

Michigan Statewide Targeted Apprenticeship Inclusion & Readiness System (MiSTAIRS)

November 9, 2022

Michigan Department of Labor & Economic Opportunity
Workforce Development



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PRESENTATION

1. PURPOSE
2. PARTICULARITIES
3. PROGRAM (Plan)
4. PARTICIPANTS
5. PARTNERS
6. PANEL

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State Apprenticeship Expansion,
Equity, and Innovation Grants
(SAEEI)

PURPOSE

United States Department of Labor incentivized (\$) expansion to grow state's Registered Apprenticeship (RA) expansion capacity

Continued focus on increasing the number of participants from populations typically underrepresented in RAPs

Increased focus on apprenticeship readiness and RAP pathways

Increased focus on Diversity, Equity, and Inclusion

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Elements that make MiSTAIRS
different than other MI RA
expansion projects . . .

PARTICULARITIES

Driven, designed and developed to address priorities identified by the **Michigan Apprenticeship Advisory Board (MAAB)**

Increased \$ per participant and Outreach and Marketing \$ (first time!)

Recognition of “traditional occupations” (strong wages and no tuition debt) are “non-traditional” for populations underrepresented in RAPs!!

Promote organizations already successful with DEI in education and training service delivery . . . and pathways into RAP placement

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Grow Michigan's Registered Apprenticeship (RA) expansion capacity through Diversity, Equity and Inclusion (DEI) and an increased focus on including:

- Women
- People of Color
- Individuals without HSE or completion credentials
- Individuals with Disabilities

PROGRAM (Plan)

Implement \$10 million USDOL Michigan award and 1640 new RAPs targeted to fill critical construction and building trades occupations

“Registered Apprenticeship Michigan” statewide marketing campaign to improve RA awareness, and increase inclusion and labor force

New focus on individuals without HSE credentials, providing credentials for entry into post-secondary education and RAPs

Step-by-Step system promoting proven Michigan best practices . . .

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PROGRAM (Plan)



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PARTICIPANTS

Women	180
People of Color	280
Individuals with Disabilities	60
Individuals without HSE Credential	200
Other Underrepresented Population Participants	530
TOTAL Underrepresented Population Participants	1,250
TOTAL MiSTAIRS Participants Entering new RAs	1,640

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PARTNERS

Access 2 Apprenticeship (A2A)	Statewide consortia of Construction and Building Trades and Employers	1,000
Michigan Works! Association & Apprenticeship Success Coordinators	Michigan's 16 Regional Workforce Boards	380
Michigan Adult, Community and Alternative Education (MACAE)	Statewide Association for Adult Education	200
Michigan Career & Technical Institute (MCTI)	Statewide Vocational Rehabilitation Services	60

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PARTNERS

Access 2 Apprenticeship (A2A) Statewide Consortia

[PRINCIPLES]

Michigan Apprenticeship Steering Committee, Inc.
Michigan Building and Construction Trades Council
Michigan Carpenters and Millwrights Joint Apprenticeship and Training Fund
Michigan Workforce Development Institute (WDI)

Access for All Apprenticeship Readiness Program
AFL-CIO Working for America Institute
Ajax Paving Industries, Inc.
Architectural Contractors Trade Association
Associated General Contractors
Barton Malow Company
Construction Association of Michigan
Helmets to Hardhats

Women in Skilled Trades (WIST)
Ironworkers Local No. 25 Training Center
United Brotherhood of Carpenters
Michigan Bricklayers & Allied Craftworkers Training Ctr.
Michigan Regional Council of Carpenters
Michigan State AFL-CIO
Operating Engineers 324
U.A. Local 85 & U.A. Local 98

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Subject Matter Expert

PANEL !

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PANELISTS

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Frequently Asked Question

Describe a best practice in recruiting and supporting underrepresented or non-traditional populations in pre-apprenticeship or registered apprenticeships.

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Frequently Asked Question

**What benefits do participants
experience as a result of
participation in your program?**

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Frequently Asked Question

What trends have you noticed in the diversity of your participants?

What is the importance of pre-apprenticeship and apprenticeship readiness for populations traditionally underrepresented in RA?

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Frequently Asked Question

How do RA sponsors benefit from pre-apprenticeship training and registered apprenticeship readiness?

Audience Questions

**THANK
YOU!**



MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**



**WORKFORCE
DEVELOPMENT**

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