

Pathways to Career Opportunities Grant Webinar Series
June 27, 2022
Florida Department of Education

Agenda

Welcome and Introduction

FDOE Webinar Logistics and Grant Application Reminders

PCOG Webinar Series

Can't Find Qualified Employees? Don't keep trying to buy them; build them!

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





Can't find qualified employees? Don't keep trying to buy them; build them! Scott Ellsworth, Jobs for the Future



The Center provides expert guidance and resources on effective approaches to apprenticeship and other forms of work-based learning that benefit businesses, students, and workers.

We partner with employers, government, educators, industry associations, and others to build and scale effective, high-quality programs.

Visit <u>iff.org/center</u>





AGENDA

- · Why are we here
- Apprenticeship 101
 - Structure
 - Benefits of apprenticeship
 - What occupation/s are apprenticeable
- Group sponsorship vs. Individual program
- How apprenticeship helps recruitment
- What's next for you?

WE'VE ALL MADE THIS DECISION

BUILD IT VS. BUY IT











WHAT IS APPRENTICESHIP?

 It's a highly structured and experiential approach to building worker skills that combines classroom instruction with on-the- job training under the supervision of another skilled worker.

 The objective of apprenticeship is to help workers learn both the theoretical and practical aspects of a highly skilled occupation.







IS APPRENTICESHIP JUST THE LATEST FAD?

- Employers are able to build versus buy a fully competent workforce from a broader cross-section of society.
- Employee and employer have a comprehensive training plan over time and progression is based on skills attainment and proficiency.
- Apprenticeship is adaptable and flexible—it can be integrated into existing recruitment and HR development strategies.





What employers get from apprenticeship programs

- 97% of employer sponsors recommend apprenticeship programs.
- Retention 91% of apprentices stay at the job where they received training
- Employers get an average of \$1.47 back in increased productivity for every dollar spent on apprenticeship. (U.S. Dept. of Labor)
- Highly Skilled employees trained to the specifications of the business or industry
- Invest in employees
- Program is specific to your needs
- Understand what skills are being learned by your employee
- Helps with recruiting
- · Can be a great marketing tool









VALUE TO THE APPRENTICE

- Structured and paid on-the-job training
- Wage increases based on increases in skills and abilities, know what it takes to progress
- Career Path with an employer or within an industry, NOT JUST A JOB.
- Ongoing skill development and assessment against established skills and competency standards.
- A portable, industry-recognized credential.
- Access to mentoring and coaching.
- Build a culture of continuous learning





TRADITIONAL APPRENTICESHIP













CONTEMPORARY APPRENTICESHIP

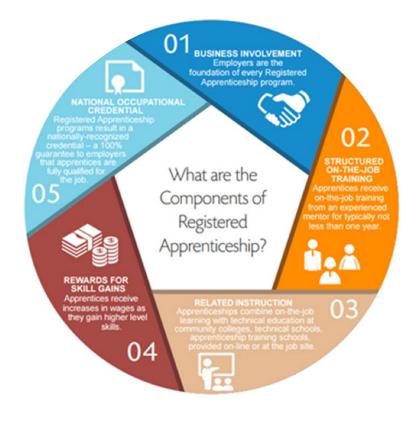
Contemporary apprenticeships are in all industries and occupations. These include the healthcare, information technology, manufacturing, and hospitality sectors.





WHAT ARE THE COMPONENTS OF REGISTERED APPRENTICESHIP?







• What do you mean Group sponsorship?







WHAT THIS MEANS TO YOU

WHAT IS VALUE OF GROUP SPONSORSHIP

TABLE OF CONTENTS Conformance with State and Federal Laws Registration of Apprenticeship Program Program Administration and Apprenticeship Committee Section II Responsibilities of the Apprentice Maintenance of Apprenticeship Records Amendments and Modifications Program Cancellation and Deregistration Section VIII Adjusting Differences Supervision of Apprentices and Hours of Work Assurance of Qualified Training Personnel Section XI Apprenticeship Agreement Section XII Credit for Previous Experience Section XIII Safety and Health Training Section XIV Transfer of an Apprentice and Training Obligation Section XV | Certificate of Completion of Apprenticeship Section XVI Term of Apprenticeship and Training Approach Section XVII Probationary Period Section XVIII Ratio of Apprentices Section XIX Qualifications and Selection Procedures Affirmative Action and Equal Employment Pledge Section XXI Work Process and Related Technical Instruction Section XXII Apprentice Wage Schedule Section XXIII Participating Employer(s) Official Adoption of Apprenticeship Standards (w/committee) Official Adoption of Apprenticeship Standards (wo/committee)

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Apprenticeship increases and diversifies the recruit pool. Because you are building your workforce rather than buying it, you have more potential candidates.













This section shall not apply to the employment of apprentices or student-learners under the conditions prescribed in § 570.50 (b) and (c).

Federal Child Labor Laws for 16-18 yr. olds; CFR 29, Chapter v, Part 570, Subpart E, federal hazardous limitations for 16-17 year olds.







NEXT STEPS

- 1. Reach out to Kathryn Wheeler, Director of Apprenticeship, Florida DOE
- 2. Reach out to an industry intermediary or support. For advanced manufacturing, that is JFF
- 3. Determine occupations that you want to build.
- 4. Apply for a PCOG grant to support building and growing your workforce
- 5. Provide the RTI & OJT to your apprentices.
- 6. Celebrate when they complete the program.
- 7. Enjoy your skilled workforce and live happily ever after (OK, that's going overboard)





Questions?

