sure all of y'all know that. The commissioners put it together that we would combine other state resources such as WIOA and apprenticeship funding and do a combined competitive procurement, 50/50 split of the funding to allow a higher cost for – and to support the employer's time in development of those areas.

TWC is also exploring new initiatives that support and continue growth in other non-traditional industries such as healthcare and childcare. And if you follow anything in Texas, our childcare with the vast amount of childcare, we are putting out an RFT specifically to fund childcare program development in Texas to help with early education.

Also, our adult education and literacy. We have another RSA going out to promote pre-apprenticeship in AEL and its quality pre-apprenticeship with a career pathway into a registered apprenticeship program.

So our website is apprenticeshiptexas.com. Gives you a lot of information. You can visit some of our webinars and know when we have anything upcoming. I think I'm over my time already so I'll say hopefully our paths will cross again and goodbye for now.

MR. QUICK: Thanks so much, Desi. And I think, you know, great examples of aligning with other funding resources and programs and partners, but also leveraging what's happening in the economy and what occupations are really important in Texas right now to sort of expand your apprenticeship work. So really appreciate those comments and they reflect some of the other practices and resources as well. So really appreciate that.

So we're going to move on now to Colorado. So joining us from Colorado is apprenticeship state expansion grant coordinator Helen Carpenter. And Helen, we know that as Lisa mentioned I think on the slide earlier that many have really considered or re-considered how they're framing registered apprenticeship as a talent pipeline strategy and thinking of new ways to brand RTA and OJL support to gain more interest and sort of be creative about the way that they're presenting apprenticeship as a solution. So can you tell us a little bit about that strategy? Maybe why you undertook the efforts and the impact it might be having there in Colorado?

HELEN CARPENTER: Yeah. Absolutely. Thank you so much, Joe. Happy to be here. So I am Helen Carpenter from the Colorado Department of Labor and Employment state apprenticeship team. And Colorado launched our state-wide scholarship fund for new apprentices in the summer of 2021 and our scholarship model was developed and launched in coordination with our apprenticeship hub. And they coordinate our apprenticeship at work of one-stop workforce centers.

And through the ASE grant, we initially came up with the idea of the scholarship fund after budgeting for all of the required activities under the grant and realizing that only about $500 per participant was available for on-the-job training, related instruction and supportive services. And this was a reduction compared to funding available per participant under prior rounds of discretionary apprenticeship funding.

So our team developed the scholarship branding for ASE funding as a result of this line and we prioritized tuition reimbursement and supportive services under the grant. And of course, not really expressed much interest really in small incentives for on-the-job learning, training contracts, given the amount of administration that's required there, while $500 is likely to be more meaningful to apprentices participating in training and responsible for various costs.

And our scholarship is not branded to the ASE grant, although it was piloted under the grant, meaning that the strategy can be evergreen, regardless of the source of funding available to support apprentices, whether that's the ASE grant, the new FACEI [ph] grant or other sources of funding.

And the scholarship has been marketed successfully across the last six months or so to apprenticeship partners across state and local government, partner agencies. We presented a sector partnership meeting to existing apprenticeship sponsors and new and prospective employers.

Our team also designated single points of contact for job seekers and apprentices to connect with to determine eligibility for the scholarship as a useful access tool and that's been very successful. And most of those areas of contacts are able to screen those job seekers for WIOA and also utilize COVID economic recovery dollars to increase funding for in-need apprentices who don't qualify for WIOA.

And we decided on the branding of a scholarship because job seekers tend to understand how scholarships work for education, knowing that the funding may not cover all the expenses but will offset some costs and won't need to be paid back. And a scholarship may feel less daunting than the phrasing of a government program like WIOA can sometimes be perceived.

And prospective apprentices understand that scholarships can be competitive and require a few steps to apply, so eligibility determination and various program requirements hopefully will be expected. And the scholarship program really is intended to attract more job seekers to engage with workforce center services and potentially to receive additional funding for other programs and increase grant enrollment and also grant co-enrollment.

And we've seen significantly increased enrollment in the ASE grant, which is great, despite significant decline in apprenticeship enrollment overall as a result of COVID in Colorado. And we've also been able to engage several new partners that we previously hadn't been able to reach with our previous system. And we're really excited to see these initial successes in the first six months since the launch and happy to answer any other questions about the program. Thanks.

MR. QUICK: Awesome. Thanks so much, Helen. And I'm going to turn it over to Lisa now.

MS. ROSENDALE: Great. Thanks, Joe. Now I'm happy to introduce Becky DeMatteis, who's apprentice – Ohio's program administrator. She came here to talk to us about her state's approach determining employers who have expressed interest in a commitment to expanding diversity, how to leverage that interest in diversity to grow apprenticeships.

Becky, we understand that Ohio has done some nice work in this area with hospitals, that you have created some registered apprenticeship programs that are extending pathways from entry level jobs which hospitals see quite a bit of diversity in, but to extend these pathways up into higher occupations as a way to bring some of that diversity up into the hospital's higher level. So we'd love for you to talk to us a little more about that and anything else similar that's happening related to that in Ohio and the difference it's making in your expansion work.

REBECCA DEMATTEIS: Thank you. Absolutely. I appreciate the opportunity to be here. Ohio really has seen an uptick in interest in our non-traditional occupations as well as our traditional occupations. Healthcare is one that has seen significant interest since COVID unfortunately, but prior to COVID we already had employers interested and we were developing programs.

One of them in particular creates a stackable credential, which is very interesting. They will hire people in with absolutely no experience whatsoever and they'll train them in many different pathways and tracks, whether it's a nurse aid track, an enrichment path, culinary, hospitality, business office. We recently added environmental plant operations, pharmacy tech. So all of those can start with no experience whatsoever and continuously earn and learn and grow and add credentials along the way and that's the neatest part is they are earning the credential and they can continue on or they can stop at any point.

I mean we don't want them to, but we want them to continue on and complete and continue to grow. But the neatest part is even if somebody starts in one pathway and they decide that they'd rather go on and learn the business aspect of things, they truly can. This employer is a really neat employer, so it's a pretty cool pathway.

We also have created pathways with our community colleges who serve as the registered apprenticeship sponsor, alleviating that burden from already busy hospital service. So our community colleges have registered medical assistance, medical aid, our certified nurse aids. They also are creating pathways from nurse aids to LPN to RN. Unfortunately, healthcare is one of the hardest-hit industries in COVID-19 with a job loss of 96,200. So the job recovery rate as of February 2021 was only 59.1 percent in Ohio. So that demonstrated a large need to expand register ed apprenticeship opportunities in healthcare.

So we partnered and we created pathways in these occupations that I had already mentioned, and we're currently partnering with another – not another – the same partners to try to get LPN to RN and into leadership. So fingers crossed. I'm hoping that we can continue to work on that pathway because if we can get the RN occupations, that's going to open many doors.

We also have a large interest at a state level for sanitarians. I found out that sanitarians are an occupation that you already actually have to have a degree, but you have to continue on and get some more training. So they just have to take a few courses and they can get the sanitarian certification, but it does take some time to get so I am looking at creating a registered apprenticeship for a sanitarian. That's also in the healthcare industry.

We're also working with our local areas similar to Texas. We're creating pre-apprenticeship to registered apprenticeship pathways, utilizing our local areas as the conduit. Partnering with our local community agencies, such as like the Eastern Field [ph] to provide those partner supports and bolster the registered apprenticeship with experience and truly give them the opportunity to take advantage of all of the supports that they have at the Ohio job centers while they're in training and create that structure that they need, or any support that they need in order to be successful in their training.

MS. ROSENDALE: Thank you so much, Becky, for sharing all that great information. And congratulations for the progress you're making there.

MS. DEMATTEIS: Thank you.

MS. ROSENDALE: I'm very excited to introduce Gabby Sloss, who until very recently was the work-based learning and registered apprenticeship specialist for the Oregon Department of Education. Gabby, thanks for joining us.

As Joe mentioned earlier, we understand that Oregon has done significant work to align CT partners to registered apprenticeship. You started with some real quick wins, so we want to talk about those, and also created a toolkit and framework that simplifies pre-apprenticeship opportunities for educational partners. Can you tell us a little bit more about those and how they're impacting your expansion goals?

GABBY SLOSS: Absolutely. And thanks again for including Oregon in this conversation along with my fellow panelists about the great work that we're all doing here to support registered apprenticeship.

Over the past several years, Oregon has utilized various federal and state initiative funds to bring awareness and access to Oregon's registered apprenticeship system. Oregon has established a system for becoming a Perkins-approved CT program of study at the secondary and post-secondary level along with a process for becoming an Oregon state apprenticeship and counsel-approved pre-apprenticeship program. Both of these processes have similar requirements in regards to equity and access, standards and content, alignment and matriculation, and participant support services.

So representatives from ODE and Bole (sp) partnered to update the pre-apprenticeship program approval process and as mentioned by Lisa, more information about accessing these programs and integrating those systems and their languages so that those potential programs could understand both of the systems as they're working to become a pre-apprenticeship program. Part of that alignment and work also included leveraging current partners with business and industry to enhance CTE programs of study, while supporting registered apprenticeship programs for the future workforce.

In addition, there was a lot of technical assistance to educate interested parties on what the registered apprenticeship system looks like in Oregon. The purpose of pre-apprenticeship and how to successfully implement an approved pre-apprenticeship program.

Currently we're working on CTE programs in construction and IT and also leveraging location and already exhibited – established registered apprenticeship partners across the state. With this work and with a lot of work from those in the field and along with the pandemic over the course of these last few years, Oregon went from 15 school-based or CTE programs and study-based programs and pre-apprenticeship to 30.

MS. ROSENDALE: Thank you so much, Gabby, for giving us that information and all the work that Oregon is doing. I want to thank all of our presenters today for bringing up some great opportunities for and ideas for expanding apprenticeship in the year to come.

Now we're going to get into a sneak peek of the program registration acceleration tool. This tool has three main goals that include being able to find efficiencies within the registration process, while ensuring program quality. Increase the effectiveness of collaboration between state apprenticeship and OA teams to locate efficiencies in current process. And to meet business timelines, grantees may speed up the program registration process.

So I'm going to kick it over to Megan Scott for a quick walkthrough of the registration process assessment tool.

MEGAN SCOTT: Thanks, Amy. Appreciate it. So the registration assessment tool will take you through the steps that map your current process. That includes maybe internal processes but also working with your state apprenticeship agency colleagues and your colleagues over at the office of apprenticeship to really map from employer engagement all the way to when an apprenticeship program is registered with the apprenticeship agency.

So we provided the steps in the tools to how you convene your team and brainstorm those tests and draw your baseline process map, as well as identifying your strengths and areas for improvement. And we've provided a couple of templates to really assist with that process. And first is the assessment process steps template, which will help you arrange the steps in the process of developing and registering an apprenticeship program in sequential order. And this template is a downloadable PDF and it is fillable, or you can of course write it in by hand if you choose. But it really helps you kind of determine what those sequential steps are, who's responsible for each step, and what materials or resources are required to move through the process of getting a program registered. The other part is a strategy template, but I'll think about that in a second.

So the point of really mapping out this process is to give you a visual of what an employer goes through while they're working through getting their program registered. So on the screen you'll see a sample of what your ideal process map would look like. Granted, this is a very shortened version. There are definitely more steps that are involved in it, but this gives you kind of an idea of what you're trying to get out of this whole process of mapping the process of registration.

The strategy template will also help you think about what strategies you can use to kind of speed up that process of registration. It gives you columns for creating actionable items and kind of a timeline process because you want to choose things that are actionable of course, but also think about taking them one tick at a time as you go through the process of streamlining your program.

And then I will bounce it over – and we really encourage you to work with your team, the Office of Apprenticeship state directors and your coach to identify potential solutions for areas that are needing improvement over the next couple months, and really documents your successes and challenges. And I'm going to turn it over to Amy to tell you why we want you to do that over the next few months.

MS. BELLER: Yeah. We would love for you to be working within your teams to help assist the state producer grantees in funding this tool. We are actually going to be hosting two workshops, one for OA states and one for FAA states. During this workshop, you will hear from other states that are having successful – have successfully accelerated the program development and registration process. You will also break into groups with five other states to present your own processes and provide feedback on challenges and successes accelerating program development and registration process. So it's very important for you to be acting within your internal teams. Adopt these processes in order to make this workshop work for you.

The FAA workshop will be held on February 9 from 2:00 to 3:30 P.M. Eastern. The OA workshop will be held on February 10 from 2:00 to 3:30 P.M. Eastern. An invitation will be sent to state apprenticeship grantees on Monday, December 13 and we look forward to seeing you at these events in February.

Now I'm going to quickly go through some next steps. In the chat, can you please share a strategy you heard today that seems the most promising to help accelerate your expansion efforts? We'd love to hear what you have gleaned from today's presentation.

Also, we had some next steps that we wanted to highlight to you. 2022 is going to be a great time to assess your progress and explore strategies to accelerate expansion efforts. We recently updated the five elements of apprenticeship expansion self-assessment. If you haven't taken this assessment in the last six months, we encourage you to take a look. Also, state apprenticeship grantees, be on the lookout for the invitation next week to the February accelerating program registration workshop.

We have included additional resources for you to review that may assist in your apprenticeship expansion efforts on this slide today. Please reach out if you have any questions from today's presentation. Thank you all for your great participation and we look forward to seeing your acceleration strategies in action next year. Kyle, I'll kick it back to you to wrap us up.

MR. MAGUIRE: Thank you, Amy. And thanks to all the presenters today. I'm sure all the attendees would agree that the webinar was extremely beneficial and we can all use this material going forward.

Again, huge thanks to the presenters and everyone that contributed to the content for today's presentation. Grace, do you have anything to wrap up?

(END)