

## STL Graduates PDI Workshop 3.26.21 Notes

- Introductions + Housekeeping
  - PDI Meeting Agreements: <https://docs.google.com/document/d/1jvH-GM0Avt4bYeYZMhPv25WmafVyfV46RRejzFMMHsY/edit>
  - Register for upcoming PDI workshops: <https://stlouisgraduates.org/2020/07/16/professional-development-institute-2020-21/>
  - Where to find videos and resources from past PDI workshops: <https://stlouisgraduates.org/home/pdi-2020-21/>
- Overview of Apprenticeships
  - Kevin Andert - Executive Director of CTE at Special School District
    - Apprenticeship: an **industry-driven**, high quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain **paid work experience**, classroom instruction, and potentially earn a portable, nationally-recognized credential
    - Apprenticeship Myths
      - All apprenticeship programs are Union training programs
        - False - many are employer based
      - Apprentices are not employees, they're like interns
        - False - they are a hired employee for the organization
    - Apprenticeships continue to show strong growth - since 2009, apprenticeships have shown 128% increase
    - Why apprenticeships?
      - Create a talent pipeline
      - Increase loyalty from employees
    - Important vocabulary
      - OJT - on the job training (work hours)
      - RTI - related technical instruction (classroom)
      - DOL - US Department of Labor
      - Journeyman/journeyperson - someone who has fully completed an apprenticeship program
      - Pre-apprenticeship - prepares individual for an apprenticeship, and usually are not paid
    - Types of apprenticeships
      - Time-based - program is measured in hours of OJT and RTI to completed
      - Competency-based - program is measured by skill attainment rather than hours
      - Hybrid - a combo of time-based and competency-based
      - Registered - formal apprenticeship registered with DOL and DOL requirements
        - Not all apprenticeships are registered!
    - Sample Apprenticeships

- Sample wage structure
  - How to join an apprenticeship
    - Find all active apprenticeships in MO: <https://jobs.mo.gov/content/moapprenticeships>
    - Contact employer and/or training program
      - Find out eligibility requirements
      - In-take cycle
      - In-take process
    - Connect student with a pre-apprenticeship
- Introduction to Union Apprenticeships - Sonja GByrd
  - Employers experiencing skill shortages - highest was skill traders
  - Current job demand - over 350,000 online job postings in St. Louis Metro Area over the past year
  - Youth employment found in sectors most impacted by the pandemic - food service, retail, etc.
  - A Good Jobs Economy: one in which young people are able to acquire the skills and experience necessary to get a good job and in which adults in need of a new job can do the same
  - To successfully prepare students for workforce, we need to understand complex and changing economic environment in the region
  - What jobs are considered skilled trades?
    - Electrician
    - Plumber
    - Painter
    - Roofer
    - Carpenter ....
    - There are over 200+ skilled trades
  - Pre-Apprenticeships
    - A program or set of services designed to prepare individuals to enter and succeed in a Registered Apprenticeship program
    - Benefits of a pre-apprenticeship
      - Find out whether a particular industry is right for you
      - Gain work experience
      - Develop on-the-job skills and industry-specific skills
  - Women and POC in trades - trades are actively seeking to increase diversity in trades
    - Missouri Women in the Trades webpage <https://www.mowit.org/>
  - What is a Union Apprenticeship?
    - It is a registered apprenticeship that is administered by a trade union
    - Skilled trade apprenticeship programs are operated by sponsors
    - Skilled trades in a technical school costs money, but an apprenticeship is a full-time paid job
    - General requirements: minimum age of 18, high school diploma
    - Training happens on the job site + in the classroom

- Typically run between 1-6 years
  - Two methods of securing placement: application/interview selection process, letter of intent
  - Union - training is free, earn while you learn, higher completion rate and fewer dropouts
- WorkKeys: What is it and how students can prepare - Dr. VaNessa Meads, School Counselor + CTE Coordinator at Jennings
  - ACT WorkKeys is a workplace skills assessment that helps individuals (from students or longtime employees) master the skills needed to succeed in the workplace and increase opportunities for career changes and advancements
  - Benefits of WorkKeys - efficient, addresses individual learning styles, systematic learning, convenient
    - ACT NCRC will provide students with additional employability skills as well as life skills to use after graduation
  - WorkKeys Assessment - NCRC Aligned Courses
    - Applied Math
    - Graphic Literacy
    - Workplace Documents
  - WorkKeys Assessment
    - Test Length: 55 minutes each (math, graphic literacy, workplace documents)
    - Format: computer based or pencil/paper
    - Scoring: NO penalty for guessing
    - Report: scores are reported immediately
  - NCRC Benefits
    - Certification will give students a competitive edge with employers across the country
    - Employers look for NCRC from job candidates directly from high school, work-based learning programs, or through postsecondary pathways
    - Can be used to assign college credit
    - Can be used to assign MSIP 6 Points
    - Credential requirement: examinee must have a minimum score of Level 3 on all three assessments
  - How do students prepare for WorkKeys?
    - Using the WorkKeys Curriculum
    - Students are assigned one section per week, once students complete all units they take a sample test

**\*Breakout Rooms: Laborers, Electrical, Carpentry, Skilled Craft/Utilities\***

- Exploring Program - Julie Monken
  - Law Enforcement Exploring: Learn leadership skills, develop personal skills, improve marksmanship, learn law enforcement protocols and procedures, attend

- competitions, network with professionals, and learn about educational requirements for a career in law enforcement
  - Fire + EMS Exploring: learn leadership skills, participate in hands-on projects, network with professionals, learn about the educational requirements for a career in fire and emergency services and receive tangible advice on steps to take to prepare them for a successful career
  - Currently not many programs are operational or are virtual, but hoping to have programs up and running by the fall
  - Q: Are there any specific requirements for students to participate?
    - Most programs are for students ages 14-20, some places/individual programs will have middle school programs
  - [www.exploring.org](http://www.exploring.org)
  - <https://stlbsa.org/exploring>
  - <https://www.facebook.com/ExploringStlCareers>
  - [julie.monken@scouting.org](mailto:julie.monken@scouting.org)
- Connecting Students to Careers as a First Responder - Michelle Luraschi, Pattonville High School
  - Sean Mazzola - STL Metro PD
    - Variety of units that students can work in
    - Cadets have participated in: Polar Cops, She'roes, Blue Bags with Swag, Shop with a Cop, Pizza with a Cop, Love on a Leash, Recruiting Events at Schools
    - Currently 37 Cadets employed
      - 68% minorities
      - 62% female
      - 5 have become commissioned officers
      - 3 currently in Academy, 4 starting in April
      - Cadets who are 18 make \$13/hr, 19+ make \$15/hr
    - Requirements: must be 18+, must be enrolled in senior year of high school or received a high school diploma, no felony convictions, and have a genuine interest in pursuing a career in law enforcement with SLMPD
    - Application process: [http://www.slmpd.org/cadet\\_program.shtml](http://www.slmpd.org/cadet_program.shtml)
      - Cover letter, resume, transcript
  - Sam Thomas - STL County PD
    - Major difference - Cadets must be enrolled in college
    - Ages 18-21 - ideally want kids from the Explore Program
    - 80-85% of Cadets have gone to work full time
    - Pay: all Cadets \$15/hr
    - Actively looking to fill 7 spots!
    - Test: 100 question test (must get a 70), physical test based on age and gender, and background check
    - Education pay-back
    - <https://stlouiscountypolice.com/Police-Cadets>
- Check Out!

## CHAT NOTES

09:59:21 From Laura Winter to Everyone : Good morning everyone! Thanks for joining us today!

10:00:59 From Pattonville HS Michelle Luraschi to Everyone : Good morning everyone!

10:01:27 From SJordan to Everyone : Good Morning. My contact info 314-575-2968 sjordan@mccarthy.com

10:01:42 From Reman Jabar to Everyone : Good Morning everyone! Happy Friday

10:01:51 From Ashley June Moore to Everyone : PDI Meeting Agreements:

<https://docs.google.com/document/d/1jvH-GM0Avt4bYeYZMhPv25WmafVyfV46RRejzFMMHsY/edit>

10:02:13 From Ashley June Moore to Everyone : Register for upcoming PDI workshops:

<https://stlouisgraduates.org/2020/07/16/professional-development-institute-2020-21/>

10:02:26 From Ashley June Moore to Everyone : Where to find videos and resources from past PDI workshops: <https://stlouisgraduates.org/home/pdi-2020-21/>

10:06:52 From Laura Winter to Everyone : For those just joining, we are in small check in breakouts and about to come back to the main room. Sit tight. :)

10:16:32 From Elizabeth Boedeker to Everyone : Is there an advantage other than the certificate from the DOL, to being registered with DOL? For either the company or the apprentice?

10:18:14 From Ashley June Moore to Everyone : Active apprenticeships in MO:

<https://jobs.mo.gov/content/moapprenticeships>

10:21:26 From Ellen Vietor to Everyone : Ashley - please ask the group to check the chat for info about the Graybar Construction Trades Scholarship!

10:21:37 From Ellen Vietor to Everyone : Graybar Construction Trades Scholarship: \$1,000 renewable. Certificate, Associate Degree, Apprenticeship (if student incurs cost). Deadline April 15th. 50 scholarships to be awarded! Apply on My Scholarship Central: [link.stlgives.org/Graybar](http://link.stlgives.org/Graybar)

10:22:43 From RJ Catizon to Everyone : DOL RAP's have higher standards for training and education and the DOL completion certification typically has a higher recognition factor for career opportunities in that area of training. Our Carpenters RAP has articulated agreements for college credits, so there are post secondary degree opportunities as well, at no cost to the apprentice.

10:22:56 From RJ Catizon to Everyone : Great explanation Kevin!

10:31:15 From SJordan to Everyone : Missouri Women in the Trades webpage

<https://www.mowit.org/>

10:35:19 From RJ Catizon to Everyone : Carpenters online Application for onboarding and help finding a Letter of Intent. <https://www.carpdc.org/Careers>

10:45:37 From Ashley June Moore to Everyone : CONCURRENT BREAKOUT ROOMS  
Choose the 1 breakout room you want to participate in:

Room 1 – Laborers

Room 2 – Electrical

Room 3 – Carpentry

Room 4 – Skilled Craft/Utilities

11:17:52 From RJ Catizon to Everyone : Carpenters video on the Journey to an Apprenticeship Program. <https://youtu.be/e-XrI14xpYM>

11:18:09 From Ashley June Moore to Everyone : Exploring Program: <https://stlbsa.org/exploring/>

11:19:10 From Dan Lester to Everyone : Construction Career Development Initiative - CCDI.ORG | <https://vimeo.com/428218121>

11:25:40 From Angie Macy Northwest High School to Everyone : Do you have programs for young people in Jefferson County?

11:26:28 From Angie Macy Northwest High School to Everyone : Great, thank you!

11:26:39 From St. Charles West High School Yolanda Curry to Everyone : Are there any specific requirements for students to be eligible to participate in the Exploring program?

11:31:16 From SJordan to Everyone : For anyone in group 1 where we discussed Habitat for Humanity, you only need to be 16 years old to volunteer. Could be a great chance to get some hands on experience to see what they may be interested in while giving back to the community. Website is ...<https://www.habitat.org/volunteer/near-you>

11:34:22 From Sean Mazzola to Everyone : [http://www.slmpd.org/cadet\\_program.shtml](http://www.slmpd.org/cadet_program.shtml)

11:35:11 From RMcCowan to Everyone : The Building Union Diversity (BUD) program is a five-week union construction pre-apprenticeship program | <https://budprogram.com/>

11:42:02 From St. Charles West High School Yolanda Curry to Everyone : Can you post the link for the St. Louis County Police Cadet program in the chat please?

11:44:10 From Laura Winter to Everyone : Officer Thomas' email is [sthomas2@stlouisco.com](mailto:sthomas2@stlouisco.com)

11:44:29 From Sam Thomas to Everyone : [www.stlouiscountypolice.com](http://www.stlouiscountypolice.com)

11:44:40 From Laura Winter to Everyone : All of the presenters' names are clickable to their emails in the PDF you have.

11:44:45 From St. Charles West High School Yolanda Curry to Everyone : Thank you.

11:45:07 From Reman Jabar to Everyone : Thank you!

11:46:47 From Sam Thomas to Everyone : <https://stlouiscountypolice.com/Police-Cadets>

11:47:42 From Ashley June Moore to Everyone : STL Union Trades Contact Spreadsheet from Mary Giunta: <https://drive.google.com/file/d/1nFc1D9qNq57yX0o2OUuWmzrPoL4vtrEd/view?usp=sharing>

11:48:23 From Angie Macy Northwest High School to Everyone : Will all of the links shared here be sent out?

11:48:23 From Reman Jabar to Everyone : Thank you!

11:48:24 From St. Charles West High School Yolanda Curry to Everyone : Thank you! This was very informative!

11:48:26 From Pattonville HS Michelle Luraschi to Everyone : Missouri virtual college fairs coming up in April too: <https://www.strivescan.com/missouri/>

11:48:31 From Pattonville HS Michelle Luraschi to Everyone : Thank you!