You don’t know what you don’t know about apprenticeships

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Welcome!

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Thank you to:

For supporting this webinar
Guest Presenter

Susan Biszewski-Eber
Apprenticeship Coordinator
Workforce, Community & Corporate Partnerships
St. Petersburg College
Guest Presenter

Jenna Silva
HR Training Coordinator
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Questions & Conversation

• Submit your questions in the box

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  #FCAN  
  #TalentStrongFL  
  @CareerSourceFL

This webinar is being recorded; all materials will be available within a week of recording
Our mission: We lead the collaborative movement to ensure every Floridian achieves an education beyond high school and a rewarding career.

Our vision: A Florida working together, where education is the pathway to economic mobility for all.
FCAN’s Work

Research and Data FCAN publishes research and data on evidence-based practices and policy opportunities to strengthen Florida’s talent pool.

Local college access networks (LCANs) LCANs support 82% of the state’s population. These organizations are made up of community leaders who come together to create solutions and partnerships to support local talent development.

Statewide Initiatives FCAN coordinates 4 College Ready Florida initiatives that provide schools and community organizations resources to help students continue their education after high school.
Opportunity for everyone: To build a talent-strong economy, all Floridians need access to a postsecondary education and the supports to complete it.

Clear information and guidance: Students and families need exposure and counseling early and often to make informed decisions about their futures.

Affordable: Postsecondary education needs to be within everyone’s financial reach, regardless of household income or life circumstances.

Multiple pathways to success: Floridians benefit from multiple learning opportunities for academic achievement and career advancement.

Lifelong learning: No degree or credential is “one and done;’ Floridians need to prepare for career changes through continuous learning.

Effective use of data: Transparent access to data on education and economic outcomes, especially for Florida’s diverse populations, helps achieve our goals.

Community collaboration: When community partners work together toward a shared vision, they remove barriers, build a robust workforce, and improve the quality of life for their regions.
Opening remarks:

Elisia Norton
Business & Workforce Development Director
MOMENTUM & MILESTONES: FILLING FLORIDA’S SKILLS GAP THROUGH APPRENTICESHIPS

FLORIDA COLLEGE ACCESS NETWORK | OCT. 27, 2020
Local Workforce Development Boards

- CareerSource Escarosa | Escambia, Santa Rosa
- CareerSource Okaloosa Walton | Okaloosa, Walton
- CareerSource Chipola | Calhoun, Holmes, Jackson, Liberty, Washington
- CareerSource Gulf Coast | Bay, Gulf, Franklin
- CareerSource Capital Region | Gadsden, Leon, Wakulla
- CareerSource North Florida | Hamilton, Jefferson, Lafayette, Madison, Suwannee, Taylor
- CareerSource Florida Crown | Columbia, Dixie, Gilchrist, Union
- CareerSource Northeast Florida | Baker, Clay, Duval, Nassau, Putnam, St. Johns
- CareerSource North Central Florida | Alachua, Bradford
- CareerSource Citrus Levy Marion | Citrus, Levy, Marion
- CareerSource Flagler Volusia | Flagler, Volusia
- CareerSource Central Florida | Orange, Osceola, Seminole, Lake, Sumter
- CareerSource Brevard | Brevard
- CareerSource Pinellas | Pinellas
- CareerSource Tampa Bay | Hillsborough
- CareerSource Pasco Hernando | Pasco, Hernando
- CareerSource Polk | Polk
- CareerSource Suncoast | Manatee, Sarasota
- CareerSource Heartland | DeSoto, Hardee, Highlands, Okeechobee
- CareerSource Research Coast | Indian River, Martin, St. Lucie
- CareerSource Palm Beach County | Palm Beach
- CareerSource Broward | Broward
- CareerSource South Florida | Miami-Dade, Monroe
- CareerSource Southwest Florida | Charlotte, Collier, Glades, Hendry, Lee
THE GOAL

Increase the prosperity of workers and employers; reduce welfare dependency; increase economic self-sufficiency; meet employer needs; and enhance productivity and competitiveness.
Building Florida’s Momentum

Market-Relevant Talent Solutions Milestones

Florida becomes USDOL State Apprenticeship Expansion grantee

System alignment collaboration among key apprenticeship expansion champions

Gov. DeSantis’ Bold Vision for a Brighter Future $10M pledge for targeted expansion
Apprenticeship Expansion Grants
Promising Apprenticeship Pioneers

- CareerSource Suncoast/PGT Innovations
  - Advanced Manufacturing

- CareerSource Central Florida/The Hartford
  - Financial Services

- Lively Tech College/Inspired Technologies
  - Information Technology
THANK YOU

ELISIA NORTON
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Apprenticeship 101

A Strategy for Workforce Talent Solutions
Agenda

- A Brief History: A rich tradition – still evolving
- What is an Apprenticeship Program?
- Benefits: Colleges, Apprentices & Employers
  Oh MY!
- Meet an Employer!
A Rich Tradition - Evolving

- National **Apprenticeship** Law 1937 Fitzgerald Act
- State of Florida Statute 1947
- Traditional Industries: Construction & Trades
- Non-traditional Industries: 2010
- $175 Million in 2015 to 46 local public private partnerships
What is an Apprenticeship Program

**It is an Employer-Driven Process!**

- Full time employment
- On the job learning with a mentor
- Related Instruction
- Scalable pay for performance
- Florida DoE approved with a certificate
Benefits

College

• Produces a symbiotic relationship with employers/industry
• Creates an ecosystem for career pathways
• Invigorates Workforce Programs
• Increases enrollment in academic programs
• Increase certificate/degree completion
• Jobs for students
Benefits

Apprentice

- A full time job in their career area
- Mentorship
- Increased in pay at benchmarks
- Little or no college tuition debt
- Education with “Real World” experience = economic mobility
Benefits

- Creates a Pipeline for New Talent
- Transfers Organizational Knowledge
- Investment in Company Culture
- Higher Retention Rate
- Low Hiring Risk and Cost of Talent
- Supports Local Talent
- Expands the Relationships With Education
- *Bridges the Employee Experience and Skills Gap!*
Computer Systems Analyst Apprenticeship

Geographic Solutions®
Resources

- **FLDOE – Office of Apprenticeships**

- **CareerSource Apprentice Florida**
  [https://careersourceflorida.com/apprentice-florida/apprentices/](https://careersourceflorida.com/apprentice-florida/apprentices/)

- **DOL Apprenticeship.Gov**
  [https://www.apprenticeship.gov/educators/community-colleges](https://www.apprenticeship.gov/educators/community-colleges)
**Resources**

- **Apprenticeships and Community Colleges: Do they have a future together**

- **Bridging the Gap Between Talent and Opportunity: Chicago Apprenticeship Network**

- **Joint Center for Economic Studies**
Apprenticeships are a proven training method, benefitting both job seekers and businesses. Today, apprenticeships are expanding across both traditional and nontraditional industries into more than 1,200 occupations. Apprenticeship programs reduce turnover rates, increase productivity, lower the cost of recruitment and increase safety.

Learn more at apprenticeflorida.com.
Questions?

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Florida Department of Education

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Business & Workforce Development Director
CareerSource Florida

Susan Biszewski-Eber
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Learn More:

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Conclusion