

## **Dialogue with Karen Swindells, Department of Labor (Office of Apprenticeship and Training)**

- Employers with registered apprenticeships programs can add the high school for the education portion. Private insurance is usually the major issue with apprenticeships of younger workers.
- Age 16 – Attending high school or working on GED
- If they are in a registered apprenticeship program or training program, there are exceptions to the limitations.
- Access O-Net to get rates of pay
- 2000 hours equals one year. Most programs are 3-5 years.
- Insurance – Worker Comp, Liability, etc.
  - Call Pamela Reed to get clarification on this issue
  - Company liability insurance is much higher and limiting factor
  - Having a non-18-YO student is considerably higher
- Need commitment from the businesses that they want to do it to get the skilled workforce.
  - Advantages of high school students include giving them a purpose.
  - Part-time during school year, full-time during summer.
  - Keeps them in school – keeps them from dropping out.
  - They are out of the program if they drop out unless they continue working on their GED.
  - If not hiring high school students in a registered training program, then hires must be physically fit and at least 18 years of age.
  - They will get a certificate of registration.
  - Students get a diploma or certificate upon completion.
- Current Apprenticeship through Sheridan College, in which college classes are incorporated as part of the academic instruction.
- Zowada has graduated three through an in-house apprenticeship program, all of whom scored over 90 on the plumber's exam. Testament that the program does work.
- Hathaway
  - Tried to get a bill through for registered apprenticeships
  - The bill was changed to vocational educational scholarship for anyone doing any type of training – then it changed to career/technical education training grant
  - Failed in budget session by one vote
  - Must take the WorkKeys test
  - All 11<sup>th</sup> graders are required to take WorkKeys or the ACT
- Agreements must be signed with every business
  - First agreement is between DOL and School (School district has an agreement in effect already – signed by Craig Dougherty)
  - Second agreement is between school, employer and DOL.
  - Contact Karen Swindells to set up programs

- Agreements are in effect until they are canceled with DOL.
- National apprenticeship system – monitored by federal government
- Other states have state apprenticeship councils that monitor apprenticeship programs – Wyoming chose not to have a state apprenticeship council.
- Summer contact will be necessary as well while they are still students (maybe once a month)
- Must maintain at least a “C” average
- Wage and Hour must give clarification on whether they can work more than 40 hours during the summer
- School enforcement and commitment is important to the success of the program
- Someone from the school needs to commit to going out and check on the students regularly.
- Hours are an issue between school and employers.
  - Currently students can miss 2 periods a day for internships – 1:45 PM through end of day.
  - This time is an issue – jobsites are already going.
  - Would prefer seeing them for half-day in the afternoon.
  - There are opportunities with scheduled shut-downs at projects for evening work and weekend work as well, but they are less common.
  - 20 hours a week is the maximum during the school year.
- School has agreements with the VA and Forest Service for students that are working there. Agreements are monitored by these employers.
  - SKEP Program – accounting students, clerical students, etc.
  - Entity pays for schooling at Sheridan College (nursing, accounting, etc.)
- School has Pace program – Kathleen Pilch is contact
  - Apply
  - Letters of recommendation
  - C average
  - Kathleen monitors
  - Employer evaluations
  - Receive full credit for 2-period block
  - Some paid and some unpaid internships
  - 20-30 seniors per year in the program
- Ag Labor is a different set of laws
  - Mullinax hires kids as irrigators – they still put together sprinkler systems, but they are irrigators.
  - Hiring under ag labor law where applicable is easier.
- Supervised experience program through the Ag Department
  - About 35 kids placed in ag-oriented businesses
  - Ag educators visit during the winter
  - Farmers Union employers, methane industry (agricultural irrigators),
  - Extends through summer
  - Most are paid positions
  - Not during the school day

- After hours/weekends
  - Get extra credit in ag classes (bonus credit for ag classes)
- Workforce Services has programs that will help with wages through training funds
  - Career advancement accounts
  - Workforce Investment Act
  - Different avenues to access monies
  - Youth programs
  - Employers must apply for the funds
  - Many limitations and conditions
- As school goes into Career Academy Phase, they would be flexible on hours on a student-by-student basis.
  - Would like to know time factors that work best for employers
  - Wage and Hour Department needs to get involved in hour limitations
  - Classes from the curriculum in school classes can be credited in the employer's program with DOL
- Marketing the trades at the high school level is important aspect
  - When students are done with these programs, they will be making income up with other professional programs (i.e. dentists, accountants, engineers, etc.)
  - Make income while you learn
  - No college debt to repay
  - Debt to income ration much higher
  - Electricians are so far above everyone else – must be registered, national certification, licensed when done, etc.
  - Carpenters and plumbers are not registered or licensed when done

Next meeting: April 2<sup>nd</sup>

Randy and Shari will develop and implement an action log and key actions we need to get done.