

GOVERNMENT OF THE DISTRICT OF COLUMBIA MAYOR MURIEL BOWSER

TRAINING

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New York, NY 10117-7111

EXPERIENCE

Developer

Creative Director

freelance

EDUCATION

2005-2009

INTERNSHIP

DEVELOPMENT

SOFTWARE

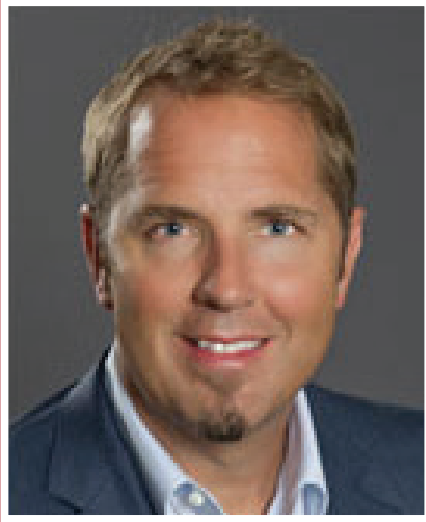
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YAAC

Youth Apprenticeship Advisory Committee

2019 REPORT



Dear Members of the Council,

As Chairperson of the Youth Apprenticeship Advisory Committee (YAAC), it is my pleasure to present the 2019 Youth Apprenticeship Advisory Committee Annual Report. This report highlights activities and continued accomplishments made by the YAAC during the previous two years and outlines our roadmap moving forward in creating viable registered youth apprenticeship program initiatives in the District of Columbia.

The YAAC continues to hold bi-monthly meetings to stay focused on the mission of the board. The ideas and engagement of the YAAC members during our regular meetings continue to connect DC resident youth to the apprenticeship system and initiatives that provide them direct entry into registered apprenticeship programs. Our work included partnerships with DC Public Schools' Career Bridge program and DOES' Office of Apprenticeship, Information and Training (OAIT), in which eight high school seniors were enrolled in two pre-apprenticeship cohort training initiatives. These training cohorts also resulted in direct entry to registered apprenticeship programs with the Building Trades apprenticeship sponsors. In addition, the participating youth also earned nationally recognized credentials, including OSHA 10, First Aid, and CPR.

For the second year in a row, the Office of Youth Programs (OYP) engaged Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP) participants and worked to connect them to registered apprenticeship program sponsors. As a result of the 2018 and 2019 OYP summer youth programs, over 20 MBSYEP participants were connected to apprenticeship sponsors with 12 successful MBSYEP participants accepted as registered apprentices in their chosen trade areas. I am particularly excited that the YAAC is establishing a formal registered youth apprenticeship program with a charter school partner. This program will enroll a minimum of 20 to 25 in-school youths this school year.

The YAAC will continue to develop policies to encourage and support youth apprenticeship and other long-term career pathways for high schoolers. These policies will include partnerships with other DC public and charter schools with grade point average and teacher recommendation eligibility requirements.

I continue to be pleased with the direction of the YAAC in further improving the District's youth apprenticeship system and ensure that our youth are prepared to succeed in a fast-changing economy and competitive world.

Regards,

A handwritten signature in blue ink, appearing to read "Bill Dean", written in a cursive style.

Bill Dean
Chairperson, Youth Apprenticeship Advisory Committee



Greetings,

The Department of Employment Services (DOES) has built upon the successes of 2017 and 2018, creating initiatives in 2019 that support Mayor Bowser's vision of preparing District residents for sustainable, high-paying careers. Our Fiscal Year (FY) 2019 strides are highlighted by the expansion of apprenticeship programs and comprehensive workforce strategies. The successes of the youth apprenticeship initiatives made during this period were based on DOES' partnership with the District's Youth Apprenticeship Advisory Committee (YAAC) and its support, insight, and advice on improving the ways we connect youth with registered apprenticeship sponsors. Additionally, partnering with DC Public Schools and the agency's Office of Youth Programs (OYP) allowed us to link more youth to direct entry registered apprenticeship opportunities that lead to life-long careers and pathways to the middle class.

The Bowser Administration continues to increase access to career pathways through the apprenticeship model. FY 2019 saw 2,222 District apprentices – a number that exceeds the registered apprentices in many other states, including Delaware, Rhode Island, and Maine. In addition, the total number of youth apprentices with DC apprenticeship sponsors increased from 1,477 in FY 2018 to 1,598 in FY 2019. Newly registered apprenticeship programs in non-traditional industries that include Clean Energy and Hospitality, and in occupation areas that include solar installation and food/beverage management, were added in FY 2019 to further increase apprenticeship opportunities for District residents. These efforts go beyond the non-traditional occupations added under the previous reporting period that included Information Technology, Waste Water Treatment Operator, Multimedia Producer, and Automotive Technician.

We are also pleased that DC Water, a newly registered apprenticeship sponsor, hired and registered 14 District residents as apprentices and full-time employees. DOES is working with District government agencies to become registered apprenticeship sponsors to further expand apprenticeship and employment opportunities for District residents. In addition, DOES has engaged with its national partners, namely, the US Department of Labor (DOL) and New America, allowing staff to attend conferences such as the Partnership to Advance Youth Apprenticeship (PAYA) Summit that was held in Charleston, South Carolina.

Mayor Bowser's focus on elevating the apprenticeship model has been essential to the work of DOES and the YAAC in ensuring the District's youth apprenticeship programs provide access to career pathways. The projected accomplishments for FY 2020 will further solidify the District's position as a national leader in developing and implementing apprenticeship programs as a part of a world-class workforce system.

I look forward to the work ahead.

A handwritten signature in black ink, appearing to read "U. Morris-Hughes".

Dr. Unique Morris-Hughes, Director
D.C. Department of Employment Services

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EXECUTIVE SUMMARY

Pursuant to DC Code § 32-1412.01, the primary objective of the District's Youth Apprenticeship Advisory Council (YAAC) is to conduct a systematic review of relevant data and evaluate the effectiveness of youth apprenticeship programs, both domestically and abroad. Based upon this review process, the YAAC continuously identifies best practices and strategies to develop, improve, and build the capacity of youth apprenticeship programs throughout Washington, DC high schools.

Youth apprenticeships are a driving force in properly developing and preparing youth for in-demand career pathways. Apprenticeships offer youth the opportunity to “learn and earn,” as well as an opportunity for industry employers to engage youth with hands-on training programs that allow them to cultivate their future workforce.



Youth apprenticeship is a learning system that prepares students for work by giving them a combination of classroom instruction and paid on-the-job learning. In this education model, students obtain a set of well-defined occupational abilities by learning concepts in the classroom and applications in a work setting. In contrast to registered apprenticeship programs for adults, which offer little structural flexibility, youth apprenticeship programs allow greater latitude in the areas of on-the-job learning and related classroom instruction. Affording increased flexibility for program structure enhances the opportunity to create tailor-made apprenticeship opportunities that account for the needs of the student, employer, educational institution, and parent.

In 2017, Mayor Muriel Bowser launched a citywide initiative, Apprenticeship DC, to expand apprenticeships in the District. Apprenticeship DC seeks to expand the use of registered apprenticeships and pre-apprenticeships across industries and with greater access for local residents. The YAAC first convened in 2017 and recommended that the Department of Employment Services (DOES) lead local efforts to support the creation and growth of youth apprenticeship opportunities in the District in 2018. While the District has a strong system of adult-focused registered apprenticeship programs, it launched a youth apprenticeship pilot in conjunction with the Department of Consumer and Regulatory Affairs (DCRA) during the 2018 Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP) and offered several career-focused, work-based learning programs. DOES will continue to lead efforts to strengthen the District's established cross-agency infrastructure in order to codify, coordinate, and fund youth apprenticeships.

DOES seeks to leverage its roles as the State Apprenticeship Agency recognized by the U.S. Department of Labor (DOL) and administrator of MBSYEP, while simultaneously bringing together the assets of other District agencies, particularly DC Public Schools (DCPS) and the Office of the State Superintendent of Education (OSSE). The goal is to connect education and workforce development efforts across the city so that youth apprenticeship can serve as a career pathway model for District high school students and recent graduates. This report highlights the outcomes of our second year of work and outlines plans to continue scaling apprenticeship in the District.

AUTHORIZATION STATEMENT

DC Official Code § 32-1412.01 requires the Youth Apprenticeship Advisory Committee (“Committee” or “YAAC”) to submit a report to the Council of the District of Columbia of its findings and recommendations on or before December 1 of each year. The Committee submits this report pursuant to the Act.

OVERVIEW OF THE RESPONSIBILITIES OF THE YOUTH APPRENTICESHIP ADVISORY COMMITTEE

Pursuant to the Youth Apprenticeship Advisory Committee Amendment Act of 2015 (“The Act”), the Committee is responsible for reviewing relevant data and evaluating the effectiveness of youth apprenticeship programs in the District of Columbia, other states and municipalities, and other countries. It is also charged with reviewing and identifying ways to implement high school youth apprenticeship programs in the District of Columbia. The Committee will examine the resources available to employers and organizations to obtain grants, tax credits, or other subsidies to support the establishment and operation of high school youth apprenticeship programs. The Committee is also charged with reporting on the recommended number of youth apprenticeship opportunities the District needs over the next three years.

ORGANIZATION AND APPOINTMENT OF COMMITTEE MEMBERS

The Act established an 11-member Youth Apprenticeship Advisory Committee to identify ways to implement high school youth apprenticeship programs and the means through which employers and organizations can support them. Committee members are appointed by the Mayor to serve a three-year term and are selected based on their specific expertise or professional experience, as required under the Act.

Selections are based on the following qualifications:

- Two individuals from the DC Apprenticeship Council,
- A representative from a business with an apprenticeship program,
- A representative from the University of the District of Columbia - Community College,
- A representative from Office of the State Superintendent of Education,
- An individual who holds a doctorate with a specialty in labor economics,
- A representative from a non-profit organization,
- A representative from a local business,
- A representative from a local business trade association, and
- A representative from the Workforce Investment Council.

The Committee includes members from all the required fields.

COMMITTEE MEMBERS



William Dean, Chairman CEO

M.C. Dean, Inc.

Mr. Dean is the Chief Executive Officer of M.C. Dean, Inc., the nation's expert provider of electronic systems integration, electrical and telecommunications systems, engineering, specialty construction, and operations and maintenance. Mr. Dean holds a B.A. in Electrical Engineering from NC State University. M.C. Dean has been a registered apprenticeship sponsor in Washington D.C. for more than 30 years. Mr. Dean was appointed to the Committee on May 29, 2017.



Burt Barnow, Ph.D

Professor of Public Service, George Washington University

Dr. Barnow has over 30 years of experience as an economist and manager of research projects in the fields of workforce investment, program evaluation, performance analysis, labor economics, and human and family services. Before joining The George Washington University, Barnow worked at the Johns Hopkins Institute for Policy Studies, the Lewin Group, and the US Department of Labor. He has a B.S. degree in economics from Massachusetts Institute of Technology, and M.S. and Ph.D. degrees in economics from the University of Wisconsin at Madison. Dr. Barnow was appointed to the Committee on May 29, 2017.



Elizabeth DeBarros

Senior Advisor to the District of Columbia Building Industry Association (DCBIA)

Ms. DeBarros advances the economic and civic impact of the real estate development industry and its leaders in Washington, DC through the production of content-rich programming, organizational rebranding, networking, and results-driven advocacy. Ms. DeBarros began her career as a professional counselor, increasing college retention and graduation rates of Federal TRIO Program for students who served as an AmeriCorps volunteer. Ms. DeBarros earned an M.A. degree from Temple University and a B.A. degree from Rhode Island College. Ms. DeBarros was appointed to the Committee on May 29, 2017.



Vitro Hilton

Maryland Pipe Trade Association

A lifelong resident of the District, Mr. Hilton is a proud graduate of the DC public school system. Starting as an apprentice for Sprinkler-fitters Union Local 669 in 1987, Mr. Hilton worked his way to journeyman and foreman, where he trained and mentored apprentices. Now an organizer, Mr. Hilton works to recruit new union members, including the workers of tomorrow. Mr. Hilton was appointed to the Committee on May 29, 2017.



Frederick Howell

Chairperson, DC Apprenticeship Council

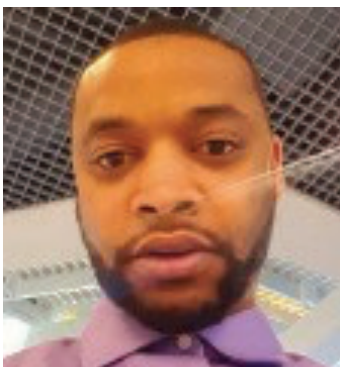
Mr. Howell attended DC Teachers College as it transitioned into the University of the District of Columbia, receiving a B.S. degree. He then attended George Washington University, receiving a dual M.A. degree in special and vocational education. Mr. Howell taught printing full-time in DC Public Schools and later went on to become a Professor and Director of the Computer Publishing/ Printing Management program at Montgomery College, Rockville campus. Mr. Howell was appointed to the Committee on May 29, 2017 and he currently serves as the Chairperson for the DC Apprenticeship Council.



Dr. Madye Henson

Chief Executive Officer, Covenant House Washington (CHW)

Dr. Henson currently serves as Chief Executive Officer of Covenant House Washington (CHW), a leading non-profit organization that provides workforce training, education, housing, and support to homeless and disconnected youth. Previously, Dr. Henson served as Deputy Superintendent for Alexandria City Public Schools, President and CEO of Greater DC Cares, and Vice President of Community Impact with United Way Worldwide. Dr. Henson has a Doctorate of Management and a M.B.A. from Webster University and a B.S. in Business from University of Missouri-Columbia. She is a member of Leadership Greater Washington, a 2016 SmartCEO Brava Awardee, and is featured in Extra Mile America by Shawn Anderson. Dr. Henson was appointed by the Mayor to the Committee in September 2017.



Douglas Davis

*Assistant Site Director, University of the District of Columbia
Community College (UDC-CC)*

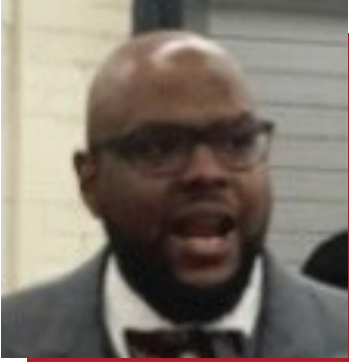
Mr. Davis is an Assistant Site Director for the Workforce Development division at the University of the District of Columbia - Community College. With a bachelor's degree in Business Administration from the UDC School of Business, Mr. Davis has keen insight into the University system and how it works within the District. In addition, Mr. Davis has served as a GED instructor for District residents for more than five years. Mr. Davis was appointed to the committee in October 2017.



Violet Carter

Electrician, Local Union 26

Ms. Carter is a member of Local Union 26—International Brotherhood of Electrical Workers and a journey worker electrician for Local Union 26. Ms. Carter is a graduate of the University of the District of Columbia's Construction Engineering program and earned a master's degree in Social Work from Howard University. Ms. Carter was appointed to the Committee on May 29, 2017.



Eric Jones

Associate Director of Government Affairs, Associated Builders and Contractors (ABC) of Metro Washington

Mr. Jones works at ABC of Metro Washington as the government liaison for the premiere construction association in the metropolitan Washington, DC area. In his role, Mr. Jones represents the chapter and its nearly 600 members before the executive and legislative branches of DC Government. In addition, Mr. Jones represents the chapter before community groups, citizen/civic associations and as their representative in various trade associations, as well as on the board of several organizations. Mr. Jones was appointed to the Committee on May 29, 2017.



Benton Murphy

Senior Community Investment Officer, Greater Washington Community Foundation

Mr. Murphy joined the Greater Washington Community Foundation in January 2004, through his close connection with the Nonprofit Roundtable of Greater Washington. He brings years of experience in the advocacy and nonprofit sectors. Mr. Murphy currently staffs the Greater Washington Workforce Development Collaborative, focused on improving workers' career prospects and earnings by increasing the number of adults in our region with a postsecondary credential. Mr. Murphy holds a master's degree in Public Administration from The George Washington University. Mr. Murphy was appointed to the Committee on May 29, 2017. Benton Murphy resigned from the role, effective September 23, 2019.



Joe Green

Advisory member

Serving Washington DC's public and public charter schools in support of Career Technical Education funding and programming, Mr. Green is a Program Accountability Coordinator for the Office of the State Superintendent of Education (His primary work ensures high schools and local education agencies provide equal access and enforce non-discriminatory policies, so that all students are given full consideration and accessibility to career pathway opportunities without prejudice or bias. Joe holds a bachelor's degree in Sociology-Anthropology and International Studies from Lawrence University and a master's degree in International Business from Roosevelt University.

FY 2019 AT A GLANCE

Building on the momentum created from three years of record growth and expansion, 2019 saw an even greater growth in new and reactivated apprenticeship programs; increases in the number of participating apprentices; unprecedented expansion of unique, first-of-its kind programs; and an even greater infusion of federal funding.

Collectively, the Office of Apprenticeship Information and Training (OAIT) and the YAAC have made the following progress:

- 1) In 2019, the OAIT received a \$700,000 grant over three years from the U.S. Department of Labor to scale the number of registered apprentices in the District using a variety of means to recruit diverse populations to apprenticeship programs.

- 2) The OAIT coordinated an information technology pre-apprenticeship initiative -- in partnership with Simple Technology Solutions (STS), a registered apprenticeship sponsor. The program's 15 District resident participants earned 24 credentials, including the in-demand Cloud Technology. To date, five participants have been offered jobs with STS.
- 3) DOES collaborated with District of Columbia Public Schools (DCPS) Career Bridge to pilot an in-school pre-apprenticeship program for high school seniors to gain OSHA 10 credentials and direct entry into registered apprenticeship opportunities. The participating seniors also studied under the Multi-Craft Core Curriculum (MC3), a comprehensive pre-apprenticeship training curriculum developed and implemented by the Building Trades National Apprenticeship and Training Committee in 2008. Most of those seniors are either currently registered apprentices, or going through the pre-employment process.
- 4) The OAIT is working with the YAAC to coordinate the a formal registered youth apprenticeship program with DC Public High Schools and DC Public Charter Schools (DCPCS) to begin in Fiscal Year (FY) 2020.
- 5) The OAIT coordinated with the DOES Office of Youth Programs (OYP) to connect out-of-school youth aged 16 to 24 with three apprenticeship sponsors for the 2019 MBSYEP. Summer youth program participants successfully completed a six week pre-apprenticeship training and received direct entry into registered apprenticeship programs with participating apprenticeship sponsors.

DESCRIPTION OF CURRENT STATE OF YOUTH APPRENTICESHIP PROGRAMS

Apprenticeship is a proven education and workforce strategy that combines paid, structured, on-the-job learning with related classroom learning. A youth apprenticeship is a structured, work-based learning program designed to start when apprentices are still in high school. High-quality youth apprenticeship programs are built on partnerships that include employers, high schools, and providers of postsecondary education. High-quality youth apprenticeship programs include the following four core elements:

- Paid, on-the-job learning under the supervision of skilled employee mentors;
- Related classroom-based instruction;
- Ongoing assessment against established skills and competency standards; and
- A portable, industry recognized credential and postsecondary credit.

DOES and the YAAC have a unique opportunity to envelop DCPS as well as DCPCS into the youth apprenticeship system to improve the long-term employment outlook for District youth in a rapidly changing 21st century work environment. To date, 1,578 youth (ages 16 to 24) are engaged in an apprenticeship registered in Washington, DC. The chart below reflects the youth apprentice demographics.

In 2017, Mayor Muriel Bowser launched Apprenticeship DC, a citywide initiative to expand apprenticeships in Washington, DC. Apprenticeship DC provides DC residents greater access to apprenticeship and pre-apprenticeship programs across industries.

Registered apprentice by Age FY 19	
Youth (16-24)	1578
Adult (25+)	8311
Youth Apprentice by Age	
16-17	0
18	39
19	98
20	190
21	249
22	287
23	348
24	367
Youth Apprentices by Ethnicity*	
White/Caucasian	970
Black/African American	374
Asian & Pacific Islander	11
American Indian or Alaskan	9
Hispanic/Latin	255
Others/Not Elsewhere Classified	214
Youth Apprentices by Gender	
Men	1531
Women	47

*Some youth reported more than one ethnicity.

APPRENTICESHIP DC | DISTRICT OF COLUMBIA

The District of Columbia has been highlighted as a leader in the administration of apprenticeship programs nationwide and continues to be actively engaged with national and regional partners that include: DOL, the Council of Chief State School Officers (CCSSO), Jobs for the Future (JFF), the Maryland Department of Labor, Licensing and Regulation (DLLR), UDC and several others.

The Bowser Administration, realizing the potential of apprenticeships, launched Apprenticeship DC under DOES. Apprenticeship DC promotes pre-apprenticeship and registered apprenticeship models as a workforce development tool throughout the District. Apprenticeship DC serves as the identified statewide apprenticeship partner to business, industry, and District jobseekers. Apprenticeship DC works to: recruit non-traditional apprenticeship sponsors; start new registered apprenticeship programs with other DC government agencies (there are currently 465 programs); and release funds in support of scaling pre-apprenticeship and apprenticeship offerings.

Apprenticeship DC is the District's vehicle through which businesses, employers and organizations obtain grants, tax credits, or other subsidies to support interested businesses in developing and implementing customized apprenticeship offerings that meet industry-specific hiring and training needs, including the establishment and operation of youth apprenticeship programs.

To date, Apprenticeship DC has funded over 10 new apprenticeship and pre-apprenticeship programs, in fields as diverse as solar energy and information technology, providing grants to local businesses and community-based organizations that target three of the District's high demand industries: information technology, construction, and infrastructure. These grants will help the District carry out the mission of preparing more residents for the workforce through specialized training. DOES is also engaged in discussions with potential apprenticeship sponsors in the healthcare industry for apprenticeship registration to offer additional apprenticeship opportunities for District youth.

EXISTING YOUTH CAREER AND TECHNICAL EDUCATION (CTE) MODELS IN THE DISTRICT OF COLUMBIA

Apprenticeships are valuable work-based learning opportunities that provide youth and adults with both academic and workplace skills that often lead to careers, post-secondary credit, and industry-recognized credentials. The apprenticeship workforce training model combines paid on-the-job learning and formal classroom instruction that enables the apprentice-worker to master the skills needed for career success. As many residents may not be prepared to enter into available apprenticeship opportunities, OAIT established pre-apprenticeship initiatives. In partnership with apprenticeship sponsors in traditional and non-traditional occupation areas, pre-apprenticeships guide residents into registered apprenticeships. The pre-apprenticeship preparatory training component assists those residents with certain deficiencies in meeting apprenticeship sponsors' eligibility requirements.

In FY 2019, OAIT coordinated five pre-apprenticeship initiatives. Two of the pre-apprenticeship initiatives were coordinated with the DCPS Career Bridge program for in-school, high school seniors. Three other pre-apprenticeship initiatives were coordinated for out-of-school youths and adults; one for information technology and two for construction pre-apprenticeships, of which one focuses on women in construction.

Simple Technology Solution, Inc. (STS) implemented its second pre-apprenticeship. The pre-apprenticeship program is in cloud technology. During FY 2018, the company enrolled 17 District residents as pre-apprentices, of which seven were accepted as registered apprentices. Three successfully completed their apprenticeship, earning up to \$80,000.00 annually. During FY 2019, STS enrolled 15 residents in pre-apprenticeship programs that ended September 30, 2019. Six completers were registered as apprentices and five completers were hired as permanent employees.

During FY 2019, OAIT partnered with OYP and connected MBSYEP participants with three non-union apprenticeship sponsors for six weeks of pre-apprenticeship training in which eight youths completed the training. Six MBSYEP participants were accepted as registered apprentices in their trade areas.

OYP, in partnership with Dramatic Solutions, Inc. (DSI), is providing services to Dunbar High School and IDEA Public Charter School through its Youth Innovation Grants Program (YIGP), which may include up to 50 students at both schools. OAIT is currently coordinating a formal youth apprenticeship initiative with IDEA Charter School that will enroll 25 high school juniors and seniors. The purpose of this program is to support innovative workforce-related programs aimed at:

- Attaining a secondary school diploma or its recognized equivalent;
- Enrolling in a postsecondary school

- Preparing for career readiness that leads to a nationally recognized credential, i.e. Work Keys;
- Engaging in remedial services that lead to a measurable skill gain on CASAS test;
- Offering paid and unpaid internships or job shadowing in an emerging career pathway;
- Providing other innovative coaching exercises that improve opportunities and academic outcomes for In-School Youth (ISY) and young adults ages 14 to 21 that lead to the obtainment of a credential, employment, or documented measurable skills;
- Providing guidance, supportive services and educational financial literacy to engage youth that are currently enrolled in school;
- Assisting first time college students with pre-college preparation from college exploration to federal and local financial aid application submission.

Businesses, workforce professionals, educators and workforce stakeholders continue to support pre-apprenticeship and apprenticeship programs as an effective way for youth to begin a career where they can earn family sustaining wages and opportunities for continue advancement.

NATIONAL APPRENTICESHIP WEEK

DOES, along with key public and private sector partners, celebrated DOL's annual National Apprenticeship Week – November 11-15, 2019. OAIT hosted several events during the week, including a roundtable discussion and, for the third year, a youth apprenticeship information and demonstration event. Similarly, during FY 2018, OAIT coordinated several successful events during the National Apprenticeship Week period that included panel discussions on Apprenticeship Works for Government, a Facebook live segment that featured a former apprentice who became an entrepreneur, and connected youth to apprenticeships. These events were designed to introduce residents and businesses to the apprenticeship space to discuss new and innovative ways youth apprenticeship can connect District high school students to sponsors.

SIGNING DAY

OAIT hosted the 2019 Apprenticeship Signing Day on May 1, 2019 for District high school students and adults who entered registered apprenticeships. All 12 participants have been accepted as apprentices and signed apprenticeship agreements with registered apprenticeship sponsors in trades, such as: painting, glazier, drywall etc. Participants were recognized in front of Registered Apprenticeship sponsors and various federal and District agency partners.

APPRENTICESHIP DC AND DISTRICT OF COLUMBIA PUBLIC SCHOOLS

Inter-agency collaboration between DOES and DCPS has improved. The DCPS Career Bridge program provides DCPS seniors seeking apprenticeship, career education, military, employment, and two- year pathways an opportunity to participate in professional skill building and internship opportunities. Eleven students in the program had the opportunity to complete a resume, have informational interviews, and be referred to direct-entry opportunities with the goal of securing post-secondary program acceptance or an employment. Four completers are now in registered apprenticeships.

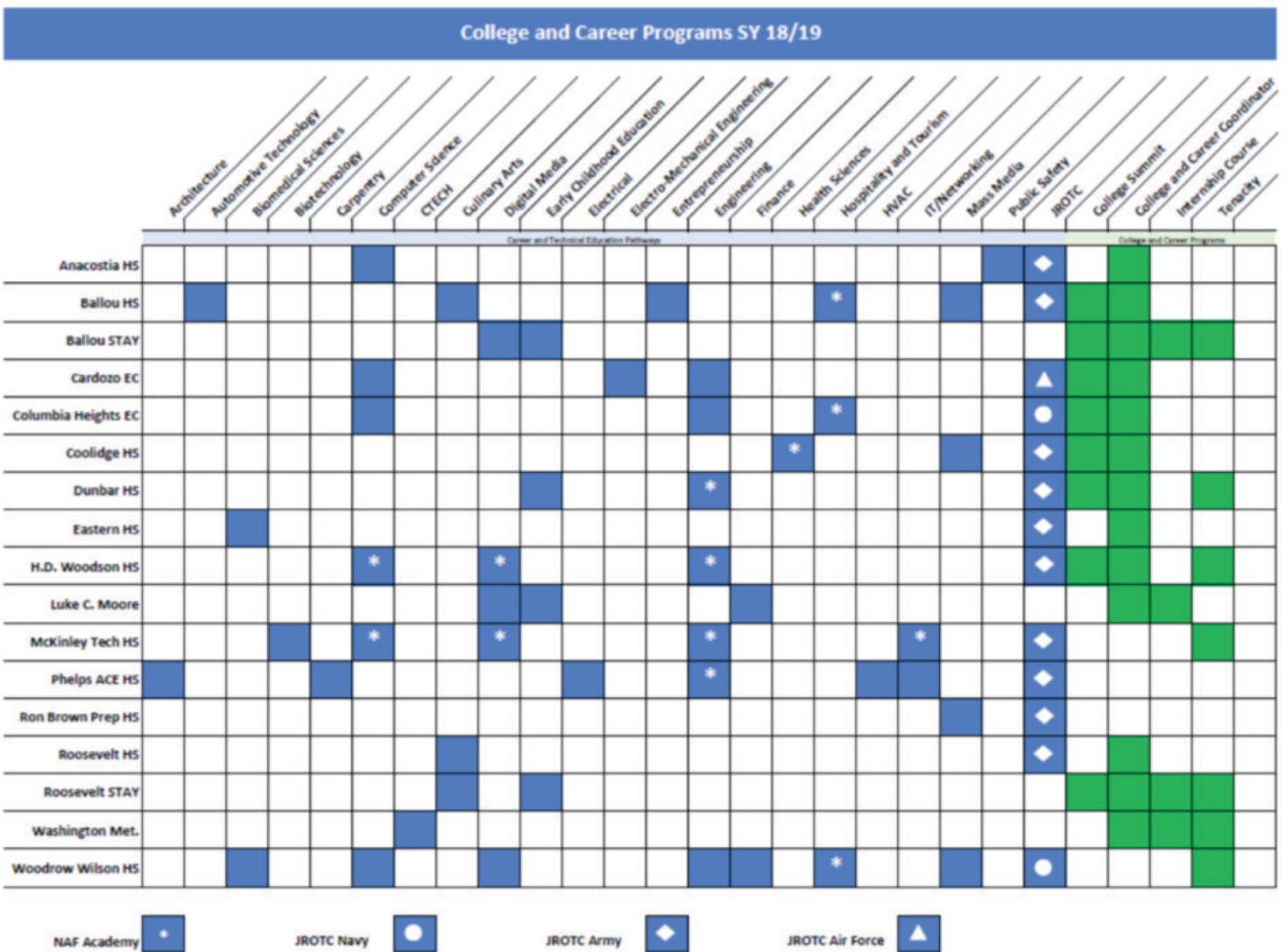
The DCPS College and Career Programs Division has partnered with the local DC area Building Trades Unions and Apprenticeship Training Directors to offer the DCPS - DOES Building Trades Apprenticeship Readiness Program that trains high school students in the Multi-Craft Core Curriculum, a DOL-approved apprenticeship readiness curriculum. The National Association of the Building Trades Unions (NABTU) and the Multi-Craft Core Curriculum cover the following topics:

- Construction industry
- Tools and materials
- Construction health and safety
- Blueprint reading
- Construction math
- Heritage of the American worker
- Diversity in the industry
- Green construction
- Financial literacy

Students who complete the DCPS - DOES Building Trades Apprenticeship Readiness Program receive the Multi-Craft Core Curriculum (MC3) certificate. The Multi-Craft Core Curriculum certificate provides students direct entry and/or advanced standing into DC-area apprenticeship programs, as designated by the chart below. Students who complete the program, but exceed the attendance requirement of more than three absences will receive a program completion certificate. While these students will not receive direct entry or advanced standing into a DC apprenticeship program, they will be provided the appropriate points of contact for acceptance into the DC apprenticeship program and given priority when apprenticeship programs have a need to hire DC residents.

CAREER AND TECHNICAL EDUCATION (CTE) PROGRAMS IN THE DISTRICT

The chart below shows DC Public High Schools and Public Charter Schools CTE programs throughout the District, and highlights opportunities for the expansion of youth apprenticeship.



- Career and Technical Education Pathways
- College and Career Programs

DISTRICT SUPPORT OF WORK-BASED LEARNING EXPANSION

The Office of the State Superintendent of Education (OSSE) is the state education agency for the District of Columbia charged with raising the quality of education for all DC residents. OSSE serves as the District's liaison to the U.S. Department of Education and works closely with the District's traditional and public charter schools to achieve its key functions. OSSE is a strong partner for Apprenticeship DC and works with DOES to strengthen work-based learning opportunities for District youth.

The Strengthening Career and Technical Education for the 21st Century Act (Perkins V, the act, legislation, statute), often referred to as "Perkins V" was signed into law by President Trump on July 31, 2018. This bipartisan measure reauthorizes the Carl D. Perkins Career and Technical Education Act of 2006, providing roughly \$1.3 billion in annual federal funding, which is administered nationally by the U.S. Department of Education, to support CTE for our nation's youth and adults. Perkins V presents an opportunity to expand high-quality CTE, career advisement, and work-based learning programs, so every student in Washington, DC has the opportunity to explore, choose, and follow vertically-integrated career pathways.

In order to operationalize Perkins V, the State Office of Career and Technical Education (SOCTE) created an ambitious project plan and collaborated with educational and industry partners to identify and sanction 42 state-approved programs of study. OSSE enlisted the assistance of multiple states and hundreds of business partners to create industry-validated course standards for over 107 CTE courses; identified, with the help of industry stakeholders, a comprehensive list of industry recognized credentials aligned to each program of study; and began negotiating with educational stakeholders to improve alignment between CTE programs and postsecondary opportunities. OSSE is working to increase technical assistance and funding options to support Career and Technical Student Organizations (CTSOs) in all secondary and postsecondary programs; and, is working to create a comprehensive approach to Work-Based Learning programs for DCPS students.

Employability Skills and Work-Based Learning

As part of the statewide process to approve CTE course standards under Perkins V guidelines, in the first and second quarter of 2019, OSSE consulted with stakeholders from business and industry representing each state-approved programs of study. This centered on specific employability skills, by industry and program that have been integrated into course standards guidelines for each of the 42 programs of study.

OSSE is integrating Work-Based Learning (WBL) requirements into new statewide CTE course standards. These WBL requirements are largely based on the FHI360/Succeed2020 framework that will provide progressive opportunities for CTE students to experience WBL in and out of the classroom.

Level I Course: Career Exploration

Example Experiences: Guest Speakers, Work-Place Tours

Standards Language: "Students will participate in at least two Career Exploration Work-Based Learning experiences in this course, which might include guest speakers and work-place tours in industries relevant to the program of study."

Level II Course: Career Awareness

Example Experiences: Informational Interviews, Job Shadows

Standards Language: "Students will participate in at least two Career Awareness Work-Based Learning experiences in this course, which might include informational interviews or job shadowing relevant to the program of study."

Level III Course: Career Preparation

Example Experiences: Paid or Unpaid Internships

Standards Language: “Students will participate in a Career Preparation Work-Based Learning experience in this course, which might include paid or unpaid internship experiences that are aligned to the program of study mastery standards.”

Level IV Course: Career Preparation

Example Experiences: Cooperative Education

Standards Language: “Students will participate in a Career Preparation Work-Based Learning experience in this course, which includes paid or unpaid internship, pre-apprenticeship, or apprenticeship experiences relevant to the program of study.”

As a part of the CTE State Plan, OSSE must develop levels of performance on required core indicators for secondary and postsecondary programs receiving Perkins V funds, in coordination with a diverse group of stakeholders. These performance levels must be presented to stakeholders for a 60-day public comment period that provides stakeholders with the opportunity to provide written comments to OSSE regarding how the levels of performance meet the requirements of the law; support the improvement of performance of all CTE concentrators, including subgroups of students and special populations; and support the needs of the local education and business community.

Specifically, for WBL, the District of Columbia will annually report to the US Department of Education the percentage of CTE Concentrators who participated in an internship or apprenticeship aligned with their program of study. The tentative WBL State Determined Performance Levels for the Perkins V State Plan are:

Performance Levels					
Indicator	Baseline Level	2020	2021	2022	2023
5S3: Program Quality--Participated in Work-Based Learning	25%	28%	31%	37%	45%

NATIONAL YOUTH APPRENTICESHIP MODELS

Over the past four years, apprenticeships have enjoyed a wave of support across the country, with DOL investing over \$400 million in registered apprenticeship programming. Various states are also making commitments to registered apprenticeships and integrating apprenticeships into their workforce and economic development strategies. This enthusiasm has spurred the expansion of apprenticeship programs from approximately 375,000 in 2014 to close to 545,000, nationally.

Apprenticeship growth has transformed the traditional focus on apprenticeships in the construction trades to the other professions, including the advanced manufacturing, healthcare, and information technology fields. Investments in apprenticeships have also pivoted in recent years to connect underrepresented populations to an apprenticeship system that has historically not been as inclusive of minorities.

1) Colorado

Colorado's CareerWise apprenticeship program is a statewide youth apprenticeship system designed to prepare youth for well-paid jobs in industries of the future. It is the brainchild of Noel Ginsburg, the founder of a Colorado-based advanced manufacturing company, Intertech Plastics. The program includes dozens of sectors from manufacturing to banking and has a rate of 70% of participants entering registered apprenticeships upon completion.

CareerWise works with school districts and businesses to create career competencies and ensures apprentices' work and school schedules are optimized. CareerWise recruits students and acts as a liaison between the education system and industry to align goals and ensure a streamlined experience.

CareerWise works with industries to create career competencies so apprentices can be certain that the skills they're developing are in-demand and position them for career success.

Youth apprenticeship is a new concept in Colorado, so CareerWise works with employers to train supervisors and apprentice coaches; the goal is to prepare apprentices for success in a professional work environment.

2) Washington

The Aerospace Joint Apprenticeship Committee (AJAC) launched in 2008 with an investment from the state of Washington to skill-up the aerospace and advanced manufacturing workforce through registered apprenticeships. AJAC developed and implemented 10 in-demand apprenticeship occupations to serve a variety of demographics, industries, and companies across the state. AJAC serves approximately 400 apprentices per year at close to 300 companies. AJAC is a statewide, nonprofit 501(c) (3) aerospace and advanced manufacturing registered apprenticeship program.

AJAC's mission is to provide exceptional and responsive apprenticeships, innovative supporting signature training with cutting-edge curriculum and highly effective trade trainers. AJAC offers a method for transferring the breadth and depth of knowledge and skills between generations of the workforce, thus promoting the value of contributing to the next generation.

AJAC currently operates two registered youth apprenticeship programs. Both the Production Technician (Youth) and Automation Technician (Youth) are 2,000-hour programs designed for high school juniors and seniors to develop career-ready skills in the aerospace and advanced manufacturing industries. These apprenticeship programs combine paid on-the-job training at an AJAC employer and college-level classroom instruction that can lead to a high school diploma, journey-level card and short-term college certificate.

3) Oregon

The state of Oregon provides a myriad of opportunities for youth interested in construction trades. Programs like Portland Youthbuilders allow youth ages 17 to 24 to finish high school, learn a trade and plan for their future, simultaneously. All students receive long-term supports including assistance with registered apprenticeship placements and finding alternative employment opportunities.

The goal of a youth apprenticeship is to prepare apprentices for success in an adult apprenticeship. Students get first-hand experience in the workplace. Local programs provide training based on industry guidelines, endorsed by business and education. Students are instructed by qualified teachers and skilled worksite mentors. Students are simultaneously enrolled in academic classes to meet high school graduation requirements, in a youth apprenticeship related instruction class, and are employed by a participating employer under the supervision of a skilled mentor. Students completing a youth apprenticeship program may be eligible for credits toward an adult apprenticeship program. Currently, there are a

handful of programs and organizations that provide pre-apprenticeship or youth apprenticeship programs: AmeriCorps, Constructing Hope, Job Corps, Oregon Tradeswomen, Portland Community College, and Portland Youth Builders.

4) Florida

Registered pre-apprenticeship programs provide an avenue for both adults and youth who are at least 16 years old to become qualified to enter registered apprenticeship programs. Pre-apprenticeship programs are sponsored and operated by registered apprenticeship programs in the same trade or trades.

School boards and community colleges are often involved in pre-apprenticeship programs, assisting sponsors in providing related technical instruction. Programs for high school students may begin in the junior year and may include on the job training with participating employers. Adult programs may include GED completion, as well as technical instruction and on-the-job training.

5) Nevada

Nevada's Apprenticeship Project (NAP) is a grant-funded project, led by Truckee Meadows Community College. NAP works to ensure all employers in Nevada have access to the information and technical assistance needed to create demand-driven registered apprenticeship programs.

In 2015, Truckee Meadows Community College (TMCC) was awarded the DOL American Apprenticeship Initiative Grant, and Nevada's Apprenticeship Project was formed. The program has helped train more than 300 apprentices across Nevada, preparing them for high-skilled, hands-on jobs.

The following apprenticeship opportunities are available through this program:

- Certified Nursing Assistant (CNA)
- CNC Machine Operator
- Industrial Maintenance Mechanic
- Personal Care Aide
- Production Operator
- Buyer-Purchasing
- Metal Fabricator
- Electro-Mechanical Technician
- Workforce Development Specialist
- Press Technician

NATIONAL YOUTH APPRENTICESHIPS AT-A-GLANCE

State	Length	OJT Hours	College Credit	Other
Colorado	3 years	Varies	1 semester	Includes industry-recognized credential. Some Registered.
Georgia	1-2 years	720 hours	Post-secondary credential	Coordinated by Dept. of Career, Technical, and Agricultural Education within Department of Education. Aligned with 16 Career, Technical, and Agricultural Education clusters.
Kentucky	1-2 years	Varies	4 courses	All On-the-Job Training counts towards advanced standing in Registered Apprenticeships
Maryland	1 year	450	Varies	Being piloted in Frederick County and Washington County
Montana		1,000 hours	22 credits	In development with scholl districts across the state, expected to launch Fall 2018
North Carolina	2-4 years	6,400	Associates Degree	Registered Apprenticeship. Also provide secondary Career and Technical Education credit
Ohio	1-2 years	Varies	Varies	State certification
South Carolina	2-4 years	2,000	Operated through South Carolina Technical College System	Registered Apprenticeship. Each region has an Apprenticeship Consultant
Wisconsin	1-2 years	900 (450)	Program dependent	33 consortiums across the state funded by a state grant program
District of Columbia	Varies	200	Varies	Includes industry-recognized credential.

**Varies by enrolled program, state regulations, and other rules set in place by agencies and apprenticeship sponsors, each state is crafting its own programming.*

POLICY CONSIDERATIONS

To further support the efforts of the YAAC and to help create the pathways to the middle class prioritized by Mayor Bowser, the following policy considerations have been developed to strengthen youth apprenticeship in the District.

Standardized Articulation Agreement - The University of the District of Columbia (UDC) does not have standardized articulation agreements with any registered apprenticeship programs in the District. The District should examine the opportunity to establish a Registered Apprenticeship Completion Certificate Program with DOL. Additionally, the District should look into establishing an apprenticeship articulation program at UDC that would provide a minimum number of credits. For anyone who completes a registered apprenticeship program.

Pre-Apprenticeship Programs at the High School Level - The District should examine placing apprenticeship in a specialized CTE curriculum available to high school students. The program could facilitate the growth of students entering programs in skilled trades by creating a new pathway for students interested in apprentice trades.

EMPLOYER SUPPORT FOR APPRENTICESHIP OPERATIONS

Tax Credit

The Committee has found that employers need additional support to ensure quality service delivery. In the coming year, the YAAC will commit to exploring the effectiveness of tax credits used in other states.

The YAAC has reviewed national best practices for models in scaling and supporting apprenticeship efforts. To ease the financial strain that some apprenticeship sponsors face, Alabama has initiated the Apprenticeship Alabama Tax Credit Program. According to DOL, 26 states and Washington D.C. and Guam, run offices of apprenticeship. All other states have programs that are run through the federal government.

Alabama's new bill, SB295, not only establishes the Alabama Office of Apprenticeship (AOA), but it also: increases the per capita apprenticeship tax credit from \$1,000 to \$1,250; increases the aggregate apprenticeship tax credit from \$3 million to \$7.5 million; expands the number of registered apprentices that qualify from five to ten per company, per year; and extends the program through 2025.

SB295 includes provisions to incentivize companies to take on youth apprentices in high school. The cap was increased to \$7.5 million to compensate for the 10,000 in-school youth apprentices Governor Kay Ivey aims to have placed by the end of 2025. With similar goals of increasing the placements of high school students into apprenticeship programs (40 minority youth each year for the next three years), this is a model the District of Columbia will be examining in the coming year.

Tax credit supports vary by state, but a growing number of states are allowing employer credits for employed apprentices. Maryland provides a State income tax credit to registered apprenticeship sponsors or participating employers which hire an eligible registered apprentice(s). The employer may qualify for a \$1,000 tax credit for each eligible registered apprentice. To be eligible to apply for this tax credit program, the following two conditions must be in place:

- The employer must be a registered apprenticeship sponsor and/or participating employer in a registered apprenticeship program. Registered apprenticeship means the apprenticeship and apprentice(s) are registered with the State of Maryland and have been approved by the Maryland Apprenticeship and Training Council.
- The registered apprentice(s), hired by the employer, must be registered with the Maryland Apprenticeship and Training Program and have worked for at least seven full months for the employer starting on or after January 1, 2017.

Tuition Assistance

Other states allow tuition assistance for registered apprentices. The State of California, for example, allows community colleges to provide most instruction for apprenticeship programs. The Texas Workforce Commission provides funds to local public educational institutions to support the costs of related classroom instruction in registered apprenticeship training programs. Local education agencies often act as fiscal agents for registered apprenticeship training programs.

OAIT AND MBSYEP PARTNERSHIP LEVERAGING EXISTING RESOURCES

OAIT is the State Apprenticeship Agency (SAA) and has oversight over the apprenticeship system in the District of Columbia. OAIT monitors apprenticeship programs to ensure compliance, and that quality training is implemented. OAIT also provides guidance and technical assistance to new and current apprenticeship sponsors regarding the strategy and navigation of federal and local regulations necessary to run a successful program.

Apprenticeships combine on-the-job learning with classroom instruction, teaching entry-level workers the practical and theoretical aspects of highly skilled occupations. Apprenticeship programs are sponsored by individual employers, employer associations, and joint labor management groups. Apprenticeship sponsors also have eligibility requirements that vary based on hours worked and instruction received and may require education and aptitude testing.

At least fourteen (14) states have implemented youth apprenticeship programs or are launching them now. Research shows that youth apprenticeship programs are offered in primarily one of two ways: registered apprenticeships that are targeted to in-school youth, and pre-apprenticeship programs that provide avenues to registered apprenticeship after high school.

Office of Youth Programs

OYP develops and administers workforce development programs for District youth between the ages of 14 to 24. OYP provides occupational skills training, work experience, academic enrichment, and life skills training to facilitate the development of work habits and skills that are essential for success in the workplace. OYP manages MBSYEP, the locally-funded initiative that provides District youth opportunities for enriching and constructive summer work experiences through subsidized placements in both the private and public sectors.

MBSYEP strives to provide young people with the opportunity to:

- Earn money and gain meaningful work experience;
- Learn and develop the skills, attitudes, and commitment necessary to succeed in today's world of work;
- Gain exposure to various exciting career industries; and
- Interact with dynamic working professionals in a positive work environment.

Though MBSYEP is a short-term employment and training program, the underlying goal is to introduce youth to employers who will positively impact their futures. Employers in the Washington, DC metropolitan area make this annual program possible by serving as host employers and providing structured job opportunities.

MBSYEP Apprenticeship Collaborative

To expand youth apprenticeship in the District, OAIT and OYP collaborated to pilot a program that connected 15 MBSYEP participants to apprenticeship opportunities. As part of the initiative, DOES holds regular information sessions for youth ages 18 to 24, presenting apprenticeship training as the bridge to a viable career. Upon completion of their MBSYEP assignments and the necessary prequalification criteria, youth transition to an assigned apprenticeship opportunity.

DOES continues to leverage youth pre-apprenticeship by connecting interested MBSYEP participant to registered apprenticeship opportunities. MBSYEP is a proven tool for the District to connect education and workforce development efforts, and create additional career pathways for high school students and recent graduates.

The District also launched a youth apprenticeship program, in partnership with Dunbar High School, DCRA and the Independent Electrical Contractors (IEC). The initiative provides students with the opportunity to gain direct entry to registered apprenticeships upon high school graduation and successful completion of MBSYEP. Program participants are connected to electrical contractors and have the opportunity to complete their apprenticeship and earn a living wage that increases throughout the life of their apprenticeship. Wage increases are identified in the sponsors' apprenticeship standards that should mirror the federal and local apprenticeship regulations.

DOES offers a six-week Microsoft Office training that prepares participants for apprenticeships with one of the agency's registered information technology apprenticeship sponsors.

After determining their interests and aptitude, seven MBSYEP participants were enrolled in the training course. One person successfully completed the credentialing exams on the first try. The other students were connected to additional occupational and educational opportunities in the information technology field and will receive apprenticeship opportunities from registered apprenticeship sponsors.

Outreach and Assessment

MBSYEP apprenticeship participants were contacted through a variety of methods, including Eventbrite, email blasts, and by telephone. Potential participants were invited to DOES to attend an information session hosted by OAIT; there have been a total of five information sessions. During those sessions, participants learned more details about what to expect from their upcoming MBSYEP placements. Topics covered during these sessions included classroom instruction, information about job site placement, OSHA 10, and introduction to the tools necessary on-site.

Participants received assessments and were matched based on their stated interest in either the fields of construction or information technology, and underwent a pre-screening process with DOES staff that consisted of a one-on-one session to explore their eligibility for placement at certain sites. Some of the required criteria by unions and other sponsors include:

- Attainment of high school diploma or GED;
- Ability to pass a medical screening;
- Ability to provide information to the sponsor as requested (school transcripts); and
- Ability to travel to job sites when placed as an apprentice.

In order to employ youth for apprenticeship opportunities, DOES targeted small to medium-sized companies, unions, and government organizations doing business within the District of Columbia. The MBSYEP Apprenticeship pilot provides participants with a wide array of apprenticeship opportunities that include: plumbers, sheet metal workers, steamfitters, and access to information technology apprenticeships.

In 2019, there were approximately 40-50 apprenticeship slots available for MBSYEP with various sponsors - ranging from one-person operations to larger organized labor organizations. In partnering with District schools, DOES is able to create and expand youth apprenticeship opportunities by including high school apprenticeship programs as well as working with construction trade unions and executive agencies.

MBSYEP Host Sites

DOES identified apprenticeship opportunities for MBSYEP participants interested in building trades with the following apprenticeship program sponsors in 2018 and 2019:

- Power Design, Inc.
- MC Dean, Inc.
- Magnolia Plumbing and Heating
- Regional Contracting Service, Inc.
- Kogok Construction
- Iron Workers Union Local 5
- Healiex Eletrcric/IEC Electrician
- TSI- Ironworkers Union; Iron worker Fabrication
- Sheet Metal Workers Local
- Ennis; Electrician
- Steamfitters Union Local 602

Outcomes

Eight MBSYEP participants were enrolled in the second year of the pilot. Six participants completed the summer pre-apprenticeship training and were accepted as registered apprentices with the participating apprenticeship sponsors.

LOOKING FORWARD: SCALING YOUTH APPRENTICESHIP OPPORTUNITIES

OAIT will focus future efforts on the goals of the DOL grant that includes expanding apprenticeship access to minority youth. OAIT has issued two human care agreements for pre-apprenticeship training. The selected partners will train District residents for the next three years and assist with connecting successful completers to direct entry registered apprenticeship opportunities.

Outreach and promotion efforts have begun in order to expand registered apprenticeships in the areas of hospitality and healthcare. Partnerships include DC Metropolitan Restaurant Association and International Brotherhood of Teamsters Union. The Workforce Innovation Opportunity Act (WIOA) has a new requirement to focus Title I youth funding on out-of-school youth, core partners have established a number of initiatives and partnerships to provide high-quality services to disconnected youth ages 16 to 24 who are neither in-school nor employed. Many agencies and community-based organizations serve this population and will seek to expand current partnerships. While WIOA Youth funding requirements for the out-of-school population differ, the District is also focused on in-school youth who are in need of support to graduate as well as transition to education, training, and employment after graduation. DOES is reserving funding to continue to support in-school youth programs and RSA is enhancing collaboration with DCPS and the public charter schools to ensure youth with disabilities have the necessary transition and support services.

The Office of Apprenticeship Information and Training, and the Youth Apprenticeship Advisory Committee will continue to build out the framework, including credentials and OJT hours, for an in-school pre-apprenticeship program pilot with DC Public High Schools and DC Public Charter Schools to launch in FY 2020.

YAAAC

Youth Apprenticeship Advisory Committee

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