



Department of
Job and Family Services

Constructing Futures

A horizontal bar composed of three segments: a dark grey segment on the left, a lime green segment in the middle, and a dark red segment on the right.

PRESENTATION BY

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Presenter



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INTRODUCTION

Introduction

AGENDA

Presentation

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- o Mission of CF
 - > The Value of Adult Pre-Apprenticeship
 - > State Pre-Apprenticeship Policy
 - > CF Grant Requirements
- o Implementation and Status
 - > Grant Awards
 - > Performance To Date

Questions, Answers, Discussion

Introduction

HAND-OUTS

- o OSAC pre-apprenticeship policy
- o CF Request for Proposal (RFP)
- o summary description of CF programs
- o high-growth construction trades table

Introduction

PREFACE

Constructing Futures (CF) is a statewide project, supported by federal stimulus funds, to provide adult workers with pre-apprenticeship training in the construction trades. It aims to

- o help unemployed and dislocated workers obtain gainful careers;
- o improve female and minority participation in the construction sector;
- o develop workforce skills needed for recovery;
- o develop workforce skills needed for a greener economy.

The period of grant activity runs from January 2010 through June 2011.

THE MISSION

The Mission

THE VALUE OF ADULT PRE-APPRENTICESHIP

Our economy needs **effective, adult job training**, now more than ever. If this need isn't met:

- o Business recovery could be impaired by a shortage of skilled labor.
- o Workers with out-dated skills, could be shut out of re-emerging jobs.
- o Everyone would suffer if high unemployment and under-employment become chronic drags on the economy.

The Mission

THE VALUE OF ADULT PRE-APPRENTICESHIP (Continued)

Pre-apprenticeship is a potentially effective career-builder:

- o By design, it leads to **apprenticeship**;
- o And apprenticeship is a reliable pathway to gainful careers
 - > In fiscal year 2008, workers who had completed apprenticeship earned on average \$23.94 an hour or \$49,795 a year.*
- DOL Office of Apprenticeship web page at: www.doleta.gov/oa/apprentices.cfm

The Mission

THE VALUE OF ADULT PRE-APPRENTICESHIP (Continued)

Construction occupations are appropriate for pre-apprenticeship training. Twelve construction trades are included in Ohio's list of **growing, lucrative occupations***, i.e., those:

- o paying at least **\$14.85 an hour** and
- o expected to have at least **50 openings per year** through 2016.

* Source: ODJFS LMI 2010 Economic Analysis, posted at:
ohiolmi.com/research/2010OhioEconomicAnalysis.pdf

The Mission

HOWEVER

Pre-apprenticeship is relatively unexplored territory for adult-training professionals. DOL and the Ohio State Apprenticeship Council are both interested in developing viable models for this kind of training.

The Mission

STATE PRE-APPRENTICESHIP POLICY

OSAC Policy Statement

Consequently, the Ohio State Apprenticeship Council developed a policy in 2009* to encourage **development of effective pre-apprenticeship programs** in Ohio. It established a process for publicly recognizing programs that meet certain criteria of quality and safety.

This policy statement is a major underpinning of the CF project.

- posted on line at: jfs.ohio.gov/apprenticeship/pre_app_policy_10_02.pdf

The Mission

STATE PRE-APPRENTICESHIP POLICY (Continued)

OSAC Policy Statement (Continued)

In defining its subject, the policy states:

“Pre-apprenticeship program” means a program that teaches **basic technical and job-readiness skills** for a designated apprenticeable occupation or occupational sector, **to prepare participants for Registered Apprenticeship** training. [...] Pre-apprenticeship normally features a classroom and/or lab setting, but may also involve work-site visits, job-shadowing, or other activities outside the program facility, to provide exposure to the work environment for the targeted occupation(s).

The Mission

STATE PRE-APPRENTICESHIP POLICY (Continued)

OSAC Policy Statement (Continued)

The OSAC policy identifies **adult pre-apprenticeship** as a model to be encouraged, and describes it thus:

Program designs [....] **involve adults' learning styles** and their **distinct life situations** -- including often the challenges of being unemployed and having family responsibilities. Within these parameters, training models will vary by target group.

- (a) Dislocated workers generally have a satisfactory work and training record and often can move relatively fast into a new occupational field with minimal technical preparation.
- (b) Long-term unemployed workers may lack some of the behavioral skills and/or confidence needed for progress on a career path.

The Mission

STATE PRE-APPRENTICESHIP POLICY (Continued)

OSAC Policy Statement (Continued)

The policy sets high expectations for this training model, with these requirements for **pre-apprenticeship program recognition**:

- o Equity -- Program plans must include an equal opportunity pledge and provisions for fair admission and treatment.

- o Organized Instruction -- Plans must ensure:
 - > assessment and documentation of skill and training status;
 - > specific competency goals and measures;
 - > training methods that combine the practical (work experience, labs, etc.) and theoretical (classroom, reading, etc.);

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STATE PRE-APPRENTICESHIP POLICY (Continued)

OSAC Policy Statement (Continued)

requirements for pre-apprenticeship program recognition (continued)

- o Career-Building -- Instruction must be:
 - > aligned with industry standards for the relevant occupation(s);
 - > planned and delivered in collaboration with
 - Registered Apprenticeship sponsors and
 - the University System of Ohio (USO).

The Mission

C.F. GRANT REQUIREMENTS

The requirements of **the state pre-apprenticeship policy**, are incorporated into **the CF project** by means of the CF Request for Proposals (RFP), as follows:

The Mission

C.F. GRANT REQUIREMENTS (Continued)

PURPOSE

To develop innovative pre-apprenticeship training programs that prepare unemployed adults for construction careers, and to advance professional knowledge about the adult pre-apprenticeship training model.

The Mission

C.F. GRANT REQUIREMENTS (Continued)

GRANTEE CHARACTERISTICS

Eligible applicants are **integrated partnerships** with representatives from each of the following groups:

- o Registered Apprenticeship sponsors;
- o WIA area entities -- local boards and/or administrative entities;
- o programs in the University System of Ohio (USO);
- o Adult Basic Literacy and Education (ABLE) program sponsors;
- o non-profit community-based organizations specializing in career development for the target population.

A **Registered Apprenticeship sponsor** must be the partnership's **lead entity**, responsible for administration and reporting.

The Mission

C.F. GRANT REQUIREMENTS (Continued)

ENROLLMENT

CF programs are to enroll **dislocated workers and/or low-income adults**, as defined by WIA. While WIA must be one of the grant partners, it is up to each local partnership to decide if CF participants are co-enrolled in WIA.

Special emphasis must be given to enrolling **female** and **minority** members of the target group.

The Mission

C.F. GRANT REQUIREMENTS (Continued)

DELIVERABLES

To meet the goals of the project, every program must provide the following services:

- o Outreach and Recruitment -- With emphasis on female and minority workers, and guided by relevant CBOs.

- o Intake -- Done in tandem with WIA, and including:
 - > assessment of skills and service needs;
 - > registration in the SCOTI MIS;
 - > individual service planning and career planning.

The Mission

C.F. GRANT REQUIREMENTS (Continued)

DELIVERABLES (Continued)

- o Technical Instruction -- Designed in tandem with RA sponsors and USO, and featuring:
 - > work experience -- job shadowing, paid internships, etc., as appropriate;
 - > technical instruction -- classroom, etc.;
 - > Ohio Career Pathways and Technical Transfer methods for skill standards, courses, credentials;
 - > a focus on growing occupations, especially those with “green” potential.

- o Remedial Training -- With available training to include: literacy, life skills, technological literacy, job readiness, and job searching.

The Mission

C.F. GRANT REQUIREMENTS (Continued)

DELIVERABLES (Continued)

- o Skill-Defined Career Planning -- With goals for skill attainment, credentialing, and entrance to specific careers at specific levels.

- o Supplemental Services -- Access to help in overcoming barriers to work and training. E.g.:
 - > health services and/or counseling;
 - > financial counseling;
 - > economic assistance -- stipends, needs-related payments, and/or in-kind support.

The Mission

C.F. GRANT REQUIREMENTS (Continued)

DELIVERABLES (Continued)

- o Case Management -- Matching available services to changing needs, to maximize effectiveness and track results.
- o Administration -- (Standard requirements ensuring accountability for performance and resource management.)

The Mission

C.F. GRANT REQUIREMENTS (Continued)

PERFORMANCE

Each program has performance goals, and must report progress via SCOTI and quarterly narratives. The **performance dimensions** are:

- o completion -- the percentage of enrollees who complete training;
- o apprenticeship placement -- the percentage of completing pre-apprentices who are placed in Registered Apprenticeship;
- o non-apprenticeship placement -- the percentage of completing pre-apprentices who are placed in:
 - > jobs paying \$30,000 or more per year plus benefits;
 - > construction jobs;
 - > further training for occupation(s) identified in the participants' career plans.

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C.F. GRANT REQUIREMENTS (Continued)

FOLLOW-UP

Grantees must check with participants at six and twelve months following exit from the program, to determine:

- o employment status,
- o income, and
- o additional training received.

IMPLEMENTATION & STATUS

Implementation and Status

THE STIMULUS

After the American Recovery and Rehabilitation Act (ARRA) passed Congress in 2009, the Ohio Department of Job and Family Services (ODJFS) obtained ARRA funding for employment and training activities, including pre-apprenticeship. Ohio's Constructing Futures (CF) project applies ARRA resources toward developing the pre-apprenticeship model on a major scale.

Implementation and Status

GRANT PROCESS

ODJFS issued the Request For Proposals (RFP) in September 2009, calling for applications from integrated partnerships that would provide pre-apprenticeship training in construction occupations, according to the specifications listed above.

Implementation and Status

GRANT PROCESS (Continued)

On December 7, 2009, OSJFS announced the CF grant awards. CF programs are now operated by the following partnerships (listed by lead entity and grant amount):

- o Associated Builders & Contractors of Central Ohio – \$399,998
- o The Electrical Trades Center (Columbus) – \$799,611
- o Insulators Local Union 45 JATC (Toledo) – \$550,000
- o Laborers' Local Union 265 JATC (Cincinnati) – \$998,976

Total grant funding -- \$2.8 million

Total enrollments expected -- 505

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Implementation and Status

PROGRAM DESCRIPTIONS

The Program Summary provided for this session, describes the various approaches taken to training and supplemental services. The following highlights from individual programs, indicate the intelligence and creativity that different grantees have brought to the CF project:

- o a web-site promoting and recruiting for CF;
- o certificates in green technology, by individual occupation;
- o access to college classes in specific green technologies, with option for degree credit;
- o use of service resources such as Ohio Benefits Bank and the industry sponsored Construction Scholarship program.

Implementation and Status

PERFORMANCE TO DATE

All grantees are meeting their targets for female, minority, and total enrollment. Statewide performance has been as follows:

Total enrollment expected 505

Results by 09/01/2010:

o enrolled	237
> female	42
> minority	164

Implementation and Status

PERFORMANCE TO DATE (Continued)

Programs also report satisfactory results in courses of training geared toward occupational skill and direct job attainment.

Total trainees expected 485

Results by 09/01/2010:

o	started training	158
>	female	26
>	minority	129
o	successful completions*	143
>	female	20
>	minority	118

* Most completers were still in their program for further training components &/or services, as of 09/01/2010.