



Apprenticeship**USA**<sup>™</sup>

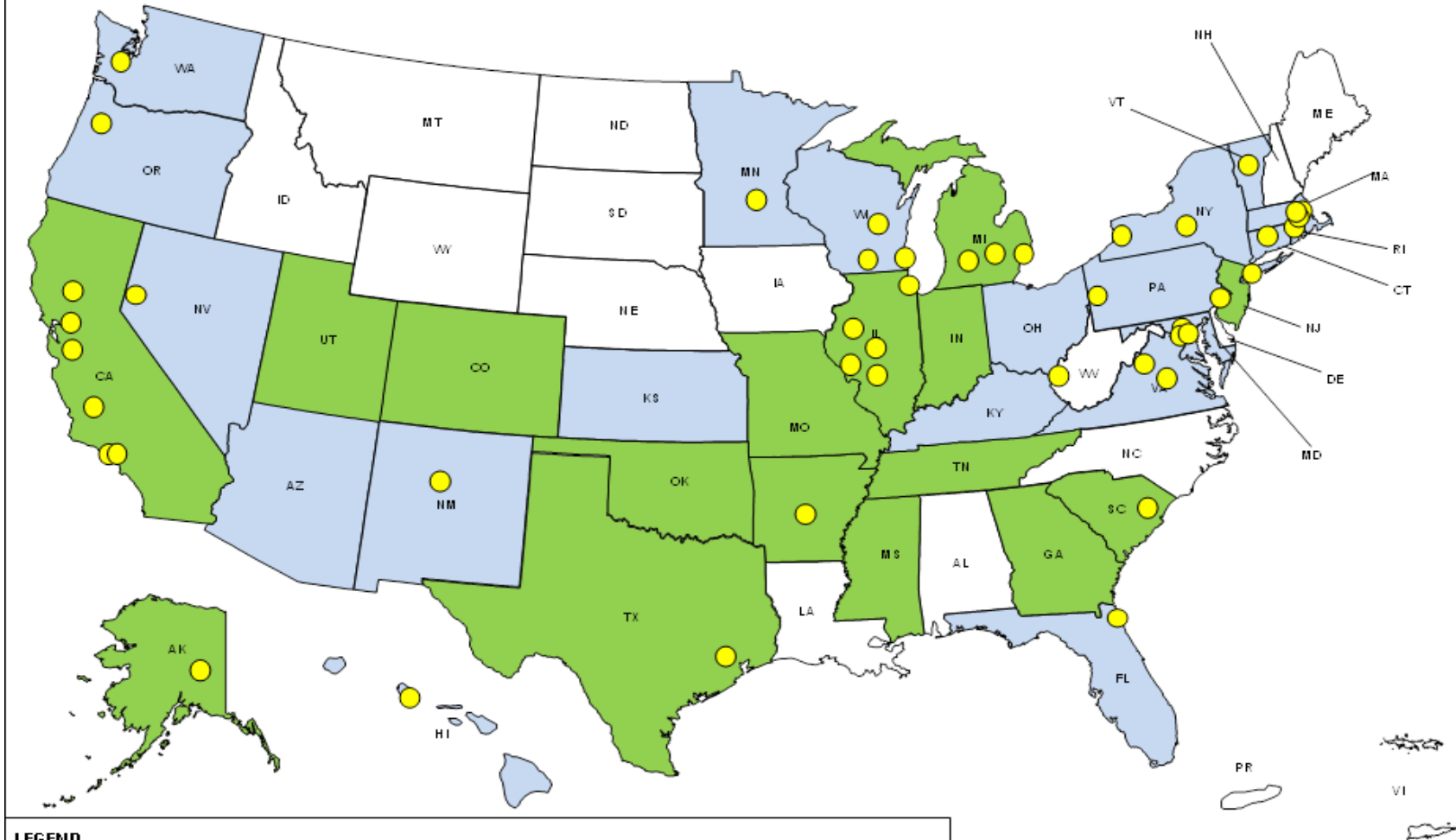
# American Apprenticeship Initiative

Grantee Success Stories



Note: The data in this document reflects activity as recorded by the U.S. Department of Labor Office of Apprenticeship in March, 2017. The stories were compiled by the National Governors Association Center for Best Practices.

### The American Apprenticeship Initiative Grantees



**LEGEND**

Light Green Federal states in service area

Yellow Dot Grantee locations

Light Blue State Apprenticeship Agencies in service area

## The American Apprenticeship Initiative: An Overview

Education and job training are among the surest pathways to the middle class, and job-driven Registered Apprenticeships, where workers earn and learn at the same time, provide American workers from all backgrounds with the skills and knowledge they need to acquire good-paying jobs that are available today. In fact, 87 percent of apprentices are employed after completing their programs, with an average starting wage of \$60,000. The return on investment for employers is also impressive – studies from around the globe suggest that for every dollar spent on apprenticeship, employers get back an average of \$1.47 in increased productivity, reduced waste and greater front-line innovation.<sup>1</sup> Simply put: apprenticeships help businesses, workers, and grow the economy.

In 2015, building on historic bipartisan support from Congress for “earn and learn” training opportunities, the U.S. Department of Labor launched the American Apprenticeship Initiative (AAI), which awarded \$175 million to 46 public-private partnerships across the country. These partnerships between employers, organized labor, non-profits, local governments, and educational institutions will expand Registered Apprenticeship to new communities and new industries. In total, the 46 AAI grantees will train and hire more than **34,000 new apprentices** in high-growth and high-tech industries including health care, information technology (IT) and advanced manufacturing over the next five years.

After the first year of the AAI investments, the results have been tangible: grantees have created new partnerships between education and industry to provide pathways for workers and talent pipelines for business. Some of the accomplishments of these partnerships include:

- **507** apprenticeship programs have been developed in high-demand fields, including insurance and finance, nursing and pharmacy, behavioral health, and network security administration and software development.
- **6,104** pre-apprentices and apprentices have been served to date.
- **3,633** new apprentices have been registered in apprenticeship programs and are receiving training for in-demand, high-wage jobs.
- **Approximately 68 percent** of these new apprentices are from populations traditionally underrepresented in apprenticeship programs, including women, people of color, veterans, and people with disabilities.

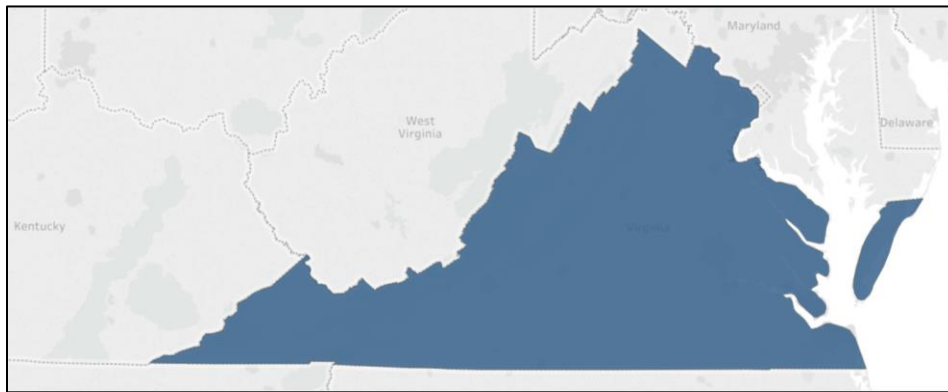
The following pages chronicle the success of 14 AAI grantees across the country in expanding Registered Apprenticeship programs into new industries and diversifying the population of apprentices across the country.

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<sup>1</sup> <http://caf-fca.org/wp-content/uploads/2014/08/It-pays-to-hire-an-apprentice.pdf>

# Shenandoah Valley Workforce Development Board

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|--|--|
| <b>Industry</b>                        | <b>Advanced Manufacturing</b>  |
| <b>Occupations</b>                     | Industrial Manufacturing Technician  |
| <b>Success Factors</b>                 | Industry Engagement, Partnership Building, Engaging Underrepresented Populations                           |
| <b>Target Populations</b>              | Women, Low-Skilled Workers, Veterans, Individuals with Disabilities, Underemployed, Unemployed, Dislocated |
| <b>Registered Apprenticeship Model</b> | Hybrid   |
| <b>Other Elements</b>                  | Pre-Apprenticeship   |
| <b>Programs Located In</b>             | Virginia   |



As manufacturing evolves into advanced technologies, the Shenandoah Valley Workforce Development Board (SVWDB) in Virginia strives to innovate worker training within the industry. SVWDB has excelled in building strong partnerships through its Valley to Virginia (V2V) Advanced Manufacturing Registered Apprenticeship Initiative. Because of its focus on meeting the needs of business and working with a wide array of partners, SVWDB surpassed all its year-one program goals, including registering over 150 apprentices with 36 employer sponsors, creating seven new Registered Apprenticeship programs and expanding 16 programs with existing employer sponsors.

### Industry Engagement

- **Using technology to meet business needs:** SVWDB goes above and beyond to meet the needs of employers. For example, SVWDB identified an online welding curriculum for industrial refrigeration manufacturer Innovative Refrigeration, which allowed the company to conduct onsite instruction using company trainers and a highly customized curriculum from the National Center for Construction Education and Research.

### Partnership Building

- **Building scale through partnerships:** By leveraging existing relationships with numerous businesses, SVWDB enhanced partnerships with its state apprenticeship agency, the Virginia Manufacturers Association and local community colleges. These partnerships allowed SVWDB to improve its Registered Apprenticeship program options, including developing new competency-based assessments for students and hiring an apprenticeship coach who facilitates program registration for businesses.

### **Engaging Underrepresented Populations**

- **Serving veterans and individuals with disabilities:** SVWDB's pre-apprenticeship program with Hershey Foods aims to help the company identify transitioning military members for its mechatronics Registered Apprenticeship program. SVWDB also partners with one of Virginia's premier rehabilitation centers on a pre-apprenticeship program for disabled manufacturing trainees.