

East Coast TANF Directors Meeting
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Industry Sector Partnerships and Pre-Apprenticeship Training

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JOTF JOB OPPORTUNITIES TASK FORCE

ADVOCATING BETTER SKILLS, JOBS, AND INCOMES

- * Mission: increase the skills, job opportunities, and incomes of low-skill, low-income workers and job seekers.

Strategies:

Research and Education

Policy Advocacy

Direct Service – Job Training Program – Project JumpStart

Areas of Focus

- * Apprenticeship/Pre-Apprenticeship
- * Industry Sector Partnerships
- * Addressing Barriers to Employment

What is Apprenticeship?

Two components

- * Supervised, paid, on-the-job training
- * Formal, post secondary classroom instruction (related and supplemental instruction)

Benefits of Apprenticeship

- * Meets current and anticipated skill shortages, incrementally replenish retiring workforce
- * Offers custom-designed, industry-driven training to meet specific employer needs – both for number of workers and particular skills needed
- * Creates career pathways which instill loyalty and reduce turnover

Employer Engagement

Where Apprenticeship/Pre-
Apprenticeship meets Industry
Sector Partnerships

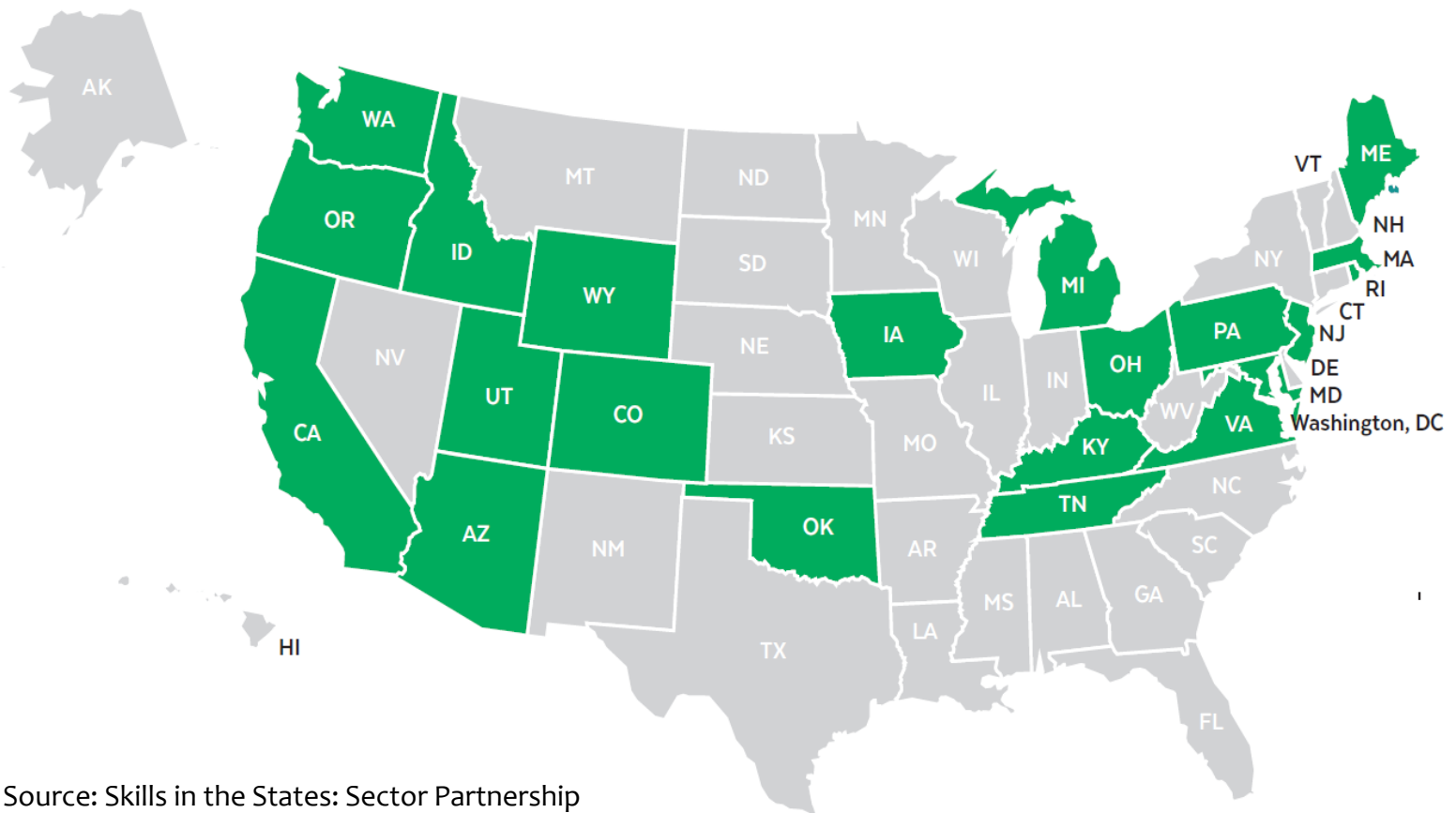
What are Industry Sector Partnerships?

- * Industry sector partnerships convene multiple employers with at a minimum, education and training providers and community-based organizations to address the local skill needs of a particular industry
- * They are a proven strategy for helping workers prepare for middle-skill jobs and helping employers find skilled workers

Where are Industry Sector Partnerships?

- * 21 states were identified as having state policies that support sector partnerships (National Skills Coalition 2015 report).
- * This number will likely increase as states implement WIOA.

TWENTY-ONE STATES HAVE ESTABLISHED SECTOR PARTNERSHIP POLICIES



Source: Skills in the States: Sector Partnership Policy, National Skills Coalition Report, August 2015

EARN Maryland

Maryland's Industry Sector Partnership program



40 Sector Partnerships in a range of industries including:

- * Healthcare
- * Construction
- * IT
- * Manufacturing
- * Transportation and logistics

Industry Sector Partnerships

- * Employers and Trainers determine curriculum together
- * Employer engagement includes interviewing and selection of employees
- * Partnering with community-based organizations is key

Essential Steps

1. Convene all partners
2. Determine level of jobs to be considered
3. Employers identify current and future job openings
4. Employers identify key elements of jobs
 - ❖ Essential Skills
 - ❖ Technical Skills

Keys to Successful Employment: Why Partnership Matters

- ❖ Recruiting
- ❖ Screening
- ❖ Training
- ❖ Placement
- ❖ Follow-Up



PROJECT JUMPSTART

JOTF **JOB OPPORTUNITIES TASK FORCE**
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Baltimore Metro
Chapter

Project JumpStart History

- * Established in 2006, Project JumpStart is an 87-hour pre-apprenticeship construction training program.
- * Project JumpStart was started to address the high employment in Baltimore City and the disconnect between motivated Baltimoreans and entry into the building trades including apprenticeship.



Project JumpStart Partners

- * The program is a partnership between
 - * The Job Opportunities Task Force (JOTF)
 - * Associated Builders and Contractors (ABC)
 - * Community Partners
 - * Center for Urban Families
 - * Catholic Charities – Our Daily Bread



Project JumpStart Structure

- * JOTF manages the program, ensuring funding expectations are met and that the program has continued funding
- * ABC provides the training and job placement services through their broad network of construction industry employers
- * Center for Urban Families and Catholic Charities assist with recruitment, screening and case management



Project Jumpstart Employer Engagement

- * Program curriculum was originally developed with industry employers.
- * **150** different employers have hired JumpStart graduates.
- * Over **50** have hired more than one graduate.
- * **11** employers are members of our Employer Advisory Committee that reviews curriculum, discusses industry trends, and works to find opportunities for graduates.



Project JumpStart Program Design

Two three-hour classes a week for approximately 14 weeks.

Students Receive:

- * Case management to assist with barriers to success in training and employment
- * Heavy math remediation including a bridge math program that has allowed us to consider more residents with lower math competencies at assessment.
- * A \$25 stipend each class based on punctuality, attendance, and adhering to program policies
- * Hard-skills training in basic construction and entry-level carpentry, electrical and plumbing
- * OSHA 10, CPR, and First Aid certification (a requirement for many entry-level construction employees)



Project JumpStart Program Design

Graduates receive:

- * Case management to assist with barriers to success in training and employment
- * Job placement assistance
- * A set of starter tools once they are employed (a \$250 value)
- * Driver's education (if needed)
- * A financial sponsorship to a local program, Vehicles for Change, that will provide them a quality used car and small loan (if a vehicle is needed)



Project JumpStart

Requirements and Recruitment

- * Application includes basic math test specially designed to reflect the type of math taught in the program
- * Applicants must:
 - * Have a high school diploma/GED
 - * Want to work in construction and can physically perform job
 - * Complete an interview
 - * Pass a drug test



Project JumpStart

Key Components to Success

- * Run the classroom like a job site
 - * Be on time
 - * No cell phones
- * Right mix of vocational, math, and job readiness/essential skills to move grads to entry level construction work
- * Attitude, aptitude and attendance



Project JumpStart Student Demographics

- * **94%** African-American males
- * **75%** are unemployed at enrollment
- * **25%** who are employed at enrollment on average earn \$10/hour or less with no access to benefits
- * **75%** have a criminal record
- * **31%** have self identified as non-custodial parents

Project JumpStart Student Demographics

- * Most have a thin work history with little construction experience
- * Average age is approximately 34
- * Roughly **80%** have no access to reliable transportation
- * **20%** do not have a driver's license and many that do have issues regarding child support, fines, insurance violations, etc.

Project JumpStart Participant Challenges

- * Transportation
- * Job Retention = continued case management
- * Financial Issues
- * Navigating apprenticeship process
- * Criminal records



Project JumpStart Addressing Challenges

- * Help with driver's licensing issues
- * Apprenticeship Paperwork
- * Financial Case Management**
- * Maryland Volunteer Lawyers Service
 - * Expungements and other legal issues



Project JumpStart Graduates' Success

Since the program's inception in 2006:

- * **700** Baltimore residents have been enrolled
- * **80%** of students graduate
- * **75%** of graduates have been placed into high wage construction careers
- * **100** graduates have started a formal four-year apprenticeship
- * Average starting wage is **\$12.30/hour**



Project JumpStart Apprenticeship Stats

- * **25%** of job placements lead to apprenticeship enrollment
- * **100** graduates have been enrolled in a formal apprenticeship
- * Approximately **34%** of those eligible have completed a four-year apprenticeship (compared to the national average of approximately 38% and 32% for minority apprentices)





<https://www.youtube.com/watch?v=JCyHoh1ZwIE>



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