



MURIEL BOWSER
MAYOR

May 23, 2022

The Honorable Phil Mendelson
Chairman, Council of the District of Columbia
John A. Wilson Building
1350 Pennsylvania, NW, 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 2021 Report," prepared by the Department of Employment Services pursuant to section 12a(d)(3) of An Act To provide for voluntary apprenticeship in the District of Columbia, effective May 12, 2016 (D.C. Law 21-109; D.C. Official Code § 32-1412.01(d)(3)).

This report highlights activities and continued accomplishments made by the Youth Apprenticeship Advisory Committee and outlines the roadmap to creating viable registered youth apprenticeship program initiatives in the District. In Fiscal Year 2021 (FY21), there were 543 new agreements accepted for apprentices in the hospitality, information technology, and government industries. The number of District resident apprentices increased by 29 percent in FY21, relative to the previous year.

I am available to discuss any questions you may have regarding this report. In order to facilitate a response to your questions, please 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



OFFICE OF APPRENTICESHIP,
INFORMATION AND TRAINING



YOUTH APPRENTICESHIP
ADVISORY COMMITTEE
2021 REPORT

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**BILL DEAN**

Chairperson, Youth
Apprenticeship
Advisory Committee

As chairman of the Youth Apprenticeship Advisory Committee (YAAC), I am pleased to present the annual 2021 YAAC Report. This report highlights activities and accomplishments made by the YAAC during the previous four years and outlines our continued success, moving forward to create viable registered youth apprenticeship initiatives in the District of Columbia.

YAAC continues to hold bi-monthly meetings during the pandemic, and we remain committed to connecting District youth to the apprenticeship system that provides direct entry to apprenticeship programs.

This year's work included the successful coordination of partnerships with IDEA Public Charter School, Luke C. Moore, and Thurgood Marshall Academies. These partnerships provided pre-apprenticeship training for high school seniors. All successful completers of the training received direct entry to registered programs with some of our participating sponsors like Independent Electrical Contractors (IEC), Power Design, Inc., and Helix Electrical.

YAAC also made headway with connecting Phelps Architectural, Construction, and Engineering High School with an apprenticeship initiative to enroll five high school seniors in an "immersive, hands-on learning" program. M.C. Dean, Inc. is the first apprenticeship sponsor to lead this initiative.

For the fourth consecutive year, the Office of Youth Programs (OYP) registered apprenticeship program sponsors with the Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP). As a result, the 2021 summer youth program had 93 MBSYEP participants enrolled in pre-apprenticeship training that prepares them for direct entry to registered apprenticeship opportunities.

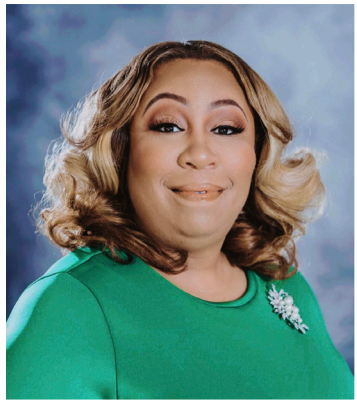
In Fiscal Year 2022, YAAC expects 12 DC public high schools and DC public charter schools to be engaged in the youth apprenticeship programs and sponsorships. The apprenticeship sponsors will include both traditional and non-traditional industry trades and occupations.

Regards,

A handwritten signature in blue ink, appearing to read "Bill Dean". The signature is fluid and cursive, written over a light blue background.

Bill Dean

Chairperson, Youth Apprenticeship Advisory Committee



**DR. UNIQUE
MORRIS-HUGHES**

Director
DC Department of
Employment Services

Greetings,

Each year, the District of Columbia Department of Employment Services (DOES) Office of Apprenticeship, Information and Technology (OAIT) provides guidance to District residents that wish to secure sustainable, high-paying careers. The program starts with an hourly rate of pay exceeding the District's minimum wage, and participants receive incremental pay escalation throughout the apprenticeship training period.

Despite the challenges presented by the COVID-19 pandemic, the Bowser Administration and DOES took a great step forward for District residents and workers. The District increased access to more careers and employment options through the comprehensive learn-and-earn apprenticeship model while providing pay escalations. In Fiscal Year 2021, there were 543 new agreements accepted for apprentices in the hospitality, information technology, and government industries. Nine of the 53 approved programs focused on non-traditional trades and occupations.

With an investment in technology, we were able to launch the District's first Apprenticeship Connect Portal. All OAIT applications and content are available online. This has increased participant accessibility throughout the District. OAIT continues to remain focused at the highest standards of performance and success by providing quality training experiences and opportunities for professional advancement.

The District is proud to lead the way for continued employment and support goals for economic recovery. We look forward to exciting apprenticeship opportunities for District residents.

A handwritten signature in black ink, appearing to read 'U. Morris-Hughes'. The signature is stylized and fluid, with a long horizontal stroke at the end.

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

EXECUTIVE SUMMARY

The DC Youth Apprenticeship Advisory Committee (YAAC) first convened in September 2017. Pursuant to DC Code § 32-1412.01, the primary objective of the YAAC is to conduct a systematic review of relevant data and evaluate the effectiveness of youth apprenticeship programs, both domestically and abroad. The Committee will examine the availability of future grants, tax credits, and additional resources for employers and organizations. The Committee is also charged with identifying best practices and strategies to support the establishment of youth apprenticeship programs throughout high schools in the District of Columbia.

Youth apprenticeships are work-based learning programs designed for District high school students and youth. The apprenticeships offer opportunities in specific work areas and occupations. There are customized and incorporated key elements of standard apprenticeship models, including paid workplace experience and technical instruction.

Youth work with academic instructors in classroom settings to acquire and practice technical and employability skills while earning a wage throughout the apprenticeship program. In contrast to adult apprenticeship programs, youth apprenticeships have proven to be pipelines to middle-class careers for those seeking employment after high school. The youth can develop valuable career skills and a professional network for candidates. Employers, educational institutions, and workforce stakeholders benefit from these unique opportunities and customized internship programs.

In 2017, Mayor Muriel Bowser launched a citywide initiative, Apprenticeship DC. Five years later, Mayor Bowser continues to reimagine our workforce system through Apprenticeship DC by offering paid opportunities and employer-driven training. District residents have expanded use of registered apprenticeships and pre-apprenticeships across various industries. DOES will lead efforts to strengthen the District's established cross-agency infrastructure to codify, coordinate, or fund youth apprenticeships.

The District of Columbia is one of the 27 states recognized by the Department of Labor (DOL) Registered Apprenticeships as a State Apprenticeship Agency. DOES will continue to leverage internal programming such as the Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP), while bringing together key partners and District agencies such as DC Public Schools (DCPS) and the Office of the State Superintendent of Education (OSSE). Local colleges and universities, like the University of the District of Columbia, offer additional education and workforce efforts throughout the city to build apprenticeship efforts.

AUTHORIZATION STATEMENT

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

RESPONSIBILITIES OF THE YOUTH APPRENTICESHIP ADVISORY COMMITTEE

The Act states that YAAC is responsible for reviewing relevant data and evaluating the effectiveness of youth apprenticeship programs in the District of Columbia, around the United States, and internationally. It is also charged with reviewing and identifying ways to implement high school youth apprenticeship programs in the District of Columbia. 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. 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 the 11-member YAAC to identify ways of implementing high school youth apprenticeship programs and how 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 the 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 North Carolina State University. M.C. Mr. Dean has been a registered apprenticeship sponsor in Washington, DC 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 workforce investment, program evaluation, performance analysis, labor economics, welfare, poverty, child support, and fatherhood. Before joining George Washington University, Dr. Barnow worked at the Johns Hopkins Institute for Policy Studies, the Lewin Group, and the U.S. Department of Labor. He has a B.S. in economics from the Massachusetts Institute of Technology and M.S. and Ph.D. 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 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 the Federal TRIO Program for students who served as AmeriCorps volunteer. Ms. DeBarros earned an M.A. from Temple University and a B.A. from Rhode Island College. Ms. DeBarros 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 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 and civic associations and their representatives in various trade associations. He sits on the board of several organizations, and 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. Mr. Green 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.

FY21 AT A GLANCE

The Office of Apprenticeship, Information and Training (OAIT) continues to leverage previous observations and recommendations of YAAC. Throughout fiscal year (FY) 2021, apprenticeship programs expanded into traditional and non-traditional industries and sectors. OAIT has increased the number of participating apprentices in underrepresented populations, in academic institutions and new programs within non-traditional trade occupations.

Collectively, OAIT and YAAC have made the following progress:

1. In 2021, using the FY 2020 DOL grant of \$450,000, OAIT conceptualized, designed, and developed the requirements of the District Apprenticeship Connect portal to bring all apprenticeship-related information to a central location. The portal was launched in September 2021 and can be viewed at apprenticeship.does.dc.gov. The portal makes services and resources accessible to prospective sponsors and apprentices. It will serve as a platform where sponsors disseminate information about opportunities and upcoming events for aspiring apprentices. It will offer prospective apprentice resources and educational tools about apprenticeships and options to pursue goals.
2. OAIT successfully secured apprenticeship registration approval for four new apprenticeship sponsors who have a youth registered apprenticeship program or partner with schools to place youth apprentices successfully. Along with Power Design, Inc., Helix Electrical, the new sponsors included: DC Department of Human Resources (DCHR), DC Department of Healthcare Finance, DC Department of Parks and Recreation, City Works DC, Enlightened Inc, Graham Holdings Company, Limbic Systems Inc., and Setty and Associates International, LLC. Apprenticeship programs consist of traditional and non-traditional occupations such as: electrical trade, information technology, administration, human resources, and accounting. Registered Apprenticeship Sponsors and individual employers accepted under sponsor standards hire DC high school students as youth apprentices for a three (3) year period and can begin as early as the apprentice's junior year of high school.
3. OAIT is continuing its work with key stakeholders to coordinate the formal registered youth apprenticeship program with DC Public High Schools (DCPS) and DC Public Charter Schools (DCPCS). Due to the pandemic, timelines were shifted. Schools such as Luke C. Moore Academy, IDEA Charter School, and Thurgood Marshall Academy were still able to begin programming in FY 2021 with programming enhancements for FY 2022. OAIT will continue to work with other DC public and charters schools to coordinate additional programs during the next fiscal year.
4. OAIT continued its success in expanding registered apprenticeship programs in the non-traditional industry sector by securing registration approval of two healthcare apprenticeship sponsors in the following occupations: medical assistant, pharmacy technician, phlebotomy technician, medical coder, and advance certified nursing assistant. OAIT and YAAC will be working together to connect the health care apprenticeship programs with participating DCPS and DCPCS that offer healthcare Career and Technical Education (CTE) training that will connect those students to registered apprenticeship in the healthcare industry in FY 2022.

5. OAIT coordinated with DOES' Office of Youth Programs (OYP) to connect 100 out-of-school youth ages 18 to 24 years with a virtual pre-apprenticeship experience during MBSYEP 2021. Ninety of the selected MBSYEP participants enrolled in up to eight weeks of pre-apprenticeship training and received support, credentials, and access to virtual interview sessions with participating apprenticeship sponsors that led to direct entry to registered apprenticeships.
6. OAIT successfully worked with DCHR to secure apprenticeship registration approval of three government agencies as new apprenticeship sponsors under the "Pathway to District Government Career Amendment Act of 2018." The amendment allows partnerships between the DCHR and DCPS to promote pathways to government employment to DC high school graduates, who are DC residents with consideration priority for entry-level government jobs as apprentices.

SNAPSHOT: STATE OF YOUTH APPRENTICESHIP PROGRAMS

TABLE 1: DC YOUTH APPRENTICE SNAPSHOT

NEWLY REGISTERED DISTRICT RESIDENT APPRENTICES			
	FY20	FY21	Change
Youth (16-24)	35	70	100%
Adult (25+)	209	245	17%
Total	244	315	29%

The number of District resident apprentices increased by 29 percent in FY 2021, relative to the previous year, and the increase is more pronounced among District youth, who registered a 100 percent increase during the same period.

TABLE 2: COMPARISON - STATES' YOUTH APPRENTICESHIP SNAPSHOT

A study conducted by the National Governors Association Center for Best Practices (NGA Center), a member of the Partnership to Advance Youth Apprenticeship (PAYA) estimated that there are fewer than 20,000 youth apprentices nationwide, half of whom are in Wisconsin and North Carolina. Maryland is one of the four states (North Carolina, Kentucky, and Colorado) to implement the study, development, and expansion of youth apprenticeship. The following table shows the performance of the District of Columbia relative to the states that are leaders of youth apprenticeship in the nation.

	Maryland	North Carolina	Wisconsin	District of Columbia
Program Duration	1 year	2-4 years	1-2 years	1-2 years
Length of OJT Hours	450 hours	2,000 hours	450 hours	200 hours
College Credit	Varies*	Associate's degree	Program dependent	Varies*

	Maryland	North Carolina	Wisconsin	District of Columbia
Industries Served	<ul style="list-style-type: none"> A pipeline for skilled and qualified labor in traditional and nontraditional fields 	<ul style="list-style-type: none"> Diverse sectors, heavy on manufacturing and expanding to nontraditional sectors 	<ul style="list-style-type: none"> Serves both traditional and non-traditional industries 	<ul style="list-style-type: none"> Open for both traditional and emerging sectors
Program Description	<ul style="list-style-type: none"> Developed in partnership with the Departments of Education and Labor and provides combined OJT & Related Instruction (RTI)s The program starts in summer or fall of junior or senior year Complete required work-based training under employer’s supervision & one year of RTI 	<ul style="list-style-type: none"> Combination of OJL and related academic and technical classroom education Designed to meet the needs of employers Community College and high school determines On the Job Learning (OJL) & classroom instructions Upon graduation, youth apprentice becomes adult apprentice to fulfill remaining apprenticeship requirements 	<ul style="list-style-type: none"> The program integrates school and work-based learning simultaneously. It provides curriculum endorsed by business and industry as well as instruction by qualified teachers and skilled worksite mentors 	<ul style="list-style-type: none"> The program combines OJL and related academic and technical classroom education. Program offers recognizable credential for enrolled high school juniors and seniors upon completion As pipeline, youth become adult apprentices following graduation
Policies Implemented in Support of Youth Apprenticeship	<ul style="list-style-type: none"> Established a Youth Apprenticeship Advisory Committee Created Apprenticeship Maryland Initially piloted in Frederick and Washington Counties Developed framework to implement in all local public school 	<ul style="list-style-type: none"> Oversaw the transition of Apprenticeship NC to NC’s community college systems Addressed program design barriers in five stages: (1) Student exposure and recruitment, (2) Screening, (3) Selection, (4) Completion of pre-apprenticeship and (5) Earning community college degree Resolved functional barriers, especially for minorities 	<ul style="list-style-type: none"> Defined the key elements of youth apprenticeship and RAP Determined length of OJL and classroom learning Described recruitment, selection, & induction processes Established program outcomes Defined elements of a successful bridge to RAP 	<ul style="list-style-type: none"> Established Youth Apprenticeship Advisory Committee Designed Youth Apprenticeship program for District Residents Developed partnership with DC Public Chartered Schools Designed a FAQ to better guide prospective apprentices/ sponsors to attract District residents

	Maryland	North Carolina	Wisconsin	District of Columbia
Key Admittance Requirements to Youth Program	<ul style="list-style-type: none"> • A 16-year old or older, motivated and responsible student • Rising junior or senior in HS • Have SSN and transportation • Comply with school policies • Follow employer policies • Maintain passing grades • Required parent conference to terminate employment • Complete required RTI hours • Participate in performance reviews 	<ul style="list-style-type: none"> • Applicant must be 16 years of age • Be a high school junior or senior • Be in good academic standing • Have a good citizenship record • Firm commitment to the program • Recommended by at least two teachers • Have a good attendance record • Sponsor must adhere to all federal and state child labor laws • Requirements must be reasonable and real-world 	<ul style="list-style-type: none"> • Be enrolled in a public/private secondary/high school • Participate in career guidance • GPA is not a criterion for admission to program • Meet academic/attendance requirements regularly • Comply with employer policies • Participate in progress reviews with mentors, school and parent or guardian 	<ul style="list-style-type: none"> • Applicant must be 16 years of age and pursuing a high school diploma • Comply with school and employer policies • Commitment to long-term occupational/educational program • Satisfactory completion of required course and certifications • Satisfactory work and school performance

**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

Apprenticeships are a proven education and workforce strategy that combines paid, structured, on-the-job learning with related classroom learning. In contrast, 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 core elements:

1	2	3	4
Paid, on-the-job learning under the supervision of skilled employee/journeymen/mentors	Related classroom-based instruction	Ongoing assessment against established skills and competency standards	Culminate in an industry recognized credential and postsecondary credit

In FY 2021, DOES and YAAC set out to build upon the youth apprenticeships in the District. Despite the unique circumstances of the pandemic, the opportunity to engage District of Columbia high school students remains in progress. Youth apprenticeship programs were launched in DC public and public charter schools. In addition, YAAC is supporting school partners with a learn-while-you-earn model. There were 629 youth (ages 16 to 24), of which 315 (31 percent) are District residents supported by DOES during FY 2021. DOES has placed a focus on capturing recent high school completers and DC 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 job seekers. Table 3 below breaks out the demographics of the 629 youth apprentices.

TABLE 3: YOUTH APPRENTICE DEMOGRAPHIC INFORMATION IN FY 2021

Youth Apprentices by Age	District Residents	All Apprentices
18	Fewer than 10	42
19	12	102
20	13	102
21	Fewer than 10	83
22	13	89
23	16	114
24	Fewer than 10	97

Youth Apprentices by Ethnicity	District Residents	All Apprentices
Caucasian	Fewer than 10	329
African American	43	131
Asian/Pacific Islander	Fewer than 10	Fewer than 10
American Indian/Alaskan	Fewer than 10	Fewer than 10
Hispanic/Latin	23	146
Other	Fewer than 10	15

MALE YOUTH APPRENTICES

64

District Residents

FEMALE YOUTH APPRENTICES

<10

District Residents

20

System Wide

APPRENTICESHIP DC | DISTRICT OF COLUMBIA

Realizing the potential for internships in the District, the Bowser Administration launched the Apprenticeship DC initiative to promote both pre-apprenticeship and registered apprenticeship (RA) models as a workforce development tool for the District. Apprenticeship DC serves as the identified statewide apprenticeship partner to business, industry, and District jobseekers. Apprenticeship DC works to attract new non-traditional apprenticeship sponsors, and works with District government agencies to start new registered apprenticeship programs and scale pre-apprenticeship offerings. This year, three additional

government agencies - DC Health Care Finance, DC Department of Parks and Recreation, and DC Department of Human Resources - became new apprenticeship sponsors, and Apprenticeship DC secured approval of the first healthcare apprenticeship program. DOES plans to engage more apprenticeship sponsors in the healthcare and hospitality industries for apprenticeship registration to offer additional apprenticeship opportunities for District youth.

OAIT continues to build on the momentum created from three years of Apprenticeship DC. We are excited to roll out the reimbursement program for On-the-Job-Training (OJT) for those registered sponsors who hire new apprentices within six months of the apprentice being employed. This initiative continues to grow the economy and places District residents in viable apprenticeship careers with the ability to secure high-demand industry credentials.

DISTRICT OF COLUMBIA | CAREER PATHWAYS INITIATIVE

On February 22, 2019, the Pathways to District Government Careers Amendment Act of 2018 became effective in the District of Columbia. The Act established new apprenticeship programs within the District government, prioritized the hiring of District public high school graduates (an Automotive Service Excellence (ASE) targeted population) for entry-level positions within the District government, and created new partnerships between DC Department of Human Resources (DCHR), schools and organizations preparing students for high school diplomas or their equivalent. Operating in conjunction with DCHR, OAIT continues to support the ongoing implementation of this initiative as OAIT works toward creating and launching five government agency-based apprenticeship programs in the District. Some of these programs will be in ASE targeted non-traditional apprenticeship occupational pathways such as healthcare and hospitality. The success of this DCHR and OAIT collaboration will create a residual impact on the District's apprenticeship expansion efforts.

During the September 2020 DC Apprenticeship Council meeting, the first apprenticeship program under the Career Pathways Act was approved. The Human Resources Assistant Apprenticeship Program is administered by DCHR and has since employed two District apprentices, both of whom are ASE participants. It also opened the door for more apprenticeship programs to be established. During the November 2020 and January 2021 DC Apprenticeship Council meetings, the following Career Pathways Act Apprenticeship Programs were approved:

- Medical Billing and Coding Apprenticeship Program - administered by DCHR and hosted by the DC Department of Health Care Finance (DHCF)
- Computer Support Technician Apprenticeship Pathways - administered by DCHR and hosted by DHCF
- Information Apprenticeship Program for Graduating Seniors from Friendship Collegiate Public Charter School - administered by DCHR and hosted by the DC Department of Parks and Recreation (DPR)

The initiative continues to develop non-traditional programming to target youth with the upcoming programs due to be presented to the Apprenticeship Council in the Winter of 2021 and early 2022. Some of these areas include, but are not limited to:

- Police Cadet Apprenticeship Program
- Emergency Medical Technician Apprenticeship Program
- Telecommunication/Call Center Technician Apprenticeship Program

OAIT PARTNERSHIPS: LEVERAGING EXISTING RESOURCES

Pre-apprenticeship programs lay the foundation for future apprentices by preparing qualified candidates with academic knowledge and skills training tailored to specific jobs and industries, while contributing to the development of a diverse and skilled workforce. Within the District, pre-apprenticeship partners establish a connection to an existing apprenticeship program and deliver both hands-on and instructional-based learning through a variety of unique program designs and approaches. Through these programs, District pre-apprentices are provided with the opportunity to earn an industry-recognized credential while having access to support services and career counseling.

Pre-apprenticeship is a valuable component to the District’s apprenticeship system. Our pre-apprenticeship programs have increased career access to underrepresented populations and those with barriers to employment. Pre-apprenticeships give the skills, education and connections participants need to be successful. The District’s Pre-apprenticeship programs provide pre-screened, ready-to-work employees who have been trained in the specific skills that apprenticeship sponsors require.

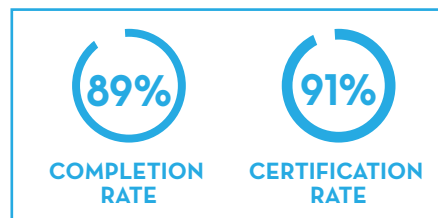
DOES is proud of our pre-apprenticeship partners and their commitment to engage District residents, including youth, in our apprenticeship system. Highlights of the pre-apprenticeship programs include:

Community Services Agency of the Metropolitan Washington Council AFL-CIO, Building Futures Program

The Community Services Agency of the Metropolitan Washington Council AFL-CIO (CSA) has operated the Building Futures Construction Pre-Apprenticeship Program since 2007. The program provides occupational training with industry-recognized certifications, blueprint reading, construction math, and job readiness training. Support services include case management, job counseling, and follow-up support. Graduates are placed into registered apprenticeships and construction jobs. CSA has 18 formal partnerships with registered apprenticeship programs in the Washington DC area, which are “Earn-While-You-Learn” programs leading to nationally recognized credentials and licenses.



CSA PERFORMANCE DATA



NOTABLE HIGHLIGHTS

- 31 Youth earned certifications in OSHA-10 first aid/CPR, and/or their flagger’s credential.
- CSA’s the first cohort of FY21 was half women, a rate 10x higher than women’s representation in apprenticeship programs across the District.

Mayor Marion S. Barry Summer Youth Employment Program - Pre-Apprenticeship Program



The MBSYEP is a locally funded initiative administered by the DOES that provides District youth ages 14 to 24 with enriching and constructive summer work experiences through subsidized placements in the private and public sectors. Through MBSYEP, we strive 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 careers; and
- Interact with dynamic working professionals in a positive work environment.

From June 2021 to August 2021, a pre-apprenticeship program was offered to MBSYEP participants for the second time. Through the work of our vendor, the Washington Literacy Center, the MBSYEP Pre-Apprenticeship Program engaged 73 youth participants in construction, infrastructure, and workforce education to increase the measurable skills gains for participants.

Construction and Infrastructure pre-apprenticeship participants received classroom-related instruction (a minimum of 12 hours) that included technical and theoretical subjects to acquire an industry-recognized, transferrable credential. The pre-apprenticeship program simulated a regular apprenticeship program that prepared pre-apprentices to enter a full-time, registered apprenticeship program at the completion of their training. The program focused primarily on developing skills and entry points into skilled trades. Pre-apprentices received technical training that provided them the knowledge for entry-level careers in the construction, carpentry, manufacturing, plumbing, and heavy machine operating fields.


WASHINGTON LITERACY CENTER FY21 OUTCOMES

COMPLETION
60% of youth participants completed this year’s summer program

CERTIFICATION
MBSYEP participants earned **23 combined certifications** in this year’s program

EMPLOYMENT CONNECTION
Youth participants had the opportunity to connect with hiring employers during two different virtual hiring events over the summer.



YOUTH APPRENTICESHIP

Interagency collaboration between DOES and DCPS continues to grow. This year, DOES and DCPS continued to facilitate the DCPS Career Bridge program. This year's program afforded 10 DCPS seniors the opportunity to participate in professional skill-building and internship opportunities. The program achieved an 80 percent completion rate, with seven of eight participants completing their internship opportunity.

As DOES continues to expand upon the success of youth pilot initiatives within local high schools, this fiscal year saw DOES engage with both DCPS and the DCPCS sector to develop youth apprenticeship programs to roll out to District seniors, beginning in FY2022. The DC Youth Apprenticeship Initiative (DC YAI) will provide soft skill training in an applied-learning environment for DC school students transferring On-the-Job Training for High school program participants.

With an in-school youth apprenticeship, students can possibly earn nationally-recognized industry certifications through meaningful work experience in specific areas such as construction, IT, healthcare, and business operations - all while graduating on time. The mission of DC YAI is to increase DC youth perspectives relating to apprenticeship employment and opportunities in Washington, DC. By the conclusion of the entire program, students will have earned or experienced paid, OJT related classroom-based instruction and nationally recognized certifications.

Students who complete the DC YAI will receive direct entry or advanced standing into DC-area apprenticeship programs. DOES is engaged with IDEA Public Charter School, Luke C. Moore, Ballou STAY, and Roosevelt STAY to launch or expand youth apprenticeship programming in FY 2022.

OUTREACH IN A VIRTUAL ENVIRONMENT

Consider Apprenticeship High School Youth Outreach Initiative

Recognizing the need to consider diversity, equity, and inclusion when attempting to engage different District populations, DOES created advertisement campaigns for targeted populations through print, social media, and advertisement across the District. DOES first focus within this program year prioritized minority youth. We created tailored outreach tools for this population. DOES' new outreach approach culminated in the launch of the Consider Apprenticeship High School Youth Outreach initiative in January 2021 that provided youth-specific information sessions in local high schools and community-based organizations. Engaging youth in a more interactive, 21st century way led to a significant increase participation in our weekly information series:



CONSIDER APPRENTICESHIP

An informative session on how apprenticeship can open doors for youth across the District

21

Consider Apprenticeship Specific Info Sessions held. Participating schools/youth serving orgs included: Roosevelt STAY, Thurgood Marshall PCS, DC Prep, Sasha Bruce Youthwork, DTRS and Academy of Hope

109

Youth participants within Consider Apprenticeship specific info Sessions

APPRENTICESHIP COMPONENTS

Summary of key activities you would be involved in within an apprenticeship opportunity

- Real World Job** Apprenticeship is employment and you will be expected to carry out duties and responsibilities associated with your job role.
- Increased Wage** Apprentices receive increases in wages with demonstrated gains in skills and knowledge.
- On the Job Training** Apprentices receive training from an experienced mentor.
- Technical Instruction** Online, at the job site, classroom based or a combination.

Quarterly Sponsor Meetings

DOES launched a Quarterly Sponsor Meeting series in January 2021 to promote various apprenticeship initiatives, including our focus on youth engagement in apprenticeship programs. These quarterly engagements provide apprenticeship sponsors with real-time and relevant information to inform their current and future operations. These meetings also allow OAIT to disseminate information pertinent to apprenticeship sponsors, including apprenticeship data, best practices around the nation, and support for new apprenticeship programs.

QUARTERLY SPONSOR MEETING HIGHLIGHTS



HERE TO HELP

Meeting 1 focused on detailing the available services of the Office of Apprenticeship in support of District Registered Sponsors.

OPPORTUNITIES FOR ALL

Meeting 2 focused on ensuring the DC Apprenticeship System is infused with Diversity, Equity, and Inclusion initiatives capable of engaging individuals from all walks of life.

SPONSOR RESOURCES

Meeting 3 focused on identifying the resources needed by sponsors to engage District residents, including youth in apprenticeship opportunities.

21ST CENTURY DATA

Meeting 4 focused on highlighting the improvements within the District's DCAMS system and previewing the newly created Apprenticeship Portal.

Virtual Job Fair Series

OAIT has continued to connect apprenticeship candidates who have recently completed a pre-apprenticeship program with sponsors by leveraging virtual technology throughout this program year. The District hosts virtual information sessions and interactive group interviews that allow apprentices and sponsors to communicate safely by utilizing online meeting platforms. Each event includes a large group session where sponsors provide an overview of their company and the apprenticeship opportunities available. That is followed by breakout sessions where a company representative conducts group or one-on-one interviews with participants. Through the course of the program year, the series has been successful, with a total of 29 different apprenticeship sponsors attending the 12 events held since July 2020. Across those events, 329 District residents received the opportunity to meet hiring apprenticeship sponsors.

VIRTUAL JOB FAIR - BY THE NUMBERS

12

Virtual Job Fair events
held during FY21

29

Apprenticeship
Sponsors participating
in Virtual Job Fair
events through FY21

329

District Residents
participating in Virtual Job
Fair events through FY21

Career Edge

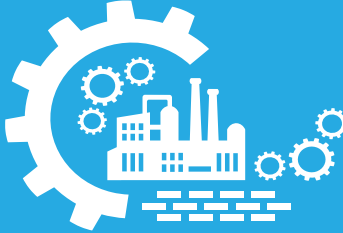
Career Edge is an online professional development tool available to both past and present MBSYEP participants and youth apprentices in need of holistic education and training. By leveraging this tool, youth interested in an apprenticeship are able to gain access to modules that are easily accessible 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 can 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 or interview with participating sponsors based on skill level and qualifications.

In 2021, DOES took the opportunity to add customized features to the Career Edge Portal to ensure training topics were both District and apprenticeship relevant. These customizations allow Career Edge to meet many youths at their level in their apprenticeship journey.

CAREER EDGE CUSTOMIZATION



Newly created video features to welcome and navigate District youth through the Career Edge Platform.



Industry specific training tracks to introduce youth to various high growth sectors with the District.



Addition of reflection exercises designed to allow youth to think deeper about certain occupation paths and encourage further learning.

New Apprentices Information Session - OAIT hosts information sessions twice a week to attract new individuals and enter them into a pre-apprenticeship or apprenticeship based on qualifications, experience, and education. These highly attended events allow 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 a pipeline of employable District residents.

Virtual National Signing Day - National Signing Day was held virtually on April 30, 2021. DOES observed young adults who have made commitments to become apprentices, featuring three registered apprenticeship sponsors and 10 apprentices in the field of construction. This event acknowledged and honored District residents who secured apprenticeships and earned certifications throughout the program year, while highlighting the importance of registered apprenticeship programs.

SIGNING DAY FY21

FROM PABLO CASH Signing Day Youth Apprentice

“I was eager to get into an apprenticeship, as I understood the benefits and opportunities of apprenticeship through my family. Upon graduation, I contacted the Apprenticeship Office as soon as I could to find a program while I worked entry-level jobs to get me through. The apprenticeship office was tremendously helpful in connecting me to interviews and putting me in positions to receive opportunities to learn more about the programs I desired. I look forward to continuing a long-lasting career through the completion of my apprenticeship program.”



NATIONAL APPRENTICESHIP WEEK

DOES, along with key public and private sector partners, celebrated DOL's annual National Apprenticeship Week from November 8-14, 2020. Events were held virtually and included:

1. Apprenticeship Works for Youth event was held virtually on November 9 with three union apprenticeship sponsors participating. The three participating apprenticeship sponsors included the Plumbers and Pipefitters Union Local No. 5, Sheet Metal Workers Union Local No. 100, and Iron Workers Union Local No. 5. Each union provided hands-on demonstration of their trade areas that also included active apprentices. Officials also gave program presentations and information on how to apply for available apprenticeship opportunities.
2. Apprenticeship Roundtable with a consortium was held on November 13 and consisted of five apprenticeship sponsors, who shared information on the benefit and value of sponsoring registered apprenticeship programs, based on their past and present experiences. The participating apprenticeship sponsors included information technology, government (DC Water) and construction industries. This event was also held virtually and was very effective to the viewing audience.
3. The last event, Meet with Bank DC, was also held November 13 for youth on the importance of smart banking, investment, and establishing good credit.

LOOKING FORWARD: FOCUS ON DIVERSITY, EQUITY, AND INCLUSION

Understanding the importance of cultivating the future of the District's workforce, OAIT will strategically work to expand apprenticeship into non-traditional industries. Connecting to local organizations in areas of Information Technology, Infrastructure, Healthcare, Trade and Logistics, and Hospitality to create opportunities allows for the expansion of apprenticeship into emerging industries and high-demand careers. By diversifying offerings, OAIT can attract more talented youth to the benefits of becoming an apprentice while supporting the needs of the District's workforce.

Being forward-thinking about the barriers that prohibit District youth from participating in apprenticeship opportunities, OAIT will actively partner with community organizations, sponsors, and other government agencies to offer supportive services. From working with sponsors to expose them to language access services and grant opportunities, to partnering with banks to conduct workshops on financial literacy for apprentices, OAIT is invested in creating a culture of inclusiveness to retain both apprentices and sponsors.

OAIT has a specific goal of promoting apprenticeship as a viable and sustainable career path to minority youth. In FY 2022, OAIT will build on the success of the prior year through the DC YAI. DC YAI will expose District youth to apprenticeships and expand youth apprenticeship opportunities to DC high schoolers. Also, with the creation of DC YAI, DOES has created partnerships with both DCPS and DCPCS to further the goal of diversifying youth apprenticeship as well as the future of DC's workforce.

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

CONCLUSION

The Office of Apprenticeship, Information and Training and the Youth Apprenticeship Advisory Committee have provided District residents with a robust career path program, combined with on-the-job training and classroom instruction, focusing on teaching both practical and theoretical aspects of highly skilled occupations. We take pride in enriching our District youth and affording exploration of various workforce industries. The Office of Apprenticeship, Information and Training understands that expanding apprenticeships is a potential game-changer for improving the lives of District residents and increasing efficiencies of the overall workforce.

The District of Columbia remains eager to be the national leader in developing youth apprenticeship options and apprenticeship access as a vital component to the apprenticeship system and overall economic recovery effort. The groundwork and programs launched over the years will continue to lead the way to serve more young people interested in apprenticeship opportunities.

APPRENTICESHIP

The logo features three white stars above two horizontal white stripes, followed by the letters 'D.C.' in a large, white, distressed font.

DEPARTMENT OF EMPLOYMENT SERVICES

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DISTRICT OF COLUMBIA
DEPARTMENT OF
EMPLOYMENT SERVICES



GOVERNMENT OF THE
DISTRICT OF COLUMBIA
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