Welcome Message

Welcome to the September-October edition of the Scaling Apprenticeship (SA) Newsletter. We aim to disseminate information about grantees, events, and resources relevant to the SA grant and grantees.

This month, the newsletter features how career staff can help job seekers with disabilities, as well as our typical spotlight on two new grantees, a TA activity update and additional research findings for grantees to incorporate into their programs. As always, we would be delighted to hear from you, so please send us news of upcoming events that your peers would like to know. We would also like to hear of your project accomplishments or topics you would like the newsletter to cover. Please contact us at ScalingApprenticeship@dol.gov with your feedback.

Save the Date!
On October 20-23, the Department of Labor will host a virtual grantee conference.

Reliable Sources
Learn how to find qualified candidates with disabilities.

Technical Assistance Updates
Stay up to date on a variety of webinars, program information and Apprenticeship research.

Grantee Spotlight
Spotlight on two new grantees in the Advanced Manufacturing and the IT & Cybersecurity sectors.

Keeping up to date with DOL's response to the COVID-19 crisis
Stay on top of DOL's response by checking the Employment and Training Administration (ETA)'s Coronavirus (COVID-19) Resources page regularly. You will find frequently asked questions (FAQs) to address grants management questions related to Coronavirus (COVID-19). Additionally, DOL has also developed a Pathways to Recovery Resources page on WorkforceGPS, where you can find resources about the workforce system along with other COVID-19-related resources such as “Suddenly Virtual: A Practical Guide for Frontline Service Providers During the COVID-19 Pandemic.”

News Flash! It just became easier to build your networks with other apprenticeship grantees. You can now find them all on the new investments page on the source for all things apprenticeship, apprenticeship.gov.

News Flash! The Department of Labor has issued a Press Release announcing that the Office of Apprenticeship (OA) has recognized 18 organizations as Standard Recognition Entities (SREs) to oversee the development of Industry-Recognized Apprenticeship Programs (IRAPs) in their industry and/or regions. More information about these organizations can be found on the new SRE web page.
Save the Date! October 20-23: Scaling Apprenticeship and Closing the Skills Gap Grantee Virtual Conference

The Department of Labor will host a virtual grantee conference that will bring SA and CSG grantees together to learn from experts and share their experiences with apprenticeship across the country. The convening will deliver plenaries and panels and allow plenty of opportunities for peer sharing!

Topics include:
• Innovations in program models
• Engaging employers
• Braiding funds
• Effective ways to grow apprenticeships

The convening will host four days of plenaries, with nationally recognized experts who will share knowledge about critical aspects of designing and implementing successful apprenticeships. We will also host over 20 breakout/small group sessions which will be grantee led.

You will be hearing from our team soon about how we expect you to contribute with presentations and discussions. We will work with you to present and highlight aspects of your program that are innovative or are doing particularly well so that other SA and CSG grantees can gain a leg up when thinking about their own program activities. You will have the opportunity to review the agenda and select sessions soon. Mark your calendars and join us from October 20-23!
Career seekers with disabilities represent a fifth of the American workforce. Employers increasingly recognize disability as an aspect of diversity, and one which they must honor to be truly welcoming to all staff and customers. Disabilities can be physical, perceptual, cognitive, or emotional/mental. Disability impacts the life of each person differently. Just like any career seeker, people with disabilities have a diverse range of skills, interests and ambitions.

**Finding Qualified Candidates with Disabilities**

There are several sources for candidates with disabilities that can be accessed across the country:

The Council of State Administrators of Vocational Rehabilitation (CSAVR) sponsors the [National Employer Network – the NET](https://nationalemployernetwork.org). The NET allows national employers to interact with multiple state Vocational, Rehabilitation agencies and providers through a single point of contact, streamlining their access to career seekers.

In most [American Job Centers](https://www.americanjobcenter.org), employers can make contact with a Disabled Veteran Outreach Program representative (DVOP) or Local Veterans’ Employment Representative (LVER). These professionals serve veterans with disabilities and other barriers to employment.

There are a number of tools and strategies to support the inclusion of career seekers with disabilities in education, apprenticeships, and employment.

The [Job Accommodations Network](https://www.janet.org) is funded by DOL’s Office of Disability Employment Policy to provide guidance on assistive technology and accommodations in a variety of professional settings.

While individual accommodations are necessary, educators and employers can also take steps to ensure that their physical space, technology, and communications are inherently accessible. This can be done through [Universal Design](https://www.universaldesign.org). Universal Design is a collection of seven principles that ensure all physical and programmatic interfaces are as welcoming as possible. [Universal Design for Learning](https://www.universaldesignforteaching.org/) seeks to ensure that all participants are engaged to the greatest extent possible.

Visit [h1bsa.workforcegps.org](http://h1bsa.workforcegps.org) today!
Scaling Apprenticeship Technical Assistance

Hallmarks of High-Quality Apprenticeship Programs
Following the August 4 webinar on RAPs and IRAPs, this webinar will review the Hallmarks of High-Quality Apprenticeships, with practical applications from fellow Scaling Apprenticeship grantees. A recording for the September 23rd webinar can be found on the SA Community on WorkforceGPS.

Scaling Apprenticeship Emerging Practices Report
The quarterly Scaling Apprenticeship (SA) emerging practices report presents grantee practices, identified via review of grantee quarterly narrative reports (QNR) and of qualitative data collected from coach-grantee calls and peer discussions. The scope of each report will be defined based on grantee experiences and needs. Reports will be posted at regular intervals. We encourage all SA grantees to use these as resources when addressing their own grant implementation needs. View the resource here.

Aligning RTI and Postsecondary Programs Expert Dialog
Under the Scaling Apprenticeship program, the hallmarks of a quality apprenticeship, among other criteria, require partnering organizations to deliver On The Job Training (OJT), Related Technical Instruction (RTI), and Industry Recognized Credentials (IRC). However, the RTI interests of employers may not be perfectly aligned with the content of postsecondary programs. This Expert Dialog draws on the expertise of people who have been longtime proponents of apprenticeships, and who have been in the trenches using apprenticeships as a tool to help solve employer workforce challenges. Please be on the lookout for this resource.

VETS Apprenticeship Pilot Overview
On August 26, the Office of Apprenticeship (OA) in collaboration with the Veterans’ Employment and Training Service (VETS) provided an overview of its Apprenticeship Pilot and address working with transitioning service members and their spouses interested in exploring apprenticeship as a post-separation career pathway. View the webinar and transcript here.

Early Lessons from H-1B Scaling Apprenticeship through Sector Strategies
On this August 20th webinar, SA grantees shared how they have navigated their first year of implementation and what innovative solutions they developed to address challenges. Participants learned innovative ways to accelerate the expansion of apprenticeships and/or improve internal processes to advance the program. View the webinar and transcript here.

Apprenticeship Research
CLEAR identifies and summarizes many types of research, including descriptive statistical studies and outcome analyses, implementation, and causal impact studies. CLEAR currently includes more than 60 studies related to apprenticeship, which can be found under the topic area "Apprenticeship and Work-based Training." Below we present one CLEAR study on designing curriculums and another scholarly article on bringing women into advanced manufacturing.

A comparison of student outcomes and overall retention between a 10-week accelerated and a 15-week traditional curriculum in a postsecondary apprenticeship training program (Adams 2013)
CLEAR Summary: In January 2009, the Apprentice School of Newport News Shipbuilding in Newport News, Virginia, compressed its World Class Shipbuilding curriculum from five 15-week terms (75 weeks total) to four 10-week terms (40 weeks total). The total hours of instruction (625) remained the same between the two groups, with the treatment group experiencing longer instruction days. Apprentices who enrolled at the school before this change (from January 2004 to December 2008) formed the comparison group; the treatment group consisted of apprentices who enrolled from January 2009 to June 2012. The author used school administrative data on program termination to compare program retention between the treatment and comparison groups. The study found that students in the treatment group were 17 percentage points more likely to be retained in the program than students in the comparison group, a statistically significant finding.

Women Into Advanced Manufacturing: Can Community College Open this Door? (Shutzman, 2019)
CLEAR Summary: Women still rarely choose to seek employment in advanced manufacturing. Lack of familiarity with manufacturing jobs and education programs, lack of role models, and too few experiential opportunities contribute to women not choosing manufacturing jobs as well as other jobs traditionally held by men. Nontraditional jobs for women often provide higher wages and more opportunity for advancement than traditional jobs for women. This study analyzes factors that influenced women who chose an advanced manufacturing program at a community college to enter employment in a male-dominated career sector.
Grantee Spotlight: Getting to know your peers

In this issue, we feature two new grantees: Purdue University in the IT & Cybersecurity Sector and St. Louis Community College in the Advanced Manufacturing Sector.

Purdue University

The P-CAP: Purdue Cyber Apprenticeship Program (P-CAP) project is a competency-based apprenticeship program that builds on an already-approved, U.S. DOL National Standard for Apprenticeship for Cybersecurity that partners with several education providers to offer online multiple options for employers and apprentices to select from, based upon their educational needs. P-CAP provides a four-level curriculum option, mapped to the NICE Cybersecurity Workforce Framework.

P-CAP offerings are delivered via its existing P-CAP portal and through the various educational partner’s online platform. The curriculum gives apprentices the opportunity to receive badges and certifications, a one year for-credit certificate, option of two associate’s degrees, a bachelor’s degree, or a Master’s degree. P-CAP partners with Purdue’s CENTRE to provide a one-stop shop for badges and certifications. P-CAP recently added a partnership with Range Force to provide a cyber range for virtual training and learning the practical application of cybersecurity concepts, allowing apprentices to use their learned skills in mock scenarios, including apprentice competitions. The cyber range, in particular is a virtual learning community that enables students to engage in peer mentoring. In addition, the project is creating a Purdue Apprenticeship Leadership Academy to help apprentices develop social skills like problem solving, effective team work and communications skills, and leadership abilities by immersing them in online, self-paced cybersecurity workplace cases. Academy completion will lead to an additional micro-credential and an e-portfolio for future use by the apprentice. P-CAP aims to quickly reach national scale through its partnership with FASTPORT, a DOL intermediary, and other partners.

St. Louis Community College

The MoAMP project is working to expand apprenticeship opportunities across 37 occupations—and three pathways—within the advanced manufacturing sector, including 28 occupations in the Production and Maintenance pathway, four in the Logistics pathway, and five in the Automation and Systems pathway. MoAMP is building these pathway programs based on the industry-recognized and competency-based apprenticeship model of its primary industry association partner, NIMS. Key components of the new, NIMS-certified, IRAP model include: 1) Building Competency Ladders with Employer Partners, through a focus on aligning training to employee competencies within a company, as opposed to registering an occupation in a company; 2) Performance Measure Validation, though the identification and alignment of employee performance measures with the competencies in the competency ladder; and (3) Alignment of Curriculum, Credentials, and Competencies, through a process of ensuring that the curriculum, credentials, and competencies’ crosswalk are all aligned for the benefit of apprentices and employees. To increase access to apprenticeship opportunities among underrepresented populations, MoAMP is, among other activities, working with the Missouri Department of Corrections (MODOC) to establish pre-apprenticeship and apprenticeship programs for justice-involved individuals. These pre-apprenticeship programs provide job-related technical instruction enabling the student to leave prison with industry-recognized credentials and competencies. Then, as part of their release approval plan, the students will be enrolled in an apprenticeship program upon release.