



LSC

Unlocking Potential: Building An Apprenticeship Program

Rural Public Health Workforce Training Network Grantee Meeting



Objectives - Unlocking Potential: Building An Apprenticeship Program


- 1) Learn about the history and structure of apprenticeships
- 2) Understand the step-by-step process of creating a successful apprenticeship program
- 3) Develop clear next steps in developing an apprenticeship program

Agenda- Unlocking Potential: Building An Apprenticeship Program

- LISC Overview
- History
- Components
- Resources
- Developing Next Steps



Who We Are



LISC is one of the country's largest community development nonprofits, helping forge vibrant, resilient communities across America.

We work with residents and partners to close gaps in health, wealth, and opportunity so that people and places can thrive.

About LISC

45 years of impact

Since 1979, we have been investing to create meaningful, sustainable change.

We have deployed \$32 billion in capital to the communities we work with. This has resulted in \$87 billion in additional public and private investment.

\$32 BN
invested

\$87 BN
leveraged



82.5 million
square feet

of commercial retail, and community
space, including schools

506,000+
homes—

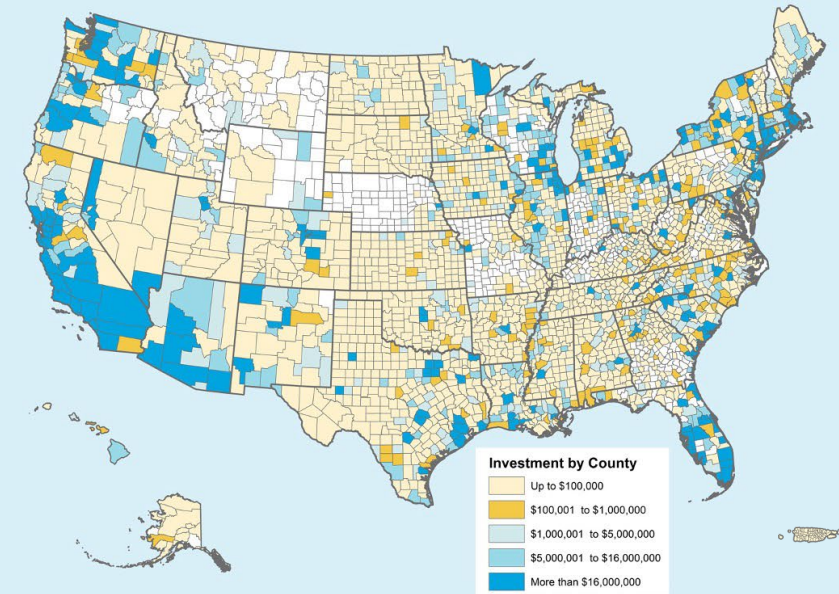
affordable houses and apartments
built and/or preserved

About LISC



Nationwide reach, local roots.

LISC has 37 urban offices and a rural program serving 2,400 U.S. counties. They understand the dynamics of their markets, have deep relationships in the communities they work with, and can respond to needs as they arise.



Community ties.

We partner closely with thousands of community-based organizations to connect with residents and advance the goals *they* prioritize.

Capital at the ready.

Our lending team and investment affiliates are deeply integrated throughout our nationwide network.



Rural LISC

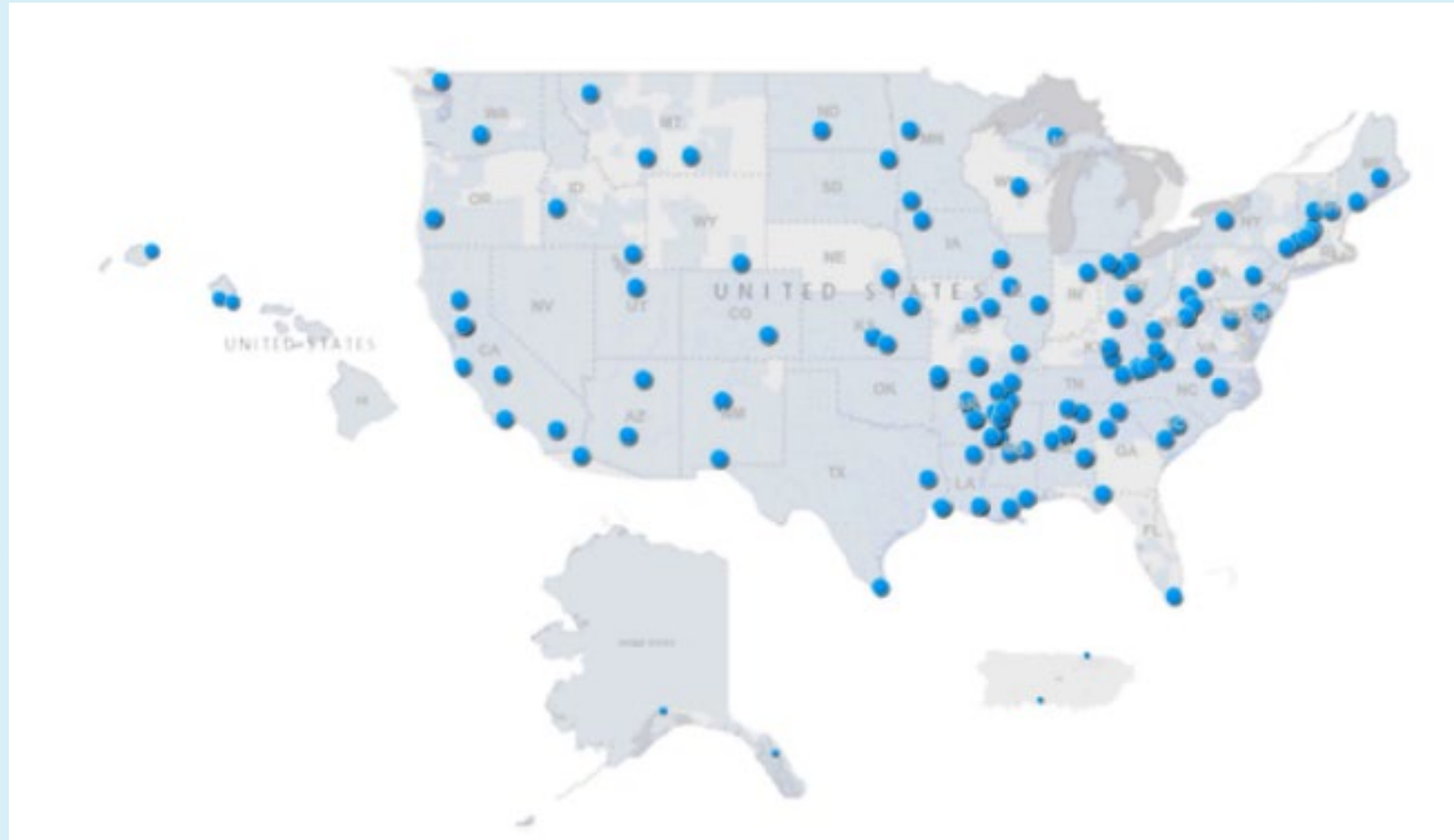
Through a comprehensive community development approach, Rural LISC focuses on delivering tailored support and investment through Creative Capital, Digital Access, Housing, and Workforce + Financial Prosperity, including Small Business support. This practice increases resiliency of community-based organizations and fosters long-term growth and prosperity in rural America.

Rural LISC drives organizational change by providing need-based technical assistance, training, and access to programs and capital to a network of more than 150 rural-based partners and collaborators (non-profits and small businesses) located across 2,200 counties in 50 states and 3 U.S. territories.

About Rural LISC

Rural LISC has created **\$5.5 billion** in total development with rural community-based partners

- Partner with grassroots organizations in rural communities
- Connect partners to national opportunities and each other
- Leverage and aggregate resources
- Amplify the rural community voice



What is an apprenticeship?

Three Types

- Time-based
- Competency-based
- Hybrid
- Industry-recognized (IRAP)
- Registered Apprenticeship (RAP)

Five Core Components

- Employer Investment
- Technical Related Education (144!)
- National Occupational Credential
- Structured On-The-Job training
- Rewards for Skill Gains

Considerations

- Employer partner
- Start-up and participant support costs
- Transportation
- Child and elder care options
- Opportunity gaps

Apprenticeship Benefits

- **Individual:** Higher pay; access to benefits; more job opportunities; Access to work immediately
- **Employer:** Higher retention; control over skill set development; tax credits & access to government funding; tuition benefits
- **Community:** Retention of labor; increase dollars into local economy; supports underserved population and promotes equity; increase site selection attraction



Resources

Apprenticeships

- **Toolkits**
[Rural LISC Apprenticeship Toolkit](#)
- **Government**
[Apprenticeships.Gov](#)
[Department of Labor](#)
- **State Offices**

Skill-Based Hiring

- **Trainings for Employers & Career Coaches**
[ReWork America Alliance Skillful](#)
- **Jobs For The Future**
[Toolkits](#)
- **Research**
[Harvard Business Review](#)

Worksheet Activity – Apprenticeship Mapping

Fill in
worksheet
10 minutes

Share with
small group
15 minutes

Share with
larger group
10 minutes

- Consider the resources in your community and who would be interested, benefit, and have a role (employers, employees, schools, nonprofits, connections)
- Pick one workforce issue in your community that apprenticeships could address
- Map out what an apprentice track could look like
- Share out

Activity Share

- What are the next steps you plan to take?
- What questions or curiosities do you have that the group could help with?
- What barriers could the group help brainstorm?



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