



MURIEL BOWSER
MAYOR

October 1, 2021

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia
John A. Wilson Building
1350 Pennsylvania, N.W., Suite 504
Washington, DC 20004

Dear Chairman Mendelson:

I am pleased to submit to the Council of the District of Columbia the enclosed "Youth Apprenticeship Advisory Committee 2020 Report," prepared by the Department of Employment Services. Pursuant to the Youth Apprenticeship Advisory Committee Amendment Act of 2016, effective May 12, 2016, (D.C. Law 21-109, 63 DCR 4319), this report highlights activities and continued accomplishments made by the YAAC and outlines the roadmap moving forward in creating viable registered youth apprenticeship program initiatives in the District. There were 557 youth (ages 16 to 24) engaged in a registered apprenticeship in the District in FY 2020, as of September 30, 2020.

I am available to discuss any questions you may have regarding this report. In order to facilitate a response to your questions, please have your staff contact Dr. Unique Morris-Hughes, Director, Department of Employment Services, at (202) 671-1900.

Sincerely,

A handwritten signature in black ink, appearing to read "Muriel Bowser".

Muriel Bowser
Mayor



YAAC

Youth Apprenticeship Advisory Committee 2020 REPORT



Dear Members of the Council,

As Chairperson of the Youth Apprenticeship Advisory Committee (YAAC), it is my pleasure to present the 2020 Youth Apprenticeship Advisory Committee Annual Report. This report highlights activities and continued accomplishments made by the YAAC during the previous three years and outlines our roadmap moving forward to create 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), through which ten high school seniors were enrolled in a pre-apprenticeship training initiative prior to the COVID pandemic. Despite the pandemic, the training continued virtually and resulted in direct entry to registered apprenticeship programs with participating Building Trades apprenticeship sponsors. In addition, the participating youth also earned nationally recognized credentials, including OSHA-10, First Aid, and CPR during the training period.

For the third year in a row, the Office of Youth Programs (OYP) engaged Marion Barry Summer Youth Employment Program (MBSYEP) participants to connect them with registered apprenticeship program sponsors. As a result of the 2018, 2019 and 2020 OYP summer youth programs, over 70 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 finally moving forward with establishing two youth apprenticeship programs, one with a DC public high school and one with a DC public charter school in partnerships with apprenticeship sponsors for each. These programs are expected to be implemented in 2021 and high seniors who enroll will receive direct entry to the participating sponsors' apprenticeship programs.

The YAAC will continue to develop policies to encourage and support Youth Apprenticeship and other long-term career pathways while in high school. These policies will include partnerships with other DC public and charter schools with GPA and teacher recommendation eligibility requirements.

I continue to be pleased with the direction the Committee is moving to further improve 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 over a light blue circular stamp.

Bill Dean
Chairperson, Youth Apprenticeship Advisory Committee



Greetings,

The Department of Employment Services (DOES) continued to build upon the successes of 2017, 2018, and 2019 by creating more initiatives in 2020 that support Mayor Bowser's vision of preparing District residents for sustainable, high-paying careers. Despite the challenge of the COVID-19 pandemic, the DOES Office of Apprenticeship, Information and Training (OAIT) succeeded in expanding apprenticeship programs and comprehensive workforce strategies during Fiscal Year (FY) 2020. DOES' partnership with the District's Youth Apprenticeship Advisory Committee (YAAC) and its continued support, insight, and guidance on improving how we connect youth with registered apprenticeship sponsors were key to the success of youth apprenticeship initiatives during this period. The public health emergency did not hinder our partnership with DC Public Schools and the agency's Office of Youth Programs (OYP), which allowed us to link more youth to the 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 2020 saw 1,535 new agreements accepted for new apprentices, each with a starting hourly rate of pay exceeding the District's minimum wage. These wages will increase as the apprenticeships receive incremental pay escalations throughout their apprenticeship-training period. Along with our new apprentices, 557 youth apprentices registered with apprenticeship sponsors during FY 2020.

The COVID-19 pandemic did not prevent the agency from adding newly registered apprenticeship programs in some non-traditional industries. During FY 2020, OAIT broadened apprenticeship programs to include Office, Professional, and Healthcare and other occupational areas such as government, business development, medical assisting, and medical coding to further increase apprenticeship opportunities for District residents. These efforts go beyond the non-traditional occupational areas approved under the previous reporting period, which included clean energy, hospitality, information technology, waste water treatment, multimedia production, and automotive repair.

DOES also worked with other District government agencies to engage them as registered apprenticeship sponsors to further expand apprenticeship and employment opportunities for District residents. The Departments of Human Resources, Parks and Recreation, and Health Care Finance all became registered apprenticeship programs as part of our work to implement the Pathways to District Government Careers Amendment Act of 2018.

I look forward to the work ahead.

A handwritten signature in black ink, appearing to read 'U. Morris-Hughes', written over a light blue horizontal line.

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 Committee (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 high schools in Washington, DC.

Youth apprenticeships are a driving force in ensuring that youth are properly developed and prepared 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, which 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, which 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 DOES lead local efforts to support the creation and growth of youth apprenticeship opportunities in the District in 2018 and beyond. While the District has a strong system of adult-focused registered apprenticeship programs, it launched a youth apprenticeship pilot in conjunction with DCRA during the 2018 Marion 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, or fund youth apprenticeships.

DOES seeks to leverage its role as the State Apprenticeship Agency, recognized by the U.S. Department of Labor (DOL) and administrator of the 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. The below report highlights the outcomes of our third year of work and outlines our plans moving forward to continue scaling apprenticeship in the District.

AUTHORIZATION STATEMENT

The Youth Apprenticeship Advisory Committee Amendment Act of 2016 (Act) (D.C. Law 21-109; D.C. Official Code § 32-1412.01), requires the 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 YAAC submits this report pursuant to the Act.

OVERVIEW OF THE RESPONSIBILITIES OF THE YOUTH APPRENTICESHIP ADVISORY COMMITTEE

Pursuant to the Act, the YAAC 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 YAAC 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 YAAC 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. YAAC members are appointed by the Mayor to serve a 3-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,
- A representative from a labor organization, and
- A representative from the Workforce Investment Council.

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, welfare, poverty, child support, and fatherhood. Before joining the George Washington University, Dr. 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)

Liz 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, Vitro 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.



Douglas Davis

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

Douglas Davis is an Assistant Site Director for the Workforce Development division at the University of the District of Columbia - Community College. With a Bachelor of Business Administration degree 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 serve on this committee in October 2017.



Violet Carter

Electrician, Local Union 26

Violet Carter is currently a member of Local Union 26—International Brotherhood of Electrical Workers -- and is also 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

Eric Jones works at ABC of Metro Washington as the government liaison for the premiere construction association in the metropolitan Washington, DC area. Within his role, Mr. Jones is responsible for representing the chapter and its nearly 600 members before the executive and legislative branches of the 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.



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 2020 AT A GLANCE

The Office of Apprenticeship Information and Training (OAIT) continues to build on past observations and recommendations of the YAAC despite the COVID pandemic. Throughout Fiscal Year (FY) 2020, apprenticeship programs proved to be resilient, growing and expanding into traditional and non-traditional industries and sectors. OAIT has increased the number of participating apprentices in underrepresented populations; first-of-its kind programs within non-traditional trade occupations; and an even greater adjoining of federal funding.

Collectively, OAIT and the YAAC have made the following progress:

- 1) In 2020, OAIT received a grant of \$450,000 from DOL to build state capacity to support activities that improve states' ability to serve, improve, and expand the Registered Apprenticeship Program (RAP) models while enhancing the focus on employer engagement, performance, and positive outcomes for apprentices.
- 2) OAIT coordinated pre-apprenticeship initiatives in partnership with the Community Services Agency (CSA). Specifically, DOES coordinated two (2) pre-apprenticeship training initiatives in partnership with CSA to provide preparatory training to assist District residents to meet apprenticeship eligibility requirements for direct entry to apprenticeship sponsors' registered apprenticeship programs. The pre-apprenticeship training also enabled participating residents enrolled in the program to earn credentials in CPR, flagger, OSHA-10, and OSHA-30.
- 3) For the second year in a row, DOES continued its collaboration with DCPS Career Bridge for an in-school pre-apprenticeship program focused on high school seniors that resulted in them obtaining OSHA-10 credentials and direct entry to 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. The training began in February 2020 and included in-person training at the DOES Infrastructure Academy and individual union trade sponsors' facilities. However, due to the global pandemic, the training continued virtually and completers of the program are either being assisted with apprenticeship acceptance or going through the pre-employment process.
- 4) OAIT is continuing its work with YAAC and other key stakeholders to coordinate the formal registered youth apprenticeship program with DC Public High Schools and DC Public Charter Schools. Due to the pandemic, timelines have been shifted. However, coordination is still in progress. Luke C. Moore and IDEA Charter High Schools are on target to begin their programs in FY2021. OAIT will work with other D.C. public and charters schools to coordinate additional programs during the next fiscal year.
- 5) OAIT coordinated with DOES' Office of Youth Programs (OYP) to connect 100 out-of-school youth aged 18 to 24 years with a virtual pre-apprenticeship experience over the 2020 Marion Barry Summer Youth Employment Program. Ninety (90) of the selected MBSYEP participants enrolled in up to eight (8) weeks of pre-apprenticeship training and received supports, credentials, and access to virtual interview sessions with participating apprenticeship sponsors that led to direct entry to registered apprenticeships.

SNAPSHOT: STATE OF YOUTH APPRENTICESHIP PROGRAMS

Table 1: D.C. YOUTH APPRENTICE SNAPSHOT

Registered apprentice by Age FY 20	
Youth (16-24)	557
Adult (25+)	978

Table 2: COMPARISON: STATES YOUTH APPRENTICESHIP SNAPSHOT

State	Length	OJT Hours	College Credit	Description
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 (CTAE). Aligned with 16 CTAE clusters
Kentucky	1-2 years	Varies	4 courses	All On-the-Job Training counts towards advanced standing in Registered Apprenticeships
Maryland	1 year	450 hours	Varies	Being piloted in Frederick County and Washington County
Montana		2,000 hours	22 credits	Employer designed training program with on-the-job training and related college course-work
North Carolina	2-4 years	6,400 hours	Associates degree	Registered Apprenticeship Also provide secondary Career Technical Education credit
Ohio	1-2 years	Varies	Varies	State certification
South Carolina	2-4 years	2,000 hours	Operated through SC Technical College System	Registered Apprenticeship Each region has an Apprenticeship Consultant
Wisconsin	1-2 years	900 hours (450) hours	Program dependent	33 consortiums across the state funded by a state grant program
District of Columbia	Varies	200 hours	Varies	Includes industry-recognized credential

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

DESCRIPTION OF CURRENT STATE OF YOUTH APPRENTICESHIP PROGRAMS

While 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, often a community college. High-quality youth apprenticeship programs include the following four (4) 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
- Culminate in a portable, industry recognized credential and postsecondary credit.

DOES and YAAC set out in FY2020 to build on the youth apprentices in the District and, despite the unique circumstances of the pandemic, the opportunity to engage District of Columbia High School students still remains in progress. There were 557 youth (ages 16 to 24) engaged in a registered apprenticeship in Washington, DC in FY 2020, as of September 30, 2020. OAIT has placed a focus on capturing recent high school completers and D.C. public and charter school students which will improve the long-term employment outlook while building a robust workforce development pipeline that benefits both businesses and future jobseekers.

Table 3 below breaks out the demographics of these roughly 557 youth apprentices.

Table 3: Youth Apprentice Demographic Information in FY2020

Youth Apprentice by Age	
17	Less than 10
18	Less than 10
19	84
20	104
21	90
22	99
23	83
24	87
Youth Apprentices by Ethnicity	
White/Caucasian	270
Black/African American	146
Asian & Pacific Islander	Fewer than 10
American Indian or Alaskan	Fewer than 10
Hispanic	131
Others/Not Elsewhere Classified	Fewer than 10
Youth Apprentices by Gender	
Men	540
Women	17

**DOES has noted that fewer women participate in apprenticeship programs compared to men. In response, DOES has invested in diversity, equity, and inclusion initiatives with targeted outreach activities and events focusing on women, minorities, veterans, and other opportunity populations to close the gender and racial gaps.*

“Apprenticeship DC will help us spread prosperity to every corner of DC by ensuring more residents are prepared with the skills and knowledge they need to participate in the District’s thriving economy.”

- Mayor Muriel Bowser

APPRENTICESHIP DC | DISTRICT OF COLUMBIA

OAIT continues to build on the momentum created from three years of Apprenticeship DC, the District’s vehicle through which businesses, employers and organizations can 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.

The Bowser Administration, realizing the potential of apprenticeships, launched the Apprenticeship DC initiative to promote both pre-apprenticeship and registered apprenticeship (RA) 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 bring on board new non-traditional apprenticeship sponsors, works with District government agencies to start new registered apprenticeship programs and scale pre-apprenticeship offerings, which resulted in three (3) additional government agencies becoming new apprenticeship sponsors, in addition to securing approval of the first healthcare apprenticeship program.

One of the funded organizations, CSA, had successful pre-apprentices from the Building Futures Class accepted as, registered apprentices with the Elevators Union Local No. 10 Helix Electrical Company, and two other participants from the same class hired into jobs as concrete laborers by Baker DC. Overall, we look to increase program participation in future years.

DOES also continues discussions with potential apprenticeship sponsors in the healthcare and hospitality industries for apprenticeship registration to offer additional apprenticeship opportunities for District youth.

DISTRICT OF COLUMBIA | CAREER PATHWAYS INITIATIVE

By leveraging synergy created through local apprenticeship initiatives, OAIT has embarked on a significant effort to develop additional public sector apprenticeships in the District of Columbia targeting youth graduates of District public and charter high schools. Led by Mayor Muriel Bowser, District officials have put renewed energy towards widening the scope of apprenticeships well beyond the skilled trades of construction laborers, electricians, operating engineers and equipment operators, carpenters, and plumbers. The Pathways to District Government Careers Amendment Act of 2018 (otherwise known as the Career Pathways Act) became effective in February 2019. This Act aims to establish new apprenticeship programs within District government, prioritizes hiring of D.C. public high school graduates for entry-level positions within the District government, and creates new partnerships between the Department of Human Resources (DCHR) and schools and organizations preparing students for high school diplomas or their equivalent. OAIT works in concert with DCHR to ensure the spirit of the Career Pathways Act is realized across government agencies throughout the District, and that it supports the District’s desire to attract, train and retain a high-quality District workforce.

The focus on developing youth specific apprenticeship programming also addresses the District government's ongoing challenge of developing a talent pipeline capable of matching DC residents with hard-to-fill positions, a challenge exacerbated by an aging workforce and tightening budgetary constraints. DCHR, OAIT, and other District government agencies' leadership are cultivating conversations to implement apprenticeships in their agencies, a proven model to engage youth in lifelong careers and strengthen the local talent pipeline. Through these conversations, the Career Pathways Initiative has already achieved success in terms of delivering more apprenticeship programs to District youth by having its first high school based apprenticeship program being approved during the September 2020 DC Apprenticeship Council meeting. Including the high school based apprenticeship program, the initiative has successfully created the following apprenticeship programs, approved by the DC Apprenticeship Council:

1. Human Resources Pathway- Human Resources Support Assistant Program administered by DCHR, hosted by various District government agencies.
2. Medicaid Unit Support Assistant Program administered by DCHR, hosted by Department of Health Care Finance (DHCF).
3. Information Technology Pathway for Graduating Seniors from Friendship Collegiate Public Charter Schools- Computer Support Technician Program administered by DCHR and hosted by the Department of Parks and Recreation (DPR).

The establishment of these new apprenticeship programs across the District government agencies targeting youth graduates of District High Schools will allow various youth the opportunity to jumpstart their careers in high demand fields that are projected to grow exponentially across the next 10 years. As OAIT works alongside DCHR to continue the creation of apprenticeship programs under this initiative, we have developed relationships with DCPS, District of Columbia Public Charter Schools (DCPCS), Local Education Agencies (LEA) and community-based job centers to gain insight on career pathways that most interests local youth. These relationships have also allowed select interested agencies to learn more about the structure and requirements of an apprenticeship program and provide DCHR and OAIT with the needed pieces from both sides of the table to match the District's criteria for successful program design.

OAIT serves on the implementation team, alongside local initiative lead DCHR, by providing information to government agencies on the benefits of apprenticeship programs, steps necessary to become an apprenticeship program, and providing technical assistance throughout each phase of a potential apprenticeship sponsor's application process. OAIT is also spearheading the apprenticeship monitoring and oversight requirements outlined by DOL and the District of Columbia Apprenticeship Council.

OAIT PARTNERSHIPS: LEVERAGING EXISTING RESOURCES

MBSYEP

OAIT continues to demonstrate strong growth by developing collaboration with OYP to expand youth apprenticeship in the District. This dynamic duo was created to pilot a program that will serve as pre-apprenticeship opportunities through local workforce industries during the summer period of performance. As a part of the MBSYEP collaboration, OAIT fostered the support of partnering with the Washington Literacy Center (WLC). WLC is a non-profit organization with professionally trained instructors who teaches valuable basic skills and whereas young adults can obtain industry knowledge and preparation for workforce and occupational literacy of continued education and career opportunities.

Uniquely, WLC assists with recruitment, screening, mentorship, education sector learning, and industry related instructions. The collaborative resources offer participants entry-level experience to industry fields including hospitality and tourism, and construction and infrastructure. Skills development is provided through digital learning via online classroom courses, case management and credential attainment. Throughout the 6-week program, OAIT connected 90 MBSYEP participants seeking employment and connection to direct entry registered apprenticeship placement.

Our goal is to provide a unique opportunity for the development of career pathways for young adults. With the help of OYP and WLC, OAIT was able to contribute to our strategy of expanding and exploring initiatives that lead to receiving workforce training, experience and placement in the Education sector.

As a part of the initiative, DOES hosts 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.

Each year, DOES will continue to leverage youth apprenticeship by connecting interested MBSYEP participants 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.

Outcomes:

Through the summer program, 90 MBSYEP participants were enrolled as pre-apprentices supported by WLC with 78 participants completing the program and obtaining 50 combined certifications. Industries such as Construction and Hospitality helped expose young adults to workforce skills and training leading to earn industry recognized certifications. As a result of completion, the following certificates/certifications were earned and demonstrate measurable skills gain by participants:

- Hospitality and Tourism
- First Aid and CPR
- Flagger
- OSHA-10 certificate

DISTRICT OF COLUMBIA PUBLIC SCHOOLS

Program Overview

Inter-agency collaboration between DOES and DCPS continues to improve. 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. Ten (10) students were given the opportunity to begin in person in February 2020 and 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 employment. However, the training was changed to virtual after a few weeks due to COVID. Fewer than 10 students continued in the program while others opted to resume at a later date and/or pursue other opportunities

The DCPS College and Career Programs Division is also partnering with the local DC-area Building Trades Unions and Apprenticeship Training Directors to offer an Apprenticeship Readiness Program that trains high school students in the Multi-Craft Core Curriculum, a Department of Labor approved apprenticeship-readiness curriculum. The National Association of the Building Trades Unions (NABTU) and the Multi-Craft Core Curriculum covers 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 with three absences or fewer will receive the Multi-Craft Core Curriculum (MC3) certificate at the conclusion of the program. The Multi-Craft Core Curriculum certificate provides students direct entry and/or advanced standing into DC-area apprenticeship programs. Students who complete the program but who have exceeded 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, these students will be provided the appropriate points of contact for acceptance into the DC apprenticeship programs at the program's conclusion and given priority when apprenticeship programs have a need to hire DC residents.

OUTREACH IN A VIRTUAL ENVIRONMENT

Virtual Apprenticeship Exploration - The OAIT understands the need to meet youth populations where they are while meeting the needs of future employers and sponsors. During the 2020-year, as summer activities began to conclude, 100 youth ages 18 to 24 were offered the opportunity to explore industries and occupations within apprenticeship through the Career Edge platform. Career Edge is an online professional development tool available to both past and present MBSYEP participants. By leveraging this tool, youth who indicated interest to participate in an apprenticeship were able to gain access to modules that are easily accessible and provide real time feedback. Through these modules, participants are also granted access to a virtual interview simulator that allows youth to record themselves answering interview questions from a preloaded proxy. Participants are able to rewind, pause and play any segment of the interview, allowing them to improve their interview skills. These skills are important for participants selected to proceed with the pre-apprenticeship process and/or interview with participating sponsors based on skill level and qualifications.

Apprenticeship Industry Exploration Modules:

- Health Services
- Information Technology
- Construction Industry
- Transportation + Logistics
- Manufacturing

Career Edge general offerings:

- Getting to Know Yourself
- Managing Change & Your Attitudes
- Goal Setting
- Communication & Networking
- Today Job Search Strategies
- Learning to Learn
- Performance Study Skills
- Becoming a Successful Online Student
- Cultural Diversity & Conflict Resolution
- Time Management
- Financial Literacy
- Preparing for The Interview

- Working in Teams
- The Interview Process Part 2
- On the Job Success
- Answering Difficult Questions
- Work Life Balance & Preparing for the Future

Virtual Job Fairs - OAIT offers a virtual environment that connects potential apprentices to employers looking to fill vacancies in high-demand industries. Job fairs traditionally include a general information session that transitions to on-the-spot interviews via breakout rooms. Virtual job fairs are conducted as requested by employment partners.

New Apprentices Information Session - OAIT hosts information sessions twice-a-week to attract new individuals and enter them into pre-apprenticeship or apprenticeship based on qualifications, experience, and education. These events are consistently well attended, allowing our office to engage District residents in apprenticeship programming.

New Sponsor Information Session - These monthly information sessions are designed to inform area employers of the benefits of becoming a registered apprenticeship program and detail the process to get there. These opportunities also support connecting area employers to an available pipeline to curb the tremendous opportunity and skills gap experienced locally.

NATIONAL APPRENTICESHIP WEEK

DOES, along with key public and private sector partners, celebrated DOL's annual National Apprenticeship Week - November 11 to 17.

DOES/OAIT coordinated the following events during FY2020 National Apprenticeship Week:

1. Apprenticeship Works for Business Roundtable held on November 14, 2019 at the National Press Club and included six (6) apprenticeship sponsors in information technology, clean energy, construction, and government (DC Water) industries, who shared the benefits and value of registered apprenticeship, including past and present experiences. The event also included four (4) officials from DOL, who spoke on the federal government's continued investment to expand apprenticeship in more industries and youth apprenticeship initiatives.
2. Apprenticeship Works for Youth was held at DOES' main headquarters for in-school and out-of-school youth, in which over 300 youth attended. The event also included 13 registered apprenticeship sponsor participants, who set-up booths to view various displays of the trade areas. In addition, the sponsors conducted demonstrations of the trades and, in some cases, the youth were able to participate in the demonstration.

YAAC

Youth
Apprenticeship
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LOOKING FORWARD: Expanding Minority Youth Opportunities

OAIT plans to continue to promote and inform underrepresented populations, such as minority youth, about the benefits of apprenticeship. As many youth need identifiable and sustainable pathways for good careers and sustainable jobs, OAIT seeks to increase its efforts for out-of-school and in-school populations who are in need of the support and work-based training to remain competitive in today's workforce.

Currently, youth apprentices ages 18 to 24 registered in an approved apprenticeship comprise 25 percent of the overall apprentices in the District. White/Caucasians and Black/African Americans represent 46 and 33 percent of the overall apprentices, respectively. However, among youth apprentices, White/Caucasian participants represent more than half (56 percent) of apprentices and Black/African American youth represent less than a quarter (22 percent) of youth apprentices. The ratio of District residents to Non-District residents among all apprentices is almost one-to-four (19/81) and the corresponding ratio is much more pronounced among youth apprentices and is one-to-ten, 10 percent District residents versus 90 percent Non-District residents.

As shown in table 4 below, the proportion of minority youth in new apprenticeships has increased over the past five years. In 2020, White/Caucasians represent 50 percent of new youth apprentices, compared to 74 percent in 2016. On the other hand, Black/African Americans represent 26 percent and Hispanics represent 23 percent of new youth apprentices in 2020, compared to 17 percent and 7 percent, respectively, in 2016.

Table 4: Trends in the Proportion of Youth Apprentices

Race/Ethnicity	2016	2017	2018	2019	2020
White or Caucasian	74%	70%	58%	54%	50%
Black or African American	17%	12%	23%	21%	26%
Hispanic or Latino	7%	15%	16%	23%	23%
Other*	Less than 5%	Less than 5%	Less than 5%	Less than 5%	Less than 5%
Total	100%	100%	100%	100%	100%

Note: Other is a combination of the Asian, American Indian and Alaskan Native, Native Hawaiian and Other Pacific Islander, and Two or More Races categories.

Source: SAA DCAMS

OAIT is pursuing various strategies to attract more African-American and other underrepresented ethnicities into youth apprenticeships. One of these strategies is through the Apprenticeship State Expansion (ASE) Grant. The grant, awarded by DOL, includes specific targets for expanding apprenticeship access to minority youth. The overall ASE goal is 105 new apprentices, including minority youth, veterans, and inclusive/special needs populations.

Additionally, OAIT recognizes the need to increase non-traditional apprenticeship opportunities. Through the aforementioned grant, OAIT will focus on introducing four (4) new programs in the following areas with the first healthcare apprenticeship being approved in FY2020.

As shown in figure 1 below, there were 5,959 youth job postings during 2020 of which the hospitality (blue) and healthcare (red) sectors represent 37 and 63 percent, respectively. While more than two-thirds (68%) of the hospitality job postings sought “Combined Food Preparation and Serving Workers, Including Fast Food,” more than three out of four (over 75%) of the healthcare postings are for “Personal Care Aides.”

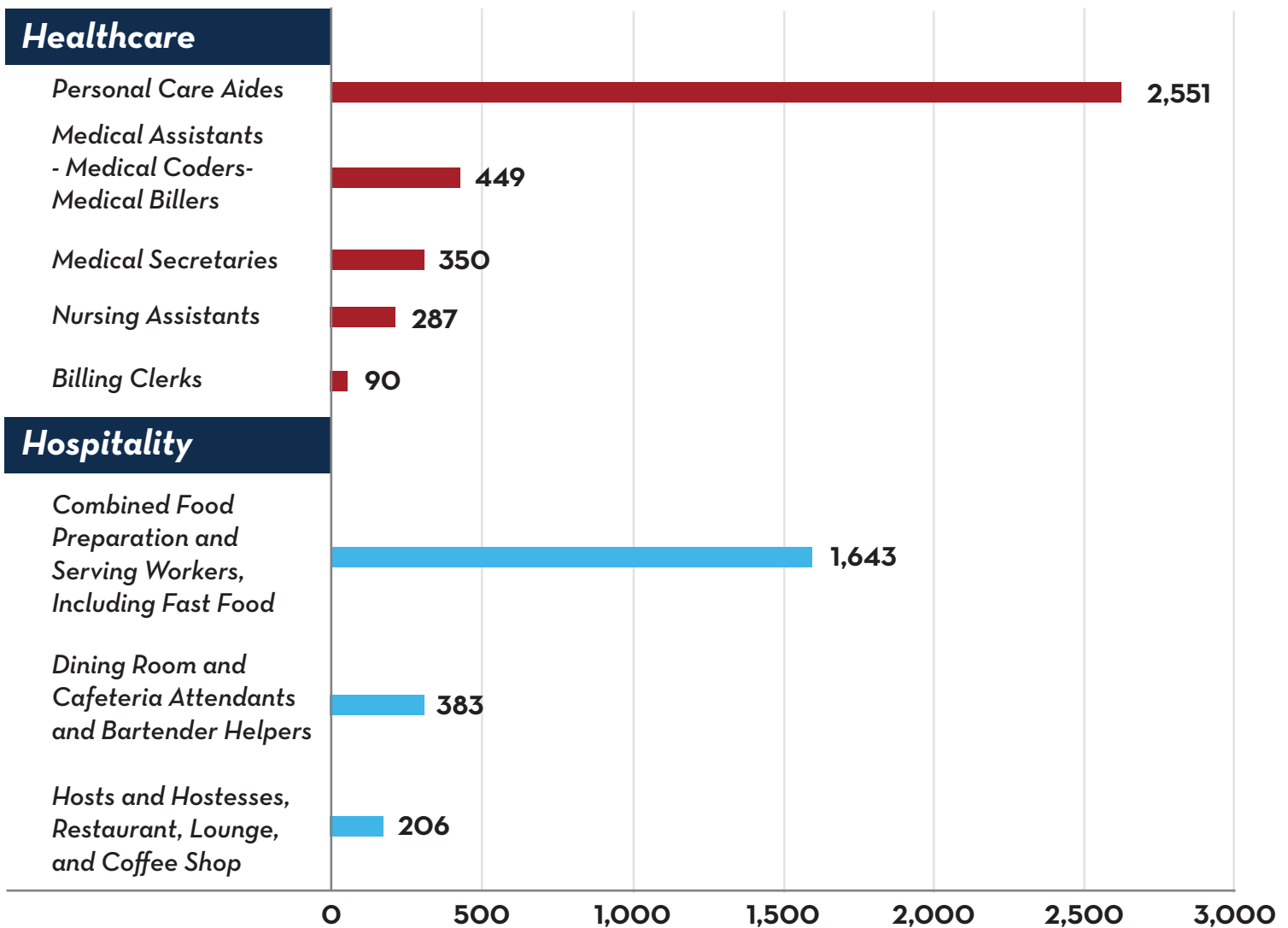
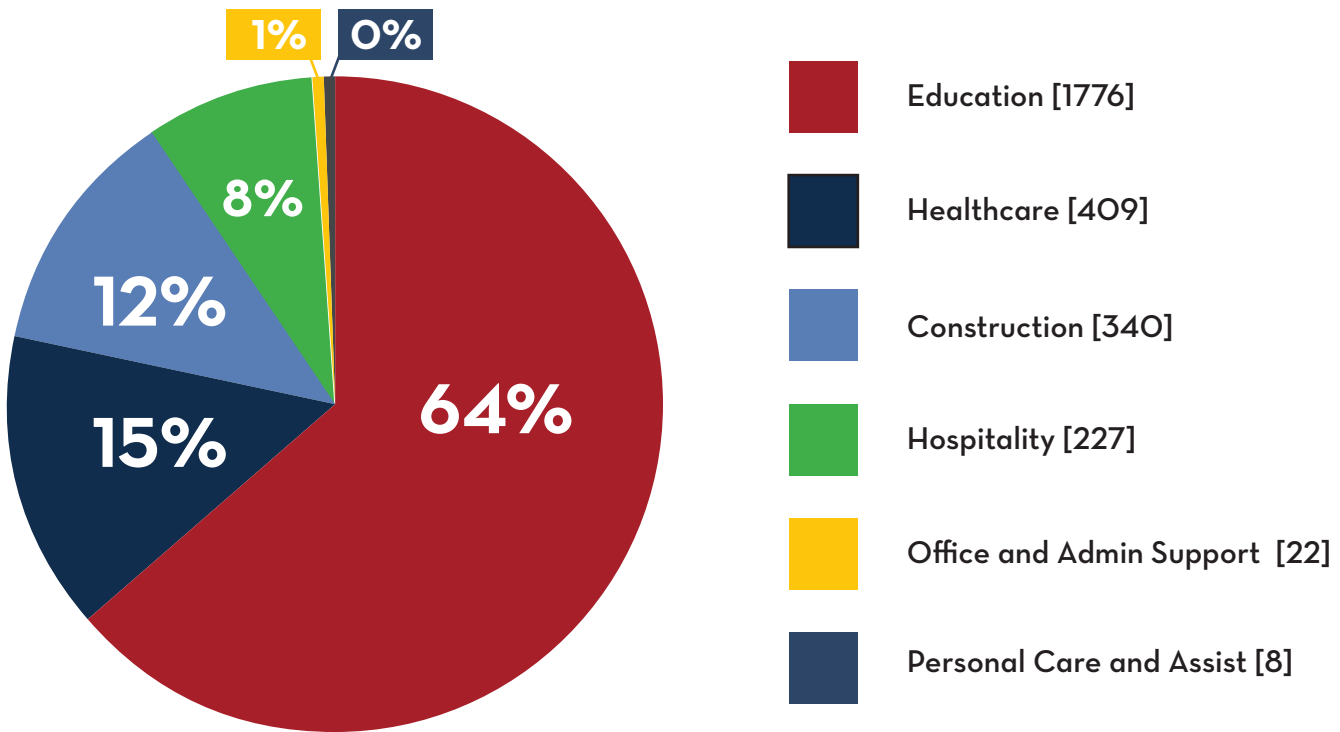


Figure 1: Annual Youth (18-24) Job Posting in Hospitality and Healthcare Sectors for FY2020



Source: DOES- LMI; EMSI

Figure 2: Average 30 Months Posting Across High Demand Occupations

According to DOES’ Office of Labor Market Research Information, the average postings from January 2018 through July 2020 show that, globally, education and healthcare sectors represented 64 and 15 percent of the total postings, respectively, as shown in figure 2. The District RAP predominantly focuses on construction, the third largest sector of job posting, which comprises 12 percent of total postings. In order to diversify the apprenticeship program, OAIT is forging new partnerships in new sectors to expand RAPs into the high-posting sectors of hospitality, education, and healthcare.

CONCLUSION

OAIT and the YAAC will continue to work to expand youth apprenticeship opportunities in the District with a focus on attracting underrepresented youth populations. Through these initiatives, we will help ensure that the District’s youth are properly prepared for in-demand career pathways.

YAAC

Youth Apprenticeship Advisory Committee

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