Breakfast

- **Beverages:**
  - Coffee: Regular and Decaf
  - Hot Water, Tea
- **Food:**
  - Scrambled eggs, bacon, sausage, potatoes, pancakes and waffles.
  - Build your own parfait with yogurt, seasonal fruits, and granola.
  - Assorted pastries and bagels served with cream cheese, butter, and jam.

* Items marked as Gluten Free, Vegetarian, and Dairy

Housekeeping

- **<u>Restrooms:</u>** The restrooms are conveniently located across from the Ballroom

- **<u>Food throughout the day:</u>** Snacks and lunch

- **<u>Wifi:</u>** HotelBurbankNov2024

- **<u>Self Parking:</u>** Parking validation will be covered by the FCCC

- **<u>Quiet signal:</u>** Quiet coyote signal

- **<u>Luggage:</u>** Please leave your luggage in Ballroom C or the room with breakfast to keep walkways clear

- **<u>First Aid:</u>** Should you require first aid, please go to our staff table for further assistance

- **<u>Emergency exits:</u>** In the event of an emergency, please calmly and quickly find the exit doors to the parking lots

GROW APPRENTICESHIP CALIFORNIA

Supporting the expansion of apprenticeships and providing access statewide.

Objectives

- Understand the apprenticeship landscape and priorities in their region.

- Build a work plan of actionable next steps for developing a Registered Apprenticeship Program in their region.

- Grow and enhance meaningful connections with apprenticeship stakeholders in the Los Angeles and Central Valley Mother Lode Regional Consortia.
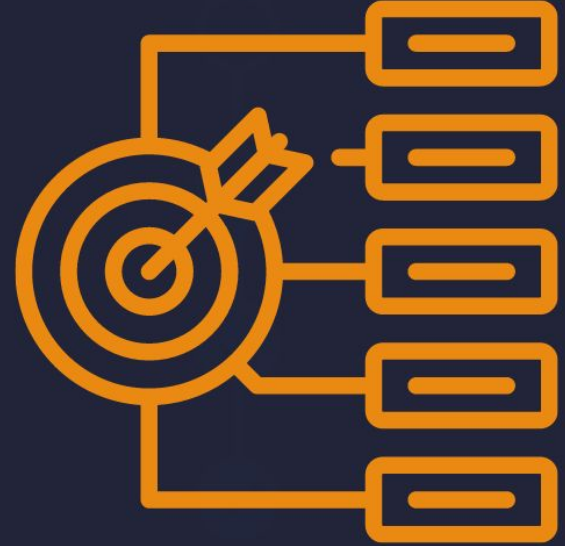
Agenda

- Welcome and GAC Introduction
- Networking Activity
- LAUNCH Presentation
- Survey and Regional Data Activity
- Break
- Apprenticeship Rubric Activity
- Lunch
- Mid-Day Re-Energizer
- Work Plan Development
- Closeout and Next Steps

About Grow Apprenticeship California (GAC)

- FoundationCCC initiative, with funding support from The James Irvine Foundation

- Supports the expansion of apprenticeships and providing equitable access statewide

- Statewide Community of Practice that includes 2000+ individuals

Join our Community of Practice

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Supporting the expansion of apprenticeships and providing access statewide.

Meet the GAC Team

Mighty team of FoundationCCC Workforce Development Department staff support California's apprenticeship ecosystem by providing technical assistance through activities like:

- Toolkits

- Newsletter

- Online Community of Practice

- Webinars

- Convenings

GROW APPRENTICESHIP CALIFORNIA

GAC 3.0 Overview

- 3-year project focused on expanding apprenticeship programs to enhance education and workforce opportunities

- Establish deep technical assistance with two Regional Consortia

- Identify and disseminate best practices for building regional models of apprenticeship

Supporting the expansion of apprenticeships and providing access statewide.

Scope of Work

Year 1	Year 2	Year 3

Year 1
- **Focus on understanding apprenticeship environment**
- Survey Regional Consortia
- Identify key partners
- Identify Regional Apprenticeship Lead
- Share GAC Resources

Year 2
- **Focus on regional capacity building**
- Develop tailored action plans
- Attend regional design sessions
- Develop regional resources

Year 3
- **Focus on dissemination and sustainability**
- Complete regional action plans
- Elevate effective models and standards
- Formalize regional playbook

GROW APPRENTICESHIP CALIFORNIA

Supporting the expansion of apprenticeships and providing access statewide.

Who's Involved?

- FoundationCCC

- LAUNCH

- Consortium Regional Apprenticeship Lead

- Consortium Members

Engagement Expectations

- Participate in up to five in-person convenings over the two years

- Quarterly virtual check-in

- Monthly check-ins with Regional Apprenticeship Lead

- Responding to FoundationCCC communications

Networking Activity

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and providing access statewide.

Networking Activity

- Each person will stand up and find someone in the room that they have not met that matches the explanation provided.

- In their pairs, they will answer three 2-minute prompts.

What are you *hoping* to get out of today's event and *why*?

LAUNCH Presentation

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and providing access statewide.

Partnering to Build Talent Through Apprenticeship

November 13, 2024

HEARING THE PROBLEM – ACKNOWLEDGE THE DISCONNECT

Example of Skills Gap in Registered Nursing

THE SKILLS GAP

A MarketPoint Infographic

The Skills Gap: "the point at which an organization can no longer grow or remain competitive because it cannot fill critical jobs with employees who have the right knowledge, skills, and abilities" (ASTD)

How Bad Is It?

84%
of employers report a skills gap in their own organizations (ASTD)

Middle- and high-skills jobs comprise the largest gaps (ASTD)

The highest areas for skills gaps: (ASTD)

54% Leadership and executive skills

38% Managerial and supervisory skills

37% Job- or industry- specific skills

Registered Nurse Shortages by State (Projected)

Difference between supply and demand expected by 2030

		Most Severe Shortages		
Rank	State	Supply (2030)	Demand (2030)	Difference
1	California	343,400	387,900	-44,500
2	Texas	253,400	269,300	-15,900
3	New Jersey	90,800	102,200	-11,400
4	South Carolina	52,100	62,500	-10,400
5	Alaska	18,400	23,800	-5,400
6	Georgia	98,800	101,000	-2,200
7	South Dakota	11,700	13,600	-1,900
8	Montana	12,300	12,100	200
9	North Dakota	9,900	9,200	700
10	New Hampshire	21,300	20,200	1,100

Source: U.S. Health and Human Services, Health Resources and Services Administration, National Center for Health Workforce Analysis, "Supply and Demand Projections of the Nursing Workforce: 2014-2030," 2017: https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/data-research/nchwa-hrsa-nursing-report.pdf

LAUNCH APPRENTICESHIP NETWORK

Work-based Learning Solution Strategy

Work-Based Learning: An approach to training in which a student or worker completes meaningful tasks in a workplace i.e. Apprenticeship Model/Earn & Learn

- In 2018, Governor Gavin Newsom set an ambitious goal of reaching 500,000 active apprentices by 2029. He did so because apprenticeship is a proven model and clear strategy for connecting Californians to good jobs. It has a strong track record for workers and employers.

APPRENTICESHIP
THE **GOLD** STANDARD

**Industry and
Employer Led &
Student Centered!**

Employer Involvement
Employers are the foundation of every apprenticeship program.

Structured On-the-Job Training
Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.

Related Training and Instruction
Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, or apprenticeship training schools – or provided on-line or at the job site.

Rewards for Skill Gains
Apprentices receive increases in wages as they gain higher level skills.

National Occupational Credential
Apprenticeship programs result in a nationally-recognized credential – a 100% guarantee to employers that apprentices are fully qualified for the job.

Apprenticeship

PURPOSE: **TRAINING** ✓

1 – 5 YEARS ✓

PAID WITH WAGE PROGRESSION ✓

EARN **WHILE** YOU LEARN ✓

CLASSROOM INSTRUCTION
AND STRUCTURED ✓
ON-THE-JOB TRAINING

FOCUSES ON SKILL AND
CAREER **ATTAINMENT** ✓

RECEIVE ACADEMIC CREDIT
MAY INCLUDE: COLLEGE UNITS, ✓
CERTIFICATES, AND/OR **DEGREES**,
ALONG WITH STATE AND FEDERAL
CERTIFICATIONS

Why do students choose apprenticeship?

INTERNSHIP

> PURPOSE: **EXPERIENCE**

> **3 – 6 MONTHS**

> COULD BE **PAID OR UNPAID**

> LEARN **BEFORE** YOU EARN

> **SUPPORTS** CLASSROOM
> INSTRUCTION

> FOCUSES ON CAREER **EXPLORATION**

> **NO** CERTIFICATIONS EARNED

LAUNCH APPRENTICESHIP NETWORK

LINEAR   VS.   DYNAMIC

Dynamic Apprenticeship Focuses on the Learning more than the Occupation
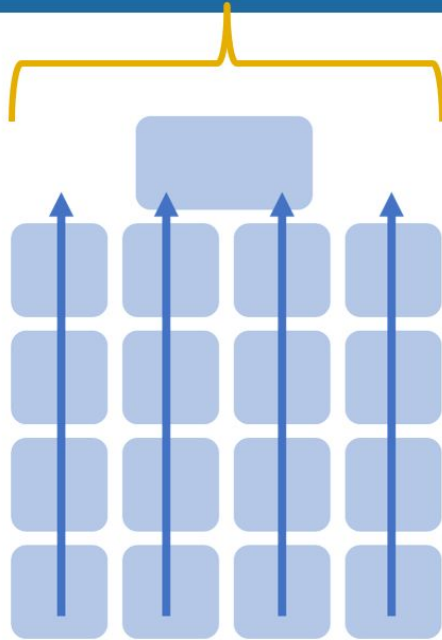
Examples of linear career paths
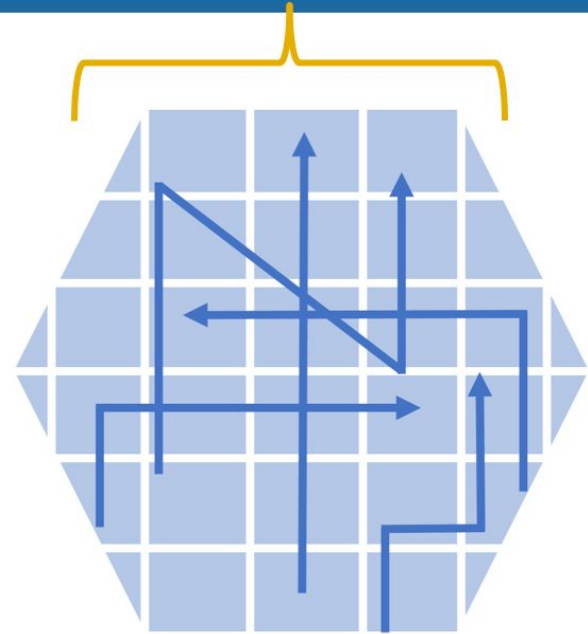
Examples of more varied paths for growth and development

TRADITIONAL COLLEGE STUDENT

- Consists of a standard track of courses involving general education + major classes

- Most likely working a job unrelated to the field of study

→

Graduate
(Certificate or Degree)

→

- Hopefully find job
- Start at lower wage and jump to next company for more money
- Take time to figure out how to fit into industry / company culture

VERSUS . . . APPRENTICESHIP LIFE

- Begin working in industry during early part of program

- Enroll in college courses related to daily work tasks

→

Graduate

- Work in the industry and make $

- Get promoted / continue schooling

OPTIONS FOR RELATED EDUCATION

1

Existing Courses & Open Enrollment

-Industry selects courses from college catalogs.

-Confirmed apprentices enroll around their work hours.

2

Existing Courses & Closed Enrollment

-Industry selects courses and scheduling. Courses are attended exclusively by apprentices.

-Cohort minimums apply.

3

New Courses & Closed Enrollment

-Industry works with colleges to develop new curriculum.

-If closed enrollment, cohort minimums apply.

4

Onsite Instructional Delivery

-Classes are run onsite at industry partner's facility.

-Additional costs and logistics apply.

CHALLENGES FACING NEW PROGRAMS

- What is a modern apprenticeship supposed to look like?

TOP CHALLENGES for PROGRAMS and APPRENTICES:

| Difficulty in communicating the value of the trades to external stakeholders | Difficulty in communicating the value of a trade to prospective apprentices | Length of time required to produce skilled workers | Lack of/ ineffective preapprenticeship initiatives | Offers of more steady work in other industry sectors |

PROGRAMS WITH NO SYSTEM

World's Oldest Organism: a grove of Quaking Aspen sharing one root system from Fish Lake National Forest

- Items to Address:
  - ➢ Standards Practices and Shared Understanding
  - ➢ Agreement about Levels & Quality

- Building trades programs - as well as Fire Trades - share the same "root system"
- Programs develop from within the system and they are sustained by the system

- New and Innovative programs have different "root systems" (CAI Grants, CTE, CBOs, DOL, etc.)
- Permits variety but lacks stainability and long-term impact

FOR APPRENTICESHIP TO MATTER

1

Principle 1.

Apprenticeship is student-centered & industry-led.

2

Principle 2.

Industry invests in the program and the individual apprentices by providing meaningful paid work-based learning.

3

Principle 3.

Apprenticeship is not an "alternative" to higher education. but leverages and integrates higher education for the greatest impact.

4

Principle 4.

Apprenticeships multiply options for those seeking access to high paying careers.

REGIONAL SYSTEMS FOR APPRENTICESHIP DEVELOPMENT

Strategy 1. Develop regional apprenticeship committees: Multiple Employers/Sponsors/ LEAs

Strategy 2. Committees focus on aggregate workforce needs and professional pathways: OJT, Work processes, Etc.

Strategy 3. Leverage multiple organizations and workforce systems to serve as resources: Outreach/Recruitment/Support/Etc.

Strategy 4. Utilize blended-approach of Local Educational Partnerships to support intentional classroom learning

Strategy 5. Assert the apprenticeship model, not the funding mechanisms! Longevity and sustainability is KEY!

LAUNCH Apprenticeship Network

Local Apprenticeship Uniting a Network of Colleges & High Schools

Provide soft skills education for apprentices

Educate middle and high school students about apprenticeships

Identify locally in-demand occupations ripe for apprenticeships

Provide or connect apprentices with young kids to childcare services

Evaluate apprenticeship curricula and report quality metrics to DoL

American Apprenticeship Institutes

Recruit employers to start new apprenticeship programs

Guide employers through apprenticeship program design and registration

Provide apprentices with career counseling, mentorship, and tutoring

Match new workers and transitioning workers with apprenticeships

Connect employers with local colleges to provide classroom instruction

Colleges are the Backbone

LAUNCH APPRENTICESHIP NETWORK

WHAT'S THE CALL TO ACTION?

- We are asking regions to work on apprenticeship collaboratively and build regional system capacity.

  - What would this look like:
    - Central Valley/Mother Lode Regional Consortium & Los Angeles Regional Consortium identifies key leadership for regional apprenticeship initiative.
    - Establishes regional apprenticeship intermediary sponsorship organizational structure.

- We are asking regions to work in partnership to form multi-regional programs and systems throughout our community colleges.

  - What would this look like:
    - Regions share registered apprenticeship pathways through multi-regional apprenticeship committees.
    - DO EVERYTHING (OR AT LEAST A LOT OF THINGS) TOGETHER!

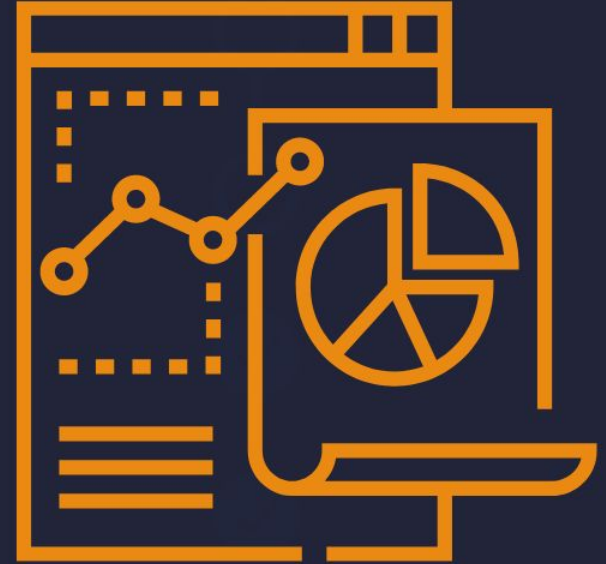# Survey and Regional Data Activity

Why Using Data is <u>COOL</u>!

- Objective and grounds decisions in logic and reasoning

- Leads to greater control over outcomes

- Allows proactive implementation, as well as more agile responsiveness

- Provides greater transparency, leading to more accountability

- Reduces waste by focusing resources on successful strategies

Overview of Data Sources

- Community-level data from the US Census Bureau

- Labor market data from Centers of Excellence

- Apprenticeship readiness and capacity data from the Regional Apprenticeship Survey

Supporting the expansion of apprenticeships and providing access statewide.

Resources

Workshop Folder

https://bit.ly/GACNov

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Use Your Region's Data to Complete the Data Worksheet

Break

- **Beverages:**
  - Coffee: Regular and Decaf
  - Hot Water, Tea
  - Soda Variety
- **Snack:**
  - Trail mix
  - Chips
  - Fresh fruit
 - Chocolate chip cookies

Apprenticeship Rubric Activity

Apprenticeship Rubric Introduction

This rubric is designed to assess essential areas for developing and scaling regional Registered Apprenticeship Programs (RAPs) using a four-point scale:

- **1 = Building:** Stakeholders are working to gain knowledge, understanding, or capacity to begin to implement strategies.

- **2 = Developing:** Stakeholders are in the early stages of developing and implementing this component.

- **3 = Managing:** Stakeholders are implementing and maintaining the necessary strategies related to this component.

- **4 = Scaling:** Stakeholders have successfully implemented essential elements and have identified best or promising practices to increase their reach and scope.

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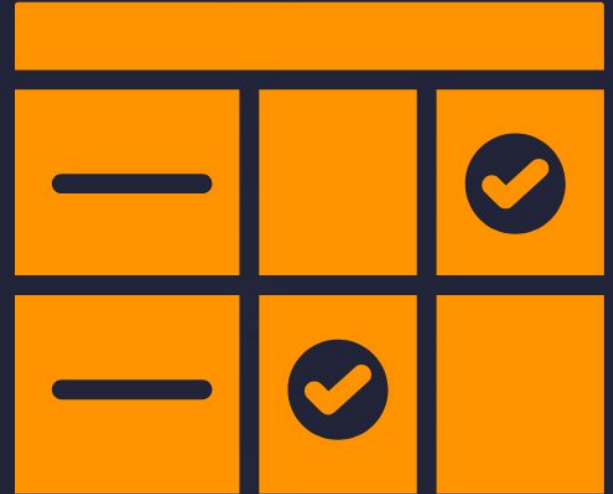
Apprenticeship Rubric Instructions

- **Review Context:** Read the context for each area.

- **Select Score:** Choose the score that reflects your organization's status.

- **Identify Priorities:** Review your scores to identify priority areas for action planning.

- **Outline Next Steps:** Use the next category to detail next steps for prioritized Essential Areas.

- **Consider Overlap:** Note that Essential Areas may not cover every need and may overlap.

- **Time Allocation:** One hour to complete the rubric and identify priority areas for the second half of the session.

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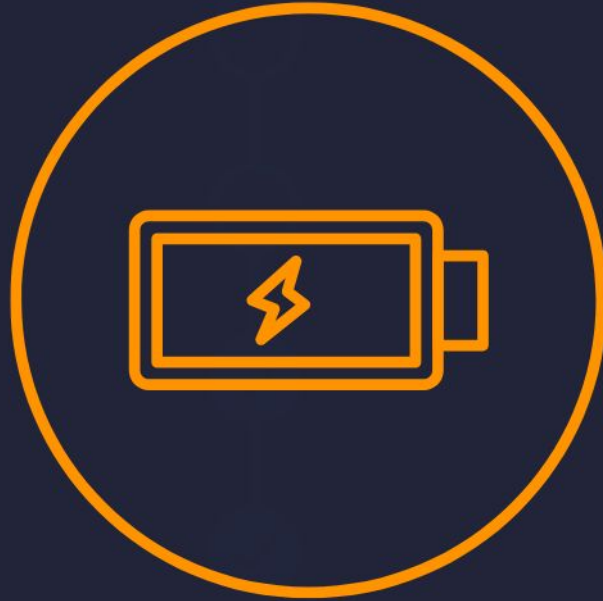Supporting the expansion of apprenticeships and providing access statewide.
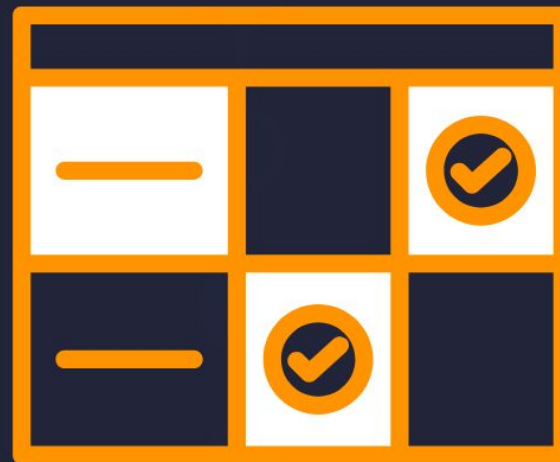
Lunch

- Build your own tacos, with all the fixings!

- Chips with salsa & guacamole

- Chef's desserts

- Items marked as Gluten Free, Vegetarian, and Dairy Free

Mid-Day Re-Energizer

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Mid-Day Re-Energizer

- Partner up!

- Rock, Paper, Scissors

- Winner advances, other becomes the cheerleader

- Continue until only 2 remain!

Apprenticeship Rubric Activity

Work Plan Development Activity

https://bit.ly/GACNov

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Work Plan Development Activity

- Using the rubric and your findings from the data analysis, identify your immediate next steps for each essential area.

  Consider:

  - What activities or tasks need to be completed
  - Who would be responsible for making sure that happens
  - What partners need to be engaged
  - By when the tasks should be completed
  - How you know you've completed it

- After you've gone through each essential area, identify your top three priorities to accomplish for the next quarter

Work Plan Development Activity

Essential Area	Activities	Responsible Person(s)	Partners	Deadline	Completion Criteria
1. Understanding of Labor Market and Industry Needs	-Hold discussions with employers, trade associations to better understand industry demands -Gather data on employment trends to know how to find labor market data -Incorporate monitoring labor market data into standing stakeholder meetings	Mary Jane, Employment Specialist	Center of Excellence, Susie- Chancellor's Office Tommy- LAUNCH	2/5/2025	☐ Held at least 2 discussions with key employer partners ☐ Added data review to monthly partner meeting ☐ Complete labor market summary report

Funding Discussion

- $50,000 in funding to the Consortium per year for two years

- Funding must be used for:

  - Supplementing Regional Coordination Staff Salary

  - Equity Strategies

- Work with leadership and Regional Apprenticeship Manager to determine use of funds. Usage must be approved by FoundationCCC

Potential Funding Uses

Barriers to Apprentice Success:

- Housing Insecurity
- Financial Insecurity (childcare, transportation, elder care)
- Lack of mentors/role models

Equity Strategies:

- Establish mentorship programs
- Stipends for childcare, bus passes, rideshare codes, etc,.
- Housing support fund

Next Steps and Closeout

Reflection

What <u>immediate actions</u> will you take following this event to ensure that the ideas and plans discussed today are <u>implemented effectively</u> in your region?

Survey

www.surveymonkey.com/r/GAC3Nov

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Upcoming Events

November 20, 2024	**10:00 AM - 11:00 AM**	<u>**Webinar:**</u> **Empowering Futures: Apprenticeships for Justice-Involved Individuals**	Join us during NAW as you will have the opportunity to explore how apprenticeships can be a powerful tool for justice-impacted individuals re-entering the workforce.
January 21, 2025	**10:00 AM - 12:00 PM**	**LARC Regional Virtual Convening**	Opportunity for LARC partners to review progress on the project work plan developed in November, ensure alignment on essential areas, strategize to address challenges, identify priorities for the next quarter and next steps, and address any technical assistance.
January 22/23, 2025 (date to be finalized soon)	**10:00 AM - 12:00 PM, 1:00 PM - 3:00 PM**	**CVML Regional Virtual Convening**	Opportunity for CVML partners to review progress on the project work plan developed in November, ensure alignment on essential areas, strategize to address challenges, identify priorities for the next quarter and next steps, and address any technical assistance.

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Stay in Touch

- Sign up for our newsletter

- Visit our website

- Join our LinkedIn Community of Practice

- Contact our GAC Team

- View our GAC resources

- Register for GAC events

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Self-Parking Reminder

Parking validation will be covered by The FCCC. To exit, scan your original ticket followed by the voucher.