

# Workshopping LEA Apprenticeship Issues and Solutions



San Diego-Imperial Regional Consortium  
Apprenticeship Workshop Series  
May 1, 2023

# Presenters

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*We convene partnerships to open doors to equitable, inclusive employment opportunities and career advancement.*



# Please Introduce Yourself in the Chat

- Name
- College
- Role / Job Title



# Housekeeping Details

Please mute your microphone except when asked to pose questions or in break out groups

Questions are encouraged! The Zoom “Chat” will be monitored as we go. We will try to address questions and/or note them for upcoming workshops



# Apprenticeship Workshop Series

## *5 Workshop Sequence*

Workshop #1: (February 6) [Considering Apprenticeship & Other Career Training Experiences](#)

Workshop #2 (March 6): [Nuts and Bolts of Apprenticeship Program Planning and Design](#)

Workshop #3 (April 3): [Nuts and Bolts of Apprenticeship Program Management](#)

Workshop #4 (May 1): Workshopping LEA Apprenticeship Issues and Solutions

Workshop #5 (June 5): Applying an Equity Lens to All Phases of Apprenticeship



# Workshop #4 Objectives

1. Reflect upon and discuss a series of scenarios that represent possible situations or challenges faced by a community college as the Local Education Agency (LEA) for an apprenticeship program
2. Review information from first three workshops as part of dealing with the scenarios
3. Introduce preparatory activities for Workshop #5 on Equitable Access to Apprenticeship
4. Encourage the use of Office Hours with HRA during the month of May



# Scenario Process

Discussion + Opportunity to Provide  
Input in Writing

[Google Doc with Each Scenario + Questions](#)



# Questions for Each Scenario

- What are the key issues here?
- What information from the last three workshops is relevant in addressing this situation?
- What are some of your options for proceeding?
- What additional information may be useful in dealing with this situation or issue?





## Scenario #1: Decisions re: Curriculum

- Joint Apprenticeship Committee (JATC) wants material to be covered that isn't quite in alignment with existing college courses
- They want to start the first apprenticeship cohort in three months
- You, as the college, are not able to get new courses approved in that timeframe
- What do you need to do in order to solve this problem?



## Scenario #2: Negotiating LEA Contract

- You have a building trade apprenticeship interested in partnering with the college as LEA
- There have been several meetings
- New courses need to be developed in order to give college credit
- Issue has arisen re: what percentage of RSI or other funds will the college receive for administrative and curriculum development costs



## Scenario #3: Apprentice Failure to Complete Coursework

- This is an unilateral apprenticeship with one employer
- College is using “off-the-shelf” curriculum
- Apprentice has missed a significant number of classes, and assignments that have been completed are below passing standards
- College needs to communicate with employer about this issue
- Who from the college handles this? How should this issue be addressed?



## Scenario #4: Apprentice Changes Employers

- Apprentice leaves employment before completing apprenticeship with a participating employer
- She or he got a job with a new employer who is not participating in apprenticeship program, but convinces new employer re: the merits of the apprenticeship program
- What needs to be done to bring the new employer onboard to the existing apprenticeship program?
- Does the college need to get approval or involvement from DAS or DOL?
- Does the apprentice get to continue where they left off in the apprenticeship progression?

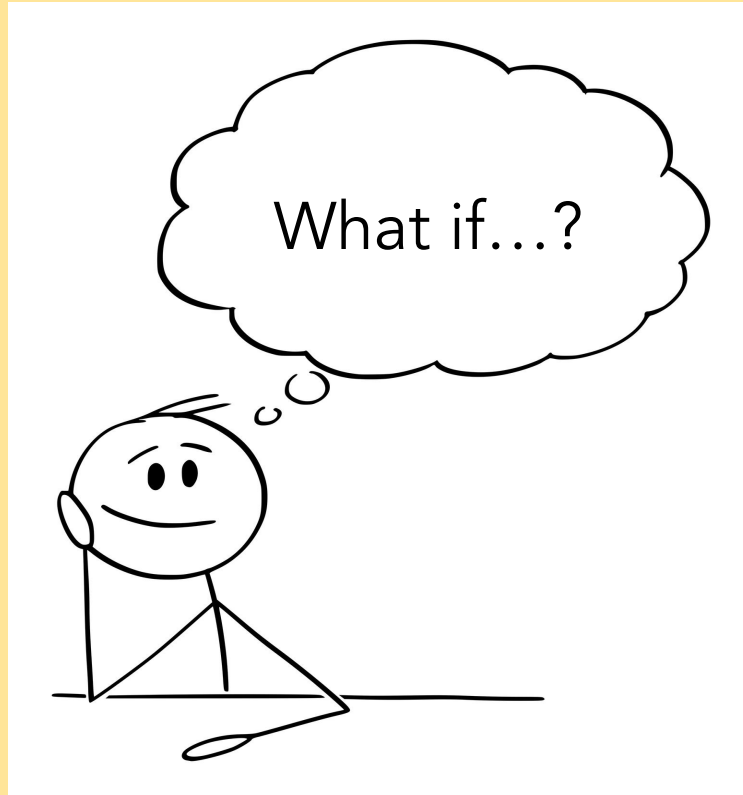


## Scenario #5: Issue with College Fees

- It is brought to your attention that apprentices in a particular program have received notices that they owe tuition fees for apprenticeship classes
- This issue has not come to light until after deadline for dropping classes without payment has passed
- Joint Apprenticeship Committee members are calling with a request to solve this problem quickly
- What to do? Who needs to be involved with fixing this problem?

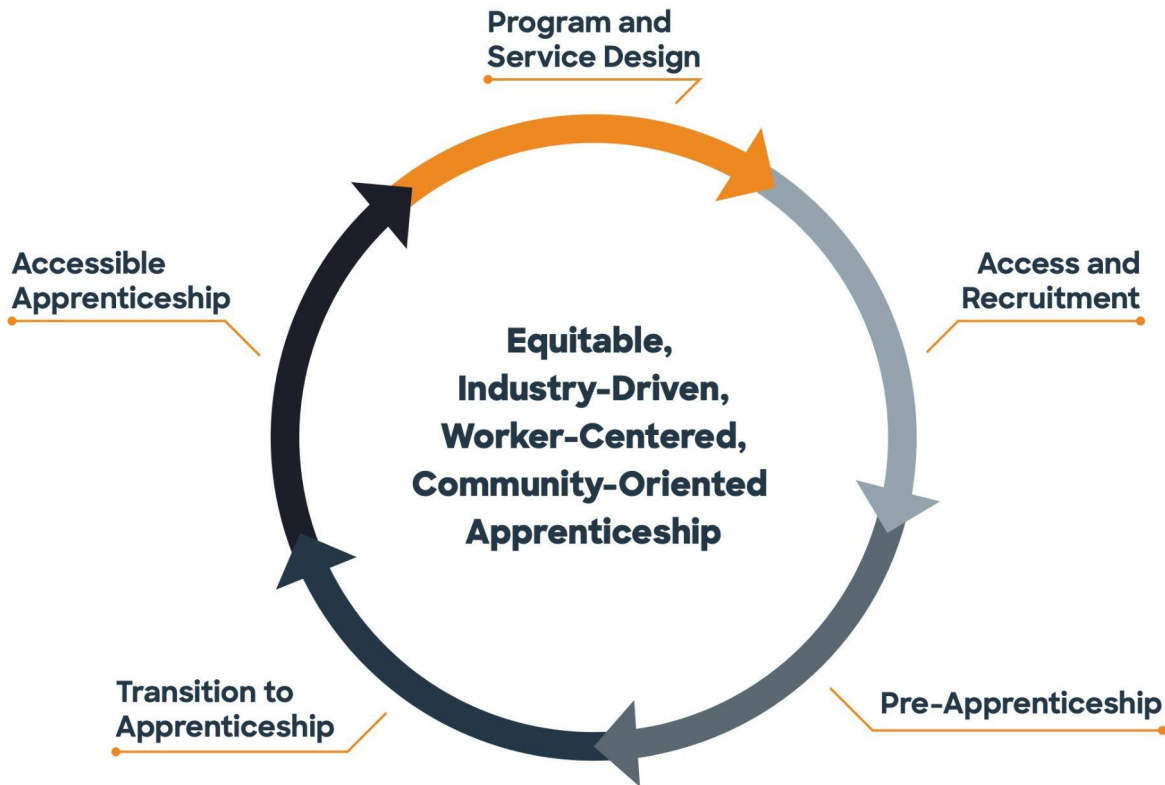


# Additional Scenarios?



## Next Workshop:

# Applying an Equity Lens to All Phases of Apprenticeship





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APPRENTICESHIP  
CALIFORNIA**

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FOUNDATION FOR CALIFORNIA COMMUNITY COLLEGES



The James Irvine  
Foundation



# Building and Growing Apprenticeship with Equity in Mind

An Equitable Apprenticeships Toolkit  
September 2021

**Prepared for**  
Foundation for California Community Colleges

**Prepared by**  
Jennie Mollica and Peter Simon  
HIGH ROAD ALLIANCE



Browse through the intro sections of the  
Toolkit (pages 1-12) [LINK to Toolkit](#)

- What does equity in apprenticeship mean to you? In the context of your college and its programs? What are your equity challenges? (see p.7)
- Considering the Equitable Apprenticeship Framework (pp.8-9), where do you consider your college and its programs to need the most work to achieve equity in apprenticeship?
- Read through “How should we use the Toolkit?” (p.11) Who would you like to include in conversations and planning re: equity in apprenticeship?
- Look at the overview of the tools (p.12). Which jump out to you as most interesting or relevant in your situation?



# Next Steps

Workshop #5: June 5, 2023 [Applying an Equity Lens to All Phases of Apprenticeship](#)

## Office Hours:

- Opportunity to talk with HRA about questions or issues related to apprenticeship development or management
- “Good for what ails you”
- Dates:    Thursday 5/4    830 - 1000 am or 230 - 400 pm  
                 Tuesday 5/9    1000 - 1130 am  
                 Thursday 5/11 300 - 430 pm
- Sign up via [Doodle Poll](#)



# Resources

- Regional Consortium [Apprenticeship Page](#)
- Google Drive Folder of [Apprenticeship Resources](#)
- Grow Apprenticeship California [Funding Matrix](#)
- [Glossary](#) of Apprenticeship-related Terms and Acronyms



# Contact Us

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