

Braided Funds to Support Registered Apprenticeship



MEATA Conference, May 24, 2018
Traverse City, MI





Michigan
Talent Investment Agency
Department of Talent and Economic Development



What is Braided Funding?

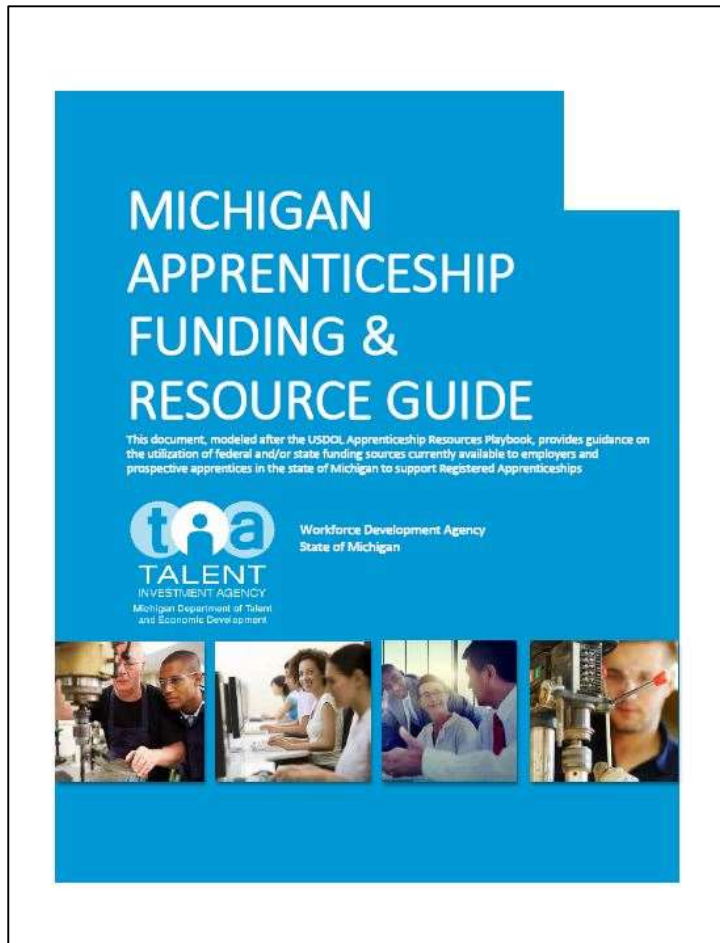


How Employers Benefit from Registered Apprenticeship

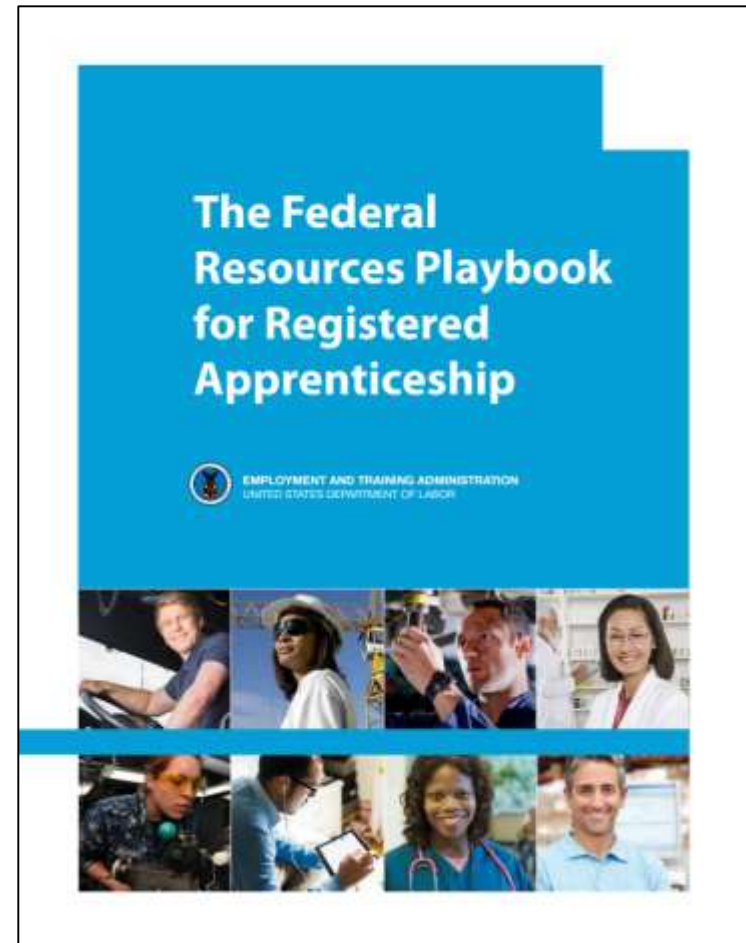
- Build a pipeline of skilled workers
- Gain workers with customized skills
- Boost retention
- Save money on wages
- Make a positive return on investment
- **Eligible for resources to off set training costs**



Resources



www.michigan.gov/documents/wda/Mi_AIM_Apprenticeship_Funding_and_Resources_Guide_501596_7.pdf



www.doleta.gov/oa/federalresources/playbook.pdf



Resources

1. Discretionary Grants

- American Apprenticeship Initiative Grants
- America's Promise Grant
- State Apprenticeship Expansion Grant

2. Carl Perkins Funding

3. Food Assistance Employment & Training (FAE&T)

4. G.I. Bill®₁₀

5. Labor Organization Funding

6. Michigan New Jobs Training Program (MNJTP)

7. Partnership. Accountability. Training. Hope. (PATH)

8. Pell Grants

9. Private Employer Investments

10. Skilled Trades Training Fund (STTF)

11. Trade Adjustment Assistance (TAA)

12. Veterans Employment and Training - Other

13. Workforce Innovation and Opportunity Act (WIOA)



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Successful Collaboration



SPECTRUM HEALTH





Program Overview



US Secretary of Labor Acosta, Governor Snyder, and Roger Curtis visit Mercy Health

USDOL Registered Apprenticeship

- Industry recognized **credential**
- **12-month** program
- **24 hrs/wk** on-the-job training
- **16 hrs/wk** in-class learning
- Quarterly **wage increases**



Making the Business Case

- Projected 25% growth
- Talent in high demand and low supply
- Aligns with our organizations' strategies:
 - Patient Experience
 - Employee Engagement
 - Continuous Learning
 - Retention
 - Good stewards of our resources
 - Population Health
- Cost savings:
 - Avg MA Apprentice training cost:
\$23,941
 - Avg 1st year turnover cost for an MA:
\$26,769



The MA apprenticeship helps assimilate individuals to the organization, and rotation through the different locations helps individuals identify their best fit.



Outcomes 2016-present



All Employers

Hired: **87 Apprentices**

Graduated: **40**

Currently enrolled: **20**

Post-grad retention: **83%**

Cohort 1: **28% diverse**

Cohort 2: **32% diverse**

Cohort 3: **49% diverse**



Braiding Funds SCENARIOS





Scenario #1

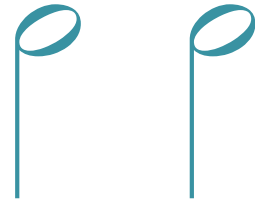


Joe is a head of household with two children and currently makes \$11-12 an hour working 40 hours per week.

What funding source(s) could be used for Joe?



Scenario #2



Hannah has recently graduated from high school and has no formal post-secondary training as of yet.

What funding source(s) could be used for Hannah?



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Scenario #3



Teresa is receiving or has exhausted unemployment benefits and is being hired specifically for the MA apprenticeship program.

What funding source(s) could be used for Teresa?

Scenario #4



Mike has a qualifying separation from a TAA-certified company and is being hired specifically for the MA apprenticeship program.

What funding source(s) could be used for Mike?



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Questions?

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