

VR - a KEY partner in  
Registered  
Apprenticeship

# Registered Apprenticeship Quick Facts

- ▶ Proven track record of talent development - 80 years
- ▶ Missouri has demonstrated history of success
- ▶ Recent developments in expansion efforts:
  - ▶ USDOL grants
  - ▶ Governor Greitens
  - ▶ 5/10/18 report from Task Force on Apprenticeship Expansion to the President
- ▶ Completely voluntary
- ▶ Expanded Partnerships

# Meeting Workforce Challenges

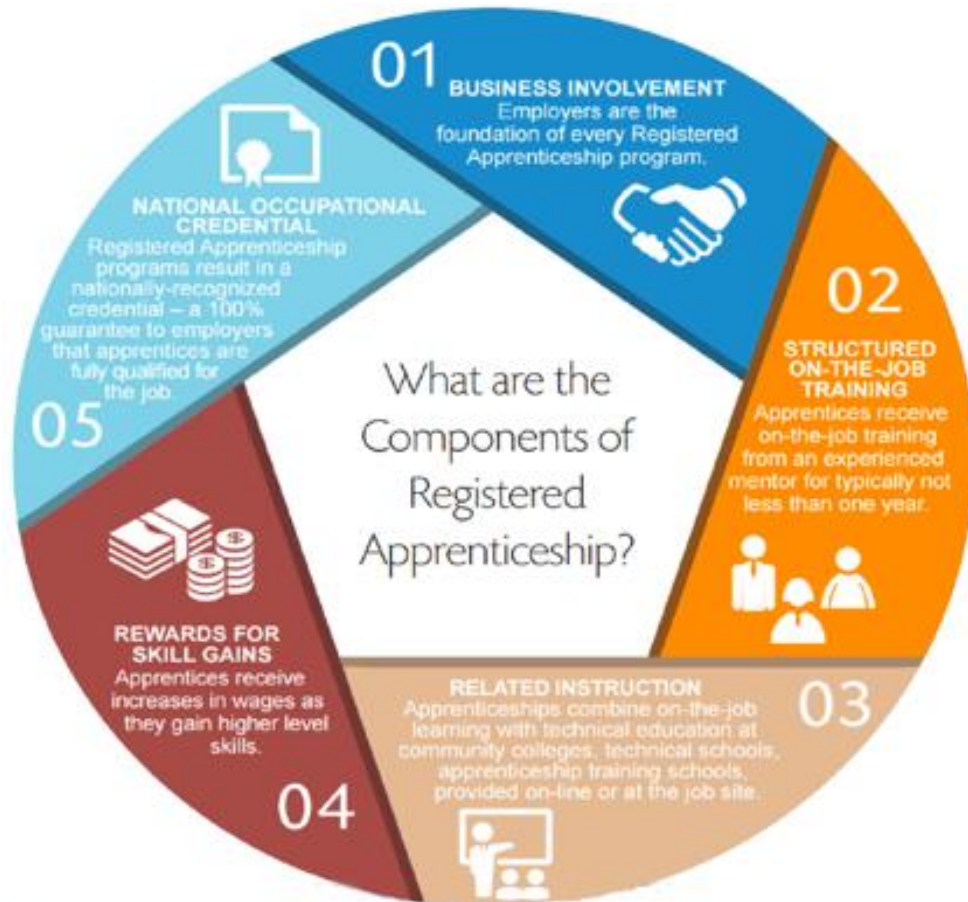
## ➤ for employers

- ▶ Skilled workers nearing retirement age
  - ▶ MERIC
    - ▶ 77% replacement openings
    - ▶ 23% new job growth
- ▶ Difficulty attracting new & diverse talent pools (outreach and education)
- ▶ Quantity of acceptable applicants (recruitment)
- ▶ Difficulty in finding workers with the “right skills” (customized approach to training)
- ▶ Positions with high turnover (retention)
- ▶ Decreases error & injury rates
- ▶ Improves product & service quality
- ▶ Increases employee satisfaction/loyalty

# Meeting Workforce Challenges

➤ for job seekers

- ▶ Earn while you learn
- ▶ Couples related instruction with on-job learning/mentoring environment
- ▶ Pre-determined wage progression
- ▶ Earn college credit with little to no student debt
- ▶ Industry-recognized credentials
- ▶ Access to statewide RA program information



# Core Components of a RA program

# Training Model Options

## Time-based (traditional)

144 hours related instruction per year of RA (recommended)

2000 hours on-job-learning (recommended)

## Competency-based (task force recommendation)

## Hybrid

# Expanded Partnerships

- ▶ Business
- ▶ Education
- ▶ Workforce Development
- ▶ Economic Development
- ▶ Community-Based Organizations
- ▶ USDOL OA
- ▶ MAT (Missouri Apprenticeship Team)

# Expanded Partnerships...continued

- ▶ Rehabilitation Services for the Blind
- ▶ Education-high schools, CTEs, AEL
- ▶ Workforce Development - Skill-Up, MWA, etc.
- ▶ Economic Development - sponsorship
- ▶ Department of Corrections
- ▶ USDOL OA
- ▶ MAT (Missouri Apprenticeship Team)



# Vocational Rehabilitation

- ▶ Business Services
  - ▶ Access to diversified workforce candidates - recruitment
  - ▶ Disabilities/variety of skill sets/motivated to work
  - ▶ Establishment of long-term relationships with employers
    - ▶ Disability-related training issues
    - ▶ Diversity and inclusion
    - ▶ Job Analysis/ Assistive Technology/Reasonable Accommodations
    - ▶ Retention of current employees through worksite assessments
  - ▶ Talent Acquisition Portal
  - ▶ OJT
  - ▶ Work Opportunity Tax Credit

# Supply and Demand

Challenges or **Opportunities**

Infrastructure/Pipeline Development

