



# (RE)IMAGINING APPRENTICESHIPS

## TODAY'S TOOLS FOR TOMORROW'S WORKFORCE



SCAN FOR AGENDA AND BIOS

- 8:30 a.m. **Check-in and Breakfast**
- 9:30 a.m. **Opening Remarks**
- 9:45 a.m. **Presentation:** Non-Traditional Apprenticeships ICAN  
Jon Caffery and Miriam Farnbauer
- 10:00 a.m. **Presentation:** Current Developments and Opportunities for  
Apprenticeships  
Dr. Wallace Walrod
- 10:30 a.m. **Panel Discussion:** Transatlantic Apprenticeship Study Trip to  
Germany - Lessons Learned from Abroad
- 11:00 a.m. **Coffee Break**
- 11:15 a.m. **Panel Discussion:** MAP2 Employers and Apprentices
- 12:00 p.m. **Lunch Break**
- 12:30 p.m. **Presentation:** Employer Engagement and Benefits of  
Apprenticeships for Employers  
Vinz Koller
- 1:00 p.m. **Breakout Session**
- 2:00 p.m. **Closing Remarks**



## **Employer Checklist Apprenticeship Program Creation**

- **Contact your Regional Apprenticeship Intermediary or College Regional Director**
  - ICAN
    - Miriam Farnbauer, Program Director, DIAG USA – Apprenticeship Intermediary
      - [mfarnbauer@diagusa.org](mailto:mfarnbauer@diagusa.org)
      - (310) 456-4432
      - [www.map2apprentice.org](http://www.map2apprentice.org)
    - Dr. Jon Caffery, Regional Director of Employer Engagement, Saddleback College
      - [jcaffery@saddleback.edu](mailto:jcaffery@saddleback.edu)
      - (760) 668-4370
    - Israel Dominguez, Economic and Workforce Development Director, Saddleback College
      - [idinguez@saddleback.edu](mailto:idinguez@saddleback.edu)
      - (805) 441-1763
- **Create an apprenticeship advisory group for employer(s)**
  - C-Suite VP or above
  - HR Directors
  - General Managers
  - Floor Managers
  - Other relevant decision makers
- **Convene Initial Advisory/Stakeholder Meeting**
  - ICAN/DIAG USA will facilitate
- **Create job descriptions with required skills and competencies**
  - Employability skills (soft)
  - Technical competencies (hard)
  - Standards of on-the-job training: DIAG USA will develop standards with companies and register them for the apprenticeship program
- **Develop a Training Timeline**
  - Training hours (On-the-Job-Training) minimum 1000 hours
  - Related Technical or Supplemental Instruction (RTI/RSI) minimum 144 hours
    - Select college courses or programs or provide training materials
- **Determine required hiring process, timeline, and wage progression**
  - How applicants apply
  - When and where jobs are posted

- Define starting wage and steps with competency milestones
- **Register Apprenticeship**
  - ICAN/DIAG USA will facilitate submission and approval process
  - All DAS/DOL reporting requirements included
- **Enroll Students**
  - ICAN/DIAG USA will facilitate
    - MOU for employer/college/Intermediary Roles and Responsibilities
    - Workforce Development Board (WIOA) contracts and eligibility
    - Apprenticeship program screening and recruitment
    - Train the Trainer (Mentor) sessions
  - Employer will facilitate
    - Apprenticeship Employment Contract
    - Interviews and hiring decisions
    - Identify “in house mentors” for apprentice guidance
- **DAS/DOL/WIOA reporting**
  - ICAN/DIAG USA will facilitate all ongoing required reporting
  - Certification (Journeymen completion)
- **Ceremony (Graduation etc.)**
  - ICAN/DIAG USA will facilitate for employers
  - Colleges will facilitate for Degree and Certificate attainment

**Additional Resources:**

- **Orange County Workforce Development Boards**
  - Annette Whittle, Orange County Regional Organizer
    - [annette.whittle@occr.ocgov.com](mailto:annette.whittle@occr.ocgov.com)
    - (909) 362-7082