

Training Webinar: Innovative Approaches to Workforce Development - Part 2

.....
National Community Action Partnership

May 21, 2025

2:00pm ET / 1:00pm CT / 12:00pm MT / 11:00am PT

Disclaimer

This presentation is supported by Grant Number 90ET0502 from the ACF Office of Community Services, Community Services Block Grant within the Administration for Children and Families, a division of the U.S. Department of Health and Human Services. Neither the Administration for Children and Families nor any of its components operate, control, are responsible for, or necessarily endorse this presentation (including, without limitation, its content, technical infrastructure, and policies, and any services or tools provided). The opinions, findings, conclusions, and recommendations expressed are those of the author(s) and do not necessarily reflect the views of the Administration for Children and Families and the ACF Office of Community Services, Community Services Block Grant.

Agenda

- Welcome
- CEM Project Overview
- Approach and Timeline
- Promising Practices
- North East Community Action Corporation– Weatherization Registered Apprenticeship
- Upcoming Tools and Resources

Project Overview

Purpose

“The Collaborative on Economic Mobility is intended to highlight emerging and promising practices in economic mobility for low-income communities and to expand the capacity of the Community Action network to deliver services that promote economic mobility.”

Key Focus Areas

Community
Asset Building

Innovative
Community
Programs and
Organizations

High-Quality
Education

Two-Generation
and Whole
Family
Approaches

Workforce
Development

Promising Practices

Workforce Development

- Sector-based approaches that align training programs with the specific needs of key industries experiencing growth
- Employer engagement and demand-driven strategies
- Hands-on experience and mentorship opportunities
- Integration of technology and digital literacy initiatives
- Entrepreneurship and small business development

Pre-Apprenticeships

- Bridge to Registered Apprenticeships: Designed to prepare individuals to enter and succeed in Registered Apprenticeship Programs (RAPs).
- Industry-Relevant Training: Curriculum based on industry standards, taught by qualified instructors.
- Hands-on Experience: Provides practical, simulated real-world training environments.
- Career Exploration: Offers a "pre-vetting" opportunity for individuals exploring career paths.
- Foundational Skill Development: Focuses on building essential skills for success in advanced training.
- Comprehensive Support Services:
 - Stipends, Career Guidance & Mentorship, Transportation Assistance, Childcare Assistance, Housing Support, Academic Tutoring (e.g., Math), Industry-Recognized Credentials (e.g., CPR), Soft Skills & Professionalism Training

Registered Apprenticeships

- Registered Apprenticeship Programs (RAP) are industry-vetted, approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency.
- Registered Apprenticeships must fulfill these key elements:
 - Industry Led
 - Paid Job
 - Structured On-the-Job Learning/Mentorship
 - Supplemental Education
 - Portable Credentials

North East Community Action Corporation Presentation



*Apprenticeship Pathways
for Weatherization
Workforce Development*

May 21, 2025

Carla Potts, CCAP

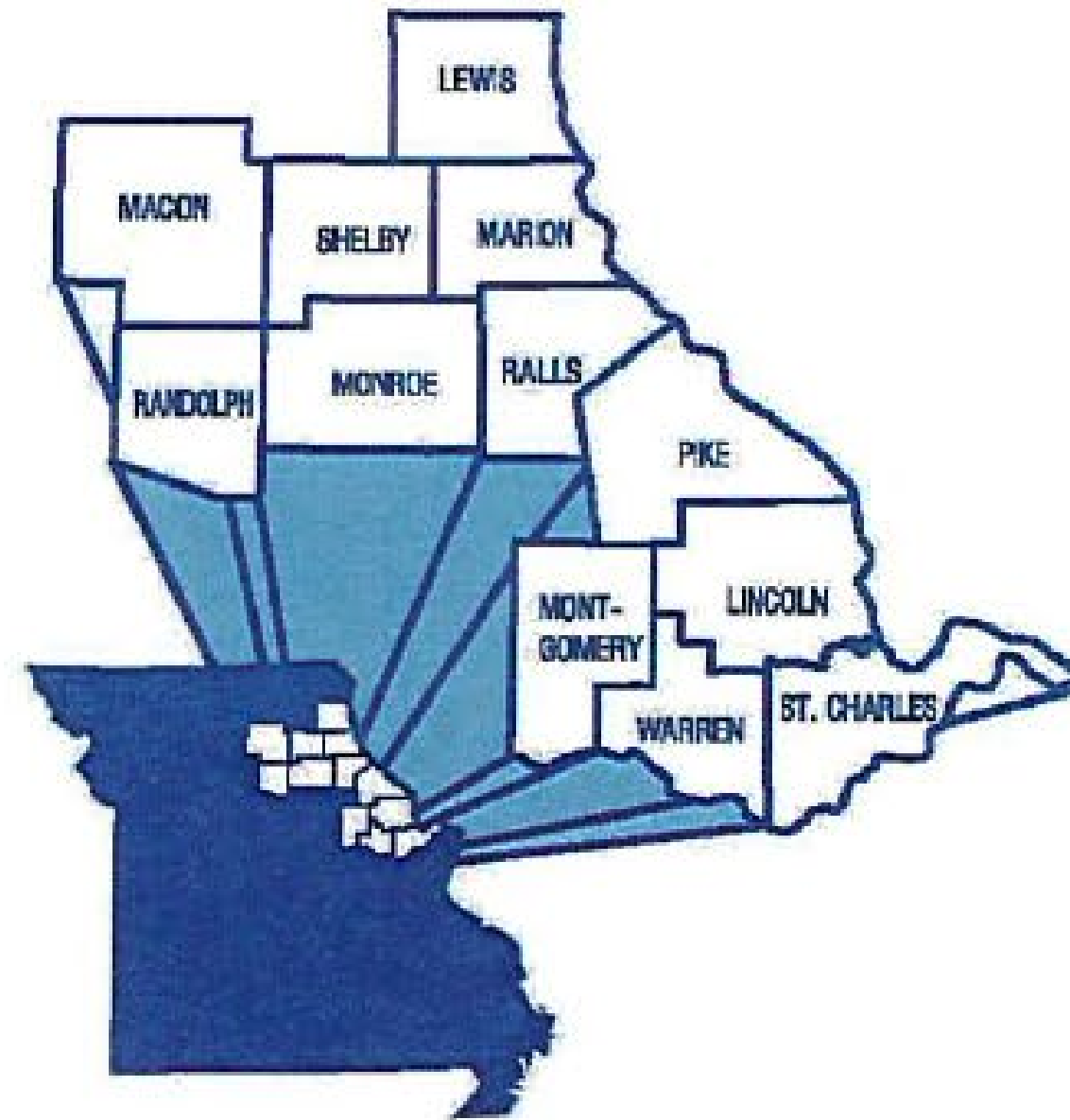
Deputy Director, Housing Development

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cpotts@necac.org



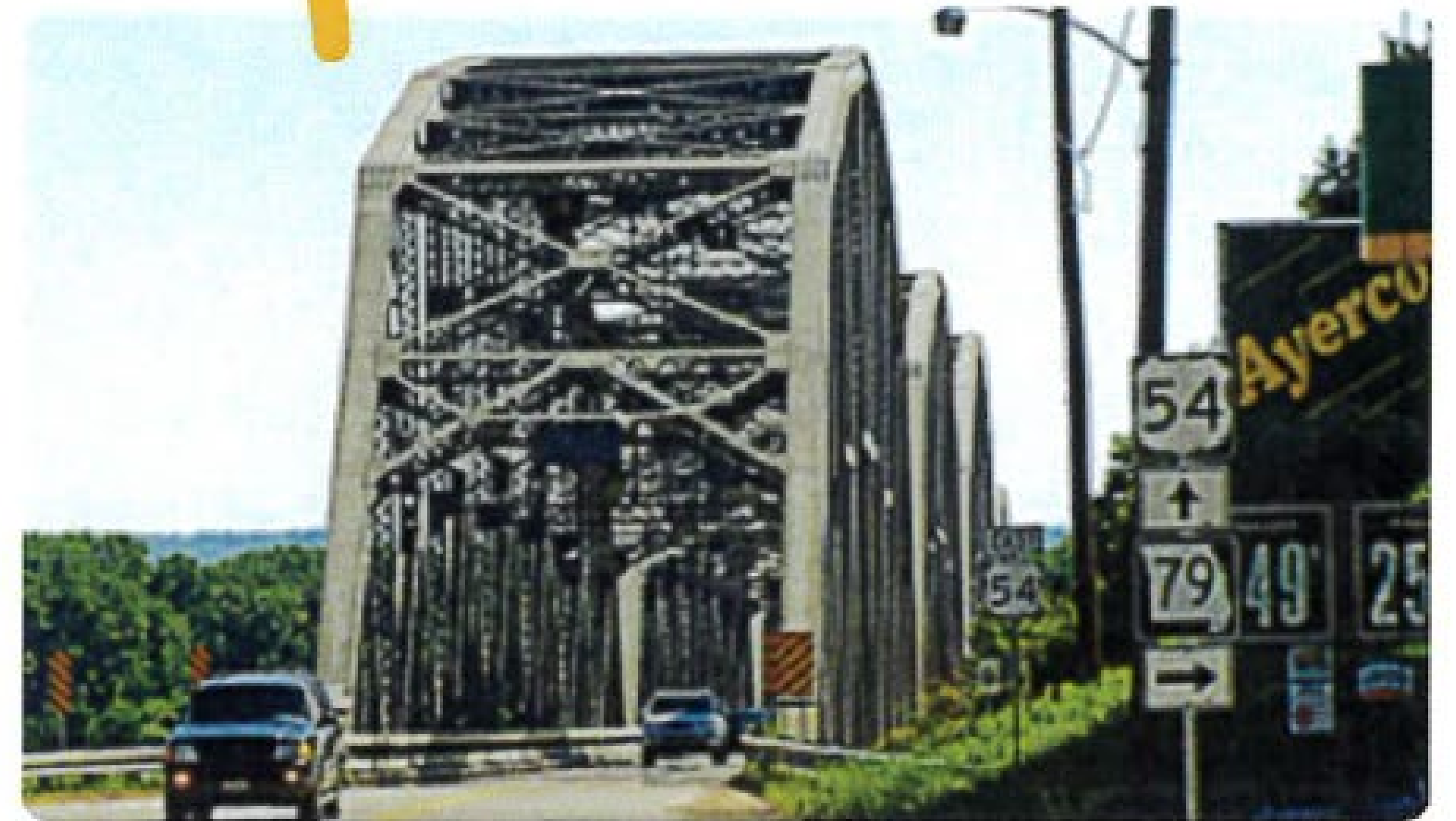
Central Administration Office
16 North Court St., P.O. Box 470
Bowling Green, Mo. 63334



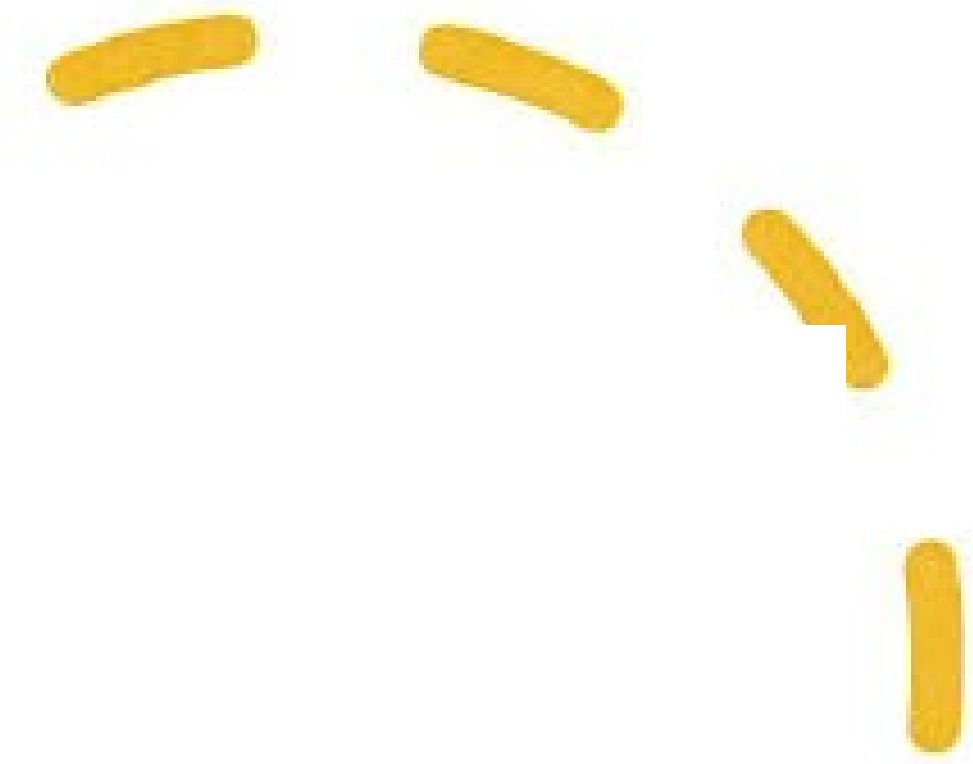
- 12 counties
 - Rural: Lewis, Macon, Marion, Monroe, Montgomery, Pike, Ralls, Randolph, Shelby
 - Metropolitan: Lincoln, St. Charles and Warren
 - County Service Centers in each county
- \$26 million budget; largest CAA budget in the state
 - 30+ funding sources
 - 60+ programs
 - 110 FT/ 200+ PT employees
 - 1000's of clients

Background

- National labor shortage extra hard for Weatherization (WX)
- Range for fast food restaurants in the area were \$13-\$23/hr, with some restaurants offering “work today, get paid today”
- Union contractors prevailing wage: \$25-\$30/hr.



NECACAC Weatherization



- NECACAC Funding:
 - A mix of Federal and State funding.
- Program Prior to The Bi-Partisan Infrastructure Law (BIL):
 - Program averaged \$2 million a year and serviced 200 plus homes
 - Crew based program with an HVAC employee
 - Wait list of 450 with an average of 10-15 new applications per day
- Program with BIL Funding:
 - Program funding of \$3 million
 - Servicing 500+ homes, with 30+ employees
 - Collaborated with the Workforce Development Board to assist with finding potential employees.



Community Services:

Helping People Lead Better Lives



Housing Development:

Building a Better Future



Community Health:

Quality and Compassion

Overview

1 year program:

- 144 hours classroom, 2000 OJT
 - 8 hours general construction
 - 8 hours workplace safety
 - 40 hours WX Tech
 - 40 hours asbestos
 - 8 hours mold

Home Performance Laborer (Residential)

Have added Energy Auditor as our second apprenticeship

- Apprentices are NECAC employees:
 - \$16/hour to start,
 - 40-hour week (4x10)
 - 100% health insurance + dental and vision
 - Start as Crew Laborers. Can train up to auditor, QCI



Home Performance Laborer (Residential)

Perform a variety of activities to weatherize homes and make them more energy efficient. Duties include repairing windows, insulating ducts, and performing heating, ventilating, and air-conditioning (HVAC) work. May perform energy audits and advise clients on energy conservation measures.

★ Registered Occupation

ONET Title: Weatherization Installers and Technicians

ONET Code: 47-4099.03

Alternative Occupations Titles:

Energy Administrator; Field Technician; Weatherization and Housing Inspector; Weatherization Installer; Weatherization Technician; Weatherization Worker; Home Performance Laborer (Residential); Home Performance Laborer Residential, Revised; Home Performance Laborer Residential, Revised

- + Test products for functionality or quality
- + Inspect equipment to ensure proper functioning
- + Test characteristics of materials or structures
- + Apply material to fill gaps in surfaces
- + Inspect industrial or commercial equipment to ensure proper operation
- + Install green structural components, equipment or systems
- + Inspect work sites to determine condition or necessary repairs
- + Communicate with clients about products, procedures, and policies
- + Install insulation in equipment or structures
- + Install building fixtures
- + Estimate construction project costs
- + Clean equipment or facilities
- + Maintain construction tools or equipment
- + Record operational or environmental data
- + Prepare operational reports
- + Inspect completed work to ensure proper installation
- + Install doors or windows



<http://www.apprenticeship.gov>

Process

March 8, 2021 registered with DOL

- <30 days to register
- Formalizes training work we already do
- Boosts recruitment
- Rolling admission
- 14 trainees hired so far
- Paid through Department of Energy Weatherization Assistance Program (DOE WAP) + utility funds
 - Materials to house, labor to funder or split by percent



Recruitment

Partners:

- U.S./Mo Department of Labor
- Northeast Missouri Workforce Development Board (NEMOWDB)
- Missouri Department of Natural Resources/Division of Energy
- Workforce Innovation and Opportunity Act (WIOA) pre-apprenticeship launched January 2022!
 - Pike-Lincoln Technical Center (Vocational HS)
 - 3 weeks paid by NEMOWDB
 - 30 graduating seniors in May recruited for July 1 start date

Entry Level Carpenter

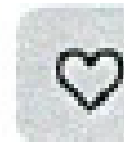
North East Community Action Corporation (NECAC)

★☆☆☆☆ 2 reviews

📍 16 N Court St, Bowling Green, MO 63334

From \$13 an hour - Full-time

Apply now



Full Job Description

About the job: Weatherization crews work four 10 hour shifts per week, Mon - Thurs, day shift. Crews meet up in Bowling Green every morning, load materials and tools into company vehicles and travel to the jobsite. You're home every evening at the same time. AGENCY PAID HEALTH, RETIREMENT, and SICK/VACATION are provided as well as 14 PAID HOLIDAYS PER YEAR. Starting pay is \$13.00 hourly with frequent raise opportunities and chances for promotion within the program and our company.

About you: You should be dependable, ready to work, and be teachable. Possessing all of the necessary skills is not as important as having a positive attitude with a desire to listen and learn. If you are not an

HOME WEATHERIZATION INSTALLER

Construction/carpentry work

NECAC in Bowling Green has multiple openings for full-time Construction/carpentry laborers in the agency's home weatherization program for the position of Weatherization Specialist. After agency provided training, will test buildings and homes to identify needed weatherization measures including repair work, modification or replacement; will apply insulation materials as well as caulking; will utilize common carpentry power tools. This position reports to the Weatherization Director and will perform weatherization assignments in agency's service area as part of a two member crew.

Weatherization Crew Specialist Myles Neff was the first participant. He brought basic construction skills to the job but has found the apprenticeship program has helped.

“Upon getting hired at NECAC, I wanted to help out in any way that I could and the apprenticeship program sounded like a really good program and I can see the many benefits of it,” Neff said. “It will jump start the necessary skills to perform my job that I didn’t necessarily have before starting in the weatherization program.”



Success

- First graduation July 2022
- Current registration:
 - 9 Weatherization Techs
 - 3 Energy Auditors



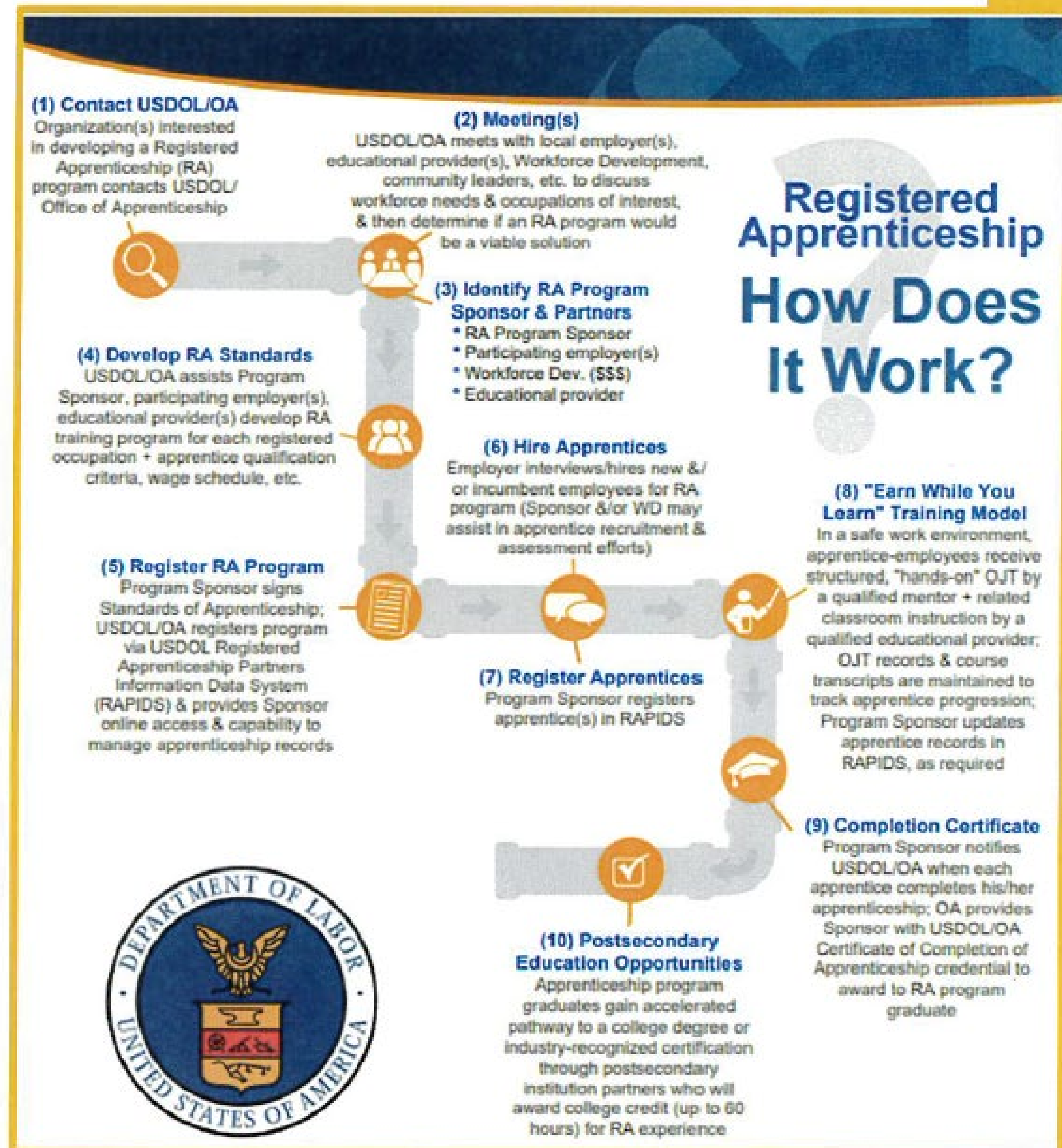
U.S. Dept. of Labor/Office of Apprenticeship

Wade Johnson (St. Louis Metro/Southeast MO)
314-539-2527, johnson.wade@dol.gov

<http://www.apprenticeship.gov>

Nationwide:

- **2.8 million** Apprentices participated in Registered Apprenticeships from 2019-2022
- **1.1 million** individuals completed their Registered Apprenticeship programs
- Starting Wage of Registered Apprenticeship - \$18/hour
- Completed Registered Apprenticeship Wage- \$32/hour
- Incomplete Registered Apprenticeship Exit Wage- \$21/hour



Helpful Links

- <https://necac.org>
- www.pltc.edu/
- www.apprenticeship.gov
- <https://www.onetonline.org/link/summary/47-4099.03>

PREPARING AMERICANS FOR HIGH-PAYING SKILLED TRADE JOBS OF THE FUTURE

Executive Orders

April 23, 2025

Sec. 4. Expanding Registered Apprenticeships. Within 120 days of the date of this order (April 23, 2025), the Secretary of Labor, the Secretary of Commerce, and the Secretary of Education shall submit...a plan to reach and surpass 1 million new active apprentices. That plan shall identify the following:

- Avenues to expand Registered Apprenticeships to new industries and occupations, including high-growth and emerging sectors.
- Measures to scale this proven model across the country, improve its efficiency, and provide consistent support to program participants.
- Opportunities, including through the Carl D. Perkins Career and Technical Education (Perkins V) Act and Federal student aid, to enhance connections between the education system and Registered Apprenticeships.

Community Action and Successful Apprenticeships

- CAAs have existing foundations developing, supporting, expanding, and sustaining Successful Apprenticeships locally through:
 - **Recruitment & Outreach:** Connecting communities to opportunities.
 - **Supportive Services:** Providing vital assistance (transportation, childcare, financial literacy) for participation.
 - **Employer Partnerships:** Promoting and/or facilitating programs.
 - **Community Hub:** Connecting stakeholders (employers, trainers, Workforce Development Boards).
 - **Pre-Apprenticeship Programs:** Building work-readiness skills.
 - **Direct Implementation:** Designing and implementing Apprenticeship programs.

Tools and Resources

INNOVATIVE APPROACHES TO WORKFORCE DEVELOPMENT REGISTERED APPRENTICESHIPS WEBINAR COMPANION GUIDE

This guide is designed to accompany the webinar Innovative Approaches to Workforce Development focusing on Registered Apprenticeships as pathways to economic mobility. This resource is designed to deepen your understanding of Registered Apprenticeships and provide you with additional resources to support your next steps, whether you're launching a program, expanding an existing program, or exploring how Registered Apprenticeships can strengthen your Workforce Development program goals.

CHECK IT OUT HERE:
[HTTPS://TINYURL.COM/REGAPPRENTICE](https://tinyurl.com/regapprentice)



WORKFORCE DEVELOPMENT PART 2 WEBINAR COMPANION GUIDE



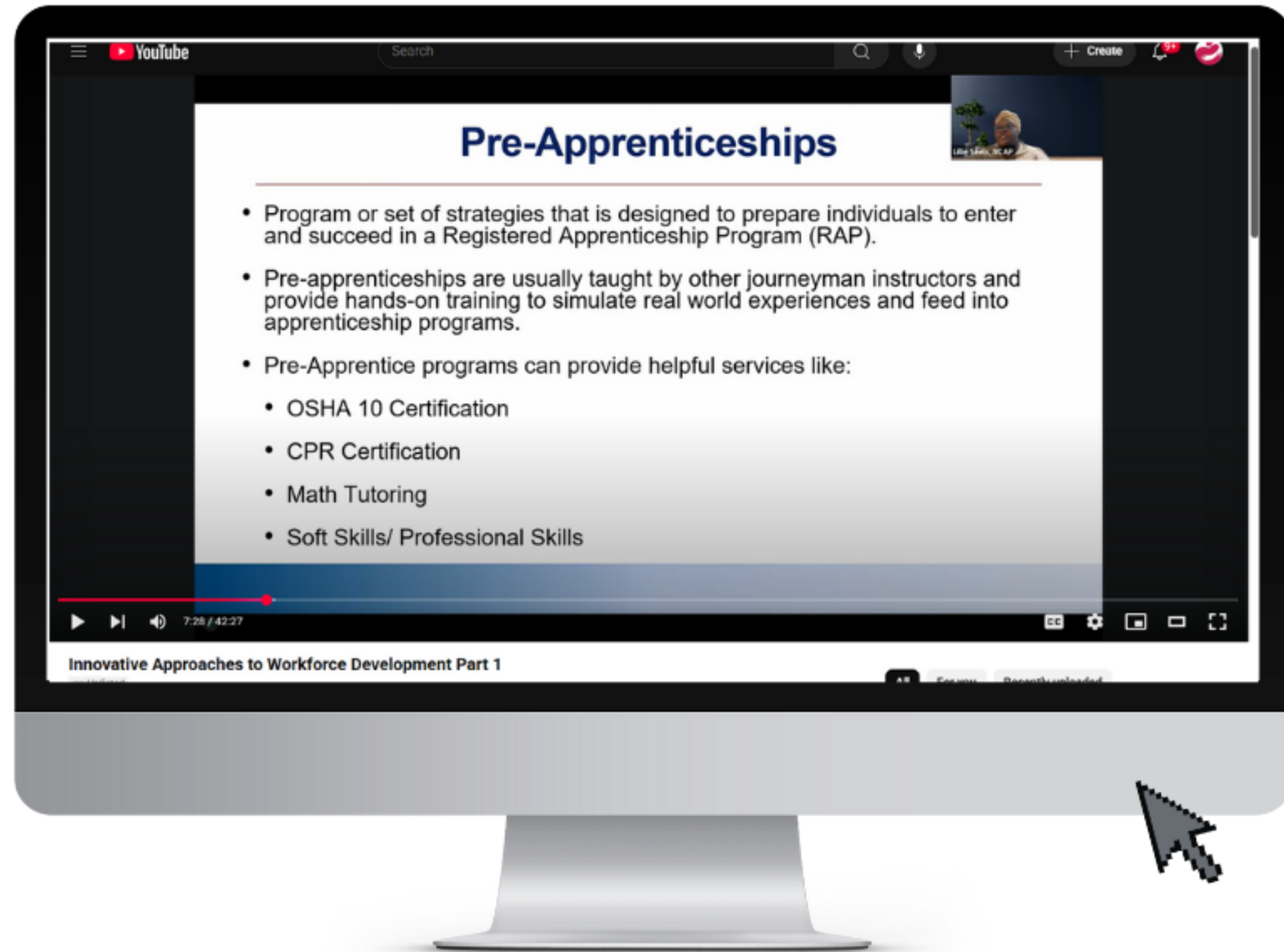
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What is a Registered Apprenticeship?

A Registered Apprenticeship is an industry vetted, structured, work-based learning model that combines on-the-job training (OJT) with related instruction (RI). These programs are registered with the U.S. Department of Labor (DOL) or a State Apprenticeship Agency, ensuring they meet specific quality standards.

Feature	Registered Apprenticeship	Apprenticeship	Pre-Apprenticeship
Registration	Registered with DOL or State Apprenticeship Agency and abides by 23 established standards.	Any apprenticeship that is not formally registered with DOL	Not necessarily registered
Wage	Paid employment	Can be paid or unpaid	May be paid a stipend, starting hourly wage, or unpaid
Credential	Nationally recognized credential upon completion	May or may not lead to credential but not always nationally recognized.	May lead to a credential, but not always nationally recognized.
Duration	Typically, 1-5 years depending on chosen industry	Typically, 1-5 years depending on chosen industry	Shorter term, often a few weeks to months
Purpose	Provides industry-vetted, paid job training that leads to full occupational proficiency, while earning a portable, nationally recognized credential.	Offers structured, paid or unpaid job training to prepare individuals for skilled careers, potentially leading to industry-recognized credentials.	Foundational program designed to prepare individuals to enter and succeed in Registered Apprenticeships.

CHECK OUT THE ENTIRE SERIES: INNOVATIVE APPROACHES TO WORKFORCE DEVELOPMENT PART 1



<https://tinyurl.com/InnovativeWrkFrc1>



Did you miss Part 1 of the Innovative Approaches to Workforce Development webinar? That's okay!

ACCESS THE WEBINAR RECORDING HERE!



ACCESS WEBINAR SLIDES HERE!



APPROACHES TO WORKFORCE DEVELOPMENT PRE-APPRENTICESHIPS WEBINAR COMPANION GUIDE

This guide is designed to accompany the webinar on Innovative Approaches to Workforce Development, exploring Pre-Apprenticeships and Registered Apprenticeships as pathways to economic mobility. Dive deeper into Apprenticeship pathways, action steps, and resources to enhance your understanding and implementation of these workforce programs in your community.

CHECK IT OUT HERE:
[HTTPS://TINYURL.COM/WRKFRCGUIDE1](https://tinyurl.com/wrkfrcguide1)



INNOVATIVE APPROACHES TO WORKFORCE DEVELOPMENT PRE-APPRENTICESHIPS WEBINAR COMPANION GUIDE



This guide is designed to accompany the webinar on Innovative Approaches to Workforce Development focusing on Pre-Apprenticeships and Registered Apprenticeships as pathways to economic mobility. These programs are key to shaping a brighter future not only for individuals but for the entire community.

In today's rapidly evolving job market, workforce development is key to building strong, resilient families and fostering long-term economic growth. It goes beyond simply filling job vacancies, it's about creating meaningful career pathways that drive long-term economic growth. By investing in education and training, we empower individuals to:

- **Increase Earning Potential:** Skilled workers command higher wages, improving financial stability.
- **Enhance Job Security:** In-demand skills provide resilience in an evolving changing job market.
- **Contribute to Community Prosperity:** A skilled workforce attracts businesses, driving growth and strengthening local economies.
- **Break Cycles of Poverty:** Access to quality training creates opportunities for upward mobility.

WEBINAR HIGHLIGHT

Discover the latest trends and promising strategies for advancing economic mobility through innovative workforce development by watching the recording of **'Innovative Approaches to Workforce Development Pt. 1'**

WATCH HERE

To accompany the webinar recording, the slides are available below.

VIEW HERE

Upcoming Webinar Series: Strategic Partnerships

This webinar series will highlight Community Action Agencies who are leveraging strategic partnerships to advance innovative economic mobility initiatives.

Gain insights from the experiences of other Community Action leaders who have built and sustained trusted working relationships with cross-sector partners in the areas of Workforce Development, High-Quality Education, Whole Family Approach, and Community-Asset Building. Through collaboration, Community Action Agencies can coordinate and enhance services to improve outcomes for individuals and families.

BUILDING AND SUSTAINING STRATEGIC PARTNERSHIPS WEBINAR SERIES

PART. 1

**WEDNESDAY, JUNE 18, 2025
2PM ET/ 1PM CT/12PM MT/11AM PT**

PART. 2

**WEDNESDAY, JULY 16, 2025
2PM ET/ 1PM CT/12PM MT/11AM PT**

**REGISTER
TODAY!**



<https://tinyurl.com/CEMStrategicPartnerships>

FRESH FINDS

LEARN

EXPAND

IMPLEMENT

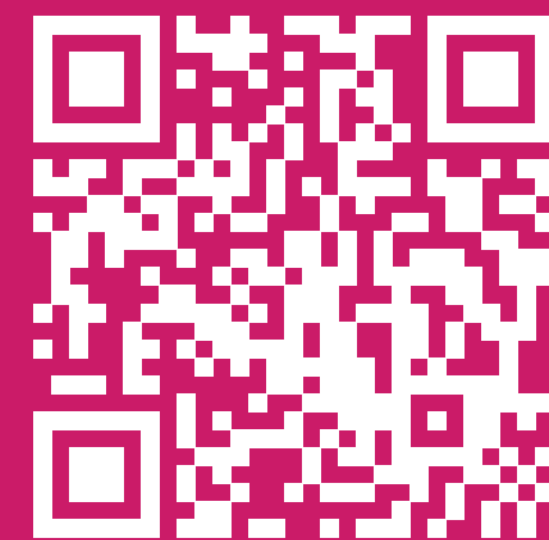
Are you interested in expanding the capacity of your organization to implement innovative programs and services?

Are you interested in improving outcomes for the individuals, families, and communities in your service area?

Are you interested in learning from the experiences of other community leaders across the country?

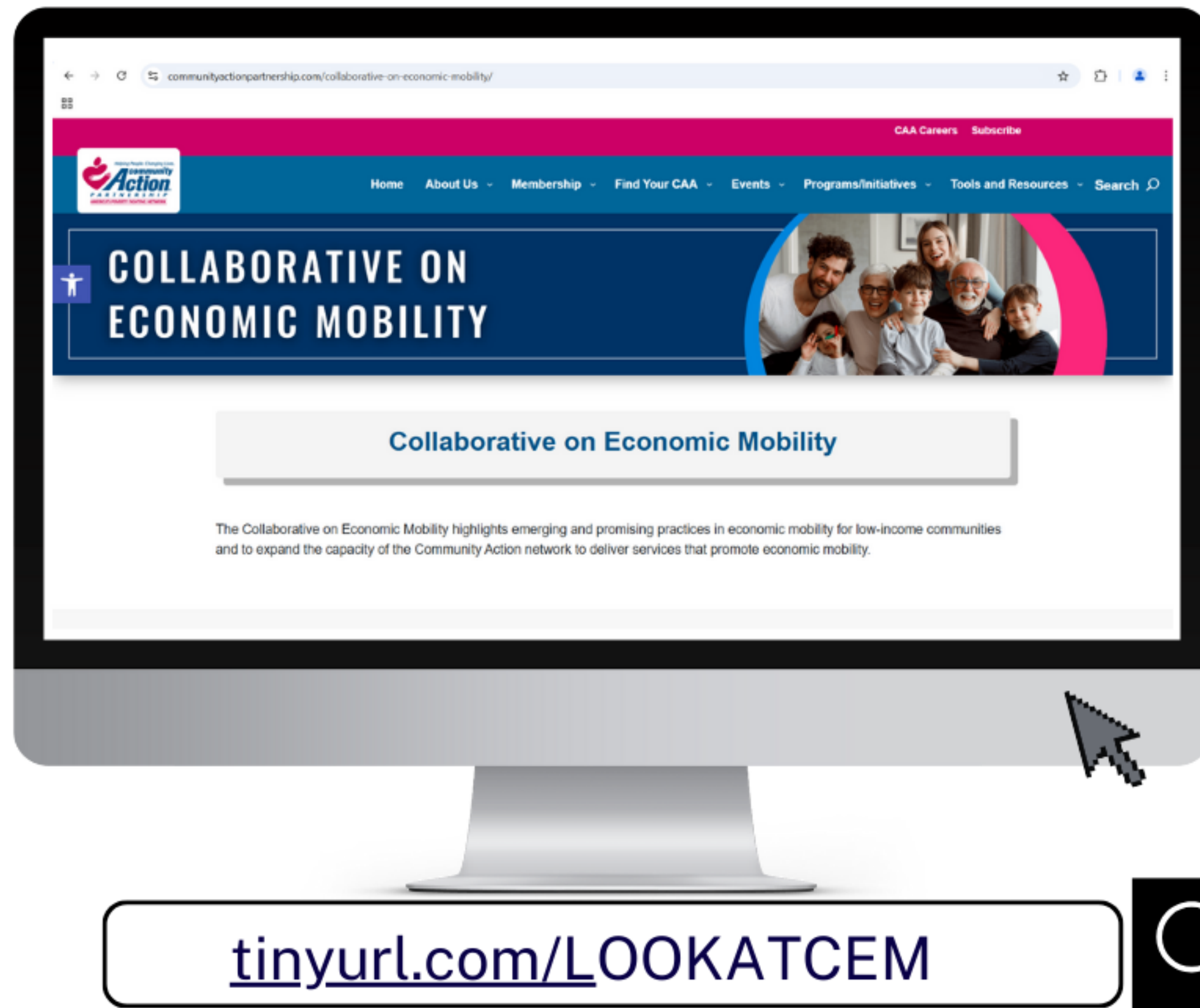


Sign up for the National Community Action Partnership's new "Fresh Finds" newsletter and be the first to know about new tools, resources, and training opportunities!



tinyurl.com/FreshFinds25

NEW NCAP WEBPAGE: COLLABORATIVE ON ECONOMIC MOBILITY



Check out our dedicated webpage for the Collaborative on Economic Mobility (CEM) on the NCAP website!

You can find tools and resources related to CEM key focus areas and sign up for our Fresh Finds Newsletter here!

**EXPLORE
HERE!**



We want to hear from you!

We would love to hear about your experience in today's training webinar. Please take a moment to complete the webinar survey.



<https://tinyurl.com/InnovationWkFrc2>