Webinar: Connecting the Workforce: Developing Apprenticeships Programs with WorkKeys Solutions

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Presenters:

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Apprenticeships Trends Today

• What are apprenticeships
  • Work based learning
  • Earn & learn model
  • Career choice
• Since 2013, 42% participation growth with 12% increase from 2016-17
• Manufacturing and construction more traditional apprenticeships
• Healthcare and homeland security are some emerging apprenticeships
• Registered and non-registered programs
Agenda

• Apprenticeships and Workforce Innovation and Opportunity Act [WIOA]
• Eastman Apprenticeship best practice
• Apprenticeship and WorkKeys
• Apprenticeship approaches
• Summary and closing remarks
• Q&A
Pre-apprenticeships are designed to provide a pathway for successful entry into apprenticeship programs

Quality pre-apprenticeship have these core components:
- Connection to existing apprenticeship program
- Approved training and curriculum
- Career focused hands-on training
- Opportunity to earn industry-recognized credentials
- Provide supportive services and career counseling
- Strategies for long term success
  - Focus on under-represented populations
  - Education preparation enabling success
Good apprenticeship programs are designed to be a career choice providing an opportunity to ‘earn and learn’

Can be registered or unregistered

Apprenticeship program common elements:
1. Business involvement
2. Structured On the Job Training
3. Related instruction
4. Rewards for skills gain
5. Occupational credential
Workforce Investment & Opportunity Act [WIOA] funds can be used for ACT WorkKeys solutions for WIOA eligible recipients.

ACT WorkKeys NCRC credential is valuable in combination with

- career pathways
- sector strategies
- *registered* apprenticeships
- occupational skills credentials

WorkKeys solutions are valuable in matching people to jobs.

WIOA & Apprenticeships

- WIOA emphasizes work-based learning, including “earn and learn” strategies that enable on-the-job (OJT) training, customized training, and Registered Apprenticeship.
- Work-based learning fosters increased employer engagement and industry partnerships, and is a value-add component of sector strategies.
- When it comes to apprenticeship, it is important to note that the intent of WIOA is to support and encourage the expansion of Registered Apprenticeship (RA).
- USDOL describes RA as an evidence-based model for job seekers and a job-driven strategy for employers that can lead to strong WIOA performance results.
- See USDOLETA TEGLs 13-16 and 19-16.
Advantages of Registered Apprenticeship

• WIOA allows Registered Apprenticeship (RA) program sponsors to be automatically eligible for placement on state-approved Eligible Training Provider List (ETPL) and waives the review procedures
• Pre-apprenticeship funded under WIOA MUST have at least one RA partner
• RA sponsors can use WIOA ITA funds to cover classroom/instructional training
• WIOA expands potential of OJT to support RA, allowing up to 75% reimbursement of apprentices’ wages
• LWDBs may use up to 20% of local adult and DW funds to pay cost of incumbent worker training
• Other funds that can be used for RA include TAA funds, WIOA state discretionary (15%), ETA discretionary, ApprenticeshipUSA expansion grants, Pell Grants, SNAP E&T and more
Guest Speaker

Jeff Frazier
Training Services Manager
Eastman
Apprenticeship Summary

- DOL registered apprenticeship sponsor
- Two registered programs
- 11 different occupations
  - Time-Based
- 450+ active apprentices

WorkKeys required for all occupations
Related Training & Instruction

- Developed and delivered in partnership with Northeast State Community College
- Consists of on-line related instruction and hands-on labs
- Apprentices receive college credit for related instruction
- Receive a Tennessee Board of Regents “Industrial Operations Certificate”
OJT/Job Specific Training

- Developed to for each occupation to deliver job specific competency
  - WorkKeys job profiles help validate and assist in alignment of needed job specific training
- Managed by Eastman training personnel
- Delivered by journey-level employees
RCAM - Group Apprenticeship Program

- Apprenticeship Summary
  - Northeast State - DOL registered apprenticeship sponsor
  - Two different occupations
    - One time-based
    - One hybrid

- Used by Eastman to support entry-level position
  - “Industrial Manufacturing Associate”
  - Expected 80+ active apprentices
Summary

- Apprenticeships are key to Eastman’s workforce development strategy
- WorkKeys profiles are an essential tool to hire a capable workforce
- WorkKeys occupational database essential to Northeast State group registered program
Useful Links

- Eastman
- Regional Center for Advanced Manufacturing (RCAM)
- RCAM Facebook
- US DOL Apprenticeships
WorkKeys & Apprenticeships

- Job Profiling and Curriculum Profiling
- Validity Research
- WorkKeys Assessments
- WorkKeys Curriculum
- WorkKeys NCRC
WorkKeys & Apprenticeships

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ACT
Job Profile

Occupation Profile

Curriculum Profile

Job and Curriculum Profiling
Tasks or Learning Objectives

Traditional WorkKeys Profiling

The Job Profiling Process

- Skill Analysis
- Task Analysis
- Completion of the Job Profile
- Initial Task List Preparation
- Client Contact and Tour

WorkKeys Tests
Profile Plus

Identify all tasks and/or learning objectives

Identify Knowledge, Skills, Abilities, Tools & Technology

Identify WorkKeys skills & levels for entry and effective performance
WorkKeys & Apprenticeships
WorkKeys solutions can help:

- Improving existing apprenticeship program success
- Building apprenticeship program leveraging existing national industry credentials and associated training
- Building new apprenticeship program from the ground up
Improving existing apprenticeship program success

How WorkKeys can be deployed:

• Use Curriculum profile tools to determine apprenticeship program entry and exit WorkKeys scores

• Use WorkKeys assessments to determine program readiness

Best Practice:

• St. Louis Carpenters Joint Apprenticeship Program
• WorkKeys required in first year
• 80% completion rate after first year
Building apprenticeship program leveraging existing national industry credentials and associated training.

How WorkKeys can be deployed:

- Conduct ‘job or occupational profile plus’ to understand a comprehensive lists of job tasks
- Review and select national industry credential program based on job profile plus insights
- Conduct curriculum profile on industry credential training program – both entry and exit
- Use WorkKeys assessments for apprenticeship program readiness
- Use WorkKeys curriculum to prepare apprentices for success

Best practice:

- MSSC Certified Production Technician program
- Curriculum profile completed – WorkKeys NCRC Silver for program entry
Building New Apprenticeship Program

Building new apprenticeship program from the ground up

How WorkKeys can be deployed:

• Partner with a community college to help build the program
• Conduct ‘job or occupational profile plus’ to understand a comprehensive list of job tasks
• Leverage insights gleaned from job profile along with subject matter expert knowledge to develop curriculum
• Conduct curriculum profile to evaluate WorkKeys both entry and exit levels
• Use WorkKeys assessments for apprenticeship program readiness
• Use WorkKeys curriculum to prepare apprentices for success
Key Webinar Take-aways

• Industry leading Apprenticeship program development and implementation is a winning best practice

• WorkKeys solutions can be used in Apprenticeship programs to:
  (1) identify program readiness
  (2) improving successful completion
  (2) develop new Apprenticeship program

• ACT WorkKeys job and curriculum profiling are key tools to developing and implementing successful Apprenticeship programs
Join us in New Orleans October 8-10
2018 ACT Workforce Summit and
learn how Work-Based Learning and Apprenticeship IS Working

- Dr. Walter Bumphus, President and CEO, American Association of Community Colleges, who served on the President’s National Task Force on Apprenticeship Expansion, will lead a plenary discussion alongside the National Governors Association, Center for Best Practices, on how states and local areas are scaling high-quality apprenticeship and work-based learning programs for youth and young adults.

- Plus five additional workshops featuring “best practices” and innovative strategies to expand apprenticeship and work-based learning, including the US Department of Labor Office of Apprenticeship!
Questions
Thank you!

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*Contact for job or curriculum profiling questions
Thank you for joining us!

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