

Registered Apprenticeships: A key tool in the workforce-based learning toolbox to address employer needs

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What is NAWB?



- Represents ~576 Workforce Development Boards and 12,000 AJCs
- Is the only national association that advocates for WDBs
- Works closely with policy makers to inform national strategy as it relates to WDBs and our partners

NAWB's mission is to support its members through a comprehensive program of

- ❖ Advocacy.
- ❖ Training and technical assistance.
- ❖ Communication &
- ❖ The promotion of strategic partnerships for the advancement of our nation's workforce.

Resources for Partners

How Employers Can Use Workforce Boards to Upskill Their Workers

The tool explains to employers:

- What do Workforce Development Boards offer?
- Understanding your regional labor market
- Developing Strategies for Improved Talent Development/Retention

Workforce Board Operations Survey

How Workforce Development Boards are structured and funded

SNAP E&T Tools and Resources

Webinars, FAQs and other tools on aligning workforce programs and services with SNAP E&T

Family Centered Employment

Toolkit on how workforce development can advance new pathways to employment for parents and families with children while providing linkages between early childhood development and employment, leading to economic advancement

<https://www.nawb.org/resources>

Registered Apprenticeship Programs In Action

- Registered Apprenticeship's "earn and learn" model is ideal for many served by the workforce system and combines on-the-job learning with related instruction, offers immediate employment opportunities, and continuing career advancement
- US Department of Labor is invested in expanding RAPs through partnerships that include WDBs
- WDBs use RAPs as a workforce development strategy to engage and meet the needs of both workers and employers

- Increasing awareness and understanding of the RAP model
- Recruiting and screening apprentice candidates
- Providing supportive services to ensure apprentice success
- Recruiting employers and industry intermediaries
- Supporting employers and partners through process
- Advising local employers and partners on sources of funding to support RAP
- Connecting businesses with training providers to provide instruction
- Possibly serving as RAP sponsors

SCA Workforce Hub: Supply Chain Automation Sector Intermediary



US DOL currently funds sixteen (16) Registered Apprenticeship (RA) Industry Intermediaries to provide technical assistance to RA stakeholders in specific industry sectors, accelerating the growth of Registered Apprenticeships across the United States.

Who are the DOL-funded Registered Apprenticeship Industry Intermediaries?

Industry Intermediary	Industry Sector	Contact Information
Arbor E&T, LLC d/b/a Equus Workforce Solutions	Healthcare and Healthcare IT	Michelle Day: michelleday@equusworks.com https://equusworks.com/services/discover-apprenticeship/
Appteon	IT	Debby Hopkins: Debby.hopkins@appteon.com ; https://appteon.com/workforce-development/apprentices/
District 1199C Training and Upgrading Fund	Care Economy (Healthcare, Early Childhood Education)	Teresa Collins: tcollins@1199ctraining.org https://www.1199ctraining.org/
Fastport	Transportation, Distribution, and Logistics	Dave Harrison: Dave.Harrison@fastport.com ; https://nationalapprenticeship.org/
Healthcare Career Advancement Program (H-CAP)	Healthcare	Daniel Bustillo: daniel.bustillo@hcapinc.org https://www.hcapinc.org/
Jobs for the Future (JFF)	Advanced Manufacturing	Mark Genua: mgenua@jff.org https://www.jff.org/
Maier and Maier	IT	Chris Magyar: cmagyar@air.org https://www.air.org
Manhattan Strategy Group	Supply Chain (Automation)	James Price: jprice@manhattanstrategy.com https://www.manhattanstrategy.com
North America's Building and Trades Unions (NABTU)	Construction	Tom Kriger: tkriger@nabtu.org https://nabtu.org/apprenticeship-and-training/
Net.America	Healthcare and Healthcare IT	Clare Hines: clarehines@netamerica.net https://discovernetamerica.com/apprenticeship-industry-intermediary/
National Restaurant Association Educational Foundation (NRAEF)	Hospitality	Ed Walden: ewalden@nraef.org ; https://www.chooserestaurants.org/Apprenticeship
National Institute for Innovation and Technology (NIIT)	Supply Chain (Nanotechnology and Semiconductors)	Mike Russo: mrusso@niit-usa.org https://www.niit.com/en/learning-outsourcing/
Safal Partners	Cybersecurity	Katie Adams: katie.adams@safalpartners.com https://www.safalpartners.com/
Virginia Manufacturers Association (VMI)	Supply Chain (Advanced Manufacturing)	Dr. Victor Gray: vgray@vamanufacturers.com http://www.vamanufacturers.com/
Washington Technology Industry Association (WTIA)	IT	Jennifer Carlson: jcarlson@apprenticereers.org https://www.washingtontechnology.org/
Wireless Infrastructure Association (WIA)	Telecommunications	Tim House: tim.house@wia.org https://www.wia.org/

About Supply Chain Sector

- ▶ Supply chain sector encompasses logistics and materials handling:
 - ▶ Supply Chain: Flow of materials and goods to consumers around the world
 - ▶ Logistics: Movement of goods between warehousing, distribution centers, and manufacturing facilities
 - ▶ Materials Handling: Handling of goods and materials inside the four walls of a warehouse, distribution center, or manufacturing site
- ▶ Jobs are dispersed across the country in regional hubs, midsized markets, border areas, and areas with a large retail and manufacturing presence



About Supply Chain Automation

- ▶ Supply Chain Automation is the use of technologies to:
 - ▶ Improve efficiencies
 - ▶ Connect applications
 - ▶ Streamline processes within supply chain operations (mechatronics, logistics, transportation, warehousing)
- ▶ Growing need for skilled workers in Supply Chain Automation:
 - ▶ More than 72,000 new jobs created since Feb. 2020
 - ▶ Additional 770,000 new jobs expected to be created through 2025



Supply Chain Automation Occupations

- ▶ Automation Technician is one starting point for a career path in supply chain automation
- ▶ Other occupations:
 - ▶ Transportation, Storage, and Distribution Specialist/Manager
 - ▶ Supply Chain Specialist/Manager
 - ▶ Logistician
 - ▶ Logistics Analyst
 - ▶ Industrial Machinery Mechanic
 - ▶ Mechatronics Technician
 - ▶ Interior Electrician/Electrician, Maintenance
 - ▶ Water and Wastewater Treatment Plant and System Operator



About the SCA Workforce Hub

- ▶ One-stop solution for recruiting and training supply chain automation specialists
- ▶ Powered by employers, workforce organizations, and education institutions working in partnership
- ▶ Helps employers develop customized training programs for SCA talent development through Registered Apprenticeship programs
- ▶ Supports development of a diverse talent pipeline, including people of color and veterans/military service members
- ▶ Provides a variety of support and services to employers, education institutions, and career seekers – all at no cost



Hub Partners

- ▶ The Hub is a partnership between key organizations that work closely together to develop and sustain RAPs in supply chain automation



Manhattan Strategy Group leads delivery of TA and supports for the Hub and coordination across all Hub partners



Manufacturing Skill Standards Council offers certification including Certified Technician-Supply Chain Automation (tailored to distribution centers)



National Association of Workforce Boards brings a network and dedicated infrastructure to reach local stakeholders



National Coalition of Certification Centers offers certification including Festo Industry 4.0 (tailored to production)

Hub Supports to Workforce System

- ▶ Help workforce organizations identify local supply chain employers; conduct education and outreach about the value of RAPs in addressing supply chain automation talent development needs
- ▶ Connect interested employers with education and training providers that can support delivery of RAPs
- ▶ Partner with employers to develop RAPs customized to meet employer's training needs



Sponsor/Employer Incentive Fund

- ▶ Helps sponsors/employers offset costs of launching RAPs and providing training to apprentices
- ▶ Financial incentive of up to \$1,000 per apprentice
- ▶ Each sponsor/employer can receive between \$2,000 - \$40,000, depending on total number of apprentices enrolled
- ▶ Incentive funds can be used for:
 - ▶ Tuition, classroom education, online training
 - ▶ Mentorship training
 - ▶ Training equipment
 - ▶ Curriculum development
 - ▶ Train the trainer workshops
- ▶ Applications are being accepted now, due by September 30, 2022



Contact the SCA Workforce Hub

SCAWorkforceHub@manhattanstrategy.com

<https://SCWorkforceHub.com/>

- ▶ Sign up for our newsletter
- ▶ Access resources and information on upcoming events
- ▶ Follow us on social media:

[LinkedIn](#) | [Facebook](#) | [Twitter](#)



The **Supply Chain Automation Workforce Hub (Hub)** is a one-stop solution for recruiting and training supply chain automation specialists – powered by employers, workforce organizations, and education institutions. Supply chain automation is the use of digital technologies to improve efficiencies, connect applications and streamline processes within supply chain operations including mechatronics, logistics, transportation, and warehousing. We help employers develop customized training programs to shore up and diversify their supply chain automation talent pipelines through **registered apprenticeship programs (RAPs)**.

A RAP is an **industry-driven training model** that enables employers to train workers to meet their unique needs. A RAP is a paid job. Apprentices participate in a mix of structured on-the-job and classroom learning, receive mentorship from experienced colleagues, and attain a portable, national, industry-recognized credential.

The Hub helps employers, education institutions, and career seekers – all at no cost.

We help:

- ▶ Conduct **education and outreach** to employers

RAP Benefits

Employer

- ▶ Acquire customized training to ensure employees develop the right skills
- ▶ Gain pipeline of diverse and skilled employees
- ▶ Lower recruiting costs; improve employee retention; reduce turnover
- ▶ Receive state and federal tax incentives
- ▶ Earn national recognition and visibility

Need More Info



Interviews with public and private sector leaders in workforce development, education, business and economic development on key workforce issues and investment strategies to help America compete globally.

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NAWB



CONNECT

And we look forward to
CONNECTing with
you on

THE FORUM



Questions?

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