

WEBVTT

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00:00:01.709 --> 00:00:12.478

Thank you Matt. Good afternoon. Everybody my name is Dwayne. She made a mistake coordinator, employment, community engagement for the division of developmental disabilities uh, within the Department of mental health.

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00:00:12.478 --> 00:00:17.789

Now, just like to think everybody for their interest in learning more about Missouri talent pathways.

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A solution to the workforce crisis.

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That many of our providers have been experiencing throughout the the last several years.

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Today's agenda just to provide a little bit of an overview.

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Uh, we will start with welcoming introduction, uh, then we'll have a brief history of how we developed a registered apprenticeship.

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A little bit of an overview as to why we selected a registered apprenticeship as a solution.

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And helping increase workforce opportunities.

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Or direct support professionals. Well, give just a little bit of an overview of what a registered apprenticeship is.

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Then we'll get into the nuts and bolts of Missouri talent pathways.

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Which is the registered apprenticeship for the certified direct support professional.

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Then we do have a couple of partner agencies with us today who will provide a little bit of context.

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An overview of how they are able to work and collaborate with us.

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And then we will definitely spend hopefully a good 1520 minutes.

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Addressing any questions and the answers, as I anticipate.

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There being several as we go through this process, then lastly, we'll conclude, uh, just.

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Uh, with a couple of quotes from the governor and director backs.

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As well, as director, Poon and, uh, just reviewing some of the, uh.

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00:01:34.109 --> 00:01:38.219

Social media plan that we've gotten, uh, with Missouri talent pathways.

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00:01:38.219 --> 00:01:46.349

So before we go any further, I'd like to 1st, introduce. I'm just going to ask folks to kind of unmute as I go across our.

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00:01:46.349 --> 00:01:51.209

Panelist screen in the order that I see them. So microphone could you introduce yourself?

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Hello Michael plan I work with veterans education.

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Uh, for the Department of elementary and secondary education, we're the groups that approved programs for veterans to be able to use their build benefits.

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Veterans can use those benefits for a lot of programs, including on the job training and apprenticeship.

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00:02:10.110 --> 00:02:16.439

So, we're really excited to be able to work with all of you and Dwayne and his office on this.

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00:02:16.439 --> 00:02:22.139

Initiative and think that's going to offer some really good options for veterans as they start a new career.

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00:02:23.305 --> 00:02:35.335

All right, thank you. Tracy and Suzanne. Hello, this is Suzanne. Richard thanks. So much for inviting me today and I work for the Department of higher education and workforce development.

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00:02:35.514 --> 00:02:48.564

I'm actually an apprenticeship of coordinator, which means I travel the state, and I work with companies. Uh, I work with Chamber of commerce I work with schools, anyone interested in, um.

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00:02:48.870 --> 00:02:53.969

Following the registered apprenticeship model, so thanks for letting me join.

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00:02:53.969 --> 00:02:59.699

All right, thank you, Suzanne and last, and certainly not least, uh, traits.

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00:03:01.050 --> 00:03:06.210

I am trace law free. I work for the United States Department of labor, office of apprenticeship.

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I provide the guidance and, uh, consultation and setting up the programs with potential sponsors.

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Also provide oversight for, uh, the event.

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He said the program in the rapid system, which we'll talk a little bit more about later.

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00:03:22.500 --> 00:03:25.979

Thank you. All right. Thank you. Trace.

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And, um, with that, we will jump right into the presentation.

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So, 1st off, I just want to provide a little bit of a brief history, although we're sitting here in 2022.

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Uh, the genesis of this registered apprenticeship program, actually, 1st occurred in early 2019.

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For the division as we were receiving results of the 2018 national core indicator staff, stability survey.

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Some of the things that we began to realize, and those statistics that were completed by both state, uh, programs as well, as many of our contract and community.

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Based organizations was that, as you can see on the left that we have.

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55% of direct support professionals.

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As of December, um, 2018.

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55 of those individuals had been employed less than 2 years.

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00:04:15.389 --> 00:04:20.850

On the right you can see that of those direct support professionals who separated from work.

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00:04:20.850 --> 00:04:24.720

41% of them had been on a job for less than 6 months.

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So, obviously, that contributes to a high turnover rate in Missouri. That was a 53.4% turnover rate.

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Of direct support professionals and a full time vacancy rate of 6.6%.

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With that type of a volatility in the workforce, and obviously creates a lot of impacts and a lot of challenges.

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Or our provider agencies for the families.

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00:04:48.569 --> 00:04:51.749

And individuals who received services through our programs.

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So, from that survey, as an division, we really started looking at what type of workforce solutions and strategies could we begin to explore.

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As we see on the next slide from that survey, also what we learned was in Missouri.

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That the median hourly wage of a new direct support professional.

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At that time was 11 dollars an hour and the starting wage was at 10 dollars an hour. Both of those were below national.

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Averages, but as many of you all, uh, on today's call, no.

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You could be working at dollar general or mcdonald's under much less challenging circumstances.

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00:05:28.259 --> 00:05:36.088

Making more money than that. So obviously the wages at some level have contributed to a lot of the workforce shortages that were experiencing.

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There are many consequences for that DSP shortage, you know, from the individual perspective.

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They're now working with a staff person who is having to work long hours, many times pulling double and triple shifts.

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That amount of extra work that fatigue leads to, uh, the propensity to potentially make mistakes.

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Be a little bit less tolerant, uh, in stressful circumstances and situations.

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When you have a lot of turnover staff.

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Individuals themselves may be experiencing experiencing signs and symptoms of illness.

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That may be missed or overlooked, because you have new staff people.

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Who are unfamiliar with that individual obviously, when you have a lot of volatility and turnover of staff with very limited, uh, experience.

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That also means that a lot of times they're limited training.

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Limited expertise, which results in individuals having potentially less independents, less opportunity to achieve their goals and outcomes.

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And also potentially less social interaction.

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And then, obviously, for the individual, the more staff that they're having to work with, it creates ongoing difficulty with them being able to know, and develop a trusting relationship, uh, with a direct support professional.

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00:06:49.588 --> 00:06:53.908

For families, this impacts in many ways when stuff's not available.

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Um, many families are having to take time off of the jobs in order to be able to.

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00:06:58.168 --> 00:07:05.038

Provide care for the children, um, family from cells aren't able to engage in their own personal social activities.

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00:07:05.038 --> 00:07:11.608

Because they're filling more fatigue or burn out. Um, they themselves begin to have stress and help issue.

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And having to provide care of that is a challenge in being able to.

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To have it be delivered through our programs and services.

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For our community based organizations, obviously there's tremendous challenge.

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And just being able to recruit qualified applicants. Um, it's tough to implement a lot of business acumen, uh, practices, because of having an ever evolving door of staff.

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Which also contributes to a lot of increased cost and training.

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Increase cost of onboarding, um, having just low morale within staff and and whether or not those resources are able to be fully access.

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And then for our communities, it definitely has an impact.

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And that we have more individuals, uh, who are direct support professionals at those low wages that are having to access other public assistance programs.

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Plus, as individuals experience may be more stress and the beginning to exhibit more behavior. We also see an increase utilization.

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Of law enforcement and emergency services to meet needs, that could otherwise have been delivered in a preventative manner for the individuals who are the waiver recipients.

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So clearly a lot of the impact and a lot of difficulties and challenges associated.

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With what we were seeing in the National core indicator, staff, stability survey.

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So, at that time, in early 2019.

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Uh, at that time, our division director was Malton and Val.

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Use that information to provide a lot of education for legislators.

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And work closely with our general assembly and understanding the impacts and consequences of the workforce shortage.

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And really began to advocate for elevating.

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Our rates to get, um, services at a level to where direct support professionals could be.

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Um, living on, uh, having liveable wages.

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And also increase in the credentials and ability a lot of those early efforts, uh, that began in 2019. you're seeing a curve this year, the governor's budget recommendations.

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As director backs, and others have been meeting with our house and Senate representatives.

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Also from that survey data, we understood the importance of really trying to invest in best practice training.

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Not only do we want to stabilize the workforce? Not only do we want to create a pipeline.

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But we saw that the real need to ensure that staff are.

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Um, being well, well, trained.

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Um, that individual for receiving services from highly qualified professionals.

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We wanted to look at credentialing and to develop some truth for your ladders.

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Um, that really help optimize the investments that we're spending through our public dollars.

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And ideally be able to create a credentialing pathway in the certificate.

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That would be portable to where the direct support professional could take it with them into other work programs and work settings.

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So, from those surveys, uh, in 20, late 2019.

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The division developmental disabilities began to reach out to Mac DDS and Mark to explore some early interest.

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Um, both of those, uh, trade associations, uh, and, uh, professional associations we're looking at similar strategy.

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To how to stabilize that work force overall, as we begin to work for what we wanted to do was ensure.

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That 1st, and foremost, we were stabilizing the work for.

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And creating a structured for your pathway or direct support professionals.

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That way they have opportunities to grow within the workplace.

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00:10:36.479 --> 00:10:39.839

And there's not this ever evolving door because of either.

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Um, difficult and challenging circumstances, having to work multiple hours, or being able to go apply to other places to get higher wages.

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Through Missouri talent pathways, we're also wanting to just increase the competency in delivering national national best.

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Practices we wanted to be able to standardize that training to where the training that's being delivered and not a wake County, Missouri.

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Is the same train that's being delivered in iron county or maybe the same service is being delivered in every county.

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So, we wanted to ensure that across our 114 counties.

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That anybody participating in this would be having the same training and when someone completes a program, they have a certificate that everybody across. The state of Missouri will understand.

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00:11:24.869 --> 00:11:32.818

What that training potentially means we also had an objective to ensure that we're developing practice in a way that mitigates risk.

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Risk for the individuals who are waiver recipients and receiving services.

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As well, as risk to the employers, as I noted earlier, we wanted to make sure that this had statewide applicability.

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And that the credential was gonna be portable across multiple work environments.

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And ultimately, by stabilizing the work force, we can increase the outcomes for individuals.

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We can all achieve cost efficiencies and then we can develop that.

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00:11:59.188 --> 00:12:03.089

A strong talent pipeline, we need to get new workers into the workforce.

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So, why do we consider a registered apprenticeship on this slide? What you'll see is registered apprenticeship in the center from the individual potential job seeker.

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Uh, perspective all job seekers are looking for a.

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Position a position that they can grow in and 1 where they can fill value and B value.

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From a community based organization, or any business perspective.

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Businesses are always looking for talent, they need individual to come in and apply for services.

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They want to individuals that want to, um, have retention. I want to continue to stay on the job and grow in the position.

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And they want to be able to develop talent that has that long term vision.

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Achieve some of the higher and more noble goals.

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Where are those opportunities inside intersect from a community based organization and if a potential job seeker.

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Uh, those intersect with a registered apprenticeship program.

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The business value proposition for a registered apprenticeship program.

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It's again, it develops talent pipelines. It broadens your applicant pool as you'll hear throughout this webinar.

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It's an opportunity to connect relevant training, uh, to really help individuals, increase their overall employee skills.

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It's a way to pay individuals or, uh, increase in skills and abilities and develop a structured.

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Uh, salary schedule, it's also a way to, uh, uh, decrease errors and injury and other risks on the job and the ability to create a a competitive advantage.

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Of our other businesses delivering similar types of programs and services.

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In your community, from the employee, the job seeker or the apprentice perspective.

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It's an opportunity to go to work and be paid on day. 1.

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00:13:50.308 --> 00:13:56.458

It's an opportunity to ensure that you're getting purposeful and positive coaching support and mentoring.

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Throughout your entire work day and, uh, each day, uh, that you go to work.

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It's an opportunity to get a credential and to be rewarded for your accomplishment, both with the credentials but also through salary.

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And it's also an opportunity to wear any prior work experience and work experience.

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Can be front loaded, uh, to minimize the amount of time that it would take to receive the credential.

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1 of the things, uh, that, uh.

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00:14:22.859 --> 00:14:29.339

I saw just this morning, and it was shared to me by Lucas Evans, who's our chief behavior analyst or the division.

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Is he had seen a blog that was just posted? I think yesterday.

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And as of 2021, the top 5.

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The 6 reasons that people separate employment are career, go growth.

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Job expectations, safety orientation.

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Coaching and feedback salary doesn't appear on that scale until the 7th reason.

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00:14:49.619 --> 00:14:54.328

But 1 of the things that are registered apprenticeship does is addresses career growth.

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It addresses job expectation, it helps with orientation. It provides coaching and it provides feedback.

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So this is something that, uh, even with just a recent.

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Uh, research study that was published yesterday, this is something that meets those individual's needs.

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Uh, and that's why we're so excited to have this opportunity.

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00:15:13.948 --> 00:15:21.028

Uh, to offer Missouri talent pathways and to, uh, offer this certified direct support professionals.

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Registered apprenticeship program.

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So, I know I've used the term registered apprenticeship, many times. Uh, you know, there's many words that we all think that we have familiarity with.

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00:15:32.519 --> 00:15:36.239

Um, but this is just an opportunity to do just a little bit of a check.

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00:15:36.239 --> 00:15:39.269

To ensure that when I use the term register, that friendship.

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That we all have a similar concept, so a registered apprenticeship it is a talent development strategy. It's not a new strategy. Uh, it's a strategy that has 80, uh, plus years of history of success.

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00:15:52.469 --> 00:15:58.619

Uh, in the United States, it predates that, uh, if you look at the European, um.

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00:15:58.619 --> 00:16:03.899

Um, train, um, design for that day, back hundreds of years.

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00:16:03.899 --> 00:16:07.708

It is a career pathway for a skilled labor opportunities.

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Again, I paid registered a friendship.

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00:16:11.399 --> 00:16:17.729

Uh, you get paid on the job, you conduct training that occurs on the job and then you blend that training.

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With other related training that occurs through other outside sources.

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I have registered apprenticeship that means that it is something that is nationally recognized from the US Department of labor.

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And that it results in a credential, or certificate from the U. S. Department of labor, uh, education and training and administration.

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Also with the apprenticeships.

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00:16:40.558 --> 00:16:48.839

With different types of apprenticeships individuals are able to earn college credit as part of the apprenticeship with little notes students.

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00:16:51.778 --> 00:16:58.469

So, with a registered apprenticeship, uh, and I've looked at this, um, graphic from the U. S Department of labor.

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Uh, a word for companionship is comprised of 5 key pieces.

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You have business involvement, it involves structured on the job training.

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Having related instruction reward for skill gains and then a national occupational credential.

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So, any time the term apprenticeship is used, it has that.

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00:17:17.729 --> 00:17:21.989

Fit these 5 areas, uh, and have these 5 components.

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To be officially considered a registered apprenticeship program.

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So, when starting with the business involvement, uh, in our registered apprenticeship program, that would be our community based organizations and agencies.

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For the business involvement again, it drives talent to them.

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I assist businesses with developing very specific skill objectives.

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00:17:45.088 --> 00:17:48.959

They have to provide on the job training, coaching and mentoring.

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00:17:48.959 --> 00:17:53.519

They employ the apprentice and then they also determine the wage of progression scale.

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00:17:56.009 --> 00:17:59.278

2nd component around structured on the job training.

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00:17:59.278 --> 00:18:02.999

What that means is, there has to be hands on instruction.

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00:18:02.999 --> 00:18:09.479

That's delivered by a mentor or a journey worker, which is someone who's trained and experienced in the profession.

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00:18:09.479 --> 00:18:14.939

Their structured content on what must be delivered as part of that on the job training.

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00:18:14.939 --> 00:18:18.269

That it has to follow a national best practices.

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00:18:18.269 --> 00:18:23.038

That it's been customized for the specific career in occupation that we're discussing.

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00:18:23.038 --> 00:18:27.749

And if there are competency measures, uh, to evaluate when, and the printers.

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00:18:27.749 --> 00:18:39.328

Has developed a particular skill, the 3rd component, uh, that must be present for a registered apprenticeship is that there must be related, uh, training instruction.

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00:18:39.328 --> 00:18:45.179

This is technical and academic competencies. Uh, it has to be provided by a provider.

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00:18:45.179 --> 00:18:50.548

Uh, an education provider that could be a high school. It could be a career in tech center.

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00:18:50.548 --> 00:18:54.388

Could be a college, or it could be an online learning management system.

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00:18:54.388 --> 00:18:58.108

There's flexibility in how that training formal training occurs.

201

00:18:58.108 --> 00:19:04.558

But there must be formal related training instruction that occurs in addition to the, on the job training.

202

00:19:06.479 --> 00:19:10.108

The 4th area, uh, component of a registered apprenticeship.

203

00:19:10.108 --> 00:19:20.098

Is that there must be a reward for skills game so, as someone goes through an apprenticeship program, they must be receiving more money as they progress through it and completed.

204

00:19:20.098 --> 00:19:26.939

Then the wages in which they started with, so there's a defined salary structure and it must be competency driven.

205

00:19:26.939 --> 00:19:32.638

So, as you develop additional competencies, you begin to get rewarded for those competencies.

206

00:19:34.229 --> 00:19:39.479

And then the 5th component of a register of friendship is the National credential.

207

00:19:39.479 --> 00:19:44.909

And so this is the National occupational credential that is issued from the U. S. Department of labor.

208

00:19:44.909 --> 00:19:50.429

It's something that is portable, uh, potentially stackable to where you could get other.

209

00:19:50.429 --> 00:19:54.058

Uh, credentials and something that is industry recognized.

210

00:19:54.058 --> 00:19:57.838

Yep.

211

00:19:57.838 --> 00:20:04.259

So, overall, um, those are the 5 components that have to be in place and it has to be certified in approved.

212

00:20:04.259 --> 00:20:11.098

By the US Department of labor so again, the key components here is that you're integrating mentoring.

213

00:20:11.098 --> 00:20:20.548

With on the job training and related technical instruction that would occur, uh, by other sources, other than the journey worker on the.

214

00:20:22.078 --> 00:20:27.628

So, now let's get into Missouri talent pathways. So this is our registered apprenticeship program.

215

00:20:27.628 --> 00:20:30.114

For, uh, direct support professionals.

216

00:20:34.163 --> 00:20:43.463

So, as I mentioned earlier, uh, we initially started looking at this and, uh, the fall of 2019, um, the partners in this effort has been the Missouri division and developmental disabilities.

217

00:20:45.058 --> 00:20:49.409

We've had technical support from U. S. Department of labor Ops, apprenticeship.

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00:20:49.409 --> 00:20:53.608

We've worked with in Missouri, Department of higher education and workforce development.

219

00:20:53.608 --> 00:21:00.328

Uh, apprenticeship, Missouri, we've also received, uh, technical assistance and consultation from the National Alliance.

220

00:21:00.328 --> 00:21:07.138

For direct support professionals and National Association of state director of developmental disability services.

221

00:21:07.138 --> 00:21:11.818

Our work group members who helped us design this talent pathway.

222

00:21:11.818 --> 00:21:16.919

Were representatives from the 3 county boards uh, it was apprenticeship, Missouri.

223

00:21:16.919 --> 00:21:21.868

Uh, we have community based organizations, representatives from the Missouri association and.

224

00:21:21.868 --> 00:21:29.308

We have facilities, we had institutions of higher ed on our advisory board as well as family advocates.

225

00:21:29.308 --> 00:21:36.298

So, we began in March of 2020, having our 1st meeting and if anybody knows what 2020.

226

00:21:36.298 --> 00:21:39.538

That was the 1st, year of the public health emergency.

227

00:21:39.538 --> 00:21:43.888

So, even though we had our initial meeting in March of 2020.

228

00:21:43.888 --> 00:21:48.868

Uh, we really did not begin working as a formal work group until October in that year.

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00:21:48.868 --> 00:21:54.568

Much of our initial work was completed prior to February of 21.

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00:21:54.568 --> 00:21:58.919

And then, at that point, in time we started vetting what we had designed design.

231

00:21:58.919 --> 00:22:02.249

With the National Alliance for direct support professionals.

232

00:22:02.249 --> 00:22:07.019

Uh, we've vetted it through the National Association state director of developmental disabilities.

233

00:22:07.019 --> 00:22:11.788

We actually did a presentation to the National governance with Association.

234

00:22:11.788 --> 00:22:15.778

And I think our 1st, presentation to the office and Governor person.

235

00:22:15.778 --> 00:22:23.699

Occurred in April of last year, based upon that feedback from all those individuals we continued to tweak and revise and edit.

236

00:22:23.699 --> 00:22:31.679

Missouri talent pathways to the point where we formally submitted it, uh, for approval, uh, about 6 weeks ago.

237

00:22:35.128 --> 00:22:39.689

So, with the Missouri certified direct support, professional register to French.

238

00:22:39.689 --> 00:22:45.298

Program, uh, what we had to do was develop what we call a standards document.

239

00:22:45.298 --> 00:22:52.769

And what's called an appendix a, that appendix a, and again you don't need to worry about the that specific term.

240

00:22:52.769 --> 00:22:56.969

But, basically, what we had to do is go through an outline all the competencies.

241

00:22:56.969 --> 00:23:03.659

That a trained what we would consider certified direct support professional would possess.

242

00:23:04.709 --> 00:23:12.028

We identified those competency measures. Uh, we began to work on what would be the, the skills that would need to be possessed.

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00:23:12.028 --> 00:23:16.769

As part of each of those competencies kind of what those work processes were.

244

00:23:16.769 --> 00:23:19.888

And what type of specific training instruction.

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00:23:19.888 --> 00:23:27.058

We felt that that ideal, um, superstar, uh, direct support professionals would possess and access.

246

00:23:27.058 --> 00:23:33.449

We develop different use cases looking at what the outcomes of this would be kind of what workflows would be.

247

00:23:33.449 --> 00:23:37.828

Our internal business processes, how we'd go about onboarding.

248

00:23:37.828 --> 00:23:42.538

Potential riders looking at who all the actors and end users would be.

249

00:23:42.538 --> 00:23:46.288

And then we look at where we already had, um, ability.

250

00:23:46.288 --> 00:23:49.439

Um, but also, where could we leverage additional dollars?

251

00:23:49.439 --> 00:23:53.278

So those were all the activities that that advisor report on.

252

00:23:53.278 --> 00:24:04.439

Uh, over the course of about a year. So, what that led to, uh, was an outline of our employer providers.

253

00:24:04.439 --> 00:24:07.919

Um, so, in the development of our standards document.

254

00:24:07.919 --> 00:24:12.598

Um, in order to participate in this registered apprenticeship program.

255

00:24:12.598 --> 00:24:16.528

Any potential community based organization would need to agree.

256

00:24:16.528 --> 00:24:19.949

Uh, to comply with what we developed as our standards.

257

00:24:19.949 --> 00:24:25.048

And so our employer partners, which is the registered apprenticeship term.

258

00:24:25.048 --> 00:24:30.749

For our community based organizations, uh, and that standard document, we outline.

259

00:24:30.749 --> 00:24:33.838

Uh, their, their, their responsibilities to include.

260

00:24:33.838 --> 00:24:38.878

Uh, safety assurances, uh, expectations of compliance with.

261

00:24:38.878 --> 00:24:43.078

How they will identify and determine the qualifying trainers.

262

00:24:43.078 --> 00:24:50.578

Who would be considered journey workers? The standard document also outlines the periodic reviews.

263

00:24:50.578 --> 00:24:55.048

That will occur the ratio of apprentices to journey workers.

264

00:24:55.048 --> 00:25:03.959

We then outline the, uh, minimum qualifications and that standard documents of what a potential apprentice would need to possess.

265

00:25:03.959 --> 00:25:10.409

Those minimum qualifications aligned specifically with our existing contract requirements.

266

00:25:10.409 --> 00:25:15.898

And our way requirements, so we're not expecting any additional minimum qualifications.

267

00:25:15.898 --> 00:25:21.838

Beyond the 18, um, having high school, uh, or equivalency.

268

00:25:21.838 --> 00:25:28.378

Or having other related experience, as long as individuals possess those minimum qualifications.

269

00:25:28.378 --> 00:25:31.439

Then they would be eligible for the apprenticeship program.

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00:25:31.439 --> 00:25:36.209

The standards document also outlines the probationary period for.

271

00:25:36.209 --> 00:25:42.209

The apprenticeship is 3 months now again, uh, apprentices are hired and paid.

272

00:25:42.209 --> 00:25:46.469

Uh, through the, um, um, the, um.

273

00:25:46.469 --> 00:25:51.868

On the job training, so as an employee, they may have a different probationary period.

274

00:25:51.868 --> 00:25:55.949

But as an apprentice themselves, they would have at least a 3 month.

275

00:25:55.949 --> 00:26:01.949

Probationary period, and then the standards document also outlines the complaint procedures.

276

00:26:01.949 --> 00:26:09.179

If an apprentice has any concern, uh, with the community based organization who is serving as their employer department.

277

00:26:11.548 --> 00:26:23.368

And, um, as I noted, we also had developed what was called our appendix, a, our work process schedule.

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00:26:23.368 --> 00:26:27.838

So, for the Missouri certified, direct support, professional.

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00:26:27.838 --> 00:26:34.409

A registered apprenticeship program it is a competency based program. It's a 1 year program.

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00:26:34.409 --> 00:26:38.699

Which means that the premise would need to complete 2000 hours.

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00:26:38.699 --> 00:26:45.989

Of on the job training and mentoring that 2000 hours is a minimum that department of labor would require.

282

00:26:45.989 --> 00:26:49.709

For any career that you are looking at, developing an apprenticeship for.

283

00:26:49.709 --> 00:26:54.239

So we do require 2000 hours, um, on the job training and mentoring.

284

00:26:54.239 --> 00:26:57.898

And again, this would be delivered by a journey worker.

285

00:26:57.898 --> 00:27:02.159

That the provider associate or provider organization would identify.

286

00:27:02.159 --> 00:27:05.999

And that journey worker could be any manager supervisor.

287

00:27:05.999 --> 00:27:13.259

Or, uh, trained, experienced worker, each, um, community based organization that choose to participate.

288

00:27:13.259 --> 00:27:17.338

They will identify themselves who they feel would be that journey worker.

289

00:27:17.338 --> 00:27:20.759

And they would work with myself and other members of the team.

290

00:27:20.759 --> 00:27:25.618

On, um, identifying what that the best ratio would be.

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00:27:25.618 --> 00:27:30.058

The great thing about a partnership program is it's not just about new talent.

292

00:27:30.058 --> 00:27:34.108

Businesses that have existing employees that they would like to.

293

00:27:34.108 --> 00:27:38.729

Participate in this program, or if employees themselves want to participate.

294

00:27:38.729 --> 00:27:43.199

Because they would like to access and still increase the wage increases.

295

00:27:43.199 --> 00:27:46.348

As well as, uh, access to the National credentials.

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00:27:46.348 --> 00:27:54.179

They are definitely able to participate, uh, at a minimum when it comes up worker, uh, must be enrolled in the register partnership.

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00:27:54.179 --> 00:27:57.659

For 6 months, um, and, uh.

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00:27:57.659 --> 00:28:02.969

Again, if they've been employed less than a year, then that may be a little bit more than 6 months.

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00:28:02.969 --> 00:28:07.108

Uh, but we just have to make sure that our total amount of hours is 2000 hours.

300

00:28:07.108 --> 00:28:12.868

But if someone's been on the job for 2 years, at a minimum, they would still need to participate for 6 months.

301

00:28:12.868 --> 00:28:18.148

And I'll take just a little window there and, uh, trace. Is there anything you'd like to add?

302

00:28:18.148 --> 00:28:22.409

Uh, to that, um, 2000 hours and the incumbent workers.

303

00:28:22.409 --> 00:28:35.548

No, the only thing I would add like you've covered with the income at work for 6 months is what they asked for that they stay in Rapids for even if they're sitting on several years of experience.

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00:28:35.548 --> 00:28:40.169

That's just to cover the administrative requirement of, uh, in Rapids.

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00:28:40.169 --> 00:28:45.028

Again, under special circumstances, we can make them exceptions to that.

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00:28:45.028 --> 00:28:49.348

The other thing I would like to just find out if I can't wait out for 2000 hours.

307

00:28:49.348 --> 00:28:52.949

This is a competency based program that we.

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00:28:53.784 --> 00:29:00.864

And I don't know if we cover this later on in the presentation, but that 2000 hours is a minimum. It can fluctuate.

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00:29:00.864 --> 00:29:09.413

Clearly if folks are working part time or even if they're working full time, and just need more time to cover it down on classes or.

310

00:29:10.199 --> 00:29:16.378

Um, achieving the competencies. All right thanks guys.

311

00:29:16.378 --> 00:29:25.798

So, um, the 2nd, part of the program that any potential employer partner would need to agree to.

312

00:29:25.798 --> 00:29:31.798

Is that, um, we've identified the 15 validated competencies and I'll share those in just a 2nd.

313

00:29:31.798 --> 00:29:38.219

Those competencies are ones that align with the National Alliance for direct support professionals.

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00:29:38.219 --> 00:29:43.378

We ultimately chose those 15 competencies to be the work processes.

315

00:29:43.378 --> 00:29:49.769

Because they are nationally validated, uh, there are evidence based practice those research behind.

316

00:29:49.769 --> 00:29:56.308

Those being the ideal competencies that a trained and experience direct support professional with us.

317

00:29:56.308 --> 00:30:01.138

There's another added advantage to adopting the DSP.

318

00:30:01.138 --> 00:30:04.439

15 competencies and we'll talk about that a little bit later.

319

00:30:04.439 --> 00:30:09.358

Uh, but, um, just to kind of brief by also adopting those it does.

320

00:30:09.358 --> 00:30:13.199

Afford potential apprentices or employer partners.

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00:30:13.199 --> 00:30:17.788

To also collaborate with badge Academy.

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00:30:17.788 --> 00:30:21.868

And then apprentices could be completing the apprenticeship.

323

00:30:21.868 --> 00:30:29.308

Not only with the certificate as a certified DSP registered or excuse me and certified.

324

00:30:29.308 --> 00:30:36.239

Direct support professionals, but they can also potentially walk out with the level 1 level 2.

325

00:30:36.239 --> 00:30:40.199
Or level, 3, national certificate, uh, in addition.

326
00:30:41.368 --> 00:30:53.489
So those 15 competency areas, um, the way that those, uh, will be a world will appear and would be measured on the job in the way in, which they would need to be trained is wrapped around 69 skilled statements.

327
00:30:53.489 --> 00:31:00.808
And so when we talk about a competency area, most of those competency areas will identify 3 or 4 or 5.

328
00:31:00.808 --> 00:31:05.729
Basic skills that need to be, uh, evident in day in day out work.

329
00:31:05.729 --> 00:31:09.028
In order to indicate that an individual has mastered.

330
00:31:09.028 --> 00:31:12.929
Those skills have mastered those competencies.

331
00:31:12.929 --> 00:31:16.558
The related training instruction, uh, which has to occur.

332
00:31:16.558 --> 00:31:24.388
Uh, which again on the, the, uh, picture there in the right you know, that is the 3rd component of a registered apprenticeship program.

333
00:31:24.388 --> 00:31:30.179
That related training instruction is a 169 contact hours of instruction.

334
00:31:30.179 --> 00:31:36.419
Currently, we will make that all available, uh, through the reliance, uh, online learning management system.

335
00:31:36.419 --> 00:31:40.558
Again, 1 of the values of doing this currently to realize.

336
00:31:40.558 --> 00:31:44.818
Is that also of credits the courses in reliable.

337
00:31:44.818 --> 00:31:47.818

So, not only are we ensuring that we're.

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00:31:47.818 --> 00:31:54.898

Uh, accessing the type of training and content, um, that we feel and the, the advisor group felt was important.

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00:31:54.898 --> 00:31:59.459

And also aligns with training that it's been accredited and vetted and approved.

340

00:31:59.459 --> 00:32:02.519

By the national lines for direct support professionals.

341

00:32:02.519 --> 00:32:06.568

And so what that means again is that individuals would want those certificates.

342

00:32:06.568 --> 00:32:12.088

In addition to the certificate, they wouldn't be completing coursework that would count.

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00:32:12.088 --> 00:32:20.909

Uh, towards both types of certificates also, uh, outlined in our work process schedule, is that in participation of this.

344

00:32:20.909 --> 00:32:24.959

That any approach, um, going through this program.

345

00:32:24.959 --> 00:32:28.798

Would be paid at a minimum of 15 dollars an hour.

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00:32:28.798 --> 00:32:34.919

And upon completion of it, they are rewarded with at least a 10% wage increase.

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00:32:34.919 --> 00:32:39.628

So any participating agency who would want to participate.

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00:32:39.628 --> 00:32:43.439

They can always set their minimum base wage higher than the 15.

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00:32:43.439 --> 00:32:46.709

I just said it could not go below 15 dollars an hour.

350

00:32:46.709 --> 00:32:50.848

So, that way any apprentice walking into any sites.

351

00:32:50.848 --> 00:32:54.929

That will be offering this. They have an understanding at the very minimum.

352

00:32:54.929 --> 00:33:00.209

They will be receiving 15 dollars an hour and they understand at the very minimum.

353

00:33:00.209 --> 00:33:05.338

They will have a 10% wage increase upon completion of the apprenticeship program.

354

00:33:05.338 --> 00:33:09.058

And again, each business is able to set that higher if they desire.

355

00:33:09.058 --> 00:33:16.739

They just cannot go any lower than that. And again, this is a completely voluntary program. It's not changing any error requirements.

356

00:33:16.739 --> 00:33:21.088

In the waiver, it's not a changing any of our requirements and contract.

357

00:33:21.088 --> 00:33:25.229

This is just a program that's out there as a strategy.

358

00:33:25.229 --> 00:33:32.669

For providers to utilize, uh, for job seekers, who want to work as a direct support professionals to utilize.

359

00:33:32.669 --> 00:33:35.788

And if they want these formal certificates.

360

00:33:35.788 --> 00:33:40.739

Then, you know, this would be the programs that they could choose.

361

00:33:40.739 --> 00:33:45.959

Uh, 1 of the questions we've received, uh, it seems from the audience is.

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00:33:45.959 --> 00:33:50.189

Our mentor was allowed to mentor more than 1 of premise at a time.

363

00:33:50.189 --> 00:33:53.969

And what I will say is generally, yes, they can.

364

00:33:53.969 --> 00:34:02.308

Uh, I know Tracy will talk about that a little bit later. Um, but there is that ability to mentor more than 1 premise at a time.

365

00:34:02.308 --> 00:34:05.308

And, um.

366

00:34:05.308 --> 00:34:10.798

I say that Jeff asked the question is this something that we can build to offer in house?

367

00:34:10.798 --> 00:34:14.338

Jeff, if you can provide a little bit more clarification.

368

00:34:14.338 --> 00:34:19.889

I'm not for sure if I, um, have full understanding of your question on, um.

369

00:34:19.889 --> 00:34:23.128

About the ability to build in house.

370

00:34:23.128 --> 00:34:27.449

And I'll, uh, chicken provide a little bit more clarity. Um.

371

00:34:27.449 --> 00:34:32.489

We will come back to that question.

372

00:34:32.489 --> 00:34:42.628

So, once in a, a business has decided to be an employer partner, and they've agreed to comply with the standards that I outlined earlier.

373

00:34:42.628 --> 00:34:46.018

And to offer the training that we've talked about on the job.

374

00:34:46.018 --> 00:34:50.938

And the premise has been enrolled in the program and they've completed those competencies.

375

00:34:50.938 --> 00:34:53.969

They've completed their related technical instruction.

376

00:34:53.969 --> 00:34:58.708

They will get a certificate from the U. S. to department of labor. That looks very similar to this.

377

00:34:58.708 --> 00:35:07.739

It'll indicate that, uh, they are being receiving a certificate as a certified direct support professionals.

378

00:35:11.429 --> 00:35:15.268

So the 15 competencies, uh, that would be developed.

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00:35:15.268 --> 00:35:20.219

And so these are the competencies that would have to be developed as part of those 2000 hours.

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00:35:20.219 --> 00:35:24.898

Of on the job training, uh, these would also be the, um.

381

00:35:24.898 --> 00:35:29.159

Kind of domains, or area of focus of some of the related training instruction.

382

00:35:29.159 --> 00:35:33.358

And again, these aligned with National Alliance from direct support professionals.

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00:35:33.358 --> 00:35:36.958

We're kind of bucketing it into 4 broad domains around care.

384

00:35:36.958 --> 00:35:40.199

Determination professionalism and community.

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00:35:40.199 --> 00:35:47.159

So, within the care domain, uh, the competency being developed would be around effective communication.

386

00:35:47.159 --> 00:35:53.489

Prices prevention and intervention, delivering person centered, supports and person centered strategies.

387

00:35:53.489 --> 00:35:56.518

And then supporting individuals, health and wellness.

388

00:35:56.518 --> 00:36:01.108

Within this program, um, we have built the, um.

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00:36:01.108 --> 00:36:06.509

Mid level 1 into the registered of friendship.

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00:36:06.509 --> 00:36:09.748

So, that would fall underneath the supporting health and wellness.

391

00:36:11.518 --> 00:36:18.418

Underneath the determination area, uh, those competencies that would be being developed our participant empowerment.

392

00:36:18.418 --> 00:36:23.009

How to serve as an advocate for the individual that you're supporting.

393

00:36:23.009 --> 00:36:26.429

And how to build to maintain friendships and relationships.

394

00:36:26.429 --> 00:36:30.599

And helping the individuals that you're supporting, uh, build those.

395

00:36:30.599 --> 00:36:33.778

Underneath the professionalism domain.

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00:36:33.778 --> 00:36:38.608

Uh, there will be on the job training and technical, uh, instruction.

397

00:36:38.608 --> 00:36:43.409

Around conducting assessments, um, kind of informal assessments.

398

00:36:43.409 --> 00:36:46.469

How to really go about facilitating services?

399

00:36:46.469 --> 00:36:49.559
How to assist the individual.

400

00:36:49.559 --> 00:36:53.489
Um, and achieving their own education training and self development.

401

00:36:53.489 --> 00:36:57.838
Have to be a positive participant within your organization.

402

00:36:57.838 --> 00:37:02.639
And then, uh, elements around appropriate documentation and documentations standard.

403

00:37:02.639 --> 00:37:07.619
And then the community domain, the certified direct support professionals.

404

00:37:07.619 --> 00:37:12.628
Would be developing competencies and skills around community and service networking.

405

00:37:12.628 --> 00:37:15.898
And how to engage and connect.

406

00:37:15.898 --> 00:37:20.429
Uh, individuals with intellectual and developmental disabilities into their communities.

407

00:37:20.429 --> 00:37:24.599
Competencies and skills around community living skills.

408

00:37:24.599 --> 00:37:29.429
And support, and then also skills around vocational education.

409

00:37:29.429 --> 00:37:34.858
And career support, so, within that, uh, particular competency.

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00:37:34.858 --> 00:37:40.469
That does fully encompass what we were currently require for employment, support professionals.

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00:37:40.469 --> 00:37:45.599

So, anybody who would be going through this registered apprenticeship program.

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00:37:45.599 --> 00:37:50.458

We had the meeting all the core DSP training requirements and contracts.

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00:37:50.458 --> 00:37:54.478

They would be meeting the, um, for training.

414

00:37:54.478 --> 00:37:57.898

They would be meeting the employment support professional training.

415

00:37:57.898 --> 00:38:01.648

In addition to all these additional skills and competencies.

416

00:38:01.648 --> 00:38:05.548

That would get them this national certificate from the U. S. Department. Mm. Hmm.

417

00:38:09.599 --> 00:38:14.550

Okay, so where are we at currently? So we've developed the standards document.

418

00:38:14.550 --> 00:38:21.000

We've conducted outreach and that's 1 of the things we're doing today. And as we've been doing over the last year.

419

00:38:21.000 --> 00:38:25.139

We've identified, you know, all of our administration actors.

420

00:38:25.139 --> 00:38:30.630

We've approved the, uh, trending instruction and gotten the input that we needed there.

421

00:38:30.630 --> 00:38:34.440

So, where we're at today is we're ready to start on boarding partners.

422

00:38:34.440 --> 00:38:39.809

Uh, that registration process is a completion of what's called an appendix D.

423

00:38:39.809 --> 00:38:45.360

Which we will share in just a 2nd, once we have employer partners on board.

424

00:38:45.360 --> 00:38:49.079

Then we are immediately ready to begin onboarding of processes.

425

00:38:49.079 --> 00:38:52.260

We currently have about 32.

426

00:38:52.260 --> 00:38:56.639

Um, businesses that have already expressed interest in becoming an employer partner.

427

00:38:56.639 --> 00:39:00.210

And so, uh, we'll begin that and onboarding process.

428

00:39:00.210 --> 00:39:06.119

As early as next week, once we get those folks on board, uh, we'll begin to connect.

429

00:39:06.119 --> 00:39:10.230

Those who have already expressed an interest and becoming a DSP.

430

00:39:10.230 --> 00:39:15.480

And participating in this apprenticeship program, we'll begin to get those people connected with.

431

00:39:15.480 --> 00:39:21.420

Those employment and partners in their areas and currently, I think we have a list of about 23.

432

00:39:21.420 --> 00:39:25.110

Individuals who have already reached out to me in our, in our database.

433

00:39:25.110 --> 00:39:29.699

Of wanting to become an obviously, um.

434

00:39:29.699 --> 00:39:33.570

That's just the beginning, you know, we'll be doing a lot of marketing out there.

435

00:39:33.570 --> 00:39:36.929
Connecting with other entities, which we'll talk about shortly.

436
00:39:36.929 --> 00:39:40.409
On how to begin to develop that time account type 1.

437
00:39:40.409 --> 00:39:46.050
And then as individuals get on board, we'll continue to look at it implementation.

438
00:39:46.050 --> 00:39:52.800
Uh, refining it as part of the practices, and then we will look at, you know, how to go about expanding the other settings.

439
00:39:52.800 --> 00:39:56.969
Some of the things that I know that we are interested in wanting to do.

440
00:39:56.969 --> 00:40:03.449
And we already have interest is having some of our community colleges in Missouri, and some of our area career centers.

441
00:40:03.449 --> 00:40:07.619
Offering the related training instructions, so that way high school students.

442
00:40:07.619 --> 00:40:11.579
Could potentially be completing this as part of their last year of school.

443
00:40:11.579 --> 00:40:19.800
Uh, so, that way when they graduate, uh, they may already puts us related training instruction to where they can come into a potential.

444
00:40:19.800 --> 00:40:26.820
Employer partner with all of that training already completed and kind of front loaded to where they just need the on the job training.

445
00:40:26.820 --> 00:40:30.239
Uh, the other great thing about, uh, connecting this with.

446
00:40:30.239 --> 00:40:36.900
Centers and community colleges, and does also open up the opportunity to access other financial.

447

00:40:36.900 --> 00:40:40.170

And with that, um.

448

00:40:42.000 --> 00:40:46.559

I'm going to pause here for just a 2nd and catch up on some of the questions.

449

00:40:46.559 --> 00:40:50.309

And, give me a 2nd, I kind of scroll back through.

450

00:40:52.590 --> 00:40:59.489

Uh, 1 of the questions we received is, can participants be working towards a high school or high set degree?

451

00:40:59.489 --> 00:41:03.090

During the, uh, partnership and that is correct.

452

00:41:03.090 --> 00:41:08.849

They do not need to come with the high school diploma. Um, they can have a high school diploma.

453

00:41:08.849 --> 00:41:12.389

Uh, be working towards it, um, or.

454

00:41:12.389 --> 00:41:17.820

Uh, we are also looking at, uh, modifying some of our existing language.

455

00:41:17.820 --> 00:41:21.269

To where anybody who gets the C. D. S. P.

456

00:41:21.269 --> 00:41:24.329

Would be deemed as meeting our training requirements.

457

00:41:24.329 --> 00:41:28.650

And so there may be the opportunity where they would not have to worry about completing.

458

00:41:28.650 --> 00:41:35.099

Uh, the high set, uh, but, yes, uh, people can start even without, uh, having that diploma.

459

00:41:35.099 --> 00:41:44.969

Or the equivalency, uh, so jeff's question, uh, he's provided a little bit more context is who will be facilitating this program ourselves.

460

00:41:44.969 --> 00:41:50.760

Or will there be outside people turning this? So, uh, excellent question, Jeff. So.

461

00:41:50.760 --> 00:41:54.090

Uh, any agency who wants to put to participate.

462

00:41:54.090 --> 00:41:58.260

They have to implement the competencies.

463

00:41:58.260 --> 00:42:03.269

The skill the training and the instruction that I've just reviewed.

464

00:42:03.269 --> 00:42:09.630

So, um, that at a minimum has to be delivered. So that's already been agreed upon.

465

00:42:09.630 --> 00:42:15.809

That's what we was submitted from, uh, the department, mental health for the US Department of labor.

466

00:42:15.809 --> 00:42:18.929

Based upon this advisory groups feedback.

467

00:42:18.929 --> 00:42:24.900

So that that curriculums already established, so the competencies established.

468

00:42:24.900 --> 00:42:27.929

The related training instructions established.

469

00:42:27.929 --> 00:42:31.889

And the, uh, skills that need to be possessed are established.

470

00:42:31.889 --> 00:42:35.820

Now, there are flexibilities in some of the related turning instruction.

471

00:42:35.820 --> 00:42:39.360

We realized there's many different courses that will meet.

472

00:42:39.360 --> 00:42:42.389

Uh, several of those different competencies so there are.

473

00:42:42.389 --> 00:42:46.320

Ways to customize, uh, some of that training and getting it related.

474

00:42:46.320 --> 00:42:52.800

Training instruction, the other thing is any employer partner or community agency who participate.

475

00:42:52.800 --> 00:42:56.820

They can always add on additional training. They can always add on additional.

476

00:42:56.820 --> 00:43:00.300

Uh, competencies or degrees of, um.

477

00:43:00.300 --> 00:43:06.809

Skills, uh, but it cannot go below the minimum threshold that we have identified and reviewed. Right?

478

00:43:09.389 --> 00:43:17.760

Uh, another question is, our program provides shared living residential services, using independent contractors.

479

00:43:17.760 --> 00:43:23.309

I'm wondering if they are eligible or do this program apply to only employees. Mm. Hmm.

480

00:43:23.309 --> 00:43:27.690

So, uh, Jeanette excellent question currently.

481

00:43:27.690 --> 00:43:31.409

This would be applicable only to employee staff.

482

00:43:31.409 --> 00:43:35.820

So, what we're wanting to do is help provider agencies, develop a pipeline.

483

00:43:35.820 --> 00:43:39.780

To increase the number of staff that they have available.

484

00:43:39.780 --> 00:43:42.989

Uh, to really elevate those skills.

485

00:43:42.989 --> 00:43:51.389

To reduce the turnover that we talked about early on, you know, that was occurring at 55% in less than 2 years.

486

00:43:51.389 --> 00:43:56.460

Or wanting to stabilize that workforce and develop career pathways there.

487

00:43:56.460 --> 00:44:00.869

Uh, and really have that expectation that the premises.

488

00:44:00.869 --> 00:44:04.409

You know, ideally would continue, um, employment.

489

00:44:04.409 --> 00:44:07.949

Uh, with the employer who's done the training for them.

490

00:44:07.949 --> 00:44:11.610

At some point in time down the road, we might be just looking at.

491

00:44:11.610 --> 00:44:15.750

Uh, elevating the number of people who have credentials to go out and work.

492

00:44:15.750 --> 00:44:19.170

In self directed services or working, shared living.

493

00:44:19.170 --> 00:44:25.320

Uh, but currently it is about helping, uh, our provider agencies with really stabilizing.

494

00:44:25.320 --> 00:44:30.840

Their workforce and retaining employees and developing those career pathways.

495

00:44:36.750 --> 00:44:41.639

tammi asks, will the state be providing incentives to participate?

496

00:44:41.639 --> 00:44:44.789

Uh, can you share money associated with those incentive?

497

00:44:44.789 --> 00:44:48.059

And Tammy, uh, I promise, I will get to those.

498

00:44:48.059 --> 00:44:52.349

Uh, and many of the other, uh, presenters on the call will also speak to those.

499

00:44:52.349 --> 00:44:59.369

So, we will come back to that. Laura asks as a provider we will receive project funds.

500

00:44:59.369 --> 00:45:03.989

The 10% raise for staff and complete the program and then as the provider.

501

00:45:03.989 --> 00:45:11.340

Agency agreed to continue to maintain the raise after the 1st year and again, Laura uh, we'll get to that later in the.

502

00:45:11.340 --> 00:45:19.650

Slide presentation, uh, Theresa asks how would want to be certified as a journeyman in the sense of completing the mentor.

503

00:45:19.650 --> 00:45:23.190

Part of the piece, um.

504

00:45:23.190 --> 00:45:27.780

That mentor, um, ultimately is self identified by the.

505

00:45:27.780 --> 00:45:31.349

Agency when they complete their appendix D.

506

00:45:31.349 --> 00:45:36.449

So, uh, on this slide and you provided me a wonderful transition to the slide.

507

00:45:36.449 --> 00:45:41.369

In that appendix D, uh, it's 1 of the easiest forms that you will ever complete.

508

00:45:41.369 --> 00:45:47.070

Associated with stagger the federal government, um, basically on that appendix the.

509

00:45:47.070 --> 00:45:51.929

Any interested site they simply provide their agencies name.

510

00:45:51.929 --> 00:45:56.579

Who their designated representatives going to be for their business.

511

00:45:56.579 --> 00:46:04.530

Your business is the address and phone number uh, you have to identify how many journey workers that you feel that you possess.

512

00:46:04.530 --> 00:46:09.360

And again, those are individuals that may be frontline supervisors.

513

00:46:09.360 --> 00:46:15.329

Frontline managers, it could be trainers. If you're large enough to have specific trainers. Um.

514

00:46:15.329 --> 00:46:18.809

In your organization, it could be experienced employees.

515

00:46:18.809 --> 00:46:22.619

That you feel, you know, possess the skills and talents.

516

00:46:22.619 --> 00:46:29.820

And now you can always run them through the finish up. But, uh, you don't need to these were the ones that you self identify.

517

00:46:29.820 --> 00:46:35.280

On this appendix the, and what we need is a count of those individuals.

518

00:46:35.280 --> 00:46:39.480

And then on the appendix D, just identify the total number of employees.

519

00:46:39.480 --> 00:46:45.780

That you have, uh, so on the appendix D, again, representative signature.

520

00:46:45.780 --> 00:46:49.230

Name address phone number. How many employees do you have?

521

00:46:49.230 --> 00:46:53.280

How many do you would you identify as being a journey workers?

522

00:46:53.280 --> 00:47:00.840

And then you just identify, will the apprentice be given the opportunity to do the related instruction during work hours?

523

00:47:00.840 --> 00:47:08.639

Beyond work hours for both and if they're doing the related instruction outside of work hours.

524

00:47:08.639 --> 00:47:13.349

You just have to indicate whether they're going to be paid or not uh, for completing.

525

00:47:13.349 --> 00:47:18.119

Those courses, we rely us or other training sources if they can play those beyond.

526

00:47:18.119 --> 00:47:22.260

Work hours, and if you're going to have wages higher.

527

00:47:22.260 --> 00:47:29.610

Then the 15 dollars and the 10%, uh, then you just identify what that modification in your white scale would be.

528

00:47:29.610 --> 00:47:32.880

And that way, we can upload it.

529

00:47:32.880 --> 00:47:36.389

Into our Rapids database, so that way future premises.

530

00:47:36.389 --> 00:47:44.159

Have an understanding from your site, will they be getting paid for the related training instruction beyond work hours?

531

00:47:44.159 --> 00:47:50.670

Will they be given time during work hours, uh, to complete that training?
What wages will you be offering them?

532

00:47:50.670 --> 00:47:54.030

Uh, in your, um, apprenticeship.

533

00:47:54.030 --> 00:47:58.500

So that that's all information that we upload. So that way we can.

534

00:47:58.500 --> 00:48:01.710

Beautifully and form potential premises.

535

00:48:01.710 --> 00:48:06.269

Why 1, businesses, um, what their expectation is with 1 business.

536

00:48:06.269 --> 00:48:09.900

They know what to expect now, obviously for their printers.

537

00:48:09.900 --> 00:48:13.920

That could be comparing different sites and making choices based upon.

538

00:48:13.920 --> 00:48:18.119

How these questions are answered, but ultimately those 5 things.

539

00:48:18.119 --> 00:48:22.650

Are all that you need to complete, uh, in order to be in a potential slide.

540

00:48:22.650 --> 00:48:26.789

Or apprentices all, they simply have to do.

541

00:48:26.789 --> 00:48:30.119

Is fell out name, address, phone number so, security number.

542

00:48:30.119 --> 00:48:36.780

Answer a couple of demographic information identify if they're a new employee, or if they're an incumbent employee.

543

00:48:36.780 --> 00:48:40.230

At that business and sign, that's all. It takes.

544

00:48:40.230 --> 00:48:45.090
And it's pretty easy from there.

545
00:48:45.090 --> 00:48:53.340
So some of the additional value, uh, as I mentioned earlier, because we have aligned with an, and because we do have reliance.

546
00:48:53.340 --> 00:48:56.909
Currently, as our primary mechanism for delivering.

547
00:48:56.909 --> 00:49:01.619
The related technical instruction, which is at 169 hours.

548
00:49:01.619 --> 00:49:05.400
Beyond the 2000 hours mentoring um.

549
00:49:05.400 --> 00:49:11.010
The additional value is is if either the apprentice or that apprenticeship site.

550
00:49:11.010 --> 00:49:17.309
Chooses to pay 80 dollars to they can participate in that badge Academy.

551
00:49:17.309 --> 00:49:23.550
And all those course work, uh, and all this would count towards the level 1.

552
00:49:23.550 --> 00:49:31.409
2 and 3 certification, and all they would have to do is a little bit of additional work, uh, of submitting files for a review.

553
00:49:31.409 --> 00:49:36.480
To get those national credentials, but incumbent within this design.

554
00:49:36.480 --> 00:49:40.739
Is all the courses that 1 would need to, uh, achieve.

555
00:49:40.739 --> 00:49:50.489
Uh, that certification also, uh, another added value and this is some of what, um, Laura was referencing and, uh, I can't remember the other.

556
00:49:50.489 --> 00:49:55.320

Person who had a question. Uh, so some of the value in this is, um.

557

00:49:55.320 --> 00:49:58.980

You know, we will be working on creating access to realize.

558

00:49:58.980 --> 00:50:05.190

That's part of the governor's budget recommendation uh, also, as part of the governor's budget recommendations.

559

00:50:05.190 --> 00:50:09.719

That's still, um, present, uh, that will be finalized.

560

00:50:09.719 --> 00:50:15.900

The next 2 weeks from our general assembly, our dollars available to where? As the division.

561

00:50:15.900 --> 00:50:20.789

Uh, we would be looking at, um, 3, different kind of rate and enhancements.

562

00:50:20.789 --> 00:50:26.369

Based upon the percent of staff who, uh, achieved different training levels.

563

00:50:26.369 --> 00:50:29.460

That could be done outside of the register the partnership.

564

00:50:29.460 --> 00:50:34.800

Or it can be done as part of the registered partnership, but it's done through the registered partnership.

565

00:50:34.800 --> 00:50:38.849

Uh, those individuals would already all automatically meet.

566

00:50:38.849 --> 00:50:43.619

That level 3 training for that highest level of reimbursement.

567

00:50:43.619 --> 00:50:47.579

Uh, right enhancement, uh, that we're looking at.

568

00:50:47.579 --> 00:50:51.000

Uh, there's also the opportunity to access.

569

00:50:51.000 --> 00:50:54.539

Uh, technical assistance to the division and development of disability.

570

00:50:54.539 --> 00:51:01.199

We are, uh, looking at, uh, contracting and bringing on board and the partnership coordinator.

571

00:51:01.199 --> 00:51:05.070

Whose sole responsibility will be to go out there and support.

572

00:51:05.070 --> 00:51:11.250

Agencies who do this to go out and assist with talent acquisition and recruitment.

573

00:51:11.250 --> 00:51:17.519

And then to perform all the, uh, kind of performance reviews, and to help, uh, upload and on board.

574

00:51:17.519 --> 00:51:21.599

Potential providers, and a point of sense um.

575

00:51:21.599 --> 00:51:29.909

Other additional values, as you will hear from the other partners is there is the opportunity to access, uh, untapped workforce dollars.

576

00:51:29.909 --> 00:51:36.659

Many of our workforce programs have funding available to support, uh, uh, partnership programs.

577

00:51:36.659 --> 00:51:40.469

And then again, the other added value is we are looking at.

578

00:51:40.469 --> 00:51:46.199

Future program expansion, uh, to potentially assist with, uh, uh.

579

00:51:46.199 --> 00:51:51.179

Some, uh, incentive dollars to offset those wages that we have built into.

580

00:51:51.179 --> 00:51:59.159

This program, so that's a lot of me. Um, I'm I'm sorry, I still have a couple more slides.

581

00:51:59.159 --> 00:52:07.619

Um, before I jump into this and I looked through the questions and see if we're kind of cut up on the questions.

582

00:52:14.159 --> 00:52:21.420

So, uh, trace, uh, there, um, 1 of the questions is there's still a little uncertainty.

583

00:52:21.420 --> 00:52:25.230

How a new employer partner.

584

00:52:25.230 --> 00:52:28.889

Would already have a journey worker? Um.

585

00:52:28.889 --> 00:52:33.389

On staff, if they've not gone through the apprenticeship program, do you want to.

586

00:52:33.389 --> 00:52:37.829

Speak a little bit to that. I can catch my breath. Sure.

587

00:52:37.829 --> 00:52:46.079

So, if if they're already on the staff, they're already experienced, they're already doing the job. They are the equivalent of a journey worker.

588

00:52:46.079 --> 00:52:52.829

Okay, please remember the office of apprenticeship does not promote people to the rank or the, uh.

589

00:52:52.829 --> 00:52:57.840

A level of journey worker, it takes you to do that. It takes a master.

590

00:52:58.889 --> 00:53:10.139

In their occupancy fields, someone that is an expert a manager, a leader you are the only ones that acknowledge who is at that level what the office of apprenticeship does is help.

591

00:53:10.139 --> 00:53:14.489

Walk you through obtaining an apprenticeship completion.

592

00:53:14.489 --> 00:53:23.880

So, in other words, it's possible to be a journey work without ever having went through an apprenticeship more than likely. You went to an apprenticeship of some sort of.

593

00:53:23.880 --> 00:53:38.369

It just may not have been a registered friendship, so we're not trying to come and judge if you have effective journey workers or intermediate importance at your, at your place of business, you know, that they're immediate, intermediate inputs.

594

00:53:38.369 --> 00:53:41.429

You know, that they're experts, you know, that their journey.

595

00:53:41.429 --> 00:53:45.659

They don't have to go through this program in order to provide.

596

00:53:45.659 --> 00:53:52.320

What does it need to be is schooled up and and have a good understanding.

597

00:53:52.320 --> 00:53:56.070

Of the, the work process that you all have adapted.

598

00:53:56.070 --> 00:54:06.389

And as this intermediate employees going to scroll through there, they're going to recognize these tasks. Oh, yeah, absolutely. Yes, yes, yes yes. And that's all we're doing that intermediate employee that mentor.

599

00:54:06.389 --> 00:54:11.400

Is going to walk the apprentice through that process to achieve those competencies.

600

00:54:11.400 --> 00:54:16.380

That is what the 2000 hours allows allows for again. The 2000 is a minimum.

601

00:54:16.380 --> 00:54:25.590

Certainly not a maximum, but that is the timeframe that's been identified in order to successfully master those competencies.

602

00:54:25.590 --> 00:54:28.679

And complete an apprenticeship as a DSP.

603

00:54:28.679 --> 00:54:31.800

Does that kind of answer that question? Number? 1 is no.

604

00:54:31.800 --> 00:54:38.789

Obviously, we're taking questions that through the process, so we're just a little bit behind schedule but, uh, we're kind of.

605

00:54:38.789 --> 00:54:48.389

Double dipping here by going through the slides and kind of jumping already into the questions and answers. So I think we're still okay on time, but just real quickly. Um.

606

00:54:48.389 --> 00:54:54.300

It kind of there's 3 different questions in here that I kind of have a similar, um, answer.

607

00:54:54.300 --> 00:54:58.559

We do have a crosswalk of all the courses in reliance.

608

00:54:58.559 --> 00:55:04.530

Uh, that are approved and would be approved, um, as part of.

609

00:55:04.530 --> 00:55:08.489

This, and we would get that out, uh, as part of that onboarding packet.

610

00:55:08.489 --> 00:55:12.210

2 provider agencies, you do not have to.

611

00:55:12.210 --> 00:55:16.260

Uh, go into a different reliance portal if you already have your reliance account.

612

00:55:16.260 --> 00:55:19.530

You can just continue to use that reliance, uh, account.

613

00:55:19.530 --> 00:55:25.199

And, um, there is no recertification process. So once that.

614

00:55:25.199 --> 00:55:29.190

A premise completes the program and gets that certificate.

615

00:55:29.190 --> 00:55:32.610

Uh, there is no, uh, continuing education requirements.

616

00:55:32.610 --> 00:55:37.889

You know, the, um, uh, they, they get to continue to possess that certificate.

617

00:55:37.889 --> 00:55:41.010

Um, you know, moving forward.

618

00:55:41.010 --> 00:55:46.500

There is 1 other question in here, but I'm going to wait because I know we get to it, uh, a future slide.

619

00:55:46.500 --> 00:55:49.920

So, just real quickly on onboarding uh.

620

00:55:49.920 --> 00:55:54.179

We are going to be ready to begin on boarding our cohort 1 next week.

621

00:55:54.179 --> 00:55:59.670

Uh, our cohort water is going to be comprised of those who are part of our advisory group.

622

00:55:59.670 --> 00:56:02.969

It's going to kind of be our pilot demonstration group.

623

00:56:02.969 --> 00:56:07.110

Uh, to make sure that, uh, we've got all the processes in place.

624

00:56:07.110 --> 00:56:10.530

Because we're learning as much as.

625

00:56:10.530 --> 00:56:15.179

The businesses are learning and so, um, that's 1 of the things that we.

626

00:56:15.179 --> 00:56:21.329

I had discussed with our advisory group, is that they would be that 1st cohort, uh, to be onboarded.

627

00:56:21.329 --> 00:56:25.230

After that, uh, we'll begin our 2nd cohort.

628

00:56:25.230 --> 00:56:35.400

Uh, that will begin, um, hopefully, no later than may 15th, but it's somewhere in the neighborhood of beta features, depending upon how long we think is to get the 1st cohort.

629

00:56:35.400 --> 00:56:41.820

Onboarded that cohort, uh, will be comprised of those who have already expressed an interest.

630

00:56:41.820 --> 00:56:45.329

I have a data tracking, uh, of.

631

00:56:45.329 --> 00:56:50.940

Those businesses who have already expressed an interest, but they've already gone through an initial interview with me.

632

00:56:50.940 --> 00:57:00.809

Uh, that would be our 2nd cohort, and then from there, uh, you know, we'll begin to just bring on cohort, um, you know, as, uh, as we have interest.

633

00:57:02.159 --> 00:57:05.489

So, again, anybody who is interested.

634

00:57:05.489 --> 00:57:10.920

Email, um, or which is short form is the right talent pathways.

635

00:57:10.920 --> 00:57:15.090

Email your interest in dot Moe dot Gov.

636

00:57:15.090 --> 00:57:19.590

Uh, this really should be coming from an executive director or someone of your executive team.

637

00:57:19.590 --> 00:57:24.269

Um, because that's who we're gonna want to discuss, uh, this program with.

638

00:57:24.269 --> 00:57:30.690

So, if you, um, are someone who's a front line manager, and you think you're interested in it I would just.

639
00:57:30.690 --> 00:57:35.400
Check with your leadership and then have them email that email address.

640
00:57:35.400 --> 00:57:38.940
We'll get them logged into our database tracker.

641
00:57:38.940 --> 00:57:43.380
And then we'll set up a call, uh, to further discuss the initial interest.

642
00:57:43.380 --> 00:57:48.030
We'll walk through in detail that appendix document, the standards document.

643
00:57:48.030 --> 00:57:53.760
Address any questions, and then provide to them that appendix D that would need to be completed.

644
00:57:55.230 --> 00:58:00.210
For, uh, apprentices, if there's people on this call who are interested in becoming a premise.

645
00:58:00.210 --> 00:58:06.030
All you need to do is email that Mo dot lo dot com.

646
00:58:06.030 --> 00:58:11.039
We also have a database of a potential apprentices that we're developing.

647
00:58:11.039 --> 00:58:15.090
There's currently as I mentioned in 20 or so, individuals on that list.

648
00:58:15.090 --> 00:58:18.690
And as we get, uh, employers on boarded.

649
00:58:18.690 --> 00:58:22.409
We will match those apprentices, uh, with employers and those.

650
00:58:22.409 --> 00:58:28.260
Geographic regions that they have interest, and then from there, it's a matter of that employer and then in premise.

651

00:58:28.260 --> 00:58:33.210

Uh, identifying whether they're a good fit or not.

652

00:58:33.210 --> 00:58:36.420

So, with that, uh, I am going to turn it over to trace.

653

00:58:39.510 --> 00:58:45.480

Thank you for joining. I'll try to my my part great here so that, uh, with respect to time.

654

00:58:45.480 --> 00:58:52.860

And I just, I highlight you did an amazing job, you know, kind of covering all the basics of the program, want to highlight a few things that you said.

655

00:58:52.860 --> 00:59:00.150

The theory of apprenticeship is nothing new. It goes back all throughout history. You can find it equity.

656

00:59:00.150 --> 00:59:07.860

References to it in our own country. George Washington went to a surveyor's apprenticeship. Then Franklin went to a printers apprenticeship.

657

00:59:07.860 --> 00:59:16.409

In 1937, the United States adopted the National apprenticeship act also known as the Fitzgerald act. We just celebrated our 85th anniversary.

658

00:59:16.409 --> 00:59:19.949

And the reason they did this to the U. S, Department of labor recognized.

659

00:59:19.949 --> 00:59:23.340

The power of training through an apprenticeship.

660

00:59:23.340 --> 00:59:30.420

But it was highly unregulated or uninformed. They wanted to design something that set an expectation.

661

00:59:30.420 --> 00:59:36.449

Set some, um, protections for the apprentices and it's registered apprenticeship was born.

662

00:59:36.449 --> 00:59:39.570
It's not a magic bill. It's a process.

663
00:59:39.570 --> 00:59:45.000
This is why many of our, our labor unions all 4 branches of our military.

664
00:59:45.000 --> 00:59:50.909
Larger, they adopt this, because it's a brand that works. It's a process that works.

665
00:59:51.144 --> 00:59:59.485
The reason why it works is because deal well, doesn't come up with this and say, here's the, here's what you're going to do. Here's how you're going to train a DSP. We wouldn't have a clue how to train in. Dsp.

666
00:59:59.784 --> 01:00:06.864
What we do is we start with a very, very raw set of standards and then we, we get together with a team of experts.

667
01:00:07.139 --> 01:00:12.300
I think tank and we got we dialed in tighter and tighter and tighter. We identified the competencies.

668
01:00:12.300 --> 01:00:20.340
And Dwayne, and the volunteers from the employers that helped out with this, I was able to meet several. They just got a fantastic.

669
01:00:20.340 --> 01:00:25.559
Probably 1 of the best plans I've seen in my time with the department.

670
01:00:25.559 --> 01:00:30.449
Really a lot of effort into the success of this training.

671
01:00:31.920 --> 01:00:35.550
In order for the plan to work, I'm going to say this is an opportunity to put.

672
01:00:35.550 --> 01:00:41.579
Or managers for senior managers to put real good, real focus on their trains.

673
01:00:41.579 --> 01:00:47.820

They're trainers journey workers, their mentors, their frontline managers, whatever you call them.

674

01:00:47.820 --> 01:00:53.070

This is that time those individuals that you're currently looking at saying? Well, they don't have the certificate.

675

01:00:53.070 --> 01:01:00.239

What do I have to do to get them this? We build them in Rapids. They sit for 6 months. We need to adjust that slightly. We'll make that adjustment.

676

01:01:00.239 --> 01:01:04.980

On a on a, you know, after consideration on that, but basically, 6 months is what.

677

01:01:04.980 --> 01:01:09.750

You will ask for this also allows you time to go back to those competencies.

678

01:01:09.750 --> 01:01:22.769

Would that journey work? Let's say they've been there for 5 years. They're clearly an expert in this occupation, but allows you the time as a manager to go back through and say, let's run through these competencies, make sure that you're 100% solid on all of them.

679

01:01:22.769 --> 01:01:28.230

And that you're comfortable teaching a new person, maybe a brand new person off the street.

680

01:01:28.230 --> 01:01:33.420

Again, apprenticeship is designed to where you should be able to grab most anyone off the street.

681

01:01:33.420 --> 01:01:36.570

That has the train ability for this occupation.

682

01:01:36.570 --> 01:01:43.050

And start them from day 0, to intermediate level at the completion of it. That's the, the intention of it.

683

01:01:43.050 --> 01:01:46.889

If I just sum up the friendship and 1 word out.

684

01:01:46.889 --> 01:01:51.150

Side of the word of French communication that is.

685

01:01:51.150 --> 01:01:55.139

It's successful it's really the reason we leave there.

686

01:01:55.139 --> 01:02:00.449

Their job within a year 3 years 1 of the lack of communication or lack of a.

687

01:02:00.449 --> 01:02:06.539

Knowledge of the path to success a lack of understanding of the expectations.

688

01:02:06.539 --> 01:02:11.460

This takes the guests work out of that. If you follow the plan, as it was designed.

689

01:02:11.460 --> 01:02:17.550

These have been looked at the competencies identified of going from day 0 to intermediate level and pool.

690

01:02:17.550 --> 01:02:22.530

So, the plan is, is the success without a doubt, the, the best laid plan.

691

01:02:22.530 --> 01:02:26.159

Is irrelevant without those leaders that they carry out that.

692

01:02:27.389 --> 01:02:31.019

Um, without changing that process, obviously, you know.

693

01:02:31.019 --> 01:02:39.989

Not a lot, you know, without adopting the process is going to be difficult for apprenticeship to succeed without the adoption of listening process.

694

01:02:39.989 --> 01:02:48.719

The other thing I would advise you on is hiring managers as leaders. I would make the most of your time with the certificate participation is voluntary.

695

01:02:48.719 --> 01:02:52.679

You can leave at any time. I'm hoping that you don't want to see the value in it.

696

01:02:52.679 --> 01:02:58.889

But during you're, you're starting out with this, I would make a fuss about the certificate when you hire somebody new.

697

01:02:58.889 --> 01:03:02.309

I would, I would say this is a wonderful thing that that.

698

01:03:02.309 --> 01:03:10.079

The Department of developmental disabilities is put together, we have a chance to give a national accreditation national certificate.

699

01:03:10.079 --> 01:03:15.000

To our employees to complete this program, and I would make the fuss about it during the orientation.

700

01:03:15.000 --> 01:03:18.360

I would remind them that they're very fortunate to have been.

701

01:03:18.360 --> 01:03:22.469

To be considered to end, you know, this program I wait for it.

702

01:03:22.469 --> 01:03:26.940

They understand what's getting into any board setup and.

703

01:03:26.940 --> 01:03:35.400

You know, obtain that at the highest level of commitment that you can at that time that they understand they're working towards something very special here.

704

01:03:35.400 --> 01:03:49.614

I'm on a positive note. Some of the, uh, the members are doing it throughout earlier. I want to just reiterate the Department of labor currently advertised at 94% of individuals that complete a registered apprenticeship, maintain long term employment.

705

01:03:50.880 --> 01:03:58.530

Whether in their field of training or not, the fact is what it takes to demonstrate the competencies to achieve a certificate.

706

01:03:58.530 --> 01:04:02.880

They carry through and, and many other avenues and aspects of their work life.

707

01:04:02.880 --> 01:04:12.690

94% liability rate going forward. 97% of those that complete a registered apprenticeship are with that same employer a year later.

708

01:04:12.690 --> 01:04:19.260

After having completed, the apprenticeship says, 97% are still with that employer 1 year later.

709

01:04:19.260 --> 01:04:23.760

And 89% are still with that same employer 3 years later.

710

01:04:23.760 --> 01:04:29.429

This is about the, a printer, the apprentice and mentor relationship is a bond.

711

01:04:29.429 --> 01:04:33.750

It's about building a common bond that is based on the foundation of communication.

712

01:04:33.750 --> 01:04:44.250

And last I wanted to mention, I said an acronym earlier about Rapids, rapid stands for registered apprenticeship partners, information data system.

713

01:04:44.250 --> 01:04:47.550

A big old.

714

01:04:47.550 --> 01:04:51.300

And there we go.

715

01:04:51.300 --> 01:04:54.869

If I understand right now.

716

01:04:54.869 --> 01:05:02.610

That will be maintained at a centralized level, but possibly for the larger organizations, we will bring them on as users.

717

01:05:02.610 --> 01:05:09.719

If we do that, please know, this is a very user friendly system, and I'm always going to be available, easily reach.

718

01:05:09.719 --> 01:05:17.280

Via email phone or text to assist with that no matter who is getting in Rapids. Um, I will be there to help out with them.

719

01:05:17.280 --> 01:05:21.150

Program evaluations after this program is a year old.

720

01:05:21.150 --> 01:05:25.019

I will go to Jeff city and we'll do a a provisional.

721

01:05:25.019 --> 01:05:33.119

Program evaluation, and just kind of look at all aspects of how the program is being run study, the success rates of it as I know that there will be.

722

01:05:33.119 --> 01:05:36.840

And make adjustments from there. That might be a great time.

723

01:05:36.840 --> 01:05:43.650

As you're running apprentices through this program, if you see something on the work process, that needs to be adjusted.

724

01:05:43.650 --> 01:05:50.880

Or removed, or added on that 1 year anniversary might be a good time for us to make some adjustments there as well.

725

01:05:51.989 --> 01:05:58.110

Then I already covered the last point making register apprenticeship, successful, the National retention rates again.

726

01:05:58.110 --> 01:06:02.159

Be an employee, an apprentice, a new hire, whatever you.

727

01:06:02.159 --> 01:06:05.489

Whatever time we give them they're only.

728

01:06:05.489 --> 01:06:09.360

To me.

729

01:06:09.360 --> 01:06:13.739

Maybe their mother doesn't have to go right?

730

01:06:13.739 --> 01:06:17.820

I haven't seen a certificate. They, they never heard of it.

731

01:06:17.820 --> 01:06:21.269

Very good champion.

732

01:06:21.269 --> 01:06:24.750

And type that, and then they're going to.

733

01:06:24.954 --> 01:06:38.635

All kinds of good stuff that's attached to that name. I think, at that point, they're going to see the value pretty quickly of what it is they're working towards, but again, I would just encourage you right out of the gate. Make a fuss about this. It's you've got nothing to lose, I believe, plenty to gain.

734

01:06:38.815 --> 01:06:49.614

We've got history on our side. We've got the numbers on our side that show the path to success runs through registered apprenticeship. I would encourage you to make as much of a fuss about it during your orientation.

735

01:06:50.610 --> 01:07:05.394

And I think that's about all I have right unless you want me to cover something else. Um, I am going to ask you to cover 1 other thing, but I just wanted to kind of piggyback on what Trisha said over the last 2 years. The, uh, the thing that I've heard Tracy say, more than once.

736

01:07:05.639 --> 01:07:10.469

Is a registered apprenticeship is not a silver bullet to your solution.

737

01:07:10.469 --> 01:07:14.670

Um, but what it is is a strategy and a structure.

738

01:07:14.670 --> 01:07:18.329

That's going to bring value to your new employees.

739

01:07:18.329 --> 01:07:22.980

It's going to give them the opportunity for growth. It's going to show your vision.

740

01:07:22.980 --> 01:07:26.159

And business acumen, and if you in bed.

741
01:07:26.159 --> 01:07:29.550
And embrace the concepts and strategies.

742
01:07:29.550 --> 01:07:33.659
As Trey said those national stats crew.

743
01:07:33.659 --> 01:07:38.550
Uh, that businesses that implement this, have a higher retention rate.

744
01:07:38.550 --> 01:07:46.170
A lower vacancy rate, and, you know, overall, um, a more stable and and,
um, right.

745
01:07:46.170 --> 01:07:50.400
Workforce, but if all you do is complete the appendix D.

746
01:07:50.400 --> 01:07:56.789
And don't change the way people are trained don't change the way that
people are on boarded.

747
01:07:56.789 --> 01:08:01.019
Um, you know, then, uh, legacy rates and.

748
01:08:01.019 --> 01:08:05.400
External rights aren't going to change I mean, by just doing this.

749
01:08:05.400 --> 01:08:09.960
An offering a certificate is not going to change unless it goes back to.

750
01:08:09.960 --> 01:08:18.840
Opportunities a career growth, creating better job expectations and the
orientation, the coaching, the feedback, the relationship between
manager.

751
01:08:18.840 --> 01:08:23.189
And the team, that's what makes a registered a friendship successful.

752
01:08:23.189 --> 01:08:27.060
That the thing I was gonna ask you to touch on real quickly, trace.

753

01:08:27.060 --> 01:08:33.840

Um, there's a question in the chat box about how does a business, um.

754

01:08:33.840 --> 01:08:42.479

Financially benefit from doing this, so we will talk about some of those other couple of dollars to support. We've talked a little bit about.

755

01:08:42.479 --> 01:08:50.670

But, um, from your experience, as a business executive and your experience with department of labor.

756

01:08:50.670 --> 01:08:57.119

Can you talk about that return on investment and how the program comes?

757

01:08:57.119 --> 01:09:03.869

Or pays for it slow. Well, again, I.

758

01:09:03.869 --> 01:09:16.649

Without knowing that the fast facts of how much it costs you all typically to run somebody through your program, I, it's difficult to know what it costs you when you lose somebody to me. The benefit the return on investment is the retention rates.

759

01:09:16.649 --> 01:09:21.510

And again, I know that that the process works when it's employed.

760

01:09:21.510 --> 01:09:27.750

Any time that I've heard concerns on a provisional with the new program that they don't feel like they're getting the most out of it.

761

01:09:27.750 --> 01:09:38.399

As soon as I interviewed a couple of branches, I realize why they're not getting the most out of it. They're not they're not pinpoint the same plan that they design that they were included on and that they designed.

762

01:09:38.399 --> 01:09:46.439

If I understand your question there doing the return on the investment is the improve retention. And again, if it's.

763

01:09:46.439 --> 01:09:50.789

Once we start down this path, if a location is.

764

01:09:50.789 --> 01:09:56.430

So struggling, then we're gonna be available to kind of assist them and to go through it with them.

765

01:09:56.430 --> 01:10:05.399

Uh, Suzanne, Richard, who hasn't spoke it is a fantastic outreach partner if I have to, you know, travel to a location and, and, and kind of sit through.

766

01:10:05.399 --> 01:10:12.720

And look at how something is being employed and rolled out, it won't take long after interviewing a few apprentices and a few trainers.

767

01:10:12.720 --> 01:10:17.250

I didn't.

768

01:10:17.250 --> 01:10:21.869

Okay.

769

01:10:21.869 --> 01:10:34.439

I picked someone you're breaking up a little bit on it, so we'll, we'll, uh, we'll go and transition. I know Tracy's also talked about and Suzanne can speak to it also because, I mean, there's literally.

770

01:10:34.439 --> 01:10:38.069

Hundreds if not thousands of apprenticeships already in Missouri.

771

01:10:38.069 --> 01:10:44.039

And, uh, between access to the workforce dollars and other programs, once that, uh.

772

01:10:44.039 --> 01:10:47.970

Michael will talk about later also. Um, but it's just that.

773

01:10:47.970 --> 01:10:56.760

It's, it's the amount of money that a business loop and constant recruitment constant onboarding constant training.

774

01:10:56.760 --> 01:11:03.899

Uh, constant bacon to raise the higher wages for having to pay for, uh, time and a half or a double time.

775

01:11:03.899 --> 01:11:10.170

That, uh, when you have a stable workforce, those business dollars are spent differently.

776

01:11:10.170 --> 01:11:16.350

So, uh, with that, uh, thank you trace and, uh, we will now.

777

01:11:16.350 --> 01:11:20.010

Turn it over to Suzanne with the friendship, Missouri.

778

01:11:20.274 --> 01:11:33.385

Okay, thank you. All I appreciate it. Well, trace just spoke to you from the perspective of the federal side in establishing and participating in a registered apprenticeship. I want to touch base on.

779

01:11:33.654 --> 01:11:43.435

Just exactly how does apprenticeship, Missouri fit into this and you'll see, I will know that registered apprenticeship is a federal program.

780

01:11:43.765 --> 01:11:52.614

So everything that we're doing in the state is to support and help grow and it all feeds into what trace and his associates do.

781

01:11:52.614 --> 01:12:04.074

So, everything we do is to support them and and developing and growing registered apprenticeships in the state and you're going to see some of the things we've done here.

782

01:12:04.255 --> 01:12:17.574

We've established, like, a virtual office hour that we had where we train up our people in the field. So they'd be more familiar with how can they support registered apprenticeship with our programs? We have virtual learning platforms.

783

01:12:17.784 --> 01:12:19.944

We have the missoura apprentice connect,

784

01:12:20.215 --> 01:12:25.435

which is only available to registered apprenticeship programs in the state of Missouri,

785

01:12:25.645 --> 01:12:35.935

but you are able to go online and register what jobs you have job seekers across the state will be able to see what positions you have.

786

01:12:35.935 --> 01:12:46.765

What's entailed. You're gonna be throwing, a much, bigger net and it's almost we jokingly say it's almost like a, a matching site for registered apprenticeships and employers.

787

01:12:46.914 --> 01:12:55.255

You can even see who is looking at your positions and if someone looks good. You can reach out to them. Okay. So, if we can go the next slide.

788

01:12:57.085 --> 01:13:11.755

And so, who is apprenticeship, Missouri number 1 we are funded under the Department of higher education and workforce development. We have an office of apprenticeship and workplace learning. That's only been established just a few years ago. By the governor. Our manager is Gina called.

789

01:13:11.755 --> 01:13:17.784

Well, she is out of our Jefferson City office. Now. You'll see these. This is the core team.

790

01:13:17.784 --> 01:13:29.904

So it's myself Mike, Amanda, Dirksen and Chad and I put my phone number in there because I'm probably gonna be the 1 interacting with both of you in the field.

791

01:13:30.085 --> 01:13:34.435

And I'll tell you how I'm going to be able to help you, but this is our core team, but.

792

01:13:34.854 --> 01:13:48.895

In addition to this, we have an entire network of partners that are poised ready and interested have a vested interest in making sure that all our apprenticeship programs in Missouri are successful, have support.

793

01:13:48.895 --> 01:14:03.715

You will not be walking this this road alone. You're going to see you're going to have a lot of people that are gonna work with you to make sure that this happens. So, if we can go to the next slide and that's how, how may apprenticeship, Missouri help you next? Slide.

794

01:14:04.885 --> 01:14:16.465

Register patients in and of itself. You cannot find a downside. I mean, it is just a wonderful model has less trace was saying, years and years and years of success behind it.

795

01:14:16.494 --> 01:14:22.074

But we also have to look at developing talent pipelines. It's great to have that program.

796

01:14:22.074 --> 01:14:34.824

But you have to have people coming into your programs so, and we'll all say, you know, this, this applicant pool, there's going to be a whole lot more people fishing out of a much smaller applicant pool.

797

01:14:34.824 --> 01:14:41.395

So, what can we do to attract individuals to, to show them that your career path is 1?

798

01:14:41.395 --> 01:14:54.385

That would be something that they would be interested in and we connect with our partners and education workforce and those entities that serve, maybe typically underrepresented populations that we want to take a look at.

799

01:14:54.685 --> 01:15:09.175

So as far as education we talk with our high schools. I go down and talk to students in 8th grade about registered apprenticeship programs to give them ideas about what's out there and what kind of exciting careers could be available.

800

01:15:09.475 --> 01:15:11.725

We're tied in with our career tech centers,

801

01:15:11.904 --> 01:15:14.484

which is awesome because then they have the sending schools,

802

01:15:14.484 --> 01:15:26.005

and we have huge numbers of kids that come in that we have access to obviously our community colleges and our for your schools we work through our workforce partners the Missouri job centers,

803

01:15:26.005 --> 01:15:27.295

if you're not connected to them,

804

01:15:27.295 --> 01:15:31.045

yet they have programs for youth up to age 24 adults,

805

01:15:31.045 --> 01:15:39.175

dislocated workers veterans what Michael is going to speak about vocational rehabilitation our community groups and networks,

806

01:15:39.175 --> 01:15:40.524
like our Nexus groups.

807

01:15:40.524 --> 01:15:43.135
And then our underserved representative,

808

01:15:43.135 --> 01:15:44.965
underrepresented population,

809

01:15:44.965 --> 01:15:46.255
or 10 of folks,

810

01:15:46.255 --> 01:15:47.755
and our skillup individuals,

811

01:15:47.755 --> 01:15:51.145
because with when the baby boomers leaving,

812

01:15:51.175 --> 01:15:52.585
and with us,

813

01:15:52.585 --> 01:15:56.364
not hitting the 2.5 birth replacement rates since the 970.

814

01:15:56.364 --> 01:16:02.215
S. we literally do not have enough people for all the jobs we have. So, we're looking at every single person.

815

01:16:04.854 --> 01:16:15.444
As the diamond in the rough and what can we do to skill them up if you do not do not have contact with all of these talent pipeline partners. That's where I'm going to help you.

816

01:16:15.444 --> 01:16:28.854
I'm going to introduce you, you're going to have a person a name we're gonna, we're going to meet face to face. They're going to know what your expectations are, and that's going to allow them to deliver some of the services that we'll see on our next screen.

817

01:16:31.140 --> 01:16:34.170
And I'll just jump in real quickly. Um, mm. Hmm.

818
01:16:34.170 --> 01:16:37.500
Cause, you know, Suzanne, I think many of the people on the call.

819
01:16:37.500 --> 01:16:43.140
Already work with a lot of those programs, but it's in helping the individuals that are supporting and getting connected.

820
01:16:43.140 --> 01:16:47.399
And that's 1 of the great things about this registered apprenticeship program.

821
01:16:47.399 --> 01:16:51.539
Is for each of our provider agencies and community partners.

822
01:16:51.539 --> 01:16:58.739
This is about you as the clientele and the support you get as a business and your staffing needs.

823
01:16:58.739 --> 01:17:02.369
Um, and so I think that's the exciting thing about this is.

824
01:17:02.369 --> 01:17:07.500
In many ways, people have been accessing those programs, but it's been for a different.

825
01:17:07.500 --> 01:17:10.949
Unit of the population, as opposed to the support.

826
01:17:10.949 --> 01:17:14.310
And technical assistants and talent pipelines and.

827
01:17:14.310 --> 01:17:17.850
Uh, other benefits that can provide you as a business.

828
01:17:17.850 --> 01:17:23.729
And not just in the delivery services and so the ways that they can help you as a business.

829
01:17:24.715 --> 01:17:35.095

Is Suzanne next slide. Okay. And so this is where we're going to connect you to those points of contact to some of those partners that may help with recruitment for them. Is there a job centers again?

830

01:17:35.095 --> 01:17:48.715

You may already be making job orders, but you can also utilize the Missouri Apprentice, connect by visiting with those folks, and having an actual person a point of contact and then being familiar with what your expectations are.

831

01:17:48.715 --> 01:17:59.425

They can help vet those candidates on the front end. So you won't see anyone that they don't feel might come up to your level of expectation for an entry level. In many cases.

832

01:17:59.425 --> 01:18:14.244

If you hire someone that's eligible for 1 of our funding streams, you could get a wage reimbursement up to half the wages or more. Now, I will say, and many of those programs. There are eligibility requirements for the person that you're hiring.

833

01:18:14.425 --> 01:18:19.494

But by meeting the person that point of contact for that funding source, you'll know what the requirements are.

834

01:18:19.885 --> 01:18:32.814

Oftentimes, there are supportive services again, eligibility requirements are in place could be transportation could be childcare assistance, maybe working clothes or shoes that they need anything.

835

01:18:33.055 --> 01:18:41.635

That might prevent them from being able to continue participating in the job successfully try to take away some of those barriers.

836

01:18:41.994 --> 01:18:49.555

And case management is also going to happen on the other side of of these individuals that you might hire if they're eligible for 1 of these programs.

837

01:18:49.824 --> 01:19:02.875

Because then those case managers are going to try to help them overcome any obstacles or challenges to keep them on the job longer and some other things someone was asking about wages yes.

838

01:19:03.265 --> 01:19:13.614

In and of itself normally registered friendship doesn't Co, carry dollars with it. But we try to make sure that we connect you with all the partners that could have money available to support these activities.

839

01:19:13.854 --> 01:19:23.425

But also the state of Missouri is very, very active and aggressive in going after additional funding. We're just finishing up a grand apprenticeship state expansion. Grant where we had 800.

840

01:19:23.729 --> 01:19:32.875

Slots to fill, they feel very, very rapidly and by being a registered apprenticeship partner, you would be 1 of the groups that we would go ahead.

841

01:19:32.875 --> 01:19:33.534

And actually,

842

01:19:33.534 --> 01:19:33.925

I think,

843

01:19:34.494 --> 01:19:34.885

Dwayne,

844

01:19:34.885 --> 01:19:35.034

you,

845

01:19:35.034 --> 01:19:36.024

you are part of that,

846

01:19:36.055 --> 01:19:36.414

that,

847

01:19:36.414 --> 01:19:36.774

uh,

848

01:19:36.805 --> 01:19:37.614

grant with us,

849

01:19:37.614 --> 01:19:41.064

but we are looking at ways to support you throughout,

850

01:19:41.064 --> 01:19:41.425

um,

851

01:19:41.484 --> 01:19:45.625

grant writing what we're looking at right now because we do have,

852

01:19:45.625 --> 01:19:45.925

um,

853

01:19:45.954 --> 01:19:53.034

maybe having to look at more individuals that might not be up to the standards of the rigors of a register pressure program.

854

01:19:53.244 --> 01:20:01.645

The grant they're currently writing is going to be very heavy on what we call Pre, apprenticeship and that is actually getting people ready to go into your registered program.

855

01:20:02.095 --> 01:20:06.835

And I think as when someone asked about return on investment,

856

01:20:07.015 --> 01:20:08.965

I've read I don't know how many times that,

857

01:20:09.204 --> 01:20:15.505

if you look at every dollar that you invest in your effort and resources on a on an apprentice,

858

01:20:15.715 --> 01:20:20.244

you're gonna realize a dollar 47 back and increased efficiency.

859

01:20:20.274 --> 01:20:21.055

And effectiveness,

860

01:20:21.055 --> 01:20:23.574

and in their,

861

01:20:23.574 --> 01:20:27.145

in their quality of production so they're the,

862

01:20:27.145 --> 01:20:28.765

they're the statistics that I have,

863

01:20:28.765 --> 01:20:30.085
I've read over and over again,

864

01:20:30.085 --> 01:20:33.204
but we'll be here to help you I'll go ahead and connect to however,

865

01:20:33.204 --> 01:20:33.715
however,

866

01:20:33.744 --> 01:20:37.614
I can to make sure that you have these partners there,

867

01:20:37.795 --> 01:20:38.814
and we will,

868

01:20:38.814 --> 01:20:42.354
I'm looking forward to becoming part of our state of Missouri,

869

01:20:42.354 --> 01:20:43.345
and our U.

870

01:20:43.494 --> 01:20:57.145
S. Department of labor partnership in the state of Missouri. We enjoy a very, very unique and positive relationship. We all work together. We're all going in the same direction. So, I'm happy to hear you all are jumping on this.

871

01:20:57.720 --> 01:21:03.270
And Suzanne just real quick before I turn it over to Michael. Um, just a ballpark.

872

01:21:03.270 --> 01:21:08.010
Number of, uh, existing registered, uh, partnerships in Missouri or businesses that are.

873

01:21:08.010 --> 01:21:12.630
Offering something similar. I know where, what 2nd, the nation.

874

01:21:12.895 --> 01:21:13.074
Oh,

875

01:21:13.104 --> 01:21:13.345
well,

876
01:21:13.944 --> 01:21:14.694
I'll tell you what,

877
01:21:14.725 --> 01:21:17.845
what I've understood is when we started this a couple of years ago,

878
01:21:17.845 --> 01:21:18.234
we,

879
01:21:18.265 --> 01:21:19.975
we moved up to number 2 of the nation,

880
01:21:19.975 --> 01:21:21.805
and the number of new apprentices,

881
01:21:21.805 --> 01:21:35.185
and the number of apprentices completing their program after we kind of embraced this a little bit more at the state level to try to assist our US Department of labor individuals and while we did drop down I think this last year to number 3rd,

882
01:21:35.185 --> 01:21:37.104
the nation for completing apprentices,

883
01:21:37.675 --> 01:21:40.375
we did move up and all the other categories.

884
01:21:40.645 --> 01:21:53.215
And I've been told that we are number, we are the only state in the union that is or state the country that is in all in a 10% of all of the benchmarks that you have Department of labor looks at.

885
01:21:53.215 --> 01:21:57.505
So, I'm telling you that, because I've heard it. I don't know. I don't know.

886
01:21:57.505 --> 01:22:09.595
Maybe Tracy can tell us exactly how accurate that is but I'm only saying that to say state of Missouri definitely embraces this training model and we're doing everything we can to make.

887

01:22:10.074 --> 01:22:19.885

Sure that it grows and our employers have the opportunity to grow their workforces and our job seekers have the opportunity to have good jobs. We all win. We all win this way.

888

01:22:20.520 --> 01:22:24.270

All right, thank you. And, uh, with that.

889

01:22:24.270 --> 01:22:34.649

Um, again, W, we are going to be running right at 2 o'clock. Uh, but as we've been answering questions and answer throughout the call, I think we'll.

890

01:22:34.649 --> 01:22:39.840

We find a conclude it to and again we will any unanswered questions. We'll get those.

891

01:22:39.840 --> 01:22:47.250

Responded to and posted, uh, on the website so with that, uh, let's turn it over to Michael with, uh, veterans education training.

892

01:22:48.300 --> 01:22:57.300

Appreciate that appreciate the team uh, 1st of all uh, uh, I can't tell you enough as far as the general apprenticeship efforts here in Missouri.

893

01:22:57.300 --> 01:23:00.600

Uh, great team is working on, uh, all these efforts uh.

894

01:23:00.600 --> 01:23:03.840

For all your employers out there, having something.

895

01:23:03.840 --> 01:23:08.069

Uh, uh, if you can count on and offer your your.

896

01:23:08.069 --> 01:23:16.979

Employees and then they have something that they can, uh, hold on to literally. And figuratively. That's awesome. So, uh, the, the G, I bill go ahead.

897

01:23:16.979 --> 01:23:20.579

Uh, uh, offers, that can be used a lot of ways.

898

01:23:20.579 --> 01:23:26.850

Uh, the veterans can get a monthly housing Skype and while they participate in apprenticeship with, you.

899

01:23:26.850 --> 01:23:35.369

Uh, that goes directly to them, it doesn't have to flow through your budgets or anything like that, but it's really a nice incentive to get that better. And.

900

01:23:35.369 --> 01:23:47.970

Uh, to sign on with you, uh, so, uh, being part of the apprenticeship, uh, we can get that you signed up fairly easily. Uh, we'll work on those details as we go along.

901

01:23:47.970 --> 01:23:52.649

Uh, the veteran gets paid their Skype and based on working at least 120 hours a month.

902

01:23:52.649 --> 01:23:58.770

Those hours have to be submitted. I think we're going to be working with Wayne office on getting those things.

903

01:23:58.770 --> 01:24:04.739

But again, it's an extra incentive to help that veteran start a new career. And again, it's.

904

01:24:04.739 --> 01:24:08.819

Uh, it can be a big help as they get started with the job. Go ahead.

905

01:24:10.800 --> 01:24:14.430

So, 120 hours, uh, no commissions.

906

01:24:14.430 --> 01:24:19.680

Uh, your employer must be approved and again, by working with this program.

907

01:24:19.680 --> 01:24:23.039

Uh, that approval is is a much much simpler.

908

01:24:23.039 --> 01:24:26.039

Uh, and, uh, we can take care of that, but go ahead.

909

01:24:27.569 --> 01:24:31.079
So, Here's my contact information. Uh, again.

910
01:24:31.079 --> 01:24:35.640
Uh, you can check with me and we can work on that. Uh.

911
01:24:35.640 --> 01:24:39.989
While we're excited to work with their apprenticeship, we can also look at the other.

912
01:24:39.989 --> 01:24:46.260
Full time permanent positions within your organization so again congratulations to.

913
01:24:46.260 --> 01:24:51.569
Uh, the, the department for the work they've done, and this is going to.

914
01:24:51.569 --> 01:24:56.550
Apprenticeship is going to be a great tool for all of you. So, Michael, um.

915
01:24:56.550 --> 01:25:05.130
We've got a couple minutes yet. Uh, do you mind, uh, discussing what that typical g I bill monthly amount would be for.

916
01:25:05.130 --> 01:25:11.670
Veterans who are hired by our, our partners, uh, to bring on the.

917
01:25:11.670 --> 01:25:25.829
Right it, it varies a lot based on their how much time they have in the service and that kind of thing and also where they live, because it is considered a housing allowance, but a lot of times it'll be around 1000 dollars a month.

918
01:25:25.829 --> 01:25:35.159
So, you know, it's it's a good attractive thing. Now it does go down after the 1st, 6 months of training. It will decline by 20.

919
01:25:35.159 --> 01:25:40.500
You know, you guys are building in raises as they go through the apprenticeship.

920
01:25:40.500 --> 01:25:46.109

And so that the idea is, as the way to just go up the typing down a little bit.

921

01:25:46.109 --> 01:25:49.739

Like, I say, it's not unusual for it to be around 1000 dollars or.

922

01:25:49.739 --> 01:26:01.289

Or, depending on this city, it might be 1200 hours. And again that's money to have a go to the veteran. So, if you are, you know, looking at trying to recruit new pipelines.

923

01:26:01.289 --> 01:26:06.000

Into the DSP profession, obviously that's an incredible incentive.

924

01:26:06.000 --> 01:26:12.840

To, uh, you know, help a veteran I'll look at potentially coming to your place of employment.

925

01:26:12.840 --> 01:26:18.390

Somebody I mentioned before, I think knowing you mentioned that the apprenticeship is not magic.

926

01:26:18.390 --> 01:26:23.760

Nor is the fact that she had the G. I. Bill incentive uh, magic.

927

01:26:23.760 --> 01:26:35.640

But it's a, it's a nice attractive tool that you can put in your job applications, or you can share during job fairs that, that you are g. I bill approved and that will attract some attention.

928

01:26:35.640 --> 01:26:38.819

Uh, from those for the, from those veterans, looking for a job.

929

01:26:40.109 --> 01:26:44.039

All right, thank you. Mile, Michael. Sorry sorry we pitched it here at the end.

930

01:26:44.039 --> 01:26:51.090

Uh, but again, uh, beyond the, the content that we've discussed of, what a registered apprenticeship is.

931

01:26:51.090 --> 01:26:54.569

And what the Missouri pathway includes.

932

01:26:54.569 --> 01:26:58.079

You know, I think it's also that thing of understanding.

933

01:26:58.079 --> 01:27:06.149

That you're basically getting extenders, you're hitting Michael and his program you're getting Suzanne and her program you're getting.

934

01:27:06.149 --> 01:27:12.119

The technical assistance from, uh, uh, Tracy and so you've got a lot of extra extenders.

935

01:27:12.119 --> 01:27:17.729

Uh, to assist and, uh, implementing refining, um.

936

01:27:17.729 --> 01:27:23.279

Making it more successful and then also with, uh, assistance and and connecting with those.

937

01:27:23.279 --> 01:27:35.069

Um, talent, pipeline partners, so, a couple of things here in closing that I wanted to share, um, since the governor's, um, release of this on March, I believe it was 19.

938

01:27:35.069 --> 01:27:40.710

We haven't gotten a lot of AirPlay about this, uh, advancing states have.

939

01:27:40.710 --> 01:27:49.350

Uh, spotlighting this effort, um, on the right hand side is a provider association in Pennsylvania.

940

01:27:49.350 --> 01:27:53.909

Uh, that has a spotlight of what we're doing and reaching out to us.

941

01:27:53.909 --> 01:28:01.920

Bottom left is a news article from Missouri, and then in the center is also an article from the Missouri times.

942

01:28:01.920 --> 01:28:08.130

Um, social media, uh, I've just picked governor Parsons, uh, Facebook page.

943

01:28:08.130 --> 01:28:11.520

Uh, but it's been on many, many, many social media pages.

944

01:28:11.520 --> 01:28:15.899

But again, this is something that we did partner closely with his office.

945

01:28:15.899 --> 01:28:19.319

We did present to the National Governors associations.

946

01:28:19.319 --> 01:28:25.649

As Susan mentioned, Governor person is incredibly, uh, behind registered apprenticeships.

947

01:28:25.649 --> 01:28:29.699

So much so that he created the office of workforce development.

948

01:28:29.699 --> 01:28:36.029

Uh, he created, uh, apprenticeship, Missouri, uh, he has presented at national conferences.

949

01:28:36.029 --> 01:28:39.449

On what Missouri is doing with register partnerships.

950

01:28:39.449 --> 01:28:42.659

And his concern about the direct support professional.

951

01:28:42.659 --> 01:28:46.020

Prices and how he sees us as a great.

952

01:28:46.020 --> 01:28:50.460

Mechanisms so again, we've got the support of our legislators. We've got the support.

953

01:28:50.460 --> 01:28:55.289

Of our governor, and all of these additional partners that you've heard from today.

954

01:28:55.289 --> 01:28:58.619

Couple of press statements, just pulling out.

955

01:28:58.619 --> 01:29:04.199

Uh, from the governor, you can see here I again, uh, the words he's had to say about.

956

01:29:04.199 --> 01:29:10.529

Is there any talent pathways and the importance of, uh, this apprenticeship will provide Missouri businesses.

957

01:29:10.529 --> 01:29:15.329

And Missouri family, uh, this quote, uh, from Val are, uh.

958

01:29:15.329 --> 01:29:21.810

The department director again is just a quote, uh, pulled out from an article for what she's been interviewed.

959

01:29:21.810 --> 01:29:25.920

And then on the bottom is a quote from, uh, division director.

960

01:29:25.920 --> 01:29:31.829

Facts here of the division developmental disabilities, uh, from an interview, which she has participated in.

961

01:29:31.829 --> 01:29:35.039

So, again I do, uh.

962

01:29:35.039 --> 01:29:43.140

I do just want to talk about this is a big deal. We're getting a lot of interest. Um, you know, I think that there's gonna be more opportunities to grow the.

963

01:29:43.140 --> 01:29:50.069

Uh, there's been more opportunities to support the businesses who choose to participate and the apprentices that do.

964

01:29:50.069 --> 01:29:53.729

Uh, we're constantly looking at leveraging additional dollars.

965

01:29:53.729 --> 01:29:58.560

Because again, this is important for us to be able to stabilize the workforce.

966

01:29:58.560 --> 01:30:03.989

Help DSPs, whether they're, uh, incumbent workers or new workers.

967

01:30:03.989 --> 01:30:08.069

To truly have a pathway where they're developing skills and getting credentials.

968

01:30:08.069 --> 01:30:12.029

So, we do hope that this will achieve all those goals and.

969

01:30:12.029 --> 01:30:15.090

Uh, here are the great successes and other businesses.

970

01:30:15.090 --> 01:30:18.090

Around Missouri I've had and nationally.

971

01:30:18.090 --> 01:30:21.569

Uh, with this, we want them be able to be a part of that.

972

01:30:21.569 --> 01:30:29.010

Suzanne did put in the chat box that currently in Missouri there's 4,133 employers.

973

01:30:29.010 --> 01:30:35.760

That, uh, our partnership sites, uh, and there's 14,520 active.

974

01:30:35.760 --> 01:30:41.189

Apprentices, uh, out there again, this is just the beginning.

975

01:30:41.189 --> 01:30:44.729

You know, we're looking at continuing to grow and expand this.

976

01:30:44.729 --> 01:30:50.970

Broaden the reach, and we hope that you all are wanting to go along these pathways with us.

977

01:30:50.970 --> 01:30:55.680

Again, this is me a, this PowerPoint presentation.

978

01:30:55.680 --> 01:30:59.069

We'll be uploaded the recording will be there.

979

01:30:59.069 --> 01:31:02.520

If you have questions, feel free to email me individually.

980

01:31:02.520 --> 01:31:06.720

Or email Mo tap at dot dot. Gov.

981

01:31:06.720 --> 01:31:12.600

And we'll get your questions answered, uh, if you are wanting to be on the, uh.

982

01:31:12.600 --> 01:31:19.319

Database, uh, for future cohorts again, email the at dot Gov.

983

01:31:19.319 --> 01:31:23.460

And we'll get you added and anybody who I've already had an email.

984

01:31:23.460 --> 01:31:28.140

Communication or telephone communication with over the last 3 weeks.

985

01:31:28.140 --> 01:31:33.539

Thank you for being an early adopters and you are definitely on our list and, um.

986

01:31:33.539 --> 01:31:38.039

We will be, uh, moving forward with getting those appendix these out to each of, you.

987

01:31:38.039 --> 01:31:43.380

Um, also just a little plug for our webpage, Missouri talent.

988

01:31:43.380 --> 01:31:48.600

Pathways it's listed there at the bottom of the page. It's dot dot. Gov.

989

01:31:48.600 --> 01:31:51.869

Backslash dB disability.

990

01:31:51.869 --> 01:31:55.139

Backslash service providers back.

991

01:31:55.139 --> 01:32:01.408

Talent pathway, uh, we will also be uploading, uh, this presentation and additional information.

992

01:32:01.408 --> 01:32:06.149

Content to that page. So once again I apologize for running 4 minutes over.

993

01:32:06.149 --> 01:32:09.658

Thank you to Michael, uh, Tracy and Suzanne.

994

01:32:09.658 --> 01:32:14.189

And I think you to each of you that participate in today's call.