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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



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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



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- 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



IowaWORKS

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Q & A Best Practices for Hiring January 20, 2018



ApprenticeshipUSA



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?

Partnerships of Business and Organized Labor

Intermediaries/Lead (Colleges, CBOs, Foundations)

Employers (single)

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 Apprenticeship

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?



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

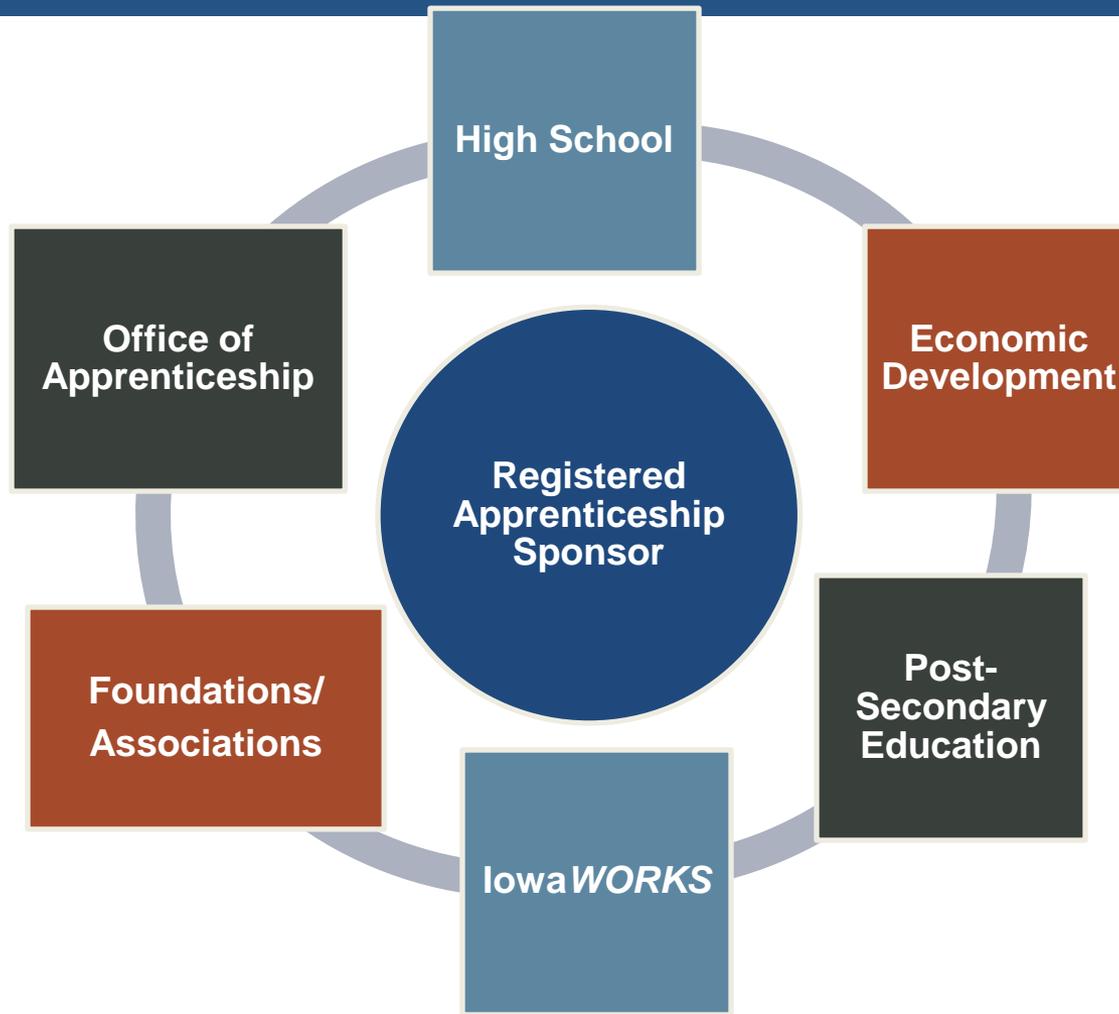
- \$60,820 lowa income
- 91% of completers remain employed
- Opportunities to earn college credit
- Over \$300,000 more than their peers in life-time earnings



*(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

