Apprenticeship and Work-Based Learning Policies and Latino-Serving Organizations

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Today’s discussion

- What are apprenticeship and work-based learning (WBL)?
- How are they relevant for Latinos?
- What is the picture at the federal level?
- What are states doing to support WBL?
- Where are opportunities for advocates?
What is apprenticeship?

• Proven model
• “Earn while you learn”
• Federal “Registered Apprenticeship” dates back to 1930s
• Traditional focus on building trades; now expanding to other industries
What is work-based learning?

An umbrella term that includes:

– Apprenticeship
– On-the-Job Training
– Career and Technical Education with a worksite component
– And more!
How is WBL relevant for Latinos?

• Another pathway to good jobs; “The other college, without the debt”

• Provides hands-on experience and connection to employer

• On-ramps to industries where Latinos may be under-represented
It’s your turn

Does your organization run an apprenticeship or work-based learning program?
The outlook in Congress…

• Apprenticeship is a bipartisan bright spot

• Congress dedicated $90 million in FY17; likely to equal in FY18

• WIOA Youth funds require paid work experience – though not necessarily WBL
...and at the agency level

- Labor Secretary Acosta’s major themes: apprenticeship; occupational licensing deregulation
With input from the field...

- NSC published federal policy recommendations earlier this year
What does this mean for advocates?

- WIOA implementation offers opportunities to support WBL
- Federal discretionary grants may be available
- Congress needs to hear about what works in WBL
It’s your turn

Are you involved in a federal DOL American Apprenticeship grant in your state?
States are also taking action

- In just the first 6 months of 2017, **12 states** enacted new apprenticeship/WBL policies
A full 35 states have WBL policies...
…according to NSC’s scan.

- 14 states have an expansion initiative to support the growth of work-based learning.
- 18 states provide a subsidy to employers (grant, reimbursement, or tax credit)
Many state policies focus on youth.

- 14 states support pre-apprenticeships or youth apprenticeships.
- At least 11 states require or fund work experiences for secondary students that include paid WBL.
- 9 states subsidize postsecondary classroom instruction for apprentices.
However, there is a significant gap.

- Of the 14 states with youth pre-apprenticeship or apprenticeship programs, only two (2) are targeting Out-of-School youth.
It’s your turn

Does your organization serve Out-of-School Youth?  
Do you see WBL as potential path for OSY?
Where do nonprofits come in?

• Partnering with business to run WBL programs

• Providing support services to help apprentices succeed

• Serving as “employer of record” for apprentices

• Advocating for policies that improve access and success in WBL
What does good policy look like?

• NSC consulted with broad range of business & workforce stakeholders to develop recommendations

Coming October 2017:

Our Work-Based Learning Policy Toolkit

www.nationalskillscoalition.org
Key recommendations:

- Grant program for intermediaries that can help small & mid-sized businesses launch WBL
- New/larger subsidies for employers who hire apprentices from targeted populations
- Funds for 2nd type of intermediary to provide support services to apprentices
Why intermediaries?

• Can provide support services that are key to helping OSY and disadvantaged adults to succeed

• Can serve as “employer of record,” covering workers’ comp insurance and reducing risk for employer
It’s your turn

Would your organization consider serving as an intermediary? Why or why not?
Are you ready to take action?

- Programmatic level
- Coalition level
- Policy level
At the programmatic level

• Do you have a strong employer partner?

• Can you use WIOA Youth or other funds to help pay for it?

• Is your leadership on board?
At the coalition level

• Is there more than one WBL provider in your area?

• Do you have shared agreement on priorities and next steps?

• Have you identified the other stakeholders who will need to buy in?

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At the policy level

• Have you identified your policy priority(ies) and target?

• Do key stakeholders know & use their talking points?

• Have you developed a legislative/administrative champion?
Two final tips

1. Make strategic and creative use of data.

2. Capitalize on existing mandates that your state may be trying to meet (e.g. credential attainment goals)
It’s your turn

Questions?
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