



Apprenticeship

Trends, Challenges, Opportunities, Strategies

John Wensveen, Ph.D.

Vice Provost of Academic Schools

Miami Dade College



Agenda

- One Hour Together
- Solve the World's Problems
 - Presentation
 - Roundtable Discussion
 - Summary



Source: Dom McKenzie for The Washington Post



Overview

- What is apprenticeship?
- Is industry moving at a faster pace than the apprenticeship model?
- Should apprenticeship be redefined?
- Do the stakeholders understand the apprenticeship model?
- Should apprenticeship be a federal, state, local, or hybrid model?
- Who is responsible for funding the model?
- A sustainable model is needed!

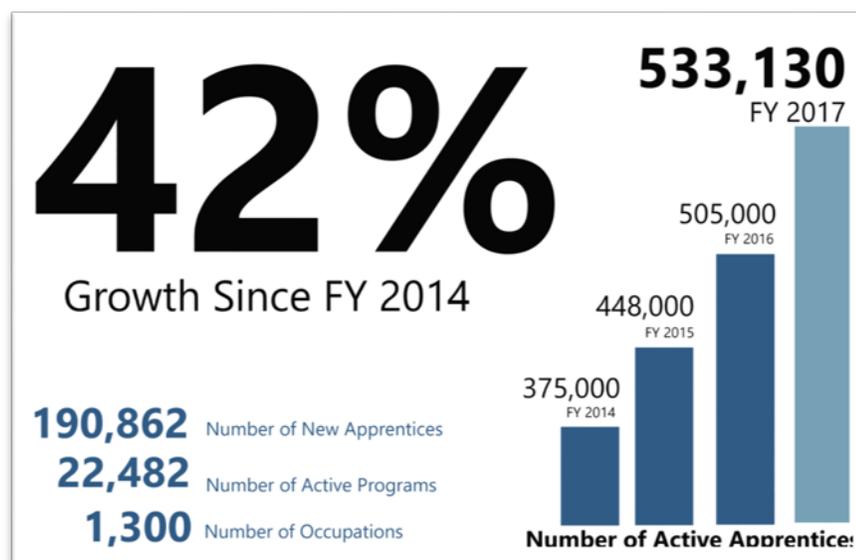
Apprenticeship Defined

- Learn and earn
- Blue-collar, white-collar, open-collar, no-collar...
- *“An arrangement in which someone learns an art, trade, or job under another.”* (Meriam-Webster)
- On-the-Job Training (OJT)
- Related Technical Instruction (RTI)
- Immediate job (paid compensation)
- Credential
- Career



Trends

- Ageing workforce
- Skills shortages
- Budget pressures
- Growth of the American economy
 - Emerging industries and technologies
- Job opportunities
 - 3.4 million jobs created since November 2016
- Low unemployment rate
 - Lowest in 18 years at 3.8%



Source: USDOL



Challenges

- U.S. falls behind most European nations in numbers and diversity
- 6+ million jobs unfilled
- 8 million workers lack necessary credentials
- 61% of employers challenged to fill skilled worker vacancies
- \$1 trillion total American student debt
- Executive Order on Expanding Apprenticeship in America
- Restrictions on H1B visas
- Support for small businesses
- Stereotype of “apprenticeship” (perception)
- Public v. Private institutions – not the same model
- Differ by State
- Policy, funding, implementation barriers
- Ability to charge tuition or not (i.e., Florida)
- Books, supplies, materials
- Transportation
- Limited resources
- “Other”



Opportunities

- **Link talent with opportunity**
- **Redefine “apprenticeship”**
- **Rebrand “apprenticeship”**
- **Emerging technologies**
- **Emerging industries**
- **Targeted industries**
- **Emerging occupations (high growth, high wage)**
- **Accelerated career pathways**
- **Competency v. time-based models**
- **Credentialing**
- **Jobs**



Strategies

- Identify all stakeholders
- Role and responsibilities of all stakeholders
- Promote and implement successfully
- “How to” guide (manual)
- National v. State v. Local models
- National standards and funding channels
- Consistent funding mechanisms
 - RTI, OJT, hourly compensation, infrastructure, “other”
- Streamlined processes
- Can “we” learn from other countries?
 - Germany, Switzerland, U.K.

U.K. Model

- Quadrupled apprenticeships 1997-2007
- Solid governance system
- National apprenticeship conversation
- Public investment
- Shifting controls from government to private sector for program content

Challenges: Registered Apprenticeship Solutions: Registered Apprenticeship

- Programs must meet outdated time requirements
 - Employers required to register with multiple state and local governments
 - Registration processes, requirements, approval times differ across agencies
 - Reporting requirements onerous
 - Employers required to use multiple reporting formats and technology that are not integrated
 - Federal resources are insufficient and difficult to access
- Rename and redefine Registered Apprenticeship
 - Convert federal resources into a federal tax credit

Industry is Evolving...Quickly!

- **Emerging industries**
- **Job automation**
- **New occupations with specialty skills**
- **Technology innovations**
- **Age of disruption and acceleration**
- **Globalization**
- **Emerging markets increasing power**
- **U.S. under producing employable talent**
- **Disconnect between industry and education / training providers**

Redefining Apprenticeship

- **Pre-apprenticeship**
 - High school
 - Job Corps
 - Current / formerly incarcerated individuals
 - U.S. armed services and veterans
- **Registered Apprenticeship**
 - USDOL guidelines
 - Minimum number of hours OJT and RTI
- **apprenticeship (small 'a')**
 - Customized programming
 - Less restrictive
- **Industry Recognized Apprenticeship Program (IRAP)**
 - New version of non-registered apprenticeship
 - Designated third parties
 - Industry associations “certify” new apprenticeship programs
- **Is there a need for a new model?**

Stakeholders

- **Sponsor**
- **Education / training provider**
- **Employer**
- **Apprentice**
- **Workforce board(s)**
- **State Department of Education**
- **U.S. Department of Labor**
- **“Other”**



Source: Miami Dade College 2018 Apprenticeship Consortium Meeting

Apprenticeship Model: Federal, State, Local, Hybrid

- **Federal**
 - Should there be a federal model implemented by all States?
- **State**
 - Should there be multiple versions on a State by State basis?
- **Local**
 - Should there be municipal models?
- **Hybrid**
 - Should there be multiple models?
- **Leadership**
 - Who is taking charge?

Funding

- **Who is responsible for funding “apprenticeship” models?**
- **Who is responsible for taking the lead?**
- **Could “we” start with a government-centered model and move to employer-focused model?**
- **Need for standard and reliable funding mechanisms (Federal, State, Local, Private)**
- **Employment and Training Administration (ETA) grants**
- **USDOL H1B Apprenticeship Grant**
 - **\$150M for 15 to 30 programs (\$1M to \$12M)**
 - **National scale**
 - **Restricted to a single industry sector for each applicant**
 - **IT, advanced manufacturing, banking and finance, healthcare**
- **Immediate needs**
 - **Leadership**
 - **Inclusive discussion – all stakeholders**
 - **Strategic plan**
 - **Implementation**



Roundtable Discussion

- Is it possible to create a sustainable apprenticeship model(s)?
- How do “we” have IMPACT?
- Who?
- What?
- When?
- Where?
- Why?
- How?



Source: Miami Dade College 2018 Apprenticeship Consortium Meeting

Roundtable Discussion Notes

- *“We’re going to need all of this effort—funding, frameworks, selling, and organizing—to continue this conversation. My vision is that we make apprenticeships a viable and mainstream pathway to rewarding careers.”* Robert Lehman, Institute Fellow, Urban Institute
- Comments Space:



Summary

- **Apprenticeship definition**
- **Trends, challenges, opportunities, strategies**
- **Rapid evolvment of industry**
- **Need for skilled talent**
- **Types of apprenticeship models**
- **Identification of stakeholders**
- **Role and responsibilities of stakeholders**
- **Sustainability of apprenticeship models**
- **Did we solve the world's problems?**



THANK YOU!

John Wensveen, Ph.D.
Vice Provost of Academic Schools
Miami Dade College
300 NE 2nd Ave., Suite 1448
Miami, FL 33132
(305) 237-7296
jwensvee@mdc.edu
mdc.edu