

American Apprenticeship Initiative Grant

*Valley to Virginia
(V2V)*

*September 27, 2018
SVWDB Board of Directors*

Debby Hopkins

*Chief Workforce Officer & Program Director
Shenandoah Valley Workforce Development Board
BA; SHRM-SCP, SPHR, PMP; CWDP:BS*



U. S. Dept of Labor Monitoring June 25-27, 2018

- Pre-Monitoring Review
- Program Management
- Admin/Controls/Service Delivery
- Danone NA: Apprenticeship Signing
- VPGC Tour & Meet Apprentices
- MTC Visit, Meet Instructor
- WWRC Visit: Meet MTT Pre-Apprentices
- Hershey: Tour and Meet Boot Campers
- Result: NO FINDINGS

Office of Inspector General Site Visit July 13, 2018

- Selected based on performance
- Part of broader OIG audit of the AAI Grant Program
- Auditors were unfamiliar with WIOA, LWDBs, or apprenticeship



\$14 Million

Federal Grants since 2009

**Partnered with state apprenticeship agency
>13 years**

Registered Apprenticeship History in SVWDB DOL Grants

2005 – 2009 Community Based Job Training Grant 409 apprentices enrolled

2008 - 2012 Community Based Job Training Grant 539 apprentices enrolled

2010 – 2013 Shenandoah Valley Energy Partnership 348 apprentices enrolled

Aging Workforce

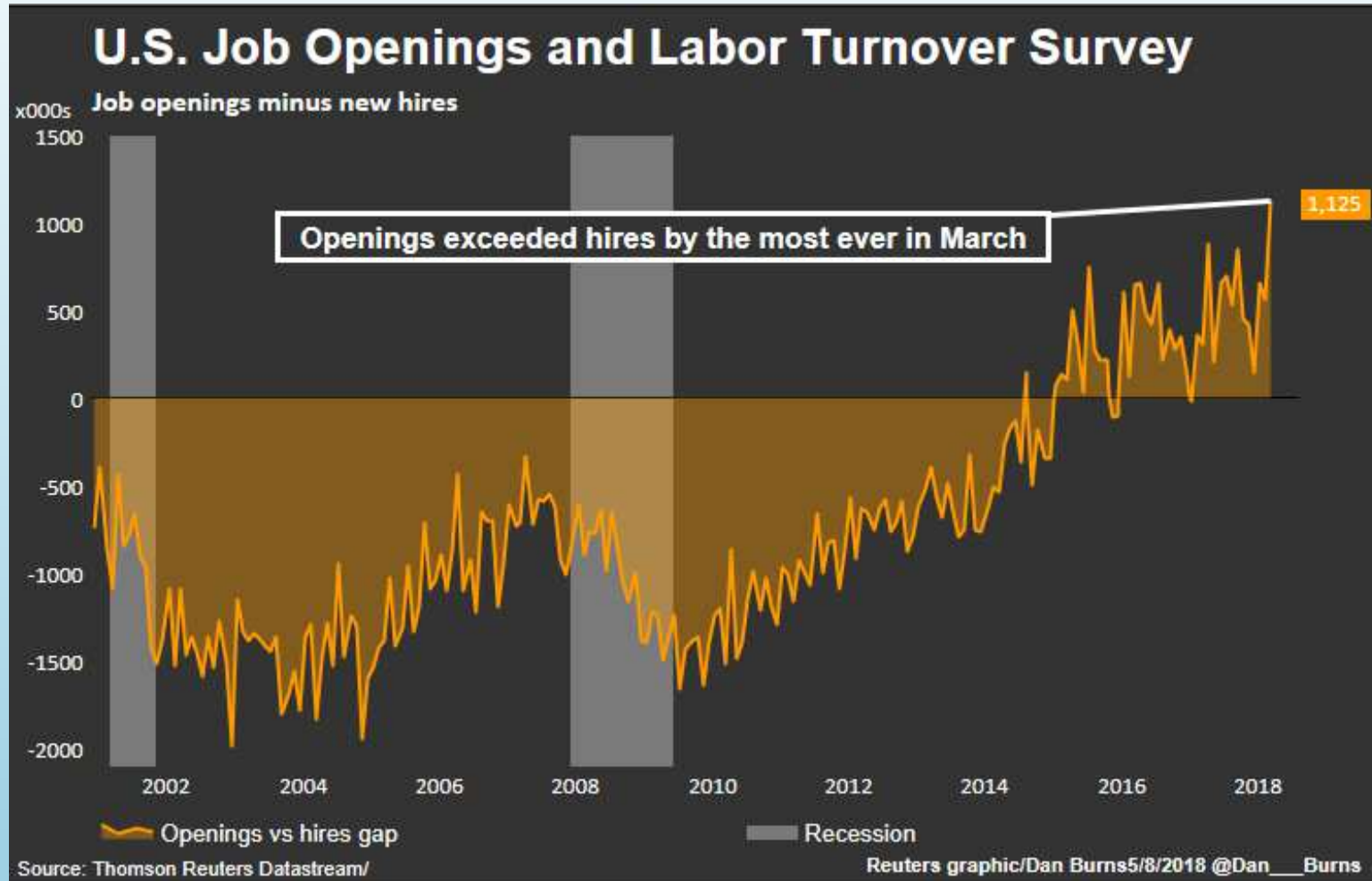
Upskilling for
Technological
Advancements

Interest Gap

Lower Unemployment

Flat Labor Force
Growth





Sept 2018
6.9 Million
Job Openings

DOL Job Openings & Labor Turnover Survey (JOLTS) May 8, 2018 – March’s job openings highest recorded. “The labor market is hot and getting hotter by the day..”

Unemployment Rates



Virginia:
3.2% Rate
May 2018

Frederick
County: 2.5%

Winchester
City: 2.6%

Augusta
County: 2.7%

Rockingham
County: 2.7%

**July
2018**

Not
Seasonally
Adjusted

VA LMI

Locality	Labor Force	Employment	Unemployment	Unempl.Rate
Augusta	37,921	36,937	984	2.6%
Bath	2,567	2,511	56	2.2%
Buena Vista	3,375	3,251	124	3.7%
Clarke	7,813	7,604	209	2.7%
Frederick	48,103	46,910	1,193	2.5%
Harrisonburg	25,544	23,650	894	3.6%
Highland	1,315	1,287	28	2.1%
Lexington	2,175	2,174	101	4.6%
Page	11,865	11,450	415	3.5%
Rockbridge	10,957	10,634	323	2.9%
Rockingham	41,248	40,153	1,095	2.7%
Shenandoah	21,760	21,151	609	2.8%
Staunton	12,135	11,793	342	2.8%
Warren	20,670	20,072	598	2.9%
Waynesboro	10,506	10,168	338	3.2%
Winchester	15,130	14,734	396	2.6%
SVWDB Region	273,084	264,479	7705	2.8%
Virginia	4,420,443	4,290,391	130,052	2.9%

SVWDB commissioned studies confirm:

1. Manufacturing workforce in particular has been aging and may face significant shortages in the near future due to retirements
2. New machines and robots require greater skill creating potential gap for these higher skilled occupations
3. Environment of lower unemployment and flat labor force growth increasing difficulty finding workers
4. Largest projected shortfall over next 5 years are for machine operators
5. Companies most pressing concerns are around the pipeline of younger workers and impending retirements; people applying for jobs lack basic work skills and work readiness

**Chmura Economics & Analytics, "The Changing Manufacturing Workforce in the Shenandoah Valley"*

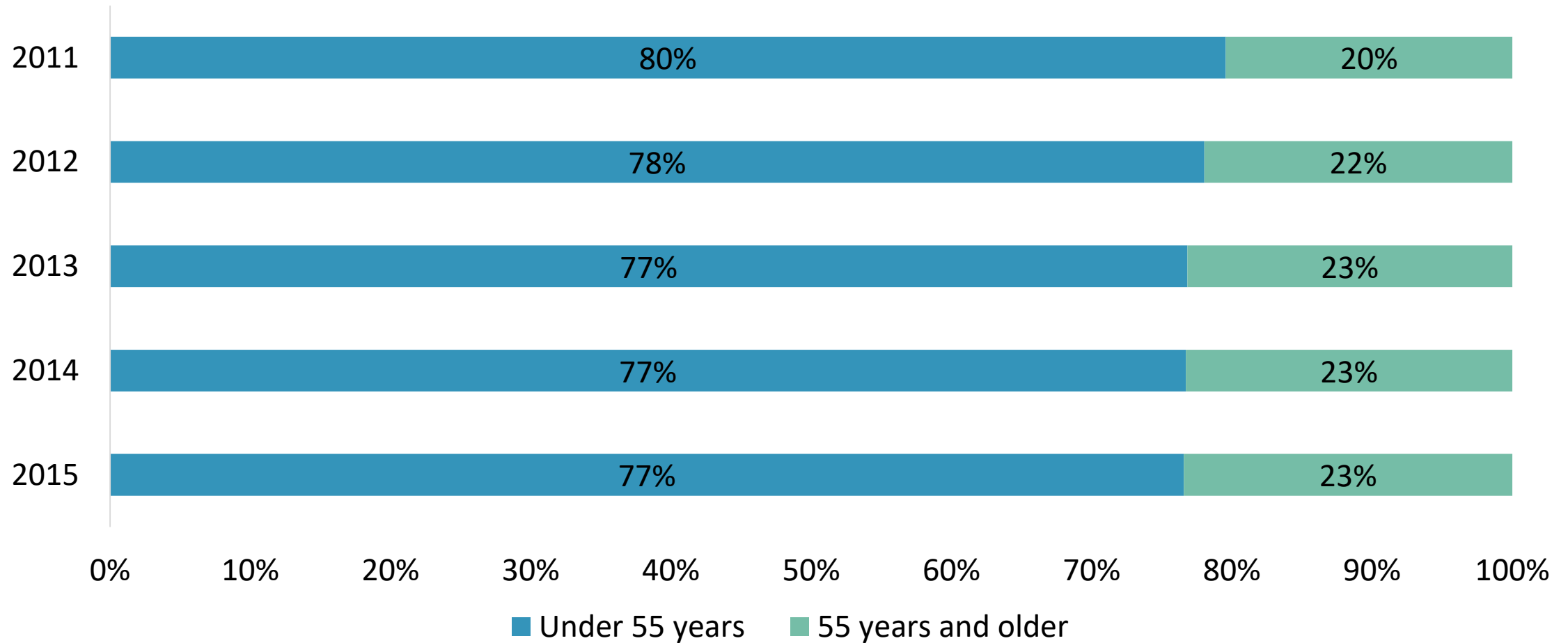
- Retirements
- Lower Unemployment
- Flat Labor Force Growth
- Employers Trading the Same Workers
- Higher Skill Requirements

“It’s a perfect storm, the worst recruiting environment”

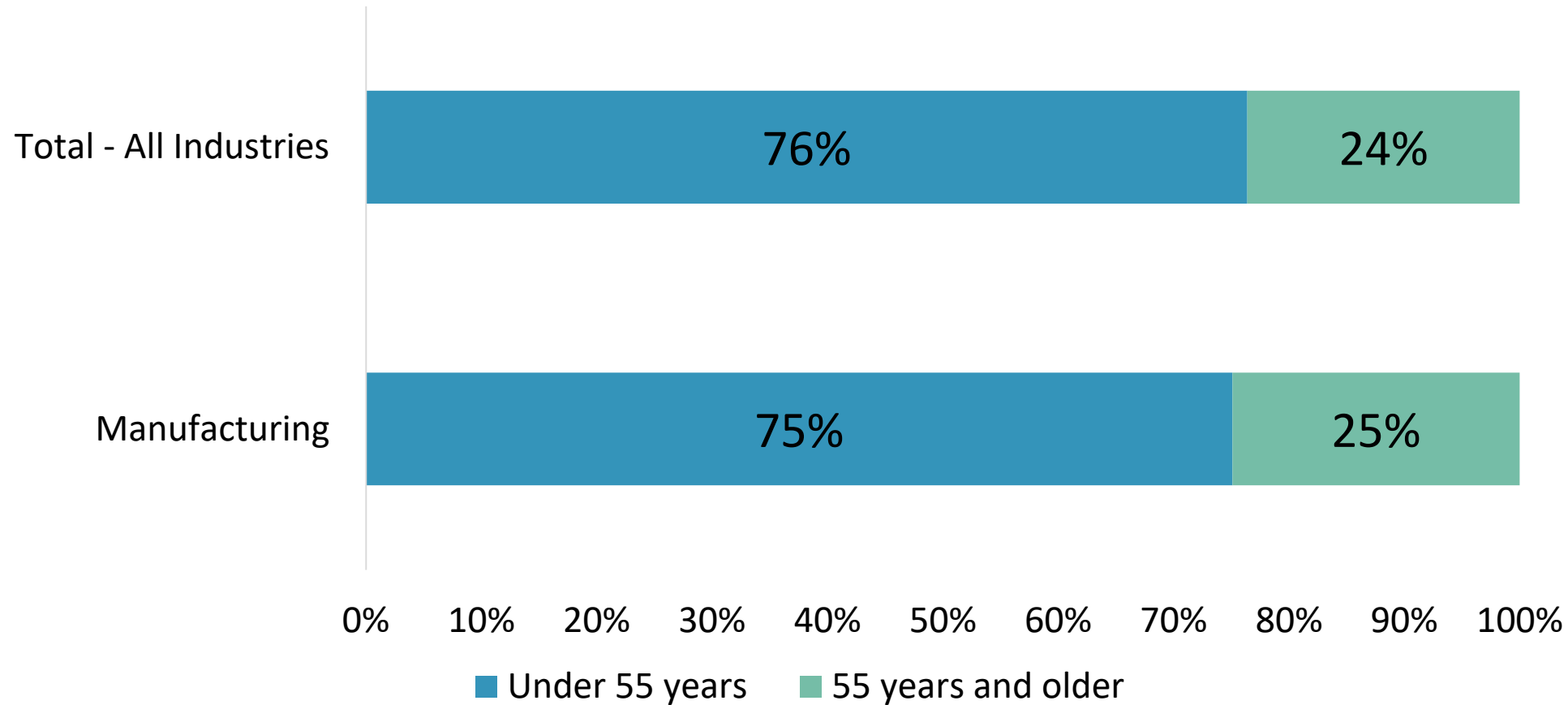
- Focus Group Participant

Rick Till, VP HR, O’Sullivan Films

Age Composition of Manufacturing Workers in the U.S.



Age Composition of Workers by Industry, Shenandoah Valley Region 2014 Q3



On average, survey respondents expect about 12% of their firm's workforce to retire over the next five years.

Valley 2 Virginia (V2V) proposal

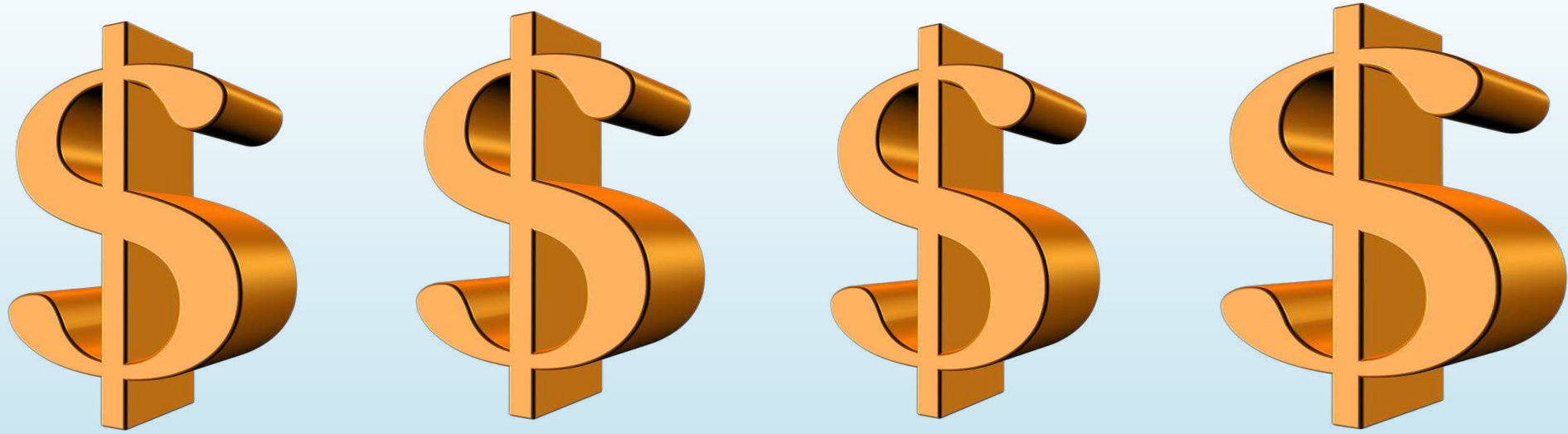
Developed with Regional Partners

Registered Apprenticeship.

*A Strategy to
Close Skills Gaps.*

*Increase participation
in apprenticeship for
targeted populations*

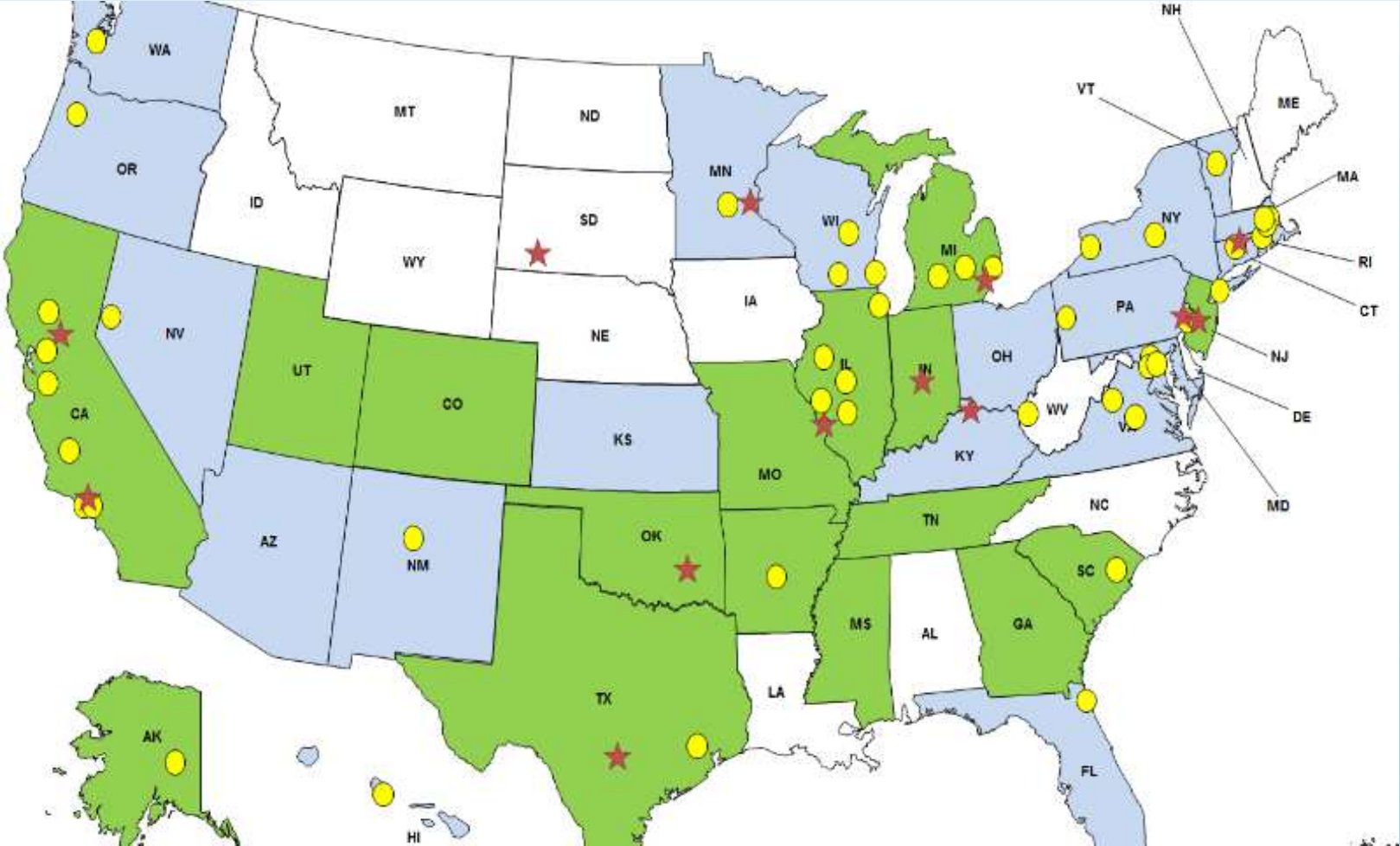




Awarded \$4 Million
Valley to Virginia (V2)
American Apprenticeship Initiative

October 1, 2015 – September 30, 2020

AAI - \$175 million awarded to 46 Grantees

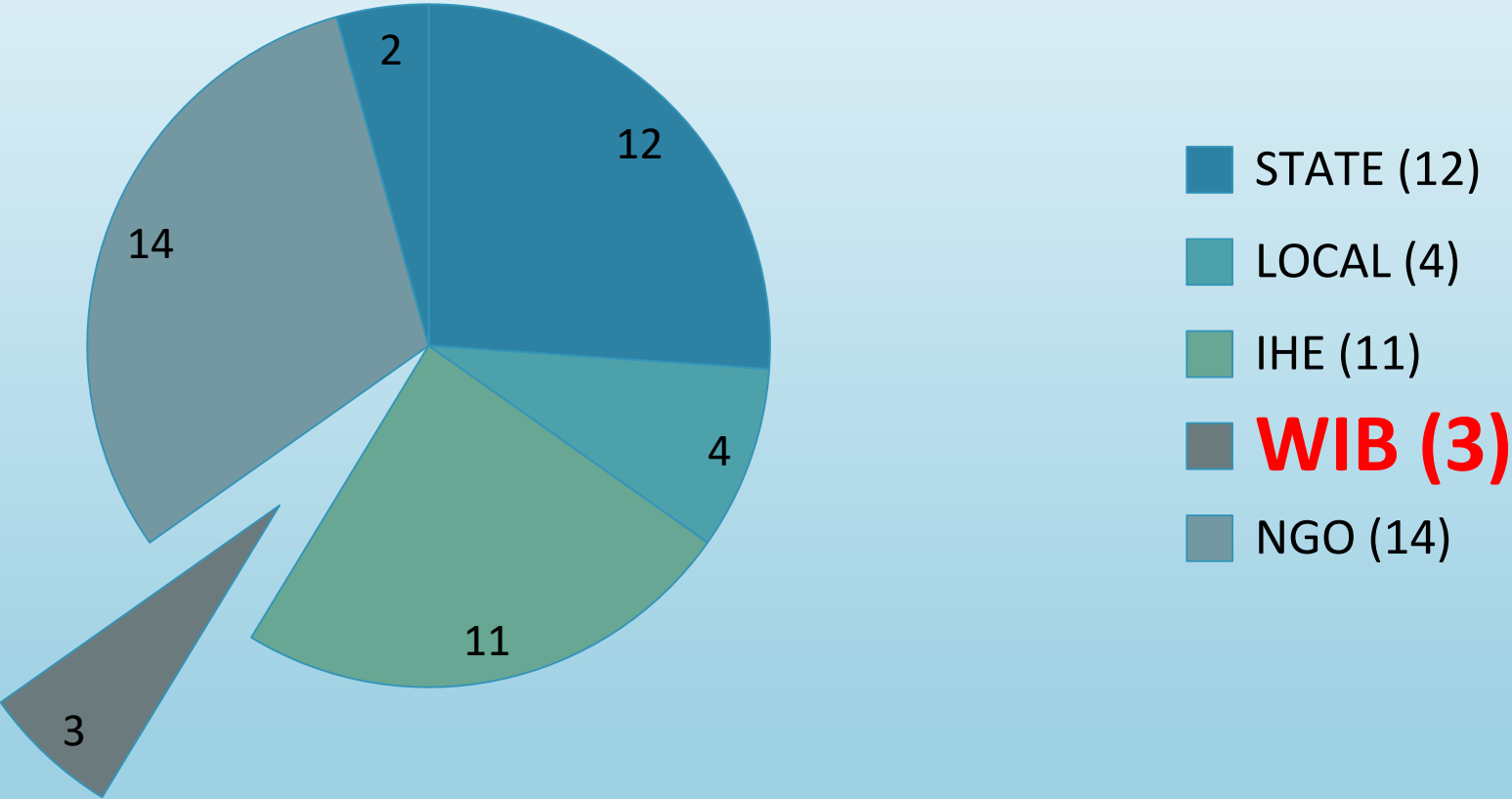


Yellow Dots:
Lead applicants

Green shade:
Federal Apprenticeship

Blue shade:
State Apprentice

LEAD APPLICANT BREAKDOWN



V2V American Apprenticeship Initiative

Phase I

SVWDB Region

Develop production operator RA model

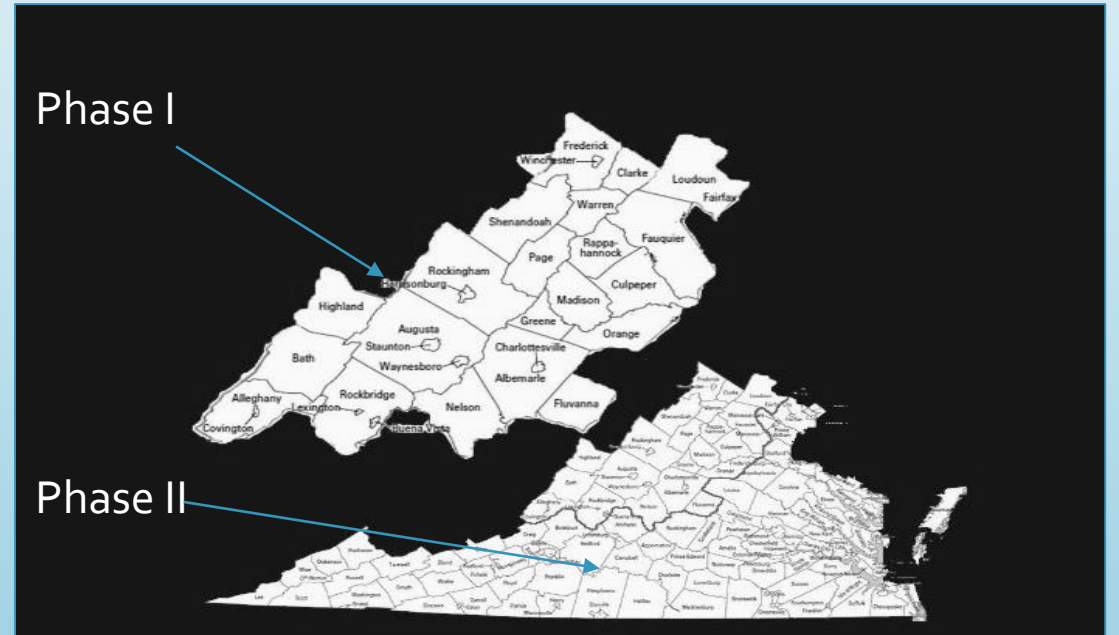
Phase II

Expand throughout Virginia

Introduce pre-apprenticeship models

Integrate into WIOA programs

Sustainability, Impact on Skills Gap



- Primary Partners:
 - Virginia DOLI/State Apprenticeship Agency
 - Virginia Manufacturers Association
- Employer Partners/Letters of Commitment
 - A. G. Stacker
 - Andros Foods, NA
 - Ball Advanced Aluminum
 - The Hershey Company
 - Kraft Foods
 - ThermoFisher
 - R. R. Donnelley & Sons
 - Tenneco



Department Of
Labor And Industry

State Apprenticeship Agency

Virginia DOLI – Division of Registered Apprenticeship

13 RA Consultants

Curriculum Specialist

State Reporting System (not RAPIDS)

<https://www.doli.virginia.gov/>



VIRGINIA MANUFACTURERS ASSOCIATION (VMA)

Manufacturing Skills Institute (MSI) – workforce development affiliate of VMA

Manufacturing Technician I (MT1) & Manufacturing Specialist (MS) certifications

Curriculum for registered apprenticeship and pre-apprenticeship programs

Partners in WWRC Pre-Apprenticeship Program

Outreach – Industry Forums

Career Pathways for Individuals with Disabilities/DARS Liaison to VMA

VMA is dedicated to legislative and regulatory affairs, workforce development, communications and businesses services that support Virginia's 5,000+ manufacturers who employ >200,000 individuals and contribute over \$34 Billion to the gross state product, and account for over 80% of state exports

Additional Key Partners



4.3 Million US DOE Grant led by Virginia DARS and Department for the Blind and Visually Impaired CPID Academies; Support students in WWRC MTT pre-apprenticeship program. Outreach.



Comprehensive rehabilitation center for Virginia DARS Clients. WWRC's Manufacturing Technology Training pre-apprenticeship program utilizes the MS and MT1 Certifications from VMA. Outreach (podcasts, webinars)

Workforce System, Economic Development, Community Partners, Individual Employers

- Employer Partners/Letters of Commitment

- A. G. Stacker
- Andros Foods, NA
- Ball Advanced Aluminum
- The Hershey Company
- Kraft Foods
- Thermo Fisher Scientific
- R. R. Donnelley & Sons
- Tenneco

- Employer Partners current status:
 - A. G. Stacker: 2 RAs: Mechatronics Tech, Maintenance Mechanic
 - Andros Foods: 5 RAs with 1 Completer: Maintenance Electrician, Maintenance Mechanic
 - Ball Advanced Aluminum: 3 RAs: Maintenance Mechanic

- Employer Partners current status:

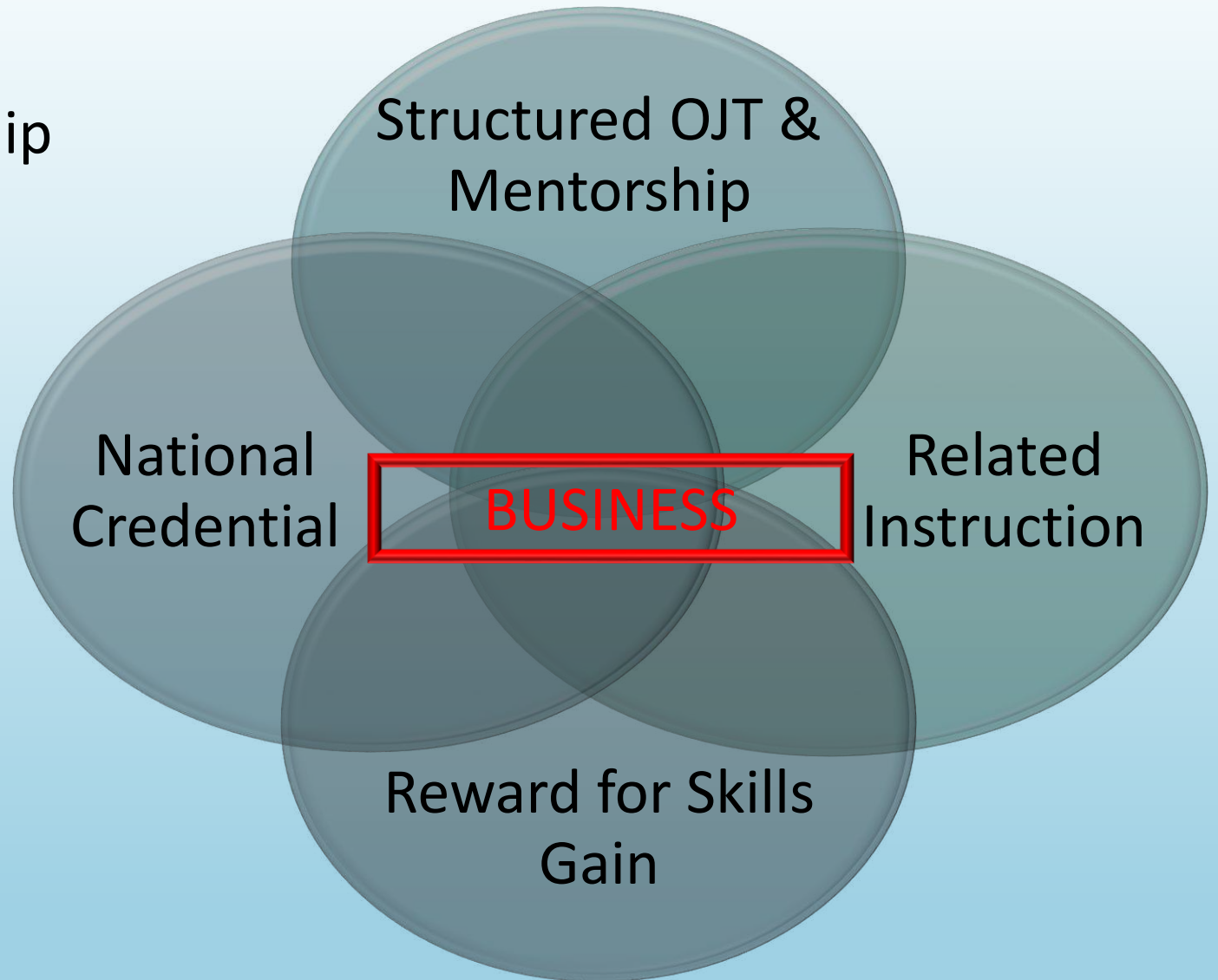
The Hershey Company: 65 RAs: Industrial Manufacturing Technician (53); Maintenance Mechanic, Mechatronics Technician, Refrigeration Mechanic

- Expanded occupation (IMT)
- Hired 1st WWRC MTT pre-apprenticeship graduate
- Hershey Production Boot Camp June 2018, pre-apprenticeship

- Employer Partners current status
 - Kraft Foods: Stalled due to reorganization (Heinz merger, new plant manager) They do not have a RA program at this time
 - ThermoFisher- 13 RAs in IMT occupation – first IMT in grant. One completer. One progressed to Maintenance Mechanic apprenticeship
 - R. R. Donnelley & Sons now LSC Communications: 9 RAs. HVAC Mechanic, Machinist, Maintenance Electrician
 - Tenneco: 3 RAs. Maintenance Mechanic, Fixture and Tool Designer.

Registered Apprenticeship Components:

- On-the-job Training
- 1:1 Mentorship
- Related Instruction
- Wage increase plan
- National Credential

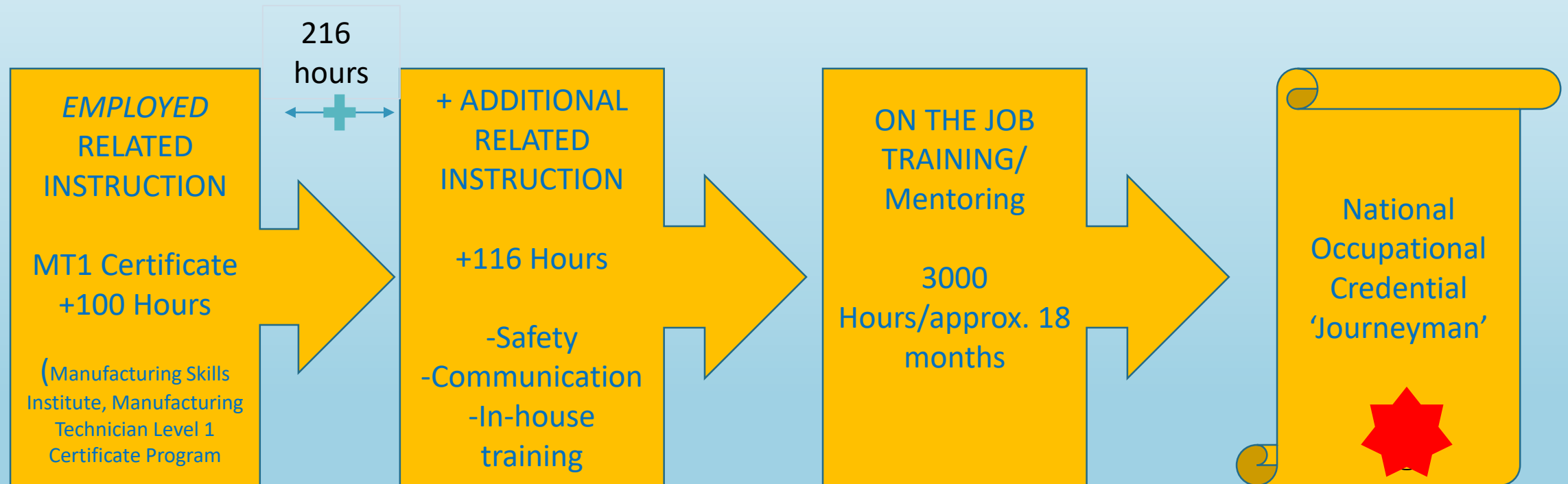


Registered Apprenticeship is a structured training program certified to meet government standards

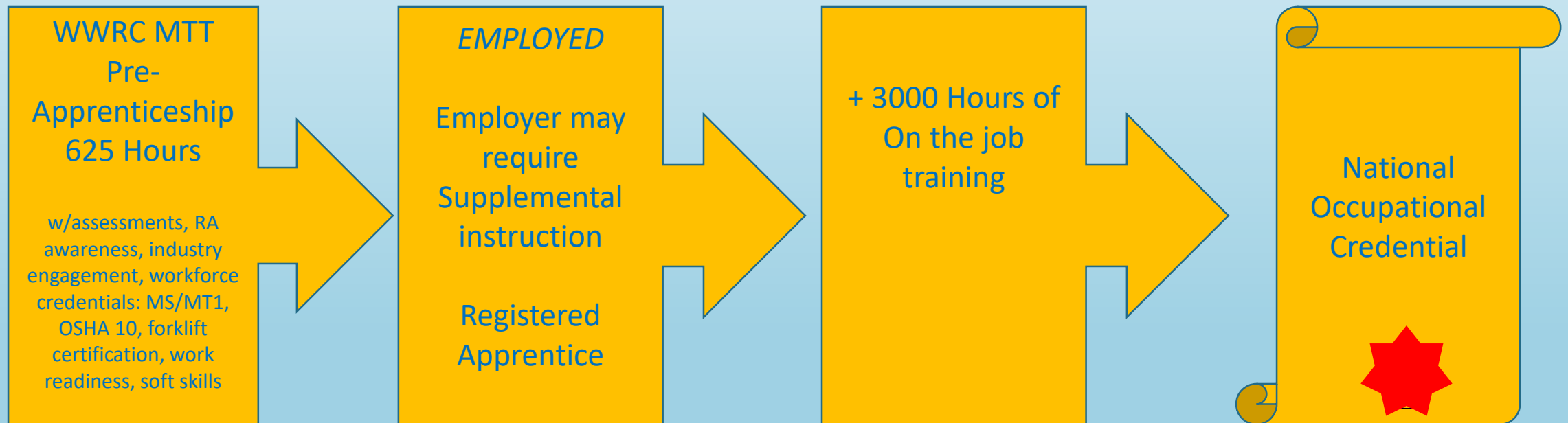
Registered Apprenticeship works for many occupations:

- 2000 hours/1 year; 144 hours of related instruction (RTI)
Pizza Baker, Cable TV Installer, Medical Secretary, Teller, Medical Coder. 144 hours of RTI
- 3000 hour/18 months; 216 hours of RTI
Industrial Manufacturing Technician
- 4000 hour/2 years; 288 hours of RTI
Medical Assistant, Laboratory Technician, IT Tech
- 8000 hours/4 years; 576 hours of RTI
Maintenance, Carpenter, Drafter, Purchasing Agent, Welder, HVAC

- Example: Industrial Manufacturing Technician Apprenticeship
 - 3000 hours/18 months with 216 hours of instruction

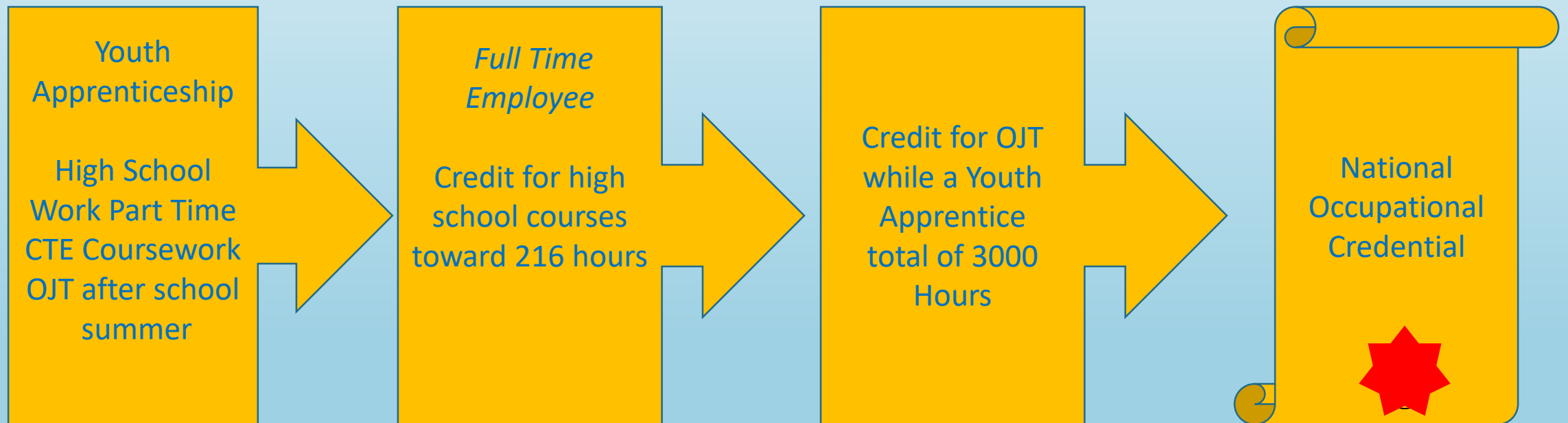


- Example: Pre Apprenticeship – Wilson Workforce Rehab Center
Industrial Manufacturing Technician Apprenticeship (3000 hours; 216 hours of instruction)



- Example Youth Apprenticeship

Industrial Manufacturing Technician Apprenticeship (3000 hours; 216 hours of instruction)



Commonwealth of Virginia

VIRGINIA APPRENTICESHIP COUNCIL

*This certifies that
This Could Be You
has satisfactorily completed an apprenticeship of
8000 hours
fulfilling the requirements of journeymanhip in the trade of
Electrician
on this Twenty-Sixth day of August 2015
in accordance with standards approved by the
Virginia Apprenticeship Council.*

C. Ray Campbell
Secretary



Certificate of Completion of Apprenticeship

Know Ye that This Could Be You

has satisfactorily completed an apprenticeship of 8000 hours at the trade of

Electrician

*on this Twenty-Sixth day of August 2015 in accordance with the standards approved by the
Virginia Apprenticeship Council and is, by virtue of the statutes of the Commonwealth, awarded this certificate.*

*In Testimony whereof the official signature of the Virginia Apprenticeship
Council has been subscribed hereon this Twenty-Sixth day of August 2015.*

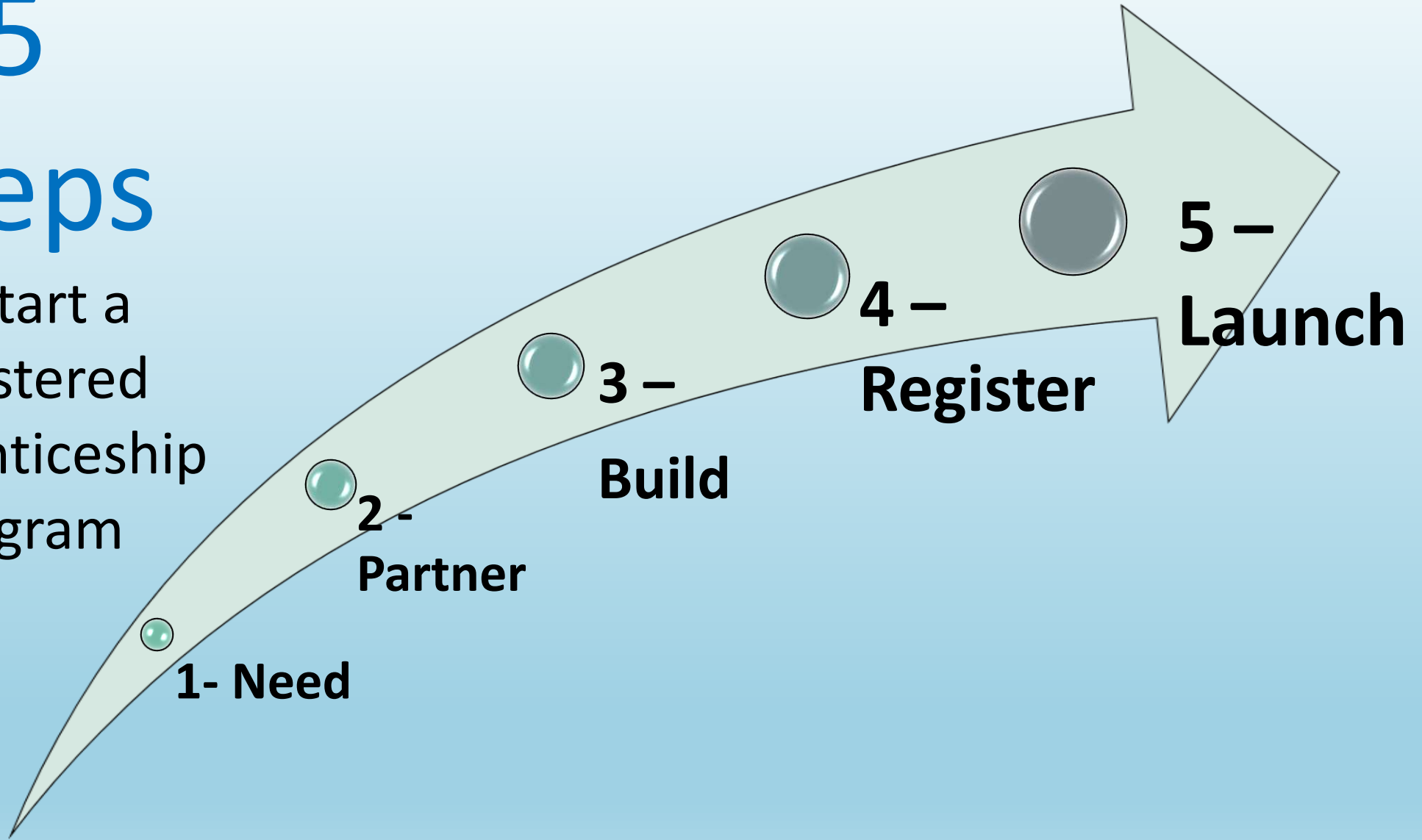


Secretary, Virginia Apprenticeship Council

5

Steps

to Start a
Registered
Apprenticeship
Program



CNC Machinist

Diesel Mechanic

Electrical Technician

Electromechanical Technician

Industrial Manufacturing Tech

Maintenance

Millwright, Pipefitter

- Fixture & Tool Designer
- HVAC Mechanic/Refrigeration
- Industrial Engineer Technician
- Instrument & Controls Tech
- Machinist
- Mechatronics/Multi-Craft Tech
- Welder

Occupations

Key Metrics	Grant Goal	Current	% to Goal
Employers	175	62	35%
new programs registered	18	15	83%
expanded occupations	37	39	105%
New Registered Apprentices	600	445	74%
Target population*	150	174	116%
Completions	200	21 (314 projected by 2020)	11%
Pre-Apprentices	25	94	376%

**underrepresented in apprenticeship: women, minorities, veterans, disabled, low-skilled, Veterans, transitioning military*

In Demand Careers TV Spots Apprenticeship Programs:

<http://www.whsv.com/content/news/Learn-about-the-demand-apprenticeships-in-the-Valley-372491072.html>

Pre-Apprenticeship Businesses can Build On:

https://www.youtube.com/watch?v=yjDMD_PrY8A&feature=youtu.be

VDOLI Registered Apprenticeship Website -

<https://www.doli.virginia.gov/apprenticeship/>

WWRC Podcast Links: [**Hershey, vocational rehabilitation, pre-apprenticeship training and registered apprenticeships**](#) March 11, 2018



Podcast Stories

Visit: <http://vrworkforcestudio.com/>
for courageous stories of vocational rehabilitation



“Pre-Apprenticeship Businesses can Build On”

Visit: https://youtu.be/yjDMD_PrY8A



https://www.youtube.com/watch?v=yjDMD_PrY8A&feature=youtu.be

ETA Pre-Monitoring

1. Program Design and Governance
 - Design docs, project staff, strategic partners, subs
2. Program and Grant (Administrative) Management Systems
 - Org chart, policies and procedures, A-133 Audit Report
3. Financial Management Systems
 - List of expenditures through 3/31/2018, indirect cost agreement
4. Service Delivery
 - List of project participants

ETA On-Site Monitoring

1. Entrance Conference
2. Design and Governance
 - Review org chart and program design; administrative controls and procedures
3. Service Delivery and Performance Accountability
 - Interview staff; review participant case files
4. Site Visits, Participant Interview, and Employer Interviews
5. Fiscal Management systems: controls and procedures
6. Outstanding Issues and Technical Assistance
7. Exit Conference

ETA On Site Monitoring June 25-27, 2018

Sites Visited – FPO & OA Rep

1. Danone N.A.: Employer Sponsor. Observed Registration (Signing) & Orientation
2. Virginia Poultry Growers Cooperative: Employer Sponsor. Plant Tour, meeting with apprentices
3. Massanutten Technical Center: Training Site
4. Wilson Workforce & Rehabilitation Center: Pre-Apprenticeship Training Site; met participants
5. Hershey Chocolate: Employer Sponsor. Plant Tour, meeting with apprentices, met Boot Camp participant

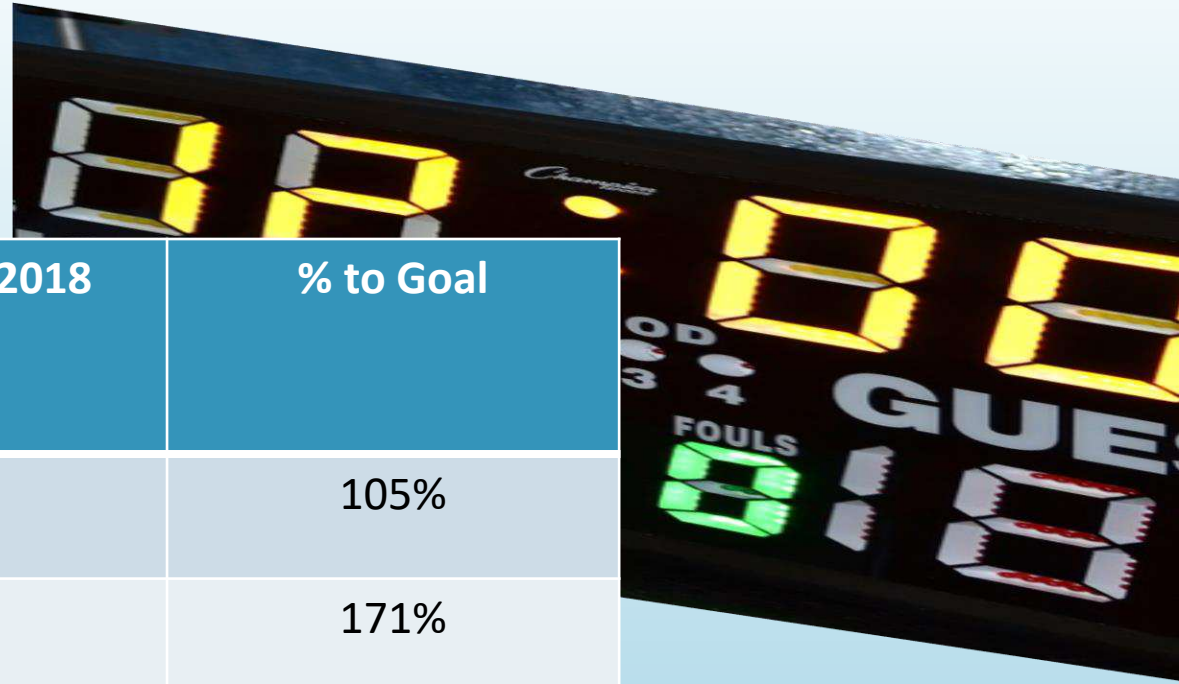
U.S. DOL ETA Monitoring Report

July 9, 2018

“The review resulted in no findings or concerns”

No Further Contact from OIG

What's the Score?



Metric	Grant Goal	At 9/20/2018	% to Goal
# Apprentices	600	628	105%
# Underserved	150	256	171%
# Completions	200	21 (235 scheduled)	11%
# Employers	175	79	45%
# New Programs	18	20	111%
# Expanded Occupations	37	46	124%

Pre-Apprenticeship for Individuals with Disabilities

WWRC Manufacturing Technology
National Attention

Custom Solutions for Business Pipeline
& Retention Challenges

Pre-Apprenticeship Models
Boot Camps
Internal Instruction RA Designs



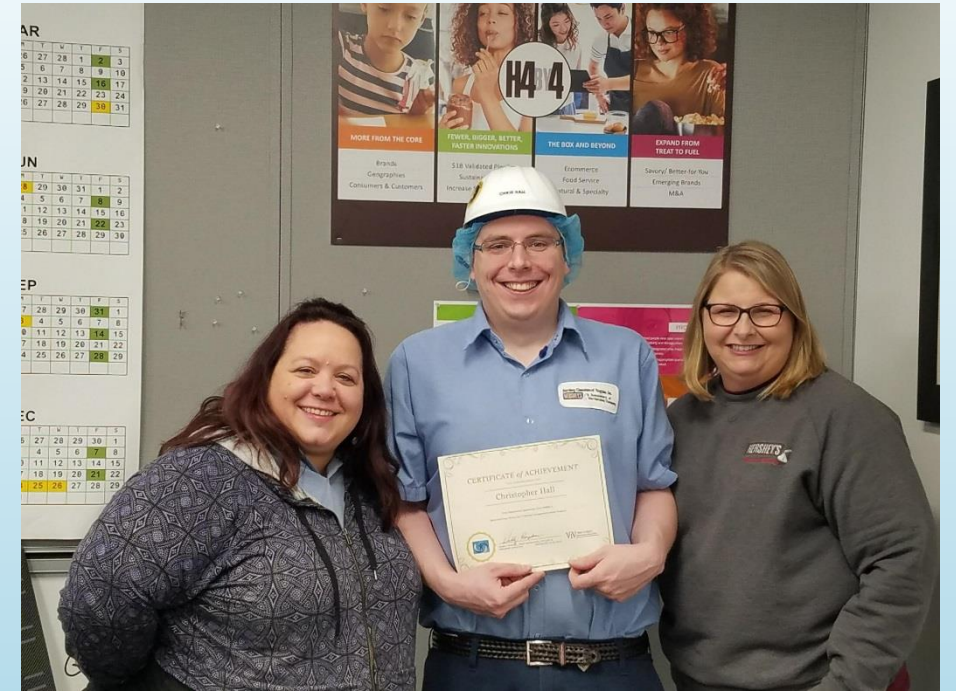


RA Signing April 2018

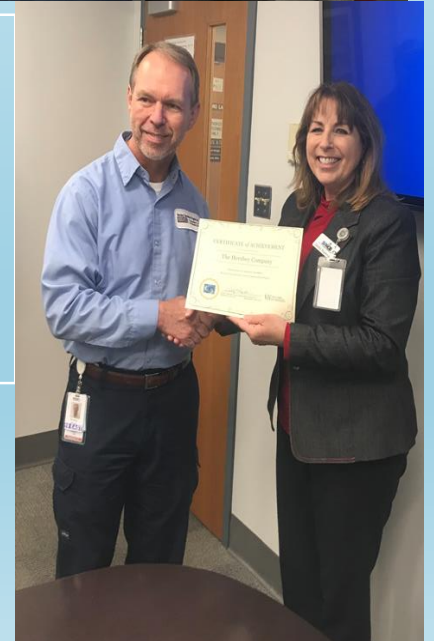


Boot Camp June 2018

Early Partner in the H-1B
OJT Grant with
Mechatronics Apprentices



1st WWRC
Manufacturing
Technology Training
Program Grad to
become a Registered
Apprentice



U.S. DOL Monitoring: Plant Tour & Interview with Apprentices & Boot Camp Hires



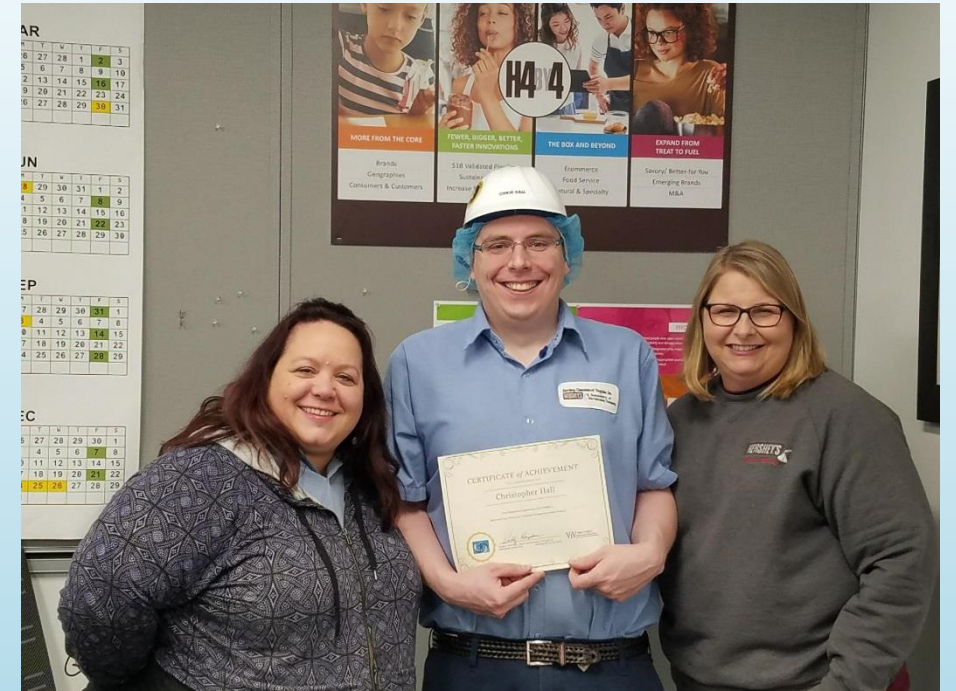
RA Signing April 2018



Boot Camp June 2018

Early Partner in the H-1B
OJT Grant with
Mechatronics Apprentices

Christine Branch, Training Coordinator,
Continuous Improvement
The Hershey Company – Stuarts Draft



1st WWRC
Manufacturing
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Program Grad to
become a Registered
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U.S. DOL Monitoring:
Plant Tour & Interview
with Apprentices & Boot
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