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# NAWDP Advantage

National Association of Workforce Development Professionals

## Workforce Centers Are Critical to the Future of Apprenticeship

*How a Colorado Workforce Center Innovates to Support its State and County's Recovery*

In Colorado, career seekers of all backgrounds can take advantage of on-the-job training, wage progression, and industry-driven career pathways thanks to the innovative collaboration between the workforce and education systems.

Arapahoe/Douglas Works! (A/D Works!), one of the state's 52 Workforce Centers, is serving as Colorado's Apprenticeship Hub in partnership with the Colorado Urban Workforce Alliance

(CUWA) to create an infrastructure for Colorado to ensure an equitable economic recovery. As the state's workforce intermediary and a registered apprenticeship sponsor, A/D Works! aligns government services, policies, and funding to support industry in addressing their skills gaps; it also creates equitable access to quality jobs for individuals who have historically been excluded from high-wage careers.

Colorado's Apprenticeship

Hub model has been highlighted by the National Association of State Workforce Agencies, the US Department of Labor, and congressional staff as a best practice in coordinating business and career services to meet the needs of industry and equitably serve individuals with barriers to employment. The model was developed through the leadership and collaboration

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### Veteran completes successful transition to civilian life

Sovang has faced challenges all his life, including growing up in a rough and impoverished community. His parents are immigrants who made a combined annual income of \$40,000 and constantly faced financial struggles.

After exiting from the Marines, Sovang came to Anne Arundel Workforce Development Corporation (AAWDC) for assistance to transition back into civilian life. Transitioning veterans constantly face roadblocks on their way to gain substantial employment due to the vast differences in military ser-



**Sovang**

vice and civilian jobs such as adjusting to a different pace of

[\*continued on page 4\*](#)

# A Letter from Melissa Robbins, NAWDP CEO

We've nearly completed the year with only a few more months left in 2021. I'm more than pleased with the accomplishments of the NAWDP Board of Directors and staff. NAWDP hosted our first-ever VIRTUAL annual conference, three virtual academies, the launch of our online networking community, increases in membership, certification of hundreds of workforce professionals, dozens of E-Learning webinars, a new Advocacy Toolkit for members, and celebrating the Workforce Heroes nominated by their peers. And, we're not done yet.

In the month of November, NAWDP will be hosting four apprenticeship listening sessions during National Apprenticeship Week, November 15-21, 2021. The listening sessions will be used to gather information about how apprenticeship programs are being utilized across the nation and to find out what technical assistance is needed to make apprenticeship easier to access. I encourage all of you who work with apprenticeship programs or are trying to begin an apprenticeship program to sign up for one of these listening sessions. You can find the registration links



*Melissa Robbins*

in the [November Calendar of Events](#) in this newsletter.

December 6th-8th we will return to an in-person Youth Development Symposium at the Sheraton Grand Chicago. I en-

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## Member Profile Andy Nirschl

Andy Nirschl is a career planner with the WIOA Youth Program for the Labor Education Training Center (LETC) in Menasha, Wisconsin. Over the last three years, Nirschl has worked with Youth with Barriers ages 14-24 to assist them with career plans and furthering their education and self-sufficiency. Previous to his current work, he

spent his first ten years working with the Adult and Dislocated Worker Program with WIOA, as well as working in various Fox Valley Resource Rooms to assist clients with navigating the Job Center website, creating resumes, and securing employment, among other things.

### **How did you get started in Workforce Development?**

I got started in Workforce Development when the manufacturing (Paper Mill) facility I was working at suffered a closure. At that time I worked in a

Leadership position and was assisting the facility in navigating the membership in either securing new employment or guiding them toward the Dislocated Worker Program, TAA, or retirement, depending on their situation. In working with the people from LETC (my current agency) and Workforce Development, when a position there became open, I eventually ended up getting the job.

### **What do you value most about your NAWDP membership?**

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# UPCOMING EVENTS

## NOVEMBER

National Apprenticeship Week  
Apprenticeship Listening Session  
1:00 PM Central Time, [Register Now](#)

NOV. 15

NOV. 16

National Apprenticeship Week  
Apprenticeship Listening Session  
1:00 PM Central Time, [Register Now](#)

National Apprenticeship Week  
Apprenticeship Listening Session  
1:00 PM Central Time, [Register Now](#)

NOV. 17

NOV. 18

National Apprenticeship Week  
Apprenticeship Listening Session  
1:00 PM Central Time, [Register Now](#)

2021 Youth Development Symposium  
Registration Closes  
[Register Now](#)

NOV. 30

2021 Youth  
Development  
Symposium



December 6th-8th Chicago, IL  
[Click here for more information](#)

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courage each of you who work with youth to sign up for this exciting event and use this opportunity to network with each other to share your knowledge and best practices with others. If you cannot attend in person, we also have a virtual option you can select while registering. Find out all the information you need on the [NAWDP Youth Development Symposium webpage](#).

I also ask that you continue to submit your success stories through our Share Your Story campaign. We want to know what successes you are having with customers, employers or partners, and programs. Submit your stories [here](#).

As always, THANK YOU for all the work you do every day to support job seekers in your communities. We continue to work to support you.

## New CWDPs Announced

The National Association of Workforce Development Professionals is pleased to announce the workforce professionals who have successfully earned their Certified Workforce Development Professional (CWDP) credential in September. [Click here](#) to view a full list of CWDP's.

Name	State	Name	State
Marianne Martinez	CT	Keith Gemmell	CA
Zuri Williams	CA	Monique Riviere	MD
Tenyshia Willis	MI	Lisa Davis	GA
Karla Jackson	MI	Ninochaka Harris	VA
Monica Rosemond	MI	Amy Hutchison	VA
Deborah Thomas	MI	Daniel Curry	CO
Rebecca Cox	MD	Terry Kendall-Jackson	MD
Tora Wright	MD	Casey Bogert	WA
Krystal Monal	CA	Tabitha Locke	CO
Lori Costantino	VA	Miray Guirguis	CA
Nobiana Dodi	WA		

The CWDP is a nationally recognized credential for individuals who have demonstrated they have the skills and competencies required for success in the workforce development industry. The CWDP designation is valid for three years from the date of award. More information about the CWDP can be found at [www.nawdp.org](http://www.nawdp.org).



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life and work.

AAWDC connected Sovang to a Corporate Fellowship opportunity based on his interests and career goals. He was placed at Amazon Web Services as a Cloud Consultant. Sovang was determined to succeed because he wanted to give his parents a better life, as well as give back to his community.

After completion of the fellowship program, Sovang's hard work paid off. Sovang was offered a full-time position as a Cloud Networking Consultant with his first year's salary totaling \$217,000.

## WORKFORCE CHATTER

About 2 in 10 adults in their fifties lack basic digital skills, twice the rate among people in their thirties.

- The Urban Institute

Nearly half (49%) of small businesses that are actively hiring say it is hard to find candidates with the skills they need, a significant jump from only 34% who said so in June.

- U.S. Chamber of Commerce

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of the 10 workforce regions in Colorado; A/D Works! serves as both the fiscal agent for apprenticeship expansion funds and the coordinating body for career and business service delivery of OneStop services.

Being an Apprenticeship Hub in partnership with CUWA allows for broader and deeper partnerships across all industry sectors, as apprenticeships are no longer just for the trades. From arborists to digital marketers, registered nurses, advanced manufacturing, and everything in between, the Apprenticeship Hub is developing apprenticeship programs throughout Colorado and neighboring states.

The formation of the Apprenticeship Hub ensures that indus-

try partners have custom-tailored, on-the-job-learning models in place and combines the power of 10 workforce regions to recruit qualified candidates, to assist the CUWA Apprenticeship Consultants working with business/industry on developing the various registered apprenticeships. This approach saves companies valuable time and resources and increases underserved populations' access to employment opportunities.

In partnership with CUWA, A/D Works! is leading the charge with the Apprenticeship Hub at both a state and local level. A/D Works! has now developed two different registered apprenticeships within the Workforce Development System utilizing the National Association of Workforce Development Professionals (NAWDP)

Registered Apprenticeship Model. "I believe we should practice what we preach, therefore it was imperative to me that we develop apprenticeships within the Workforce Center and with our partners," said Kelly Folks, Division Manager of A/D Works! To demonstrate how public service employment can embrace apprenticeship, and maximize resources, A/D Works! used the NAWDP registered apprenticeship standards to pilot two different programs.

The first program is in partnership with local Chambers of Commerce and the Colorado Department of Labor and Employment. Typically, Chambers of Commerce serve the business community and help drive local

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## The Essentials

**TEN 14-21** - The U.S. Departments of Labor and Education (the Departments) have determined it is appropriate and reasonable for the Department of Labor (DOL) to begin assessing performance for two performance indicators under WIOA title I and III core programs for PYs 2020 and 2021 in accordance with the phased-in approach to performance assessments described in Training and Employment Guidance Letter (TEGL) 11-19, Negotiations and Sanctions Guidance for the Workforce Innovation and Opportunity Act (WIOA) Core Programs. The Departments, as permitted under section 503(a) of WIOA, have determined it reasonable to delay assessing performance for the purpose of imposing sanctions for the remaining performance indicators to ensure an orderly transition from the requirements of the Workforce Investment Act of 1998 (WIA) to those of WIOA.

[READ MORE](#)

## Tools & Resources

The "Practitioners Guide to Supportive Services" aims to assist workforce professionals quickly and accurately locate emergency and long-term resources for workforce program customers to gain economic stability. It includes information on rental assistance, supports for utilities and broadband, childcare, the child tax credit, earned income tax credit, nutrition and food security, health care resources, and legal aid among others. Additional information on supportive services is also available on the Department of Labor's technical assistance platform for workforce practitioners, at Workforce GPS.

This resource guide advances that list of available resources, and includes emergency and long-term services, and those born out of newly identified needs exposed during the pandemic.

Access the guide through [TEN 12-21](#).

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economic development. Workforce Centers often play a similar role in support of business communities. To unify their efforts, A/D Works! created a registered apprenticeship position, in partnership with the CUWA Apprenticeship Consultants that is embedded in two local Chambers of Commerce (Aurora Chamber of Commerce and Castle Rock Chamber of Commerce). These apprentices enhance collaboration to strengthen services, outcomes and system-wide planning for business and industry alike within the two-county region. This particular model of partnering with a Chamber to develop the registered apprenticeship utilizing the NAWDP Registered Apprenticeship Program Model to streamline service delivery for business/industry within the region is the first of its kind in Colorado, and leading efforts nationally. This groundbreaking program was made possible as it is supported by the Colorado Department of Labor and Employment as the sponsor.

Like all Workforce Centers across the country, A/D Works! has seen the economic devastation wrought by the pandemic and its effects on local economies and the public sector. "The success of the Chambers' apprenticeship program and the effects on our local economy as well as the public sector increased the desire for us to innovate and push further" said Kelly Folks, Division Manager of A/D Works!. This year, A/D Works! created a new role as becoming a registered apprenticeship intermediary and



***From left: Kelly Folks, Arapahoe/Douglas Workforce Board Director, Arapahoe/Douglas Works! Center; Lynn Myers, Director, Community Relations Aurora Chamber; Arapahoe County Commissioner Carrie Warren-Gully; Douglas County Commissioner Abe Laydon; Peter Hancock, Board Chair Arapahoe/Douglas Workforce Development Board (Professional Employment Group); Governor Jared Polis; Katie Anthony (Apprentice) Workforce Development Professional Aurora Chamber; Jim Thiessen (Apprentice) Workforce Development Coordinator Castle Rock Chamber; Pam Ridler, President/CEO Castle Rock Chamber; Kevin Hougen, President/CEO Aurora Chamber; and Joseph Barela, Executive Director of the Colorado Department of Labor and Employment.***

sponsor for county employment and has now launched its second registered apprenticeship utilizing the NAWDP Registered Apprenticeship Program Model to fill Career Service Workforce Specialist positions within A/D Works! Workforce Center. "Now that A/D Works! has become a registered apprenticeship intermediary and sponsor for County employment the next steps we will be taking, will be working with the two Counties (Arapahoe and Douglas) to create public sector apprenticeships within the various County Departments within the two Counties" said Kelly Folks, Division Manager of A/D Works!

The work happening in Colorado will have national significance, and A/D Works! is at the forefront of meeting necessary federal requirements and making an enormous impact in the community. What's most ex-

citing about this work is how it streamlines employer service delivery and creates access for underrepresented job seekers. It creates an infrastructure in which equity is fully integrated, and enables employers to easily access qualified talent faster, in non-traditional ways that have endless benefits.

Apprenticeships are not just for tradespeople. They are for people like one of A/D Works!' customers, a single mom who went from working for minimum wage selling makeup to an apprenticeship in advanced manufacturing, where she got to travel to see components she made with her own hands launch into space. They can lead to jobs in many sectors, like cybersecurity, which provides a starting salary of more than \$55,000 a year. They are for people with disabili-

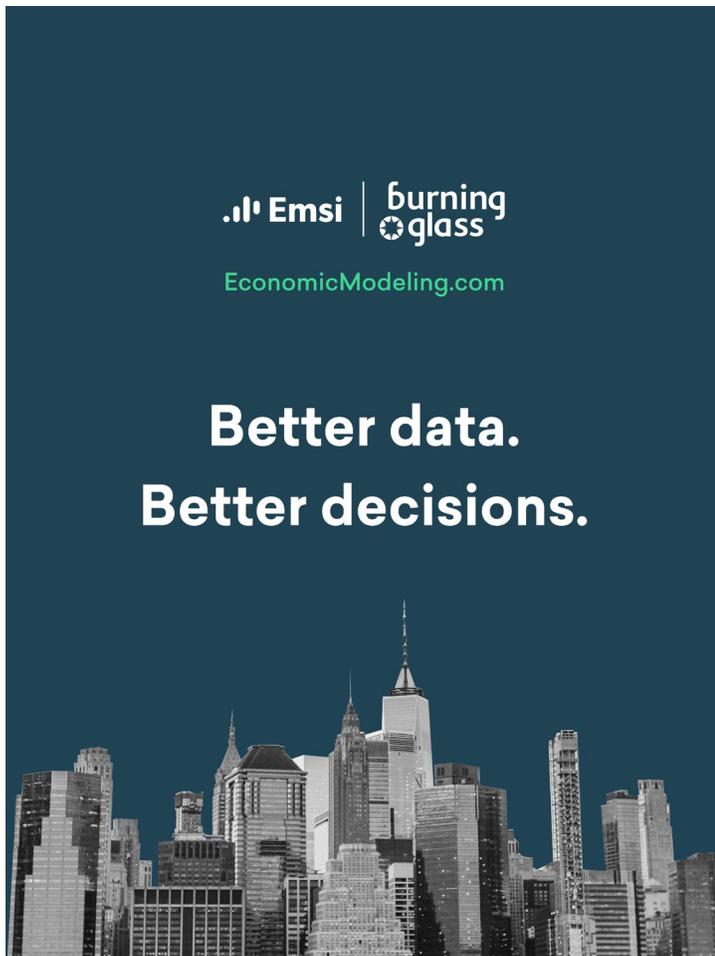
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NAWDP provided an avenue to both give me training opportunities and achieve the credential as a Certified Workforce Development Professional (CWDP). In logging the continuing achieved hours and Core Competencies of training, it also provides verification of the constant achieved education accumulated along the way.

### **What do you like to do for fun or what is a unique fact about you?**

I guess a different thing about me is that besides following the local sports teams here (Milwaukee Brewers & Green Bay Packers) when I was a kid I started for fun following both the Houston Oilers and the Houston Astros. While the Oilers are long gone (although they now are the Tennessee Titans, so I still do follow them) I still always remained a follower of the Astros and always hoped for a Brewers vs Astros World Series.



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ties who may otherwise not have been fully accommodated in a traditional office setting. They're for the long-term administrative assistant who is working toward a new career in digital marketing. Apprenticeships are for workers of all backgrounds who want to gain the in-demand skills they'll need to remain competitive in a labor market characterized by constant change.

For these and many others, a new door has opened. You don't need to sacrifice making a living to learn new skills, and you don't need a four-year degree. This innovative apprenticeship program proves there's something for everyone.

### **\$10.4 million available in California for Workforce Accelerator 10 program**

The California Workforce Development Board (CWDB) and the Employment Development Department (EDD) are pleased to announce the availability of up to \$10.4 million in Workforce Innovation and Opportunity Act (WIOA) funds to design, develop, and implement projects that accelerate employment and re-employment strategies for California job seekers through the Workforce Accelerator Fund 10 WAF 10.0) grant program.

The Workforce Accelerator Fund 10.0 is supported by the CWDB in coordination with EDD with Department of Labor funding totaling \$10,500,000. All awards are subject to the availability of appropriated funds and to any modifications or additional requirements that may be imposed by law.

Accelerator 10 seeks to fund innovative approaches to improve job quality, create upward mobility, and bridge workforce programs to quality jobs for workers from disadvantaged or low-income communities in a continuing effort to build a better California for All.

#### **Eligible Applicants:**

- Business
- Individual
- Nonprofit
- Public Agency
- Tribal Government

An application session will be held at 1:00-2:30 p.m. (PST) on November 18. [Register Now](#)