



ApprenticeshipFLA 101 Webinar

July 27, 2017



Welcome and Overview

Elisia Norton
Project Director, ApprenticeshipFLA

Today's Agenda

Welcome & Overview

- **Maier & Maier – Peg Walton**
- **CareerSource Tampa Bay – Michelle Schultz**
- **Florida Department of Economic Opportunity – Isabelle Potts**
- **Office of State Apprenticeship, Florida Department of Education – Ted Norman**
- **Next Steps**

The Why – Benefits

Benefits for Business:

- Highly-skilled employees
- Reduced turnover costs
- Higher productivity
- More diverse workforce

Benefits for Workers:

- Increased skills
- Higher wages
- National credential
- Career advancement

The Why – Benefits

Benefits for Workforce & Education Organizations:

- **Proven model to help job seekers immediately start working and increasing skills and earnings**
- **Effective strategy to connect with employers in a variety of fields**

The Why – Benefits

- **WIOA Unified Plan Mandates Effective Systems Integration**
- **Opportunity to better connect**
 - **Less than 1% of WIOA participants in Florida (and nationwide) are engaged in apprenticeships**
 - **Only 4 out of 24 local boards are currently engaged**
 - **85% of current apprentices in one sector (Construction)**
- **Apprenticeship is a career pathway**
 - **Builds on sector strategies, regional economic approaches and work-based training**
- **Grant Sectors of Focus: Information Technology, Advanced Manufacturing, Healthcare and Construction**



WIOA and Apprenticeship

Peg Walton

Florida Apprenticeship Coach, Maher & Maher

WIOA Expectations...



Common vision...common goals



Educational
Systems



Economic
Development



Workforce
System



Targeted
Growth Sectors

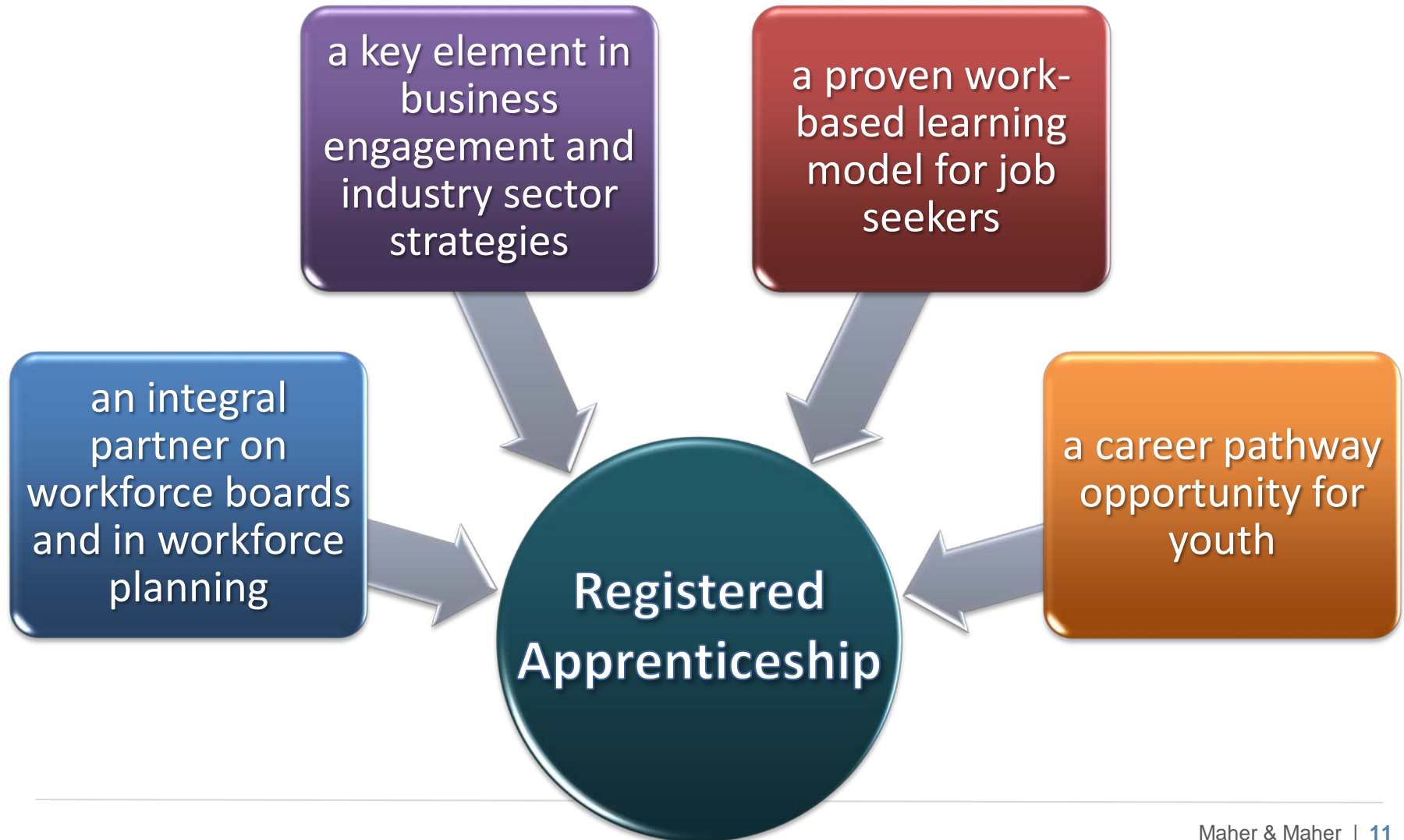
The Talent Pipeline – Workforce as an asset for regional prosperity

WIOA Vision

The WIOA Vision TEGL states that the “revitalized workforce system” will be characterized by three critical hallmarks of excellence:

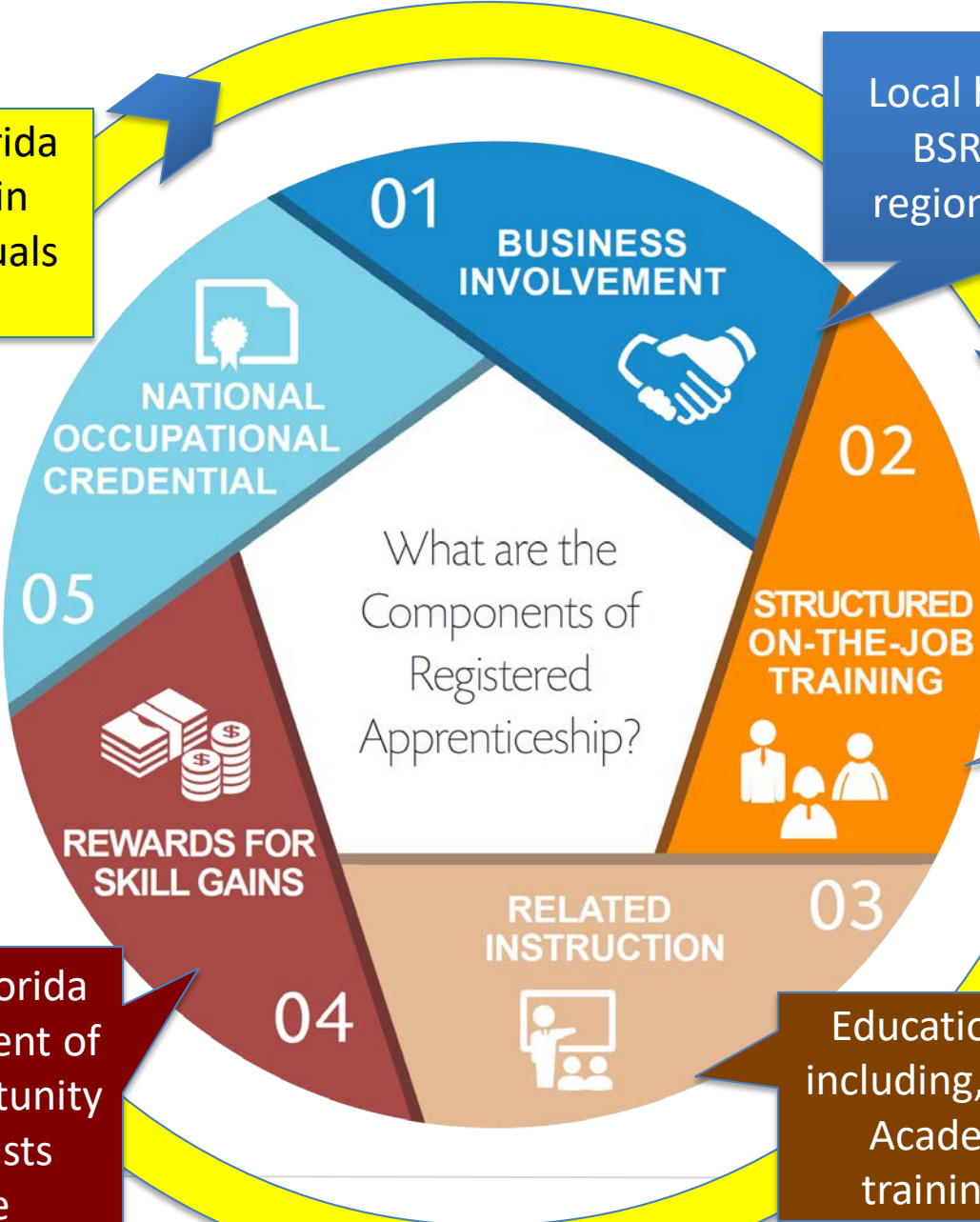
1. The needs of business and workers drive workforce solutions;
2. Career Centers (or American Job Centers) provide excellent customer service to jobseekers and employers and focus on continuous improvement; and
3. The workforce system supports strong regional economies and plays an active role in community and workforce development.

WIOA Promotes Apprenticeship



CareerSource Florida network assists in recruiting individuals for RAs

Local boards deploy BSRs to engage regional businesses



ATRs conduct job task analysis to determine OJL and related training breakdown

CareerSource Florida and/or Department of Economic Opportunity labor economists inform wage progression

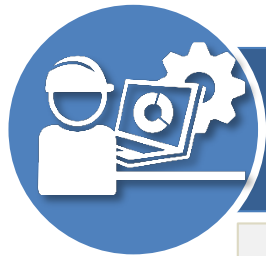
Educations system, including, CCs, Career Academies, RA training schools

WIOA: Building Stronger Apprenticeship Partnerships



Integrating apprenticeship into workforce planning and policy

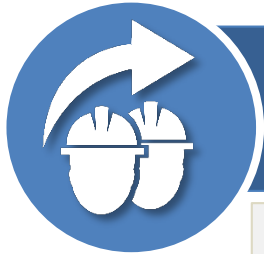
Apprenticeship representatives on state and local boards
Opportunities to include in state plans



Promoting work-based learning and using WIOA resources to support apprenticeship

Registered Apprenticeship programs included on Eligible Training Provider List
Employer reimbursement increased for on-the-job training and customized training

WIOA: Building Stronger Apprenticeship



Creating new opportunities through focus on services to employers

Boards promote industry partnerships and sector strategies
New WIOA performance indicator on employer services



Supporting career pathways for youth through apprenticeship

Youth program offers pre-apprenticeship to prepare youth for apprenticeship and other career opportunities
Youth program utilize pre-apprenticeship for Work Experience

Example of System Integration

- One-Stop Career Centers can serve as entry points for apprentices
- WIOA enrollment can provide supportive services and case management to pre-apprentices and apprentices
- WIOA Business Services staff can market apprenticeship to employers to expand participation
- WIOA funds may be used for related instruction

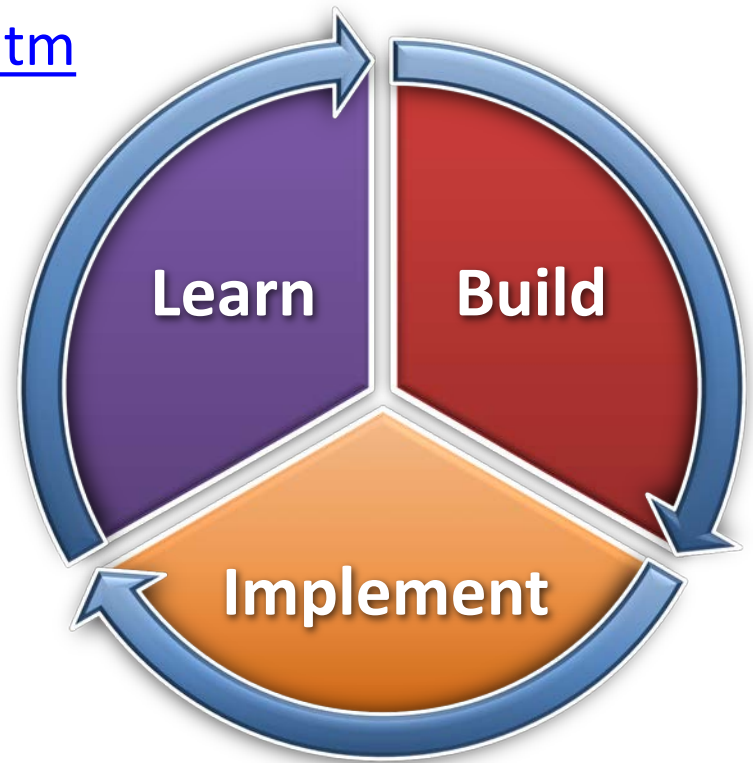


Technical Assistance Resources

ApprenticeshipUSA Toolkit

www.dol.gov/apprenticeship/toolkit.htm

A comprehensive set of tools and resources for the public workforce system and partners to launch or expand apprenticeship strategies.





Apprenticeship: A Local Workforce Board Best Practice

Michelle Shultz

Programs Director, CareerSource Tampa Bay

Apprenticeship

Funding is available through WIOA for apprentices, sponsor programs and employers.

Resources include:

- **Employed Worker Training** funds to offset tuition costs for current employees.
- **OJT/PWE funds** – reimbursement of up to 100% of wages during a training period for eligible new hires.
- **Apprentice support services** such as transportation assistance, uniforms, work boots, tools, books, and other items required for their job.

Apprenticeship Partners

Apprenticeship Program Partners

- Independent Electrical Contractors (IEC)
- Ironworkers Local 397
- Refrigeration and Air Conditioning Contractors Association
- Tampa Area JATC
- Additional union and non-union programs

Employers

- Coastal Steel
- Miller Electric Company
- Morrow Steel
- U.S. Coast Guard
- Additional local employers



WIOA Registered Apprenticeship Enrollments PY 2016-2017

Apprenticeships	CareerSource Pinellas	CareerSource Tampa Bay	Total
No. Served	91	237	328
No. Placed	4	20	24
Average Wage	\$ 19.56	\$ 22.46	\$ 21.01

Note: Most apprentices are enrolled in multi-year training programs.



Targeted Apprenticeship Initiatives

Prevocational Training - CareerSource Tampa Bay Career Prep Center and CareerSource Pinellas Science Center

- **Construction Trades**

- Prevocational program provides entry-level construction skills training culminating in NCCER and OSHA certifications.

- **Welding**

- 7-week welding program for youth and adults.

Successful participants are referred to local construction employers and apprenticeship programs for direct hire, apprenticeship program enrollment, paid work experience, or on-the-job training opportunities.



Targeted Apprenticeship Initiatives

Technical Careers Pre-Apprenticeship Program

- Coordinates related technical classroom instruction for high school students, summer internship work experience and the opportunity for entry into registered apprenticeship programs upon graduation.

Tampa Bay IT Apprenticeship Program

- Created in part through a \$3.8 million grant awarded by the U.S. Department of Labor (USDOL) to CareerSource Tampa Bay and in partnership with the Florida Department of Education.
- Approved occupations include:
 - Applications Developer (Software)
 - Applications Developer (Web)
 - Help Desk Technician
 - Information Assurance Specialist (Cybersecurity)
 - Network Support Technician



Contact and Resources

Michelle Schultz, Programs Director,
schultzm@careersourcetampabay.com

- [Tampa Bay Construction Apprenticeship Programs](#)
- [Pre-Vocational Training At The Career Prep Center](#)
- [Pre-Vocational Training At The Science Center](#)



Registered Apprenticeship & the Workforce System

Isabelle Potts

Florida Department of Economic Opportunity

WIOA - Purpose



- To increase the prosperity of workers and employers.
- To contribute to economic growth and global competitiveness.
- To increase access to employment through education, training, and support.
- To increase employment opportunities for individuals with barriers to employment.

Job Seeker Eligibility



- WIOA Adults
- WIOA Dislocated Workers
- WIOA Youth
- Registered Apprenticeship Applicants



WIOA Activities and Registered Apprenticeship

Registered Apprenticeships	WIOA Activities
<ul style="list-style-type: none">• On-the-Job Training	<ul style="list-style-type: none">• On-the-job training (wage reimbursement)
<ul style="list-style-type: none">• Related Training Instruction	<ul style="list-style-type: none">• Occupational skills training• Customized training• Incumbent worker training

Other WIOA Job Seeker Services



- Outreach, intake, eligibility review
- Labor-market information
- Assessment
- Career planning/career pathways
- Job readiness training
- Literacy, ESOL, GED prep
- Pre-apprenticeship/work experience
- Mentoring, tutoring

WIOA Adult and Dislocated Worker Activities

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
Occupational Skills Training	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
On-the-job Training						✓				✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓
Customized Training						✓		✓		✓		✓					✓	✓	✓		✓		✓		
Incumbent worker Training												✓	✓									✓			
Registered Apprenticeship												✓		✓	✓		✓								



WIOA Youth Activities

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Pre-employment Training/Work Maturity	✓	✓	✓	✓	✓			✓		✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓
Occupational Skills Training (tuition based)	✓		✓		✓				✓	✓		✓		✓	✓			✓		✓	✓	✓	✓	✓
Registered Apprenticeship														✓	✓									
On-the-job Training												✓	✓					✓						
Occupational Skills Training (non-tuition based)								✓	✓	✓		✓			✓	✓	✓		✓	✓			✓	✓

WIOA Supportive Services



- Transportation assistance
- Child care assistance
- Incentives, bonuses
- Other supportive services, such as tools, uniforms, supplies, books
- Based on local policy
- Based on client need on case-by-case basis



WIOA Adult Supportive Services

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Transportation Assistance			✓			✓	✓		✓		✓	✓	✓			✓	✓				✓	✓		
Incentives/ Bonuses			✓						✓					✓		✓		✓				✓		
Other Supportive Services	✓			✓			✓		✓	✓	✓	✓	✓	✓	✓		✓				✓	✓	✓	



WIOA Youth Supportive Services

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Stipends																			✓		✓			
Transportation Assistance		✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Incentives/ Bonuses		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Other Supportive Services		✓		✓				✓	✓	✓	✓	✓	✓			✓		✓			✓	✓	✓	✓



WIOA/ Wagner-Peyser Employer Services

- Sector strategies/sector partnerships
- Job postings, employee recruitment, referrals, screening, & training
- Work Opportunity Tax Credits (WOTC)
- Federal bonding
- Incumbent worker training (IWT)
- On-the-job training (OJT)
- Customized training
- Work experience, internships
- Pre-apprenticeship, transitional jobs
- Labor market information

One-Stop Partners



- Vocational Rehabilitation
- Division of Blind Services
- Agency for Persons with Disabilities
- Adult Education



WIOA Performance Outcomes



- Employment (post-exit)
- Retention in employment (post-exit)
- Wages (post-exit)
- Credential attainment
- Youth placement & retention in employment and/or post-secondary education/advanced training

Note: There is no requirement that an apprentice be enrolled in WIOA for the entire duration of the apprenticeship – only for time when WIOA provides support for the apprenticeship.



Apprenticeship and Performance

Recognizing Apprenticeship in WIOA performance measures

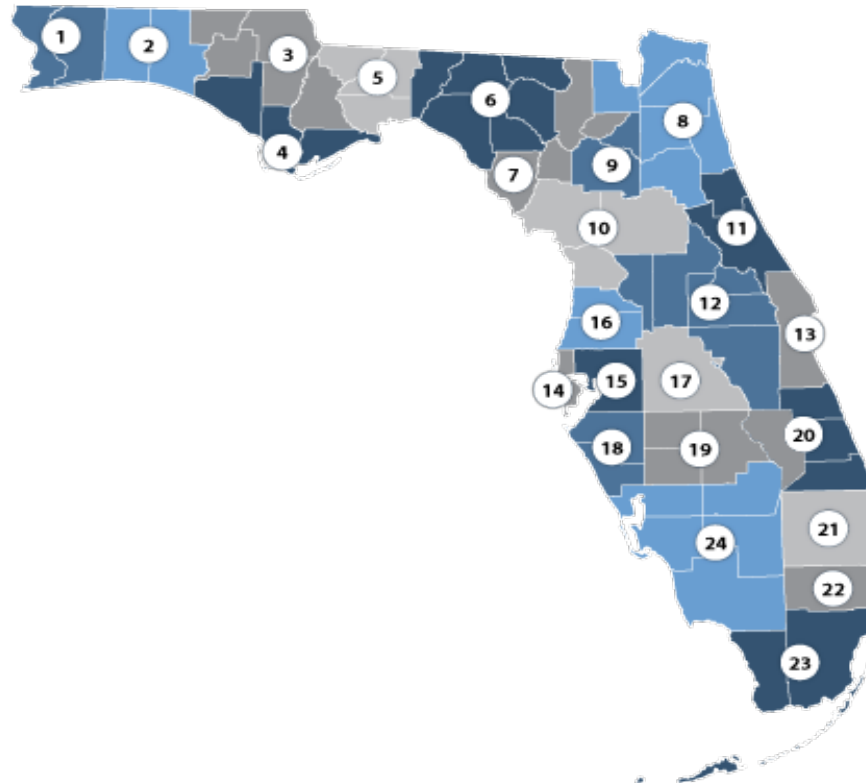
Employment: A job from day 1 – participants enter employment when they begin an apprenticeship program.

Retention: 91% of apprentices retain employment after program ends.

Earnings: Average starting apprentice wage is \$15.00. Graduates earn an average of \$50,000 a year.

Credential Attainment: Apprenticeship completion certificate recognized as post-secondary credential.

Local Workforce Boards & Career Centers





Registered Apprenticeship Program Information

Richard “Ted” Norman
Florida Department of Education

Apprenticeship Fast Facts USDOL

- Provides credential equivalent of a 2- or 4- year degree
- Average starting salary: \$50,000
- Completing a Registered Apprenticeship program = \$300,000 more over the course of a career
- Increases workforce skill, productivity and morale
- 150,000 employers and labor management organizations participate
- 400,000 apprenticeships [apprentices] are available nationwide in more than 1,000 occupations
- Earn While You Learn

How do employers become apprenticeship sponsors?

- Contact the Apprenticeship Section within the Division of Career and Adult Education.
- Can receive information on new or existing programs throughout the state.
- Can participate in an existing program or develop a new program.
- Employers define their own training standards with the assistance of their apprenticeship training representatives (ATR).

Apprenticeship programs can be customized

Flexibility in Program Design. Apprenticeships can be designed to be timed-based, competency-based, or a hybrid of the two.



In Time-based programs, apprentices complete a required number of hours in on-the-job training and related instructions.



In Competency-based programs, apprentices progress at their own pace – they demonstrate competency in skills and knowledge through proficiency tests, but are not required to complete a specific number of hours.



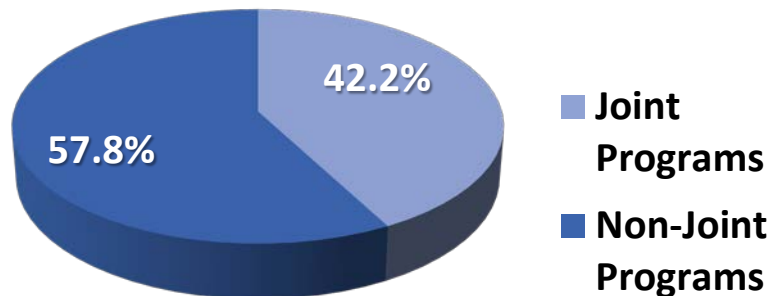
Many programs are built using a **Hybrid approach**, using minimum and maximum range of hours and the successful demonstration of identified and measured competencies.

Types of Programs

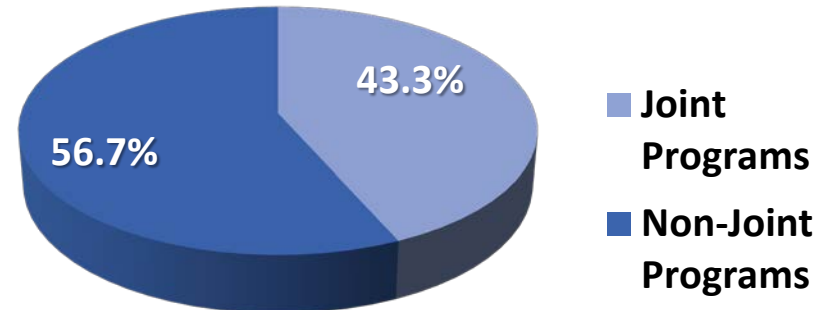
- **Joint Programs** are affiliated an apprenticeship sponsor who participates in a collective bargaining agreement
- **Non-Joint Programs** are affiliated with an apprenticeship sponsor who does not participate in a collective bargaining agreement

December 2016

Percentage of Registered Programs



Percentage of Registered Apprentices



Common Terms

- **Apprentice** – A worker, at least 16 years of age, who is engaged in learning a recognized skilled trade through actual work experience under the supervision of journeymen craftsman.
- **Apprenticeship Program** – An organized course of instruction, registered, and approved by the Registration Agency.
- **Apprenticeship Standards** – The minimum requirements established uniformly for each craft under which an apprenticeship program is administered and includes standards of admission, training goals, training objectives, curriculum outlines, and objective standards to measure successful completion of the apprenticeship program.
- **Apprenticeship and Training Representative (ATR)** – An individual representative of the Registration Agency, properly authorized to act on behalf of that agency in matters concerning apprenticeship, pre-apprenticeship, and on-the-job training.

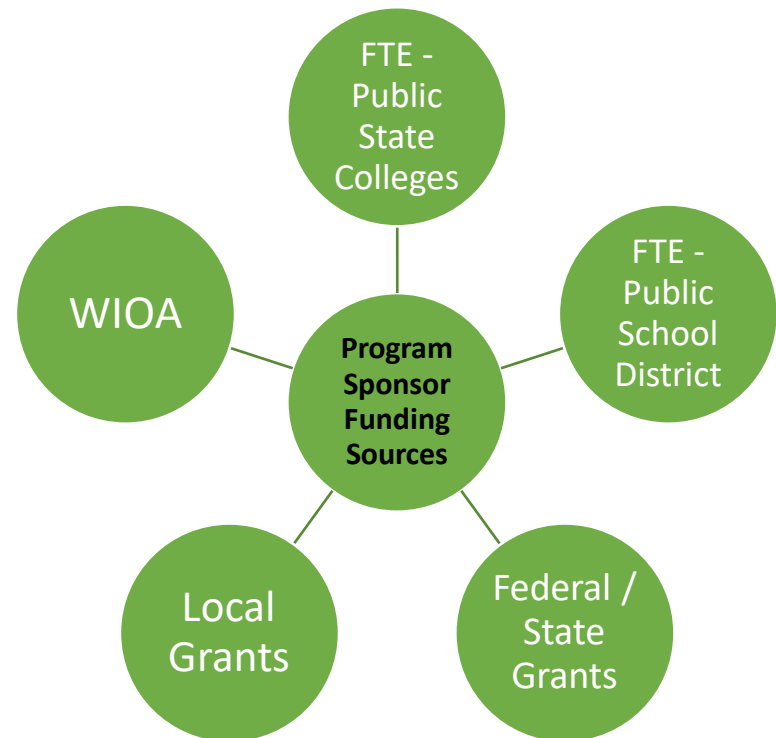
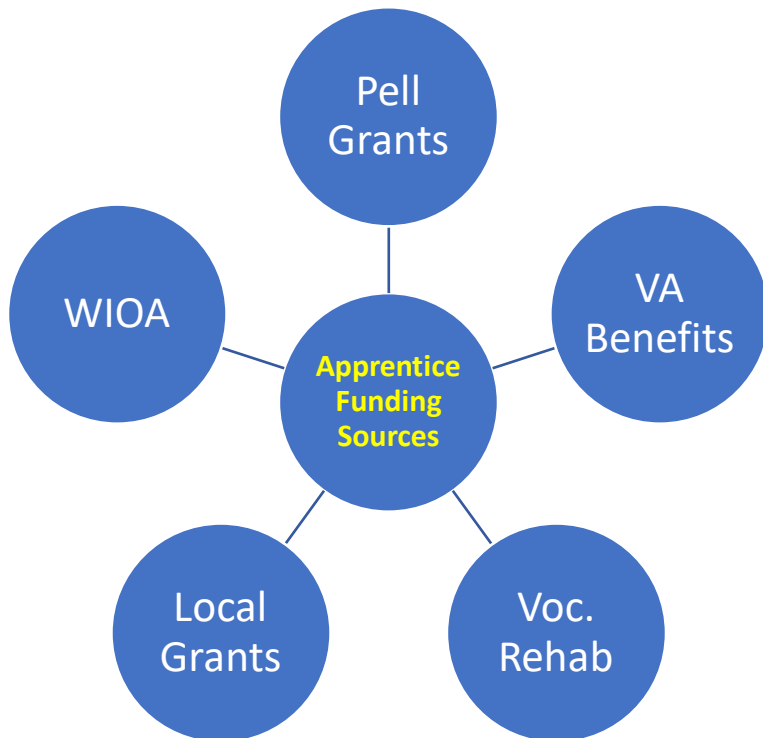
Common Terms

- **Pre-Apprenticeship** – Any worker, 16 years of age or older, engaged in any course of instruction in a public school system or elsewhere, which course is registered as a pre-apprenticeship program with the Registration Agency.
- **Pre-Apprenticeship Program** – An organized course of instruction in the public school system or elsewhere which is designed to prepare a worker, 16 years of age or older, to become an apprentice. The program is approved and registered with the Registration Agency and sponsored by a registered apprenticeship program.
- **Registration Agency** – The entity approved for Federal Apprenticeship Purposes, which is the Florida Department of Education.
- **Related Instruction** – An organized and systematic form of instruction designed to provide the apprentice or pre-apprentice with knowledge of the theoretical subjects relate to a specific trade or occupation.

What are the major expenditures of the Registered Apprenticeship program?

- Although some sponsors of registered apprenticeship programs provide their own classroom instruction, many program sponsors partner with local school districts and community colleges.
- Florida contributes funds to apprenticeship programs through a provision in the General Appropriations Act that allocates base and performance funding to workforce programs through aid to local governments (community colleges and school districts).

What are the more common funding sources for Registered Apprenticeship?



Apprenticeship and Training Representatives (ATR) for Florida Region 1A

Bill Lauver – Region 1A

Apprenticeship Office

215 N. Market Street, Suite 300

Jacksonville, Florida 32202-2851

Telephone: (904) 798-0060

Fax: (904) 359-2602

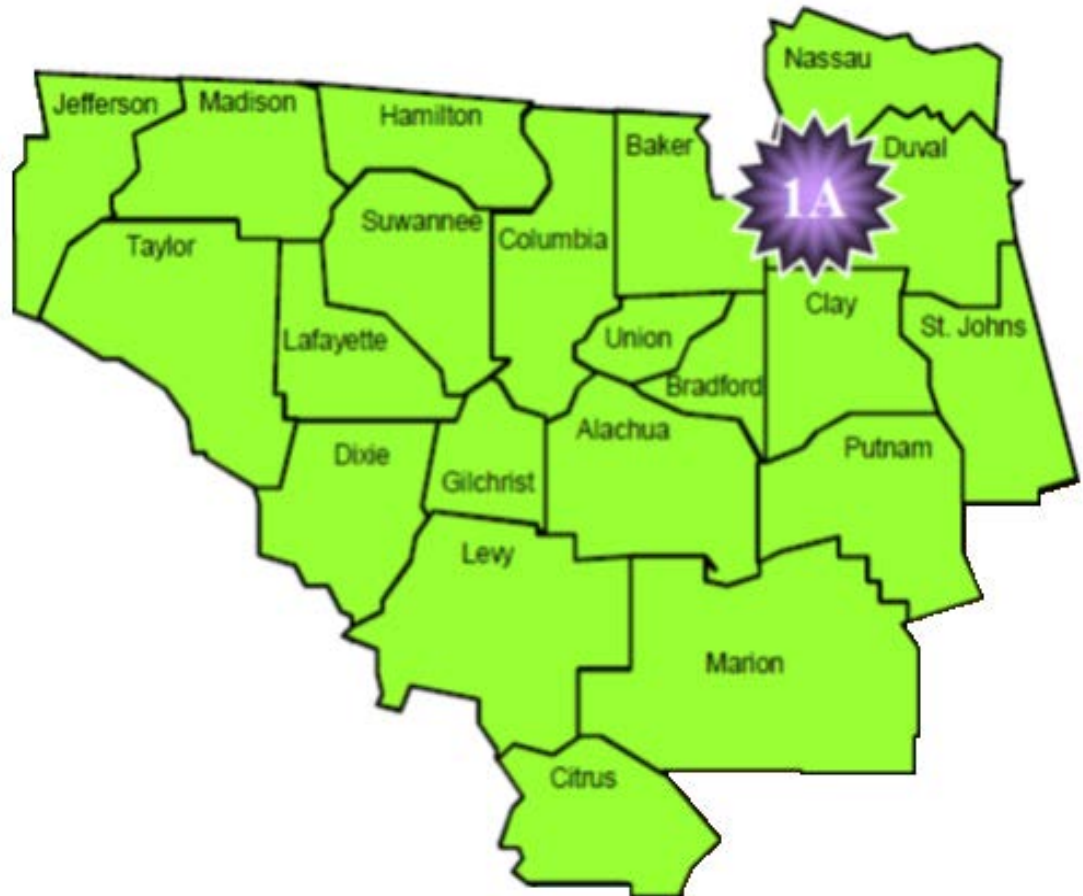
Email: william.lauver@fldoe.org



Apprenticeship and Training Representatives (ATR) for Florida Region 1A

Districts Covered:

- Alachua
- Baker
- Bradford
- Citrus
- Clay
- Columbia
- Dixie
- Duval
- Gilchrist
- Hamilton
- Jefferson
- Lafayette
- Levy
- Madison
- Marion
- Nassau
- Putnam
- St. Johns
- Suwannee
- Taylor
- Union



Apprenticeship and Training Representatives (ATR) for Florida Region 1A

Occupations Covered:

- Bricklayer
- Cable Splicer (Network Cable Splicing Technician)
- Carpenter
- Carpenter, Maintenance
- Commercial Diver
- Cook (Hotel & Restaurant)
- Electric Meter Installer I
- Electric Meter Repairer
- Electrician
- Electrician (Hybrid)
- Electrician (Maintenance)
- Electrician (Substation)
- Elevator Constructor
- Geodetic Computator
- Glazier
- Heating and Air Conditioning Installer-Servicer

Apprenticeship and Training Representatives (ATR) for Florida Region 1A

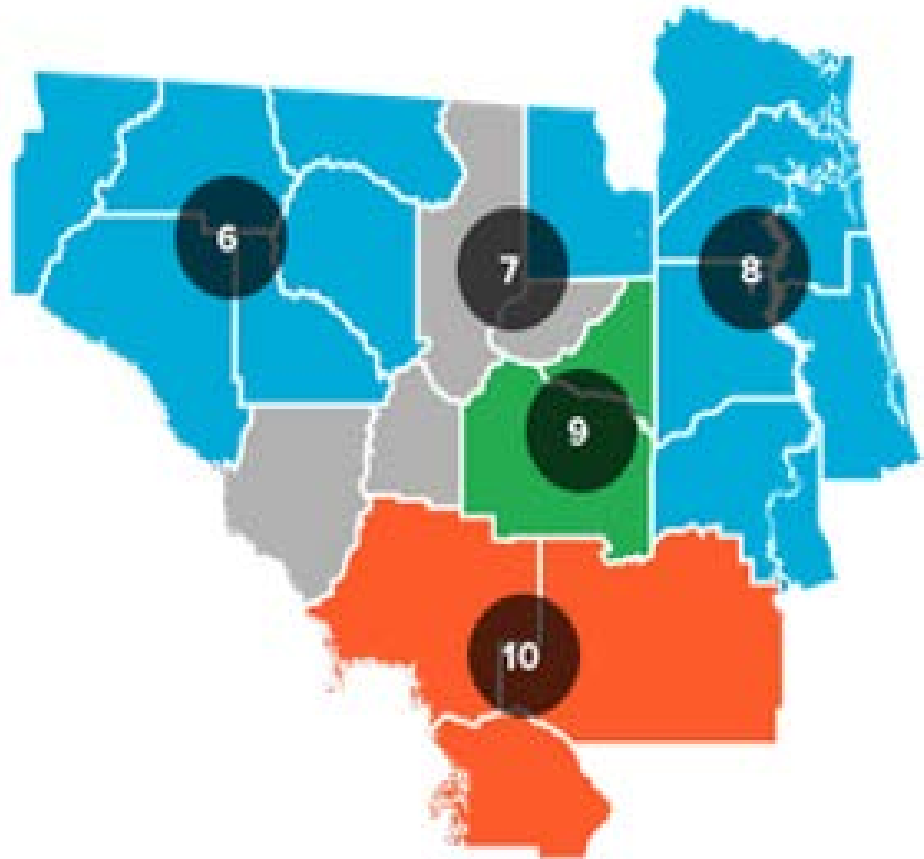
Occupations Covered – cont.:

- Insulation Worker
- Line Erector (Lineman)
- Line Maintainer
- Maintenance Mechanic
- Millwright
- Operating Engineer
- Painter
- Pipe Fitter
- Pipe Fitter - Sprinkler Fitter
- Plumber
- Residential Carpenter
- Sheet Metal Worker
- Structural Steel/Ironworker
- Surveyor Assistant, Instruments
- Switchboard Operator (Distribution System Operator)
- Telecommunications Technician

Apprenticeship and Training Representatives (ATR) for Florida Region 1A

CareerSource Florida Regions covered:

- Region 6
- Region 7
- Region 8
- Region 9
- Region 10



Apprenticeship and Training Representatives (ATR) for Florida Region 1B

Patrick Wright – Region 1B

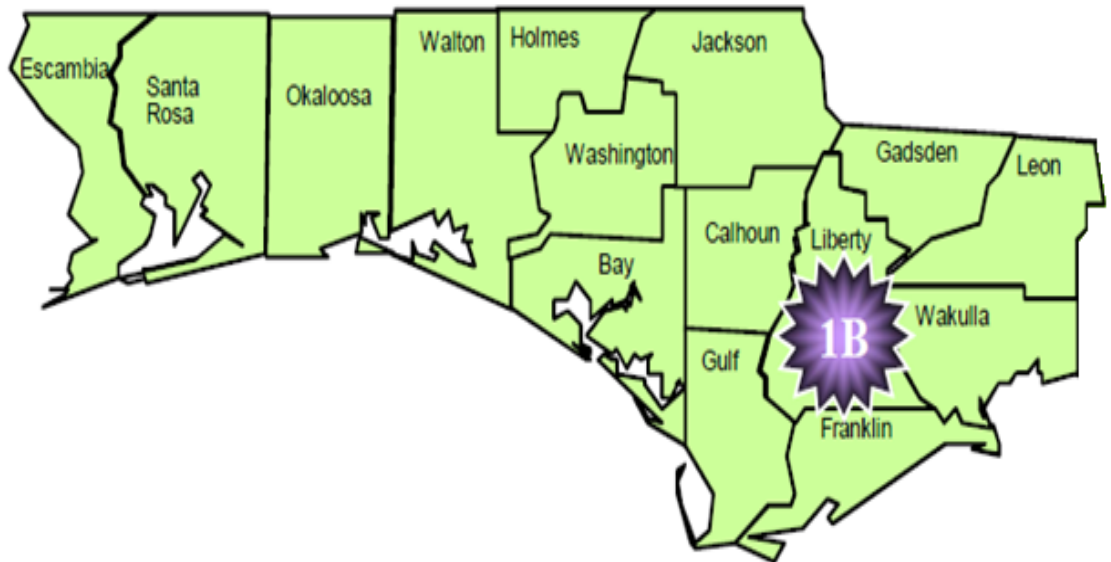
325 W. Gaines Street, Room 754
Tallahassee, Florida 32399-0400
Telephone: (850) 245-9006
Fax: (850) 245-9010
Email: Patrick.Wright@fldoe.org



Apprenticeship and Training Representatives (ATR) for Florida Region 1B

Districts Covered:

- Bay
- Calhoun
- Escambia
- Franklin
- Gadsden
- Gulf
- Holmes
- Jackson
- Leon
- Liberty
- Okaloosa
- Santa Rosa
- Wakulla
- Walton
- Washington



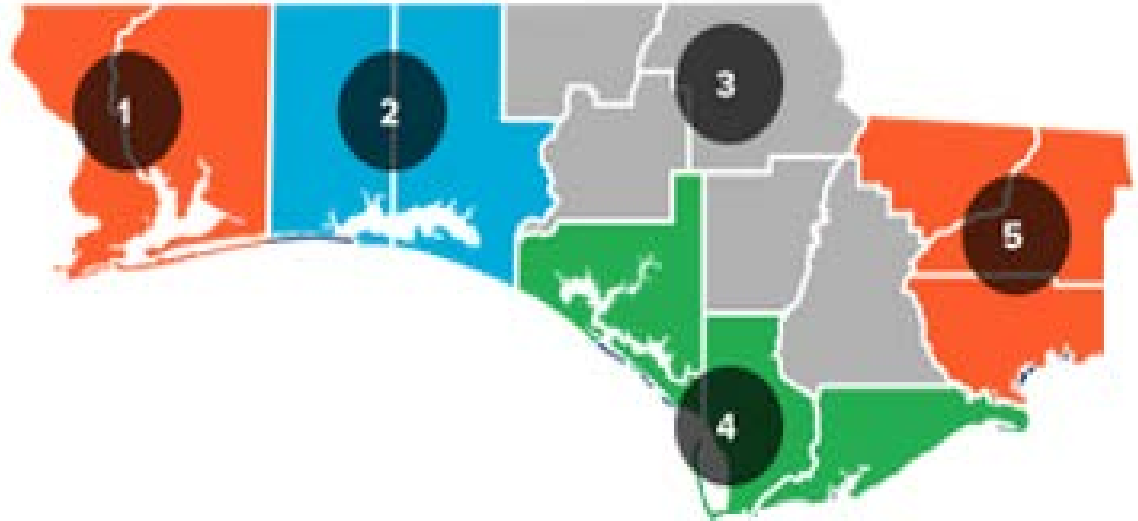
Apprenticeship and Training Representatives (ATR) for Florida Region 1B

Occupations Covered:

- Bricklayer
- Electric Meter Installer I
- Electrician
- Electrician (Substation)
- Heating and Air Conditioning Installer-Servicer
- Line Erector (Lineman)
- Pipe Fitter
- Power-Plant Operator

Apprenticeship and Training Representatives (ATR) for Florida Region 1B

CareerSource Florida Regions covered:



- Region 1
- Region 2
- Region 3
- Region 4
- Region 5

Apprenticeship and Training Representatives (ATR) for Florida Region 2

Steve Lindas – Region 2

Apprenticeship Office –
c/o Mid Florida Tech
2900 W. Oak Ridge Road
Orlando, Florida 32809
Telephone: (407) 251-2417
Fax: (407) 251-2418
Email: Steven.Lindas@fldoe.org



Apprenticeship and Training Representatives (ATR) for Florida Region 2

Districts Covered:

- Brevard
- Flagler
- Lake
- Orange
- Osceola
- Polk
- Seminole
- Sumter
- Volusia



www.FLDOE.org

Apprenticeship and Training Representatives (ATR) for Florida Region 2

Occupations Covered:

- Bricklayers & Mason (Hybrid)
- Carpenter
- Child Care Development Specialist
- Construction Craft Laborer
- Drywall Finisher (Taper) (Hybrid)
- Electrician
- Electrician (Maintenance)
- Electrician (Substation)
- Elevator Constructor
- Floor Layer (Painter) (Hybrid)
- Glazier (Hybrid)
- Heating and Air Conditioning Installer-Servicer
- Landscape Technician
- Line Erector (Lineman)
- Line Installer-Repairer
- Line Maintainer

Apprenticeship and Training Representatives (ATR) for Florida Region 2

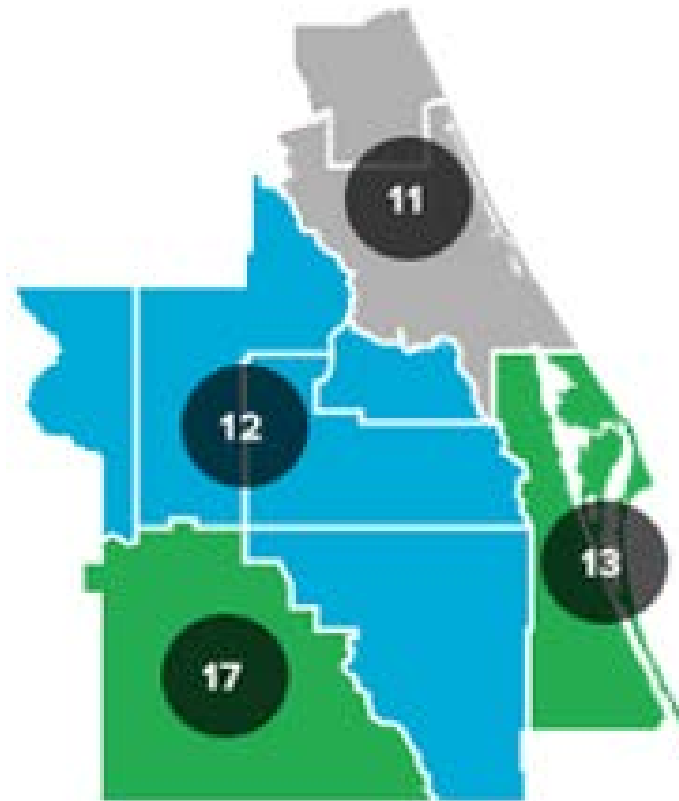
Occupations Covered – cont.:

- Machinist
- Maintenance Repairer, Building
- Maintenance Repairer, Industrial
- Mechanic, Industrial Truck (any industry)
- Painter
- Painter, Industrial Coating and Lining Application Specialist (Hybrid)
- Painter-Decorator (Painter Construction) (Hybrid)
- Pipe Fitter
- Pipe Fitter - Sprinkler Fitter
- Plumber
- Residential Wireman
- Sheet Metal Worker
- Structural Steel/Ironworker
- Telecommunications Technician
- Tool-and-Die Maker

Apprenticeship and Training Representatives (ATR) for Florida Region 2

CareerSource Florida Regions covered:

- Region 11
- Region 12
- Region 13
- Region 17



Apprenticeship and Training Representatives (ATR) for Florida Region 3

Steve Seville – Region 3

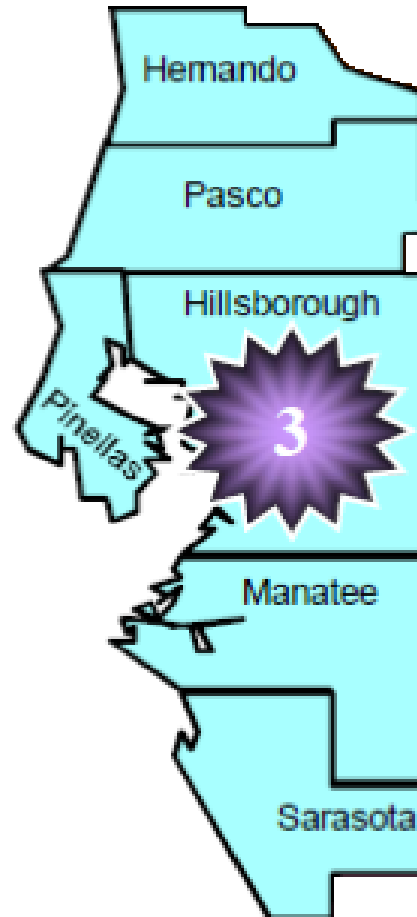
Apprenticeship Office
897 East Venice Avenue, Room 111
Venice, Florida 34285
Telephone: (941) 486-2682
Fax: (941) 480-3098
Email: Stephen.Seville@fldoe.org



Apprenticeship and Training Representatives (ATR) for Florida Region 3

Districts Covered:

- Hernando
- Hillsborough
- Manatee
- Pasco
- Pinellas
- Sarasota



Apprenticeship and Training Representatives (ATR) for Florida Region 3

Occupations Covered:

- Application Developer (Web)
- Applications Developer (Software)
- Automobile Mechanic
- Bricklayer
- Bricklayers & Mason (Hybrid)
- Cable Splicer (Network Cable Splicing Technician)
- Carpenter
- Cement Mason
- Child Care Development Specialist
- CNC Set-up Programmer - Milling and Turning
- CNC Set-up Programmer - Turning
- CNC Set-up Programmer- Milling
- Cook (Hotel & Restaurant)
- Diesel Mechanic
- Electric Meter Repairer
- Electrician
- Electrician (Substation)
- Electronics Technician

Apprenticeship and Training Representatives (ATR) for Florida Region 3

Occupations Covered – cont.:

- Elevator Constructor
- Field Service Engineer (Low Voltage Systems)
- Fire Fighter
- Fire Medic
- Health Information Management (HIM)
Hospital Coder
- Heating and Air Conditioning Installer-Servicer
- Help Desk Technician
- Information Assurance Specialist
- Insulation Worker
- Landscape Technician
- Line Erector (Lineman)
- Line Installer-Repairer
- Machinist
- Maintenance Repairer, Building
- Maintenance Repairer, Industrial
- Mechatronics Technician
- Meter Repairer (any industry)
- Millwright

Apprenticeship and Training Representatives (ATR) for Florida Region 3

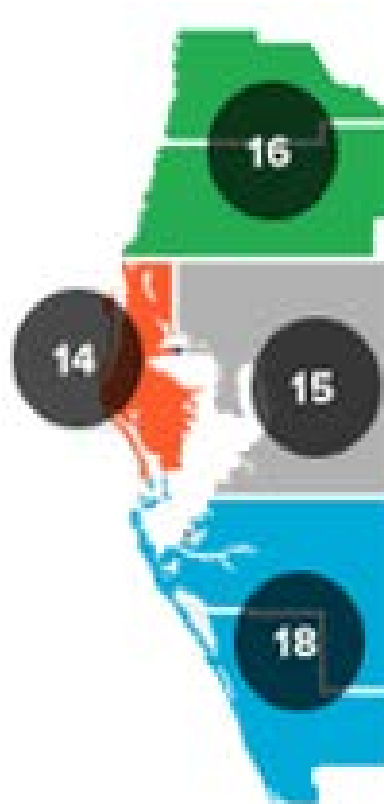
Occupations Covered – cont.:

- Mold Maker, Die-Cast & Plastic Molding
- Network Support Technician (Network Technician)
- Numerical Control Machine Operator
- Operating Engineer
- Pipe Fitter
- Pipe Fitter - Sprinkler Fitter
- Plasterer
- Plumber
- Refrigeration Mechanic
- Residential Wireman
- Sheet Metal Worker
- Stage Technician
- Stonemason
- Structural Steel/Ironworker
- Telecommunications Technician
- Terrazzo Worker
- Tile Setter
- Tool-and-Die Maker
- Undercar Specialist

Apprenticeship and Training Representatives (ATR) for Florida Region 3

CareerSource Florida Regions covered:

- Region 14
- Region 15
- Region 16
- Region 18



Apprenticeship and Training Representatives (ATR) for Florida Region 4

Randy Holmes – Region 4

2550 W. Oakland Park Boulevard,
Suite 136

Ft. Lauderdale, Florida 33311

Telephone: (954) 497-3384

Fax: (954) 497-3385

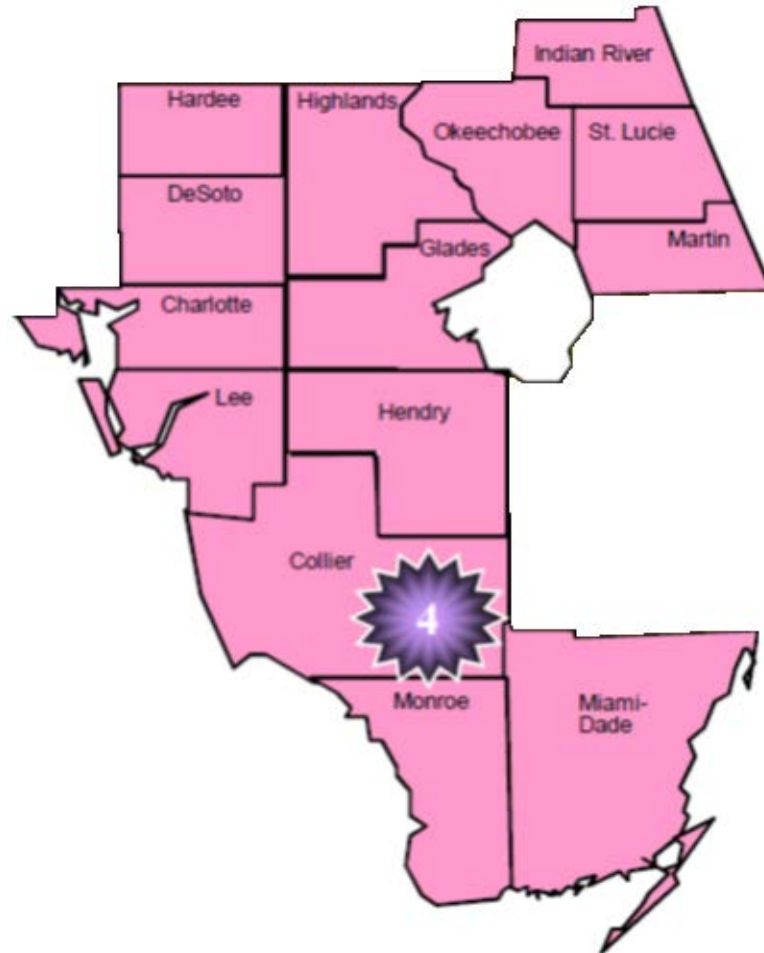
Email: Randy.Holmes@fldoe.org



Apprenticeship and Training Representatives (ATR) for Florida Region 4

Districts Covered:

- Charlotte
- Collier
- Dade
- DeSoto
- Glades
- Hardee
- Hendry
- Highlands
- Indian River
- Lee
- Martin
- Monroe
- Okeechobee
- St. Lucie



Apprenticeship and Training Representatives (ATR) for Florida Region 4

Occupations Covered:

- Bricklayer
- Carpenter
- Cook (Hotel & Restaurant)
- Diesel Mechanic
- Electric Meter Repairer
- Electrician
- Electrician (Maintenance)
- Electrician (Substation)
- Elevator Constructor
- Fire Medic
- Geodetic Computator
- Heating and Air Conditioning Installer-Servicer
- Heating and Air Conditioning Installer-Servicer (Hybrid)
- Insulation Worker
- Line Erector (Lineman)
- Line Installer-Repairer

Apprenticeship and Training Representatives (ATR) for Florida Region 4

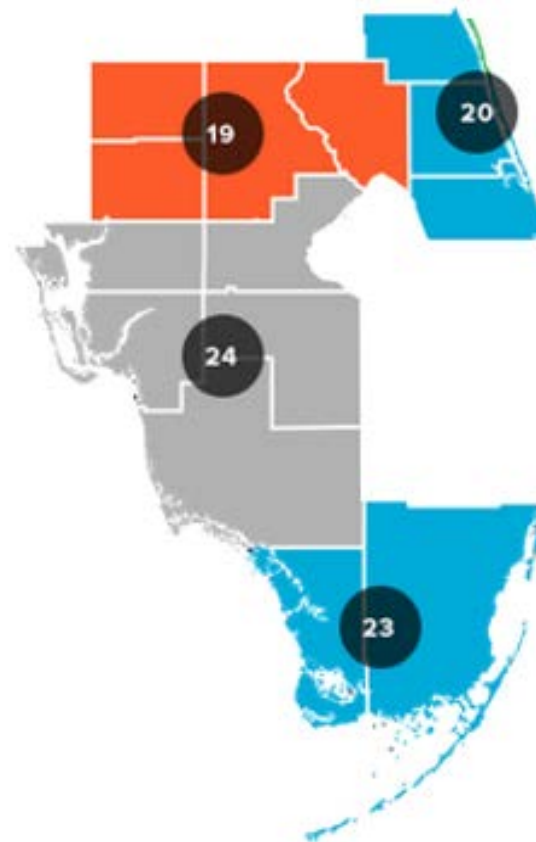
Occupations Covered:

- Load Dispatcher
- Machinist
- Neon-Sign Servicer
- Numerical Control Machine Operator
- Operating Engineer
- Painter
- Pipe Fitter
- Pipe Fitter - Sprinkler Fitter
- Plumber
- Refrigeration Mechanic
- Sheet Metal Worker
- Structural Steel/Ironworker
- Sub Station Operator
- Surveyor Assistant, Instruments
- Telecommunications Technician
- Tractor Mechanic

Apprenticeship and Training Representatives (ATR) for Florida Region 4

CareerSource Florida Regions covered:

- Region 19
- Region 20
- Region 23
- Region 24



Apprenticeship and Training Representatives (ATR) for Florida Region 5

Valvery Hillsman – Region 5

Apprenticeship Office,
c/o Dave Thomas Education Center
180 S.W. 2nd Street
Pompano Beach, Florida 33060
Telephone: (754) 321-6780
Fax: (754) 321-6781
Email: valvery.hillsman@fldoe.org



Apprenticeship and Training Representatives (ATR) for Florida Region 5

Districts Covered:

- Palm Beach
- Broward



Apprenticeship and Training Representatives (ATR) for Florida Region 5

Occupations Covered:

- Automobile Body Repairer
- Automobile Mechanic
- Bricklayer
- Carpenter
- Carpenter (Hybrid)
- Carpenter, Maintenance
- Construction Craft Laborer
- Decorator (any industry)
- Drywall Finisher (Taper) (Hybrid)
- Electric Meter Repairer
- Electrical Appliance Servicer
- Electrician
- Electronics Technician
- Field Service Engineer (Low Voltage Systems)
- Floor Coverer (Layer) (Hybrid)
- Floor Layer (Painter) (Hybrid)
- Glazier (Hybrid)
- Heating and Air Conditioning Installer-Servicer

Apprenticeship and Training Representatives (ATR) for Florida Region 5

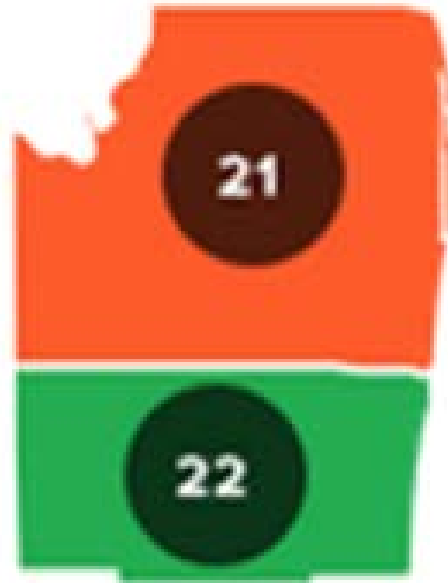
Occupations Covered:

- Heating and Air Conditioning Installer-Servicer (Hybrid)
- Line Erector (Lineman)
- Machinist
- Maintenance Repairer, Building
- Millwright
- Operating Engineer
- Painter
- Painter, Industrial Coating and Lining Application Specialist (Hybrid)
- Painter-Decorator (Painter Construction) (Hybrid)
- Piledriver
- Pipe Fitter
- Pipe Fitter - Sprinkler Fitter
- Plasterer
- Plumber
- Pump Servicer
- Roofer
- Scaffold Erector (Hybrid)
- Sheet Metal Worker
- Structural Steel/Ironworker
- Structural Steel/Ironworker (Hybrid)

Apprenticeship and Training Representatives (ATR) for Florida Region 5

CareerSource Florida Regions covered:

- Region 21
- Region 22



Registered Apprenticeship Highlighted Programs

**Tampa General Hospital – Health Information Management
Steve Seville - ATR**

**Dade County Public Schools / Career Source South Florida –
Pre-Apprenticeship (high school) – Multiple Programs
Randy Holmes - ATR**

Next Steps

- **Post-webinar Feedback Form and Survey**
- **Connect with Office of Apprenticeship/CareerSource Florida network**
- **Get engaged in building registered apprenticeships in your area**
- **Apply for board-approved seed funding**
 - **Develop model pilot project**
- **Identify business champions or nominate someone for workgroups:**
 - **Governance/Policy, Business Outreach, Population Outreach and Data sharing**
- **Participate in outreach and training events facilitated by national experts Maher & Maher**



ApprenticeshipFLA Contacts

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