

# *Adding Apprenticeship to Your Local Service Delivery: How Two Workforce Boards and an Apprenticeship Navigator are Making It Happen*

Pennsylvania Workforce Development Conference  
May 4th, 2022



# HOUSEKEEPING

**Handout**

**PowerPoint provided after  
conference**

**Materials available upon  
request**



# Presentation Outline



Introductions

What is Apprenticeship?

Investing in a Navigator  
Jenni Butler

Educating a Navigator – Developing Apprenticeship  
Practitioners  
Tara Toms

Apprenticeship Navigator and Local Service Delivery  
Adina Tayar

Wrap Up



***Adina Tayar, EDSI  
Regional Apprenticeship  
Coordinator for Bucks and  
Montgomery Counties, PA***



***Jenni Butler,  
Executive Director,  
MontcoWorks***



***Tara Toms,  
Apprenticeship  
Coordinator, KDP***

# What is Apprenticeship?

Customizable training for paid jobs leading to career pathways helping employers hire, train and retain talent to continue technically skilled work amidst a retiring workforce.

Government regulated with oversight, support and dedicated funding.

Commonwealth Office of Training and Apprenticeship (ATO) tripling in size and supporting local SME's.



# Where it was, where it is, where it's going

Largely skilled trades and construction, union based, recruited from within

Growth of state apprenticeship office in PA, continuous ANRA cohorts, increase in national funding

Diversification of industries, occupations and apprentices, local Navigators in each PA county



“ Jenni and Billie’s story:

We believe apprenticeship is a key tool to rebuilding the labor market in terms of bridging skills gaps, connecting people to non-traditional opportunities, and promoting a learn while you earn model to reinvest in our talent pool post Covid.

”

**Investing In a Navigator**

# Investment In a Navigator

## What

- Two counties already working closely together

## Why

- Significant interest in apprenticeship

## Who

- SME
- Dedicated Practitioner
- Enthusiastic
- Dedicated

## How

- Contractor vs. County employee
- Funding
- Job Description

“ Tara and KDP’s story:

When I’m speaking with a potential client about apprenticeships I’m sharing my own experience with them...I am currently an apprentice - which lends a level of credibility. I can share first hand knowledge about the value of an apprenticeship program, what the process will involve, etc. The fact that I am going through exactly what I am trying to bring to a company, there is no way to replicate the value of that experience.

-Pilot Cohort Apprentice

”

**Educating a Navigator -  
Developing Apprenticeship Practitioners**

# What is Needed to Effectively Expand the Apprenticeship Ecosystem?

- Must expand knowledge around apprenticeships among employers and training providers.
- Need people who know how to start and manage apprenticeships.
- KDP's Solution – **Registered Apprenticeship Navigator Program**
  - **A first-hand experience as an apprentice for people who need to learn how apprenticeship works.**
  - Developed in collaboration with the ATO.
  - Meant to meet ATO agenda on collaboration and training, and expand capacity statewide.
  - Useful training for workforce professionals, existing apprenticeship coordinators, union leaders, training providers, and other current or future RA/pre-RA stakeholders
  - Funded by PA Smart, launched in 2019 in partnership with Philadelphia Works.

# NATIONAL AWARD WINNING PROGRAM



**Pinnacle Award for Business Development** at the National Association of State Workforce Agencies' (NASWA) 2020 Winter Policy Forum in Washington, D.C.

# CURRENTLY

KDP has trained 3 cohorts of RA Navigators.  
A fourth cohort will begin July 2022 and seats are available.

## **RA Navigators help grow the apprenticeship ecosystem by:**

- Facilitating regional partnerships.
- Serving as an ambassador for apprenticeship within their local networks and providing technical assistance as needed.
- Assist/cooperate with the ATO in registering, coordinating, and maintaining excellent apprenticeship programs.
- Effectively manage and scale existing apprenticeship programs

# RA NAVIGATOR APPRENTICESHIP

- Competency-based
- Based the content of the work process on the US DOL occupation of Apprenticeship Training Representative
- Includes 2,000 hours of on-the-job training (OJT) plus 144 hours of Related Technical Instruction (RTI)
- First non-governmental workforce intermediary training of its kind in the country
- Officially registered in February 2020



# Navigator Apprenticeship Related Technical Instruction (RTI)



**Module 1: Apprenticeship 101**

**Module 2: Project Management**

**Module 3: Industry Stakeholder  
Engagement & Leveraging Funds**

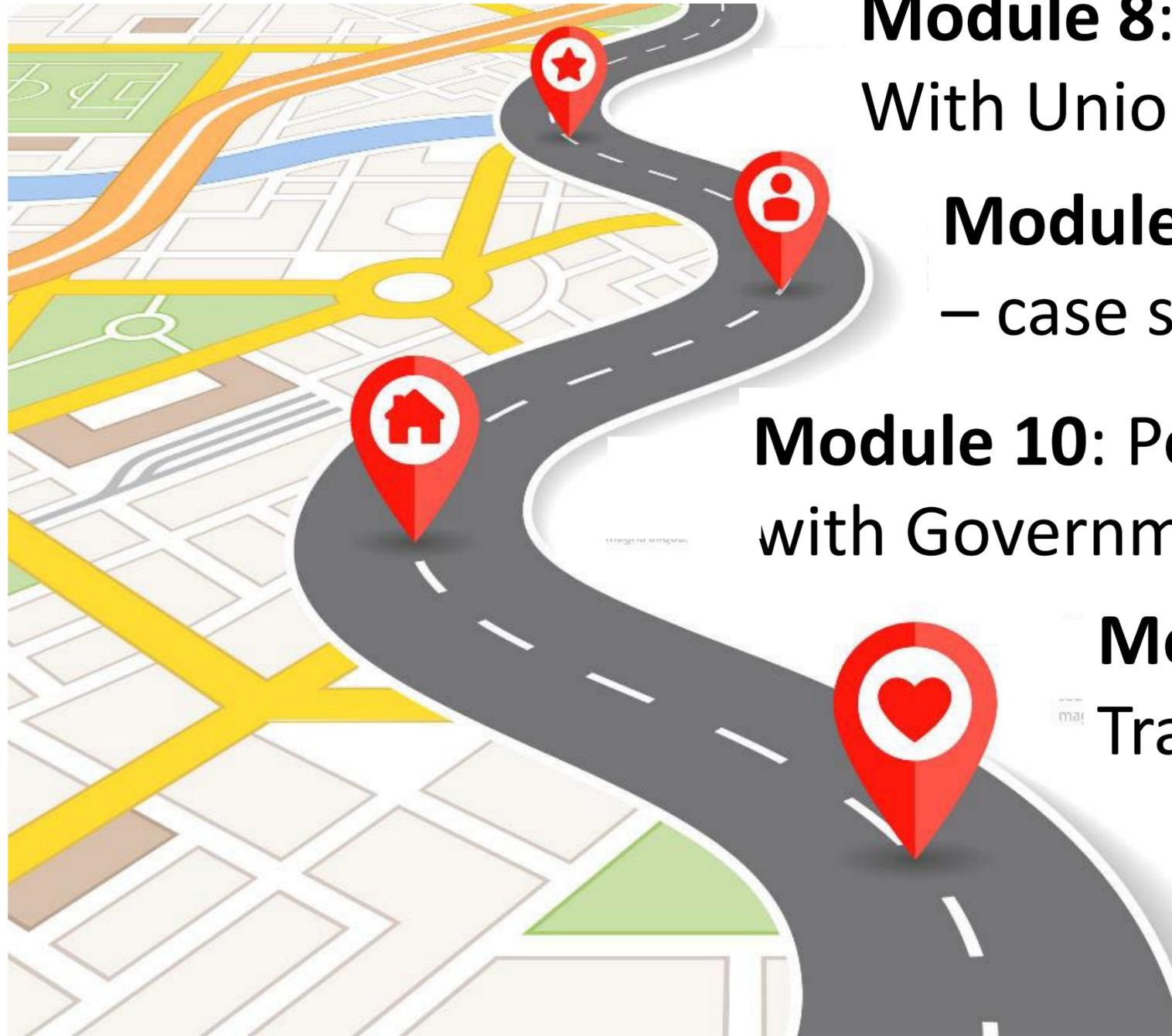
**Module 4: Establishing Mentorship Programs**

**Module 5: Leadership &  
Organizational Development**

**Module 6: PA Apprenticeship  
& Training Office**

**Module 7: DEI&A**

# Navigator Apprenticeship Related Technical Instruction (RTI)



**Module 8:** Building Partnership With Unions

**Module 9:** RA Practitioner's Workshops – case studies from national experts

**Module 10:** Policy Advocacy; Coordinating with Government Agencies

**Module 11:** PA Apprenticeship & Training Council

**Module 12:** Keystone Apprenticeship Alliance Partnership Building

# Training Providers



## Keystone Development Partnership

- Curriculum on apprenticeships and the work of intermediaries.

## Project Management

- full course and hands-on guidance throughout program provided by Maria Latimore

## Community College of Allegheny County

- **Workforce Intermediary Program** - professional training modules relevant to apprenticeship program development, including:
  - Leadership and Professional Development
  - Communicating Effectively
  - Building Work Relationships
  - Resolving Conflict
  - Consultative Sales
  - Critical Thinking / Problem Solving

# Training Providers (continued)

**PA Apprenticeship & Training Office (ATO)**



**Center for Workforce Information & Analysis (CWIA)**



**Keystone Research Center (KRC)**

**National Experts:**

- **Aerospace Joint Apprenticeship Committee (AJAC)**
- **Wisconsin Regional Training Partnership (WRTP)**



# Work Process – Competencies

- Apprenticeship Orientation
- PA ATO Policies & Guidance
- Systems & Policy
- Developing and Registering Apprenticeship Programs
- EEO (Equal Employment Opportunity)
- Intermediaries and Network Building
- Registered Apprenticeship Partners Information Data System (RAPIDS)
- Employer & Partner Engagement
- Apprenticeship Program Management and Maintenance



# LESSONS LEARNED SO FAR

## **Currently:**

- 15 graduates already members of the KAA. 13 more apprentices graduating now, will join in June.
- Cohort 3 finishing RTI. Cohort 4 being recruited.
- Apprentices move through competencies at different paces – sometimes depending on job role.

## **What Worked Well:**

- Participation of guest intermediaries and experts who are willing to maintain connection to our network past training time (e.g. AJAC, WRTP, KRC, CWIA)
- Virtual training made opportunity more accessible
- Collaboration via Basecamp – network building discussions throughout RTI and OJL
- Mentor check-in calls
- Individual quarterly check-ins and progress reports

## **What were the challenges:**

- COVID: ended in-person meetings; resulted in apprentices losing their jobs
- Aligning OJL competencies with actual job duties for some apprentices
- Mentorship needed more structure, earlier in program. In second cohort, additional measures to ensure quality mentoring were introduced.

# KEYSTONE APPRENTICESHIP ALLIANCE

- The Keystone Apprenticeship Alliance (KAA) is a community of practice for RA Navigators graduates
- The KAA meets monthly with the PA ATO to receive/provide system updates, program information, and collaboration around next steps to keep current engagements moving forward.
- The KAA will expand in 2022 to include more opportunities for regional cooperation/relationship-building, advocacy, continuing education for members, and new stakeholder engagement
- We want to keep the community of practitioners engaged and excited about the field of work as a whole: de-silo as much as possible.
- The KAA is a community of practice that meets regularly:
  - to collaborate with ATO on current apprenticeship development projects
  - to share resources and best practices
  - to participate in continuing education
  - to build advocacy plans
  - to network internally and strategize together



# SUMMARY

- Apprenticeship can address employer need for skilled employees and credentialed job training.
- There's a growing need for those with knowledge about RA and Pre-RA to help start and manage these programs.
- Registered Apprenticeship Navigator RA and Pre-RA programs have the potential to rapidly scale apprenticeship expertise statewide by providing this expertise.
- Organizations with trained RA Navigators can be represented in the Keystone Apprenticeship Alliance

# HOW TO GET INVOLVED

**Consider enrolling in an upcoming cohort! Send someone from your organization!**

Apprentices must be in a full-time role that already intersects with apprenticeship development or management.

- **Next statewide Navigator cohort starts July 2022**
- Enrollment process involves an application and apprenticeship agreement forms between employer, employee, and sponsor.

Interested in participating or learning more? See Tara at KDP booth for more info!

**Tara Toms, Apprenticeship Coordinator**

[ttoms@kdpworks.org](mailto:ttoms@kdpworks.org)

“

Adina and EDSI's story:

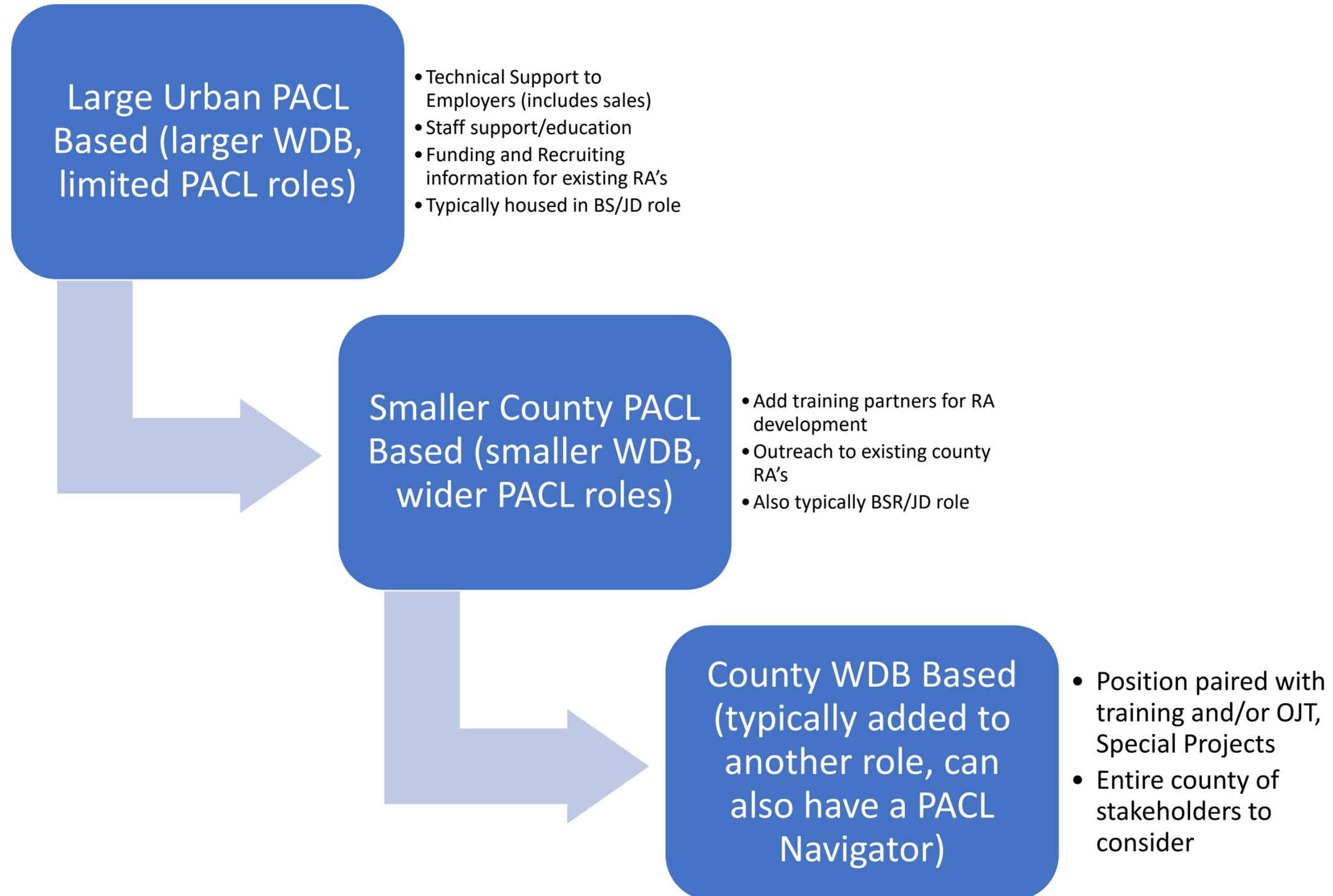
I learned through my different roles that each County is going to be unique in their goals and objectives for a Navigator. Given that most Navigators have additional responsibilities, aligning the Navigator's time with the county's apprenticeship goals becomes imperative.

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## Adding Apprenticeship to Local Service Delivery

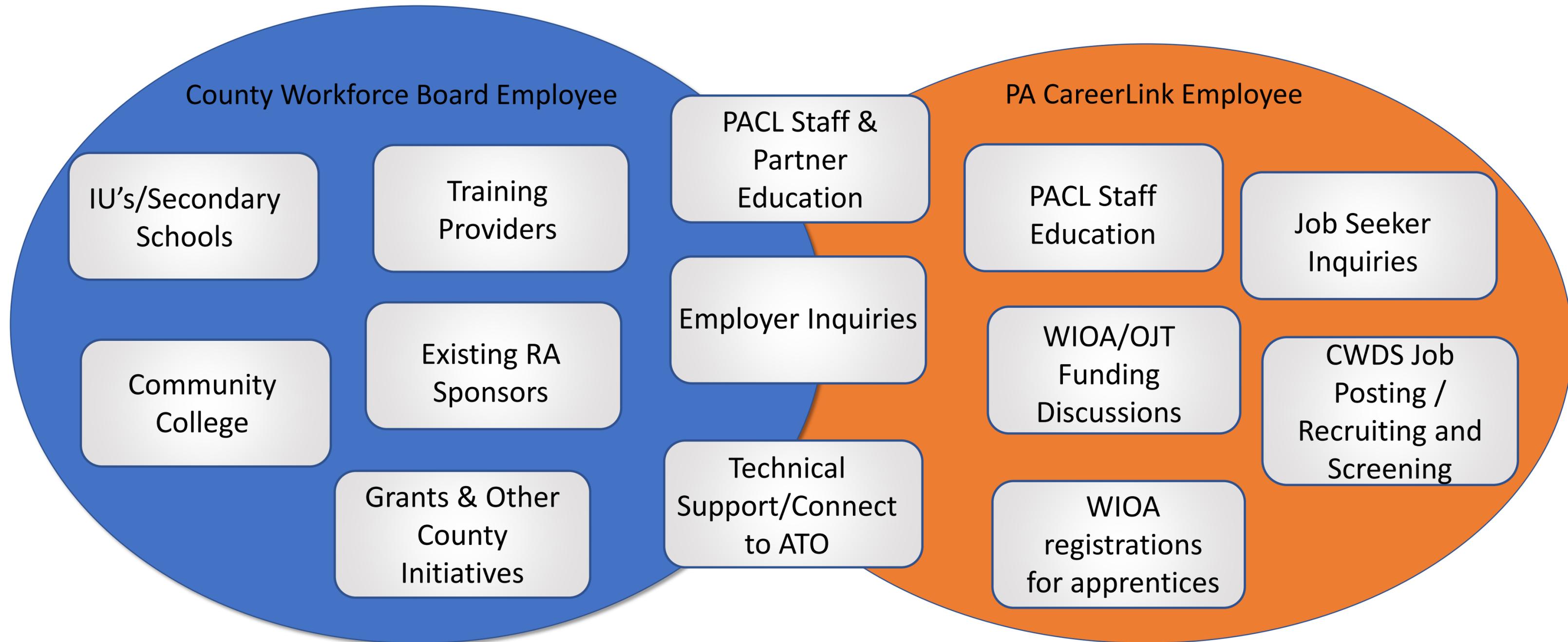
# Adding Apprenticeship to Local Service Delivery

## Align the Need with the Navigator



# Adding Apprenticeship to Local Service Delivery

## Shared Stakeholders



# Adding Apprenticeship to Local Service Delivery

## Support Materials



### Sales and Technical Support

ATO branded documents about apprenticeship  
County branded documents about apprenticeship  
Recruiting and Funding Support for RA's



### External Documents

Add RA information to documents about WIOA/OJT and PACL recruiting  
Add RA to PACL/county WIOA literature



### Internal Documents

Staff Education  
Staff Guides  
Process flows for assisting employers and job seekers

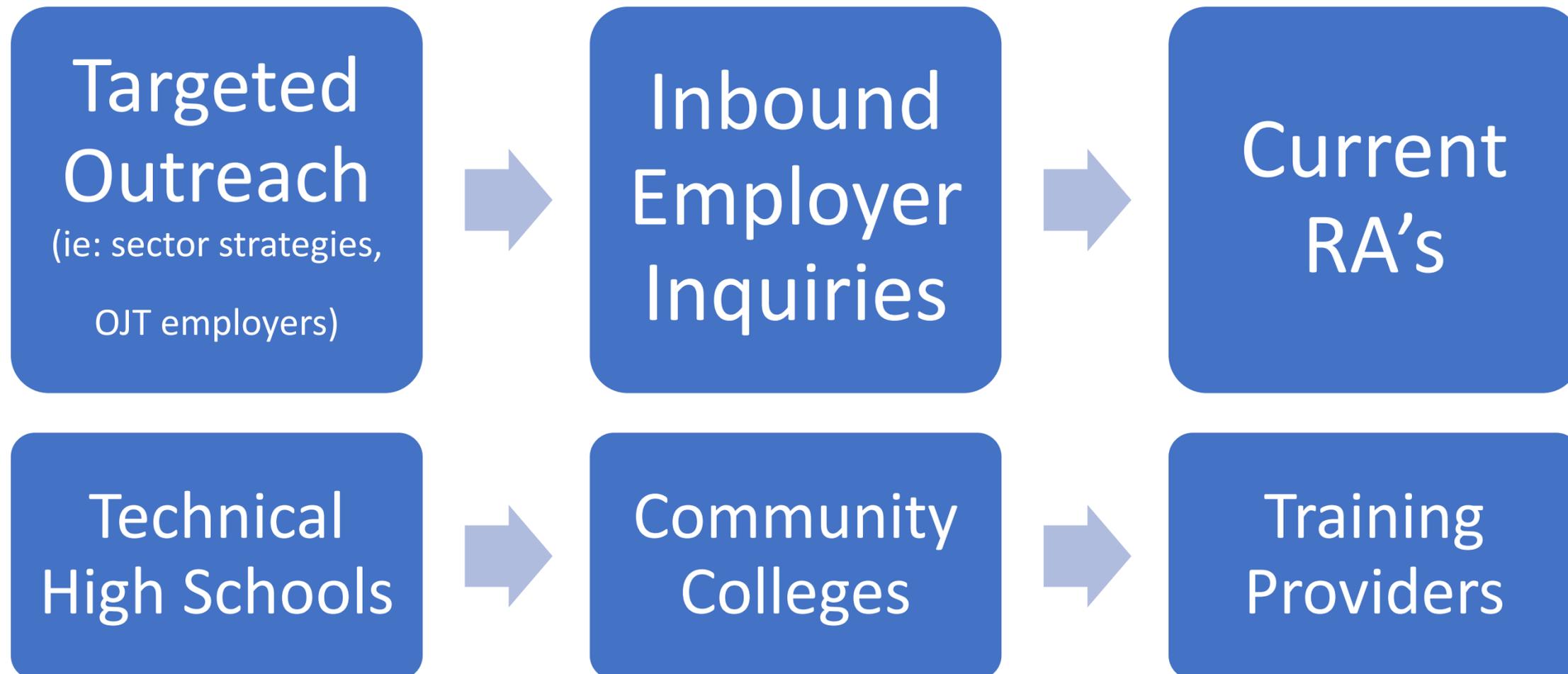


### Marketing & PR

Navigator Bio and contact information on Website  
Social media posts about apprenticeship news

# Adding Apprenticeship to Local Service Delivery

Increasing Apprenticeships and Building Partnerships



# Adding Apprenticeship to Local Service Delivery

**Deliverables:  
Branded one-pagers with county PACL logos**



## GUIDE TO JOB POSTING AND CANDIDATE RECRUITING FOR REGISTERED APPRENTICESHIP

Registered Apprenticeship is an occupation-specific training program a company develops and registers with the Commonwealth meeting specific guidelines. It is used to train full-time, permanent employees. Employers with Registered Apprenticeships are highly encouraged to recruit through their local PA CareerLink®.

### Step 1: Job Posting Intake-Apprenticeship specific questions to ask the employer:

Email Adina Tayer [atayer@edisolutions.com](mailto:atayer@edisolutions.com) with the employer's name (and job title if available) to confirm it's a Registered Apprenticeship. Otherwise, it may be something else, and Adina can contact them to clarify.

- How many years is the apprenticeship? • Is there a union? • What is the career path?
- How many apprentices are there at a time? • Is the classroom instruction online or in-person?
- Does the employer provide a laptop/computer? • Is it connected to a pre-apprenticeship?



### Step 2: Sample Wording to use for posting in CWDS, on flyers, and social media announcements:



**Long wording example, good for CWDS:** "This is a Registered Apprenticeship employment opportunity. Registered Apprenticeship is a full-time, permanent, paid position subject to all hiring, candidate selection, HR and employment laws and functions of the Commonwealth of Pennsylvania. Registered Apprentices receive closely mentored training, classroom or online learning, scheduled wage increases and earn national certification for the occupation upon completion of the apprenticeship."

**Short wording example, better for flyers/social:** "This a full-time, paid, permanent employment opportunity with the employer's Registered Apprenticeship program, which is their in-house training program for the advertised position. Their standard application, interview and selection process are required for this opportunity."

### Step 3: Guidelines for Screening applicants:

#### Clarify the Opportunity:

- Many job seekers misunderstand apprenticeship opportunities and think they are 1. Training programs they sign up for OR 2. A job they can be "put in." Setting expectations is important.
- It may be helpful to reiterate the above "sample wording" when explaining the position to a potential candidate or ask them their understanding of apprenticeship and then explain if needed.



#### Apprenticeship Specific Information to share:



- You'll want to be familiar with answers to the questions posed in Step 1 (see above) to help set applicant expectations since the apprenticeship serves as training for the position.
- Confirm the candidate knows that they will have classroom training provided by the employer for the apprenticeship to make sure they are comfortable with a classroom or online learning setting. (Some are provided via community college, lunch and learns, dedicated work time set aside for learning, etc. Ask the employer if you aren't sure.)
- Ensure the applicant knows there are wage progressions built into the apprenticeship, especially if the starting wage isn't the most competitive or the applicant may be entertaining other non-apprenticeship offers.



## REGISTERED APPRENTICESHIP FOR BUSINESS

Apprenticeship is an employer-driven program that combines on-the-job learning with job related instruction to build worker skills and establish pathways to higher levels of employment and wages.

Apprenticeship meets business needs for qualified workers in more than 1,000 occupations, including careers in health care, information technology, transportation, the trades, manufacturing, and more. As an "earn and learn" model, apprentices are employed and earn wages from the first day on the job.

### FIVE COMPONENTS OF A REGISTERED APPRENTICESHIP

**Business Involvement:** Employers define skill requirements, recruit apprentices, provide on-the-job training, select mentors, pay progressive wages as skills increase, and validate related instruction in-house or in partnership with training providers.

- 1) Structured On-the-Job Training (OJT):** Apprentices get hands-on training from an experienced mentor at the job site for typically not less than one year. OJT is developed through mapping the skills and knowledge that the apprentice must learn over the course of the program in order to be fully proficient at the job.
- 2) Related Instruction:** Classroom instruction complements on-the-job learning. Education partners collaborate with business to develop the curriculum based on the skills and knowledge required for the job. Employers can select third party training providers such as community colleges, technical schools, or apprenticeship training schools to provide classes on technical, workforce, and academic competencies that apply to the job. The business may also use in-house trainers for the related instruction. All partners work together to identify how to pay for the related instruction, including the cost to the employer and other funds that can be leveraged.
- 3) Rewards for Skill Gains:** Apprentices receive increases in pay as their skills and knowledge increase. Start by establishing an entry wage and an ending wage, and build in progressive wage increases through the apprenticeship as skill benchmarks are attained by apprentices. Progressive wage increases help reward and motivate apprentices as they advance through their training.
- 4) National Occupational Credential:** Every graduate of a Registered Apprenticeship program receives a nationally-recognized credential. As you build the program, keep in mind that apprenticeship programs are designed to ensure that apprentices master every skill and have all the knowledge needed to be fully proficient for a specific occupation.



## TRAINING PROVIDERS AND REGISTERED APPRENTICESHIP

### WHAT IS A REGISTERED APPRENTICESHIP?

A Registered Apprenticeship is a paid job in which an employer provides on-the-job training, mentoring, and classroom instruction to develop valued skills and credentials over a multi-year period.

### APPRENTICESHIPS SPAN A VARIETY OF INDUSTRIES

Technology – Healthcare – Energy – Manufacturing – Construction – Education – Skilled Trades – Hospitality – Cybersecurity – Transportation – Engineering and more

### WHERE DO TRAINING PROVIDERS FIT INTO APPRENTICESHIP?

- Deliver in-person, virtual or hybrid learning
- Grant industry certifications required for the apprenticeship
- Provide guidance and input on learning outcomes
- Contribute to skilled workforce and competitive wages
- Can register as a group sponsor for multiple employers
- Access new funding and recruiting pipelines



### WHAT IS A PRE-APPRENTICESHIP?

A Pre-Apprenticeship is a no-cost training offered by secondary and post-secondary institutions to help prepare students and job seekers to meet the prerequisites of employer-based Registered Apprenticeships. Pre-Apprenticeships must connect to at least one related Registered Apprenticeship and provide training (often this includes certifications) necessary for hire into a Registered Apprenticeship.

If you are a secondary or post-secondary training provider in or near Bucks County and would like to learn more about Registered Apprenticeship and/or Pre-Apprenticeship, contact Adina Tayer, Regional Apprenticeship Coordinator, [atayer@edisolutions.com](mailto:atayer@edisolutions.com), 267-254-1225.



PA CareerLink® Bucks County is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Services provided including Business Services, Career Services and Training Services are 100% funded through the US Department of Labor under the Workforce Innovation and Opportunity Act.

Contact Adina Tayer, Regional Apprenticeship Coordinator, [atayer@edisolutions.com](mailto:atayer@edisolutions.com), 267-254-1225

PA CareerLink® Montgomery County is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Services provided including Business Services, Career Services and Training Services are 100% funded through the US Department of Labor under the Workforce Innovation & Opportunity Act.

# Adding Apprenticeship to Local Service Delivery

**Staff training  
and  
Stakeholder  
Presentations**

**Registered Apprenticeship and  
Pre-Apprenticeship  
Presentation to Bucks County Chamber of  
Commerce**

**WITH REGIONAL APPRENTICESHIP COORDINATOR  
ADINA TAYAR**

Presented with Mark Solis of PA CareerLink® Bucks County

**Registered Apprenticeship and Pre-Apprenticeship**

**Staff training for PA CareerLink  
Staff and Partners of  
Bucks & Montgomery  
Counties**

With Regional Apprenticeship Coordinator  
Adina Tayar

December 2021

Montco IU and School Districts  
Pre-Apprenticeship Overview

with Adina Tayar

Regional Apprenticeship Coordinator for  
Montgomery County and Bucks County

[atayar@edsolutions.com](mailto:atayar@edsolutions.com)

267-254-1225

# Adding Apprenticeship to Local Service Delivery

## Outreach to existing Registered Apprenticeships



A proud partner of the AmericanJobCenter network



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4/25/2022

Apprenticeship Coordinator  
XYZ Corporation  
Norristown, PA

Dear Registered Apprenticeship sponsor,

The Montgomery County Workforce Development Board and the Bucks County Workforce Development Board have created a new position to provide your organization with ongoing support for its Registered Apprenticeships. I work in conjunction with the state's apprenticeship office, the local PA CareerLink® centers, and local training providers to help support the recruiting, funding, and sustainability, as well as diversification for our Registered Apprenticeships in Bucks and Montgomery Counties.

According to the state's records, your organization has job titles approved by the Commonwealth of Pennsylvania for Registered Apprenticeship. Registered Apprenticeship has become one of the most effective workforce solutions today, and Bucks and Montgomery Counties are dedicated to the success and growth of these innovative programs in its business community.

Services to support your Registered Apprenticeship are offered at no cost at all to you. I can help you:

- Add additional apprenticeship job titles and/or strengthen your apprenticeship infrastructure.
- Find new training providers, access funding, support recruiting needs.
- Coach new managers/mentors on how to operate an apprenticeship program.
- Provide a connection to the state's apprenticeship office and/or US Department of Labor.

I hope to connect with you to help maximize your Registered Apprenticeship program. I can be contacted at [atayar@edsolutions.com](mailto:atayar@edsolutions.com) or 267-254-1225 to set up a time to talk virtually or in-person.

Sincerely,

*Adina Tayar (sign in pen)*

Adina Tayar, MSW  
Regional Apprenticeship Coordinator  
Bucks County and Montgomery County  
[atayar@edsolutions.com](mailto:atayar@edsolutions.com), 267-254-1225

Enclosure

PA CareerLink® Montgomery County and PA CareerLink® Bucks County are equal opportunity employers/programs. Auxiliary aids and services are available upon request to individuals with disabilities. Services provided by the PA CareerLink® Montgomery County and PA CareerLink® Bucks County including Business Services, Career Services and Training Services are 100% funded through the US Department of Labor under the Workforce Innovation & Opportunity Act.



A proud partner of the AmericanJobCenter network



A proud partner of the AmericanJobCenter network

## County Registered Apprenticeship Initiatives

**Bucks and Montgomery Counties in the Southeastern corner of Pennsylvania are dedicated to Registered Apprenticeship and Pre-Apprenticeship as an employer program model to train and develop our county's residents and provide family-sustaining wages and fulfilling career pathways in high need, technically skilled occupations.**

**Areas of focus are diversifying industries, providing increased access for all to apprenticeship, developing new apprenticeships, and supporting existing apprenticeships. Pre-Apprenticeships (no cost training programs to help prepare for a Registered Apprenticeship) are an area of focus with secondary and post-secondary institutions, as well as intermediaries.**

**The counties share a Regional Apprenticeship Coordinator who works locally with the support of the Commonwealth of Pennsylvania's Apprenticeship & Training Office and the U.S. Department of Labor to fulfill local apprenticeship goals.**

**For more information and to schedule a meeting to discuss Registered Apprenticeship and Pre-Apprenticeship in Bucks and Montgomery Counties, contact Regional Apprenticeship Coordinator Adina Tayar at [atayar@edsolutions.com](mailto:atayar@edsolutions.com) or 267-254-1225.**

### LOCAL GOALS

- Increase the number of Registered Apprenticeships and Pre-Apprenticeship opportunities.
- Expand apprenticeship into non-traditional occupations and serve underrepresented populations.
- Raise awareness about the benefits of Registered Apprenticeship and how to access them, including outreach to local middle and high schools.
- Advocate for apprenticeship as a premier solution to meeting workforce needs.
- Provide programs with the support and resources needed to align with PA standards and ...

### SERVICES

- Technical Assistance: In conjunction with the PA's Apprenticeship Office, assist sponsors during every step of the program building and registration process, and offer continued capacity building to help maintain and enhance programs.
- Strategic Planning and Ecosystem Building: Strategically grow apprenticeship in the counties by helping plan and facilitate meetings among partners, employers, and training providers.
- Knowledge Dissemination, Education, and Advocacy: Serve as an ambassador for apprenticeship and pre-apprenticeship to Bucks and Montgomery counties, as a representative for state and federal knowledge products specific to PA, sharing best practices, and continuous advocacy with support, representation, and presentations.
- Funding Opportunities: Provide access and information to our local apprenticeship sponsors related to federal and state funding opportunities available to support apprenticeship.

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# Adding Apprenticeship to Local Service Delivery

Added pages dedicated to apprenticeship on workforce board sites, newsletter, blogs

The screenshot shows the Montgomery County Pennsylvania website. The header includes the county logo and navigation links: COVID-19, ADMINISTRATION, DEPARTMENTS, DOING BUSINESS, PARKS, TRAILS, & HISTORIC SITES, and STAY INFORMED. A secondary navigation bar lists: Departments, County Administration, Commerce, Career and Workforce Support, PA CareerLink, Montgomery County, and Apprenticeship. The main content area features a sidebar with 'CAREER SERVICES', 'APPRENTICESHIP', and 'EQUAL OPPORTUNITY'. The 'APPRENTICESHIP' section is highlighted in red and contains a definition: 'Apprenticeship is an industry-driven, high-quality training approach that allow employers to develop and prepare their future workforce. Completely customizable and utilized in industries ranging from manufacturing and the building trades to healthcare and information technology, apprenticeship is a solution to the growing need for skilled labor.' Below this is a photo of Adina Tayar and a bio: 'As Regional Apprenticeship Coordinator for Bucks, Montgomery, and Philadelphia counties, Adina Tayar consults with businesses, training providers, and intermediaries to develop talent solutions through employer apprenticeship programs. She is a proud graduate of the first Apprenticeship Navigator cohort in the Commonwealth sponsored by Keystone Development Partners, Apprenticeship PHL, and the Apprenticeship and Training Office within the PA Department of Labor & Industry. Connect with Adina Tayar at [atayar@edsisolutions.com](mailto:atayar@edsisolutions.com) or 267-254-1225, and find out how apprenticeship can work for you.' At the bottom, there are three tabs: 'CAREER SEEKERS', 'EMPLOYERS', and 'PROVIDERS'.

The screenshot shows a newsletter or blog post titled 'ICYMI Headlines'. It features two columns of headlines with blue links. The first column includes 'Fab Lab Center to open in Warminster following success of mobile STEAM program' and 'A workforce program delivers more recruits to Philly Shipyard'. The second column includes 'Governor Wolf: Expansion of Nurse Apprenticeship Will Help People Needing Home Health Care in Pennsylvania' and 'One high-tech Philly industry that is creating lots of jobs'. Below the headlines is a section titled 'Resources for Businesses & Career Seekers' which features a photo of Adina Tayar and the text: 'Meet Our Apprenticeship Coordinator: Adina Tayar. As Regional Apprenticeship Coordinator for Bucks, Montgomery, and Philadelphia counties, Adina Tayar consults with businesses, training providers, and intermediaries to develop talent solutions through employer apprenticeship programs. She is a proud graduate of the first Apprenticeship Navigator cohort in the Commonwealth sponsored by Keystone Development Partners, Apprenticeship PHL, and the Apprenticeship and Training Office within the PA Department of Labor & Industry. Apprenticeship is an industry-driven, high-quality training approach that allow employers to develop and prepare their future workforce. Completely customizable and utilized in industries ranging from manufacturing and the building trades to healthcare and information technology, apprenticeship is a solution to the growing need for skilled labor. Connect with Adina Tayar at [atayar@edsisolutions.com](mailto:atayar@edsisolutions.com) or 267-254-1225, and find out how apprenticeship can work for you.'

The screenshot shows a blog post titled 'How Registered Apprenticeship Benefits Employers and Jobseekers' by Jill Monte, Content Specialist, dated Feb 02, 2022. The post features a background image of hands holding a document. Below the title is a decorative graphic of a grid of squares. At the bottom, there are social media share buttons for Facebook, Twitter, and LinkedIn, and the text: 'Q&A Interview with Adina Tayar, EDSI Regional Apprenticeship Coordinator, PA Region'.

# Align the Need with the Navigator

## Best Practices

Define metrics, goals and time commitment for Navigator

Determine touch points (ie: may or may not support job seekers directly)

Provide time for learning and Professional Development



THANK YOU FOR YOUR TIME

For a Navigator program information and application, email Tara Toms, [ttoms@kdpworks.org](mailto:ttoms@kdpworks.org), or visit conference booth

For Word versions of materials presented today, email Adina Tayar, [atayar@edsisolutions.com](mailto:atayar@edsisolutions.com)