



Office of Apprenticeship
and Work-Based Learning

Annual Report

2023



DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

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For additional information about Missouri Office of Workforce Development services, contact a Missouri Job Center near you. Locations and additional information are available at jobs.mo.gov or 1-888-728-JOBS (5627).

The Missouri Department of Higher Education and Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

EXECUTIVE SUMMARY

New goal of serving 55,000 apprentices by June 2025

Missouri is among the top three states for key Registered Apprenticeship categories, including third in new apprentices and fourth in completed apprenticeships. With the start of Governor Mike Parson's leadership in 2018, Missouri tallied 6,227 new apprentices. Apprenticeship activity has grown significantly over the years, with the annual number of new apprentices nearly doubled.

The Missouri Department of Higher Education & Workforce Development (MDHEWD) Office of Apprenticeship and Work-Based Learning (OAWBL) team prioritizes access to registered apprenticeship programs by expanding current programs and launching new programs and partnerships. At the end of the 2023 calendar year, Missouri had 19,817 active

apprentices across 471 registered and active programs. Since the launch of OAWBL in 2019, Missouri surpassed its initial goal of serving 20,000 new apprentices nearly three years ahead of schedule. OAWBL's new goal is to serve 55,000 apprentices by 2025. Efforts to reach this goal include various grants from the U.S. Department of Labor (USDOL), the Department of Elementary and Secondary Education (DESE), and special projects funded by Workforce Innovation and Opportunity Act (WIOA) discretionary dollars.

Shared commitment and innovation among OAWBL staff, the OAWBL inter-agency council, training providers, intermediaries, and USDOL's Office of Apprenticeship team have fueled Missouri's growth. The activities described in this report are a testament to the horizontal collaboration amongst departments and stakeholders in expanding registered apprenticeship.



2nd
IN NEW APPRENTICES



3rd
IN COMPLETED
APPRENTICES



98%
ANNUAL GROWTH



19,817
ACTIVE APPRENTICES

*Data accurate as of December 31, 2023

APPRENTICESHIPS AND THE STATE OF MISSOURI

MDHEWD

OAWBL was established as the leading state agency and office responsible for spearheading apprenticeship activity throughout the state through [Executive Order 19-20](#). OAWBL identified that facilitating conversations alone was not enough and recognized that it was necessary to lead efforts by putting the registered apprenticeship training model into practice within MDHEWD.

On Sept. 29, 2023, MDHEWD registered its Workforce Development Specialist apprenticeship program, designed to train Benefit Program Associates (BPA) working directly with customers in the local Job Centers. This program takes a hybrid approach, incorporating required time-based and competency-based components, and includes key workforce development-related technical instruction throughout. Current BPAs were enrolled into the program on Nov. 1, 2023; all new BPAs will be enrolled on day one of their employment with MDHEWD's Office of Workforce Development (OWD). There are 55 active apprentices under this program. This program is approximately 1.5-2 years in length; the first apprentices are set to complete training by the summer of 2024.

DESE

DESE's Office of College and Career Readiness (OCCR) actively works with comprehensive high schools and Career and Technical Education (CTE) centers to provide access to successful career pathways by launching and expanding registered youth apprenticeship. Through combined efforts between DESE and MDHEWD-OAWBL, there are 29 programs registered, with roughly 375 youth apprentices actively engaged in training. DESE-OCCR regularly hosts two-day apprenticeship boot camps to help high schools and CTEs learn more about registered apprenticeships, how to bring these programs to their campuses, and provide schools with access to information and resources.



Department of Corrections (DOC)

DOC has utilized the registered apprenticeship training model to train its new corrections officers since 2018. DOC's program has over 1,400 active apprentices, with over 2,600 who have completed since its launch. DOC is also the largest registered apprenticeship employer in Missouri, outside of union trade-related programs. OAWBL's manager and the USDOL Office of Apprenticeship Missouri State Director met with DOC to bring awareness to their large program in the summer of 2023. This meeting was critical to ensure apprenticeship activities continued after recent key staffing changes associated with DOC's programs.

Collaboration Effort: High School to Hire

In the fall of 2023, the Department of Natural Resources (DNR) Human Resources office began developing a registered youth apprenticeship opportunity utilizing state agencies as participating employers. The program provides youth the opportunity to enter state employment as a part-time miscellaneous professional in their senior year and work toward becoming full-time professionals upon completion. High School to Hire will provide related technical instruction like the Missouri Way and Leadership Academy programs while incorporating learning about the work completed in each of the state agencies. OAWBL's team is working with USDOL's Office of Apprenticeship to register the program. This program is expected to launch in the summer of 2024.

Department of Mental Health (DMH)

DMH has been active in registered apprenticeship since 2022 and serves as the program sponsor for its Missouri Talent Pathways (MO-TaP) registered apprenticeship program, designed in response to the Direct Support Professional (DSP) workforce crisis. Through this program, Home and Community Based Services providers can utilize the standardized quality training program developed by DMH to train its DSP workforce. As the program sponsor, DMH provides technical assistance, resources, and more to their participating employers. OAWBL and DMH staff work to bring knowledge of this program to the forefront of the local Job Centers across the state, providing access to more Missourians and increasing the talent pipeline for the MO-TaP employers.



APPRENTICESHIP GRANTS AND FUNDING

*Several federal grants have supported apprenticeship expansion efforts since July 2020,
with a total investment of roughly*

\$5.6 million.

STATE APPRENTICESHIP EXPANSION FORMULA

The State Apprenticeship Expansion Formula (SAEF) grant, awarded through USDOL's Employment and Training Administration (ETA), serves as a new and unique opportunity for OAWBL. SAEF funds are part of a larger five-year investment plan for ETA to provide funding to support state capacity, expansion of registered apprenticeship programs and development of new ones while also driving innovation and reform. Funds are intended to be available on an ongoing basis through annual formula-funded grants, given funding is available at the national level. Missouri plans to use the funding to maintain staffing capacity, continue supporting current technology and other resources, such as the Apprentice Connect matching portal, and provide some participant-funded opportunities where possible.

For participant-funded activities, OAWBL is working directly with comprehensive high schools, CTEs, and various higher education institutions that serve as program sponsors to provide up to \$1,000 toward related technical instruction and/or supportive service needs. Activities will support 268 apprentices in the following targeted occupations:

- Certified Medical Assistant/
Certified Medical Technician
- Industrial Maintenance
- IT Generalist
- Machinist
- Medical Assistant
- Teacher's Aide
- Welder

SAEF provides roughly

\$315,000

worth of fundable activities. To supplement these funds, **OAWBL** staff have connected partners with national intermediaries that can offer additional incentives to support apprenticeship expansion activity.



CHILD DEVELOPMENT ASSOCIATE GRANT

The Child Development Associate (CDA) grant is an apprenticeship opportunity in partnership with DESE's Office of Childhood using ARPA funding. The goal of the CDA grant is to provide more than 250 Missourians with apprenticeship training in the childcare industry throughout the Kansas City, St. Louis, and southwest areas of the state. The CDA grant is critical to addressing Missouri's childcare crisis by providing quality training to workers, which in turn provides more Missouri families access to quality childcare. To date, 69 apprentices have begun training in the CDA career pathway; four have completed their training. Grant funds are available through September 2024. Apprenticeship partners under this grant have also been connected with the Early Childhood Workforce Connector, a national intermediary, to provide technical assistance on recruitment strategies as well as incentives to increase expansion efforts.

*Providing opportunities
for over 250 Missourians
with training*

*69 apprentices have
begun the career
pathway*

APPRENTICESHIP STATE EXPANSION (ASE)

The Apprenticeship State Expansion (ASE) grant, awarded through ETA, ended June 30, 2023. This grant was geared toward case management system alignment, fundable participant services, and staffing of the OAWBL team.

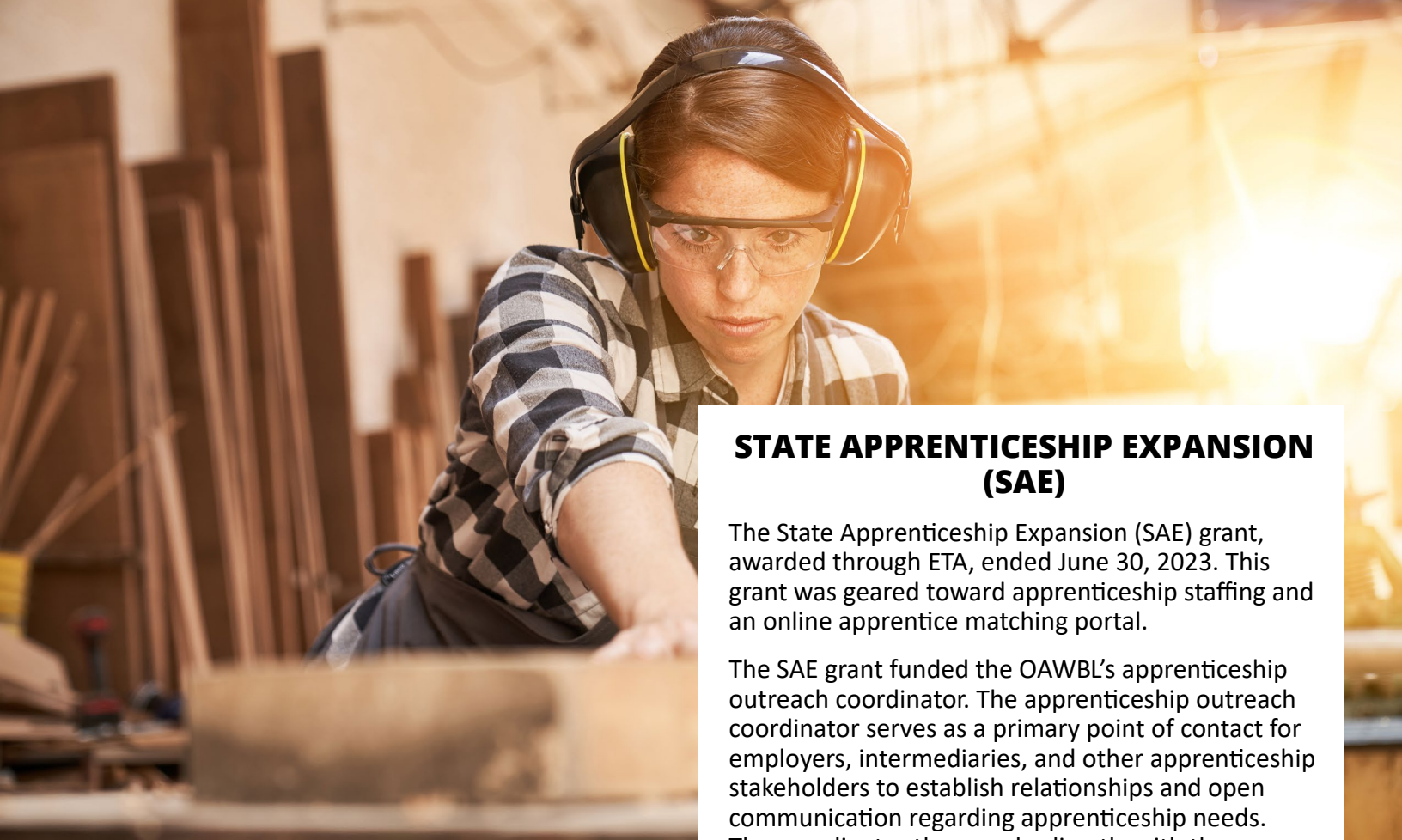
The ASE grant has allowed OAWBL staff to work with

22 partners to increase accessibility to registered apprenticeship training opportunities available throughout the state. The project funded up to \$500 toward the related technical instruction of a registered apprenticeship program or supportive service needs of apprentices. Both services were specific to newly enrolled apprentices.



The ASE grant served **697** new apprentices in the following occupations:

- Agricultural Equipment Technician
- Agricultural Maintenance Technician
- Carpenter
- Certified Medical Assistant
- Certified Nursing Assistant
- Construction
- Corrections Officer
- Electrician
- Flooring Specialist
- Heating and Cooling
- Horticultural
- Industrial Electrical Maintenance
- Industrial Sewing Operator
- Library Technician
- Paraprofessional
- Machine Technician
- Truck Driver
- Wastewater Operations
- Wood Flooring Specialist



STATE APPRENTICESHIP EXPANSION (SAE)

The State Apprenticeship Expansion (SAE) grant, awarded through ETA, ended June 30, 2023. This grant was geared toward apprenticeship staffing and an online apprentice matching portal.

The SAE grant funded the OAWBL's apprenticeship outreach coordinator. The apprenticeship outreach coordinator serves as a primary point of contact for employers, intermediaries, and other apprenticeship stakeholders to establish relationships and open communication regarding apprenticeship needs. The coordinator then works directly with the USDOL Office of Apprenticeship to move the apprentice program partner into the next stage of apprenticeship program building.

The SAE grant was used to build the Missouri Chamber's online apprenticeship matching portal, [Missouri Apprentice Connect](#). The portal encourages the modernization and expansion of apprenticeship by allowing employers and potential apprentices to connect via online means to apprenticeship opportunities. There are 203 apprenticeship employers listed, 452 apprenticeship positions posted, and 862 active potential apprentices searching for employment. The Missouri Chamber has worked closely with OAWBL to increase awareness of this resource and provide informational flyers to MDHEWD's Missouri Job Centers.

Additionally, OAWBL supports the [Missouri Intern Connect](#) portal, a similar online tool that promotes internship opportunities throughout the state. There are 605 companies listed, 44 internships posted, and 382 students searching.



WORK-BASED LEARNING

Work-based learning 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 trainees are learning the specific skills they need and how to apply these skills in the way the employer needs. Work-based learning ensures individuals who complete training can immediately add value in the workplace and have the marketable skills they need to lead to future career pathway advancement.

OAWBL staff serve as the experts for WIOA work-based learning programs. The team has provided training and guidance to WIOA partners statewide regarding the implementation of various work-based learning strategies, including work experience, pre-apprenticeship, registered apprenticeship, on-the-job training (OJT), and incumbent worker training (IWT). Additionally, the team has completed policy updates for the OJT program and is working to establish policy and other written guidance for implementing WIOA-funded registered apprenticeship and pre-apprenticeship activity.

Work-based learning data for the current and past program years (PY) is provided below. PY 2023 (July 1, 2023-June 30, 2024) numbers are expected to increase before the program year ends.

<u>Work-Based Learning Program</u>	<u>Program Year</u>	
	<u>PY 22</u>	<u>PY 23</u>
Work Experience	588	171
Pre-Apprenticeship	115	41
Registered Apprenticeship	61	38
On-the-Job Training	50	22
Incumbent Worker Training	76	25



Waiver 1: On-the-Job Training Waiver

WIOA Section 134(c)
(3)(H)(i) and 20 CFR
680.720(b)

WORK-BASED LEARNING

OWD requested two waivers from USDOL directly affecting work-based learning efforts. Waivers allow OWD to waive the regulatory requirements of programs to improve job seeker and employer outcomes or otherwise achieve positive outcomes.



Waiver 2: Incumbent Worker Training Waiver

WIOA 134(d)(4) and 20
CFR 680.800(a)

USDOL approved the State’s waiver request to increase OJT employer reimbursement up to 90 percent through June 30, 2024, for WIOA Title I Adult, Dislocated Worker, and Youth formula funds.

During PY 2022 (July 1, 2022–June 30, 2023), 29 people were served through OJT; 15 served to date in the current program year. Job Centers continue to promote OJT as WIOA programmatic support for apprenticeships. Based on historical data, there is a decline in the use of OJT agreements to support Missourians in their career pathways. This decline is largely attributed to two issues: financial support and turnover in the local areas, from executive-level staff to front-line staff, both of which affect the ability to promote and secure OJT employers. A new member of the OAWBL team is the apprenticeship and work-based learning coordinator, whose job duties include increasing awareness of work-based learning opportunities and providing technical assistance regarding OJT and other activities.

OWD will utilize this waiver with eligible employer OJT agreements established under the Quality Jobs, Equity, Strategy, and Training (QUEST) National Dislocated Worker Grant, a grant aimed at assisting Missouri’s recovery from the economic downturn associated with the COVID-19 pandemic. OWD expects to serve at least 35 individuals through OJT efforts under this grant alone.

USDOL approved a waiver request to allow local areas to reserve more than 20 percent of Adult and Dislocated Worker funding for IWT through June 30, 2024. This waiver was requested to aid local response to an increased demand for workers during the pandemic. This request permits local areas to increase the allowable threshold for IWT from 20 percent to 50 percent.

IWT activity has declined this past year, also attributed to the issues noted earlier. The work-based learning coordinator is in the process of updating programmatic paperwork to streamline enrollment processes. Process improvement, coupled with IWT virtual learning opportunities, will assist Job Centers in offering or expanding IWT opportunities in their respective areas.

Both waivers expire June 30, 2024. New waiver requests were submitted with the 2024-2027 WIOA State Plan. USDOL will respond to these waiver requests before the state plan goes into effect.

APPRENTICESHIP ACTIVITIES OVERVIEW

OAWBL Inter-Agency Committee on Apprenticeship

Following Executive Order 19-20, OAWBL resumed the OAWBL-Inter Agency Committee on Apprenticeship meetings for the first time since June 2021.

May 19, 2023, kicked off the first quarterly meeting of the year and included a re-introduction to the council's purpose, highlights from last year's annual report, updates regarding current OAWBL apprenticeship activity, and began discussions for future planning. OAWBL staff had to reverify past members and their representatives to launch this first meeting. Current state agencies involved are DESE, the Department of Economic Development, MDHEWD, DMH, DOC, and the Department of Social Services. Team members agreed that more representation is necessary, as many state agencies are not involved in these meetings.

The second quarterly meeting was held Aug. 29, 2023. The agenda included updates on the strategic plan, current grant opportunities, OAWBL's apprenticeship goal, and an introduction to MDHEWD's registered apprenticeship program. Committee members highlighted the need to focus on items other than just registered apprenticeships.

Primary goals for OAWBL, based on the Committee's involvement include:

- Adding new members to the Committee, including USDOL and other state agencies
- Resume OAWBL Office Hours to provide awareness and ongoing technical assistance on different work-based learning programs across state agencies and other external workforce partners
- Establish and maintain a statewide list of funding opportunities for work-based learning initiatives

Since the inception of OAWBL in 2019,

13,983

apprentices have completed their apprenticeship training, providing each with a nationally recognized credential and family-sustaining employment. With Governor Parson's leadership and continued support of the registered apprenticeship training model, more Missourians are provided access to career pathways and quality employment.

Missouri Apprenticeship Team (MAT)

The OAWBL team meets with apprenticeship stakeholders during its regularly scheduled Missouri Apprenticeship Team (MAT) conference calls. MAT includes OAWBL staff, USDOL Office of Apprenticeship, Local Workforce Development Board partners, community colleges and other

training providers, various state agencies, and employers. These calls provide apprenticeship stakeholders with updates occurring at the state and federal levels, technical assistance regarding apprenticeships, and available resources to continue apprenticeship work.



One key event hosted by OAWBL was an invite-only apprenticeship pre-conference session held April 25-26 in conjunction with the annual Missouri Association for Workforce Development (MAWD) conference at the Branson Convention Center. The pre-conference served as an in-person MAT meeting and provided targeted technical assistance sessions regarding building apprenticeship standards, accessing and utilizing USDOL apprenticeship tools, funding opportunities, and apprenticeship partnering. MAWD worked with the Apprenticeship Missouri team to establish a registered apprenticeship conference track, which allowed many MAT members to participate in the actual conference April 26-28. Apprenticeship-related presentations included:

- Strengthening Equity in Registered Apprenticeship: Strategies to Embed Diversity, Equity, Inclusion, and Accessibility in RA programs; speaker: Ginger Allison, Jobs For the Future
- Engaging the NEXT Generation's Workforce: Proven Practices with Registered Youth Apprenticeship; speaker: Cynthia Walker, Institute for Workplace Skills and Innovation
- Reimagining Career Pathways for Youth: Building an Ecosystem that Supports Youth Apprenticeship; speaker: Ginger Allison, Jobs For the Future.
- Funneling Into Apprenticeships; speakers: Jeanna Caldwell, USDOL Apprenticeship Training Representative, and Brian Crouse, Missouri Chamber
- How Apprenticeships Can Help You Build Your Talent — Quickly, Easily, and Cost-Effectively, speaker: Milton Rogers, SHRM Foundation
- USDOL Office of Apprenticeship Looking Forward in Missouri; speakers: Trace Laughery, USDOL Office of Apprenticeship State Director, Jeanna Caldwell and Jeremy Sheets, USDOL-OA ATR

The apprenticeship pre-conference has been a success for the last two years. OAWBL intends to continue this technical assistance event during the 2024 MAWD conference and is working closely with Safal Partners, a national apprenticeship intermediary, to bring key topics to this conference. Other topics will be provided by DESE-OCCR and USDOL Office of Apprenticeship.

National Apprenticeship Week Celebrations

To celebrate National Apprenticeship Week in Missouri, Governor Parson signed a proclamation designating November 13-19 as National Apprenticeship Week. The proclamation highlighted that the State of Missouri recognizes registered apprenticeship as a proven and industry-driven training model and is a key strategy in creating access while addressing workforce challenges.

Apprenticeship partners in Missouri hosted 40 events across the state and posted 11 proclamations in celebration. Additionally, OAWBL released social media posts aligning with USDOL Office of Apprenticeship's daily themes, which included registered apprenticeship success stories relating to youth, new and emerging industries, underserved populations, and veterans. The success stories can be found on Page 14 and on social media at <https://www.facebook.com/JobsMoGov/>.

OAWBL hosted its 6th annual Apprenticeship Missouri Summit, with the theme of Moving Missouri Forward Through Apprenticeship, on Nov. 14 at the DoubleTree-Westport location in St. Louis. Over 100 apprenticeship community partners from across Missouri participated in the event.

The 2023 Summit took a different approach to National Apprenticeship Week and focused on celebrating success with key programs. OAWBL brought in speakers representing key apprenticeship initiatives: youth, childcare, and construction. All three focus areas are reflective of Missouri's workforce development goals and needs.

Sessions for the day included:

- Building Tomorrow's Workers Today: A Look at Registered Youth Apprenticeship
- Childcare Innovations: Creating Opportunity from Challenge
- Empowering Success: From Pre-Apprentice to Skilled Tradesperson
- Missouri Supporting Apprenticeship (House Bill 417 and Fast Track Workforce Incentive Grant)

2023 Apprenticeship Summit Awards

- Dr. John Gaal Legacy Award, Neil Perry
- Provider of the Year, FTI Midwest
- Employer of the Year, Missouri Department of Corrections
- Partner of the Year, USDOL Missouri Office of Apprenticeship

SUCCESS THROUGH APPRENTICESHIP



Weston Henry

Weston is a Registered Youth Apprenticeship graduate from the Sikeston R-6 School District who now travels the country as a pipeline rig welder.



Dominic Noriega

Dominic graduated from Reeds Spring High School in 2022 and is on track to finish his apprenticeship at Hughes Marine in Branson in 2024. Dominic began his journey in 2021 when he attended Gibson Technical Center in Reeds Spring.



Shontae Wilson

Shontae is trained under YWCA's Successful Pathways program. Equipped with a Child Development Associate (CDA) credential, Shontae is pursuing a career as a teacher with the YWCA Head Start program.

Jihu Yin

Jihu Yin recently immigrated to the U.S. and graduated from the Missouri Apprentice Ready Program under the Missouri Works Initiative. Jihu is an apprentice with Plumbers & Pipefitters Local 562 in the St. Louis area.



Elliott Thompson

After retiring from the Air Force, Elliott Thompson began an apprenticeship with Centene through CyberUp's cybersecurity apprenticeship program.

APPRENTICESHIP RESOURCES

Easily connect with additional registered apprenticeship resources associated with OAWBL activities online:

- <https://www.moapprenticeconnect.com>
- https://dhewd.mo.gov/apprenticeship_missouri.php
- <https://jobs.mo.gov/moapprenticeships>
- [FY 2020 Office of Apprenticeship & Work-Based Learning Annual Report](#)
- [FY 2021 Office of Apprenticeship & Work-Based Learning Annual Report](#)
- [FY 2022 Office of Apprenticeship & Work-Based Learning Annual Report](#)