

Improved Reentry Education Webinar: Registered Apprenticeship 201



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AGENDA

Welcome and Introductions

Pre-Apprenticeship to Registered Apprenticeship

- Quality Framework
- Getting Started

Apprenticeship as a Reentry Strategy

- Why apprenticeship is particularly suited as a reentry strategy
- Benefit of tying vocational education to work-based learning
- Benefit of connecting work activities behind bars with

Apprenticeships in Action Examples

- Behind bars
- During reentry process and on the outside
- Women in the trades

WHAT IS PRE- APPRENTICESHIP?

Program to provide critical skills and supports to expand access to **registered apprenticeships**, supported by a formal relationship.

Often designed to serve populations underrepresented in registered apprenticeship.



WHAT IS -REGISTERED APPRENTICESHIP?

Registered Apprenticeship is a highly formalized system, with sponsors and apprentices tracked

Across federal government and states, there is a growing movement to formalize pre-apprenticeship

QUALITY FRAMEWORK

Program duration varies, but usually 4-12 weeks



GETTING STARTED

Identify target industry based on demand, presence of RA programs (locally or nationally)

Identify potential partners: quality pre-apprenticeship programs, quality job training programs, RA sponsors

If you have a training program already:

Map program onto pre-apprenticeship framework

Identify RA partners through the RA system, unions, intermediaries

Curriculum development or refinement, in partnership with RA sponsor, aligned with RA entrance standards

LEAD ORGANIZATIONS

Employers and RA Sponsors

Community and Technical Colleges

Unions and Labor Management
Organizations

Community Based Organizations
and Intermediaries

State and Local Government



KEY PARTNERS

Employers / Industry Association

- Identify skill requirements
- Provide mentors to deliver on-the-job learning
- Provide time for workers to complete instruction
- Hire new workers or select current workers as apprentices
- Define pay rates, including wage increments (employers responsibility unless apprentice has an agreement)

Union Partners

- Sit on advisory committees
- Host potential apprentices at training sites
- Speak to potential apprentices about what makes a successful candidate
- Provide information when and how to apply for apprenticeship

Educational Provider

- Develop curriculum and course content with employers
- Provide instructors – or train them
- Provide facilities
- Support recruitment
- Grant credentials and/or college credit
- Provide academic counseling and other support services

Public Workforce System

- Recruitment
- Aggregate supply and demand sides, connections to employers
- Provide training funds (through OJT contracts, ITAs, customized training)
- Provide support services

AVAILABLE CURRICULUM

Public / free

- LINCS
- Skills Commons
- State boards or agencies
- Apprenticeship USA
- Other examples: MSSC CPT curriculum or Wisconsin youth apprenticeship curriculum

Online Vendors

- Career Online High School
- Penn Foster
- ToolingU, AHIMA, PHI

CERTIFICATION FINDER

<https://www.careeronestop.org/Toolkit/Training/find-certifications.aspx>

Explore Careers ▼ Find Training ▼ Job Search ▼ Find Local Help ▼ Toolkit ▼ Resources For ▼

Certification Finder

◀ New Search

Find current certifications for your occupation or industry. Use the filters at left to refine your results.

Search by Certification Name, Organization, Industry or Occupation

Search 🔍

We found **80** certification(s) from **44** organization(s) for **healthcare**

Results Filtered by :

In Demand - **Yes**

Industry - **Outpatient Care Centers.**

Your Search

Keyword

healthcare

New Search by

Related Occupations

- [Healthcare Social Workers](#)
- [Healthcare Practitioners and Technical Workers, All Other](#)
- [Healthcare Support Workers, All Other](#)
- [Endoscopy Technicians](#)
- [Speech-Language Pathology Assistants](#)

Filter By

In Demand

[Yes \(Undo\)](#)

<u>Certification Name</u> ⚡	<u>Certifying Organization</u> ⚡	<u>Type</u> ⚡
Certified Professional in Healthcare Quality 🍷 N	National Association for Healthcare Quality	Core
Wound Care Certified 🍷 N	National Alliance of Wound Care	Specialty
Certified Clinical Medical Assistant 🍷 J M N	National Healthcareer Association	Core
Certified Patient Care Technician/Associate/Nurse Technician 🍷 M	National Healthcareer Association	Core

NATIONAL NETWORK OF BUSINESS AND INDUSTRY ASSOCIATIONS

[http://www.nationalnetwork.org/
resources/industry-recognized-
credentials](http://www.nationalnetwork.org/resources/industry-recognized-credentials)

INDUSTRY-RECOGNIZED CREDENTIALS: ADVANCED MANUFACTURING

ECONOMIC SECTOR: ADVANCED MANUFACTURING

JOBS IN DEMAND

- ▶ Industrial Machinery Mechanics and Maintenance Workers
- ▶ Machinists and Tool and Die Makers
- ▶ Metal and Plastic Machine Workers
- ▶ Welders, Cutters, Solderers and Brazers

INDUSTRY-RECOGNIZED CREDENTIALS

Manufacturing has a variety of industry-recognized credentials that span multiple industries, skill-levels and job functions. There are 16 organizations that have standards, credentials and skills certifications that have the most value to students, workers and employers.*

- Credentials included in this group cover foundational academic, personal and workplace skills; cross-cutting technical skills; and occupation-specific skills. Many of the credentials have been organized into aligned academic and career pathways, providing clear direction to entry-level and higher-level jobs in functional areas like welding and machining. Many of the manufacturing credentials can be earned in for-credit, competency-based post-secondary education programs, allowing individuals to progress in their higher education goals, move efficiently through programs to a job and work and learn simultaneously. The following is a list of functional areas with associated credentials:

FOUNDATION SKILLS

Workplace Skills

Credentialing/Standards Organization

ACT

Additional Information

National Career Readiness Certificate (NCRC)

Contact

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CROSS-CUTTING TECHNICAL SKILLS

Front-line production skills

Credentialing/Standards Organization

Manufacturing Skills Standards Council (MSSC)

Hands-On FRAMEWORK



TYPES OF WRAP AROUND SERVICES



ROLES OF EMPLOYERS AND SPONSORS

Sponsors are the only partner relationship specifically included in the quality framework.

Preferred entry or advanced standing

Program development and delivery

Articulate expectations

Contribute to curriculum development

Provide instructors and mentors

Provide program funding and materials/tools

Employment support

Supportive workplace

IDENTIFYING SPONSORS

Apprenticeship System

OA State Director or
Multi-State Director
State Apprenticeship
Director
DOL Grantees

RA Sponsors

DOL LEADERS
Intermediaries
OA and SAA online
databases

Unions

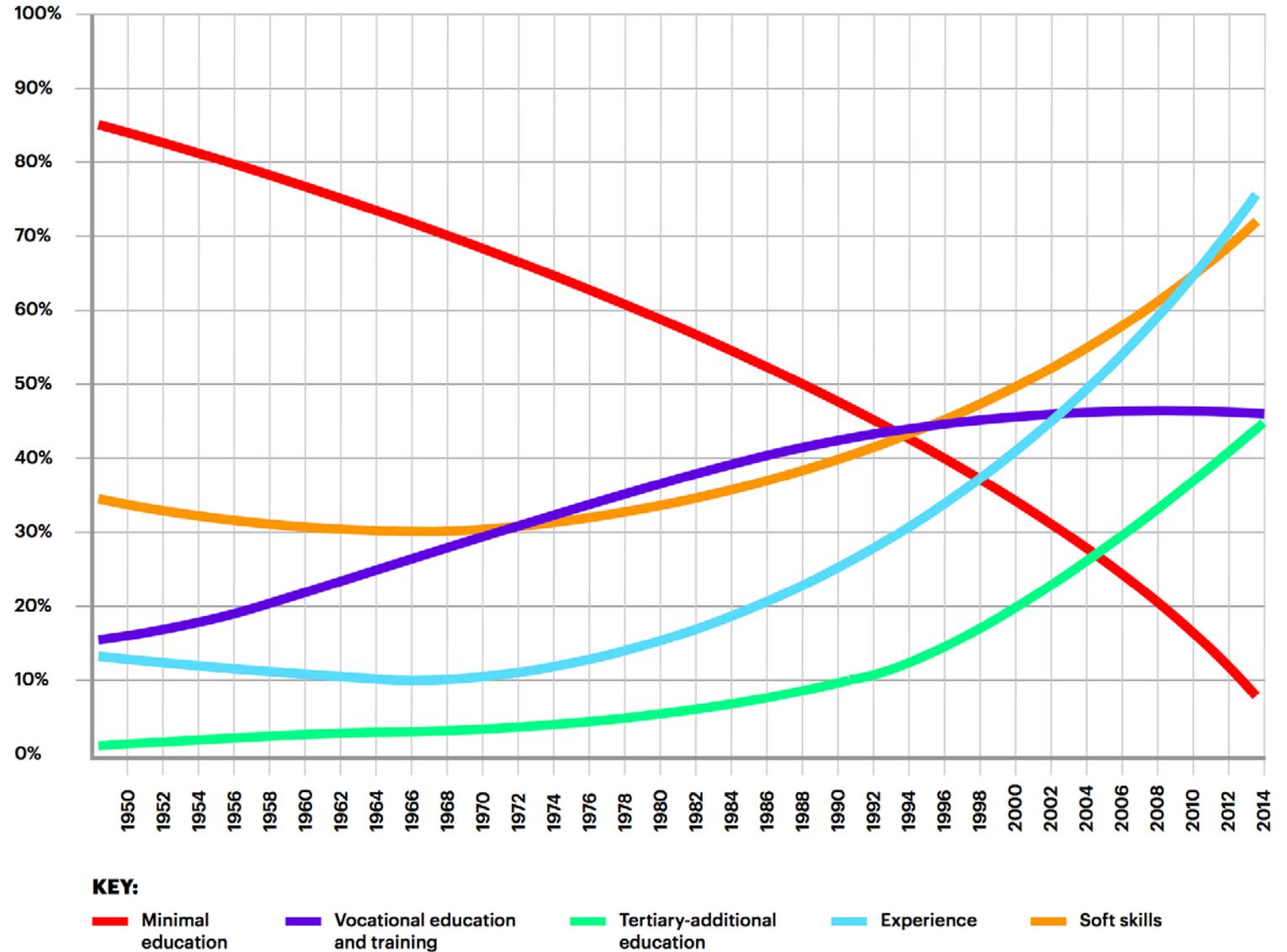
National offices:
AFL-CIO
SEIU
Unite Here

REGISTERED APPRENTICESHIP AS A REENTRY STRATEGY

Key Elements:

- Work-based and therefore applied learning
- Works with most occupations
- Provides training as well as work experience
- Turns 'time served' in to 'skills mastered'
- Provides work history

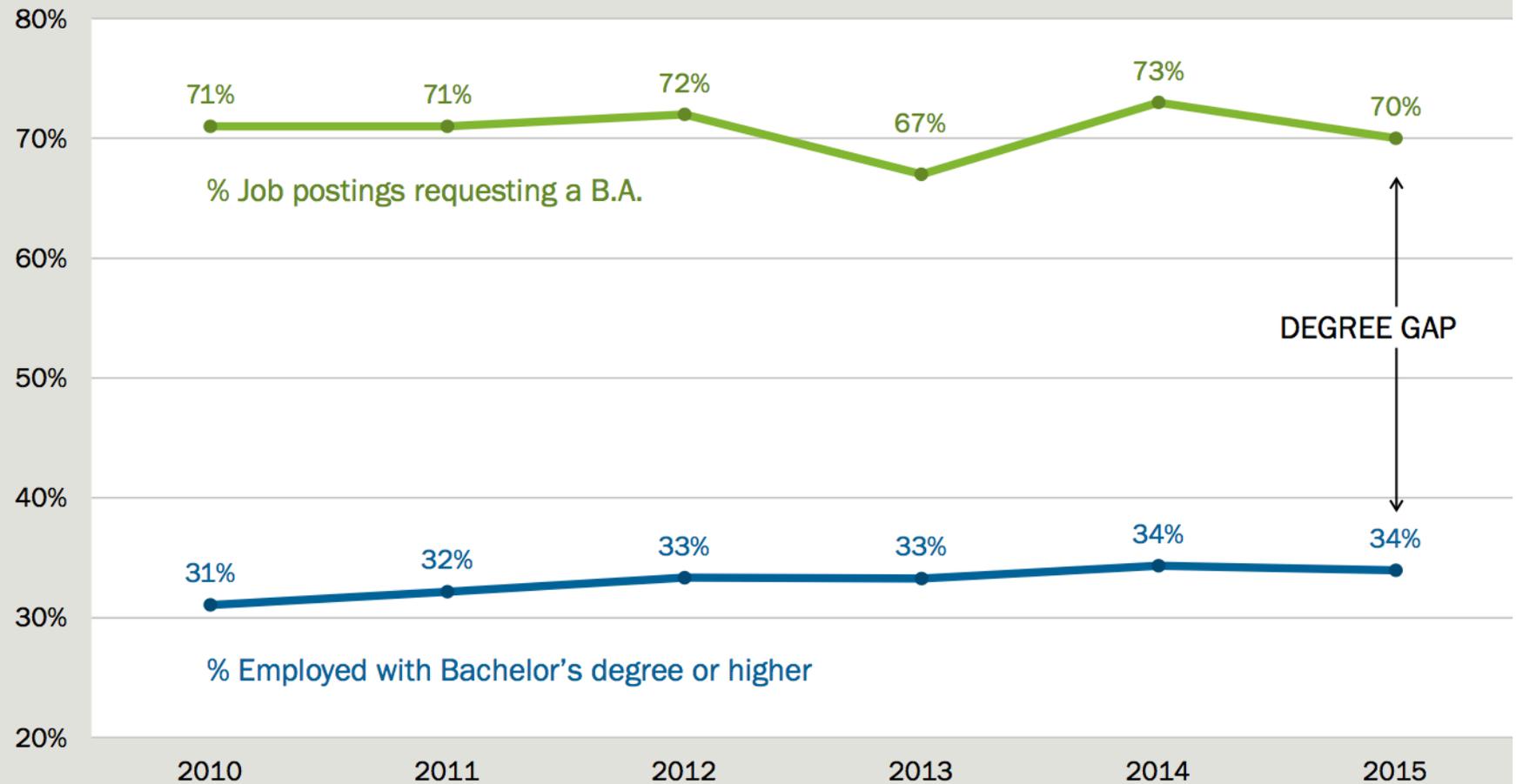
LABOR MARKET TOUGHER FOR REENTRANTS



(Source: Based on data given to the authors by those responsible for the Job Market Monitor, University of Zurich.)

DEGREE GAP HITS REENTRANTS THE HARDEST

Employers ask applicants to Supervisors of Office Workers positions to have a bachelor's degree, even though most supervisors currently employed in the occupation don't have one.



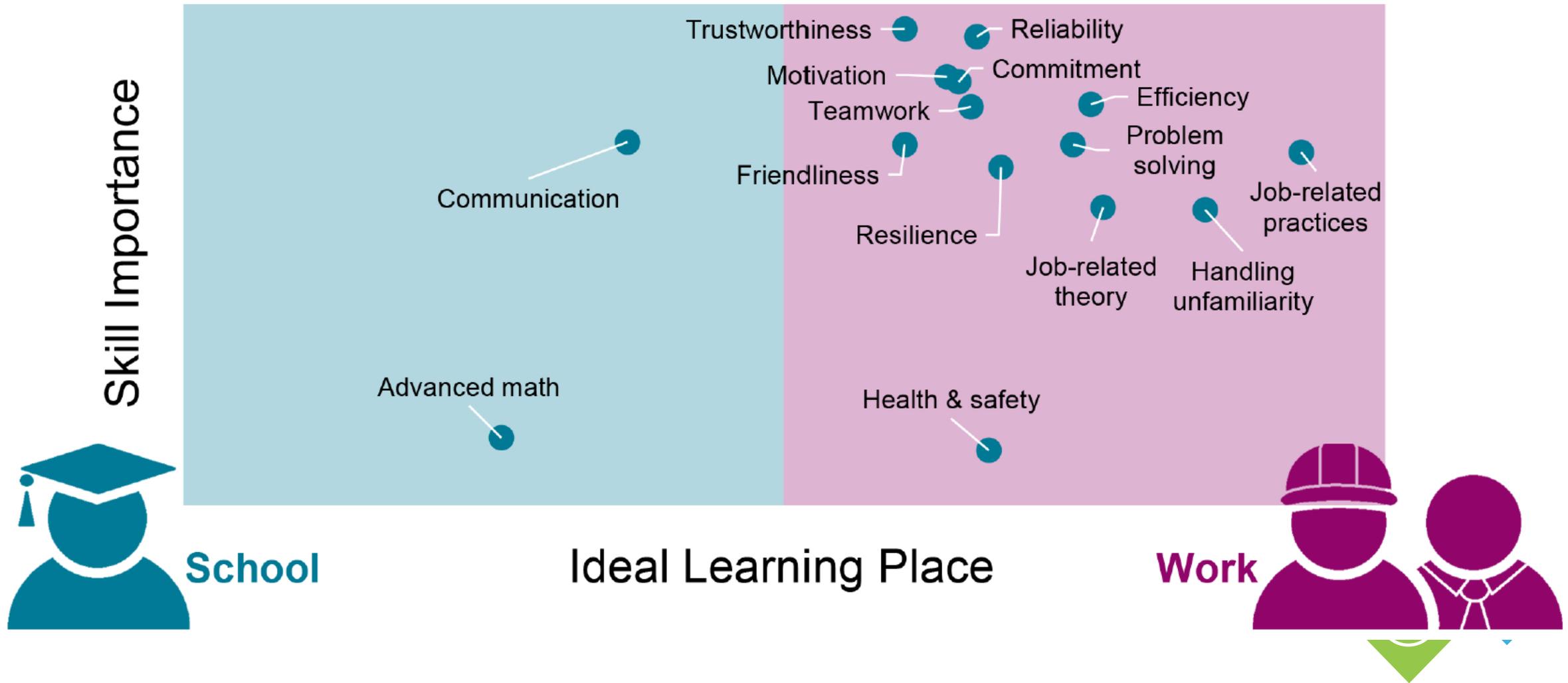
Source: Bureau of Labor Statistics, U.S. Department of Labor, Occupational Employment Statistics; Burning Glass Technologies' database of online job postings for 2010-2015; both sources accessed via Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool," February 2, 2017. Also includes data from U.S. Census Bureau, American Community Survey, 2010-2015 1-year estimates; IPUMS-USA, University of Minnesota, www.ipums.org. See Appendix 2.

Notes: First-Line Supervisors of Office workers: 1.4 million employed in 2015. 171,000 total job postings in 2015. SOC: 43-1011.

WORK
EXPERIENCE
AND
SOFT SKILLS



WHERE ARE KEY SKILLS BEST LEARNED?



REENTRY EMPLOYMENT SUCCESS

worked in the six months before
prison

had worked longer periods of time

held a prison job

participated in job training in prison

used a former employer to find a job



Two inmates work on cabinet doors at the Habitat for Humanity Prison Build at the Ionia Correctional Facility in Ionia, Michigan, on July 8, 2016.



BEFORE RELEASE:

Correctional Education

Facility Support

Public Work Assignment

Prison Industry

**Alignment with
other industries**

AFTER RELEASE:

**Referrals to AJC with
warm handoff**

**Continuation and
advanced training in same
pathway**

Placement support



Apprenticeship programs targeting Ex- offenders

[VICE and the Center for Employment](#)

[Indiana Department of Corrections](#)

[Iowa Department of Corrections](#)

[Second Chance Jobs for Felons](#)

[Flintridge Center \(Pasadena, CA\)](#)

[Jails to Jobs](#)

[Massachusetts Office of Labor and Workforce Development, Reentry Program](#)

[Washington State Department of Corrections, Trades Related Apprenticeship Coaching](#)

[Northern California Construction Training](#)

[Prisoner Reentry Network](#)

Spotlight WORK RELEASE PRE-APPRENTICESHIP

**Eleanor Chase House Work
Release Program**

Spokane, WA



Spotlight APPRENTICESHIP PREPARATION PROGRAM

FLINTRIDGE CENTER

Pasadena, CA

- MC3 Certification
- Life Skills



Spotlight

IOWA PRISON INDUSTRIES APPRENTICESHIP PROGRAM

Iowa Prison Industries, the Department of Corrections, and Kirkwood Community College have teamed up to offer ten apprenticeship programs to Anamosa offenders.

All the programs are recognized and approved by the Federal Department of Labor's Office of Apprenticeship.

Apprenticeships in the following areas: welding, computer operator, cabinet maker, cook, electrician (maintenance), refrigeration/air conditioner mechanic, maintenance repairer, plumber, fabricator-assembler metal production, and electrostatic powder coating technician.



Spotlight

CODE.7370

COMPUTER CODING

SAN QUENTIN STATE PRISON

- Learning concepts
- HTML
- JavaScript
- CSS
- Python
- web and logo design
- data visualization
- user interface/user experience



Spotlight



PRE-APPRENTICESHIP
TRADES ROTATION
PROGRAM



11 weeks, part-time

Primary target population: women

Program elements

Academic training: Trades math, blueprint reading

Certifications: OSHA, Flagger, Forklift

Physical fitness, nutrition, financial literacy

12 RA partners: Trades rotations, speakers, workshops, mock interviews

Spotlight



DIRECT SUPPORT
PROFESSIONAL
APPRENTICESHIP
PROGRAM



6-week pre-apprenticeship

Preceded by 4-week orientation and bridge

Followed by 1-year RA program

Primary target population: opportunity youth

Program elements

Skills training: Intro to behavioral health and intellectual disability

Certification: Electronic health records

Work-based learning: job shadowing

For more INFORMATION

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