Pathways to Career Opportunities Grant (PCOG) Webinar Series:
CareerSource Florida: Resources for Successful Apprenticeships
June 22, 2022
Agenda

• Welcome and Introduction
• FDOE Webinar Logistics and Grant Application Reminders
• PCOG Webinar Series
• CareerSource Florida: Resources for Successful Apprenticeships
• Questions
Webinar Logistics

• All participants will be muted for the duration of the webinar.

• How to submit questions during the webinar?
  • You may submit questions during the presentation through the webinar question and answer (Q&A) feature.
  • The Q&A will be utilized for questions throughout the presentation. Host and panelists will be able to see all questions and will respond in writing.
Note about Questions

• Invited presenters will not address any questions related to the Request for Proposals (RFPs) requirements.

• Questions requiring research will be submitted to the grant contact for posting as part of the Frequently Asked Questions process.

• For questions on the submission of application, submit your questions by July 15 to Charlie Feehrer, at Charles.Feehrer@fldoe.org.
2022-23 PCOG Funding Opportunity

• Request for Proposal is located at www.fldoe.org/pathwaysgrant

• A Notice of Intent-to-Apply for each grant proposal to be considered must be submitted to FDOE by July 15, 2022 (by 5pm EDT).
  • https://www.surveymonkey.com

• Application Due Date: July 15, 2022, proposals must be received within the FDOE not later than the close of business (5pm EDT) on the due date.
PCOG Webinar Series

- June 16, 2022
  - 2022-23 PCOG: Funding Opportunities Webinar (Recording)
- June 21, 2022
  - Apprenticeship 101: A Quality Assurance System
- June 22, 2022
  - CareerSource Florida: Resources for Successful Apprenticeships
- June 27, 2022
  - Can’t Find Qualified Employees? Don’t Keep Trying to Buy Them; Use Registered Apprenticeships to Build Them!
- June 29, 2022
  - Building Your Tech Talent Through Apprenticeship
- July 7, 2022
  - Highlighting Successful PCOG Programs
Resources for Successful Apprenticeships
CareerSource Florida Network
Presenters

Susan Bosse
Director, Business & Workforce Development
Healthcare/Life Sciences/Apprenticeships
CareerSource Florida

Madison Frazee
Communications Manager
CareerSource Florida

Doreen Lund
Apprenticeship Navigator
CareerSource Northeast Florida

Roben Faircloth
Industry Sector Manager – Manufacturing, Aviation & Aerospace
CareerSource Northeast Florida
Our Goal
Increase the prosperity of workers and employers; reduce welfare dependency; increase economic self-sufficiency; meet employer needs; and enhance productivity and competitiveness.
CareerSource Florida Network

1. CareerSource Escarosa
2. CareerSource Okaloosa Walton
3. CareerSource Chipola
4. CareerSource Gulf Coast
5. CareerSource Capital Region
6. CareerSource North Florida
7. CareerSource Florida Crown
8. CareerSource Northeast Florida
9. CareerSource North Central Florida
10. CareerSource Citrus Levy Marion
11. CareerSource Flagler Volusia
12. CareerSource Central Florida
13. CareerSource Brevard
14. CareerSource Pinellas
15. CareerSource Tampa Bay
16. CareerSource Pasco Hernando
17. CareerSource Polk
18. CareerSource Suncoast
19. CareerSource Heartland
20. CareerSource Research Coast
21. CareerSource Palm Beach County
22. CareerSource Broward
23. CareerSource South Florida
24. CareerSource Southwest Florida
Florida’s Bold Vision for Workforce

• Governor DeSantis’ Executive Order 19-31 making Florida #1 in the nation for workforce education by 2030

• REACH Act (House Bill 1507)

• Strategic Apprenticeship Workgroup that developed the Statewide Apprenticeship Policy

• CareerSource Florida Board of Directors commits millions of dollars in funding to provide local workforce development boards with the tools and resources they need to assist with Registered Apprenticeships
Attract, Grow and Sharpen Talent

• Immediate Hiring Needs
  • Job postings – Employ Florida
  • Recruitment events – at employer’s location, local workforce development board, or virtual
  • Pre-screening services – sending only qualified candidates to the employer

• Intermediate Hiring Needs
  • On-the-Job Training – employer provides training for up to six (6) months, local workforce development board reimburses employer
  • Employed Worker Training/Incumbent Worker Training – upskilling existing employees
  • Promote and backfill staff

• Long-term Talent Development
  • Apprenticeships – earn while you learn
Apprenticeship Resources

- Apprenticeship Navigators
- Apprentice Recruitment
- Funds to Support Apprentices
- Customized Training Funding
  - Employed Worker Training
  - On-the-Job Training
Apprenticeship Funding Resources

- Related Training & Instruction
- On-the-Job Training
- Supportive Services
- CareerSource Florida Incumbent Worker Training Grant Program
Apprentice Florida Resources for Businesses
Apprentice Florida Tutorial (Full Length) - YouTube
Employer Resources

DETERMINING THE RIGHT MODEL AND PROGRAM DESIGN

Apprenticeship programs can be customized to meet both the needs of the business and the apprentice. The program design and model selected will be driven by a variety of factors, including the industry and occupation, the skills needed by the business, and the resources available.

TYPE OF PROGRAM DESIGNS

- DUAL-RAISED: Apprentices complete a required number of hours on the job learning and related technical instruction.
- COMPETENCY-BASED: Apprentices progress at their own pace. They demonstrate competency in skills and knowledge through proficiency demonstrations, but are not limited by course requirements.
- HYBRID: A hybrid of both the dual-raised and competency-based models, apprentices have a minimum and maximum range of hours based on the successful demonstration of identified and measured competencies.

COMMON MODELS

- JOB-APPRENTICESHIP TO REGISTERED APPRENTICESHIP MODEL: This program provides lead skills during the on-the-job training component of the program, allowing youth or adults to develop a broader understanding of the industry before starting on the job training.
- TRADITIONAL APPRENTICESHIP MODEL: Apprentices receive related technical instruction and on-the-job training concurrently throughout the program.
- FRONT-LOADED APPRENTICESHIP MODEL: Apprentices complete the required related technical instruction for the program before starting on the job training. The related instruction may be provided by the employer or a partner, such as a community college.
- RECRUITING APPRENTICESHIP MODEL: Apprentices alternate between related instruction and on-the-job training until full competency is reached.

QUESTIONS TO CONSIDER

- What positions are you having the most difficulty filling?
- How are you currently attracting new employees onboard, mentored and trained once hired?
- Have you reached out to the State Office of Apprenticeship and partners to your local workforce development board to explore steps and funding support measures?
- How will you deliver the technical education and on-the-job learning to the apprentices in a blended format?
- Have you identified who will serve as sponsor of the apprenticeship program, taking responsibility for operating the program?
- Have you determined how you will work with your human resource team to support the apprenticeship program's success?
Business Toolkit

WE CAN HELP BOTH BUSINESSES AND JOB SEEKERS.

**Business Toolkit**
In-depth guide on how to build and launch an apprenticeship program.

**How to Start an Apprenticeship Program**
Learn the core components of Apprentice Florida.

**Is an Apprenticeship Right for Your Business?**
Learn more about the core components to see if apprenticeship is right for you.

**Quick Apprenticeship Florida Facts**
See if an apprenticeship program aligns with your goals.

**Apprentice Florida Website Banners**
Apprentice Florida banners to download and add to your website.

**Apprentice Florida PowerPoint Template**
Customizable PowerPoint template with information about Apprentice Florida.
Business Toolkit

BEFORE YOU BEGIN, FIND PARTNERS
Collaborating with education and workforce organizations is a great way to get help in the start and overall operation of your apprenticeship. Every registered apprenticeship has one or more sponsors that can help you identify the resources needed, as well as design and deliver the program. There are two steps. The first step is to build a partnership.

1. START BUILDING
This is about what your business will need for this program to be successful and what kind of support you will need to structure your apprenticeship to program. Set goals and identify the details that will help you succeed.

2. SET UP TRAINING
Training is all about apprenticeship. Set up training goals such as number of training hours per apprentice, and how new skills will be taught.

3. START}

4. ENSURE REWARDS
Decide what your starting and ending wages will be. This is a key job as apprenticeships should be paid at least the minimum wage and have a plan to escalate to the minimum wage.

5. COMPLETE

DETERMINE WHICH TRAINING MODEL TO FOLLOW

PAY-APPRENTICESHIP MODEL
Pre-employment training is delivered at an employer’s facility and paid for.

REMEDIAL APPRENTICESHIP MODEL
Pre-employment training is delivered at the apprenticeship training center and paid for.

TRADITIONAL APPRENTICESHIP MODEL
Pre-employment training is delivered at an employer’s facility and paid for.

SUBVENTED APPRENTICESHIP MODEL
Pre-employment training is delivered at the apprenticeship training center and paid for.

SUBCONTRACTED APPRENTICESHIP MODEL
Pre-employment training is delivered at the apprenticeship training center and paid for.

ESTABLISH YOUR OWN MODEL OF BUSINESS SUCCESS

This is the opportunity to personalize and brand your apprenticeship program. Consider the value proposition of your apprenticeship program and target the business model to be successful. Identify the target audience for your apprenticeship program and target the business model to be successful. Identify the target audience for your apprenticeship program and target the business model to be successful. Identify the target audience for your apprenticeship program and target the business model to be successful.
Apprentice Florida Outreach

BUILD YOUR TEAM
Opportunities

Choices – Summer Internships for Youth 16-19
Training Assistance Programs – State and Local
Apprenticeships – Creation and Funding Assistance
EmployFlorida.com – Posting Jobs
Training Reimbursement Opportunities

**CareerSource Florida (State Board)**
Incumbent Worker Training Grant (IWT) - Incumbent Employees

**Florida State Grant**
Pathways to Career Opportunities Grant - to establish new or expand existing registered apprenticeships/pre-apprenticeships

**CareerSource Northeast Florida (Local Workforce Development Board)**
Customized Training – New or Incumbent Employees
Work Experience – New Employees
Training Reimbursement Opportunities
Local Level

Customized Training Program

• A program to assist in upgrading the skills of existing employees. Training requests should relate to the introduction of new technologies; introduction to new production or service procedures; workplace literacy; or upgrading to new jobs that require additional skills.

• Training can be provided through Florida’s community colleges, school districts, area vocational-technical centers, state universities or licensed and certified private institutions, at the business’s own facility, at the training provider’s facility, or at a combination of sites.

• This is a reimbursement funding program.
CareerSource Northeast Florida Customized Training Program Provides Funds For:

- Tuition
- Instructor Wages
- Curriculum Development
- Training Materials
- Training Supplies
Training Reimbursement Opportunities - Local Work Experience

• For **brand new** employees in our targeted industries who need upskilling to do the job you are hiring them to do

• Employer creates, or has robust, on the job training program for new hires to train specific skill sets for a limited period.

• Reimbursement of 50% of employee **wages** for the training period.

• Occupation must be on the CSNEFL RDOL (Regional Demand Occupation List) **RDOL**
Examples of Employers utilizing our Customized Training and/or Work Experience programs for Apprenticeships

• **Miller Electric – Electrical Contractor**
  Provided educational funding assistance through Customized Training Program for Electrical Apprenticeship Training. 100+ Trainees.

• **SERCO – Manufacturing Employer specializing in Shipbuilding and Repair**
  Provided educational funding assistance through Customized Training Program for Industrial Manufacturing Technician Apprenticeship Training through FloridaMakes. 8 Trainees.

• **MetroPower – Electrical Contractor**
  Provided educational funding assistance through Customized Training Program for Electrical Apprenticeship Training. 6 Trainees.

• **Snyder Company – Heating and Air Conditioning Contractor (HVAC)**
  Provided educational funding assistance through Customized Training Program for Heating and Air Conditioning Installer/Service Technician Training. 12 Employees.

  Provided Work Experience for New Hires - Maintenance Technician (HVAC Apprentice), Level I. 5 Trainees.
Questions?
Contact Susan Bosse:
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