

GOVERNMENT OF THE DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR



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YOUTH APPRENTICESHIP ADVISORY COMMITTEE



2018 | REPORT



GOVERNMENT OF THE
DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR



DEAR MEMBERS OF THE COUNCIL,

As Chairperson of the Youth Apprenticeship Advisory Committee (YAAC), it is my pleasure to present the 2018 Youth Apprenticeship Advisory Committee Annual Report. This report highlights activities and accomplishments made by the YAAC during the previous year and outlines our roadmap moving forward.

During YAAC's first year we held bi-monthly regularly scheduled meetings. Committee members were fully engaged in sharing information and ideas for connecting the District of Columbia Public Schools (DCPS) system and District of Columbia public charter schools to youth apprenticeship initiatives. This included site visits to several CTE DCPS schools and DC public charter schools in an effort to maintain active and generate potential partnerships with individual schools with the goal of establishing youth apprenticeship programs. Visits were made to McKinley Technical High School, IDEA Charter School, Phelps Architecture, Engineering and Construction High School, and Paul Laurence Dunbar High School. Two youth apprenticeship programs were established as a result of these site visits, and I am excited to highlight those program's accomplishments in this report. I am particularly excited to see the development of the apprenticeship pilot program within the Office of Youth Programs that resulted in 15 Summer Youth Employment Program participants being connected to pre-apprenticeship training and direct entry apprenticeship opportunities.

With the underlying goal of advancing youth apprenticeship in the District, YAAC Committee members attended conferences on youth apprenticeship in Denver, Colorado and Louisville, Kentucky. These events were unique opportunities to learn about national best practices that can be applied here in the District, particularly in partnership with the schools visited. The District plans to take the lead and serve as a model for youth apprenticeship programs across the country. The past year has allowed the Committee to hone in on ways we believe the District can expand and enhance youth apprenticeship opportunities, and has also helped us focus on what the necessary next steps will be for YAAC in FY19. I am pleased with the direction the Committee is moving in 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'. The signature is fluid and cursive, with a large loop at the end.

Bill Dean

Chairperson, Youth Apprenticeship Advisory Committee



GREETINGS,

I am pleased to report on the continued activities of the District's youth apprenticeship efforts. The Department of Employment Services (DOES) continues to lead a variety of initiatives in support of Mayor Bowser's vision for preparing District residents for sustainable high-paying careers, highlighted by the expansion of apprenticeship programs and comprehensive workforce strategies. During this period, DOES has leveraged the insights and advice of the District's Youth Apprenticeship Advisory Committee (YAAC) to ensure that youth apprenticeship strategies take into account industry experience, best practices from successful youth apprenticeship systems, and intentionally connecting the myriad of opportunities that pre and registered apprenticeship programs present for the District and our residents.

The District continues to make great progress during the Bowser Administration to increase access to the apprenticeship model. The number of District apprentices has reached a historical number of 2,075, and the total number of youth apprentices through District apprenticeship sponsors has increased to 1,477. Additionally, the number of registered apprenticeship sponsors ballooned to over 439, highlighted by new sponsors, who have expanded apprenticeship opportunities into high-growth and non-traditional industries including: Information Technology (IT), Infrastructure, Automotive, Building Inspector, Water Treatment Operator and Multimedia Producer. The new apprenticeship sponsors also include three District government agencies—the Department of Consumer and Regulatory Affairs (DCRA, DC Water, and the Department of Public Works (DPW). DOES' Office of Apprenticeship is working with other District government agencies to become registered apprenticeship sponsors, which will further expand apprenticeship and employment opportunities for District residents. In addition, DOES engaged with its national partners, such as the US Department of Labor, the Council of Chief State School Officers (CCSSO), in which staff attended their national conference held in Cincinnati, Ohio.

Other accomplishments from the past year include DOES coordinating the first youth apprenticeship initiative in partnerships with Dunbar High School, the new District government agency apprenticeship sponsor (DCRA), along with the Independent Electrical Contractors (IEC). DOES also connected fifteen (15) 2018 Summer Youth Employment Program (SYEP) participants (18-24 years old) with three apprenticeship sponsors, resulting in direct entry to registered apprenticeships. The participating apprenticeship sponsors included the Plumbers Union Local No.5, Sheet Metal Workers Union Local No. 100 and Steamfitters Union Local No. 602. In addition, DOES is currently working with DCPS Career Bridge to implement a "Youth 2 Apprenticeship" program in partnership with the Building Trades apprenticeship sponsors and set to begin in the spring of 2019. The partnering high schools will be Ballou Stay High School and Washington Metropolitan High Charter High School, and the goal of the program is to connect District youth to available apprenticeship opportunities.

Elevating youth apprenticeship, particularly for District residents that face the most barriers to economic opportunities, requires the support of a variety of key stakeholders. Through a collaborative approach, partners will be equipped to provide access to a proven and vital vehicle in apprenticeship, which ensures that the District remains a hub for diverse opportunities with equitable pathways to the middle-class. The continued support of Mayor Bowser and her focus on elevating the apprenticeship model has been essential to the work of DOES and the YAAC in ensuring the District's youth apprenticeship programs are positioned to provide access to these immense opportunities. The projected accomplishments for FY18 will further solidify the District's position as a national leader in developing and implementing apprenticeship programs as a part of our world-class workforce system.

I look forward to the work ahead.

A handwritten signature in black ink, appearing to read 'U. Morris-Hughes', with a stylized flourish at the end.

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

Contents

EXECUTIVE SUMMARY	1
AUTHORIZATION STATEMENT	2
OVERVIEW OF THE RESPONSIBILITIES OF THE YOUTH APPRENTICESHIP ADVISORY COMMITTEE	2
ORGANIZATION AND APPOINTMENT OF COMMITTEE MEMBERS	2
COMMITTEE MEMBERS	2
YAAC OBSERVATIONS	5
DESCRIPTION OF CURRENT STATE OF YOUTH APPRENTICESHIP PROGRAMS	6
APPRENTICESHIP DC DISTRICT OF COLUMBIA	6
EXISTING YOUTH CAREER AND TECHNICAL EDUCATION (CTE) MODELS IN THE DISTRICT OF COLUMBIA	7
CAREER AND TECHNICAL EDUCATION (CTE) PROGRAMS IN THE DISTRICT	9
NATIONAL YOUTH APPRENTICESHIP MODELS	9
OAIT AND SYEP PARTNERSHIP LEVERAGING EXISTING RESOURCES	11
Office of Youth Programs	12
SYEP Apprenticeship Collaborative	12
Outreach and Assessment	13
SYEP Host Sites	13
Outcomes	13
LOOKING FORWARD: OPERATIONALIZING PARTNERSHIPS FOR CITYWIDE STRATEGY	14

EXECUTIVE SUMMARY

Pursuant to DC Code § 32-1412.01, the primary objective of the District's Youth Apprenticeship Advisory Council (YAAC) is to conduct a systematic review of relevant data and evaluate the effectiveness of youth apprenticeship programs, both domestically and abroad. Based upon this review process, the YAAC will continuously identify 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 District 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 allows 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 structuring 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. While the District has a strong system of adult-focused registered apprenticeship programs, it launched a youth apprenticeship pilot at Dunbar High school in conjunction with DCRA during the 2018 SYEP, and offers several career-focused work-based learning programs in its high schools. 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 roles as the State Apprenticeship Agency recognized by the US Department of Labor and administrator of the Marion Berry Summer Youth Employment Program (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 second year of work and outlines our plans moving forward to continue scaling apprenticeship in the District.

AUTHORIZATION STATEMENT

DC Official Code § 32-1412.01 requires the Youth Apprenticeship Advisory Committee (“Committee”) to submit a report to the Council of the District of Columbia of its findings and recommendations on or before December 1st of each year. This is the second report submitted by the Committee; as such the Committee is in compliance with the Act.

OVERVIEW OF THE RESPONSIBILITIES OF THE YOUTH APPRENTICESHIP ADVISORY COMMITTEE

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

ORGANIZATION AND APPOINTMENT OF COMMITTEE MEMBERS

The Act established an eleven (11)-member Youth Apprenticeship Advisory Committee to identify ways to implement high school youth apprenticeship programs and the means through which employers and organizations can support them. Committee members are appointed by the Mayor to serve a three-year term and are selected because of their specific expertise or professional experience, as required under the Act. Selections are based on the following qualifications: two individuals from the DC Apprenticeship Council, a representative from a business with an apprenticeship program, a representative from the University of the District of Columbia - Community College, a representative from Office of the State Superintendent of Education, an individual who holds a doctorate with a specialty in labor economics, a representative from a non-profit organization, a representative from a local business, a representative from a local business trade association, and a representative from the Workforce Investment Council. Currently, the YAAC has filled all of the aforementioned positions.

COMMITTEE MEMBERS



William Dean, Chairman CEO, M.C. Dean

Mr. Dean is the Chief Executive Officer of M.C. Dean, M.C. Dean is the nation’s expert provider of electronic systems integration and 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 also 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, 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 students and 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

Union organizer

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



Frederick Howell

Chairperson, DC Apprenticeship Council

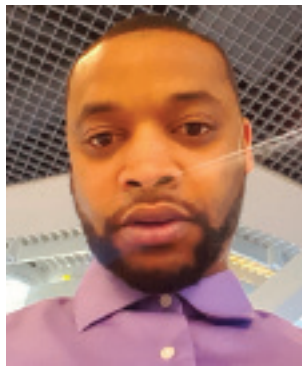
Mr. Howell was appointed to the Committee on May 29, 2017. He attended DC Teachers College as it transitioned into the University of the District of Columbia, receiving a B.S. degree. He then attended George Washington University, receiving a dual M.A. degree. Mr. Howell taught printing full-time in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



Dr. Madye Henson

Chief Executive Officer, Covenant House Washington (CHW)

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

ABC of Metro Washington is the pre-eminent advocate for fair and open competition and the merit shop philosophy, and 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.



Benton Murphy

Senior Community Investment Officer, Greater Washington Community Foundation

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

YAAC OBSERVATIONS

This year we were proud to launch our inaugural SYEP and Pre-Apprenticeship collaborative. The focus of these initiatives was to connect young people to pre-apprenticeship and apprenticeship opportunities during their six-week summer youth placement, and connect them to direct-entry apprenticeship and employment opportunities afterwards. The YAAC has made the following observations:

1. During FY19, DOES will continue to partner with existing Career and Technical Education (CTE) programs to build out a pilot youth apprenticeship initiative in conjunction with the Trades' Union and other apprenticeship sponsors.
2. The composition of many strong youth apprenticeship models often includes strong collaboration and inclusion of: students, parents, education administrators, and businesses/industry. The District's focus is to continue incorporating these four essential groups into its future review and planning efforts related to future programming.
3. IT is one of the District's six high-demand industries. Due to the projected local growth in the IT industry, there is an opportunity to develop new ways of supporting our current IT sponsors and bring more sponsors on board to further the effort of accessing apprenticeships.
4. The District has been a trailblazer in connecting public sector apprenticeship programs to District residents. The DC Department of Public Works (DPW) was the first District government agency to have a registered apprenticeship program. Currently, the Department of Consumer and Regulatory Affairs (DCRA) has also come on board as a registered apprenticeship sponsor in the occupation of Building Inspector. DCRA also participated in our SYEP-Apprenticeship program during FY18, in conjunction with Dunbar High School. In addition, DC Water recently became a registered apprenticeship sponsor in five occupation areas that include Waste Water Treatment Operator.
5. Youth apprenticeship programming has been implemented successfully in other American jurisdictions and abroad, and the District is poised to expand on these best practices. The District is currently deepening its relationship with the Department of Labor's Youth Office and is looking to them to provide technical assistance as the District continues to build a world class Infrastructure for Youth Apprenticeship.
6. Leveraging data related to District youth is a key component in developing and implementing successful youth apprenticeship models. In FY18, DOES committed to entering all Youth Apprenticeship and SYEP participants into our database of record in order to track them throughout the life of the program and beyond.

DESCRIPTION OF CURRENT STATE OF YOUTH APPRENTICESHIP PROGRAMS

DOES and the YAAC have a unique opportunity to engage the District of Columbia Public School System (DCPS) as well as District of Columbia public charter schools into the youth apprenticeship system, which will improve the long-term employment outlook for our youth in a rapidly changing 21st century work environment. Currently 1,492 youth (ages 18-24) are engaged in an apprenticeship registered in Washington, DC. The chart below breaks out the demographics of these roughly 1492 youth apprentices.

Registered apprentice by Age FY 18	
Youth (16-24)	1492
Adult (25+)	7633
Youth Apprentice By Age	
16-17	1
18	19
19	102
20	186
21	190
22	280
23	327
24	387
Youth Apprentices by Ethnicity	
White/Caucasian	960
Black/African-American	334
Asian & Pacific Islander	10
American Indian or Alaskan	7
Hispanic/Latin	2
Others/Not Elsewhere Classified	179
Youth Apprentices by Gender	
Men	1464
Women	28

APPRENTICESHIP DC | DISTRICT OF COLUMBIA

In 2017, Mayor Muriel Bowser launched a citywide initiative, Apprenticeship DC, to expand apprenticeships in Washington, DC. Apprenticeship DC seeks to expand the use of registered apprenticeship and pre-apprenticeship programs across industries and provide greater access for local residents. DC's Youth Apprenticeship Advisory Council first convened in 2017 and partners with DOES to lead local efforts to support the creation and growth of youth apprenticeship opportunities in the District.

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

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. DOES serves as the DOL identified statewide apprenticeship partner to business, industry, and District jobseekers. DOES uses the Apprenticeship DC program works to bring on board new non-traditional apprenticeship sponsor, work with District government agencies to start new registered apprenticeship programs and release funds in support of scaling pre-apprenticeship and apprenticeship offerings.

Apprenticeship DC is the District's vehicle through which businesses, employers and organizations 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, including the establishment and operation of youth apprenticeship programs.

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

In addition to general registered apprenticeship and pre-apprenticeship programming through Apprenticeship DC, the District is currently expanding youth apprenticeships to include in school and out of school offerings.

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

Apprenticeships are valuable work-based learning opportunities that provide youth with both academic and workplace skills that often lead to careers, post-secondary credit, and credentials. Businesses, workforce professionals, educators, and workforce stakeholders continue to support pre-apprenticeship and apprenticeship programs as an effective way for youth to begin their career pathway towards family-sustaining wages and opportunities for continued advancement.¹ We are also looking at ways to run a female only pre-apprenticeship cohort in FY 2019, as a mechanism to increase the number of women apprentices.

A registered apprenticeship is a workforce training model that combines paid on-the-job learning and formal classroom instruction to help a worker master the knowledge and skills needed for career success. Registered apprenticeship programs are approved by either the U.S. Department of Labor's Office of Apprenticeship or by a State Apprenticeship Agency. Apprenticeships can last from one to five years, depending on the specific occupations, and are sponsored by individual employers, labor management organizations, and employer associations. Additionally, registered apprenticeships provide the opportunity for workers seeking high-skilled, high-paying jobs and for employers seeking to build a qualified workforce—effectively meeting the needs of both the employer (sponsor) and worker (apprentice).

During this reporting period, the YAAC and members of the Office of Apprenticeship, Information and Training (OAIT) partnered with the DCPS Career and Technical Education team to discuss the continued

¹ <https://apprenticeshipusa.workforcegps.org/resources/2017/20/10/56/Apprenticeship-Youth>

development of the District's youth apprenticeship program. This was done specifically by piloting a program with DCPS' Career Bridge student participants. The OAIT also established partnership with the Building Trades that includes the Washington Area Apprenticeship Directors Association (WAADA).

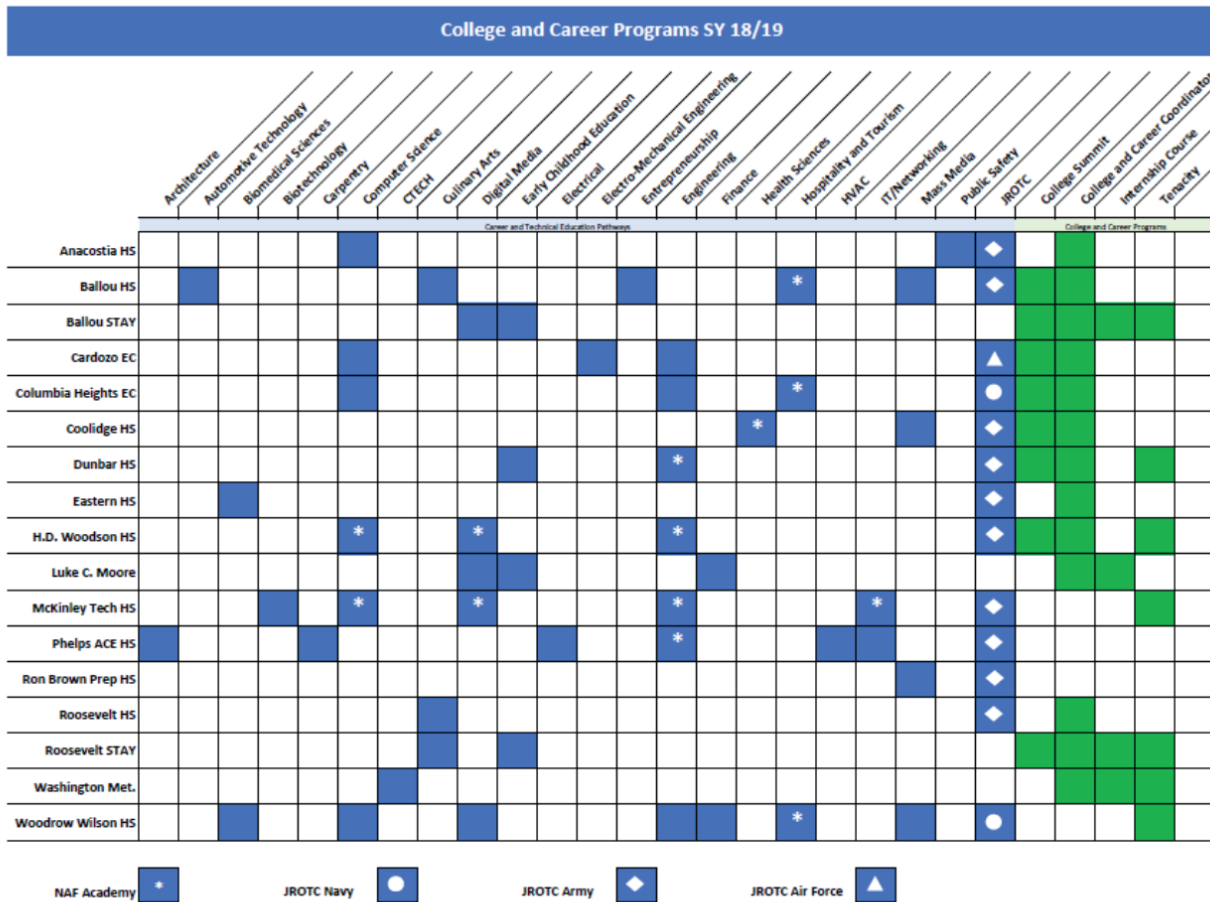
We are excited to begin the implementation of the first phase of this new inter-agency collaboration. DCPS' Career Bridge program provides the opportunity for DCPS seniors seeking apprenticeship, career education, military, employment, and two-year pathways to participate in professional skill building and internship opportunities, so students, ultimately, secure a post-secondary plan. Students in the program will have the opportunity to complete a resume, informational interview, three post-secondary applications, and an internship or pre-apprenticeship program, with the ultimate goal of securing a post-secondary program acceptance or employment offer. In addition, students participating in DOES' partnership with DCPS' Career Bridge will receive direct entry to registered apprenticeships.

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) 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, and financial literacy.

Students who complete the DCPS - DOES Building Trades Apprenticeship Readiness Program with three absences or less 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, as designated by the chart below. Students who complete the program but who have exceeded the attendance requirement (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 also given priority when apprenticeship programs have a need to hire DC residents.

CAREER AND TECHNICAL EDUCATION (CTE) PROGRAMS IN THE DISTRICT

The chart below shows CTE programs throughout the District and highlights opportunities for the expansion of youth apprenticeship.



NATIONAL YOUTH APPRENTICESHIP MODELS

Over the past several years, apprenticeships have enjoyed a wave of support across the country, with over \$400 million of U.S. Department of Labor (DOL) investment in registered apprenticeship over the past four years. Various states are also making commitments to registered apprenticeship and integrating apprenticeships into their workforce and economic development strategies. This enthusiasm has spurred the expansion of apprenticeship programs from approximately 375,000 in 2014 to close to 545,000 today.²

This growth has transformed the formerly heavy focus on apprenticeships in the construction trades to now address the varying needs of other professions including in the fields of advanced manufacturing, healthcare, and IT. Investments in apprenticeships have also pivoted in recent years to connect underrepresented populations to an apprenticeship system that has historically served adult, white, male participants. Finally, the relatively focus on youth apprenticeship offers a new educational pathway for students before they complete their formal education.

² U.S. Department of Labor, Office of Apprenticeship, preliminary data from FY 2018, Quarter 2.

Currently, three states – Montana, Georgia and Wisconsin— have the most rigorous approach to youth apprenticeship programming, with requirements for on-the-job learning ranging from 720 to 1,000 hours.³ In Montana and Georgia, this is accompanied by a requirement for post-secondary credit, while the educational requirements vary by program in Wisconsin. Wisconsin and Montana also share a strong connection to the registered apprenticeship system, with advanced standing and/or direct entry available to youth apprenticeship graduates who complete the program. Ohio provides a similar connection to registered apprenticeships by requiring a relationship with a program sponsor. Kentucky grants advanced standing in registered apprenticeships for on-the-job hours completed without setting a minimum number of program hours. Fixed Colorado provides the most flexibility for the youth apprenticeship programs they recognize by deferring to employers' preferences for program design. Colorado-based CareerWise supports programs ranging from those offering one semester of post-secondary credit to multi-year registered apprenticeships.

States across the country show that there can be flexibility regarding where apprenticeship programs for young people can be housed – by being based either in a state's education department or apprenticeship divisions, with most created as a partnership across the two. Kentucky's Kentucky TRACK program is housed within the Kentucky Department of Education in partnership with the Kentucky Labor Cabinet. In Georgia, youth apprenticeships are led by the Division of Career, Technical, and Agricultural Education (CTAE) within their Department of Education, and they align their apprenticeship offering with the sixteen (16) State CTAE clusters.⁴ As a part of the secondary system, the state is able to emphasize individualized guidance for students, and provides individualized training plans.

The District of Columbia, Wisconsin, Maryland, and Montana provide oversight to their youth apprenticeships in the same agencies as the registered apprenticeship programs, but partner closely with educational agencies. The variations in the way youth apprenticeship programs are designed across these states highlight the challenges of ensuring consistency when it comes to quality. States that have higher minimum requirements for on-the-job learning and/or post-secondary credit also tend to have the strongest connection to the registered apprenticeship system. Other youth apprenticeship programs support educational pathways and provide students the benefits of work-based learning. Many of these youth apprenticeship programs are in their infancy and a further study of outcomes is needed before determining whether youth apprenticeship programs in these states are successfully leading candidates toward registered apprenticeship programs.

³ In some cases, Wisconsin offers a 1-year youth apprenticeship with only 450 hours of on-the-job learning required

⁴ See the DOES JFF Youth Apprenticeship paper 2018.

State	Length	OJT Hours	College Credit	Other
Colorado	3 years	Varies	1 semester	Includes industry-recognized credential. Some Registered.
Georgia	1-2 years	720 hours	Post-secondary credential	Coordinated by Dept. of CTAE within DOE. Aligned with 16 CTAE clusters
Kentucky	1-2 years	Varies	4 courses	All OJT counts towards advanced standing in RA
Maryland	1 year	450	Varies	Being piloted in Frederick County and Washington County
Montana		1000 hours	22 credits	In development with school districts across the state, expected to launch Fall 2018
North Carolina	2-4 years	6,400	AA degree	Registered Apprenticeship. Also provide secondary CTE credit
Ohio	1-2 years	Varies	Varies	State certification
South Carolina	2-4 years	2,000	Operated through SC Technical College System	Registered Apprenticeship. Each region has an Apprenticeship Consultant
Wisconsin	1-2 years	900 (450)	Program dependent	33 consortiums across the state funded by a state grant program

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

OAIT AND SYEP PARTNERSHIP LEVERAGING EXISTING RESOURCES

DOES' Office of Apprenticeship, Information and Training (OAIT) is the State Apprenticeship Agency (SAA) and has oversight over the apprenticeship system in the District of Columbia. OAIT monitors apprenticeship programs to not only ensure compliance but also that quality training is implemented. OAIT also provides guidance and technical assistance as needed to new and current apprenticeship sponsors regarding the strategy and navigation of federal and local regulations necessary to run a successful program.

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

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

Office of Youth Programs:

DOES' Office of Youth Programs (OYP) develops and administers workforce development programs for District youth between the ages of 14-24. OYP provides occupational skills training, work experience, academic enrichment, and life skills training to facilitate the development of work habits and skills that are essential for success in the workplace. One of OYP signature programs is the Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP). MBSYEP is a locally funded initiative sponsored by the DOES that provides District youth opportunities for enriching and constructive summer work experiences through subsidized placements in both the private and public sectors.

MBSYEP strives to provide young people with the opportunity to:

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

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

SYEP Apprenticeship Collaborative:

In an effort to expand youth apprenticeship in the District, OAIT and OYP have collaborated to pilot a program that connects approximately 15 SYEP participants to apprenticeship opportunities. As part of the initiative, DOES educates youth (18-24 years of age) on the Apprenticeship Training System as a viable career option by holding regular information sessions. Upon completion of their SYEP assignments and the necessary prequalification criteria, youth will transition to an assigned apprenticeship opportunity.

DOES continues to leverage youth pre-apprenticeship offerings by connecting interested participants to SYEP placements, which will lead to registered apprenticeship placements in the summer of 2019. SYEP has proven to be another tool for the District to connect education and workforce development efforts across the District and create additional career pathways for high school students and recent graduates.

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

DOES offers a six-week Microsoft Office training that results in ten (10) participants having the opportunity for referral to apprenticeships with one of the agency's registered IT apprenticeship sponsors, TranZed. After determining their interests and aptitude, seven SYEP participants were enrolled in the training course, with one person successfully completing the require credentialing exams on their first try. The other students were connected to additional occupational and educational opportunities in the Information Technology field and will be contacted by the registered apprenticeship sponsor for future apprenticeship opportunities.

Outreach and Assessment:

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

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

- Candidate attainment of HS diploma/GED;
- Ability to pass a medical screening;
- Ability to provide information to the sponsor as requested (school transcripts); and,
- Ability to travel to job sites when placed as an apprentice.

In order to employ youth for apprenticeship opportunities, DOES targeted small to medium-sized companies, unions, and government organizations doing business within the District of Columbia. The SYEP Apprenticeship pilot provides participants with a wide array of apprenticeship opportunities which include: Plumbers; Sheet Metal Workers; Steamfitters, as well as access to IT apprenticeships.

There are approximately 30 apprenticeship slots available for SYEP with various sponsors - ranging from one-person operations to larger organized labor organizations. DOES educating the administration at District schools to encourage more high school apprenticeship programs as well as working with Construction Trade Unions and executive agencies to create youth apprenticeship opportunities.

SYEP Host Sites:

DOES identified apprenticeship opportunities for SYEP participants interested in the trades and IT with the following programs:

1. **Plumbers Union Local No.5** - 8 SYEP participants
2. **Sheet Metal Union Local No. 100** - 5 SYEP participants
3. **Steamfitters Local 602** - 2 participants
4. **TranZed** - 10 SYEP participants

Outcomes:

The pilot program enrolled 25 participants, one of whom is slated to enter an IT apprenticeship in November 2018, after earning her a CompTIA A+ certification with four participants in the registered apprenticeship sponsors talent pool. Those who did not pass the CompTIA A+ exams on the first try will be connected to additional resources by the sponsor so they can work toward passing the exams. Of those who participated in the program and were sent to a sponsor in the trades, six of those completed the six-week program and were connected to an apprenticeship opportunity.

LOOKING FORWARD: OPERATIONALIZING PARTNERSHIPS FOR CITYWIDE STRATEGY

The focus for FY19 will be to continue evaluating the number of current apprenticeship opportunities and available relevant data to project the number of youth apprenticeship opportunities that can be expanded in the District over the next two years. The first focus is the pilot program with DCPS' Career Bridge Program. This program will connect young people with the DOL approved National Association of Building Trades Union Multi-Craft Core Curriculum. Second, we will continue to promote the viable career paths that apprenticeship programs and school-to-work initiatives offer to middle school through high school students. Finally, we will continue to expand registered apprenticeships in non-construction industries such as IT and healthcare and fellow District government agencies District government agencies.

In closing, the District of Columbia is poised to be the national leader in workforce development, particularly in the area of apprenticeship. Fully developing the youth apprenticeship system is a vital component to a thriving apprenticeship system and will lead to a stronger workforce system in the District. The programs we piloted in FY18- will lead the way for expanded innovative programming in FY19, where we aim to serve more young people interested in Apprenticeship opportunities and continue scaling youth apprenticeship events and programming in the District.



YOUTH APPRENTICESHIP ADVISORY COMMITTEE

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