



## **Workshop on Future Pre-Apprenticeship Programs November 27, 2018**

### **\*\*Issues mentioned more than once are noted by a multiplier**

1. What does a ready apprentice look like for your registered apprenticeship program?
  - a. Awareness of career field/career exploration/Knowing what they are getting into/Exposure (getting dirty in field)/Field trips/Potential income they can earn/Knowledge if this path is right fit
  - b. Possess/Required Soft skills
    - i. Follow orders/direction
    - ii. Critical thinking/Basic skill to improve critical thinking x2
    - iii. Time management x2
    - iv. Punctual/dependable/reliable x2
    - v. Good customer service skills
    - vi. Commitment
    - vii. Team work/collaboration
    - viii. Communication/listening x3
    - ix. Integrity
    - x. Good work ethic/work place literacy x2
    - xi. Conflict resolution x2
    - xii. Constructive criticism
    - xiii. Continued improvement
    - xiv. Emotional intelligence
    - xv. Professionalism
    - xvi. Hungry, Humble, Smart
  - c. Positive attitude x3
  - d. Possess High School diploma/GED
  - e. Desire/Willingness to learn x2
  - f. Stability
  - g. Appropriate Age/Maturity
  - h. Access to the required tools for trade
  - i. Math skills
  - j. Transportation
  - k. Math/applied math (algebra)/Bare essentials (measurements)
  - l. Knowledge of Technical terms of trade
  - m. Visual and graphic literacy (awareness)
  - n. Passing drug test x3
  - o. Safety Certifications (OSHA 10) x2
  - p. Familiarity of power/hand tools
  - q. Familiarity of Trade Curriculum



- r. Hands on Experience with manual labor and technology
  - s. Common sense
  - t. Confidence
  - u. Disciplined (mentors need to lead by example)
  - v. Budgeting – know how to budget (save for rainy days)
  - w. Research the field of interest and evaluate
    - i. Climate of job
    - ii. Harshness of job
    - iii. Remoteness of job
2. Our pre-apprenticeship programs aim to prepare and develop an individual to become a ready apprentice. What can your registered apprenticeship program do to help in this process?
- a. Providing mentorship program x3
    - i. One on one
    - ii. Group mentoring with a Minimum ratio (Mentor to Mentee)
  - b. Training on overall scope of apprenticeship program
    - i. Expectations
    - ii. Building confidence/competence
    - iii. Site tours x3
    - iv. Provide presentations
    - v. Listening sessions
    - vi. Ability to apply what participants learned in schools
    - vii. Educate school boards
    - viii. Working with all stakeholders to craft a better messaging for apprenticeship as a career path
  - c. Progress report to engage interest/Explain what is at the end of the road
  - d. Reward and opportunity
  - e. Utilizing staff/resources
  - f. Participate in program/curriculum development x3
    - i. Offer instructors from different trades
  - g. Participate in an advisory council program
  - h. Guest speakers
  - i. Access to the different trades/facilities x2
    - i. Mutual access to CCSD and Trades
  - j. Digital literacy (IT/Cyber)
  - k. Certifications
  - l. Outreach
  - m. Language in standards that address front of line entry for YouthBuild grads
    - i. By-pass written exams
    - ii. Interviews



- iii. Immediate direct entry based on certain skills
  - n. Opportunities to Community Service (requirement)
    - i. Cleaning up district/county/city
  - o. Improve the process from pre-apprenticeship stage to apprenticeship
    - i. Access and awareness
    - ii. Screening
    - iii. Structured volunteer opportunity
    - iv. Orientation
    - v. Pre-apprenticeship
    - vi. Registered apprenticeship
  - p. Work with CCSD to target the right population/schools (interested youth, school counselor support/engagement)
  - q. Improve employer participation
  - r. Do a pre-test and post-test for various career options to pursue
- 3. What additional resources could you make available through your respective registered apprenticeship program?
  - a. Training equipment
  - b. Unrestricted funds
  - c. Marketing (recruitment)
  - d. Access to employers
  - e. Space/facilities x2
  - f. Providing instructors/subject matter experts
    - i. Pre-recorded webinars/video's
    - ii. Hearings or any potential audiences
  - g. Workmen's comp for those 16 years and older
    - i. Consider working through staffing agencies an option
    - ii. Consider the pre-apprenticeship program purchasing an umbrella policy
  - h. Create volunteer opportunities to determine motivation
  - i. Change up science fairs with a pilot program
  - j. Provide a camp (get them exposed)
  - k. Reach out to Associated Builders and Contractors (ABC), Nevada Contractors Associations (NCA) & Association of General Contractors (AGC)
  - l. Grant writing; creating a pool of grant writers, teach contractors how to write and apply for grants
    - i. Perkins grant dollars (state)
    - ii. LiUNA grant (national)
  - m. Use location in Southern NV with combined resources
  - n. First aid/CPR/OSHA
  - o. Lift/Rigging/Hazard awareness training
  - p. Leveraging vendors (manufactures of equipment)



4. What are some other important factors to consider in terms of registered apprenticeship programs and workforce development?
  - a. Access to schools/Meet CCSD x2
    - i. Change the mind set of school counselors/Stigma/Sell benefits
      1. There is dual enrollment; earn college credits (no debt, money in bank)
      2. Reframe education – change mindset that they are not getting an education with apprenticeship
      3. Kids are getting an education through apprenticeship programs
      4. Have YouthBuild participant to help build a school
      5. Explain the value of apprenticeships
      6. Trades to have more effective access to schools
    - ii. Needs to be sold to schools
    - iii. Give knowledge to youth in elementary and middle schools
  - b. Transportation (getting to a location/vice versa)
  - c. Liability insurance
  - d. OSHA limitations
    - i. Under the age of 18 (power tools)
      1. Trades requires OSHA renewal every 5 years
    - ii. Can exemptions be made for individuals 18 and under
  - e. Employer buy in for apprenticeships x2
    - i. UMC, county, city, state (all government agencies)
    - ii. Commitment at all levels
    - iii. Any entity that has to do with prevailing wages
    - iv. Provide incentives for employers
    - v. Remove Barriers for Re-Entry population
      1. Trades welcome, but employers may not want to hire
  - f. Expand job corps
    - i. Full on housing presence
  - g. Work based experience
  - h. Customized OJT
  - i. Use better message to drive perception change
    - i. Finding a community message/Messaging advertise
    - ii. Get better at articulating the value of apprenticeships
    - iii. Work with state apprenticeship council
  - j. Expose trainees in all components
    - i. Make sure all training caters to trade needs
  - k. Measure results
  - l. Senate Bill 66 Work Based Learning coordinators
  - m. Expose barriers & bring solutions



- n. Need to connect with youth based on their understanding.  
Participants need love, guidance, and structure around them
- o. Pre-apprenticeship programs can be expanded at the county and other municipalities
- p. Government rules & policies
  - i. Perceived or made up barrier

## 5. Next Steps

- a. Plan a summit with CCSD & Apprenticeship Programs
- b. Participation on Workforce Connection's RFP Evaluation team
  - i. Manny & Lou, Louis, Maddison, Marvin
- c. Evaluate site needs for YouthBuild
- d. Strengthen the higher education linkage for YouthBuild with colleges and universities
- e. Switch perceptions & drive a different message
  - i. Utilize Workforce Connections Public Relations vendor (look at long term goal)
  - ii. Need to include concrete pre-apprenticeships successes in the message
  - iii. Need to involve ABC, NCA, AGC
  - iv. Involve parents
  - v. Community messaging
  - vi. Have counselors educated in the classrooms with the students
  - vii. Deliver the message
  - viii. Strategic meeting and targeting specific topics
  - ix. Apprenticeship is a viable and desirable option
  - x. Add apprenticeship & pre-apprenticeship informational item to next Board meeting agenda
  - xi. Summarize the benefits of apprenticeship for inclusion in future messaging
  - xii. Knowing the difference between pre-apprenticeship and apprenticeship
- f. Provide contact list of all attendees of Workforce Connection pre-apprenticeship workshop
- g. Provide summary of all feedback received from participants at workshop based on the above mentioned four questions