

AEBG Pre-Apprenticeship: *effective practices from the California Apprenticeship Initiative*

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Overview

- AEBG Pre-Apprenticeship Definition
- What is the California Apprenticeship Initiative?
- Pre-Apprenticeship Program Design
- Sources of Funding
- CAI by the Numbers
- CAI Grantee Spotlights
- Questions?





Preapprenticeship (DOL Quality Elements)

Adult education providers should only enroll students in the pre-apprenticeship instructional program if participants are enrolled in programs that meet DOL Quality Elements criteria, including ensuring that that courses are offered in coordination with one or more apprenticeship programs approved by the Division of Apprenticeship Standards through an MOU or formal agreement.



Preapprenticeship (DOL Quality Elements)

- Approved training and curriculum based on industry standards and approved by a documented registered apprenticeship partner
- Recruitment, educational, and pre-vocational strategies that prepare under-represented, disadvantaged, or low-income individuals to meet the entry requirements of one or more registered apprenticeship programs
- Access to appropriate support services
- Meaningful hands-on training that does not displace existing paid employees
- ***Formal direct entry or articulation agreements with its registered apprenticeship partners***

Transition Outcomes for Apprenticeship

⑨
WORK
<input type="radio"/> Got a job
<input type="radio"/> Increased wages
<input type="radio"/> Retained job
<input type="radio"/> Got a better job
<input type="radio"/> Met work-based project goal
<input checked="" type="radio"/> Entered job training
<input checked="" type="radio"/> Entered training program
<input type="radio"/> Training milestone
<input checked="" type="radio"/> Entered apprenticeship
<input type="radio"/> Entered military
<input type="radio"/> Acquired workforce readiness skills
<input type="radio"/> Reduced public assistance
<input type="radio"/> Other work outcome

Occupational Transition:

- Entered job training
- Entered training program
- Entered apprenticeship

Measurable Skills Gains for Apprenticeship

Occupational Skills Gain:

- Met Work based Project
- Training Milestone

Workforce Prep Milestone:

- Acquired Workforce Readiness

9
WORK
<input type="radio"/> Got a job
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California Apprenticeship Initiative (CAI)

Expanding Apprenticeship Across California

New & Innovative Apprenticeship & Pre-Apprenticeship

- Administered by the California Community College Chancellor's Office
- **\$40 million** over the past two years
- Expansion of apprenticeship into **non-traditional** sectors & occupations
- Recruiting **underserved / under represented** populations

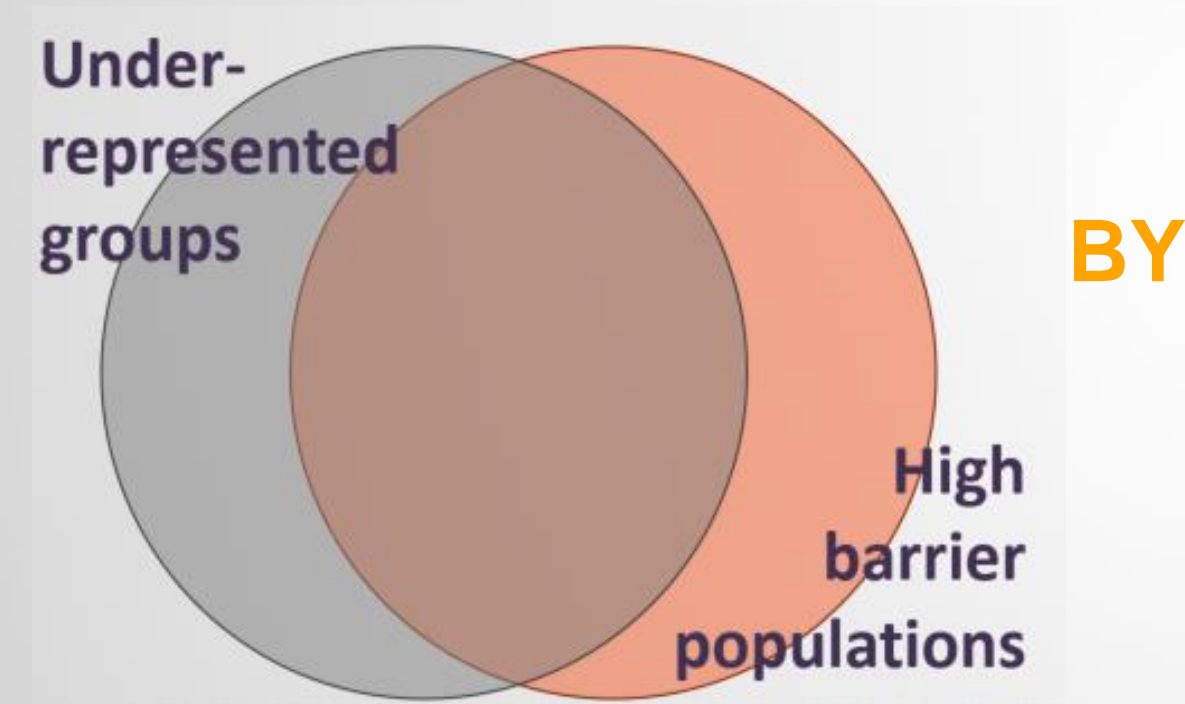
Apprenticeship Support Network

- **Technical Assistance & Evaluation**
- Provides coaching, guidance, tools, events, and workshops to **support CAI grantees**
- Supports **49 programs**
- Online **community of practice**
caihub.foundationccc.org

The Many Shades of Pre- Apprenticeship *Pre-Apprenticeship Program Design*

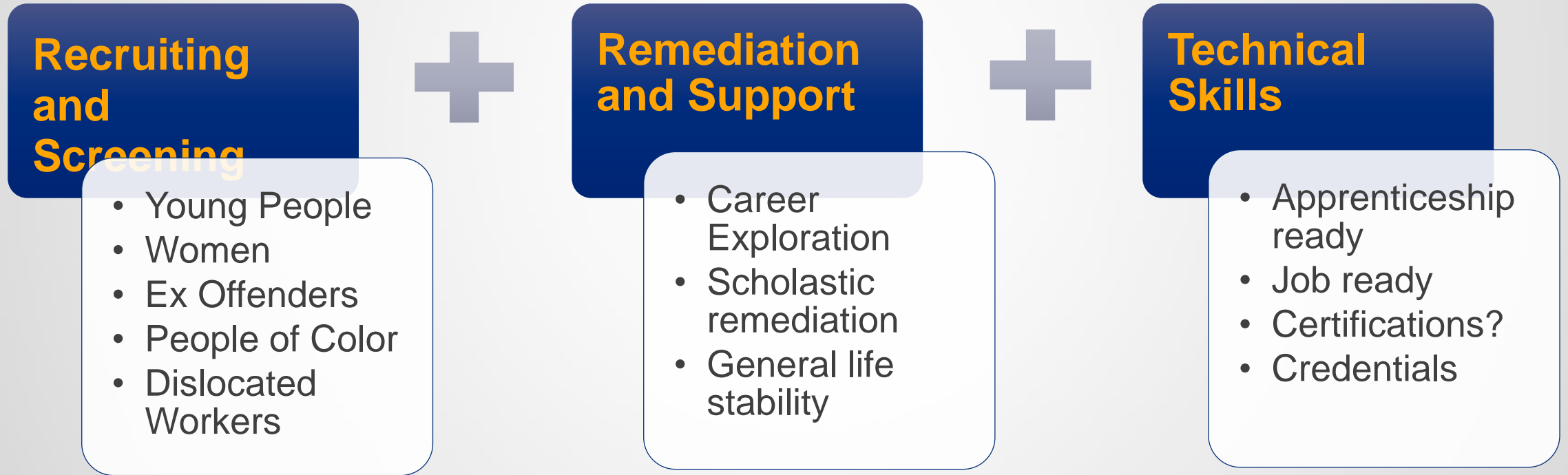


Creating Pathways for Under-Represented and High Barrier Populations



- **Recruiting** and screening
- **Remediating** and supporting
- Providing some degree of **technical skills** training, preparing participants for entry-level work

Project Dimensions



Design for Sustainability

Critical Elements

- Partnerships with Registered Apprenticeship
- Opportunities for participants post-PA
- Sources of funding
- Integration into Career Pathways

Partnerships with Registered Apprenticeship *Continuum*



Registered Apprenticeship is **one of many** employment opportunities / **consumers** of pre-apprenticeship

Working with **several similar** Registered Apprenticeships

Working as **direct entry** funnel into **one** Registered Apprenticeship

Opportunities for Participants, Post Training

Continuum



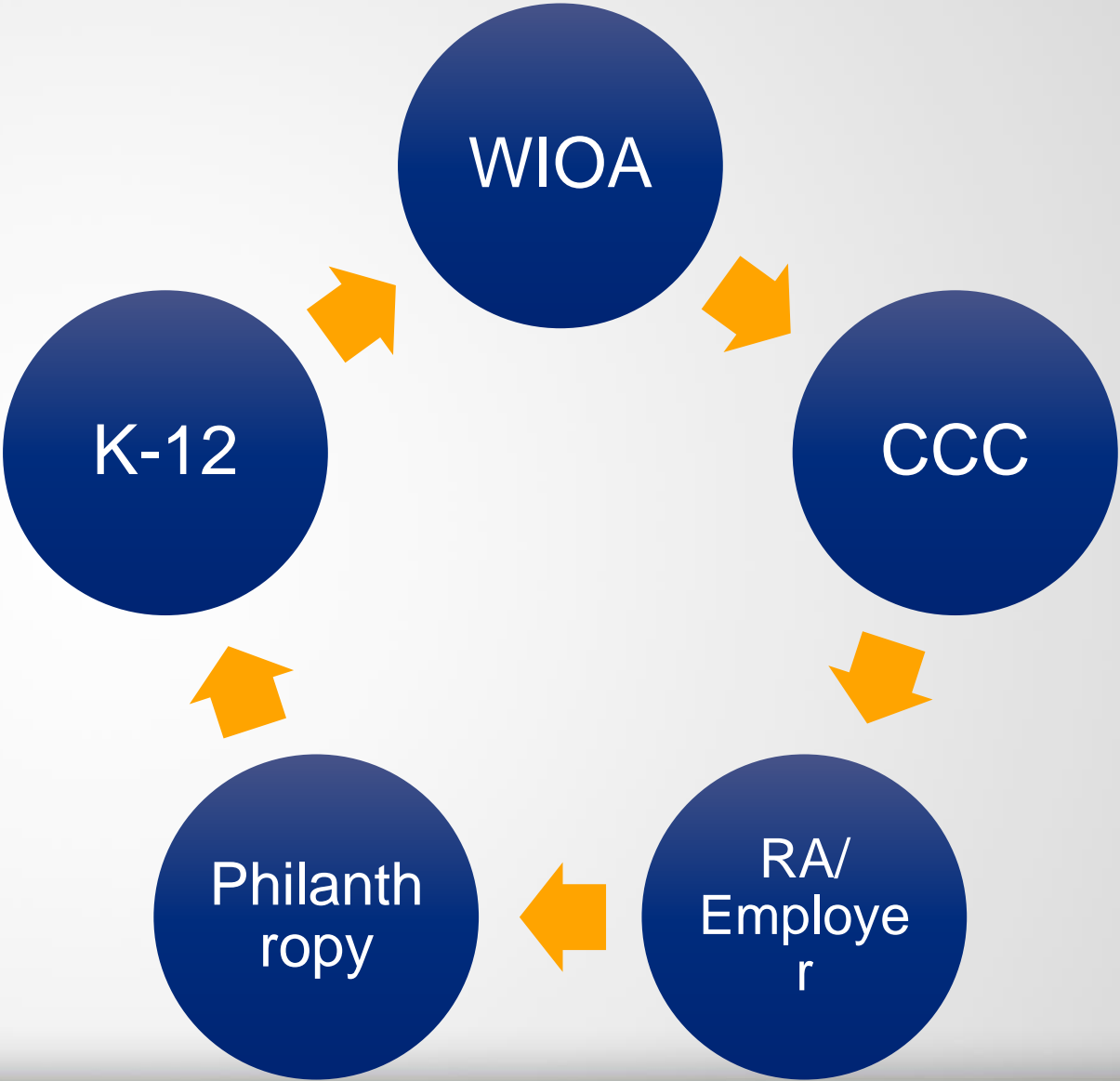
Basic job
readiness leads to
entry level work

Entry level
technical skills
lead to
employment in
training related
field

Pre-
Apprenticeship
training spurs
interest in further
academic pursuits

Employment as a
registered apprentice

Sources of Funding



CALIFORNIA
APPRENTICESHIP
INITIATIVE

BY THE NUMBERS

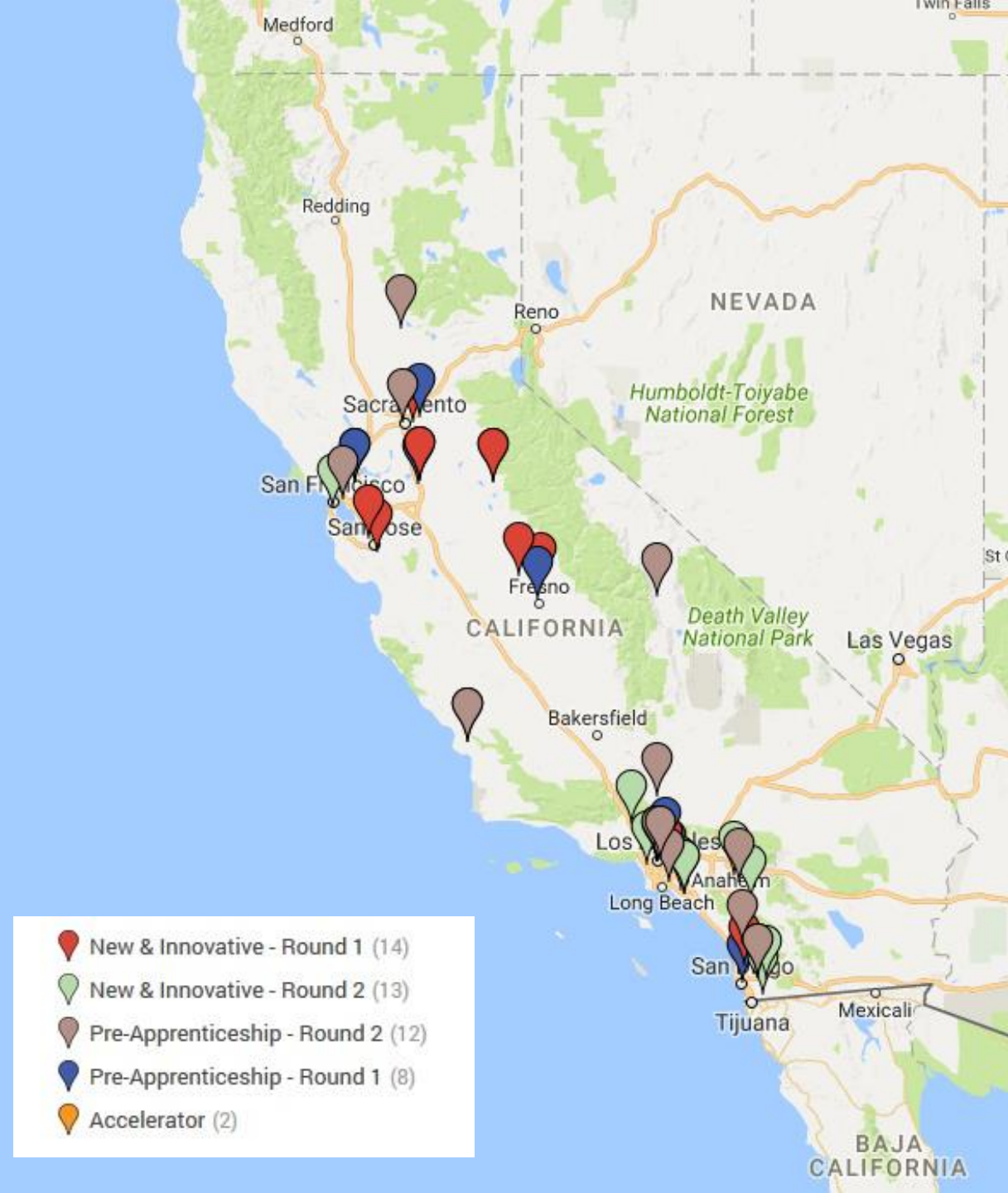
CAI Grantees

California Apprenticeship Initiative Grantees	2016	2017	Total
Accelerator	2	na	2
New & Innovative	14	13	27
Pre-Apprenticeship	8	12	20
Total	24	25	49

New & Innovative & Accelerator Grantees — New Sectors

Pre-Apprenticeship Grantees—
Diversifying the pipeline of candidates

CAI Grantee Map



New Sectors



6

Transportation
& Logistics

4

Health & Life
Sciences

4

Advanced
Manufacturing

4

Cyber
Security or
Info Technology

New Sectors



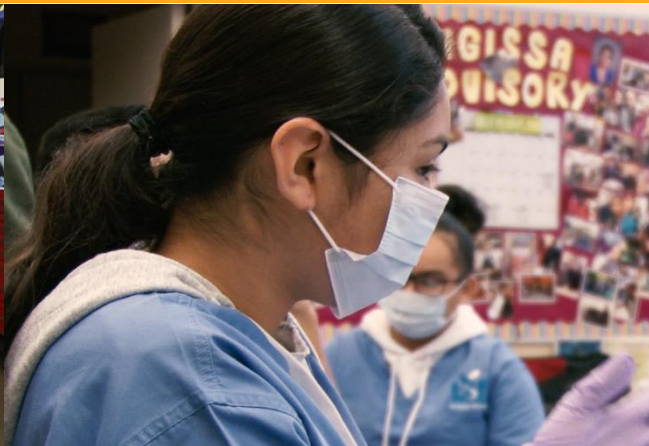
3 Early Care

Aerospace,
Automotive,
Petrochem., Creative
Services

3 Hospitality,
Culinary

Maritime/Inland
Boat, Viticulture,
Food Safety

New Occupations



Mfg, Logistics & Aerospace

- Welder
- CNC Machinist
- Coach Operator
- Overhead Line Worker
- Crane Mechanic
- Non-Destructive Testing Tech

Health & Life Sciences

- Nurse
- Community Health Care Worker
- Health Information Technology Specialist
- Microbiology & Chemistry QC Technicians

Hospitality, Food Safety & Early Childcare

- Lodging Manager
- Food Safety Quality Technician
- CNC Machinist
- Early Education Teacher

Petrochemical, Cyber & Creative Services

- Safety Technician
- Cybersecurity Technician
- Marketing Manager

Pre-Apprenticeships



1
Construction
3

Health,
Hospitality, Info
Technology,
Aerospace,
Alternative
Energy (2)

4
Advanced
Manufacturing

Automotive
(2),
Landscaping,
Petrochemical,
Protective
Services

2,09

Served in pre-apprenticeship programs

8

645

Served in apprenticeship programs

Pre-Apprenticeship

- 8 round 1 grantees
- 2,000+ participants &
- 400+ completers (Sept. 2017)

2016 Grantee	Sector	Enrollees	Completers
Cerritos CCD	Metals & Manufacturing	201	168
Coastline ROP	Auto & Construction	51	36
Pasadena USD	Building Construction & Design and Nursing	807	77
San Joaquin COE	Construction	60	43
San Juan USD	Hospitality & Landscaping	48	-
State Center CCD	Construction	116	93
San Diego CCD	Advanced Manufacturing	15	14
South Orange CCD	Advanced Manufacturing	800	na
	TOTAL	2,098	431

Apprenticeship

- 14 round 1 grantee
- 600+ apprentices &
- 80+ completers (Sept. 2017)

2016 Grantee	Sector	Registered Apprentices	Completers
Contra Costa CCD	Advanced Transport & Manuf	28	-
Downey USD	Creative Services	33	-
LA CCD, East LA Tech	Health Info. Tech	15	-
LA Trade Tech/SEIU	Early Childhood Education	88	12
LA Trade Tech/WERC	Health and Life Sciences	10	-
LA USD/AATA	Aerospace & Energy	75	-
MetroEd CCD, Transmosis	Cybersecurity	15	-
San Diego CCD, Miramar College	Life Sciences	20	6
San Joaquin Delta College	Nursing	35	2
San Joaquin Delta College	Transportation	4	-
State Center CCD, Clovis	Food Safety	20	-
State Center CCD, Reedley	Advanced Manufacturing	61	-
West Valley CCD, Mission College	Transportation/Logistics	200	66
Yosemite CCD, Columbia College	Hospitality	41	-
TOTAL		645	86

CAI Pre-Apprenticeship Participants

29% Female
(vs 6% of all active CA apprentices)

52% Hispanic
(vs 47%)

11% African American/Black
(vs 7%)

4% Asian
(vs 4%)

CAI Apprenticeship Participants

46% Female
(vs 6% of all active CA apprentices)

56% Hispanic
(vs 47%)

12% African American/Black
(vs 7%)

6% Asian
(vs 4%)

Participant Demographics by Sector

Gender diversity has come in large part by expanding apprenticeship into occupations that employ a large share of females.

Sector	Female	Hispanic	African-Amer/Black
Total (n=275)	46%	56%	12%
Aerospace (n=75)	9%	56%	20%
Advanced Manufacturing & Transport (n=32)	0%	53%	3%
Health (CHW, HIT, Nurse) (n=57)	84%	46%	25%
Early Care and Education (n=23)	100%	96%	4%
Hospitality (n=28)	39%	21%	4%
Life Sciences (n=7)	43%	29%	0%
Food Safety (n=20)	55%	85%	0%
Creative Services (n=33)	70%	67%	0%

Grantee Spotlights

Effective Practices



LA Trade Tech, WERC, SEIU Early Educator Training Center

Community Healthcare Work

- Clear need, solid case for apprenticeship
- Emerging skill need--training CHWs to work in a clinical setting
- Deep knowledge of sector – including policy and fiscal context



Cerritos College & Southeast Los Angeles County Workforce Development Board

Field Ironworkers Pre-Apprenticeship



- Working as direct entry funnel into one Registered Apprenticeship
- 2 week boot camp that provides experience to potential iron workers
- PA subsidizes books, boots, appropriate workwear and supplies
- Majority of participants go directly into the apprenticeship

Mission College, Santa Clara Valley Transit Authority, Amalgamated Transit Union Local 265

Transportation Occupations



- College experienced in apprenticeship
- Employer with clear need, apprenticeship a good fit
- Labor union partner with training experience, mentors, and capacity to support apprentices

San Luis Obispo County Office of Education

New Tech Pre-Apprenticeship Program (NTPAP)

- Creating a linked pre-apprenticeship program structure--
- pre-apprenticeship graduates enter the RA program
- Recruiting a diverse group of pre-apprentices (women, men, white, non-white)
- Hired business outreach staff, with knowledge of industry



Butte County Office of Education, California Firefighter Joint Apprenticeship Committee

California Professional Firefighters Pre-Apprenticeship

- CAL-JAC is the CA Firefighters JAC
- Entry level credentialing and training for Firefighter RA presents a barrier to low-income people
- Many fire districts struggle with diversity as a result
- Offers mentorship, EMT certification, required Fire Science coursework Post PA participants are placed on statewide list (eligible for over 150 local RAs) also have valuable EMT certification



San Joaquin County Office of Education

Building Futures Academy



- Registered Apprenticeship is one of many employment opportunities / consumers of pre-apprenticeship
- Building Futures is an alternative high school
- Contextualized coursework
- Post-PA students go into the building trades, into other work, or on to college

Questions?