

Tab 8

## Office of Apprenticeship & Work-Based Learning Annual Report

Coordinating Board for Higher Education  
March 16, 2023

### BACKGROUND

On November 12, 2019, Governor Michael L. Parson signed [Executive Order 19-20](#), establishing the Office of Apprenticeship and Work-Based Learning (OAWBL). The primary objective of this Executive Order (EO) is to significantly increase the number of participants in apprenticeships and other work-based learning opportunities, with an immediate goal of increasing the number of participants in these programs to 20,000 by 2025.

To assist the OAWBL in achieving the duties set forth in the EO, an Inter-Agency Committee on Apprenticeships was established. Members of the council include appointed staff from each executive agency with an apprenticeship or work-based learning, and currently includes:

- Department of Higher Education and Workforce Development
- Department of Economic Development
- Department of Elementary and Secondary Education
- Department of Corrections
- Department of Social Services

Each year, OAWBL submits an annual report to the Governor highlighting achievements and other updates. The 2022 edition of the report is attached to this agenda item.

### CURRENT STATUS

Efforts associated with the OAWBL have increased the total number of apprentices throughout the state. MDHEWD/OAWBL announced it surpassed the goal to serve 20,000 individuals in June 2022, a goal originally established with a completion date of 2025.

The OAWBL is currently in the process of reconvening its inter-agency committee meetings, due to various staff turnover experienced within the various executive agencies. Appointments to the council and committee meetings are currently under development.

Key highlights regarding OAWBL's activities are noted in the Office of Apprenticeship and Work-Based Learning Annual Report. A summary is provided below:

- Apprenticeship State Expansion grant has served 618 new apprentices, end of year 2022. To date, that number has increased to 627. This grant ends June 30, 2023 and expects to serve 800 apprentices total.
- Missouri Apprentice Ready discretionary-funded project has served 267 individuals in pre-apprenticeship activities since May 2021. Forty-nine percent of those individuals served have completed and entered into registered-apprenticeship employment.
- MDHEWD applied and received two waivers from USDOL to directly affect work-based learning efforts. The waivers focus on the on-the-job training and incumbent worker programs. Both waivers have increased participant involvement and align with the primary objective of the EO.
- MDHEWD, in coordination with the Missouri National Guard (MONG), established registered apprenticeship programs for 170 occupations through an effort called Project Eagle. This is the largest and most comprehensive program of its kind in the nation.

**NEXT STEPS**

OAWBL will finalize appointments to the inter-agency council and pre-schedule quarterly committee meetings for the 2023 calendar year.

**RECOMMENDATION**

This is an information item only.

**ATTACHMENTS**

- A. Office of Apprenticeship and Work-Based Learning Annual Report - 2022

OFFICE OF APPRENTICESHIP  
AND WORK-BASED LEARNING

# ANNUAL REPORT

## 2022



DEPARTMENT OF  
HIGHER EDUCATION &  
WORKFORCE DEVELOPMENT

For additional information about Missouri Office of Workforce Development services, contact a Missouri Job Center near you. Locations and additional information are available at [jobs.mo.gov](http://jobs.mo.gov) or 1-888-728-JOBS (5627).

The Missouri Department of Higher Education and Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

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# EXECUTIVE SUMMARY

**Missouri had 16,983 active apprentices across 471 registered and active programs.**

Missouri ranks in the top four nationally for key Registered Apprenticeship categories, including third for new apprentices and fourth for completed apprenticeships. The Missouri Department of Higher Education and Workforce Development (MDHEWD)-Office of Workforce Development (OWD) Apprenticeship Missouri team is prioritizing access to Registered Apprenticeship programs, expanding current programs, and launching new partnerships. In FY 2022, Missouri had 16,983 active

apprentices across 471 registered and active programs. In 2019, Missouri established a goal of having 20,000 apprentices by 2025. On June 1, 2022, MDHEWD announced that Missouri surpassed its goal. Efforts to reach this goal include special projects funded by Workforce Innovation and Opportunity Act (WIOA) discretionary dollars and two federal grants from the U.S. Department of Labor (USDOL): the Apprenticeship State Expansion grant (awarded in 2019) and the State Apprenticeship Expansion grant (awarded in 2020).



**3rd**  
IN NEW APPRENTICES



**4th**  
IN COMPLETED  
APPRENTICESHIPS



**10,774**  
NEWLY REGISTERED  
APPRENTICES



**16,983**  
ACTIVE APPRENTICES

Missouri's boast of continuous growth is due to the commitment and innovation of OWD's Apprenticeship Missouri staff, informed by the Office of Apprenticeship and Work-Based Learning's (OAWBL) inter-agency council, training providers, intermediaries, USDOL, and MDHEWD. The activities

described in this report are a testament to the horizontal collaboration among departments and stakeholders in expanding Registered Apprenticeship as a direct result of the two federal grants and WIOA discretionary dollars.



## APPRENTICESHIP STATE EXPANSION GRANT

One of the federal apprenticeship grants in operation is the Apprenticeship State Expansion (ASE) grant. This grant is geared toward case management system alignment, fundable participant services, and staffing.

The ASE grant has allowed Apprenticeship Missouri staff to work with 22 partners to increase accessibility to Registered Apprenticeship training opportunities available throughout the state. The projects fund up to \$500 toward the related-technical instruction of a Registered Apprenticeship program or for supportive service needs. Both services are specific to newly enrolled apprentices.

***There are 17 participating partners in this grant.***

***These partners have committed to serve 907 participants.***

*To date, the ASE grant has served **618 apprentices** statewide in the following occupations:*

- Agricultural Equipment Technician
- Agricultural Maintenance Technician
- Carpenter
- Certified Medical Assistant (CMA)
- Certified Nurse Assistant (CNA)
- Construction
- Corrections Officer
- Electrician
- Flooring Specialist
- Heating and Cooling
- Horticultural
- Industrial Electrical Maintenance
- Industrial Sewing Operator
- Library Technician
- Paraprofessional
- Machine Technician
- Truck Driver
- Waste Water Operations
- Wood Flooring Specialist

This project will continue until June 30, 2023.

Additionally, Apprenticeship Missouri staff were involved in a wide variety of apprenticeship-related activities to modernize and expand apprenticeship awareness and accessibility throughout the state.

**Key activities completed include:**

- Development of new apprenticeships with state agencies: Missouri National Guard, Department of Mental Health
- Expanded partnerships to include national intermediaries to increase accessibility
- Continued engagement with all RA stakeholders through monthly Missouri Apprenticeship Team conference calls
- Continued influencing strategies to target underserved populations, a project continued from last year. MDHEWD collaborated with Jobs for the Future's Center of Excellence for DEIA in Apprenticeship. The Institute for Community Inclusion provided training to Missouri stakeholders, intermediaries, sponsors, and partners on disability awareness and serving citizens with disabilities through apprenticeships on June 30, 2022, and July 21, 2022.
- Increased technical assistance to WIOA Local Workforce Development Boards (LWDB) to increase access to and awareness of apprenticeship and other work-based learning opportunities through regularly scheduled Office Hours chats.

## STATE APPRENTICESHIP EXPANSION GRANT

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*The second federal apprenticeship grant in operation is the State Apprenticeship Expansion (SAE) grant. This grant is geared toward apprenticeship staffing and an online apprentice matching portal.*



## APPRENTICESHIP STATE EXPANSION GRANT

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The SAE grant funds the OWD Apprenticeship Missouri coordinator, who has been with the apprenticeship team since 2017. The Apprenticeship Missouri coordinator serves as a primary point of contact for employers, intermediaries, and other apprenticeship stakeholders to establish relationships and open communication regarding apprenticeship needs. The coordinator then works directly with the USDOL Office of Apprenticeship to move the apprentice partner into the next stage of apprenticeship building. The results

of the coordinator's efforts are immeasurable, yet completely invaluable. The coordinator is working to share knowledge and connections with OWD's Community Development Team to increase the number of qualified apprenticeship specialists across the state.

In addition, the SAE grant funds the Missouri Chamber's online apprenticeship matching portal, Missouri Apprentice Connect. The portal encourages the modernization and expansion of apprenticeship by allowing employers and potential apprentices to connect to apprenticeship opportunities online. There are 165 apprenticeship employers listed, 449 apprenticeship positions posted, and 451 active potential apprentices searching for employment.



**165**  
APPRENTICESHIP  
EMPLOYERS LISTED



**449**  
APPRENTICESHIP  
POSITIONS POSTED



**451**  
ACTIVE POTENTIAL  
APPRENTICES



## MISSOURI APPRENTICE READY

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The Apprenticeship Missouri team launched a pre-apprenticeship initiative called Missouri Apprentice Ready (MAR) in February 2021, funded by WIOA discretionary dollars. This project is part of MDHEWD's placemat initiative preparing Missourians for success and on a path to employment through Registered Apprenticeship.

MAR strives to meet the following goals:

- Create 10 new pre-apprenticeship programs
- Increase the diversity of Registered Apprenticeships
- Increase active apprentices in existing programs through pre-apprenticeship

***MAR has exceeded its goal of creating 10 new pre-apprenticeship programs with 11 new pre-apprenticeship programs created since inception.***

***Last year, OAWBL approved the Missouri Certified High-Quality Pre-Apprenticeship Framework. This framework was used to establish foundational requirements for the MAR initiative.***

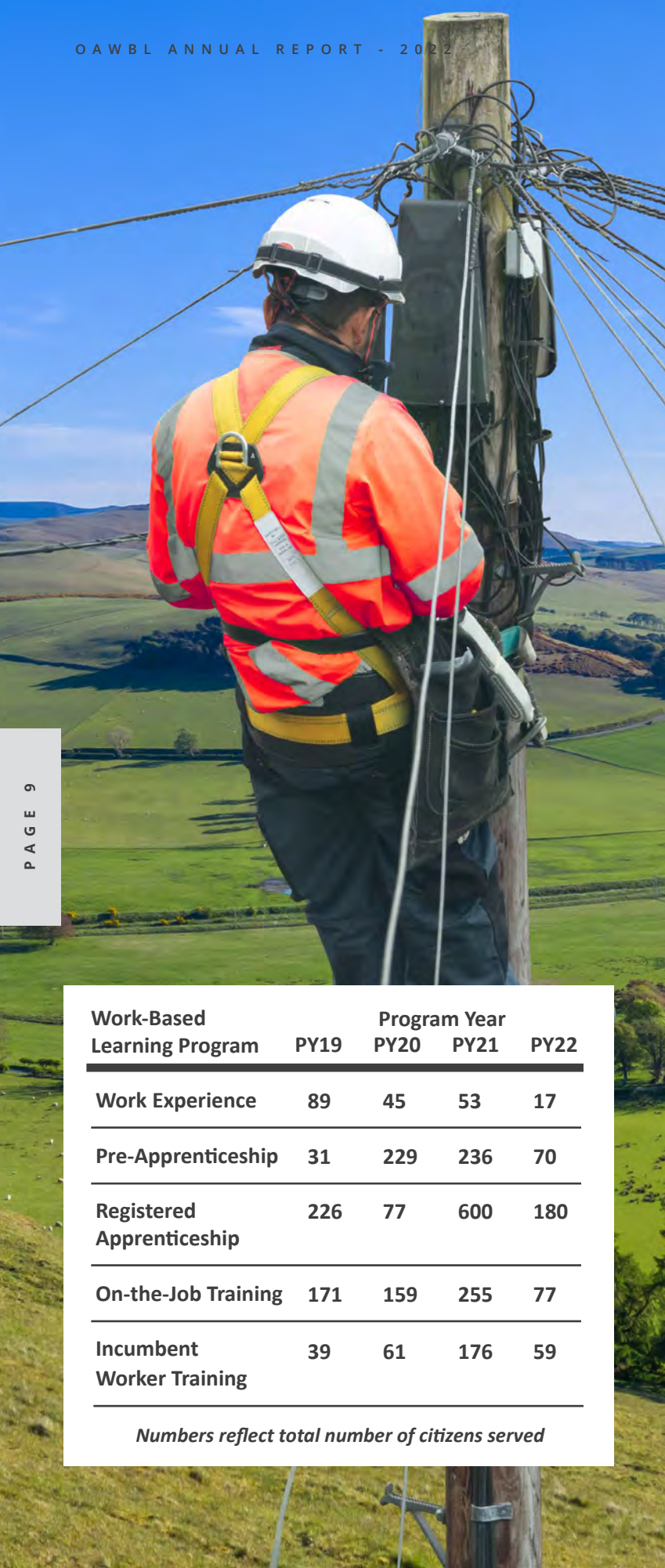
- Pre-apprenticeship programs must possess articulated agreements into a Registered Apprenticeship program and be transparent in the entry and success requirements.
- Participating sponsors and employers must broaden their talent pipeline by agreeing to direct entry into employment for successful pre-apprenticeship completers.
- Pre-apprenticeship programs culminate in the earning of Missouri Industry Recognized Credentials or Federal Industry Recognized Credentials. These credentials support direct entry into the workforce, are aligned with labor-market demand, and are validated by the OAWBL or USDOL.
- Pre-apprenticeship programs offer academic, career preparation, and wraparound supports. A pre-apprentice receives technical and career awareness skills development through industry-relevant training and workplace exposure supervised by a mentor. Pre-apprenticeship providers must cultivate relationships between WIOA partners, community-based organizations, and employers to ensure that pre-apprentices can easily access tutoring, case management, child care, mental health support, transportation, and housing.

***MAR has served over 260 Missourians on the pathway to apprenticeship to date. At least 30 percent of the residents served entered Registered Apprenticeship opportunities upon completion.***

**The occupations associated with the MAR project include:**

- Assembler
- Bricklayer
- Carpenter
- Cement Mason
- Certified Medication Technician
- Certified Nurse Assistant
- Electrical Worker
- Floor Layer
- Geospatial Intelligence Specialist
- Industrial Maintenance Technician
- Iron Worker
- Laborer
- Level One Medication Aide
- Machine Operator
- Machinist
- Maintenance Mechanic
- Manufacturing Technician
- Operating Engineer
- Pipefitter
- Plumber
- Quality Inspector
- Roofer
- Sheet Metal Worker
- Sprinkler Fitter
- Welder

The MAR initiative runs through May 15, 2023.



## WORK-BASED LEARNING

Work-based learning is one of the highest priorities for Missouri under WIOA. The underlying advantage of work-based learning is that it incorporates skill competencies employers need. The trainees are learning the specific skills they need and how to apply those skills in the way the employer needs. Work-based learning ensures individuals who complete training can immediately add value in the workplace and have the marketable skills required to lead to future career pathway advancement.

Apprenticeship Missouri staff serve as the subject matter experts for work-based learning. The team has provided training and guidance to WIOA partners statewide regarding the implementation of various work-based learning strategies, including work experience, pre-apprenticeship, Registered Apprenticeship, On-the-Job Training (OJT), and incumbent worker training (IWT). Work-based learning by the numbers is provided to the left.

Work-Based Learning Program	PY19	Program Year		
		PY20	PY21	PY22
Work Experience	89	45	53	17
Pre-Apprenticeship	31	229	236	70
Registered Apprenticeship	226	77	600	180
On-the-Job Training	171	159	255	77
Incumbent Worker Training	39	61	176	59

*Numbers reflect total number of citizens served*

**Work-based learning is one of the highest priorities for Missouri under WIOA.**



## Waiver 1:

### ON-THE-JOB TRAINING WAIVER

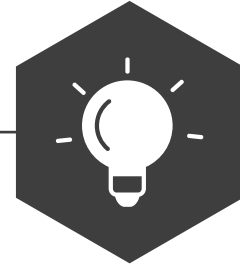
**WIOA SECTION 134(C)(3)(H)(I) AND 20 CFR 680.720(B)**

USDOL approved the State’s waiver request to increase OJT employer reimbursement up to 90 percent through June 30, 2024, for WIOA Title I Adult, Dislocated Worker, and Youth formula funds.

During PY 2021 (July 1, 2021-June 30, 2022), 64 people were served through OJT. Job Centers continue to promote OJT as WIOA programmatic support for apprenticeships. One LWDB utilized the 90 percent waiver amount for its OJT agreements, while all others utilized the standard 50 percent reimbursement rate. Two additional LWDBs provided OJT services compared to the previous program year.

## WORK-BASED LEARNING

In an effort to increase the use of work-based learning, OWD requested two waivers from USDOL directly affecting work-based learning efforts. Waivers allow OWD to waive the regulatory requirements of programs to improve job seeker and employer outcomes, or otherwise achieve positive outcomes. A description of each waiver and the results known to date are provided to the left and right.



## Waiver 2:

### INCUMBENT WORKER TRAINING WAIVER

**WIOA 134(D)(4) AND 20 CFR 680.800(A)**

USDOL approved a waiver request to allow local areas to reserve more than 20 percent of Adult and Dislocated Worker funding for IWT through June 30, 2024. This waiver was requested to aid local response to an increased demand for workers during the COVID-19 pandemic. This request permits local areas to increase the allowable threshold for IWT from 20 percent to 50 percent.

Apprenticeship Missouri staff serve as the subject matter expert for the IWT. The team continues to host regular calls with participating LWDB directors to discuss the IWT program, provide technical assistance, and promote continuous improvement efforts. The participation rate for the IWT program continues to increase substantially. Since the waiver, two additional workforce regions have joined in operating this type of training, and the number of individuals and employers served has increased by more than 400 percent.

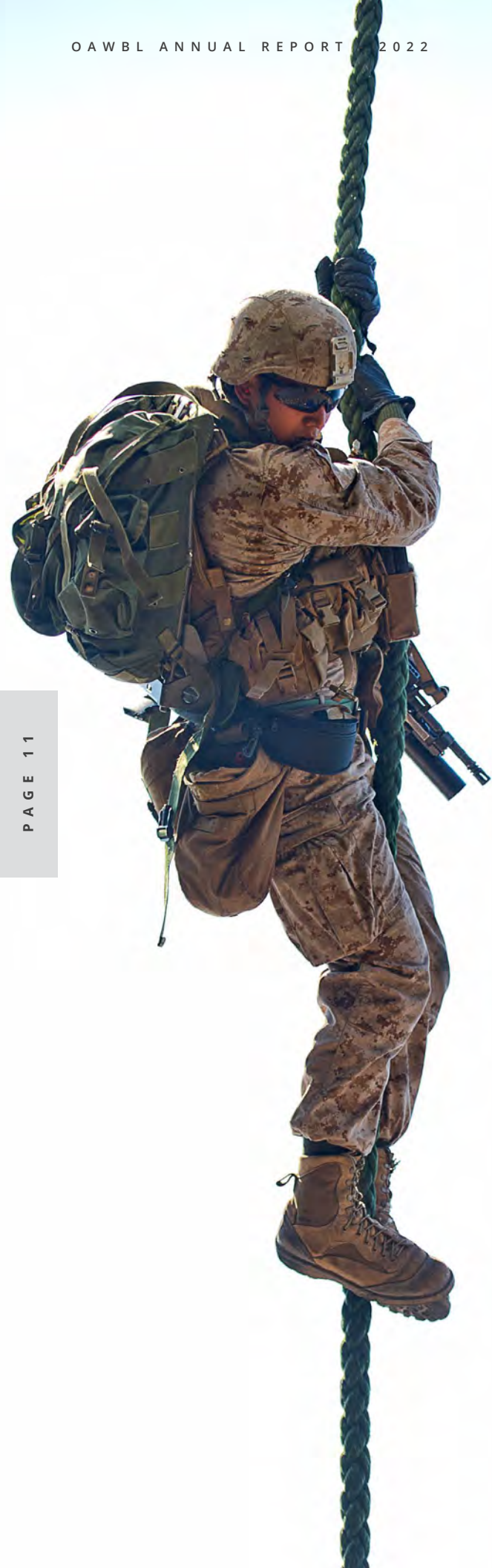
## APPRENTICESHIP ACTIVITIES OVERVIEW

### *Project Eagle Apprenticeship Program*

In February 2022, MDHEWD, in coordination with the Missouri National Guard (MONG) and the Missouri Governor's Office, announced the establishment of the Project Eagle Apprenticeship Program. This program qualified military training and experience toward a federally recognized apprenticeship certification.

The partnership with MDHEWD, which included ASE-supported staff, OAWBL, USDOL, and military partners, enabled MONG to register as an apprenticeship sponsor. The new apprenticeship program, through MONG, is the largest and most comprehensive program of its kind in the nation. It includes 170 occupations with every unit within MONG Air and Army participating in the program. Additional information regarding Project Eagle is available online (<https://dhewd.mo.gov/newsapp/newsitem/uuid/e26c0435-103b-4785-a067-d014d7b0292c>). The latest data shows that MONG has served 256 individuals through their registered programs.

**EE**  
**Includes 170**  
**occupations with every**  
**unit within MONG Air**  
**and Army participating**  
**in the program**



# APPRENTICESHIP ACTIVITIES OVERVIEW

## Missouri Industry Recognized Credentials

On Oct. 1, 2021, OAWBL launched Missouri Industry Recognized Credentials (MIRCs). MIRCs are credentials employers seek within an industry or sector for recruitment, screening, hiring, retention, or advancement purposes. MIRCs are different from credentials known under the WIOA, as WIOA credentials must meet the federal definition of a recognized postsecondary credential. MIRCs provide an opportunity to highlight to Missouri employers that residents have other necessary credentialing to meet their growing workforce needs.

OAWBL's Business & Industry Council approved 75 MIRCs last year, leading with the ACT WorkKeys as the first MIRC. Other MIRCs include 10 Missouri Apprentice Ready Programs and Department of

Elementary and Secondary Education (DESE) vetted IRCs. A list of MIRCs is available online on MDHEWD's MIRC landing page (<https://dhewd.mo.gov/WorkforceDevelopment/MIRC.php>). Training providers, employers, and workforce boards may apply to add a MIRC to the list by submitting an online application to OAWBL. OAWBL reviews applications quarterly unless otherwise approved by the OWD director.

MIRCs are tracked using Missouri's electronic case management system with the help of Missouri Job Center staff. Additionally, Apprenticeship Missouri staff continue to collaborate with the OWD's Community Development team and Virtual Learning Specialist team to identify and curate new MIRCs that are valued by employers.

### MIRCs are aligned with 11 targeted in-demand industries, including:



- |   |                     |   |                            |
|---|---------------------|---|----------------------------|
|  | Agribusiness        |  | Health Sciences & Services |
|  | Bioscience          |  | Hospitality                |
|  | Construction        |  | Information Technology     |
|  | Education           |  | Manufacturing              |
|  | Energy Solutions    |  | Transportation & Logistics |
|  | Financial Solutions |   |                            |

***OWD's case management reports 1,343 MIRCs have been recorded.***

## APPRENTICESHIP ACTIVITIES OVERVIEW

### *Missouri Apprenticeship Team*

The Apprenticeship Missouri team meets regularly with apprenticeship stakeholders during Missouri Apprenticeship Team (MAT) conference calls. MAT is composed of Apprenticeship Missouri staff, USDOL Office of Apprenticeship, LWDB partners, community colleges and other training providers, various state agencies, and employers. These calls provide apprenticeship stakeholders with key updates at the state and federal levels, technical assistance regarding apprenticeships, and available resources to continue apprenticeship work.

One key event was the MAT meeting held April 27-29, 2022, during the Missouri Association of Workforce Development's (MAWD) annual conference at the Branson Convention Center. An invite-only pre-conference session was held April 26. The pre-conference served as an in-person MAT meeting and introduced new partners to the team, provided updates on current RA expansion activities, and included a presentation regarding Youth Apprenticeships. MAWD worked with the Apprenticeship Missouri team to establish a Registered Apprenticeship conference track, which allowed many MAT members to participate in the conference.



Missouri Association for Workforce Development



# APPRENTICESHIP-RELATED PRESENTATIONS INCLUDED:

**OVERCOMING YOUTH BARRIERS THROUGH REGISTERED YOUTH APPRENTICESHIPS AND WORK-BASED LEARNING**



**CYNTHIA WALKER,**  
apprenticeship consultant

**SHRINKING APPRENTICESHIP ALIGNMENT GAPS**



**MELISSA ROBBINS**  
director of National Association of Workforce Development Professionals

**VIRTUAL LEARNING PLATFORMS & WORK-BASED LEARNING**



**RANDY LANE,**  
OWD Virtual Learning Team manager

**ESTABLISHING APPRENTICESHIPS BEYOND LABOR/UNION ORGANIZATIONS-PRIVATE & PUBLIC SECTORS ARE ON STANDBY**



*SPECIAL GUESTS PANEL*



*Effective October 2022, OWD shifted to hosting MAT meetings every other month and will continue to include key updates and necessary technical assistance, as requested by MAT members.*

## APPRENTICESHIP SUMMIT 2022

To celebrate National Apprenticeship Week, OWD hosted the fifth annual Apprenticeship Missouri Summit with the theme of Connecting Opportunities to Outcomes.

The Summit was held Nov. 14-15 at the Stoney Creek Conference Center in Independence and included over 200 apprenticeship community partners from all across Missouri, the U.S., and the world.

A tour of the Kansas City Electrical Joint Apprenticeship and Training Center kicked off the event, which allowed partners to have a behind-the-scenes look at how and where apprentices train.

The first day concluded with two workshop presentations from key apprenticeship partners. Safal Partners presented “Assessing and Building Strategic Apprenticeship Partnerships,” and Trace Laughery, of USDOL Office of Apprenticeship, presented “Developing Apprenticeship Standards.”

Senator Barbara Ann Washington and State WDB Chair Len Toenjes provided the opening remarks for day two of the Summit.

### **The remainder of the day included a series of panels:**

- Partner Connect: State Agencies and Apprenticeship panel with DMH, DED, and DESE
- Missouri Industry Recognized Credentials: Powered by Coursera, CompTIA, and ACT
- Fostering Industry Led Collaboration Across the Globe: Keynote Luncheon with GAN Global
- Inspiring Employer Engagement – Missouri Chamber
- Benefits of Apprenticeship – Full Employment Council

### **To wrap up the Apprenticeship Summit, the following awards were presented:**

- Dr. John Gall Legacy Award, Leonard Toenjes
- Provider of the Year, Missouri State University
- Employer of the Year, Oracle Cerner
- Partner of the Year, Missouri Chamber of Commerce

# APPRENTICESHIP RESOURCES

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<https://www.moapprenticeconnect.com/>

[https://dhewd.mo.gov/apprenticeship\\_missouri.php](https://dhewd.mo.gov/apprenticeship_missouri.php)

<https://jobs.mo.gov/moapprenticeships>

FY 2020 Office of Apprenticeship & Work-based Learning Annual Report

FY 2021 Office of Apprenticeship & Work-based Learning Annual Report

