



OFFICE OF APPRENTICESHIP AND WORK-BASED LEARNING ANNUAL REPORT 2021



DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

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EXECUTIVE SUMMARY

Missouri ranks in the top 10 in the nation across four out of five categories for Registered Apprenticeships, including the rank of third in the nation for completed apprenticeships, and fourth for new apprentices. MDHEWD and the Office of Apprenticeship & Work-Based Learning (OAWBL) is prioritizing access to registered apprenticeship programs, as well as expanding current programs, and launching new partnerships. In FY 2021, Missouri had 14,520 active apprentices across 460 registered programs. In 2019, Missouri established a goal of having 20,000 apprentices by 2025. Currently, Missouri is on track to reach its goal in advance of the deadline.

Missouri's boast of continuous growth is due to commitment and innovation by Apprenticeship Missouri (AM), informed by the OAWBL inter-agency council, training providers, intermediaries, USDOL, and the Missouri Department of Higher Education & Workforce Development (MDHEWD). The activities described in this report are a testament to the horizontal collaboration among departments and stakeholders in apprenticeship.

Apprenticeship fully integrates into the Department of Higher Education & Workforce Development's strategic plan and vision.

- Building better access to quality employment opportunities for citizens;
- Establishing better access to skilled talent for employers;
- Aligning workforce needs with training and education providers; and
- Modernizing infrastructure to better serve citizens.

APPRENTICESHIP MISSOURI ACCOMPLISHMENTS



6th

in Active Apprentices



3rd

in completions



8th

in Active Programs



4th

in New Apprentices



14th

in New Programs



APPRENTICESHIP SUMMIT 2021

The crowning event for OAWBL was when MDHEWD hosted the 4th annual Apprenticeship Missouri Summit on Tuesday, Nov. 16, 2021, during USDOL's National Apprenticeship Week. The Summit featured presentations from state and national leaders, the updated ***Apprenticeship Playbook***, and a proclamation by Missouri Governor Mike Parson announcing Apprenticeship Week.

IN THE NEWS

MDHEWD hosts annual Apprenticeship Summit to focus on connecting Missourians to the future of work

The Missouri Department of Higher Education & Workforce Development (MDHEWD) hosted its annual Apprenticeship Missouri Summit, Tuesday, to promote and encourage registered apprenticeships.

This year's summit took place at the Hampton Inn in Columbia. More than 140 educators, employers, and workforce partners from all across Missouri participated in the event.

“Missouri is committed to providing pathways to sustainable employment,” said Dr. Mardy Leathers, director of workforce development. “Registered Apprenticeships are a proven method to help both the employer and the job seeker. This annual summit is a reflection of the enthusiasm and dedication to helping put Missourians on a path to success.”

The summit opened with remarks from Aaron Willard, Missouri Gov. Mike Parson's Chief of Staff, and featured presentations, panel discussions, and a workshop where attendees discussed possible solutions to challenges industries are facing with apprenticeship. Discussions included effective outreach, exposure to the programs at younger ages, as well as keeping employers engaged and making the process easier.

Apprenticeship Missouri Awards were presented to the following recipients:

Inaugural Apprenticeship Missouri Legacy Award: Dr. John Gaal

Partner of the Year: Missouri Works Initiative

Provider of the Year: Washington University, St. Louis

Employer of the Year: Jordan Valley Community Health, Springfield

National partners CompTIA and Coursera attended the event to share how their programs can help Missourians skill up. A focus on connecting Missourians to the future of work was incorporated into panel discussions on skilled trades and work-based learning opportunities.

The Inaugural Apprenticeship Missouri Legacy Award was established by OAWBL with the following nominee criteria:

Nominee Eligibility:

- Nominee must have at least 10 years’ experience in supporting the modernization and expansion of registered apprenticeship programs in the State of Missouri;
- must have championed the cause to increase awareness of the value of certified pre-apprenticeship and registered apprenticeship programs; and,
- influenced local, state, and national public policy to increase access, equity, and inclusivity among apprentices.

Other Professional Accomplishments (industry, community based organization, or otherwise):

- Provide other pertinent information in which the nominee has contributed through service, volunteering, or other outstanding deeds

The summit was a celebration of apprenticeship and, in the spirit of the occasion, Equipment Share received its first apprenticeship registration from the U.S. Department of Labor during the event. Missouri State University also received a certificate for apprenticeship registration during the event. Additionally, MDHEWD was presented with certification to start the Missouri Technology Apprenticeship Framework, a new program powered by CompTIA and Coursera. This will be an employer-driven virtual learning opportunity that will roll out in 2022.

Missouri hosted the Apprenticeship Summit in conjunction with National Apprenticeship Week. The state made a commitment to expand and grow Registered Apprenticeships, setting a goal to have 20,000 apprentices by 2025. With more than 15,000 apprentices, the state expects to reach its goal well ahead of the deadline. Currently, Missouri ranks third in the nation in completed apprenticeships, fourth in new apprenticeships, and in the top 10 in four of the five main apprenticeship categories.



“Missouri is proud to be a national leader in registered apprenticeship modernization and expansion. There is a significant demand for workers with technology certifications and credentials and the Missouri Technology Apprenticeship program, powered by CompTIA, will play a key role in preparing a pipeline of talent for our state’s future workforce.”

-Mardy Leathers

NATIONAL GOVERNOR'S ASSOCIATION WORK-BASED LEARNING FRAMEWORK

Work-based training is one of the highest priorities for Missouri under WIOA. The underlying advantage of work-based learning is that it incorporates skill competencies needed by employers. There is no doubt the trainees are learning the specific skills needed, and how to apply skills in the way the employer prefers. This ensures individuals completing training are positioned to immediately add value in the workplace and have marketable skills to provide upward mobility in a career pathway.

The partnerships developed through work-based training models ensure that the workforce system is offering high-quality customer service to employers, workers and jobseekers. Apprenticeship State Expansion (ASE) staff identified a need to develop a framework that promotes a common language for work-based learning across the state. ASE staff collaborated with the National Governor's Association and partners in higher education and secondary education to develop a common framework for work-based learning.

The Office of Apprenticeship and Work-Based Learning supported the expansion and standardization of Work-Based Learning models when it adopted the Work-Based Learning Framework to assist in promoting common language among all who serve citizens at the point of entry into education and training. This framework will be published and available to the public online.

The continuum illustrates a non-linear path from career awareness to exploration to preparation, with a myriad of activity options. The various work-based learning activities do not fall into hard and fast, siloed buckets, and just like with any continuum, some of the activities straddle more than one category. Not all of the activities along the continuum fit the definition of work-based learning on their own, but they are all critical components that support the overarching goals.



PREPARATION FOR WORK-BASED LEARNING

CAREER AWARENESS & EXPLORATION

Instruction, programs, and exposure that assists citizens to clarify career goals, explore career possibilities, learn employability skills, and make the connection between education to work.

This includes:

- Industry tours
- Career Fairs
- Externships
- Job Shadowing

WORK-BASED LEARNING

CAREER PREPARATION

The citizen acquires the occupational skills and knowledge for entry-level employment and/or access to postsecondary training. The acquiring of skills occurs in contextual and applied learning settings. These experiences encourage career engagement through work-based activities. Supportive services may be provided for those who need them.

This includes:

- Pre-apprenticeship
- Internships
- Clinicals
- Practicum
- School-based enterprises
- CAPS

CAREER TRAINING

The citizen's on the job learning experience under the supervision of a skilled mentor.

This includes:

- Apprenticeships
- Paid employment
- Cooperative learning
- Work experience
- Work-study
- On-the-job learning

MISSOURI APPRENTICE READY FRAMEWORK FOR HIGH QUALITY PRE-APPRENTICESHIP

The Apprenticeship Missouri team launched a pre-apprenticeship initiative called Missouri Apprentice Ready (MAR) in February 2021. MAR strives to meet the following goals: to create 10 new pre-apprenticeship programs, to increase the diversity of Registered Apprenticeships, and to increase active apprentices in existing programs through pre-apprenticeship. The projects are funded with discretionary funds and coordinated by Apprenticeship Missouri staff who are funded by Federal State Apprenticeship Expansion funding.

OAWBL approved the Missouri Certified High-Quality Pre-Apprenticeship Framework:

Missouri Pre-Apprenticeship Programs provide preparation to enter Registered Apprenticeship.

- ✓ Pre-apprenticeship programs must possess articulated agreements into a Registered Apprenticeship program and be transparent in the entry and success requirements.
- ✓ Participating sponsors and participating employers must broaden their talent pipeline by agreeing to **direct-entry** into employment for successful pre-apprenticeship completers.
- ✓ Pre-apprenticeship programs culminate in the earning of Missouri Industry Recognized Credentials or Federal Industry Recognized Credentials. These credentials support direct entry into the workforce, are aligned with labor-market demand, and are validated by the OAWBL or USDOL.
- ✓ Pre-apprenticeship programs offer academic, career preparation, and wraparound supports. A pre-apprentice receives technical and career awareness skills development through industry relevant training and workplace exposure supervised by a mentor. Pre-apprenticeship providers must cultivate relationships between WIOA partners, community-based organizations, and employers in order to ensure that pre-apprentices can easily access tutoring, case management, childcare, mental health supports, transportation, and housing.

MAR is serving over 300 Missourians on the pathway to apprenticeship. Ten pre-apprenticeship programs are feeding into 42 Registered Apprenticeship programs and collaborating with over 50 equity-increasing partners.



APPRENTICESHIP STATE EXPANSION (FEDERAL GRANT)

There are 22 participating partners in this grant. They have committed to serve 796 participants with direct funding for either supportive services or related technical instruction funds. There are 30 occupations targeted.



22

**Participating
Partners**



30

**Occupations
Targeted**



796

**Participants with
Direct Funding**

Occupations:

- CNA, CMT, Carpenter, Electrician, Heating and Cooling, Food processor, Horticultural, Firefighter, Truck Driver, Industrial Sewing Machine Operator, Para-educators, Elevator Construction Manager, Automotive Service Technician, Machine technician, Machine Tool

Summary of ASE Grant Activities

- Services Supported by the Grant
 - o Apprenticeship Missouri staff salaries have supported application process, apprenticeship development, outreach, and apprenticeship module training.
- Key activities completed
 - o Outreach to all Registered Apprenticeship sponsors in Missouri to increase awareness of ASE funds and application process was completed in April.
 - o Applications and process were completed at the end of June.
 - o Supporting Missouri Apprentice Ready (pre-apprentices) with ASE funds when they become new apprentices.
 - o Partnering with national intermediaries such as Hamilton-Ryker.

In September, all ASE applications and slots for service had been identified and many of them are supported by the Missouri Apprentice Ready projects that launched in June. AM Staff also was critical in development of **Missouri Industry Recognized Credentials**.

MISSOURI INDUSTRY-RECOGNIZED CREDENTIALS (MIRCS)

Oct. 1, 2021, Apprenticeship Missouri and the Office of Apprenticeship and Work-Based Learning launched **Missouri Industry-Recognized Credentials (MIRCs)**. On Nov. 4, 2021, OAWBL Business & Industry Council approved 75 MIRCs. Leading with the ACT WorkKeys as the first MIRC. Other MIRCs include 10 Missouri Apprentice Ready Programs and DESE vetted Industry-Recognized Credentials. **Approved Missouri Industry Recognized Credential List.**

MIRCs are sought by employers within an industry or sector as a recognized, desired, or preferred credential for recruitment, screening, hiring, retention, or advancement purposes. MIRCs funded by the Office of Workforce Development (OWD) must be listed on the provider website and on the OWD ETPS webpage. They may stack into USDOL Recognized Credentials.



AGRIBUSINESS



BIOSCIENCE



CONSTRUCTION



EDUCATION



ENERGY SOLUTIONS



FINANCIAL SOLUTIONS



HEALTH SCIENCES & SERVICES



HOSPITALITY



INFORMATION TECHNOLOGY



MANUFACTURING



TRANSPORTATION & LOGISTICS

APPRENTICESHIP MISSOURI AWARENESS & OUTREACH

Through Apprenticeship Missouri Virtual Office Hours, ASE staff offered 82 hours of technical assistance in 2020 and 62 hours in 2021. Themes discussed and tied to apprenticeship include: Apprenticeship, Business Engagement, Resources, Career Exploration, Essential Skills, Equity, ROI, Job Center Connect, Journey to College, Lifelong Learning, Productivity, and Communication. Office Hours were initially offered to only Job Center and OWD staff. By approval of the OAWBL inter-agency council, June 1, 2021, Office Hours attendance was opened up to all WIOA Partners and Apprenticeship champions on the Missouri Apprenticeship Team.

82

**Hours of Technical
Assistance in 2020**

62

**Hours of Technical
Assistance in 2021**

MISSOURI APPRENTICE CONNECT

127 organizations listed, 569 positions listed, 669 apprentices searching.

- o Missouri Apprentice Connect makes it easier than ever to find apprentices.
- o Future apprentices use Missouri Apprentice Connect to create a seeker profile.
- o Sponsors use Missouri Apprentice Connect to post apprenticeship opportunities.
- o Sponsors can use the search tool to review profiles and reach out to potential apprentices and interested seekers can reach out to sponsors.

Recent Apprenticeships

- o Technician - SNPartners
- o Correctional Officer - Missouri Department of Corrections
- o Grounds Apprenticeship Program - Challenge Unlimited
- o The Sewing Salon Training Program @ The Sewing Labs - The Sewing Labs
- o Facilities Management - State Fair Community College
- o Industrial Machine Technician - Robotics - State Fair Community College
- o Truck Driver - CDL - State Fair Community College
- o Engineering Design Technology - State Fair Community College
- o Welder Combination - State Fair Community College
- o Machine Tool - State Fair Community College

APPRENTICESHIP RESOURCES

More evidence of apprenticeship capacity, strategy, support, and growth activity can be found here:

- <https://www.moapprenticeconnect.com/>
- https://dhewd.mo.gov/apprenticeship_missouri.php
- <https://jobs.mo.gov/content/moapprenticeships>
- *Missouri Industry Recognized Credentials* (<https://dhewd.mo.gov/WorkforceDevelopment/MIRC.php>)



**APPRENTICESHIP
MISSOURI**

Learn, Work, Prosper!



APPRENTICESHIP MISSOURI



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