

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

Henry Mack

Chancellor

Career, Technical, and Adult Education

Florida Department of Education



Guest Presenter

Susan Biszewski-Eber

Apprenticeship Coordinator
Workforce, Community & Corporate
Partnerships
St. Petersburg College



Guest Presenter

Jenna Silva

HR Training Coordinator
Geographic Solutions



Questions & Conversation

- Submit your questions in the box
- Share on social media

Twitter: @FLCollegeAccess
#FCAN
#TalentStrongFL
@CareerSourceFL

*This webinar is being recorded; all materials
will be available within a week of recording*



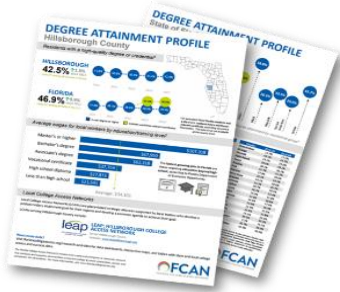
Our mission:

We lead the collaborative movement to ensure every Floridian achieves an education beyond high school and a rewarding career.

Our vision:

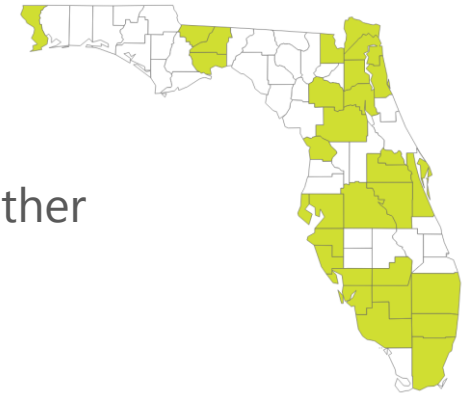
A Florida working together, where education is the pathway to economic mobility for all.

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 provides schools and community organizations resources to help students continue their education after high school.

7 Conditions for Success

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



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

Market-Relevant Talent Solutions Milestones

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



A woman in a dark uniform and safety glasses is working on a large aircraft engine in a factory. She is reaching up into the engine's open section. The background shows other parts of the aircraft and factory equipment.

APPRENTICE FLORIDA

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



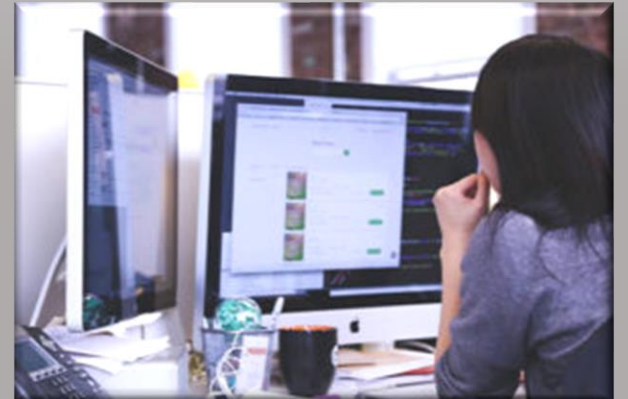
Benefits

EMPLOYER

- 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





Resources

- *FLDOE – Office of Apprenticeships*

<http://www.fldoe.org/academics/career-adult-edu/apprenticeship-programs/>

- *CareerSource Apprentice Florida*

<https://careersourceflorida.com/apprentice-florida/apprentices/>

- *DOL Apprenticeship.Gov*

<https://www.apprenticeship.gov/educators/community-colleges>



Resources

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

<https://www.aei.org/research-products/report/apprenticeships-and-community-colleges-do-they-have-a-future-together/>

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

https://www.illinoisworknet.com/DownloadPrint/Chicago-ApprenticeNetwork_BridgingtheGap_Digital_Final.pdf

- *Joint Center for Economic Studies*

<https://jointcenter.org/improving-training-to-brighten-the-future-of-black-workers/>

APPRENTICE FLORIDA



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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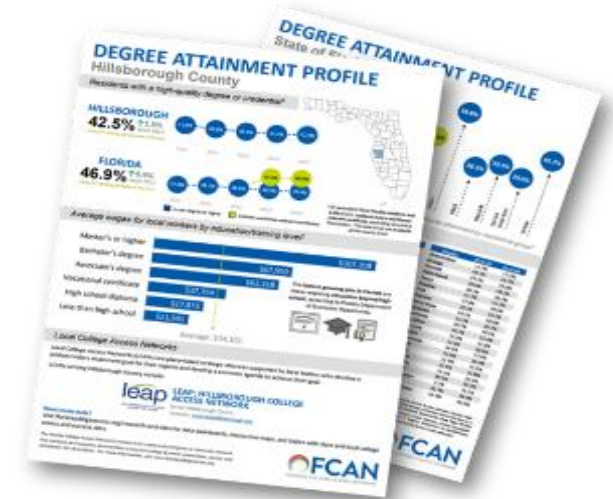
Jenna Silva

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Conclusion

