Pathways to Career Opportunities Grant Webinar Series

June 29, 2022

Florida Department of Education

Agenda

Welcome and Introduction

FDOE Webinar Logistics and Grant Application Reminders

PCOG Webinar Series

Building Your Tech Talent Through Apprenticeship

Questions

Webinar Logistics

- All participants will be muted for the duration of the webinar.

- How to submit questions during the webinar?

  - You may submit questions during the presentation through the webinar question and answer (Q&A) feature.
  - The Q&A will be utilized for questions throughout the presentation. Host and panelists will be able to see all questions and will respond in writing.

Note about Questions

- Invited presenters will not address any questions related to the Request for Proposals (RFPs) requirements.

- Questions requiring research will be submitted to the grant contact for posting as part of the Frequently Asked Questions process.

- For questions on the submission of RFP, submit your questions by July 1st to Charlie Feehrer, at Charles.Feehrer@fldoe.org.

2022-2023 Pathways to Career Opportunities Funding Opportunity (PCOG)

- Request for Proposal is located at https://www.fldoe.org/pathwaysgrant/
- A Notice of Intent-to-Apply for each grant proposal to be considered must be submitted to **FDOE by July 15, 2022** (by 5pm EDT).
  - https://www.surveymonkey.com

- Application **Due Date: July 15, 2022**, proposals must be received within the FDOE not later than the close of business (5pm EDT) on the due date.

PCOG Webinar Series

- **June 16, 2022**
  - [2022-23 PCOG: Funding Opportunities Webinar](#)
- **June 21, 2022**
  - [Apprenticeship 101: A Quality Assurance System](#)
- **June 22, 2022**
  - [CareerSource Florida: Resources for Successful Apprenticeships](#)
- **June 27, 2022**
  - [Can't Find Qualified Employees? Don't Keep Trying to Buy Them; Use Registered Apprenticeships to Build Them!](#)
- **June 29, 2022**
  - [Building Your Tech Talent Through Apprenticeship](#)
- **July 7, 2022**
  - [Highlighting Successful PCOG Programs](#)

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Building Your Tech Talent Through Apprenticeship

Katie Adams, Senior Director, Safal Partners

Building Your Tech Talent Through Apprenticeship

Why Apprenticeship? Why Now?

- ➤ **Competing for Talent:** Increasingly difficult for employers to find IT/tech talent using existing pipelines and hiring approaches

- ➤ **Turnover:** Tech occupations have highest 1-year worker turnover rate (13.2%) in U.S. *(LinkedIn, 2021)*

- ➤ **Pace of Change:** Current workers need upskilling to keep pace with evolving threats and technology

- ➤ **Lack of Diversity:** Employers are looking for new ways to recruit and train a more diverse tech workforce.

Apprenticeship: A Proven Workforce Solution

Registered Apprenticeship is a proven, customizable, and structured model to **finding and training diverse new talent** as well as **upskilling current workers** in critical occupations.

Employers Using Apprenticeship

Five Core Components

Employer involvement

Structured On-the-job Training
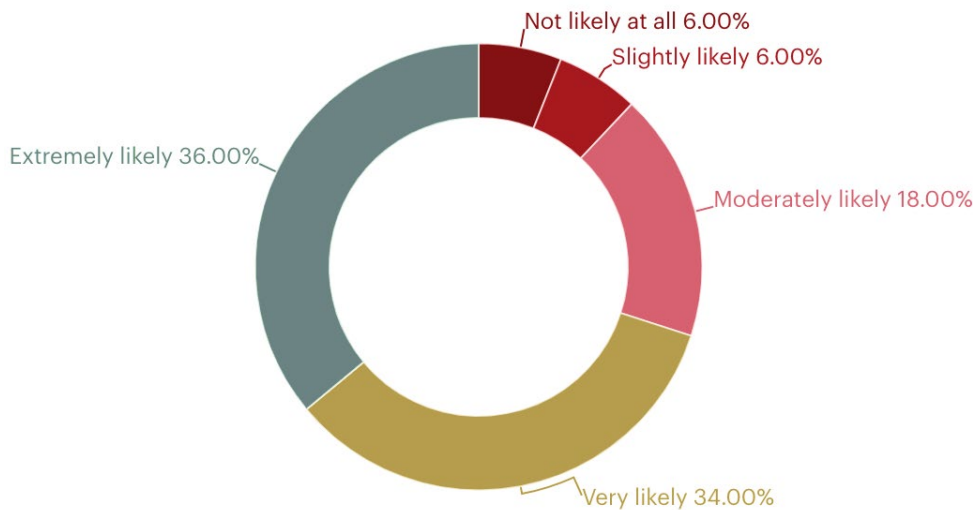
Related Instruction

Rewards for skill gains

National Occupational Credential

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Benefits of Apprenticeship

Would You Switch to a New Employer Offering Training?

Not likely at all 6.00%

Slightly likely 6.00%

Moderately likely 18.00%

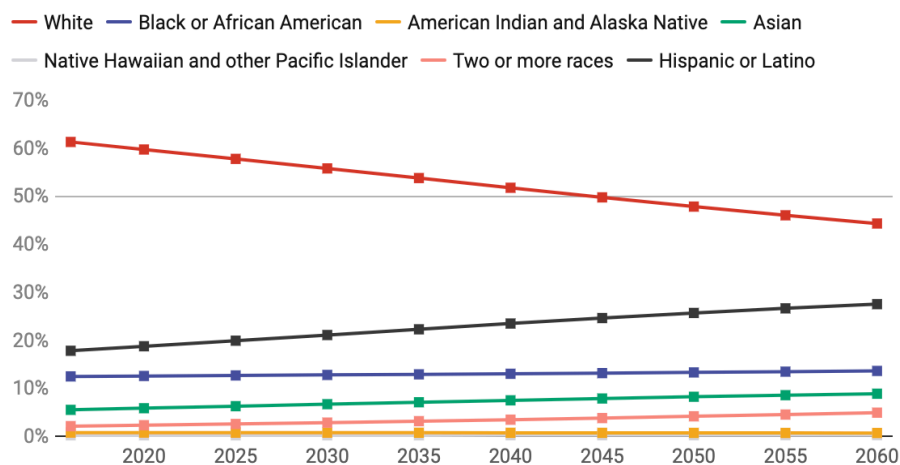Very likely 34.00%

Extremely likely 36.00%

- **Becoming an Employer of Choice:** 70% of workers would be **"extremely" or "very" likely to switch to a new employer offering training** opportunities *(Gallup, 2021)*

- **Reducing Churn:** 92% of apprentices are retained by their employer as FTEs after program completion; 90% are still with their company five years later *(USDOL)*

- **Positive ROI:** Employers report earning on average $1.47 for every $1 invested in apprenticeship *(USDOL)*

- **Accessing Benefits:** employers with apprenticeship programs can qualify for federal and state **tax credits, workforce funding, and a network of partners to support program implementation**

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Diversifying Tech

Projected race/ethnicity breakdown

After 2045, non-Hispanic whites will likely make up less than half of all Americans.

— White   — Black or African American   — American Indian and Alaska Native   — Asian
— Native Hawaiian and other Pacific Islander   — Two or more races   — Hispanic or Latino

All groups not Hispanic or Latino unless specified otherwise.
Chart: The Conversation, CC-BY-ND • Source: U.S. Census Bureau • Get the data

➢ **Increasing Diversity:** Having structured apprenticeship-based OJT and an instructional plan in place enables employers to expand talent sourcing beyond 2- and 4-year college graduates for tech occupations, but also historically-underserved populations for tech occupations including:

   ➢ Veterans

   ➢ Women

   ➢ Minorities

   ➢ In-school and out of school youth (ages 18-24)

   ➢ Candidates coming through non-credit training programs (i.e. bootcamps) or who have some related work experience

➢ **Over 70% of all apprentices hired by Safal's partners** are from diverse backgrounds

Apprentices vs. Interns

Many tech companies – and companies hiring for tech positions – have internship programs as pipeline feeders…but apprentices <u>are preferred FTE hires</u>.

➢ **92% of apprentices** are retained by organizations as FTEs following program completion compared to…

➢ **only 55.5% of interns and 36.5% of co-op participants.**

Rate of Hire as FTEs Following Program Completion
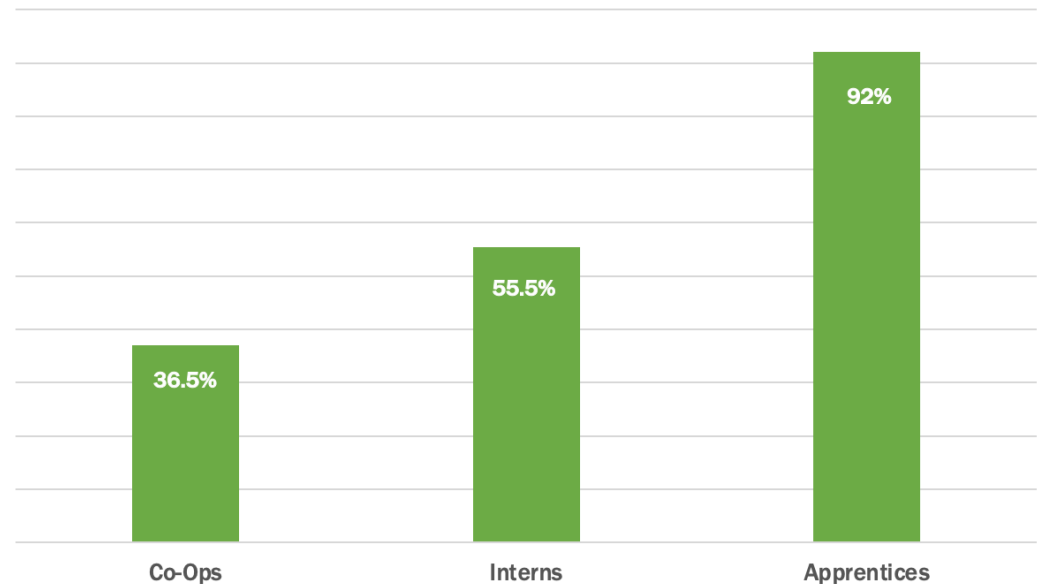
| | 36.5% | 55.5% | 92% |

Co-Ops   Interns   Apprentices

Sources: USDOL, National Association of Colleges & Employers "2020 Internship & Co-Op Report"

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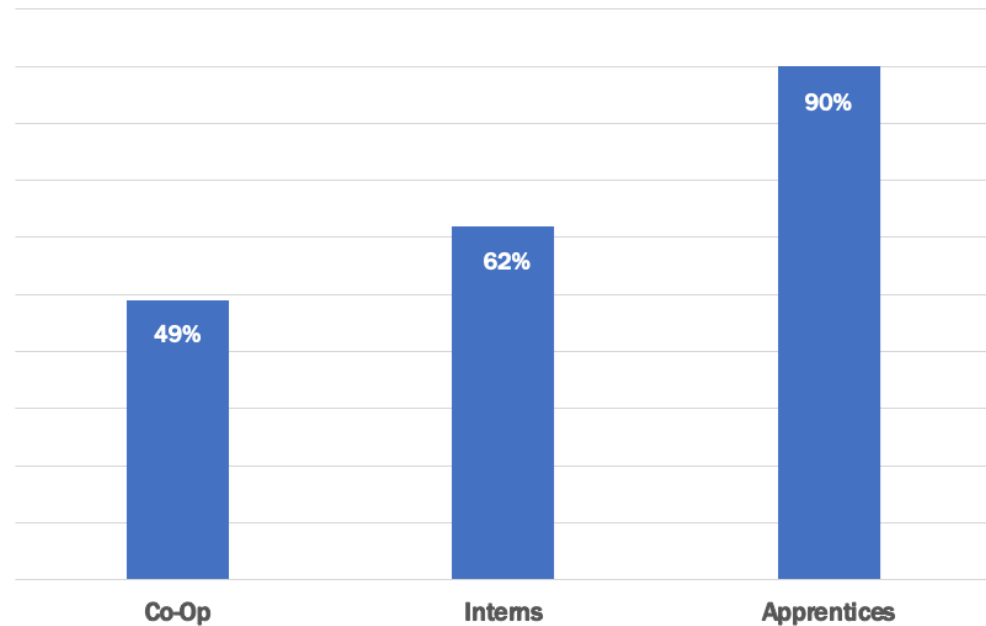APPRENTICE FLORIDA

Building Retention

Apprentices <u>stay</u> with their employer longer.

➢ **90% of apprentices** are still with their company five years later compared to…

➢ **only 62% of interns and 49% of co-op participants** are still employed more than a year out.

5 Year Retention Rate

49%	62%	90%
Co-Op	Interns	Apprentices

Sources: USDOL, National Association of Colleges & Employers "2020 Internship & Co-Op Report"

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Safal Partners: Your Tech Apprenticeship Partner

Who We Are

The U.S. Department of Labor has recognized Safal Partners through multiple contracts and grants as a **national leader in registered apprenticeship (RA) expansion. We currently serve as:**

➤ a **USDOL National Industry Intermediary** for Cybersecurity and Tech apprenticeship expansion

➤ grant lead of the **USDOL Registered Apprenticeship Technical Assistance (RA TA) Center of Excellence** focused on expanding strategic partnerships nationwide to accelerate apprenticeship adoption and improvement alignment with education and workforce systems

➤ a USDOL-approved **national Cyber & Tech Registered Apprenticeship Program Sponsor**

➤ grant lead for the **USDOL Workforce System Technical Assistance Collaborative** focused on providing workforce system TA nationwide including RA expansion

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What We Provide

- ➤ **Expert technical assistance** – we help complete all program documentation to start or expand an RA program with FL DOE

- ➤ **No-cost, industry-built, online training aligned with multiple industry credentials**; we can customize learning pathways and apprentices can begin taking courses within 24 hours of registration

- ➤ Approx. $500/apprentice in direct **incentive funding**

- ➤ **Ongoing expert technical assistance and program support** for your hiring managers and HR staff (i.e. reporting and apprentice registration assistance)

- ➤ **Access to talent pipeline partners** for candidates (colleges, military bases, etc.)

- ➤ **Apprenticeship resources, tools and training** for staff (i.e. mentor training, diversity and inclusion training, etc.)

- ➤ *ALL OF OUR SERVICES ARE AT NO COST*

Occupations We Support

- Cybersecurity Support Technician/ SOC Analyst

- Cyber Defense Incident Responder

- IT Help Desk Technician/IT Support Specialist

- Network/IT Systems Administrator

- Data Analyst

- IT Generalist

- IT Analyst

- Software/Applications/Web Developer

- Project Manager

- Database/CRM Administrator

- UX Designer

- Penetration Tester

- …and others upon request

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Questions?

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