



APPRENTICESHIP HACKS:

BEST PRACTICES FOR INCREASING ENROLLMENT, PERSISTENCE, AND COMPLETION; BUILDING A LOCAL TALENT PIPELINE; AND ADVANCING DEI/AB

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INTRODUCTIONS



- Danielle Kuglin Seago, Manager, Project Hire-Ed, College of DuPage



- Bonnie Moore, Director to Center for Business and Industry - Lake Land College



- Veronica Inselmann, Associate Director, Apprenticeships and Work-based Programs - Heartland Community College



- Curt Rendall, Executive Director, Program Development and Innovation - Heartland Community College

LEARNING OBJECTIVES

- Upon completion, participant will describe how a US Dept. of Labor apprenticeship program may enable the institution to **increase student persistence and completion.**
- Upon completion, participant will analyze how a US Dept. of Labor apprenticeship program may enable the institution to **support employers with a talent pipeline.**
- Upon completion, participant will evaluate how a US Dept. of Labor apprenticeship program may help the institution **increase diversity, equity, inclusion, accessibility, and belonging (DEIAB)** both within the institution and in the larger community.

APPRENTICESHIPS BY THE NUMBERS



APPRENTICESHIP CONTINUES TO DEMONSTRATE STRONG GROWTH

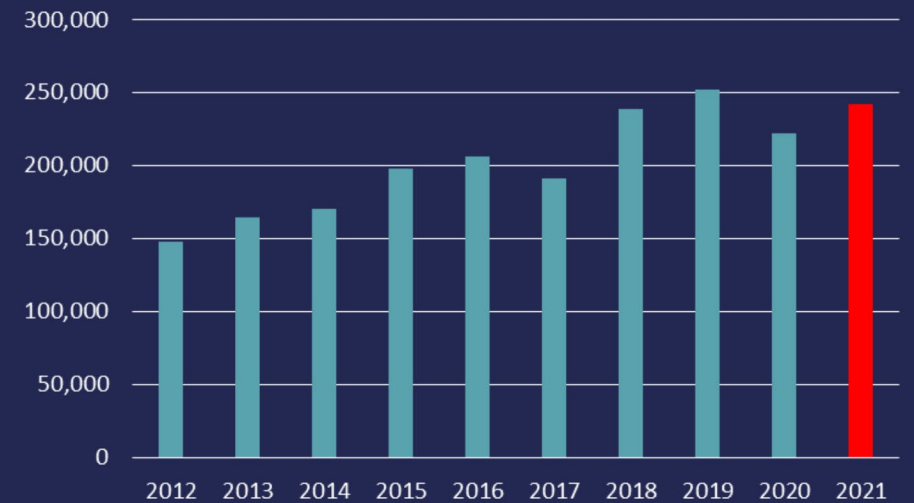
64%

Growth in New Apprentices Since 2012

Key Facts

- 2 million+ new apprentices since FY12
- 22% more active apprentices than the previous 10-year average (593,000 vs. 484,000)
- 396,000+ participants completed an apprenticeship in the last five years
- 14,700+ new apprenticeship programs created in last five years

Annual New Apprentices



PROVEN HACKS FOR

BUILDING PROGRAM ENROLLMENTS

- Raising Awareness of Apprenticeships - events, symposiums, signing, etc.
- Enrollment pathways
 - Incumbent Workers/New Hires by Employers
 - Talent Pool to the Employer
 - Current Students
 - Adult Education Students
 - High School Students
 - Community Members



PROVEN HACKS FOR

ENSURING PERSISTENCE & COMPLETION



- Scheduling: Tech 2-Day
- Stickiness Factor
- First 90 Days Plan for Employment
- Case Manager to serve as conduit between employer and college
- Wrap-Around Support

PROGRAM IMPACT ON COMPLETIONS



College of DuPage

- 22 Employer Partners
- 30 Apprentices
- 15 Apprenticeship Graduates
 - 54 Microcertificates
 - 79 Certificates



HEARTLAND
COMMUNITY COLLEGE

- 4 Employer Partners
- 29 Apprentices
- 8 Employer Sponsorships
 - 56 Microcertificates
 - 77 Certificates
 - 21 AAS Degrees

LAKE LAND
COLLEGE

- 9 Employer Partners
- 11 Apprentices
- 4 Employer Sponsorships
 - 19 Certificates
 - 4 AAS Degrees



PROVEN HACKS FOR

SUPPORTING A TALENT PIPELINE



- Start with One
- Support small, medium, and large size employers
- Industry Sector Partnership
- Recruit new employees
- Transfer knowledge to next generation of employees
- Increase employee retention



**DIVERSITY IS THE PRESENCE OF DIFFERENCE.
IT ASKS, "WHO IS HERE?"**



**EQUITY IS FAIR AND JUST TREATMENT FOR ALL.
IT ASKS, "WHOSE NEEDS ARE MET?"**



**INCLUSION IS ENCOURAGING AND EMBRACING DIFFERENCE
IT ASKS, "WHO IS HEARD?"**



**ACCESSIBILITY IS AN OPENESS TO ALL
IT ASKS, "WHO CAN PARTICIPATE?"**



**BELONGING IS IDENTIFICATION WITH A COMMUNITY
IT ASKS, "WHO FEELS WELCOME?"**

What is DEIAB? (2021) *Maryland CASA Association*. <https://marylandcasa.org/deiab/>
The Importance of Inclusion and Belonging for Well-Being. 24 Jan. 2023. *Hogan Assessments*.
<https://www.hoganassessments.com/blog/inclusion-and-belonging-for-well-being/>

PROVEN HACKS FOR

DIVERSIFYING THE TALENT PIPELINE



- Support diversity of age, language, immigration status, non-traditional fields, income background, geographic location etc.
- Employer culture, affirmative action strategies, mentor training, essential employability skills
- Alignment with Adult Ed, WEI, and pre-apprenticeships

RELATIONSHIPS... #THE REAL HACK

- Leverage Existing Relationships
- Curriculum Specifics and Competency Alignment
- Combinations of Training Options and Connections
- Expedition of Registration Process
- Ensure a Clean Hand-Off





HEARTLAND
COMMUNITY COLLEGE



College of DuPage

LAKE LAND
COLLEGE

THANK
YOU.

CONTACT US



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