ADVANCING APPRENTICESHIP AS A WORKFORCE STRATEGY

Connecting Apprenticeship with your state and local workforce systems is a win-win partnership

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SPEAKERS: SANDEEP GILL & MARK TEMPLETON
Sandeep Gill, MBA, PMP

Experienced professional with 15 years of combined leadership experience in workforce development, organizational development, project management, training & development, equal opportunity, economic development, human services, community development, management in city government. Specialize in driving regional workforce initiatives planning, organizing and implementing economic development programs to promote growth and development of the region.

Currently serve as the President of Workforce Economics. Workforce Economics provides workforce solutions and transformational policy initiatives at the federal, state, regional, and local levels.

Formerly served, as the Deputy Director of Local Workforce Development System for 12 plus years...was committed to creating a world class Workforce System that was responsive, innovative, customer oriented and performance driven. Under my leadership, we “exceeded” the national workforce performance measures as prescribed by the U. S. Department of Labor for 11 consecutive years.
Mark Templeton

Out of High school I didn’t prepare for the next step in life, but I knew it wasn’t College because of the cost. So it was off to work or join the Military. I joined the Army and did my 4 yrs of service where I had received my Honorable discharge and GI bill money for College.

Still time to get to work and take care of my wife and 2 children. I started working as a Laborer where I saw the workers running the construction equipment and wanted to learn. So I applied with the Operating Engineers and enrolled into the Apprenticeship program where I trained and certified on equipment from bulldozers, forklifts, and cranes. After 3 yrs in the Apprenticeship, I topped out as a Journeyman Operator with credentials to work anywhere in the United States, and spent 16 Years working with our signatory contractors.

For the past 3 yrs., I was brought on board with the Operating Engineers as a Business Agent and now the Business Manager. In this role, I have had the challenge of finding skilled workers in the current labor shortage. This is where we start our journey finding the resources to bring people looking for an opportunity to better there career or just get started on one. I now sit on Cobb County Workforce Development Board, where we have found our Apprenticeship model fits the State Requirements for funding. It has been a great tool for finding the people in our communities that are vetted and qualify for our Apprenticeships programs with WIOA training funds.
Apprenticeship Partners

US Department of Labor Office of Apprenticeship (Georgia)

Technical College System of Georgia

Georgia’s Employers

Labor Organizations
This has been a remarkable period of growth for the American economy and workers.

3.4M Jobs Created Since November 2016

3.8% The unemployment rate is the lowest in more than 18 years
Challenges remain but Apprenticeships can address our skill gap

- Over 6 million jobs are unfilled.
- Total American student debt surpasses $1 trillion.
- Average college student debt $26,000+.
- 61% of employers face challenges filling skilled worker vacancies.
- 61% of employers face challenges filling skilled worker vacancies.
- 8 million workers lack necessary credentials.

Information provided by DOL
“It's time we admitted it:

**Union** noun
Workers coming together to use our strength in numbers to get things done together, we can’t get done on our own.

TO SAVE THIS COUNTRY, WE NEED LABOR UnIONS”
Apprenticeship News

On June 15, 2017, the President issued an Executive Order entitled, “Expanding Apprenticeships in America.”

The Executive Order directs DOL to further expand apprenticeship opportunities, to engage our partner Federal agencies in promoting apprenticeships, and to attract businesses from a growing range of sectors to sponsor apprenticeships.
Highlights from the four of the eleven sections of the President's Executive Orders

Section 4 – Establishing Industry-Recognized Apprenticeships: This section supports DOL in consultation with the Departments of Commerce and Education promoting the development of apprenticeship programs by designated third parties.

Section 6 – Expanding Access to Apprenticeships: This section promotes apprenticeship and pre-apprenticeship to high school students, Job Corps participants, current or formerly incarcerated individuals, and members of the U.S. armed services and veterans.

Section 7 – Promoting Apprenticeships and Colleges and Universities

Section 8 – Establishment of the Task Force on Apprenticeship Expansion: The Secretary announced the formation of this Task Force to identify strategies and proposals to promote apprenticeship.
Apprenticeships are flexible, customized, proven business model for building workforce

Employers are the foundation of every apprenticeship program and lead apprentice selection, curriculum design, and program operation.

Apprenticeship is a job with a paid work component OJT

Apprenticeship has an educational / training component which can include community college or Apprenticeship Training Center courses.
Registered Apprenticeship Funding Sources

Federal/State/Local Government Funded Programs

• U.S. Department of Labor – Workforce Innovation and Opportunity Act (WIOA); National Dislocated Worker Grants and Trade Adjustment Assistance
• U.S. Department of Housing and Urban Development – Financial Assistance Programs
• U.S. Department of Agriculture – Supplemental Nutrition Assistance Program (SNAP) Employment and Training Programs
• U.S. Department of Transportation – Federal Highway Administration On-the-Job Training and Supportive Services Program

Other Funding Sources

• Foundation grants such as United Way
• Corporate sponsorship
• Private donations

Funding for Apprentices

• GI Bill for veterans
• Post-secondary funding (e.g. financial aid or Pell Grants)
• Employer tuition reimbursement or Scholarship funds.

For additional information on federal resources that can support apprenticeship, visit the “Federal Resources Playbook for Registered Apprenticeship” at http://www.doleta.gov/oa/federalresources/playbook.pdf
Workforce Innovation & Opportunity Act (WIOA) is designed to:

- help job seekers access employment, education, training, and support services to succeed in the labor market
- match employers with the skilled workers they need to compete in the global economy

Competitive Economy Goals:

- Building the region as a globally recognized hub of innovation
- Developing a highly desired workforce, able to meet the needs of 21st Century employers
Workforce Ecosystem

US Department of Labor
WIOA

Georgia Department of Economic Development
Workforce Division

Region 3 - Area 7
Local Workforce Development Area: Atlanta Regional

Local Elected Officials
7 Chairman & 7 Mayors

Local Workforce Development Areas
12 Regions – 19 Areas

Atlanta Regional Workforce Development Board

ARC Workforce Solutions Division
Fiscal & Administrative Agent

One-Stop Career Resource Center

Alternate Access Points:
Satellite Centers & Mobile Unit

Youth Providers

Business Services Direct Outreach

Customers: Job Seekers and Businesses

Adult & Dislocated Workers

Youth

Business Services
RA & WIOA

WIOA programs support Registered Apprenticeships:

- Customized Training
- On-the-job Training
- Incumbent Worker
- Work Experience
- Basic Skills Preparation

“Because RA programs include immediate employment, they provide an excellent opportunity for dislocated workers, returning military service members, and others needing to transition to new careers.”
RA Benefits

For Business..
Recruit and develop a highly-skilled workforce

Diversify your workforce

Improve productivity, profitability, and company’s bottom line

Create flexible, customized training options

Standardize training so all workers receive the same national, industry-endorsed training at all facilities

Reduce turnover and liability costs

Receive tax credits and employee tuition benefits in participating states

For Workers
Increased Skills

Higher Wages

Industry-recognized credential

Career advancement

For WIOA Agency... Positive Impacts on Performance Outcomes...

Employment – Apprentice start working on day one
Retention – 91% of apprentices retain employment
Earnings – Average starting wage is $15
Credential – Apprentices earn an industry recognized credentials
WORKSOURCE DEKALB AND INTERNATIONAL UNION OF OPERATING ENGINEERS COLLABORATED AND LAUNCHED A PRE-APPRENTICESHIP AND REGISTERED APPRENTICESHIP PROGRAM.

AFTER RIGOROUS EFFORTS, PROGRAM WAS SUCCESSFULLY PLACED ON STATE’S ELIGIBLE TRAINING PROVIDER LIST (ETPL).

ACKNOWLEDGED BY STATE WORKFORCE REGISTERED APPRENTICESHIP DIVISION AS BEST PRACTICE IN GEORGIA.

PARTNER WITH KEY PLAYERS IN THE REGION TO EXPAND IUOE APPRENTICESHIP VIA WIOA WORK-BASED TRAINING STRATEGY.

Additional Workforce Partners: Atlanta Regional Commission, Fulton, Cobb, Three Rivers, Northwest GA, GA Mountain...
IUOE 926 Operating Engineers Training Video Link:

Becoming a High Impact Workforce Board Member

Minimum Membership
- Business Representatives
- **Workforce Representatives (Labor Rep.)**
- Other Representatives to include:
  - Adult Education/Literacy Providers
  - Higher Education (including community colleges)
  - Economic and Community Development
  - Wagner-Peyser Employment Services
  - Vocational Rehabilitation
  - May include others determined appropriate by chief elected officials

679.390: Sunshine Policy: Board MUST conduct business in an open manner
Registered Apprenticeship Representatives

State and local board membership MUST include a Registered Apprenticeship representative/Labor rep.
Envision Your Role

• Industry organizations and labor unions support policy changes to improve job quality for workers or to enforce existing regulations in particular sectors, while working to create and improve career ladders within those sectors.

• Brokering Workforce Training Partnerships brings together unions, employers, communities, foundations, and governments to create and retain good jobs with successful employers in strong communities. Unions bring their expertise in training and placing workers, as well as their role as a voice for workers who have the greatest insight into how to make their work more effective.

• Promoting Sector Strategies – Supporting Job Creation and Sustainable Economic Development: Unions have a long tradition of driving progress in their industries with cutting-edge skills training and strategic alliances that keep workers productive and employers competitive. To ensure that quality jobs and the rewards to state investment stay in the region, Workforce agencies must collaborate with unions for implementing job creation policy in growth industries, stay informed about the impacts of potential workforce policies, and helps to develop policy that ensures that public funds are aligned with the principles of labor-management programs.

• Layoff Aversion and Serving Dislocated Workers: A critical part of workforce ecosystem is to help unions respond when their members are impacted by a layoff. The first response is to avert or stop the layoff through worker-management coordination, access to economic development resources, and targeted skills training. When aversion is not possible, connects unions with public resources for dislocated workers, including retraining to assist with reemployment.
Envision Your Role

- Design Strategy
- Exercise Influence
- Mobilize Collective Action
- Cultivate Knowledge
- Communicate Data
- Enable Investment
From Policy to Practice
Eligible Training Provider List (ETPL)

Registered Apprenticeship programs will be included on the Eligible Training Provider List for Adult, Dislocated Worker & Youth programs.
Career Pathways for Youth

- Registered Apprenticeship is recognized as a career pathway for Job Corps students.

- The Youth program may offer pre-apprenticeship training to prepare youth for Registered Apprenticeship.

- YouthBuild may offer work experience and skills training in coordination with pre-apprenticeship and Registered Apprenticeship programs.
Where Do I Start? What do I need to get started?

Workforce Apprenticeship Toolkit

https://iuoe926.org/?zone=/unionactive/view_page.cfm&page=Apprenticeship
**STEP 1:** Reach out to the state apprenticeship office and register your program. Visit [http://www.doleta.gov/oas/contactlist.cfm](http://www.doleta.gov/oas/contactlist.cfm) to find the apprenticeship contact in your state.

**STEP 2:** Visit the ApprenticeshipUSA Toolkit. This toolkit provides comprehensive resources for the public workforce system, including on-line trainings to better understand apprenticeship, guides to incorporate apprenticeship into one-stop center services for employers and job seekers, and examples of successful apprenticeship partnerships. Visit the ApprenticeshipUSA Toolkit at [www.dol.gov/apprenticeship/toolkit/index.htm](http://www.dol.gov/apprenticeship/toolkit/index.htm)

**STEP 3:** Identify your State and Local Workforce Landscape: assess the workforce landscape in your region to identify how apprenticeship can be used as an effective strategy. By reviewing regional labor market data and other sources of economic information, you can begin to understand growing industries and occupations that can benefit from apprenticeship.

**STEP 4:** Mobilize and get Involved: Serve on your state and/or local Workforce Board. [https://tcsg.edu/worksource/](https://tcsg.edu/worksource/)

**STEP 5:** Register your RA with the State Eligible Training Provider List (ETPL) to start taking benefit of WIOA funds.

**STEP 6:** Identify your specific target local workforce development areas, start a dialogue and establish/execute “Training Provider Agreements”. [https://tcsg.edu/worksource/worksource-georgia-services/](https://tcsg.edu/worksource/worksource-georgia-services/)
WIOA Apprenticeship Flyer
WIOA
Client
Referral
Form
WIOA Apprenticeship Policy

WorkSource Cobb
Registered Apprenticeship Policy

Purpose: Registered Apprenticeship is an important workforce development strategy that the workforce system provides to its customers, both job seekers and employers. It is an evidence-based model for job seekers and is a job-driven strategy for employers and industries. Engagement with employers, institutions of higher education, and policy makers has ramped up significantly in order to achieve the administration’s goal to double the number of apprentices across the United States. This is an historic opportunity for the workforce system to expand its business base and offer job seekers greater employment prospects while offering employers a strategic approach to talent development. The purpose of this policy is to provide information about the new provisions for Registered Apprenticeship in WIOA, including the use of WIOA funding to support Pre and Registered Apprenticeships, and reporting on Registered Apprenticeship activity.

RA generally involve both classroom and on-the-job instruction. While a RA does not have a unique funding mechanism, WorkSource Cobb will use an ITA to support classroom portions of a RA program, and OJT funds may be used to support the on-the-job elements of the RA program. If a participant is in a RA and employed as part of that arrangement, then the OJT must be treated as other OJT provided for employers. WorkSource Cobb may utilize ITAs and OJTs simultaneously to fund the RA. This policy will assist WorkSource Cobb in providing quality service to businesses and jobseekers interested in Pre and Registered Apprenticeships.

References:

Background: The work-based training options and flexibilities for adults and dislocated workers are On-the-Job-Training, Incumbent Worker Training, Customized Skills Training, Registered Apprenticeships, Work Experience (WE) and Transitional Jobs (TJ). WIOA eligibility requirements for Adults and Dislocated Workers are applicable to all trainings. WorkSource Cobb will utilize pre and registered apprenticeship more often as a career pathway for job seekers and as a job-driven strategy for employers and industries. Apprenticeships can be funded through several mechanisms.

Registered Apprenticeship: Registered apprenticeship training is a type of work-based training that can be funded in the adult, dislocated worker and youth programs; additionally, pre-apprenticeships may be used to provide work experiences that can help participants obtain the skills needed to be placed into a registered apprenticeship. Basic skills training and pre-apprenticeship programs can be provided under WIOA to prepare participants to enter apprenticeship programs. WIOA youth services for tutoring, mentoring, and work experience can be used in combination with pre-apprenticeship and apprenticeship programs. Section 122(a)(3) of WIOA provides a new opportunity for apprenticeship programs to be more directly connected to the public workforce system. As RA programs, they automatically qualify to be placed on the State and local board’s Eligible Training Provider List (ETPL), allowing ITAs to support participants in RA programs, and more directly connect those programs to one-stop centers.

RA Program sponsors can be Eligible Training Providers (ETPs). Some examples of typical RA Program sponsors are:
- Employers who provide related instruction: A number of employers with RA programs provide formal inhouse instruction as well as on-the-job training (OJT) at the work site.
- Employers who use an outside educational provider: Under this model RA program sponsors do not provide the related instruction or educational portion of the apprenticeship, but rely upon an outside educational entity to deliver instruction. Employers can use two- or four-year post-secondary institutions, technical training schools or on-line courses for related instruction. The employer is the ETP and must identify their instructional provider.
PROVIDER AGREEMENT

THIS AGREEMENT is made this ______ day of __________, 2018, (hereinafter called the “execution date”) by and between WorkSource Fulton, a political subdivision of the State of Georgia (hereinafter referred to as the “County”), and INTERNATIONAL UNION OF OPERATING ENGINEERS (I.U.O.E.) LOCAL 926, (hereinafter referred to as “Provider”), shall constitute the terms and conditions under which the Provider shall provide training to the students of Fulton County, Georgia.

WITNESSETH: That for and in consideration of the mutual covenants and agreements herein set forth, the County and the Provider hereby agree as follows:

ARTICLE I. CONTRACT TERM

The Provider shall commence the Work under this Contract immediately from the execution date. As required by O.C.G.A. § 36-60-13, this contract shall (i) terminate without further obligation on the part of the County each and every December 31st, as required by O.C.G.A. § 36-60-13, as amended, unless terminated earlier in accordance with the termination provisions of this Contract; (ii) automatically renew on each January 1st, unless terminated in accordance with the termination provisions of this Contract; and (iii) terminate absolutely, with no further renewals, on December 31, 2020, unless extended by Change Order adopted and approved by the Fulton County Governing Authority and the Provider in accordance with the terms of this Contract.
In Summary...Labor plays an important role as a Workforce board member

We support the development of highly-skilled employees by:

• Reducing turnover rates,
• Increasing productivity and lower the cost of recruitment
• Customizing training that meets industry standards tailored to the specific needs of businesses

Builds knowledge through on-the-job learning from an experienced mentor, alongside academic coursework.

These benefits may subsidize an employer’s investment in apprenticeship training costs.
American Apprenticeship continued to show strong growth in FY 2017.

Growth Since FY2014

- Number of New Apprentices: 190,862
- Number of Active Programs: 22,482
- Number of Occupations: 1,300
Additional Resources


Veteran’s and Apprenticeship: https://www.doleta.gov/oa/veterans.cfm


For more information on Registered Apprenticeship programs and how the workforce system can use apprenticeship as an effective workforce strategy, visit the Apprenticeship USA toolkit at www.dol.gov/apprenticeship/toolkit/index.htm.
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