



BUILDING BETTER APPRENTICESHIPS FOR THE NEXT GENERATION

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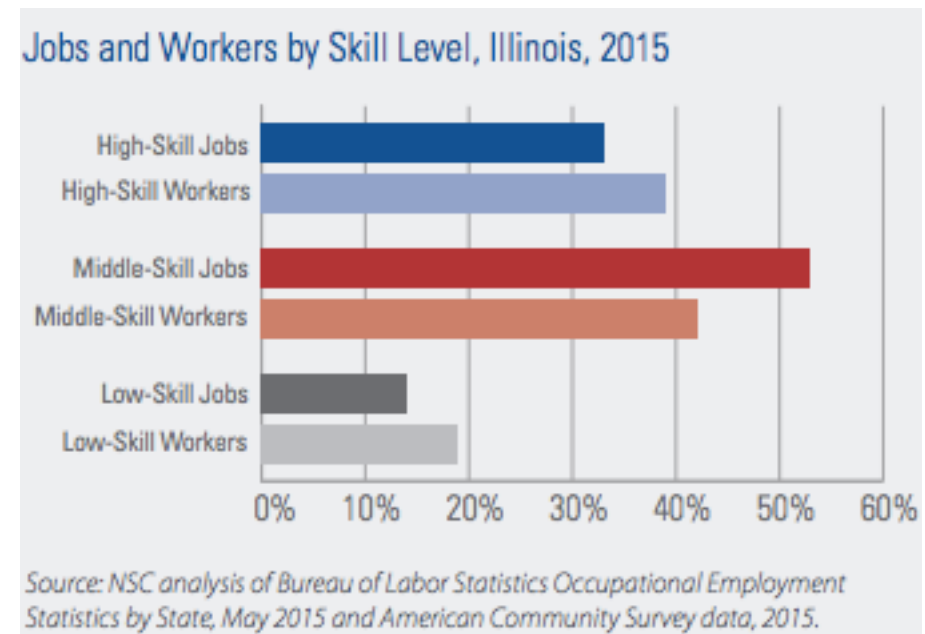
Agenda

- Introductions
- Community Engagement Process
- Findings
- Key Solutions



Apprenticeships: Need & Opportunity

- High youth unemployment
- Middle skills gap
- Grey tsunami
- Community input
- 412 RA programs



Young Adult Engagement

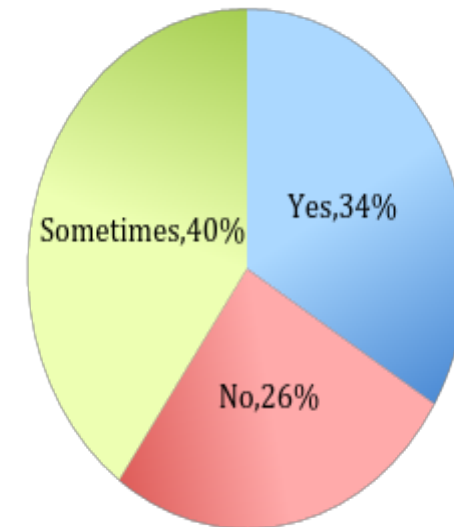
- 2015 – 2017: Young adult apprenticeship advocate programs
- 2016: Explored understanding and needs through survey to 200 young adults and focus groups with another 75 Chicagoland young adults.
- 2017: Focus groups in Hillside, Peoria, and Mt. Vernon, reaching 125 young adults and service providers on behalf of Governor's Cabinet.



Findings – Misconceptions

- Apprenticeships do not pay
- Apprenticeships do not exist in their communities
- Apprenticeships are from a different era
- Cannot earn a college degree while an apprentice
- Interested once myths debunked

Do people who participate in registered apprenticeship programs receive payment while participating?



Findings – Young Adults are Intimidated

- Lack necessary skills
- Unable to understand & meet expectations
- Will not fit in
- The space will not feel welcoming or collaborative



Is this for me?
Will I fit in?
Can I succeed?

Findings – Wide Range of Barriers

- Many are not currently equipped to succeed, lacking technical and social-emotional skills & life circumstances
- Difficult to maintain engagement and motivation
- Transportation
- Finding and understanding apprenticeship job listings
- Need accommodations for sub-populations (parents, those with disabilities, youth with records, those lacking housing)

Solution One – Wraparound Services & Accommodations

NEAR-TERM

- Connect apprentices with existing social services (income, food, housing, etc.)
- Programs provide critical supports and accommodations, including worksite gear (e.g. work boots), staggering the schedule to complement child care needs, and arranging transportation.

LONG-TERM

- Determine critical supports and accommodations and require programs follow best practices

Solution Two – Comprehensive Training

NEAR-TERM

- Advise pilot programs to provide a range of trainings and advise on the types of trainings to provide and trusted curricula

LONG-TERM

- Develop a workforce development pipeline with a series of trainings and experiences that prepare youth to select a career, interview for a position, and start apprenticeship positions
- Begin career exploration early

Solution Three – Welcoming Work Places

NEAR-TERM

- Train program providers on best practice with supporting youth's skill development
- Require programs have worksite mentors

LONG-TERM

- Create a support system for mentors
- Start apprenticeships in cohorts

Solution Four – Consumer Friendly Marketing

NEAR-TERM

- List openings on the Illinois Worknet Apprenticeship website
- Share openings with agencies and service providers
- Provide programs outreach guidance

LONG-TERM

- Have near peers conduct outreach
- Educate schools, colleges, chambers of commerce, and other “career guides” on apprenticeships
- Engaging state strategy (social media, website, and materials)

Solution Five – Track Outcomes & Define Success

NEAR-TERM

- Track outcomes (e.g., retention, participant demographics, job placement) and disaggregate results by key underrepresented populations

LONG-TERM

- Set quantitative program goals, defining success for employers, youth, and underserved youth
- Create benchmarks for achieving program goals

Activities in 2018

- Research
 - Apprenticeship expansion – what do you need for this?
 - Benefiting underrepresented populations (women and people of color)





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