APPRENTICESHIP HACKS:
BEST PRACTICES FOR INCREASING ENROLLMENT, PERSISTENCE, AND COMPLETION; BUILDING A LOCAL TALENT PIPELINE; AND ADVANCING DEIAB

VERONICA INSELMANN  DANIELLE KUGLIN SEAGO  BONNIE MOORE  CURT RENDALL, EdD
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

---|---|---|---|---|---|---|---|---|---
0 | 50,000 | 100,000 | 150,000 | 200,000 | 250,000 | 300,000 |
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

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

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

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 OPENNESS TO ALL
IT ASKS, "WHO CAN PARTICIPATE?"

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

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
THANK YOU.
CONTACT US

• Danielle Kuglin Seago, Manager, Project Hire-Ed, College of DuPage - kuglinseagod@cod.edu - 630-942-2269

• Bonnie Moore, Director to Center for Business and Industry - Lake Land College - bmoore71258@lakelandcollege.edu - 217-238-8260

• Veronica Inselmann, Associate Director, Apprenticeships and Work-Based Programs - Heartland Community College - veronica.inselmann@heartland.edu - 309-268-8078

• Curt Rendall, EdD, Executive Director, Program Development and Innovation - Heartland Community College - curt.rendall@heartland.edu - 309-268-8886