

A man wearing a white protective suit and hood is working in a factory. He is holding a power tool and appears to be focused on his task. The background shows industrial equipment and machinery. The entire image has a blue tint.

# APPRENTICE FLORIDA

*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](mailto: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



A man wearing a white protective suit and hood is focused on using a power tool on a metal surface. The background is blurred, showing other workers in similar attire. The overall image has a blue tint.

# APPRENTICE FLORIDA

*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 [jff.org/center](https://jff.org/center)



# 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





A top-down view of a wooden workbench filled with various hand tools. The tools are arranged in several rows. In the top row, there are yellow-handled tools, a blue pry bar, a pair of red-handled pliers, a silver adjustable wrench, a red-handled screwdriver, a silver caliper, and another red-handled screwdriver. The middle row features a pair of black-handled pliers, a red-handled screwdriver, a red-handled screwdriver with a different handle, a red-handled screwdriver with a different handle, a yellow tape measure, and a pair of red-handled side cutters. The bottom row includes a silver adjustable wrench, several hex keys, a yellow level, a pair of black-handled pliers, a yellow-handled brush, a hammer with a wooden handle, a black and yellow-handled screwdriver, a silver flashlight, a yellow and red-handled screwdriver, and a red-handled screwdriver. The text "Apprenticeship is a highly structured and effective tool for building a skilled workforce." is centered over the middle of the image in a white, serif font.

Apprenticeship is a highly  
structured and effective tool  
for building a skilled  
workforce.

# 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



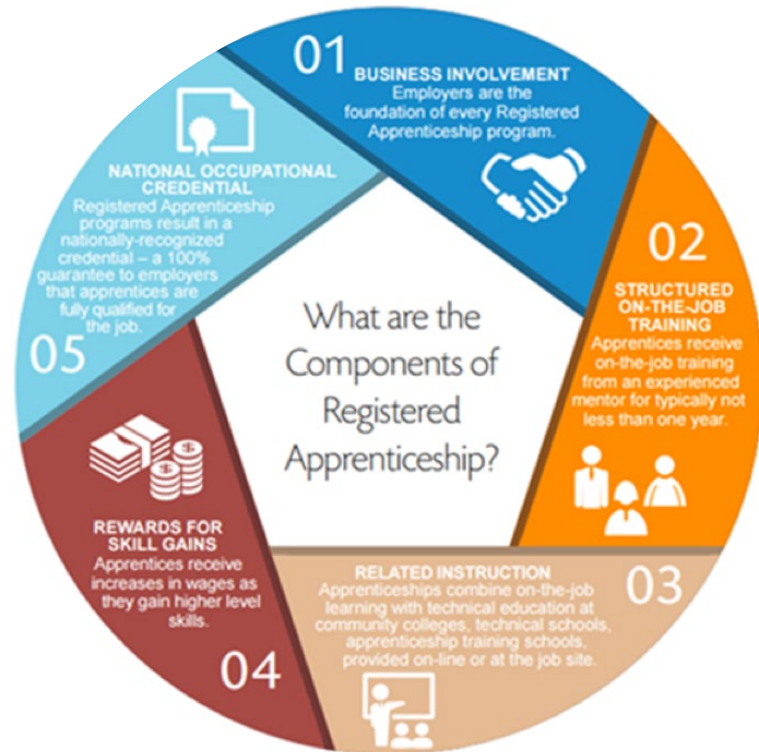


# CONTEMPORARY APPRENTICESHIP

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

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**APPRENTICESHIP PARTICIPATING EMPLOYER'S AGREEMENT**

PROGRAM # \_\_\_\_\_  
 EMPLOYER FEVEIN \_\_\_\_\_

This agreement made between \_\_\_\_\_ (hereinafter referred to as Employer) and \_\_\_\_\_ (hereinafter referred to as Program Sponsor) in the occupation of: \_\_\_\_\_

Where Applicable - Employer's DBPR Trade License Number: \_\_\_\_\_

**WITNESSETH:** That for and in consideration of the mutual covenants and promises herein contained, the parties agree as follows:

**I. PARTIES:** The parties to this agreement are:  
 (Employer) \_\_\_\_\_ (Program Sponsor) \_\_\_\_\_

DATE: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ DATE: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
 PRINT NAME: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ PRINT NAME: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

**II. TERMS:** The term of this agreement shall commence upon execution by both parties as indicated by the dates set out below and shall continue in force and effect until terminated as herein provided. A termination of this agreement shall be effectuated by one party giving at least thirty (30) days written notice to the other party at the address shown in Article I above.

**III. DUTIES:** The duties of the parties in the performance of this agreement shall be as follows:

**Duties of Program Sponsor:**

- To provide the Employer with copies of all pertinent rules, regulations, and other materials affecting the apprenticeship program. These shall include but are not necessarily limited to copies of Chapter 448, Florida Statutes, as amended (the Florida Apprenticeship Law), the rules and regulations of the Florida Department of Education, Division of Career and Adult Education - Apprenticeship (here in after referred to as the Registration Agency), the applicable apprentice standards, and any pertinent information/instructions received from the Registration Agency or other source.
- To provide such technical information and administration assistance as may reasonably be necessary for the Employer to comply with all applicable rules, standards, and other requirements.
- To refer registered apprentices to the Employer for employment in such numbers and at such times as may be requested by the Employer to the extent possible with the existing supply of apprentices and within the requirements of applicable rules and standards.
- To provide the work-related training required by the program standards.

**Duties of the Employer:**

- To read and abide by all applicable laws, rules, regulations, standards and other requirements which govern the operation of the program and training of apprentices. The Employer hereby acknowledges receipt of the registered apprenticeship program standards as approved by the Registration Agency.
- To retain and train the apprentice(s) in his employ as work is available.
- To pay his fair share of the financial expense of the Program Sponsor. In determining the actual amounts due from the Employer, the funding formulas contained in the registered program standards shall control.

**IV. COPIES:** This agreement shall be made and executed in duplicate originals, one of each shall be retained by the Employer and one to be retained by the Program Sponsor. An executed copy shall be made at the same time and be sent by the Program Sponsor to the Registration Agency local servicing representative's address. In addition, a copy of any notice of termination as provided in Article II shall be sent to the Registration Agency, by the party so terminating. IN WITNESS WHEREOF, the parties set their hands on the dates below indicated.

EMPLOYER: \_\_\_\_\_ PROGRAM SPONSOR: \_\_\_\_\_  
 PRINT NAME: \_\_\_\_\_ PRINT NAME: \_\_\_\_\_  
 SIGN: \_\_\_\_\_ SIGN: \_\_\_\_\_  
 TITLE: \_\_\_\_\_ TITLE: \_\_\_\_\_  
 EMAIL: \_\_\_\_\_ EMAIL: \_\_\_\_\_  
 DATE: \_\_\_\_\_ DATE: \_\_\_\_\_

DCAE Form APPR-102 (Revised 1/09)



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



Open Aperture at f/1.4

Closed Aperture at f/11



sr lounge

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?