

FILLING FLORIDA'S SKILLS GAP THROUGH **APPRENTICESHIPS**



IDENTIFYING THE CHALLENGE

If Florida is to become the global leader for talent, the state's employers must have ready access to a competent and prepared workforce for all industries. That's an increasing challenge, as many of Florida's businesses report the difficulties in finding qualified employees to fill both professional and skilled labor positions, and job seekers – both with and without college degrees – struggle to find jobs that offer opportunities for advancement and financial security. However, by employing an “earn and learn” model paired with mentorship and customized training, apprenticeships may hold the answer to closing much of the skills gap.

THE SOLUTION: **APPRENTICESHIP FLORIDA**

Expanding Registered Apprenticeship programs as a proven “earn and learn” strategy will help provide a highly skilled workforce that continues to innovate and adapt to meet the needs of business in the 21st century.

Apprenticeship Florida is a partnership that includes CareerSource Florida, the Florida Department of Economic Opportunity and the Florida Department of Education. Established under the State Apprenticeship Expansion Grant awarded by the U.S. Department of Labor to Florida in 2016, Apprenticeship Florida seeks to expand Registered Apprenticeships to create a fortified talent pipeline in targeted sectors, driving economic development across the Sunshine State.

Local workforce development boards are shifting from individual training programs to establishing career pathways that offer Registered Apprenticeship programs as a viable talent development solution. The strategic alignment has forged new partnerships with employers and closer collaboration among core partners under the federal Workforce Innovation and Opportunity Act (WIOA), including the Florida Department of Economic Opportunity, the Florida Department of Education, CareerSource Florida and community-based organizations serving underrepresented communities.

The Apprenticeship Florida partnership's vision is to:

- Develop a shared knowledge base in the workforce, education and Registered Apprenticeship systems to assist business and job seekers' involvement in Registered Apprenticeships
- Implement an outreach strategy to inform businesses and job seekers about the benefits of Registered Apprenticeships
- Develop working models to expand Registered Apprenticeship programs to targeted industry sectors (Advanced Manufacturing, Information Technology, Healthcare and Building Trades/Construction)
- Develop working models to increase the participation of underrepresented populations in Registered Apprenticeship programs
- Collect, manage and analyze data from multiple systems to evaluate outcomes of Registered Apprenticeship programs and inform strategic decisions affecting the talent pipeline for targeted industries

Notably, Florida was one of nine states selected by the U.S. Department of Labor as an Apprenticeship Promising Practice case study within the Aligning State Systems and Partnerships category, providing a national platform for sharing Florida's successes broadly to the apprenticeship and workforce communities.



APPRENTICESHIP CATALYST WORKGROUPS

More than 100 business, education and community leaders served as Apprenticeship Catalyst Workgroup members to help Florida refine its Registered Apprenticeship expansion strategies and provide a way to leverage the insight and expertise of a diverse mix of partners as Florida moves toward systems integration that lasts well beyond the life of the State Apprenticeship Expansion grant.

The four Apprenticeship Catalyst Workgroups are:



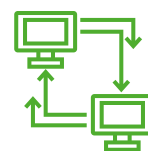
**GOVERNANCE/
POLICY**



**BUSINESS
OUTREACH**



**POPULATION
OUTREACH**



**DATA SHARING
AND TECHNOLOGY**

The workgroups comprise representatives from business and industry, local workforce development boards, school district technical centers and colleges, state colleges and the three grant partners: the Florida Department of Education, the Florida Department of Economic Opportunity and CareerSource Florida.

CROSS-CUTTING RECOMMENDATIONS

Each of the individual Apprenticeship Catalyst Workgroups developed recommendations to be considered and prioritized for implementation. Highlights include:



GOVERNANCE/POLICY

Understand and explore the possibility of removing restrictions related to minors working in apprenticeable occupations

Encourage and support partnerships to develop high school pre-apprenticeship programs



BUSINESS OUTREACH

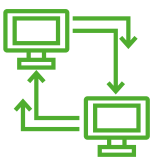
Establish Registered Apprenticeship performance data collection and dissemination processes

Add members to the State Apprenticeship Advisory Council that represent non-traditional Registered Apprenticeship industries



POPULATION OUTREACH

Provide “small exploration” grants for four communities with successful programs to visit the state and provide more detailed information on starting a youth Registered Apprenticeship program



DATA SHARING AND TECHNOLOGY

Create a complete Registered Apprenticeship Glossary containing all the terminology and acronyms for ease of communication

DRIVING REGISTERED APPRENTICESHIP GROWTH THROUGH SECTOR STRATEGIES AND FUNDING OPPORTUNITIES

The State Apprenticeship Expansion partners announced in March 2018 the availability of \$500,000 to local workforce development boards as part of an Apprenticeship Florida Training Funds Grant opportunity. In a promising show of interest, 21 of the 24 boards submitted proposals to build new or expand existing Registered Apprenticeship programs or pre-apprenticeship programs that increase the number of apprentices from underrepresented populations.

NEW PROGRAMS UNDERWAY

Individual initiatives have formed around the state to develop new apprenticeship programs, including Registered Apprenticeships from State Apprenticeship Expansion leadership efforts. State and local partners working with businesses in targeted industries are at various stages of development of the following new programs:

MIAMI-DADE YOUTH PRE-APPRENTICESHIP PROGRAM

Approved and Registered on August 1, 2017 | Construction, Multiple Trades

The first of its kind in Florida, this 23-month pre-apprenticeship program was launched in collaboration with the Miami-Dade County Board of County Commissioners, CareerSource South Florida and Miami-Dade County Public Schools in five public high schools targeting 120 students. Apprentices will be introduced to 13 trades, including electrician and plumber, while participating in a paid summer apprenticeship and earning industry certifications. The project is sponsored by United Joint Apprentice Committee, funded by CareerSource South Florida and administered by Miami-Dade County Public Schools. There are 11 sponsors in 13 occupations involved in the project.

TREASURE COAST MANUFACTURING ASSOCIATION

Approved and Registered on April 9, 2018 | Advanced Manufacturing, Multi-Employer, Single Industry

CareerSource Research Coast partnered with the Treasure Coast Manufacturing Association to develop an Industrial Manufacturing Technician apprenticeship program. Apprentices will be trained to set up, operate and monitor production equipment. As part of the 18-month apprenticeship, they will receive the Certified Production Technician (CPT) certification once training and work-based learning are complete.

CAREERSOURCE SUNCOAST APPRENTICESHIP PROGRAM

Approved and Registered on April 26, 2018 | Advanced Manufacturing, Multi-Employer, Single Industry

CareerSource Suncoast serves as the sponsor of this Advanced Manufacturing Apprenticeship with PGT Innovations, a 37-year-old manufacturer of residential impact-resistant windows and doors. The company launched the Tool and Die Maker occupation first, with plans to add other occupations as the program evolves.

THE HARTFORD LAKE MARY APPRENTICESHIP PROGRAM

Approved and Registered on May 10, 2018 | Financial Services, Insurance

This program is unique to Florida in collaboration with a national initiative by The Hartford to establish insurance apprenticeship programs. The Florida apprenticeship program creates a pipeline of Disability Analysts. Supported by a partnership between Seminole State College and CareerSource Central Florida, applicants will be screened and participants will earn credit toward an associate degree in this hybrid program with a 2 to 2 ½ year duration.

STAKEHOLDER EDUCATION

To further educate stakeholders, a five-module online awareness and training series is being developed through a collaborative effort among the Florida Department of Education Apprenticeship Office, the Florida Department of Economic Opportunity and CareerSource Florida that will be made available to all Business Services Representatives in the statewide CareerSource Florida network.

The video series is modeled after the U.S. Department of Labor's Introduction to Apprenticeship series. The online training series is Florida-focused. It explains many of the benefits of implementing the apprenticeship model for both employers and individuals. The training modules will help business services representatives and other stakeholders become knowledgeable and comfortable explaining what Registered Apprenticeship is and how it operates in Florida.

FLORIDA'S GROWTH IN REGISTERED APPRENTICESHIPS 2016-2018

The chart below demonstrates the growth in Florida's Registered Apprenticeships program since the award, in 2016, of the State Apprenticeship Expansion Grant by the U.S. Department of Labor. Through the focused efforts of the grantees—the Florida Department of Education, the Florida Department of Economic Opportunity and CareerSource Florida—and engaged partners including industry leaders, Florida exceeded federal expansion goals of a 15 percent increase in several categories. With work underway to begin implementation of initial recommendations, Florida anticipates continued increases in apprenticeship opportunities to meet the evolving needs of employers.

	BASELINE as of 2016	FEDERAL GRANT TARGETS 15% increase	STATUS as of April 2018
1. Total # of Existing Registered Apprenticeship Programs in the State as of 6/30/16	199	229	202**
A. Total # of Competency-Based Programs	3	4	4*
2. Total # of Registered Apprentices in the State as of 6/30/16*	9,040	10,396	11,587*
A. Total # of Females 8/2/16	695	799	927*
B. Total # of Minorities*	3,770	4,336	4,968*
C. Total # of Veterans 8/2/16	630	725	801*
D. Total # of Youth (16-24) 8/2/16	2,862	3,291	3,874*
E. Total # of Individuals with Disabilities	0 <i>Not Collected</i>	N/A	11
3. CareerSource Florida Network Engagement			
A. Local Workforce Development Boards Participating	3	4	7*
B. WIOA Participants in Registered Apprenticeships	123	141	744*

*Registered Apprenticeship Partners Information Management Data System (RAPIDS), Office of Apprenticeship, Employment and Training Administration, U.S. Department of Labor

**Includes 14 new programs since start of grant

*Targets that have been met or exceeded to date

A man wearing a white lab coat and a white hairnet is focused on his work. He is holding a blue and black power tool, possibly a sander or polisher, and is applying it to a curved, metallic surface. The background is blurred, showing what appears to be a workshop or industrial setting. The overall tone is professional and industrious.

WANT TO KNOW MORE?

Apprenticeship Florida is funded by a \$1.5 million State Apprenticeship Expansion grant from the U.S. Department of Labor, with the goal to advance Registered Apprenticeship as a workforce development solution. The Florida Department of Economic Opportunity is administering the grant in partnership with CareerSource Florida and the Florida Department of Education Office of Apprenticeship. The final report of the Apprenticeship Catalyst Workgroups will be available in summer 2018 at **careersourceflorida.com**.

The Apprenticeship Catalyst Workgroups were made possible through the support of a State Apprenticeship Expansion Grant from the U.S. Department of Labor, Employment and Training Administration. The Workgroup recommendations do not necessarily reflect the views or policies of CareerSource Florida, the Florida Department of Economic Opportunity, the Florida Department of Education or the U.S. Department of Labor. Workgroup recommendations will be put forth for review, consideration and potential action by the appropriate agencies.

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

