

BUILDING AMERICA'S SKILLED TECHNICAL WORKFORCE

Lessons from European Workforce Programs

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What Works?



Key Lessons from Foreign Apprenticeship Systems

- Establish a flexible framework
- Set clear rights & responsibilities
- Balance incentives for employers and apprentices - “Earn while you Learn”
- Make apprentices “employees”
- Create strong intermediaries
- Set standards and signal accomplishment

Apprenticeship Programs

- **Strong concept:** Combines occupational and education and training with paid on-the-job experience.
- **Growing Interest:** Particularly in high growth industries like health care, advanced manufacturing, IT and Biotech.
- **Hard to get going:** Need to define curriculum, get firms to cooperate with each other, partner with community college or other educational institution, recruit apprentices , build relationships with feeder high schools, develop “train-the-trainer” courses for employees, etc.
- **Intermediaries Needed:** Programs such as MAT2, KY FAME, ICATT, CareerWise aggregate groups of employers

What Works? ...Common Themes

- Employer groups: Enables SMEs to participate in training, not just large corporations
- “Employee first”: Apprentices hired by company before enrolling in community college
- Pathway to degree and career
- Support: Provided by state/federal government to enable scaling, but program self-sustaining without government financing
- High standards set by industry: Competency-based approach / Allows portability of credential

Efforts to Link Skills and Needs

- **Portable Credentials and Licenses**
 - Make it easier to transfer education and training accomplishments across organizations, employers, industries, and geographic regions.
 - Raises ROI for students and workers; improved mobility helps balance skills supply and demand around the country.
- **Competency Models**
 - Clarifies industry-defined skill and knowledge requirements of specific jobs, combining both hard and soft skills.
 - A basis to define career pathways, accumulate credentials, and design curricula



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ICATT Network Companies & Partners



People for Process Automation

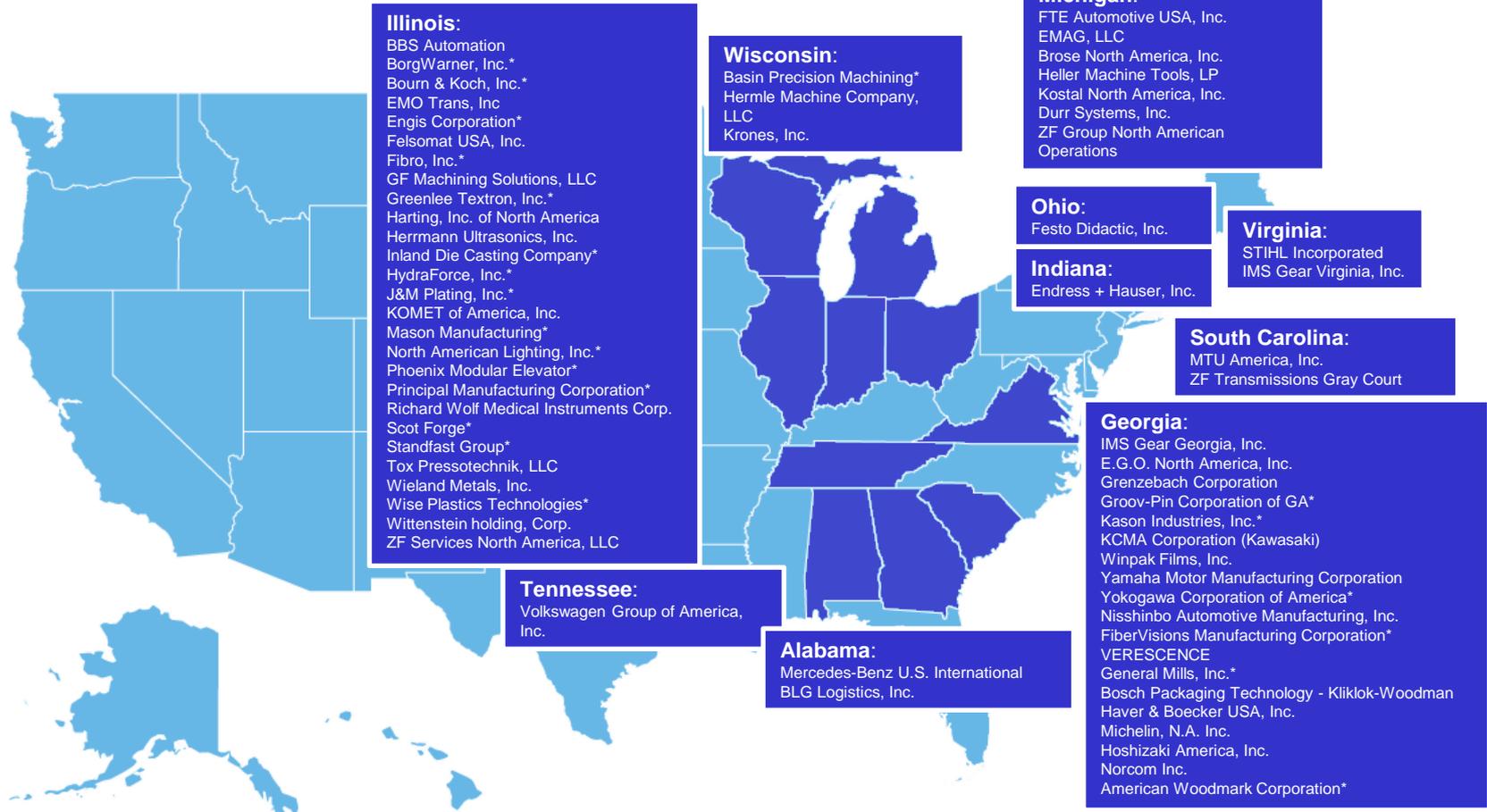




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German American Chambers of Commerce develop and implement apprenticeship programs in the US, and also certify third-party apprenticeship programs to German standards.

Companies marked with an asterisk (*) are headquartered in the United States.

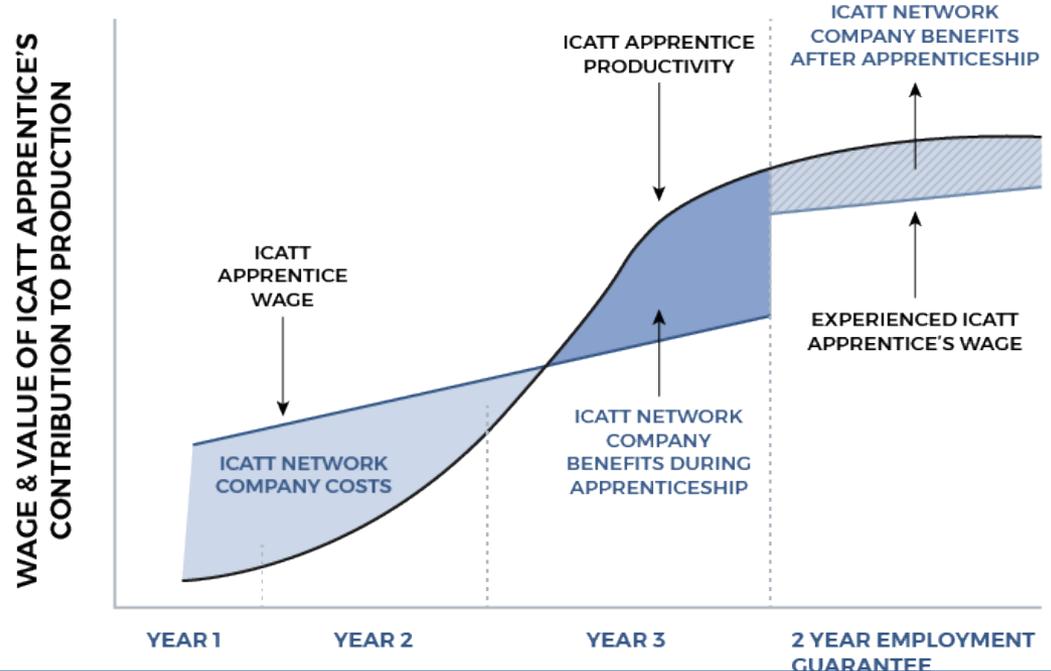


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ICATT Apprenticeship Program: The payoff

- Highly trained staff; best-of-class
- Investment in apprentices creates loyalty:
- DOL data shows 70% retention for apprentices. ICATT Apprentices are at **90% retention**.

ICATT APPRENTICESHIP PROGRAM PRODUCTIVITY PROGRESS



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Thank you.

