

U.S. CONFERENCE OF MAYORS WORKFORCE DEVELOPMENT COUNCIL

BEST PRACTICES

FEATURED BEST PRACTICES QUARTERLY UPDATE:
LEARN & EARN APPRENTICESHIP MODELS



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Apprenticeships allow an individual to earn a salary while enrolled in a program that trains them in a high-skill occupation to learn more about their specific career choice. An apprentice trains with a field expert to gradually accumulate hands-on knowledge and skills while earning credentials that are equivalent to that of a 2- or 4-year degree.

From the start, apprentices receive a paycheck – which increases as their training and experience progress – and are connected to education and work simultaneously. In the ever changing 21st century workforce, modern apprenticeships are a valuable career path on the cutting edge of innovation and an asset in preparing a skilled workforce for industries of the future.

According to the U.S. Department of Labor, in 2016 over 500,000 apprentices participated in one of the 21,000 Registered Apprenticeship programs across the country. By investing in apprenticeships, employers can gain a pipeline of skilled workers, increase productivity and employee retention, train workers on specific skills, and provide the business with a positive return on their investment.

The U.S. Conference of Mayors Workforce Development Council Best Practices Committee developed a quarterly journal to showcase our member cities' best practices. Learn & Earn Apprenticeship Models, the inaugural publication, showcases successful apprenticeship programs from workforce development boards in cities across the country.

Please be on the look-out for the USCM WDC Best Practice Committee's next call for submissions.

For more information on the USCM WDC, please visit our website at: www.uscmwdc.org. If you have any questions regarding the Best Practices Committee, please contact Megan Judge, mjudge@usmayors.org, (202) 861-6735.

The Greater Boston American Apprenticeship Initiative (GBAAI) is a five-year initiative that expands apprenticeship opportunities in the Boston area's growing construction and hospitality industries. Through the initiative, participants can also earn college credit for their training and tuition support for the completion of their degrees.

PRIMARY FOCUS

GBAAI is a coordinated effort among training programs, labor unions, and area colleges to open career pathways in construction and hospitality to 405 low-income participants – with an emphasis on women, people of color, veterans, and persons with disabilities.

PROGRAM INFORMATION/OUTCOMES

In GBAAI's construction track, enrollees can complete pre-apprenticeship training from one of two providers: Building Pathways or YouthBuild Boston. Pre-apprentices learn job readiness skills, complete important industry certifications (such as OSHA and CPR), and gain exposure to a variety of trades. The pre-apprenticeship programs also help place enrollees into apprenticeships as electricians, bricklayers, carpenters, plumbers, laborers, and more. Apprentices in construction trades earn initial wages starting at \$19 per hour and can work toward journey-level wages starting at \$35 per hour. Apprentices in select trades can earn college credit for their work through Wentworth Institute of Technology. Up to 32 college credits (half of the required credits for an associate degree) will be granted for their apprenticeship work.

In GBAAI's hospitality track, participants complete 6-week pre-apprenticeship training from BEST Hospitality Training Center. BEST trains pre-apprentices in housekeeping skills and customer service norms and helps place graduates into apprenticeships with union hotels. The initiative's hospitality apprenticeship is thought to be the first of its kind in the nation. Apprentices earn initial wages starting at \$17 per hour and can work toward journey-level wages starting at \$21 per hour. Hospitality apprentices can earn a total of 12 credits toward an Associate in Hospitality Management degree at Bunker Hill Community College for their pre-apprenticeship training.

Construction and hospitality apprentices who take advantage of GBAAI's college credit opportunities can continue their coursework with the help of tuition support. After the application of other financial aid and scholarships, GBAAI covers the remainder of the student's tuition and mandatory fees.

PARTICIPANT PROFILE

For the past six years, Myksley Charles, 23, had been sporadically taking classes while juggling work and family responsibilities. She was chipping away at her degree at this excruciating pace, when she learned last year that her college was dropping her biochemistry major.

"I told myself, 'School is not for me. I'm trying so hard, but I don't even know what I'm progressing on,'" she said. "I felt like I was failing myself."

But when she learned she would earn 12 credits for her 6 weeks of pre-apprenticeship training through GBAAI, she said she realized, "That's my shot right there to motivate myself to finish."

Now a student at Bunker Hill Community College, Charles plans to graduate with her associate degree in hospitality management in May 2018. Her ultimate goal is to work for herself someday, grow her money in real estate, and return to her native Haiti to open a school or orphanage.

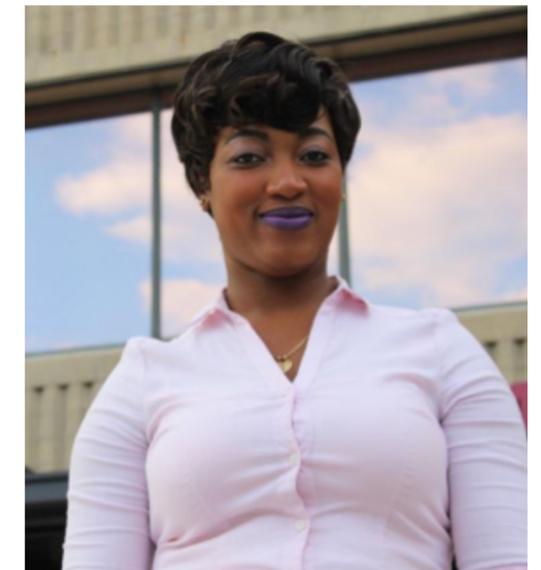
"I'm going to get there," she said. "I'm not wasting time anymore."

ADDITIONAL INFORMATION

Staff Contact: Clare Shepard, GBAAI Program Manager
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A complete profile of GBAAI apprentice Mykelsy Charles can be found at:
<https://owd.boston.gov/apprenticeship-opens-doors-to-academia/>

For more information on GBAAI, please go to:
<https://owd.boston.gov/gbaai/>





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