

Questions asked during Supply Chain Accelerator Webinar 15June2022

- **Patrick Holwell:**

- In the realm of economic development, one of the main things we do is assess the strength of the training pipeline in any given geography. Right now, there is a gap – apprenticeship programs are not generally counted side by side with traditional occupational training programs at colleges. This means that if we set up apprenticeships for supply chain automation, or any other type of apprenticeships, we have no mechanism to track the existence of apprenticeships that actively seek to take on new people. For example, if we do an apprenticeship for software developers through a sector partnership, that program will likely want to recruit and serve cohort after cohort. But, again, incoming or expanding businesses relying on IPEDS data alone to assess the training pipeline output will completely miss out on adding the existing apprenticeship into the mix. Are you working with US Department of Education, DOLETA and BLS to add this to the mix?
 - Answer: See the answer below. Business do not use IPEDS. The Department of Education and DOLETA work closely together to develop pathways for apprenticeships.
- The question is how can we track apprenticeship opportunities side by side with traditional college occupation training? There is a gap in the data. That's what I'm getting at here.
 - Answer: Many colleges have adapted their data systems to include information on course completion by both credit and noncredit courses. There is usually an agreement as to the number of credits that can be earned once an apprenticeship is completed. The agreement varies by college.
- What Boards are sponsoring apprenticeships? Maybe we can share best practices.
 - Answer: We need to go through responses to prior surveys to identify the workforce boards sponsoring apprenticeships.

- **Gina Kormanik:**

- Please further describe the role of these intermediaries.

Answer: As partners of the U.S. Department of Labor's (USDOL) Office of Apprenticeship (OA), Registered Apprenticeship Industry Intermediaries are integral stakeholders in the effort to expand the number of Registered Apprenticeship opportunities across industries throughout the U.S. These partners increase awareness through industry outreach, connect employers and labor organizations with workforce and education partners, and provide technical assistance to launch and expand Registered Apprenticeship (RA) programs. Apprenticeship Industry Intermediaries are also tasked with helping apprenticeship sponsors refine recruiting, hiring, and retention strategies to increase Diversity, Equity, Inclusion and Accessibility (DEIA) in Registered Apprenticeship programs.

- Are intermediaries state-specific only?
 - Answer: No.
- Are all of the 27 companies in your partnership in Manufacturing, or do they include Logistics/Warehousing companies?

- Answer: There are a variety of organizations and companies that span manufacturing, logistics, education institutions and industry associations.
 - Are the incentives grant-based, or please explain more?
 - Answer: The Hub has access to DOL funding through its contract that provides the incentives.
 - Do the companies need to be members of NAWB to access the incentives?
 - Answer: No. Incentives are open to all participants in directly, or indirectly, enrolling apprentices in supply chain logistics RAPs.
 - In Pennsylvania, our Registered Apprenticeships are usually state-based....must the RAs be nationally-based?
 - Answer: RAPs under this contract can be national or state registered.
- **Leo Reddy:** Do registered apprenticeship programs have to be tied to an Onet Job description?
 - Answer: Yes.
- **Melissa Scibelli:**
 - Will there be additional funding to support RAP's? specifically the RTI component.
 - Answer: This is the purpose of the Incentive Funds
 - Does the incentive funds cover RAP's for incumbent workers?
 - Answer: Yes
 - How do you access the incentive funds?
 - Answer: There is an application located on the Hub website that can be found at <https://scworkforcehub.com/>
- **Vicente Nacario:** Thank you everyone for the great information. In anyone's experience. From concept to meetings with industry, intermediaries, stakeholders, etc., to having a first apprentice start. What is the estimate of a time frame this is accomplished? Thank you.
 - Answer: There are many factors to answering this question. Average is 3-6 months.

Resources / References that were mentioned you might choose to share:

- **Richard Holwell:** Hello everyone, I'm the Managing Director of CompTIA Apprenticeship for Tech and work directly with Maher Maher. Happy to speak with anyone about these occupations
- **Suzy Telle:** If you have robotics in manufacturing specific apprenticeships, you can promote them on roboticscareer.org. There are several on the site today.