



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

APPRENTICE FLORIDA

Pathways to Career Opportunities Grant (PCOG) Webinar Series:

CareerSource Florida: Resources for Successful Apprenticeships

June 22, 2022

Agenda

- Welcome and Introduction
- FDOE Webinar Logistics and Grant Application Reminders
- PCOG Webinar Series
- CareerSource Florida: Resources for Successful Apprenticeships
- Questions

Webinar Logistics

- All participants will be muted for the duration of the webinar.
- How to submit questions during the webinar?
 - You may submit questions during the presentation through the webinar question and answer (Q&A) feature.
 - The Q&A will be utilized for questions throughout the presentation. Host and panelists will be able to see all questions and will respond in writing.

Note about Questions

- Invited presenters will not address any questions related to the Request for Proposals (RFPs) requirements.
- Questions requiring research will be submitted to the grant contact for posting as part of the Frequently Asked Questions process.
- For questions on the submission of application, submit your questions by July 15 to Charlie Feehrer, at Charles.Feehrer@fldoe.org.

2022-23 PCOG Funding Opportunity

- Request for Proposal is located at www.fldoe.org/pathwaysgrant
- A Notice of Intent-to-Apply for each grant proposal to be considered must be submitted to **FDOE by July 15, 2022** (by 5pm EDT).
 - <https://www.surveymonkey.com>
- Application **Due Date: July 15, 2022**, proposals must be received within the FDOE not later than the close of business (5pm EDT) on the due date.

PCOG Webinar Series

- **June 16, 2022**
 - [2022-23 PCOG: Funding Opportunities Webinar \(Recording\)](#)
- **June 21, 2022**
 - [Apprenticeship 101: A Quality Assurance System](#)
- **June 22, 2022**
 - [CareerSource Florida: Resources for Successful Apprenticeships](#)
- **June 27, 2022**
 - [Can't Find Qualified Employees? Don't Keep Trying to Buy Them; Use Registered Apprenticeships to Build Them!](#)
- **June 29, 2022**
 - [Building Your Tech Talent Through Apprenticeship](#)
- **July 7, 2022**
 - [Highlighting Successful PCOG Programs](#)

A woman wearing safety glasses and a dark uniform is working on a large aircraft engine in a hangar. She is looking up at the engine, and her hands are near the fan. The background shows other aircraft and hangar equipment.

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Resources for Successful Apprenticeships

CareerSource Florida Network

Presenters



Susan Bosse

Director, Business & Workforce
Development
Healthcare/Life
Sciences/Apprenticeships
CareerSource Florida



Madison Frazee

Communications Manager
CareerSource Florida



Doreen Lund

Apprenticeship Navigator
CareerSource Northeast Florida



Roben Faircloth

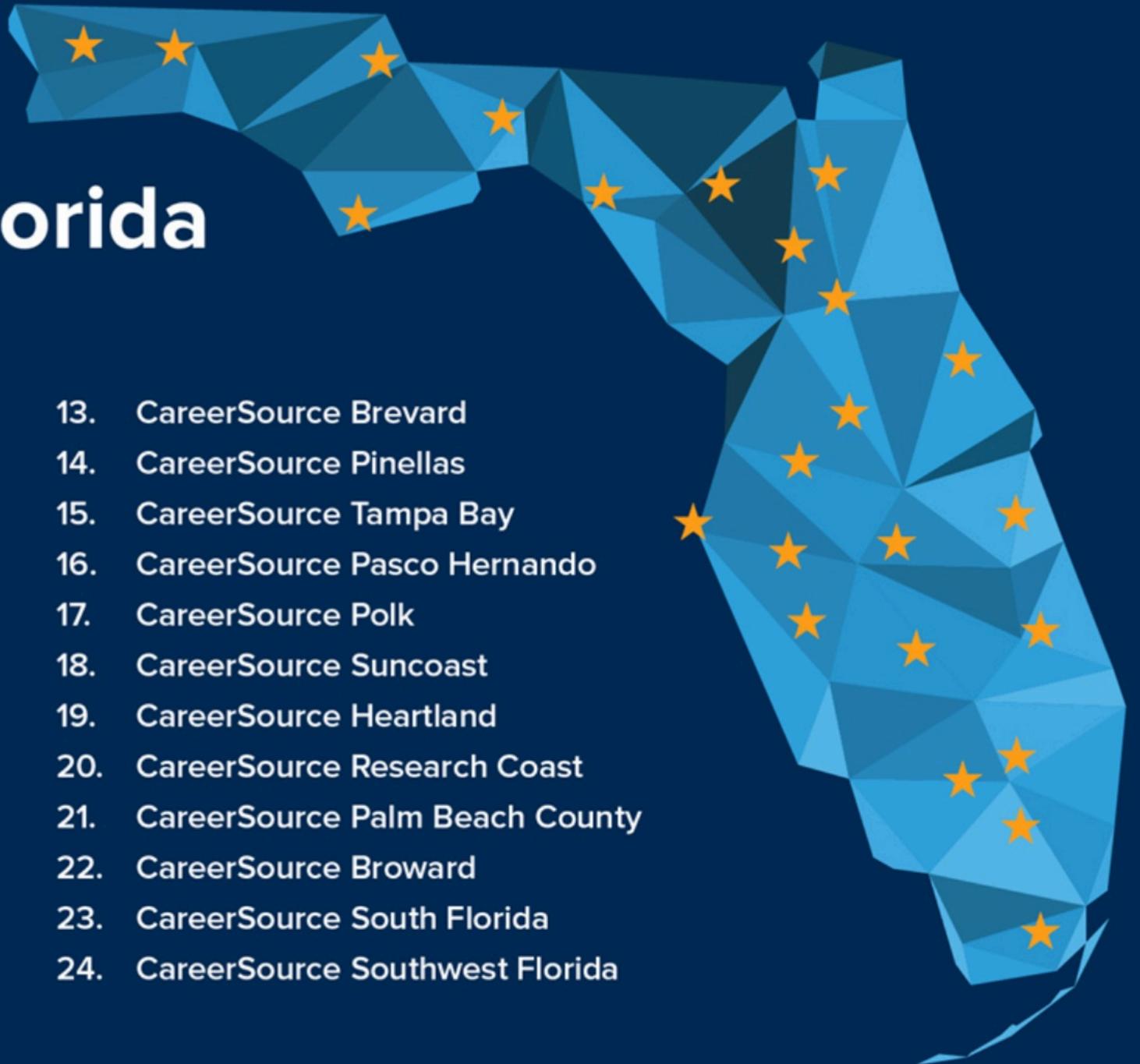
Industry Sector Manager –
Manufacturing, Aviation &
Aerospace
CareerSource Northeast Florida

Our Goal

Increase the prosperity of workers and employers; reduce welfare dependency; increase economic self-sufficiency; meet employer needs; and enhance productivity and competitiveness.

CareerSource Florida Network

1. CareerSource Escarosa
2. CareerSource Okaloosa Walton
3. CareerSource Chipola
4. CareerSource Gulf Coast
5. CareerSource Capital Region
6. CareerSource North Florida
7. CareerSource Florida Crown
8. CareerSource Northeast Florida
9. CareerSource North Central Florida
10. CareerSource Citrus Levy Marion
11. CareerSource Flagler Volusia
12. CareerSource Central Florida
13. CareerSource Brevard
14. CareerSource Pinellas
15. CareerSource Tampa Bay
16. CareerSource Pasco Hernando
17. CareerSource Polk
18. CareerSource Suncoast
19. CareerSource Heartland
20. CareerSource Research Coast
21. CareerSource Palm Beach County
22. CareerSource Broward
23. CareerSource South Florida
24. CareerSource Southwest Florida



Florida's Bold Vision for Workforce

- Governor DeSantis' Executive Order 19-31 making Florida #1 in the nation for workforce education by 2030
- REACH Act (House Bill 1507)
- Strategic Apprenticeship Workgroup that developed the Statewide Apprenticeship Policy
- CareerSource Florida Board of Directors commits millions of dollars in funding to provide local workforce development boards with the tools and resources they need to assist with Registered Apprenticeships

Attract, Grow and Sharpen Talent

- Immediate Hiring Needs
 - Job postings – Employ Florida
 - Recruitment events – at employer’s location, local workforce development board, or virtual
 - Pre-screening services – sending only qualified candidates to the employer
- Intermediate Hiring Needs
 - On-the-Job Training – employer provides training for up to six (6) months, local workforce development board reimburses employer
 - Employed Worker Training/Incumbent Worker Training – upskilling existing employees
 - Promote and backfill staff
- Long-term Talent Development
 - Apprenticeships – earn while you learn

Apprenticeship Resources

- Apprenticeship Navigators
- Apprentice Recruitment
- Funds to Support Apprentices
- Customized Training Funding
 - Employed Worker Training
 - On-the-Job Training

Apprenticeship Funding Resources

- Related Training & Instruction
- On-the-Job Training
- Supportive Services
- CareerSource Florida Incumbent Worker Training Grant Program

Apprentice Florida Resources for Businesses



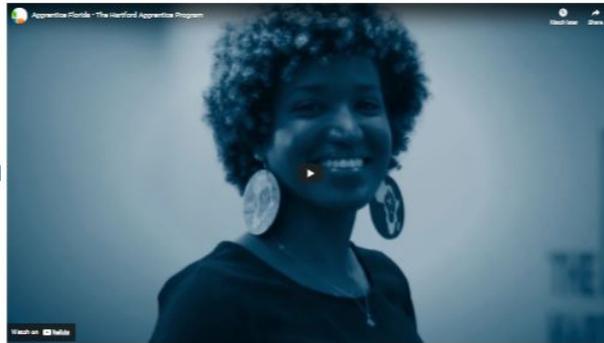
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**BUILD AND GROW
YOUR TEAM**

SEE MORE

TAKE THE FIRST STEP

See how to set up your registered apprenticeship program in 8 simple steps.



WE CAN HELP BOTH BUSINESSES AND JOB SEEKERS.



BUSINESS TOOLKIT

In-depth guide on how to build and launch an apprenticeship program.

DOWNLOAD



HOW TO START AN APPRENTICESHIP PROGRAM

Learn the core components of Apprenticeship Florida.

DOWNLOAD



IS AN APPRENTICESHIP RIGHT FOR YOUR BUSINESS?

Learn more about the core components to see if apprenticeship is right for you.

DOWNLOAD



QUICK APPRENTICESHIP FLORIDA FACTS



APPRENTICE FLORIDA WEBSITE BANNERS



APPRENTICE FLORIDA POWERPOINT TEMPLATE

Apprenticeship Videos





Apprentice Florida Tutorial (Full Length)

330 views • Jun 30, 2021

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[Apprentice Florida Tutorial \(Full Length\) - YouTube](#)

Employer Resources



HOW TO START AN APPRENTICESHIP PROGRAM

Registered Apprenticeships are a proven solution for businesses to recruit, train and retain highly skilled workers regardless of size, industry or geographic location.

Through Apprentice Florida, we help businesses find the best solution to build a work-ready, custom-trained team, by utilizing an existing apprenticeship program or creating their own. The best part is establishing a program in Florida can take less than 30 days.

CORE COMPONENTS OF AN APPRENTICESHIP PROGRAM



PAID JOB

Apprentices are paid from day one, allowing them to earn and learn.



WORK-BASED LEARNING

Create a work-based learning model that is either time-based, competency-based or a hybrid approach.



CLASSROOM LEARNING

Choose training that can be delivered in-house or through an educational partner such as a community college, technical school or online training provider.



WAGE PROGRESSION

As knowledge and skills are demonstrated, wages increase in relation to an employer's return on investment.



CREDENTIAL

Apprentices receive a nationally recognized credential after completing their apprenticeship.

DETERMINING THE RIGHT MODEL AND PROGRAM DESIGN

Apprenticeship programs can be customized to meet both the needs of the business and the apprentices. The program design and model selected will be driven by a variety of factors, including the industry and occupation, the skills needed by apprentices and the employer's work processes.

TYPE OF PROGRAM DESIGNS

- TIME-BASED.** Apprentices complete a required number of hours of on-the-job learning and related technical instruction.
- COMPETENCY-BASED.** Apprentices progress at their own pace. They demonstrate competency in skills and knowledge through proficiency demonstrations, but are not required to complete a specific number of hours.
- HYBRID.** Through a hybrid of time-based and competency-based models, apprentices have a minimum and maximum range of hours based on the successful demonstration of identified and measured competencies.

COMMON MODELS

- PRE-APPRENTICESHIP TO REGISTERED APPRENTICESHIP MODEL.** Pre-apprenticeship programs provide basic skills training, work readiness and other foundational skills to prepare youth or adult workers to succeed in a registered apprenticeship program. Pre-apprenticeship programs have formal partnerships with one or more Registered Apprenticeship programs. Participants begin a Registered Apprenticeship program once they have completed the pre-apprenticeship program and met the basic qualifications for entry into the apprenticeship.
- TRADITIONAL APPRENTICESHIP MODEL.** Apprentices receive related technical instruction and on-the-job learning concurrently throughout the program.
- FRONT-LOADED APPRENTICESHIP MODEL.** Apprentices complete some or all of the related instruction or classes before starting on-the-job learning. The related instruction may be provided by the employer or a partner, such as a community college.
- SEGMENTED APPRENTICESHIP MODEL.** Apprentices alternate between related instruction and on-the-job learning until full competency is reached.



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QUESTIONS TO CONSIDER



BUILD

What positions are you having the most difficulty filling?
How are current and new employees onboarded, mentored and trained once hired?



LAUNCH

Have you reached out to the State Office of Apprenticeship and partners at your local workforce development board to explain steps and funding support resources?
Who will deliver the technical education and on-the-job learning to the apprentices and in what format?



MANAGE

Have you identified who will serve as sponsor of the apprenticeship program, taking responsibility for operating the program?
Have you determined how you will work with your human resource team to integrate the apprenticeship model into your existing onboarding, retention and talent development strategies?

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info@apprenticeflorida.com

Business Toolkit

WE CAN HELP BOTH BUSINESSES AND JOB SEEKERS.



BUSINESS TOOLKIT

In-depth guide on how to build and launch an apprenticeship program.

[DOWNLOAD](#)



HOW TO START AN APPRENTICESHIP PROGRAM

Learn the core components of Apprentice Florida.

[DOWNLOAD](#)



IS AN APPRENTICESHIP RIGHT FOR YOUR BUSINESS?

Learn more about the core components to see if apprenticeship is right for you.

[DOWNLOAD](#)



QUICK APPRENTICESHIP FLORIDA FACTS

See if an apprenticeship program aligns with your goals.

[DOWNLOAD](#)



APPRENTICE FLORIDA WEBSITE BANNERS

Apprentice Florida banners to download and add to your website.

[DOWNLOAD](#)



APPRENTICE FLORIDA POWERPOINT TEMPLATE

Customizable PowerPoint template with information about Apprentice Florida.

[DOWNLOAD](#)

Business Toolkit

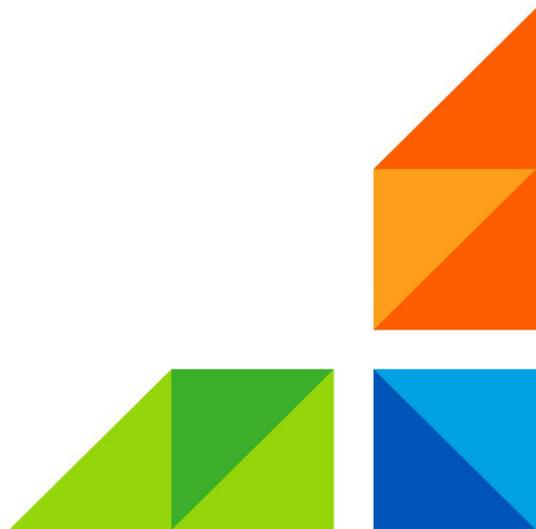


Apprentice Florida Outreach





CareerSource Northeast Florida



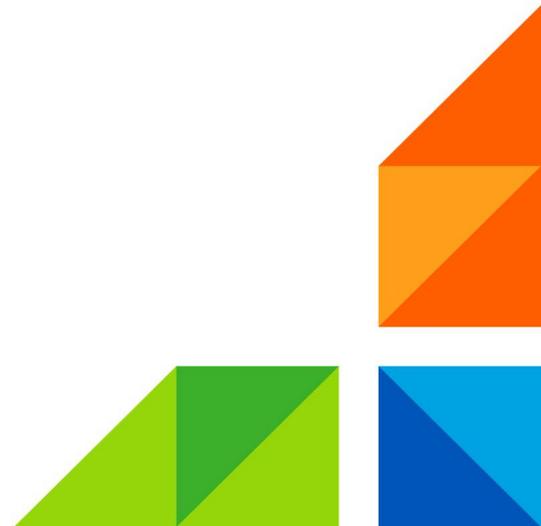
Opportunities

Choices – Summer Internships for Youth 16-19

Training Assistance Programs – State and Local

Apprenticeships – Creation and Funding Assistance

EmployFlorida.com – Posting Jobs



Training Reimbursement Opportunities

CareerSource Florida (State Board)

Incumbent Worker Training Grant (IWT) - Incumbent Employees

Florida State Grant

Pathways to Career Opportunities Grant - to establish new or expand existing registered apprenticeships/pre-apprenticeships

CareerSource Northeast Florida (Local Workforce Development Board)

Customized Training – New or Incumbent Employees

Work Experience – New Employees

Training Reimbursement Opportunities

Local Level

Customized Training Program

- A program to assist in upgrading the skills of existing employees. Training requests should relate to the introduction of new technologies; introduction to new production or service procedures; workplace literacy; or upgrading to new jobs that require additional skills.
- Training can be provided through Florida's community colleges, school districts, area vocational-technical centers, state universities or licensed and certified private institutions, at the business's own facility, at the training provider's facility, or at a combination of sites.
- This is a reimbursement funding program.

CareerSource Northeast Florida Customized Training Program Provides Funds For:

Tuition

Instructor Wages

Curriculum Development

Training Materials

Training Supplies



Training Reimbursement Opportunities - Local Work Experience

- For **brand new** employees in our targeted industries who need upskilling to do the job you are hiring them to do
- Employer creates, or has robust, on the job training program for new hires to train specific skill sets for a limited period.
- Reimbursement of 50% of employee **wages** for the traini
- Occupation must be on the CSNEFL RDOL (Regional Demand Occupation List) **RDOL**

Examples of Employers utilizing our Customized Training and/or Work Experience programs for Apprenticeships

- **Miller Electric – Electrical Contractor**
Provided educational funding assistance through Customized Training Program for Electrical Apprenticeship Training. 100+ Trainees.
- **SERCO – Manufacturing Employer specializing in Shipbuilding and Repair**
Provided educational funding assistance through Customized Training Program for Industrial Manufacturing Technician Apprenticeship Training through FloridaMakes. 8 Trainees.
- **MetroPower – Electrical Contractor**
Provided educational funding assistance through Customized Training Program for Electrical Apprenticeship Training. 6 Trainees.
- **Snyder Company – Heating and Air Conditioning Contractor (HVAC)**
Provided educational funding assistance through Customized Training Program for Heating and Air Conditioning Installer/Service Technician Training. 12 Employees.

Provided Work Experience for New Hires - Maintenance Technician (HVAC Apprentice), Level I. 5 Trainees.



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CareerSource NEFL is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this website may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711. For program funding details in compliance with the Stevens Amendment, please visit <https://careersourcenortheastflorida.com/about>

Questions?
Contact Susan Bosse:
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