

DVR DIGEST

THE APPRENTICESHIP ADVANTAGE

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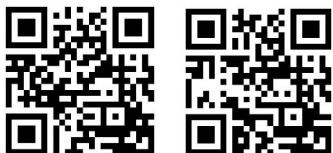
<http://college-insight.org/#spotlight/go&h=7b7ab8a8d88a18319a3512832c1ebd69>

<https://www.forbes.com/sites/zackfriedman/2019/02/25/student-loan-debt-statistics-2019/#108ce645133f>

<https://icpsp.illinoisstate.edu/2017/07/illinois-essential-employability-skills-framework/>

<https://www.dol.gov/apprenticeship/>
<https://www.apprenticeship.gov/faqs>
Pipeline Press April 2, 2019 National Alliance for Partnership Equity

<https://www.napequity.org/>



SKILLS GIVE YOU OPPORTUNITY

According to The U.S. Department of Labor, employers have hired over 466,000 Apprentices since January 1, 2017.



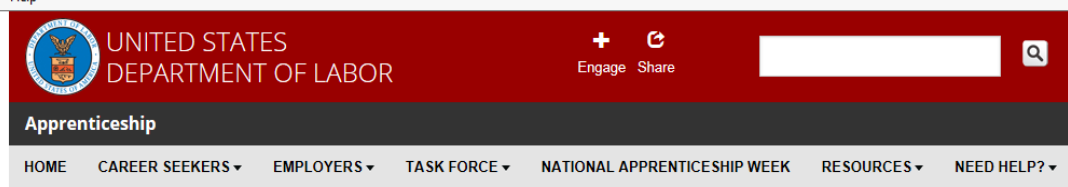
Increasingly, advanced manufacturing companies are turning to apprenticeship to develop, grow, and retain a skilled workforce. Apprenticeship programs combine on-the-job learning with related instruction in technical areas to produce qualified, highly-productive employees for careers requiring precision skills. Apprenticeship training ensures workers have the knowledge and competencies companies need for today and tomorrow.

Apprenticeship spans more than 1,000 occupations including careers in health care, cybersecurity, information technology, and energy.

Apprenticeship Components include:

- Paid Work,
- Work-based Learning, Mentorship,
- Education & Instruction,
- Industry Credential.

THE WORKFORCE SOLUTION



The Workforce Solution for the Construction Industry

For many decades, construction companies have valued apprenticeships for recruiting, developing, and retaining a skilled workforce. Apprenticeship programs combine on-the-job learning with related instruction in technical areas to produce qualified, highly-productive employees for construction jobs requiring precision and safety.



"When you expect your finished product to be high quality, you have to expect your installers and your entire team to execute high quality work. That's one reason we invest so much into training and education. We want to give our team members the tools to produce an exceptional final product that brings added value to an owner's building."

Martin Howard, Executive Vice President, David Allen Company

APPRENTICESHIP WORKS FOR THE CONSTRUCTION INDUSTRY

Attracting youth to the building trades can be a challenge. The San Diego International Brotherhood of Electrical Workers (IBEW) Local 569 sponsors career fairs for local high school students in career pathways programs, to show them all the opportunities available in the skilled trades. The career fair emphasizes the "earn while you learn" model of apprenticeship, which allows young people to develop skills and build a quality career without the burden of student loans. All training expenses are covered by the IBEW's Training Trust scholarship. Apprentices also have the chance to earn college credits. Check out this [video](#) to see how IBEW recruits youth to develop a pipeline of diverse, talented workers for the future.

<https://www.dol.gov/apprenticeship/industry/construction.htm>

According to the U.S. Department of Labor, High-Demand Apprenticeship Occupations include: Bricklayer, Carpenter, Electrician, Elevator Construction Mechanic, Pipefitter, and Plumber.

Additional Resources: [Construction Apprenticeship– The “Other Four-Year Degree”](#).

BASIC REQUIREMENTS

So you think you might want to consider applying for an Apprenticeship. And you are wondering , are there “entrance requirements” like colleges have? Well, yes, there are entrance requirements, but they are quite different than college entrance requirements. Here are a few things for which you need to be prepared:

- Each different Apprenticeship has minimum age requirements. 18 years is standard.
- Fill in an application for that specific program.
- There will be an application fee.
- Some programs require that you have found a future employer who verifies he will hire you if you are accepted into the training program.
- You need a drivers license and a working car.
- Some Apprenticeship programs require an aptitude test. Sharpen your math skills—they are very important in most of the Trades!
- All programs will require a drug test, usually hair follicle.

Is acceptance competitive, you may ask? Yes! Some programs have a backlog waiting list of over 1,000 applicants! So you need to handle your application on time and according to their rules. Contact the specific program for their detailed requirements so you don't overlook anything!

PARTNERSHIP TO ADVANCE YOUTH APPRENTICESHIPS (PAYA)

Recently, NAPE staff attended the PAYA National Meeting in South Carolina. There, national, regional, and local leaders in education, workforce development, and public policy explored how to design and scale sustainable models for youth apprenticeship built on five principles: career-oriented, equitable, portable, adaptable, and accountable.

On Tuesday, the NAPE team facilitated a rich discussion titled "Equity in Youth Apprenticeships--Access, Inclusion, and Continuous Improvement" along with Ronald Marlow, Vice President of Workforce Development for the National Urban League. The discussion will help to inform the new Equity in Youth Apprenticeships toolkit, which NAPE will develop later this year.

One feature of the 2-day meeting was an extraordinary panel of current and former youth apprentices from South Carolina who shared their experiences, insights, stories, and dreams for the future. These extraordinary young people are debt-free with postsecondary education under way and/or already completed and paid for by employers in many cases; already highly experienced in their chosen fields; and independent as young adults. They are energized and equipped for a bright future! One of the speakers just closed on her first house at 20! Ben was honored to facilitate this dynamic panel. [Watch the Panel](#)

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EMPLOYABILITY SKILLS

Employers are concerned about more than a particular technical skill. They also want people with good employability skills, regardless of the job you are in. What are employability skills, you ask? “Essential employability skills are those general skills that are required to be successful in all sectors of the labor market and are separate from the technical skills attained in career pathways or academic skills such as math and reading.”

What do employers want? There are four major categories: Personal Ethic, Work Ethic, Teamwork, and Communication.

Let's take a look at **Work Ethic**

a. Dependability

i. Shows up on time and ready to work

1. Fulfills obligations, completes assignments, and meets deadlines
2. Behaves consistently and predictably

ii. Regular Attendance

1. Demonstrates minimum absenteeism
2. Communicates absenteeism with direct supervisor

iii. Commitment

1. Desires to effectively work toward the employer's goals
2. Takes the initiative in seeking new responsibilities, maintaining professional goals, and striving to exceed standards and expectations of their position

b. Professionalism

i. Maintains a professional demeanor at work

1. Demonstrates self-control by maintaining composure and keeping emotions in-check, even in difficult situations
2. Exhibits professional appearance by dressing appropriately for the workplace and maintaining personal hygiene
3. Understands employer's objectives

For more information on the Illinois Essential Employability Skills Framework, go to: <https://icsps.illinoisstate.edu/wp-content/uploads/2017/07/Essential-Handout-2.pdf>

