Industry Focus Call: Public Sector

August 14, 2024 | 2:00-3:00 p.m. ET

Notes on Virtual Platform

Thank you for joining today's session!

This session will be recorded and made available to participants and others unable to join the event today. Any participant who prefers to participate via audio only should disable their video camera so only their audio will be captured.

Please remain on mute to minimize noise.

We highly encourage you to use your video.

Chat to the entire group with questions/comments. We will answer questions as we go.

If you are having technical challenges connecting, message or email Grace McCall: gmccall@air.org.

Welcome!

Introduce yourself in the chat:

– Name

– Job title

– Organization

– Location

Agenda

1. Welcome and Introduction

2. Your Interest in Public Sector Apprenticeships

3. Overview: Apprenticeship in the Public Sector

4. Public Sector Apprenticeships in Colorado

5. Moderated Discussion

6. Resources

Please use the chat box to ask questions and share comments throughout the call today

Meet the Presenters

Amy Young

Principal Technical Assistance Consultant

American Institutes for Research

Mary Wurtz

Policy Analyst

The Council of State Governments

Denise Miller

State Director, Apprenticeship Colorado

Colorado Department of Labor and Employment

Poll: Public Sector Apprenticeship in Your State

Where are you in the process of developing public sector apprenticeships?

- Just beginning to think about public sector apprenticeships

- Started the process of developing public sector programs

- Have some public sector apprenticeships and looking to expand

- Other (type it in the chat)

Open Chat

What is one topic you would like to hear about today or one question you have about public sector apprenticeship?

Share your thoughts in the chat!

About CSG

Founded in 1933, **The Council of State Governments** is our nation's only organization serving all three branches of state government. CSG is a region-based forum that fosters the exchange of insights and ideas to help state officials shape public policy. This offers unparalleled regional, national and international opportunities to network, develop leaders, collaborate and create problem-solving partnerships.

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Atlanta

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54%

The percentage of state governments anticipating a major retirement wave in the next few years.

Public Sector Apprenticeships

600+

The number of public sector apprenticeship programs nationwide.*

*Per scan of apprenticeship.gov Program Finder by CSG policy analysts

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Example Occupations

- City clerk
- Town manager
- City treasurer
- Conservation officer
- Engineering technician
- Truck driver
- Police officer
- Electrician
- IT help desk technician

The **Maine Department of Health and Human Services** sponsors a **psychiatric nurse apprenticeship program** to train students preparing for or enrolled in their final semester of nursing school to work in one of the state's two psychiatric hospitals. There are already many psychiatric nurse apprenticeship programs across the United States, and employers can adapt the standards from existing programs to build out their own apprenticeship.

The **Ohio** Vocational Apprentice Program enables students and adults with disabilities receiving vocational rehabilitation services to access state government employment through paid apprenticeships within state agencies. The average starting wage for apprentices is $20 per hour in a variety of positions, including capital finance analysts, information technologists, graphic designers, food service workers and office professionals.

Early Lessons Learned: Strategies and Barriers

Barrier: Difficulties building RAPs into existing state personnel structure

- Engage human resources staff and employee union (if applicable) early in the process.
- Read the rules! Don't assume something isn't possible.
- Develop apprentice classification.

Barrier: Lack of familiarity with RAPs and widespread misconceptions

- Develop informational materials with public sector audience in mind.
- Identify RAP champions in each agency.
- Take opportunities to build awareness around RAPs.

Barrier: Government agencies are already overwhelmed and lack capacity to develop and sponsor a RAP.

- Identify a trusted intermediary to serve as a group sponsor.
- Lean on state apprenticeship offices to assist with program development, funding, etc.
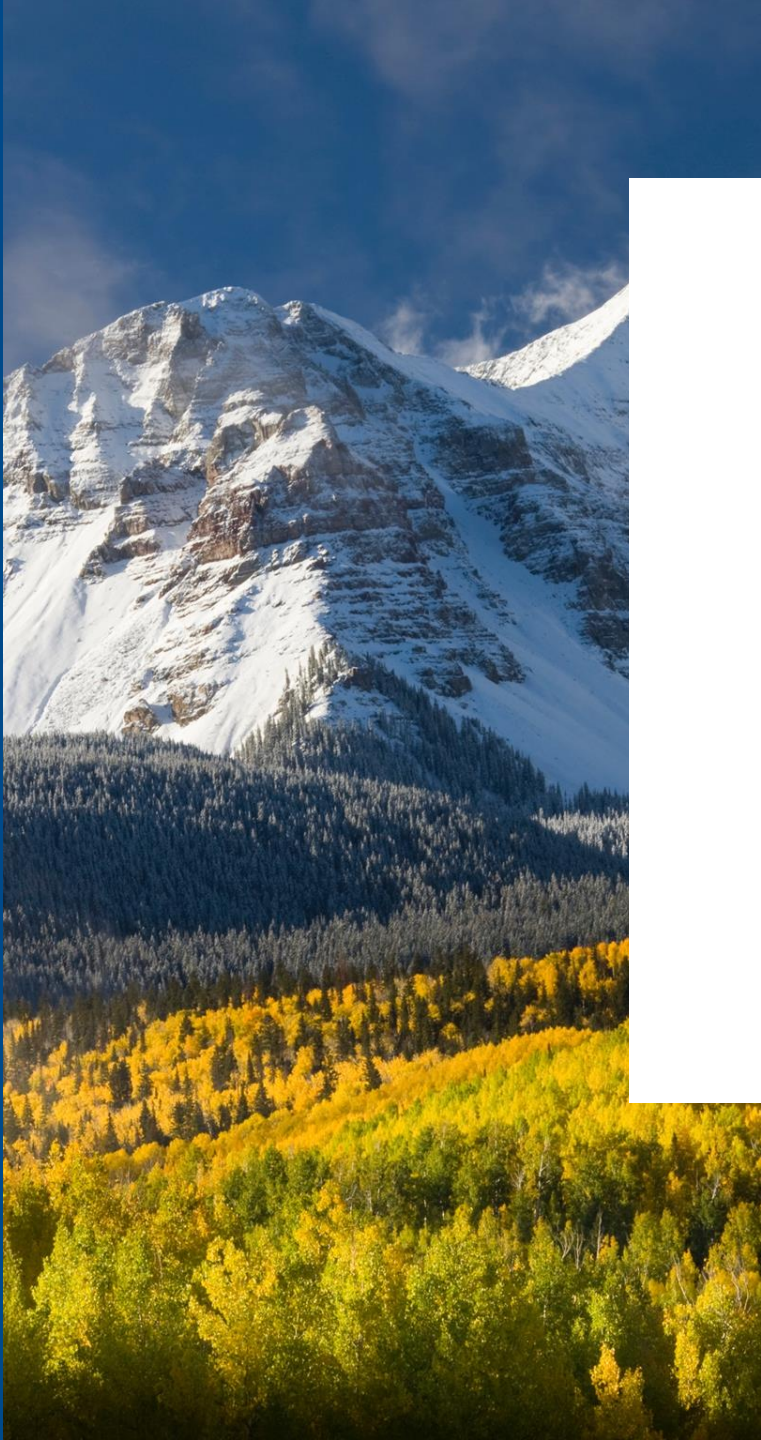
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Public Sector Apprenticeship Toolkit

Questions?

Public Sector Apprenticeships in Colorado

Denise Miller, Director
Apprenticeship Colorado

History of Public Sector Apprenticeship in Colorado

Executive Order D2022 027

Directed CDLE & DPA to develop statewide guidance and strategies to expand the number of RAPs in state agencies by **20%** by June 30, 2023.

✓**GOAL MET**

Executive Order D2023 016

Governor Polis expanded upon his original Executive Order, directing CDLE to increase the number of RAPS in state agencies by **50%** by June 30, 2024.

Collaboration & Implementation

CDLE, DPA, and Council of State Governments collaborated on a toolkit and state agencies registered programs with Apprenticeship Colorado to launch new programs, with a variety of models.

The Office of the Future of Work
Apprenticeship Colorado

Public Sector Apprenticeship

In the Colorado Landscape

- **14** current apprentices in state government

- **6** completed apprentices in state government

- **12** Registered Apprenticeship Programs with **14** occupations in state government

- **7** new RAPs in program development stage

The Office of the Future of Work
Apprenticeship Colorado

Apprenticeship Specialist

Colorado Department of Labor and Employment, Office of the Future of Work

- **Occupation:** Existing USDOL Title: Apprenticeship and Training Representative
    - O*NET-SOC CODE: 13-1151.00
    - RAPIDS CODE: 2037CB

- **Program Model:** Competency Based

- **Problem:** Attracting diverse candidates

- **Goals:** Embed RAPs internally

- **Barriers:** State classification system

- **Partners:** Human Resources, CO Wins (Union)

- **Program Standards**

The Office of the Future of Work
Apprenticeship Colorado

Software Developer

Governor's Office of Information Technology

- **Occupation:** Existing USDOL Title: Application Developer
    - O*NET-SOC CODE: 15-1252.00
    - RAPIDS CODE: 1129CB

- **Program Model:** Competency Based

- **Problem:** Persistent talent gaps

- **Goals:** Leverage Sponsor/employer relationship to provide quality RI and education

- **Barriers:** Capacity

- **Partners:** ActivateWork (Sponsor)

- **Program Standards**

The Office of the Future of Work
Apprenticeship Colorado

Highway Maintenance Specialist

Colorado Department of Transportation

- **Occupation:** Existing USDOL Title: Operations Engineer
  - O*NET-SOC CODE: 47-2073.00
  - RAPIDS CODE: 0365HY

- **Program Model:** Hybrid

- **Problem:** Difficulty recruiting candidates

- **Goals:** Create recruitment opportunities for diverse candidates

- **Barriers:** State classification system

- **Partners:** CO Wins (Union), Dept of Personnel Administration

- **Program Standards**

The Office of the Future of Work
Apprenticeship Colorado

Key Lesson #1

State agencies, like all other employers, can be creative in launching new programs, in partnership with intermediaries, or alone, depending on their long-term strategy.

Key Lesson #2

State agencies may require additional communications support to get the multiple levels of agency buy-in to effectively implement.

Key Lesson #3

State agencies may take longer to plan and recruit based on business needs such as anticipating fiscal sustainability, collaborating with HR, etc. Managing apprentice enrollment timeline expectations has been a work in progress.

Questions?

Moderated Discussion

Resources

Open Chat

What is something you learned about today about apprenticeships in the public sector?

What is one strategy you heard today that is useful for your efforts on public sector apprenticeships?

Share your thoughts in the chat box!

Public Sector Apprenticeship Resources

- **Registered Apprenticeship in the Public Sector (Apprenticeship Community of Practice)**
  https://apprenticeship.workforcegps.org/resources/2021/06/24/18/23/Apprenticeship-in-the-Public-Sector

- **Public Sector Apprenticeship Toolkit (Council of State Governments)**
  https://www.csg.org/wpcontent/uploads/sites/7/2024/05/ASCENDIUM_Public_Sector_Apprenticeship_Toolkit_May-2024.pdf

- **Colorado Executive Order – June 2022**
  https://www.colorado.gov/governor/news/8266-continuing-bring-good-paying-jobs-coloradans-build-workforce-future-gov-polis-signs

- **Colorado Executive Order – September 2023**
  https://www.colorado.gov/governor/news/10676-governor-polis-takes-executive-action-expand-access-work-based-learning-opportunities

- **Public Sector Apprenticeship: Improving Work for Governments and Residents (Urban Institute)**
  https://www.urban.org/research/publication/public-sector-apprenticeship-improving-work-governments-and-residents

Presenter Contact Information

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Upcoming Industry Focus Call

Mental and Behavioral Healthcare

September 11, 2-3 p.m. ET

Sign up today!

Post-Call Feedback

Please take a moment to complete the post-call feedback form; thank you!