

Apprenticeship Committee

May 27, 2020

Scaling Youth Apprenticeship in Idaho

Idaho Business for Education Innovation Grant

- Research youth apprenticeship models and draft recommendation for Idaho – include potential funding streams.
- Assist the Dennis Technical Center in placing 12 youth apprentices in Electrical, Plumbing & HVAC.
- Develop a toolkit of resources for employers, schools and youth.

Scaling Youth Apprenticeship in Idaho

USDOL Opportunity – Youth Apprenticeship Readiness Grant

- \$42,500,000 available – 15-20 awards expected
- 48 month performance period – start date July 1, 2020
- Sliding scale: grant amount to number of apprentices placed
 - 400 apprentices for up to \$2.5m
- Must utilize registered apprenticeship
- Youth = 16-24 years old
- Pre-apprenticeship option – but they don't count as placements.

Scaling Youth Apprenticeship in Idaho

Lead Applicant:

- Education and Training Providers
- Workforce Development System Entities
- Organizations Functioning as Workforce & Industry Intermediaries
- State Agencies (Educational or Workforce)

Required Partners:

- Minimum of two employers, or an industry/trade association that represents at least two employers
- Education or Training Provider
- State Apprenticeship Agency (if applicable)
- Entity carrying out activities under WIOA, such as a workforce development board

Idaho LEADER Youth Apprenticeship Project Leadership Team

Lead Applicant/Workforce System Entity Idaho Workforce Development Council (WDC)

- Executive Director
- Business Partnership Manager
- Outreach & Communications Manager

Education & Training Provider Idaho State Board of Education

- Executive Director

Optional Partner Idaho STEM Action Center

- Executive Director

Workforce and Industry Intermediary Idaho Business for Education (IBE)

- President/CEO
- Vice President Youth Apprenticeship Program
- (3) Regional Business Dev and Program Managers
- Communications and Marketing Specialist

Optional Partner International Rescue Committee

- Executive Director

Governor of Idaho

Idaho Workforce Development Council
Idaho Workforce Development Council. The WDC is designated by the Governor of Idaho as the State Workforce Development Board under WIOA and also serves as local board for both of Idaho's local areas. The WDC was shifted to an independent state agency under the Office of the Governor in late 2017 to champion the development and implementation of a statewide, strategic workforce development plan that meets industries' needs today and tomorrow.

State Board of Education
Idaho enjoys a single coordinating body that spans K-20 education, the SBOE. Under the umbrella of the SBOE are the State Department of Education (K-12), ICTE (7th grade through associates degrees awarded by the technical colleges, and Title II services under WIOA), the Division of Vocational Rehabilitation (Title IV under WIOA), and Idaho Public Television. The SBOE's role in this project is to provide statewide leadership especially in the area of identifying incentives and removing policy barriers related to scaling youth apprenticeship.

STEM Action Center
STEM Action Center (STEM AC). The STEM AC is charged with engineering innovative opportunities for educators, students, communities, and industry to build a competitive Idaho workforce and economy through STEM and computer science education. As a partner in this project, the STEM AC will lend statewide leadership and technical assistance in the areas of identifying STEM related occupations that have a high potential for reaching out to in-school youth about registered apprenticeships programs and connecting to STEM AC partners, both school-based and employers, who may be interesting in registering programs.

Idaho Business for Education
IBE is a 501 C-3 non-profit group of nearly 250 businesses from across Idaho whose mission is to help improve Idaho's education system to create the workforce the state's employers need.

International Rescue Committee:
The IRC provides opportunities for refugees, asylees, victims of human trafficking, survivors of torture, and immigrants seeking citizenship to thrive in America.

Council-led Committees

- Apprenticeship**
The Apprenticeship Committee will lead the development of replicable and sustainable work-based learning opportunities.
- Outreach**
The Outreach Committee drives the coordination across state agencies, education, and the private sector increase public awareness of and access to career education and training opportunities.

Idaho LEADER Initiative
This group of agency leaders was formed under the National Governor's Association's Policy Academy for work-based learning in 2017, has been meeting on a monthly basis with the primary function of integrating work-based learning at a state agency level. This group will serve as a conduit to eligible participants and employers, while also providing policy and professional development support.

Partners

- State Board of Education
- Idaho Career & Technical Education
- Idaho STEM Action Center
- Idaho Department of Correction
- Idaho Public Television
- Idaho Department of Health & Welfare
- Idaho Department of Labor
- Idaho Department of Education
- Idaho Commerce
- Idaho Division of Vocational Rehabilitation

Idaho Career & Technical Education:
Idaho Career & Technical Education (ICTE) oversees over 700 secondary programs, 6 technical colleges, and 6 workforce training centers. Collectively they served over 150,000 Idahoans in 2019. ICTE's role in this project is to provide statewide leadership in supporting the connection and alignment of existing programs to fulfill the related instruction requirements of the apprenticeship programs.

public

private

Idaho LEADER Youth Apprenticeship Project Implementation Team

Lead Applicant:

ID Workforce Development Council (WDC)

- Executive Director
- Business Partnership Manager
- Outreach & Communications Manager

Youth Apprenticeship Intermediary Administrator:

ID Business for Education (IBE)

- President/CEO
- Vice President Youth Apprenticeship Program
- (3) Regional Business Dev and Program Managers
- Communications and Marketing Specialist
- Administrative Assistant (.5 time)

Executive Director (WDC)

*5% of time dedicated to project
Hired and in place*

The Director will offer project leadership, vision, and guidance.

As Executive staff for Idaho's Workforce Board, the director will connect the project to appropriate WIOA programs and the employer-led, governor appointed Workforce Development Council.

The Director has a background that spans both the private and public sectors and has led multiple federal and national level grants surrounding apprenticeship and work-based learning including ApprenticeshipIdaho (federal grant) and National Governor's Association Policy Academy for Work-based Learning.

Project Manager (WDC)

*0.5 FTE Independent Contractor
Hired at project start*

Project management including all fiscal and reporting responsibilities associated with the grant. Provides technical assistance to ensure adherence to all associated state and federal policies.

Experience with federal grant management and private/public partnerships.

President / CEO (IBE)

*15% of time dedicated to project
Hired and in place*

The President will offer project leadership, vision, and guidance.

The President provides a strong connection between IBE's 200+ employer members and Idaho's school districts. IBE has worked tirelessly to create relationships and trust at the local level.

The President spearheads IBE's work to connect business leaders with education. The President connects schools and employers to ensure that students enter the workforce with meaningful credentials.

Outreach & Communications Manager (WDC)

*10% of time dedicated to project
Hired and in place*

The O/C Manager will support outreach efforts for the project ensuring that existing and new state efforts are leveraged appropriately. The OC Manager will also support the WDC Executive Director in ensuring agency partners are active and engaged and that there is a clear line between the project and the education system.

The O/C has led a number of statewide campaigns to highlight career opportunities for Idahoans. Her office is housed in the State Board of Education to facilitate communication.

Business Partnership Manager (WDC)

*15% of time dedicated to project
Hired and in place*

The Business Partnership Manager will provide support to grant partners and educational entities, employers, state agencies, and industry associations looking to engage with youth who are interested in careers tied to registered apprenticeship programs.

The Business Partnership Manager's previous experience with registered apprenticeship programs includes work performed on the ApprenticeshipIdaho Initiative dating back to 2016. The initiative connected over 30 different intermediaries to training and resources that helped move registered apprenticeship programs forward in Idaho.

Vice President Youth Apprenticeship Program (IBE)

*100% of time dedicated to project
Identified and hired at project start*

The Vice President will: Lead team efforts, strategic planning, annual planning, budgeting & execution, fund raising, metric-based goal tracking, program design development, stakeholder integration, "toolkit" development, partnership relationship management, contract management, HR & admin functions, and serve as the program ambassador.

The Vice President served in leadership roles in the US Army, US Army Reserves and National Guard for 26 years, retiring as a Lieutenant Colonel. She oversaw training and education for Reserve Soldiers in 11 states. As CEO of Girl Scouts of Silver Sage Council, she energized the Council, moving it into financial sustainability, increasing membership, and revitalizing camp properties. She founded the Idaho STEM Action Center Foundation to help fund kindergarten through career STEM education statewide. She has served as the project lead for the exploratory phase of this project.

Administrative Assistant (IBE)

*0.5 FTE employee
Hired at project start*

The Administrative Assistant will manage data and information including information regarding apprenticeships and employer partners. Will also manage payroll and benefit information; operational accounts receivable; staff expense reimbursement reports; and grant expense reimbursement reports submitted to the state.

Business Dev and Program Managers (3 positions/regional) (IBE)

*100% of time dedicated to project
Hired at project start*

Provide regional business development, recruiting employer and youth participants: businesses, industry associations, students, schools, community and workforce entities, etc. Develop apprenticeship programs, place apprentices, provide ongoing support to business, apprentices, educators once apprentices are placed.

Communications and Marketing Specialist (IBE)

*100% of time dedicated to project
Hired at project start*

Create and distribute online and offline promotional and support material and collateral, work with partners to promote events and activities, establish and maintain social media presence, prepare and manage social media content, prepare and submit news releases and stories, develop targeted messaging, website content, build and implement an annual marketing and communications plan

Work-Based Learning Recommendation

Recommendation

Rename and update the charter of the Apprenticeship Committee to incorporate all forms of work-based learning.

The Work-Based Learning Committee is responsible for:

- Cultivating a nimble system under the Idaho LEADER framework that ensures innovative and high-quality programs are available throughout Learning About Work, Learning Through Work, and Learning At Work. Recommending investment of Council resources to scale efforts as appropriate.
- Providing robust information on all aspects of work-based learning and connecting stakeholders to existing and new efforts.
- Promoting the opportunities and benefits of work-based learning to employers, individuals and influencers.

Recommendation

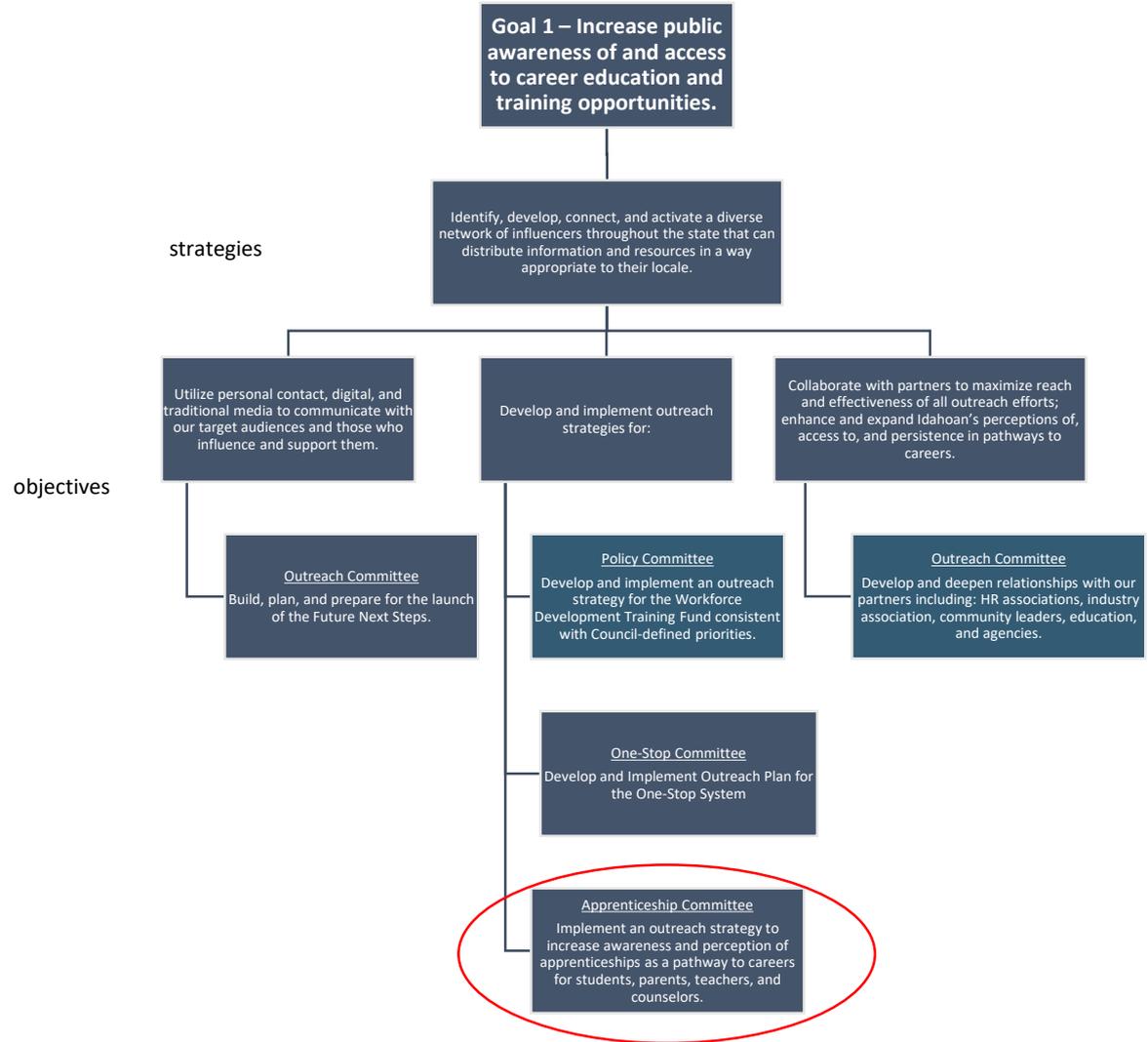
Provide a subcommittee to specifically focus on and guide efforts to increase registered apprenticeship in Idaho:

- ApprenticeshipIdaho initiative under IDOL
- Idaho Apprenticeship Partnership initiative under ICTE
- Youth Apprenticeship initiative under WDC and IBE (if awarded)

Strategic Plan Overview

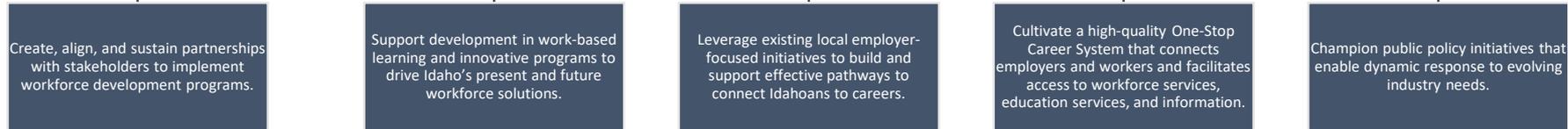
Mission: We champion strategies that prepare Idahoans for careers that meet employers needs.

Vision: We envision a future where Idaho's diverse and prepared workforce meets the needs of our unique communities and employers.



Goal 2 – Improve the effectiveness, quality, and coordination of programs and services designed to maintain a highly skilled workforce.

strategies



objectives

