NEW JERSEY APPRENTICESHIP TECHNICAL ASSISTANCE COLLABORATIVE

Learning Event #1

The Role of Community Colleges in Registered Apprenticeship: Sponsor & Partner

Mark Genua, Director, Jobs for the Future | Shamara P. Bownes, Senior Manager, Jobs for the Future

NJ A-TAC Community of Practice | Tuesday, November 28, 2023 | 11:00am – 12:30pm ET

In partnership with: New Jersey Council of County Colleges; AIR Advancing Evidence. Improving Lives.; Jobs for the Future

Supported by: DOL

Learning Event #1 Agenda

1. Welcome and Introductions – Mark Genua, Director & Shamara P. Bownes, Senior Manager, Jobs for the Future (JFF); Maria Heidkamp, Chief of Innovation & Policy, NJ Council of County Colleges

2. Community of Practice Overview - Mark Genua, Director, Jobs for the Future (JFF)

3. Community Colleges' Role in RA: Sponsor & Partner - Adrienne Summers, Executive Director of Apprenticeships, American Association of Community Colleges (AACC)

4. In Practice: East Central College - Melissa Richards, Apprenticeship & Business Training Program Coordinator, Center for Workforce Development, East Central College

5. Q&A/Discussion - All

6. Reminders/Conclusion - Shamara P. Bownes, Senior Manager, Jobs for the Future (JFF)

Meet the Jobs for the Future Team

Mark Genua

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Jobs for the Future

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NJ A-TAC Community of Practice Overview

- Part of the New Jersey Apprenticeship Technical Assistance Collaborative (NJ A-TAC), led by the New Jersey Council of County Colleges (NJCCC) and supported by the New Jersey Department of Labor (NJDOL)
  - Partners include Jobs for the Future (JFF) and the American Institute for Research (AIR)
  - Main goal: Expand Registered Apprenticeship programs while promoting best-in-class diversity, equity, and inclusion practices throughout NJ
- Year-long Community of Practice (CoP) focused on Registered Apprenticeship and related topics
  - Guide and support NJ community colleges and local workforce development boards (Focus Sites) on how to effectively establish, expand, and promote Registered Apprenticeship in their communities
  - Conduct monthly learning events, 1:1/customized coaching with subject matter experts, and other activities to expand the knowledge and use of Registered Apprenticeship and increase the number of programs operating in NJ

Where We've Been: Focus Site Asset Mapping

- Interviews with potential Focus Sites conducted from August through September
  - 8 total interviews with NJ community colleges and LWDBs
  - Q&A/Discussion: org/local area info, RAP experience, funding, goals, strengths/challenges, and CoP interest and topics
- Top themes/findings
  - Current RAP activity and growth interest: MFG, healthcare, IT, and hospitality
  - Expand to target populations, particularly youth
  - Learn from/connection to peers and join national conversation
  - Employer engagement (industry specific), program sustainability, funding use, expansion, selling internally, and best practices

NJ A-TAC CoP Focus Site Selection

- All 8 potential Focus Sites interviewed selected for CoP (6 community colleges, 1 LWDB, & 1 collaborative)
  - Hudson County Community College: Lori Margolin, Associate Vice President of Continuing Education & Workforce Development
  - Greater Raritan Workforce Development Board: Paul Grzella, Director
  - Raritan Valley Community College: Conrad Mercurius, Director, Center for Workforce Development & Experiential Learning
  - County College of Morris: Dr. Katrina Bell, Associate Vice President, Workforce Development & Experiential Learning
  - Mercer County Community College: Jessica Mulkey, Director, Division of Lifelong Learning
  - Ocean County College: Jannette Ball, Manager of Apprenticeship Programs
  - Union College of Union County, NJ: Dr. Bernard Polnariev, Vice President for Administrative Services & Dr. Maris Lown, Provost & Vice President for Academic Affairs
  - South Jersey Workforce Collaborative (LWDBs and community colleges of Atlantic, Cape May, Cumberland, Salem, Gloucester, Camden, and Burlington Counties): Fran Kuhn, Executive Director, Atlantic County Workforce Development Board & Sherwood Taylor, Senior Director, Atlantic Cape Community College

NJ A-TAC CoP: Monthly Learning Events

- Related webinars and peer-to-peer sessions
- Recurring the 4th Tuesday of every month through Nov 2024
- Topics: RA/related focus, including from community college and LWDB perspectives, employer engagement, DEIA, program sustainability, funding, expansion, and policy
    - » SMEs and best practices from across US and within NJ will join us
- Recordings and resources shared on www.njccc.org/a-tac (for now)

NJ A-TAC CoP: Coaching Activities

- Each Focus Site will receive 1:1, customized coaching from Brianne McDonough, Director, or Kassandra McGhee, Director, at JFF
- Provide strategic planning, guidance, and overall support
- Includes monthly calls and follow-up in between
  - Starting in Jan through Nov 2024
- Will develop and follow action plan with RA goals for time in CoP as a guide
- Resources identified and shared on www.njccc.org/a-tac (for now)

NJ A-TAC CoP Adjacent: AIR Webinar Series

#1- Overview of Registered Apprenticeship

- Conducted on 11/16/2023 (recording available)

#2- Apprenticeship Model and Design

- Scheduled for 12/7/2023

#3- Employer Engagement

- Scheduled for 1/25/2024

Learning Event #1 Topic

The Role of Community Colleges in Registered Apprenticeship: Sponsor and Partner

Adrienne Summers, Executive Director of Apprenticeships
American Association of Community Colleges

Melissa Richards, Apprenticeship & Business Training Coordinator, Center for Workforce Development, East Central College (Union, Missouri)

AACC ECCA – AACC EV:Hub

Virtual Apprenticeship Network Toolkit (VAN)

AACC ECCA Team

Jen Worth, Sr. Vice President, Workforce and Economic Development

Adrienne Summers, Executive Director of Apprenticeships

Wayne Wheeler, Project Manger, Workforce and Economic Development

Lateicia Ford, Project Monitoring Specialist of Apprenticeships

Lauren Buckley, Assistant Project Coordinator of Apprenticeships

Expanding Community College Apprenticeships (ECCA)

- $19.9 million cooperative agreement from the US DOL
- Task – produce 16,000 apprentices
- Timeline – July 1, 2019 through August 30, 2022
- Outcome – 20,000 apprentices (138% of goal)

ECCA
Virtual Apprenticeship Network Toolkit

- Interactive, Web-Based Toolkit
- Guide for Designing, Building, Implementing, Expanding, Sustaining, and Evaluating Registered Apprenticeship Programming at Community Colleges.
- Resources and Promising Practices/Success Stories from ECCA Partners and External Partners
- ECCA Data and the DOL Collection Instrument (DCI) Outcomes

Virtual Apprenticeship Network (VAN) Themes of Successful Practice

I. Implementing a Registered Apprenticeship Program

II. Effective Messaging on the Value of Registered Apprenticeship Programs

III. Managing and Sustaining a Registered Apprenticeship Program

IV. Expanding Community College Apprenticeships (ECCA) Data

V. Quarterly Showcase of ECCA Partner Projects

Main Page of the VAN

Click on any icon to open a page.

https://www.aacc.nche.edu/programs/workforce-economic-development/expanding-community-college-apprenticeships/intro-virtual-apprenticeship-network/virtual-apprenticeship-network/

Implementing A Registered Apprenticeship Program

Home

- Virtual Apprenticeship Network
  - Implementing a Registered Apprenticeship Program
    - Assessing College Readiness for Registered Apprenticeships
    - Establishing a Registered Apprenticeship Program
    - Sponsor, Intermediary or Related Instruction Provider
    - Calculating Return on Investment
    - Identifying Potential Strategies in Right-To-Work States vs. Non-Right-To-

In this Section

- Assessing College Readiness for Registered Apprenticeships
- Establishing a Registered Apprenticeship Program at a College
- Sponsor, Intermediary, or Related Instruction Provider: Identifying the Ideal Role for the Institution
- Calculating the Return on Investment for the College
- Identifying Potential Strategies in Right-To-Work States vs. Non-Right-To Work States
- Registering New Registered Apprenticeship Standards/Programs in State Apprenticeship Agencies States vs. Office of Apprenticeship States

Main Page of the VAN

Click on any icon to open a page.

https://www.aacc.nche.edu/programs/workforce-economic-development/expanding-community-college-apprenticeships/intro-virtual-apprenticeship-network/virtual-apprenticeship-network/

ECCA One Pager

Expanding Community College Apprenticeships (ECCA)

March 1, 2019 – August 31, 2022

KEY ACHIEVEMENTS TO DATE

22,000
Participants Served in Registered Apprenticeship Programs

633
Occupations Represented

- **14,399 (66%)** New Employees
- **7,549 (34%)** Existing Employees (Incumbent Workers)

INITIATIVE GOAL

Serve 16,000 Registered Apprentices by August 31, 2022

MOBILIZED PARTNERS

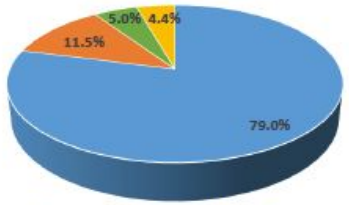
- College Consortia - 8
- Individual Colleges - 58
- Colleges Sponsoring Registered Apprenticeship Programs - 31
- Total College Communities - 106
- States & Territories Represented - 31
- Global Industry Partners - 8
- Executives on National ECCA Advisory Board - 54

VIRTUAL APPRENTICESHIP NETWORK

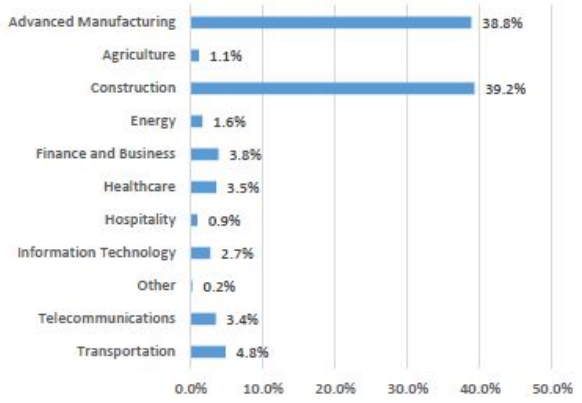
CHARACTERISTICS OF REGISTERED APPRENTICES

- 20% Hispanic or Latino
- 60% White
- 9% Black or African American
- 2% American Indian or Alaskan Natives
- 3% Asian
- 2% Native Hawaiian or Other Pacific Islanders
- 1% Two or More Races
- 6% Veterans
- 1% Individuals with a Disability

Training Approach of Registered Apprenticeships



Industry Sectors of Program Sponsors



For more information visit: www.aacc.nche.edu

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Electric Vehicle (EV) Hub

- $8 million ABA Category 4 grant from US DOL
- Industry Partners:
  - Tesla
  - Panasonic
- National Network Partners:
  - Advance CTE
  - Association for Career and Technical Education
  - Feeding America
  - National Association of Workforce Boards (NAWB)
  - SHRM Foundation
  - SNF Writing Solutions

Apprenticeship Resources

- Apprenticeship.gov
- Apprenticeship.gov: Legislation, Regulations, and Guidance
- Harper College Apprenticeship Toolkit
- Connecting Apprenticeship and Higher Education: Eight Recommendations
- High-Quality Pre-Apprenticeship Programs: Community Colleges
- AACC Virtual Apprenticeship Link (VAN)

EAST CENTRAL COLLEGE

Melissa Richards

East Central College

Union, Missouri

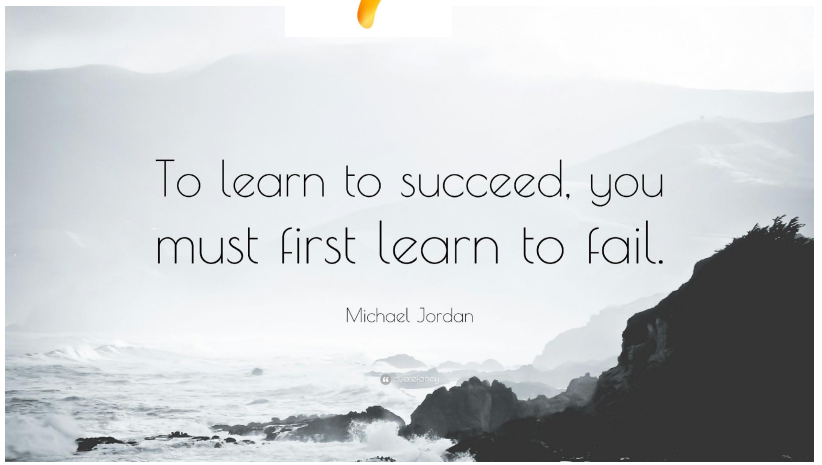
Center for Workforce Development
Apprenticeship & Business Training
Coordinator

melissa.richards@eastcentral.edu

Direct Line: 636-649-5806

Where it all began…

- ApprenticeshipUSA Grant
  - Being the sponsor
  - Industrial Maintenance Technician 👍
  - Certified Logistics Associate 👉
  - Certified Logistics Technician 👎



Moving in the right direction

- MoRAP Grant
  - New Occupations
    - Building Maintenance Repairer
    - Welding Combinator
    - Machinist
    - Quality Control Technician/Engineer

- Workforce Board Partnership
  - 4/19/18-6/12/2018

missouri job center
A proud partner of the americanjobcenter network
WASHINGTON

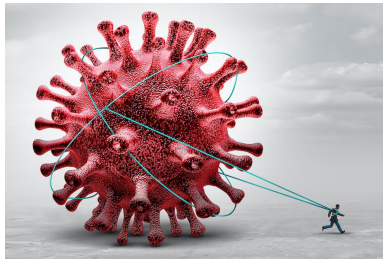
Collaboration

- Workforce Boards
  - Meet and greet with them all
  - Build trust, tell your story
  - Build processes that are a win/win
    - Building on strengths & balance weaknesses
  - Open communication
  - What is the goal and mission of state funds?

Round 3

- MoAMP Grant
  - First apprenticeship consortium grant
  - Expand Registered Apprenticeships
  - Hit the ground running…COVID shut down
  - Partnerships within a consortium
    - Community College Network
    - State Partnerships (MAR, IWT)

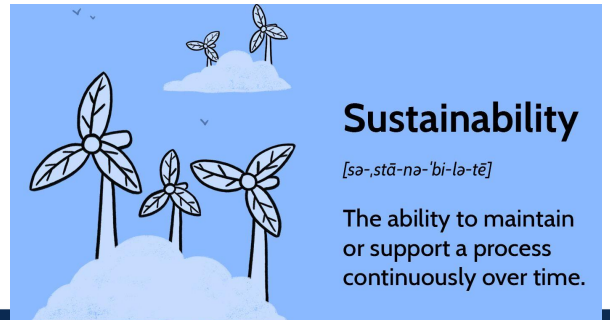
MoAMP
MISSOURI APPRENTICESHIPS IN MANUFACTURING PROGRAM



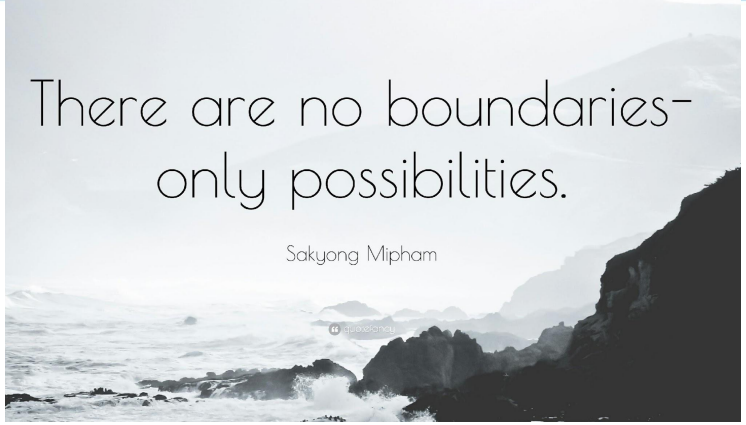
APPRENTICESHIP MISSOURI

Round 3-five years later

- MoAMP Grant
  - Get creative
    - Pre-Apprenticeships
  - New Occupations = New Territory
  - JFF Application
    - Leadership in Manufacturing & Technical Training
  - When we knew we hit sustainability



Where we are now…



- Presently
  - 30 employer partners
  - 13 registered occupations
    - 2 new occupations this year to register
  - 95 completed apprentices
  - 59 active
  - Over 450 pre-apprentices
  - Expanding into new territory
  - Scaling Nationally

My Takeaways

Q&A / Discussion

The Role of Community Colleges in Registered Apprenticeship: Sponsor and Partner

NJ A-TAC CoP: Next Steps & Reminders

- Next Monthly Learning Events

  - Peer-to-Peer Session: Community Colleges' Role in RA on Tuesday, January 23rd, 11am-12pm ET

  - Webinar: Employer Outreach & Engagement in RA on Tuesday, February 27th, 11am-12pm ET

- Coaching: Each Focus Site will be contacted to schedule initial call in Jan 2024
- Check www.njccc.org/a-tac soon for today's webinar recording and resources
- CoP Adjacent Webinar: Apprenticeship Model and Registered Apprenticeship Program Design on December 7th at 12pm ET Register here
- As always, contact Shamara at sbownes@jff.org with any questions/requests

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Thank You!

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The New Jersey Apprenticeship Technical Assistance Collaborative is a partnership of the New Jersey Council of Community Colleges, the American Institutes for Research, and Jobs for the Future, with support from the New Jersey Department of Labor.

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