



Q&A Hiring Temporary and Seasonal Workforce

# **PRACTICAL FARMERS OF IOWA ANNUAL CONFERENCE**



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**What struggles do you face in  
filling your workforce?**



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# How do you fill your workforce?

Family

Locals

## How else?

Teens

Farm Labor Contractors



## State Monitor Advocate Team

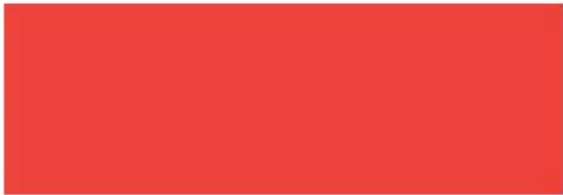
- Help fill your workforce needs
- Assist with recruiting in and outside of Iowa
- Review Farm Labor Contractors
- Interpretation assistance
- Connection to other agencies
- Aid in the needs of the workforce



- How can IowaWORKS assist?
- Team effort across the state
  - Place a job posting in our system
  - Hiring events
  - Employment referrals
  - Recruitment thought-out Iowa
  - Recruitment in other states
  - HR paperwork assistance
  - H-2A assistance



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## Q & A Best Practices for Hiring January 20, 2018



Apprenticeship**USA**



# What is a Registered Apprenticeship?

- An employer-driven training program
- Combines on-the-job learning with related classroom instruction
- Allows the Registered Apprentice to earn a paycheck from day one



# Core Components of Registered Apprenticeship



## Employer Involvement is Integral

The Employer is the foundation for the RA program and must be directly involved and provide paid On-the-Job Learning



## Structured, Paid On-the-Job Learning

Minimum of 2,000 hours  
Structured and Supervised



## Job Related Educational Instruction

**144 hours recommended per year**  
Parallel | Front-loaded | Segmented Options



## Rewards for Skill Gains

Increases in skills brings about  
increases in earnings



## National Occupational Credential

Nationally recognized credential showing job proficiency. The Industry certifies individual is at the full performance level for the occupation





# Who Sponsors Registered Apprenticeship Programs?

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Partnerships of Business and Organized Labor

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Intermediaries/Lead (Colleges, CBOs, Foundations)

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Employers (single)

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Employer Associations (Wine Growers Association)



# Length of Program

- **Ranges from one to five years depending on the program**
- **Program includes 2,000 hours of on-the-job learning**
- **Will also receive at least 144 hours of related classroom instruction per year of the Registered Apprenticeship**



# Benefits to Employers

**Customized Training**

**Increased Knowledge**

**Enhanced Employee  
Retention**

**A Safer Workplace**

**Pipeline of  
Qualified Workers**

**Systematic Approach  
To Training**



# Benefits to Registered Apprentice

**Improved skills that  
meet the employer's  
specific needs**

**Wages increase as  
skills improve**

**On-the-job training**

**Occupation focused  
on education**

**Career advancement**

**Industry issued,  
nationally recognized  
credentials**



# Why Register?

Technical Assistance

National Credential

Quality Standards

Tax Credits & Related Funding



# Role of One-Stop

Business Service Team

Assistance with  
Candidates

Job Bank



# Expand to High Growth, High Tech Companies



Energy



Healthcare



Transportation



Manufacturing



ICT





# Questions?

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# Registered Apprenticeship: Proven Results

## Impressive Public Benefits

- \$1 invested by Government, \$28 in benefits\*
- Every \$1 invested by the business, \$1.40 returned

## Strong Outcomes

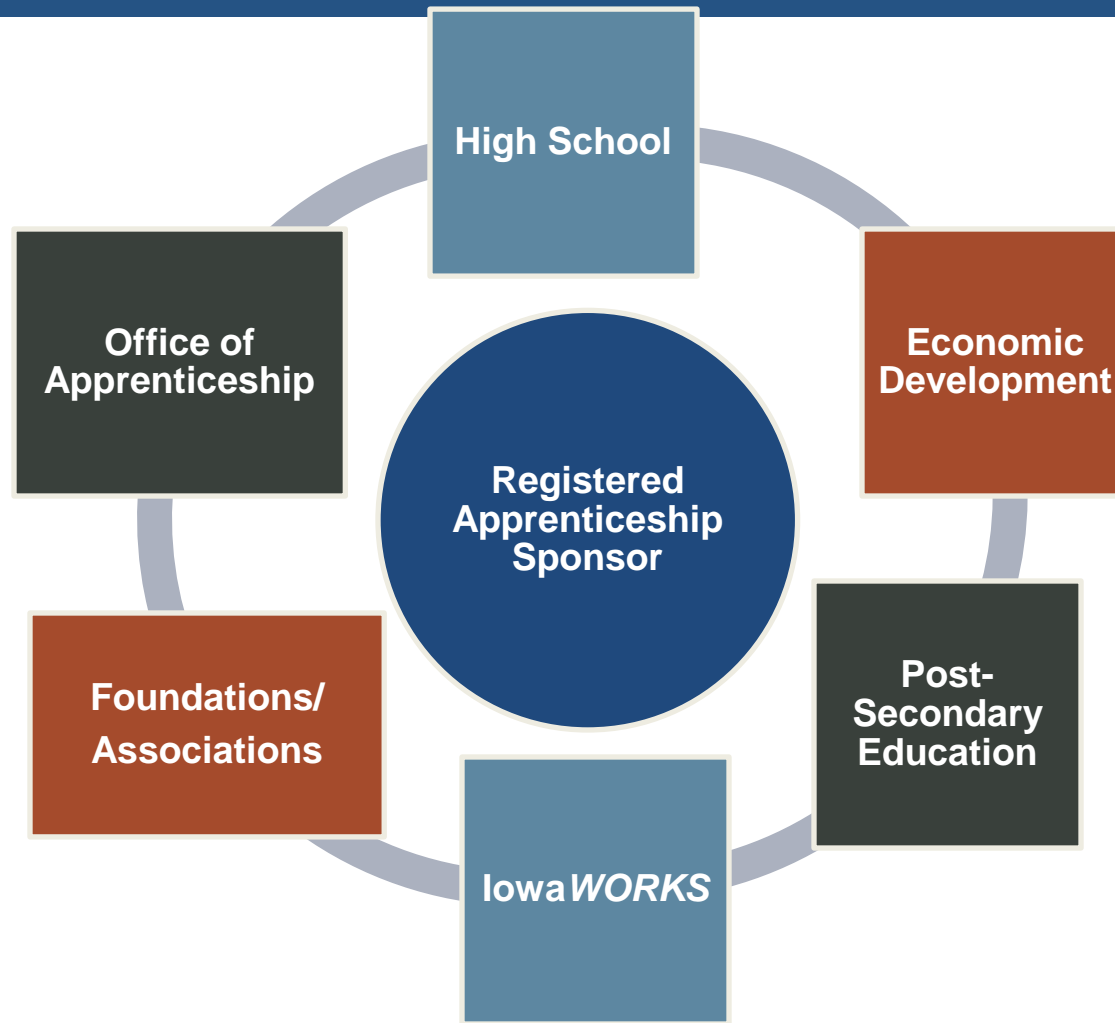
- \$60,820 Iowa income
- 91% of completers remain employed
- Opportunities to earn college credit
- Over \$300,000 more than their peers in life-time earnings



\*(Source: An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States, Mathematica Policy Research, 2012)



# Potential Partners



# Future Ready Iowa



The goal of the Future Ready Iowa initiative is for 70 percent of Iowa's workforce to have education or training beyond high school by the year 2025.

Registered Apprenticeships are an important tool in reaching the Future Ready Iowa goal.





# State Expansion Grant Goals

- Increase the number of Registered Apprentices
- Start 143 Registered Apprenticeship Programs in Iowa
- Help employers start or grow Registered Apprenticeship Programs in high-growth, high-tech industries like health care, IT, and advanced manufacturing
- Expand opportunities to underrepresented populations, including women, minorities, youth and people with disabilities

