



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