

Apprenticeship **PA**

COLLABORATIVE AND EXPO

Agenda at-a-glance

Monday, November 18 - DAY 1

8:30 am - 4:30 pm	Registration Open
8:30 am - 10:00 am	Start your ApprenticeshipPA Journey <i>CrossRoads Expo Hall OPEN!</i>
9:00am - 10:00am	Meet the Navigators!! at the CrossRoads
10:00 am - 11:15 am	Welcome + Panel: Insights from Within
11:15 am - 12:15 pm	Breakout-sessions - ROUND 1
12:15 pm- 1:45 pm	Lunch Panel: Future-Proofing Apprenticeships
1:45 pm - 2:30 pm	Dessert Break in <i>CrossRoads Expo Hall</i>
2:30 pm - 3:30 pm	Breakout Sessions - ROUND 2
3:30 pm - 4:00 pm	Refreshment Break in <i>CrossRoads Expo Hall</i>
4:00 pm - 5:00 pm	Breakout Sessions - ROUND 3
5:00 pm - 6:00 pm	Reception in <i>CrossRoads Expo Hall</i>

Tuesday, November 19 - DAY 2

7:00 am - 8:00 am	Breakfast
8:00 am - 9:00 am	Breakout Sessions - Round 4
9:15 am - 10:30 am	Closing Presentation

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PA Workforce Development Association

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Association of Career
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Apprenticeship **PA**

COLLABORATIVE AND EXPO

WORKSHOP SCHEDULE AT-A-GLANCE

	Pre-Apprenticeship & Prep <i>Foundry Ballroom E</i>	ATO Technical Assistance <i>Foundry Ballroom B</i>	Tools & Resources <i>Foundry Ballroom C</i>	Sectors & Employers <i>Foundry Ballroom D</i>	Education <i>Monacacy A</i>	Pathways <i>Monacacy B</i>
Round 1 Monday, Nov. 18 11:15am-12:15pm	Competency Models and Career Pathways: A Step Closer to Apprenticeship	Solving the Pre-Apprenticeship Puzzle	Successful Apprenticeship Program Career Navigation Using Occupational Profile Data	Building an Agriculture Apprenticeship Ecosystem	The future of the Work-Based Learning: An Equitable Delivery Model for Stronger Youth and Stronger Communities	Building Student Awareness of Apprenticeship Career Pathways
Round 2 Monday, Nov. 18 2:30pm-3:30pm	Enhancing Apprenticeship Programs with NOCTI Certification: A Pathway to Skilled Workforce Development in PA	Who wants to have a PA Registered Apprenticeship? The benefits of a Registered Apprenticeship	Ticket to Success: The Benefits of Creating and Implementing a Ticket Tracker System	Business and Industry-led Strategic Apprenticeship Pipeline Design	The Keys to Collaboration: How to Unlock More Opportunities for Jobseekers through Pre-Apprenticeship and IET	Apprenticeship Degrees: Quality pathways to good jobs with credentials of value
Round 3 Monday, Nov. 18 4pm-5pm	Accelerating Apprenticeships through Regional/Statewide Targeted Outreach	Jeopardy Journey – Exploring WIOA and Apprenticeships	Make it past the bot! Using AI to Optimize Resumes	Grow Your Own Healthcare Workforce	TOWN HALL: What it Means to be a Group Sponsor	Diversifying the pipeline to Apprenticeship in PA
Round 4 Tuesday, Nov. 19 8am-9am	One Size Doesn't Fit All: Creating Registered Pre-Apprenticeships with consistent standards but contextualized structures	Registered Apprenticeship and Pre-Apprenticeship Possibilities & Experiences through PA Grants	Connecting Women to Good Trade Careers: Best Practices from Philadelphia	Building our Future Workforce Together through Teacher Apprenticeship Programs		

DESCRIPTIONS ON FOLLOWING PAGES!

PRE-CONFERENCE - Monday, November 18, 2024 - 9am

MEET THE NAVIGATORS!! AT THE CROSSROADS

Join this pre-conference session in the CrossRoads Expo Hall!

Get to know the Keystone Apprenticeship Alliance network of professionals who provide boots on-the-ground technical assistance to entities interested and involved in apprenticeship. Don't miss this opportunity to tap into expertise and support in your local area!

Presenter: Adina Tayar, EDSI
CROSSROADS EXPO HALL

WORKSHOP ROUND 1 - Monday, November 18, 2024 - 11:15am

Competency Models & Career Pathways - A Step Closer to Apprenticeship

Attendees will learn the value of competency models in building career pathways, creating training and development curricula, and building work processes. Competency models can serve as the foundation for apprenticeship development. Build the framework and apprenticeship will follow.

Presenter: Kimberley Patrick, Career Ready Lancaster!
FOUNDRY BALLROOM E

Solving the Pre-Apprenticeship Puzzle

Have you heard of Pre-Apprenticeship and wondered what that is? This is usually one of the first questions we get asked when at events. This interactive workshop will be presented by the Pre-Apprenticeship Division of the ATO. We will provide information about Registered Pre-apprenticeship and how your program can fit into the Pre-Apprenticeship puzzle. Talking points include who makes up the different parts of the puzzle to complete the picture of Registered Pre-Apprenticeship. We will show you the ways you can build, develop, and maintain your programs. Join us in our interactive, informative, and maybe even a little competitive presentation!

Presenter: Danielle Demirovic, Apprenticeship and Training Office
FOUNDRY BALLROOM B

ROUND 1 CONT'D - Monday, November 18, 2024 - 11:15am

Successful Pre-Apprenticeship/Apprenticeship Program Career Navigation Using Occupational Profile Data

TAKE-AWAY: Participants will receive additional career navigation resources that will include a WorkKeys Apprenticeship Toolkit, Access to the JobPro Occupational Database aligned with O*NET, A JobPro Career Navigation Guide, Industry Readiness Profile Career Navigation Guides for Construction, Manufacturing, Healthcare, IT, etc. and AWorkKeys Skills Based Career Navigation Toolkit.

Presenter: Bryan Herrick, M.Ed., ACT - Workforce Solutions/WorkKeys

FOUNDRY BALLROOM C

Building an Agriculture Apprenticeship Ecosystem

This workshop will include a panel discussion with current agriculture apprenticeship and pre-apprenticeship sponsors, participants and education partners. The panelists will discuss their programs and needs within the industry, their success with apprenticeship and pre-apprenticeship programs, tips for developing non-traditional programs and the key partnerships and collaborations that have led to the success of their programs.

Presenter: Sara Gligora, PA Dept. of Agriculture

FOUNDRY BALLROOM D

The Future of Work-Based Learning: An Equitable Delivery Model for Stronger Youth and Stronger Communities

In order to create a more equitable future that best serves our youth and our communities, we must reimagine our approach to work-based learning. With the evolution of how and where people work, the rise of careers in the technology sector, and the unprecedented impact of the COVID-19 pandemic on education and youth employment, work-based learning programs will play an even more critical role in helping young people connect to careers and employers in the future economy. This workshop will discuss best practices for adapting work-based learning programming to remote and blended learning environments with tools like social media, online learning software, and mobile apps. We'll also offer practical tips and techniques for scaling up work-based learning programs across regions and organizations of all sizes based on our experience training hundreds of youth services providers. This delivery model remains relevant even as the shutdowns and disruptions of COVID-19 pandemic have faded: it helps programs deliver services to youth with disabilities, diverse learners, students impacted by natural disasters, and many other scenarios that prevent in-person participation. The world of work is changing, and our work-based learning programs must change along with it!

Presenter: Laura Radford, Grant Associates

MONACACY A

Building Student Awareness of Apprenticeship Career Pathways

Building pathways for youth and young adults into Registered Apprenticeship programs is crucial for building the workforce of tomorrow. This workshop will discuss ways stakeholders can build these pathways and engage various partners within the Registered Apprenticeship ecosystem.

Presenter(s): Alan Dodkowitz, Safal Partners, and Jeremy Faulkner, Safal Partners

MONACACY B

ROUND 2 - Monday, November 18, 2024 - 2:30pm

Enhancing Apprenticeship Programs with NOCTI Certification: A Pathway to Skilled Workforce Development in Pennsylvania

Join us to explore the significant role that NOCTI plays in Pennsylvania Career and Technical Education (CTE). Understanding the impact of having certified CTE students in your local area can strengthen apprenticeship programs and benefit employers. NOCTI credentials validate the skills required by students, apprenticeship completers, and new hires to meet employer expectations. With all CTE high school completers required to take a NOCTI test, there is a pool of talented young individuals moving toward their future.

Presenter: Heidi Speese, NOCTI
FOUNDRY BALLROOM E

“Who wants to have PA Registered Apprenticeship?” The benefits of Registered Apprenticeship.

Take part in our interactive session of “Who wants to be an Apprenticeship”, where the benefits of Apprenticeship will be delivered using the style of the beloved game “Who wants to be a Millionaire”. Sign up and learn how Registered Apprenticeship Program can help your organization push the boundaries of what you think you know about apprenticeship and discover benefits, regulation, and pathways to the success a Registered Apprenticeship can offer. Whether you are new to PA Registered Apprenticeship or looking to further your comprehension, this workshop promises to deliver valuable facts in a fun and informative way.

Presenter: Jared Young, Apprenticeship and Training Office
FOUNDRY BALLROOM B

Ticket to Success: The Benefits of Creating & Implementing a Ticket Tracker System in Apprenticeship.

Ever wondered how a simple tracking system could revolutionize training and mentorship in your apprenticeship? In this workshop, you will discover how a ticket-tracking system can transform IT apprenticeships and revolutionize training across various industries and occupations. This workshop will delve into how this tool not only streamlines workflow and enhances apprenticeship programs, but also empowers the program creator in designing tailored and effective training models for both OJT and RTI. Learn to harness ticket tracking for evaluating technical and soft skills, and gain insights and join the discussion on how we could expand this tool's applications beyond IT. Whether you're in technology, trades, healthcare, or agriculture and beyond, this session will inspire you to rethink traditional approaches and explore innovative solutions for skill development and mentorship.

Presenter: Jessica Charlton, Office of Administration--Work Based Learning Division
FOUNDRY BALLROOM C

ROUND 2 CONT'D - Monday, November 18, 2024 - 2:30pm

Business and Industry-led Strategic Apprenticeship Pipeline Design

Join Workforce Board Lehigh Valley to discuss a business and industry-led Industrial Training & Education Consortium (iTEC), a regional apprenticeship program established to attract and provide industrial skills training and talent development to meet the needs of Lehigh Valley's growing manufacturing and supply chain industry sector.

Presenter: Nancy Dischinat, Workforce Board Lehigh Valley
FOUNDRY BALLROOM D

Keys to Collaboration: How to Unlock More Opportunities for Jobseekers through Pre-Apprenticeship and IET

Discover how having the right programs and people work together can expand and enhance pre-apprenticeships in PA. During this interactive session we will share the keys to collaborating well with your partners and helping more adults access pre- apprenticeship and IET programming. Participants will leave with strategies and resources that help reduce barriers and increase career opportunities for jobseekers in PA.

Presenter: Chrissie Klinger, Penn State University
MONACACY A

Apprenticeship Degrees: Quality pathways to good jobs with credentials of value

NCAD will discuss the opportunities around Apprenticeship Degrees, where your job can lead to your degree and not the other way around. We will discuss how post-secondary, employers, and the public workforce system can collaborate and co-create these new pathways to upward economic mobility for thousands of PA residents. We will highlight several examples from across the US and make them relevant to the PA context in the areas of teaching, healthcare, and behavioral health.

Presenter: Eric Dunker, National Center for the Apprenticeship Degree @ Reach University
MONACACY B

ROUND 3 - Monday, November 18, 2024 - 4pm

Accelerating Apprenticeships through Regional/Statewide Targeted Outreach

Are you looking to expand apprenticeship in your region? Are you trying to think of new ways to engage employers and partners in apprenticeships? Come learn from several intermediaries from across PA on how they have engaged their partners to expand apprenticeship in their regions. Attendees will learn best practices for planning and hosting events and will have opportunities to ask questions.

Presenter(s): Kaila Shannon, Philadelphia Works, Gloria Fallini, Philadelphia Works, Tara Toms, Keystone Development Partnership, and John Tkach, Keystone Development Partnership

FOUNDRY BALLROOM E

Jeopardy Journey - Exploring WIOA and Apprenticeships

Step into the interactive session of Jeopardy Journey, where learning meets excitement. Join us for an engaging session where participants explore the ins and outs of WIOA and Registered Apprenticeships through the lens of the classic game show. Challenge yourself with categories that unravel the benefits, guidelines, and pathways of WIOA for Registered Apprenticeships. Whether you're new to the concept or looking to deepen your understanding, this workshop promises fun and informative insights that will equip you for success in navigating WIOA and Registered Apprenticeships.

Presenter: Jeanette Coleman, Apprenticeship and Training Office

FOUNDRY BALLROOM B

Make it past the bot! Using AI to Optimize Resumes

One of the biggest complaints from job seekers today is not being able to make it past the automated resume screener in Applicant Tracking Systems. This workshop will provide an overview of how the job search process has changed over recent years— including the addition of applicant tracking systems (ATSs). The workshop will also demonstrate how to use AI for resume writing, and there will be a demo of Hardly's AI Resume Builder and AI Cover Letter Writer.

Presenter(s): Allison Braund-Harris, Hardly, and Roger Harris, Hardly

FOUNDRY BALLROOM C

ROUND 3 CONT'D - Monday, November 18, 2024 - 4pm

Grow Your Own Healthcare Workforce

H-CAP will review the impacts of registered apprenticeship in the healthcare industry with a mix of stories and data. H-CAP will help explain the differences of Registered Apprenticeship in the healthcare industry. H-CAP will go over the logistics of developing and implementing a registered apprenticeship and the maintenance of a program. The presentation highlights different supports available for implementing a registered apprenticeship program in healthcare and how H-CAP can offer support and technical assistance in all phases of a registered apprenticeship.

Presenter: Madeline Boehm, Healthcare Career Advancement Program (H-CAP)

FOUNDRY BALLROOM D

Townhall: What it Means to be a Group Sponsor

Explore the ins and outs of group sponsorship. Are you interested in learning more about group sponsorship? Currently serve as a group sponsor and looking to deepen your expertise? This townhall session will share perspectives into group sponsorship and gather your input on needs, assistance, and opportunities.

Presenter(s): Brian Paterniti, Manufacturers' Association, and Crystal Huesman, Manufacturers' Association

MONACACY A

Diversifying the Pipeline to Apprenticeship in Pennsylvania

For much of the twentieth century, white men accounted for the vast majority of trades workers throughout the construction industry in Pennsylvania and across the United States. In the last several decades, however, unionized construction has led a gradual shift in a more diverse direction (as documented in this 2018 Keystone Research Center report). In the last half dozen years, the increase in the diversity of apprentices in Pennsylvania has accelerated, and not only in Philadelphia and now Pittsburgh. This workshop will feature joint apprenticeship and training directors and active apprentices who can speak from first-hand knowledge of their participation in diversifying building trades in and near the Lehigh Valley. That will be coupled with the "numbers" on the changing face of Lehigh Valley apprentices in the unionized construction industry—highlighting the progress made and the opportunities to make more progress including as part of securing more climate, infrastructure, and innovation dollars from the federal government.

Presenter(s): Joe Gusler, PA Building & Construction Trades Council, Claire Kovach, Keystone Research Center, Inc.

MONACACY B

ROUND 4 - Tuesday, November 19, 2024 - 8am

One Size Doesn't Fit All: Creating Registered Pre-Apprenticeships with consistent standards but contextualized structures

Registered Pre-Apprenticeship Programs may all have common requirements, but within established goals and guidelines, there is vast space for creativity, innovation, and contextualization to ensure the needs of participants are met in the best way possible. This workshop will look at 7 Pre-Apprenticeship Programs implemented or in development by Philadelphia Academies, Inc. to explore where common frameworks and requirements are essential and where flexibility and change can lead to amazing outcomes for the young people involved. We will also discuss how lessons learned by Philadelphia Academies, Inc. can empower those attending the workshop to consider clear takeaways and next steps for their context.

Presenter(s): Cheryl Lafferty, Philadelphia Academies, Inc., and Crystal Lanier, Philadelphia Academies, Inc.
FOUNDRY BALLROOM E

Registered Apprenticeship and Pre-Apprenticeship Possibilities and Experiences through Pennsylvania Grants

The Biden-Harris and Shapiro Administrations have made millions of federal and state dollars available to support the expansion of registered apprenticeship programs and support recruitment from populations traditionally underserved in the model. During this panel, you will hear from several PA grantees having received apprenticeship funds. The panel will serve as an introduction to some of the varying funding opportunities made available over the past 4 years and allow grantees to demonstrate the impact of their projects and discuss barriers and successes.

Presenter(s): Tara Loew, Apprenticeship & Training Office, and Jen Grooms, PA Dept. of L & I
FOUNDRY BALLROOM B

Connecting Women to Good Trades Careers: Best Practices from Philadelphia

Attendees will learn best practices from Philadelphia's Women in Nontraditional Careers Initiative (WINC), a multi-stakeholder collaboration that promotes careers in the skilled trades in construction, manufacturing, transit, and utilities, including WINC's successful women-focused trades readiness program.

Presenter(s): Sue Hoffman, Women in Nontraditional Careers, and Lark Jackson, Chicago Women in Trades National Center
FOUNDRY BALLROOM C

Building our Future Workforce Together through Teacher Apprenticeship Programs

Want to impact the training of the entire future workforce of Pennsylvania? Train teachers. Attendees in this workshop will learn about the progress of registered teacher apprenticeship programs in Pennsylvania, hear from partners who are implementing teacher apprenticeship programs in Pennsylvania districts with Pennsylvania institutes of higher education, and identify how they might be able to support teacher apprenticeship programs in their local communities. Alan Hack, the Chief Academic Officer of Central Susquehanna Intermediate Unit (CSIU), will co-present with Jason Lange of BloomBoard Inc. CSIU is developing a statewide framework for Pennsylvania registered teacher apprenticeship programs (RTAPs), and BloomBoard Inc. is an educator intermediary supporting the implementation of RTAPs at districts across the state.

Presenter(s): Alan Hack, Central Susquehanna IU, Jennifer Rawson, Bucks County IU, and Jennifer Hertwig, Bucks County IU
FOUNDRY BALLROOM D

Apprenticeship **PA**

COLLABORATIVE AND EXPO

Monday, November 18 @ 10am

INSIGHTS FROM WITHIN

Hear first-hand from Pennsylvania apprentices, sponsors, and employers

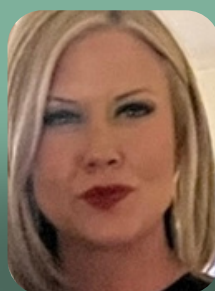
Employer Perspectives



Beth Bittenbender
Penn College of Technology



Jennifer Rawson
Bucks County
Intermediate Unit



Erin O'Brien-Hofmann
Finishing Trades Institute

Moderator



Tara Loew
Apprenticeship & Training
Office

Apprentice Viewpoints



Patrick Alercia
iTEC - B Braun



Steve Padrusnak
IUPAT US Northeast
Field Coordinator for Job Corps



Stefanie Condo
West Pharmaceutical Services

Monday, November 18 @ 10am

INSIGHTS FROM WITHIN

Employer/Sponsor Panelist Bios

Beth Bittenbender is the Executive Director of Operations for Workforce Development at Pennsylvania College of Technology. In the last 8 years, she has been instrumental in securing and managing over \$15 million in grant funding from federal and state agencies to support apprenticeship and pre-apprenticeship expansion in Pennsylvania and nationally.

Erin O'Brien Hofmann is the Director of Training at IUPAT (International Union of Painters and Allied Trades), DC 21, The Finishing Trades Institute of the Mid-Atlantic Region. Her duties include educating and providing necessary experience to current registered apprentices on the skills and demands of the painting, glazing and drywall industries. Any time not in the classroom is spent pounding the pavement recruiting men and women alike. Erin Takes great pride in recruiting women into the Philadelphia Union Building Trades.

Jennifer Rawson serves as a Coordinator of Apprenticeship Programs at the Bucks County Intermediate Unit. Prior to transitioning into this role, Jennifer worked as a Board Certified Behavior Analyst for the Bucks IU for 13 years. Before coming to the Bucks IU, Jennifer worked as the Clinical Director for Pediatric Programs at Melmark of Pennsylvania.

Apprentice Panelist Bios

Patrick Alercia is a lifelong resident of Bethlehem, recent graduate of the Pathways to Manufacturing and Industrial Maintenance courses through NCC with a strong commitment to continuous learning and a passion for the industry. And currently employed as a full-time Apprentice for Bbraun Medical Inc and current student in NCC's Industrial Maintenance Millwright program. He is a 1st year apprentice in ITEC.

Stefanie Condo has been with West Pharmaceutical Services for 3 ½ years, and embodies resilience and determination as she makes the most of her second chance to redefine her career. Stef was proud to represent West and her fellow apprentices by speaking at a U.S. Department of Labor press event in July announcing an Apprenticeship Building America \$4Million grant award at Pennsylvania College of Technology.

Steven Padrusnak was an apprentice and reflects on the value-add that being an apprentice has served in his career. His career also includes serving as a Job Corps Instructor. Steven's role now is overseeing training programs at all the Job Corps programs in his region. Steven also assists with job placements, relocations, forming relationships with communities and local government. He values an ongoing partnership his apprentice instructors to maintain up to date with training within the trade.

Moderator

Tara Loew started as the Director of the PA Apprenticeship and Training Office for the Pennsylvania Department of Labor and Industry in early November 2020. During her tenure, the Apprenticeship and Training Office (ATO) has made great strides in reestablishing a strong foundation for the policy and program development of registered apprenticeship and pre-apprenticeship across the Commonwealth of PA. The ATO has grown from a staff of 3 to 22 fulltime staff members, supporting the rapid growth of the number of new sector apprenticeships with 8% of healthcare RAs, 26% of technology RAs, and 25% of agriculture RAs registered over 2023 alone, and working with her team on various initiatives to embed a focus on apprenticeships within the state's workforce system. She has prioritized an emphasis on equal opportunity standards and equitable selection procedures, as well as increasing quality assurance and compliance efforts. Under Loew's leadership the office has been able to procure over \$8 million in additional federal funding and distributed over \$28,000,000 in state and federal funding to support Registered Apprenticeship and pre-apprenticeship growth.

Monday, November 18 @ 12:15pm

FUTURE-PROOFING APPRENTICESHIPS

Charting the Course
for Scale & Success



Robert L. Cherry

CEO, Partner4Work
Chair, USDOL Advisory
Committee on Apprenticeships



John Colborn

Executive Director,
Apprenticeships for America



Earl Buford

President, CAEL
Board Member, AFA

Monday, November 18 @ 12:15pm

FUTURE-PROOFING APPRENTICESHIPS

Panelist Bios

Earl Buford As the president of CAEL, Earl oversees the national nonprofit organization's work to promote sustainable and equitable economic growth for adult learners in collaboration with workforce and economic developers, post-secondary educators, employers, industry groups, foundations, and other mission-aligned groups. Before CAEL, Buford was the Chief Executive Officer of Partner4Work, the leader of the public workforce system for Pittsburgh and Allegheny County, as well as Employ Milwaukee, where he was nationally recognized for implementing and integrating a sector-based approach to workforce development. Buford was also the leader of one of the first intermediaries in the country, WRTP/BIG-STEP.

Buford is an active board member with several organizations, including the National Fund for Workforce Solutions, Apprenticeships for America, Alliance for Adult Education, Pittsburgh Symphony Orchestra, Catalyst Connection (a manufacturing extension partnership), Bridgeway Capital, Cleveland Federal Reserve (Pittsburgh Chapter), and Strada Education Network's National Strategic Advisory Group focused on identifying opportunities to improve the benefits of education and training after high school. He is a former member of Vice President Joe Biden's Task Force on Effective Workforce Strategies, the National Network of Sector Partners, the Wisconsin Governor's Task Force on Minority Unemployment, and the National Skills Coalition Advisory Board, among many others. Buford graduated from the University of Wisconsin, receiving a Bachelor of Arts in History.

Robert Cherry As a trusted workforce development and public policy executive with extensive experience providing professional leadership and direction, Robert Cherry is committed to a thriving workforce. He is an active champion for businesses and job seekers, implementing programs, policy initiatives, and community engagement. Since April 2020, Robert has managed six bureaus that include the Division of Administration, Division of Vocational Rehabilitation, Department of Unemployment Insurance, Division of Employment and Training, Division of Equal Rights, and Division of Workers Compensation as the Appointed Deputy Secretary of the Wisconsin Department of Workforce Development (DWD). Robert has led 2,500 employees across multiple agencies and the Veterans Chamber of Commerce for a Vets Ready initiative, an employer recognition program highlighting employers committed to the veteran workforce. He also spearheaded a complex program that provided additional unemployment insurance dollars into the hands of out-of-work Wisconsinites.

As CEO, he continues Partner4Work's strong momentum to drive workforce development activities, a vital component of the region's overall economic vitality. Robert will build successful partnerships, innovate new ideas, and pilot strategic solutions that will continue growth and connect the workforce with the jobs of today and in the future. Robert received a Bachelor of Science in Criminal Justice at the University of Wisconsin-Milwaukee. He is an elected Board Trustee of the Village of Brown Deer and is responsible for developing and approving its mission, strategic goals and establishing policies related to programs and services.

John Colborn is the Executive Director of Apprenticeships for America, a membership and advocacy organization working to expand apprenticeship in the United States. He has served as an employer sponsor and developer of apprenticeship programs in information technology, manufacturing, healthcare, and social services. John has amassed over 30 years of experience with community-based and national nonprofits, including serving as an education, workforce, and human services practitioner, Director of the Aspen Institute Skills for America's Future program, Vice President Operations at the Ford Foundation, and program manager at the Philadelphia-based Reinvestment Fund. Colborn holds a BA from Oberlin College and a Master of Business Administration from the Wharton School at the University of Pennsylvania

Apprenticeship

PA

COLLABORATIVE AND EXPO

Tuesday, November 19 @ 9:15am

EMPOWERING THE FUTURE

Cultivating a Robust Talent Pipeline through Registered Apprenticeships



Joshua Johnson

Director

Solutions, Design & Delivery

Jobs for the Future

Tuesday, November 19 @ 9:15am

EMPOWERING THE FUTURE

Cultivating a Robust Talent Pipeline through Registered Apprenticeships

Joshua Johnson is a director in Solutions Design & Delivery at JFF. He focuses on the National Innovation Hub for Diversity, Equity, Inclusion, and Accessibility in Registered Apprenticeship, advancing diversity, equity, and inclusion in apprenticeship and helping employers commit to building inclusive apprenticeship programs.

His skills and areas of expertise include: Apprenticeship programming, Workforce development, Business engagement, Reentry education, Leadership

Before joining JFF, Johnson was Wisconsin's state director of apprenticeship, overseeing growth related to creating intentional career pathways for Wisconsin citizens. He also served as vice president of the National Association of State and Territorial Apprenticeship Directors.

5 STOPS TO MAKE ALONG YOUR

Apprenticeship **PA** JOURNEY



Head to
Crossroads
Expo Hall!

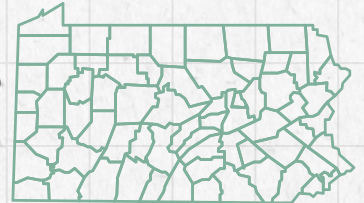
1 GET CONNECTED

APPRENTICE AVE

Stop by Apprenticeship Ave to meet the Apprenticeship & Training Office and find out who your Region's Apprenticeship & Training Representative is.

2 DISCOVER THE MODELS

Visit Industry Interstate to explore different apprenticeship and earn & learn models in Pennsylvania.



3 FIND THE RESOURCES

Head to Education Expressway & Service Street to connect with workforce & education providers to discover training and technical resources.

SERVICE STREET

EDUCATION EXPY

4 WORK AHEAD

Start the work and answer the discussion questions posed throughout the Expo Hall.

WORK
AHEAD



Take notes on
the back of
this paper!

5 BUILD YOUR NETWORK

Meet in the **CROSSROADS** to build your connections into the workforce intersection of Employers, Educators, & Workers!

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