



Idaho Business for Education's Youth Apprenticeship Program

A story of success

12/31/22



IDAHO BUSINESS for EDUCATION

Youth Apprenticeship Program

Program Highlights through 30 Months

- ❖ 168 Youth Apprentices Registered (95 since July 1, 2022)
- ❖ 51 Sponsors Approved
- ❖ More than 40 apprenticeships completed
- ❖ High participation in rural areas
- ❖ More than half of apprentices are 18 or younger
- ❖ Cross-section of public sector, business, and non-profit sponsorship
- ❖ More than 200 presentations to groups, organizations, schools, and businesses



Occupations

Many sponsored occupations are not in the traditional trades. To the right is a breakdown of enrolled apprentices by occupation as of Dec. 31, 2022. Three non-trade occupations alone account for 102 (63%) of total enrollments; traditional trades account for 47 (29%) of the total.

Occupation	Apprentices
Youth development specialist	44
Member service specialist	37
Teacher's aide	26
Welder	17
Auto technician	8
Personal trainer	6
Machine operator	5
Plumber	5
Conveyor maintenance mechanic	3
Repair and maintenance	3
Computer support specialist	3
HVAC technician	2
Air conditioning equipment technician	2
Food service/cook	1
Marketing assistant	1
Video production assistant	1
Retail store manager	1
Health care support	1
Tool and die maker	1
Machine technician	1
TOTAL TO DATE	168

IBE-YAP and Public Schools

Of the 168 enrolled apprentices to date, as indicated on the chart adjacent to the Executive Summary, about 20 percent were enrolled by public school districts. Most of these are for teacher's aides, though other occupations include food service, marketing assistant, computer support specialist, and video production assistant.



All these positions were already part of the districts' budgets, but many had been unfilled for various reasons. By creating RAs (and, importantly, making available some paid supportive services for allowable expenses) these districts are now able to fill these open positions. One rural district now has 17 teacher's aide apprentices enrolled and another has five. Rural districts employ 26 of the 29 apprentices enrolled by schools.

We expect to see more of these apprenticeships in 2023-24, most coming from rural districts. We may have five or more new public-school sponsors signed up during the next quarter alone. By the end of our third grant year (June 30, 2023), we could easily have 50 or more apprentices enrolled or completed in school-sponsored programs.

These do not include programs that involve partnerships between public schools and private businesses, an area that is also growing and has great potential. In this case, private employers often use local public schools to provide related

Opportunities

- To date, no federal, state, municipal or county government agencies have enrolled as an RA sponsor under YARG. This represents a significant opportunity to grow youth apprenticeship in Idaho.
- The process for reimbursing Registered Apprentices for allowable expenses remains labor-intensive and time-consuming. Streamlining this process would put more of this money into the hands of young apprentices.
- A future state-approved apprenticeship to train teachers could link with our existing teacher's aide apprenticeship as a teacher training pathway.
- The opportunity for cybersecurity-related apprenticeships has gone untapped. Many large employers in this sector continue to recruit only university graduates. By combining college or university training with apprenticeship, these employers could improve their workforce development efforts, starting with apprenticeships for high school students.



Keys to Success



- **Support from partners:**
 - Idaho Workforce Development Council
 - Referrals
 - Technical support and administrative support
 - Credibility and profile
 - Idaho Department of Labor
 - Referrals
 - Technical support
 - Consulting assistance
 - Idaho Business for Education (parent organization)
 - Referrals and networking
 - Operational infrastructure
 - Credibility and profile
 - AFL-CIO, Idaho Vocational Rehabilitation Division, Idaho Career and Technical Education
- **Outreach to, and partnership with, secondary educators**
- **Relentless outreach to all potential sponsors and apprentices**
- **Adaptable strategic plan**

Addenda

Mariah's story (IBE-YAP press release):

Mariah Aripa became Idaho's first Dental Assistant/Dental Specialist to complete a federally recognized Registered Apprenticeship Program (RAP) on September 17, 2022. Christina Feliciano, one of Idaho Business for Education's business development program managers with the Youth Apprenticeship Program (YAP), hand-delivered the certificate of completion to Mariah.

The Idaho Department of Labor, North Idaho College, Idaho Primary Care Association, and the IBE Youth Apprenticeship Team worked collaboratively to support the Idaho Community Health Center Association in creating the registered apprenticeship program and to support Mariah as she worked to fulfill all the requirements of the apprenticeship.

Mariah, 20, is the first completer in this new RAP program. She is a member of the Colville Tribe and, to our knowledge, is its first to complete a nationally registered apprenticeship program.

"This is a great example of what can happen when institutions and organizations work together for our young people," said Paula Keller, IBE's vice president of youth apprenticeship. "Mariah has worked hard to complete a rigorous apprenticeship that is already helping her make a good living in a meaningful occupation."

IBE's Youth Apprenticeship Program staff work with youth, ages 16-24, throughout Idaho to help expand and grow youth apprenticeship. While traditional trades such as plumbing, HVAC, and electrical fields once dominated the apprenticeship picture, IBE helps employers in the healthcare, education, transportation, finance, technology, retail, and other sectors provide opportunities for registered apprenticeships leading to quality jobs.

Mariah is one of more than 100 individuals who are employed by dozens of organizations supported by the IBE team under the US Department of Labor Idaho Youth Apprenticeship Grant since 2020. These employers are building their own talent pipelines as they contribute to young Idahoans becoming skilled, contributing members of their community.

Article from Idaho Business Review:

Fresca Mexican Foods starts youth apprenticeship program

By: [Brooke Strickland](#) December 26, 2022

Fresca Mexican Foods recently announced the hiring of two juniors at Middleton High School as part of its new nationally registered apprenticeship program. The students will work as machine operators at the company's production plant in Caldwell.



JT Nunez, left, and Trevor Alvey, of Middleton High School, signed on as paid apprentices with Fresca Mexican Foods in Caldwell. Submitted photo

Discussions about the program began in May of this year, according to a press release, when school district Superintendent Marc Gee and Adam Doolhoff, chief product officer at Fresca, began working with staff members at Middleton High School and Tim Blonsky from Idaho Business for Education and its Youth Apprenticeship Program. Their goal was to develop a program with nationally registered standards of apprenticeship through the Idaho Department of Labor.

The two students signed their apprenticeship agreements earlier this month and will now begin the 2,000-hour program. The paid program allows them the opportunity to work part time while in school and while earning work-based learning credit; they will become full-time employees in the summer and when they graduate high school. Upon completion of the program, they will receive a nationally recognized credential that demonstrates their proficiency in the field of production machine operation.

Teresa Taylor, Fresca Mexican Foods human resources manager, said, "We are glad to have these two young men join our team here at Fresca! We can't wait to see the ways in which this experience helps them in their future endeavors, and

we are thrilled to be a part of this program, along with the Middleton School District and Idaho Business for Education. We believe this apprenticeship model is a big win for all involved and will be helpful for many other students and businesses here in the Treasure Valley."

Blonsky said, "Idaho Business for Education was glad to be part of this project in helping develop this partnership between Middleton School District and Fresca Mexican Foods. This was part of a team effort to bring all the important players to the same table and create a pipeline of talent for a local employer and create real careers for local high school students. (A) registered apprenticeship is an incredible tool to help employers proactively build their talent in a workforce environment in which there is a shortage of skilled labor. Idaho Business for Education has helped over 45 employers build registered apprenticeships across the state..."

During this apprenticeship, the two students — who will take their experience gained in the school district's CTE (Career Technical Education) Pathways Program — will work alongside a journeyman employee at Fresca Mexican Foods. While there have not been high-level discussions about the school district collaborating on other apprenticeship programs like this in other industries yet, Blonsky is hopeful that there will be programs coming that will include work in auto repair, health care and other areas of manufacturing or mechanical work.

"I think the apprenticeship program is a perfect fit for a lot of students who might be looking for a different pathway after high school," said Gee. "When a skill-based profession is what they have a passion for, apprenticeships are a much more direct way to get both the education they need and valuable experience, on-the-job, which gives them a foot in the door for future career opportunities."