



# Idaho Business for Education's Youth Apprenticeship Program

*A story of success*



# IDAHO BUSINESS *for* EDUCATION

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## *Youth Apprenticeship Program*

### **Program Highlights through 30 Months**

- ❖ **168 Youth Apprentices Registered (95 since July 1, 2022)**
- ❖ **51 Sponsors Approved**
- ❖ **More than 40 apprenticeships completed**
- ❖ **High participation in rural areas**
- ❖ **More than half of apprentices are 18 or younger**
- ❖ **Cross-section of public sector, business, and non-profit sponsorship**
- ❖ **More than 200 presentations to groups, organizations, schools, and businesses**



# Executive Summary

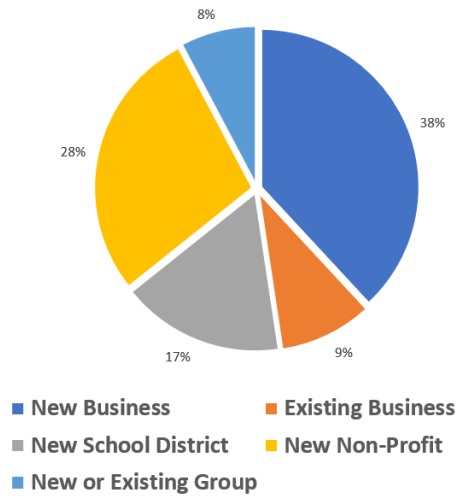
In 2020, Idaho Business for Education, in collaboration with the Idaho Workforce Development Council and Idaho Department of Labor, was awarded a four-year, \$2.4 million grant from the U.S. Department of Labor to support, grow and sustain youth Registered Apprenticeship in Idaho. It was fully staffed by November of 2020. Because of COVID, few in-person meetings and presentations were possible through much of 2021.

Through its first 30 months (ending Dec. 31, 2022) under the Youth Apprenticeship Readiness Grant (YARG), Idaho Business for Education’s Youth Apprenticeship Program has enrolled 168 youth apprentices and 51 Registered Apprenticeship sponsors.

Enrollment is accelerating in Grant Year 3 (GY3), with 95 enrollments since July 1, 2022. We are on track to exceed GY3 target of 150 enrollments, which would leave a goal of fewer than 200 in GY4 to achieve our four-year target of 400.

*Registered Apprenticeship is defined by the USDOL as “an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency.”*

Apprentices\* by Sponsor Type



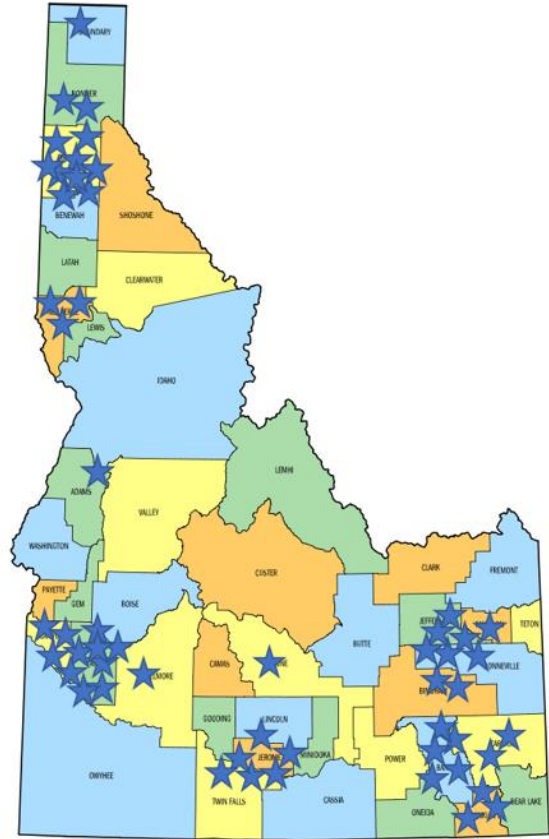
\*Total of 168 through 12-31-2022

*NOTE: “New” refers to a sponsor that IBE-YAP assisted in the initial approval process. “Existing” means sponsors that pre-dated our program, but for which we have provided substantial assistance with apprentice enrollment and supportive services.*

# Analysis of Sponsors

Some data highlights:

- Three sponsors – Idaho Central Credit Union, Soda Springs School District, and Premier Technology – account for 68 (40%) of all apprentices enrolled to date. Another 45 (27%) were enrolled by Boys and Girls Clubs in northern, southwestern and southcentral Idaho. Eight of our 51 sponsors have yet to enroll a youth apprentice. One sponsor has cancelled its program.
- Of the 120 apprentices who provided gender information, 70 (58%) are female and 53 (42%) are male. We do not have enough data on ethnicity or race to provide a meaningful summary (apprentices are not required to give this information).
- More than half of enrolled apprentices (55%) were 16, 17 or 18 years of age at the time of enrollment.
- Approximately 35 percent of apprentices have successfully completed the program (not all reports from sponsors are up to date).
- Most programs are competency-based, and many can be completed within 12 to 24 months of enrollment.
- Most (87%) of enrolled apprentices were “incumbents,” or already employed by the sponsor.
- IBE-YAP has provided some kind of supportive service to nearly all enrolled apprentices, including 11 who have received reimbursement for allowable expenses.



# Occupations

Many sponsored occupations are not in the traditional trades. To the right is a breakdown of enrolled apprentices by occupation as of Dec. 31, 2022. Three non-trade occupations alone account for 102 (63%) of total enrollments; traditional trades account for 47 (29%) of the total.

<b>Occupation</b>	<b>Apprentices</b>
Youth development specialist	44
Member service specialist	37
Teacher's aide	26
Welder	17
Auto technician	8
Personal trainer	6
Machine operator	5
Plumber	5
Conveyor maintenance mechanic	3
Repair and maintenance	3
Computer support specialist	3
HVAC technician	2
Air conditioning equipment technician	2
Food service/cook	1
Marketing assistant	1
Video production assistant	1
Retail store manager	1
Health care support	1
Tool and die maker	1
Machine technician	1
<b>TOTAL TO DATE</b>	<b>168</b>

## IBE-YAP and Public Schools

Of the 168 enrolled apprentices to date, as indicated on the chart adjacent to the Executive Summary, about 20 percent were enrolled by public school districts. Most of these are for teacher's aides, though other occupations include food service, marketing assistant, computer support specialist, and video production assistant.



All these positions were already part of the districts' budgets, but many had been unfilled for various reasons. By creating RAs (and, importantly, making available some paid supportive services for allowable expenses) these districts are now able to fill these open positions. One rural district now has 17 teacher's aide apprentices enrolled and another has five. Rural districts employ 26 of the 29 apprentices enrolled by schools.

We expect to see more of these apprenticeships in 2023-24, most coming from rural districts. We may have five or more new public-school sponsors signed up during the next quarter alone. By the end of our third grant year (June 30, 2023), we could easily have 50 or more apprentices enrolled or completed in school-sponsored programs.

These do not include programs that involve partnerships between public schools and private businesses, an area that is also growing and has great potential. In this case, private employers often use local public schools to provide related

technical instruction, and most apprentices come out of the schools. Including those, the total number of apprentices directly connected to public secondary schools essentially doubles, and they account for nearly one-half of our enrolled apprentices to date. (For example, all 37 of Idaho Central Credit Union's apprentices are high school students who work for ICCU branches inside three high schools.)

This was not by accident, though we did not anticipate the enthusiasm for apprenticeship by school districts. From the start of our program, we have developed close ties with our local public schools, and this relationship led to the results we are seeing now. These apprenticeships tend to be relatively short – one to two years – and competency-based (though this is not universally true).

There are several reasons Registered Apprenticeships have resonated with our public schools:

1. Students get an opportunity to try an occupation before they graduate from high school, thus getting a better feel for what they might want to do after graduation.
2. The financial support, while relatively modest (up to \$750 per apprentice per year), is often a game-changer for students, especially in rural districts. Students without other means can purchase a laptop or other equipment, pay for additional training, or get reimbursement for travel.

## IDAHO BUSINESS REVIEW



### Fresca Mexican Foods starts youth apprenticeship program



Fresca Mexican Foods recently announced the hiring of two juniors at Middleton High School as part of its new nationally registered apprenticeship program. The students ...

3. The schools provide their students with a new pathway to career preparation and on-the-job higher education. This is particularly important in a state like Idaho, which has a current “go-on rate” (the percentage of high school graduates to enter college or the military within a year) of less than 40 percent. High school teachers and career counselors are aware of the need to offer new alternatives.
4. This option does not exclude the potential for pursuing higher education. In fact, for example, the classroom experience teacher’s aides receive can encourage them to go to college and return to their hometowns as teachers.
5. It’s not all about teaching, of course. Experience gained in computer support or marketing, for example, can lead to post-secondary school as well. And for others, Registered Apprenticeship is a nontraditional but valid form of higher education.
6. When schools become RA sponsors, they send a clear message to local businesses of the program’s importance, which can have a motivating effect.



# Opportunities

- To date, no federal, state, municipal or county government agencies have enrolled as an RA sponsor under YARG. This represents a significant opportunity to grow youth apprenticeship in Idaho.
- The process for reimbursing Registered Apprentices for allowable expenses remains labor-intensive and time-consuming. Streamlining this process would put more of this money into the hands of young apprentices.
- A future state-approved apprenticeship to train teachers could link with our existing teacher's aide apprenticeship as a teacher training pathway.
- The opportunity for cybersecurity-related apprenticeships has gone untapped. Many large employers in this sector continue to recruit only university graduates. By combining college or university training with apprenticeship, these employers could improve their workforce development efforts, starting with apprenticeships for high school students.



# Keys to Success

- **Support from partners:**

- Idaho Workforce Development Council
  - Referrals
  - Technical support and administrative support
  - Credibility and profile
- Idaho Department of Labor
  - Referrals
  - Technical support
  - Consulting assistance
- Idaho Business for Education (parent organization)
  - Referrals and networking
  - Operational infrastructure
  - Credibility and profile
- AFL-CIO, Idaho Vocational Rehabilitation Division, Idaho Career and Technical Education



- **Outreach to, and partnership with, secondary educators**
- **Relentless outreach to all potential sponsors and apprentices**
- **Adaptable strategic plan**

## IBE-YAP Staff and Contact Information

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# APPRENTICESHIPUSA™

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## Photos

Cover: Danica Ziel, 16, works on an automobile as a Registered Apprentice for Teton Volkswagen, Idaho Falls.

Page 1: Mariah Aripa shows off her journeyworker certificate in dental assisting. Maria is the first member of the Colville Tribe to complete a Registered Apprenticeship.

Page 5: Allie Gailey, 17, works with students as part of her teacher's aide apprenticeship at West Side School District in Dayton.

Page 6: Screen shot of Idaho Business Review's story on an IBE-supported Registered Apprenticeship collaboration between Middleton High School and Fresca Mexican Foods.

Page 8: IBE-YAP BDPM Roger Plohow discusses Youth Registered Apprenticeship with auto tech students in Idaho Falls.

Page 9: Teacher's aide Tytus Christensen, 17, at a pumpkin patch with some of his students near Dayton.

## Addenda

### **Mariah's story (IBE-YAP press release):**

Mariah Aripa became Idaho's first Dental Assistant/Dental Specialist to complete a federally recognized Registered Apprenticeship Program (RAP) on September 17, 2022. Christina Feliciano, one of Idaho Business for Education's business development program managers with the Youth Apprenticeship Program (YAP), hand-delivered the certificate of completion to Mariah.



The Idaho Department of Labor, North Idaho College, Idaho Primary Care Association, and the IBE Youth Apprenticeship Team worked collaboratively to support the Idaho Community Health Center Association in creating the registered apprenticeship program and to support Mariah as she worked to fulfill all the requirements of the apprenticeship.

Mariah, 20, is the first completer in this new RAP program. She is a member of the Colville Tribe and, to our knowledge, is its first to complete a nationally registered apprenticeship program.

“This is a great example of what can happen when institutions and organizations work together for our young people,” said Paula Keller, IBE’s vice president of youth apprenticeship. “Mariah has worked hard to complete a rigorous apprenticeship that is already helping her make a good living in a meaningful occupation.”

IBE’s Youth Apprenticeship Program staff work with youth, ages 16-24, throughout Idaho to help expand and grow youth apprenticeship. While traditional trades such as plumbing, HVAC, and electrical fields once dominated the apprenticeship picture, IBE helps employers in the healthcare, education, transportation, finance, technology, retail, and other sectors provide opportunities for registered apprenticeships leading to quality jobs.

Mariah is one of more than 100 individuals who are employed by dozens of organizations supported by the IBE team under the US Department of Labor Idaho Youth Apprenticeship Grant since 2020. These employers are building their own talent pipelines as they contribute to young Idahoans becoming skilled, contributing members of their community.

## Apprenticeship in Southeastern Idaho (IBE press release):

Southeast Idaho is both bucolic and harsh, a place made famous in some circles by the 2004 movie *Napoleon Dynamite*, all written and shot in and around the town of Preston. A few miles west of Preston is Dayton, population 600 and home of the West Side School District, which serves the surrounding farms and villages.

From there, you can hop on Idaho Highway 34 for a winding drive north through the Bear River Valley, eventually slowing briefly for the town of Grace (population 850), where Rigby Plumbing can be found just off the main drag. Proceeding north and connecting with U.S. 30, a turn east takes you to Soda Springs (population 3,200), a town long sustained by its nearby phosphate and phosphorous mine, now owned and operated by Bayer (yes, the aspirin people).

The West Side and Soda Springs school districts sponsor nearly two dozen of their own students in registered apprenticeships they have created (Soda Springs alone has 19!). Most are for teacher's aides, but other occupations include marketing assistant and video producer. In-between, Rigby Plumbing in Grace sponsors two plumbing apprentices.



*1 Registered Apprentice Lettie Phillips from West Side School District.*



*2 The "world's only captive geyser" is timed to erupt every day at noon in Soda Springs.*

Idaho Business for Education's Youth Apprenticeship Program, through a grant from the U.S. Department of Labor and in partnership with the Idaho Workforce Development Council, assisted these employers in creating these programs, and it continues to provide resources and support, including reimbursement of certain expenses directly to the apprentices.

At West Side and Soda Springs, high school students serving as teacher's aides spend an hour or two every day in first- or second-grade classrooms. They also receive classroom instruction related to this work. Others produce videos or sell and prepare advertising for school scoreboards and other locations. Apprentices working for Rigby Plumbing are learning trade skills that will serve them for decades.

This is the largest concentration of youth apprentices in all of Idaho, in a place where the two counties have a total population of 22,000. This is fitting, since it is rural Idaho where registered apprenticeship can have its biggest impact. Combined with a robust registered apprenticeship program for high school students sponsored by Pocatello-based Idaho Central Credit Union, southeast Idaho is a model of how this program can benefit young people.

By providing alternative pathways to good careers, youth apprenticeship is making a difference in an increasing number of young people's lives throughout Idaho.



## Article from Idaho Business Review:

### Fresca Mexican Foods starts youth apprenticeship program

By: [Brooke Strickland](#) December 26, 2022

Fresca Mexican Foods recently announced the hiring of two juniors at Middleton High School as part of its new nationally registered apprenticeship program. The students will work as machine operators at the company's production plant in Caldwell.



JT Nunez, left, and Trevor Alvey, of Middleton High School, signed on as paid apprentices with Fresca Mexican Foods in Caldwell. Submitted photo

Discussions about the program began in May of this year, according to a press release, when school district Superintendent Marc Gee and Adam Doolhoff, chief product officer at Fresca, began working with staff members at Middleton High School and Tim Blonsky from Idaho Business for Education and its Youth Apprenticeship Program. Their goal was to develop a program with nationally registered standards of apprenticeship through the Idaho Department of Labor.

The two students signed their apprenticeship agreements earlier this month and will now begin the 2,000-hour program. The paid program allows them the opportunity to work part time while in school and while earning work-based learning credit; they will become full-time employees in the summer and when they graduate high school. Upon completion of the program, they will receive a nationally recognized credential that demonstrates their proficiency in the field of production machine operation.

Teresa Taylor, Fresca Mexican Foods human resources manager, said, "We are glad to have these two young men join our team here at Fresca! We can't wait to see the ways in which this experience helps them in their future endeavors, and

we are thrilled to be a part of this program, along with the Middleton School District and Idaho Business for Education. We believe this apprenticeship model is a big win for all involved and will be helpful for many other students and businesses here in the Treasure Valley.”

Blonsky said, “Idaho Business for Education was glad to be part of this project in helping develop this partnership between Middleton School District and Fresca Mexican Foods. This was part of a team effort to bring all the important players to the same table and create a pipeline of talent for a local employer and create real careers for local high school students. (A) registered apprenticeship is an incredible tool to help employers proactively build their talent in a workforce environment in which there is a shortage of skilled labor. Idaho Business for Education has helped over 45 employers build registered apprenticeships across the state...”

During this apprenticeship, the two students — who will take their experience gained in the school district’s CTE (Career Technical Education) Pathways Program — will work alongside a journeyman employee at Fresca Mexican Foods. While there have not been high-level discussions about the school district collaborating on other apprenticeship programs like this in other industries yet, Blonsky is hopeful that there will be programs coming that will include work in auto repair, health care and other areas of manufacturing or mechanical work.

“I think the apprenticeship program is a perfect fit for a lot of students who might be looking for a different pathway after high school,” said Gee. “When a skill-based profession is what they have a passion for, apprenticeships are a much more direct way to get both the education they need and valuable experience, on-the-job, which gives them a foot in the door for future career opportunities.”

WAGES STARTING AT \$14/HR  
EARN WHILE YOU LEARN

## Open House Discussion & Pizza

**PREMIER**  
Technology, Inc.

Join us for an open house,  
facility tour, pizza and  
discussion of Premier's  
Registered Apprenticeship  
Program!

WEDNESDAY FEB. 16 | 4 - 6 P.M.  
PREMIER TECHNOLOGY | 1858  
W. BRIDGE ST, BLACKFOOT

For more information & to sign up, please  
contact:  
Roger Plathow at [rplathow@idahobe.org](mailto:rplathow@idahobe.org)



## Registered Apprenticeship Sponsorship Pathway Checklist

- Intro conversation with IBE manager
- Review Apprenticeship Toolkit
- Follow-up conversation with IBE
- Meeting with IDOL consultant
- Complete IDOL questionnaire
- Review, amend and return draft Standards provided by IDOL
- Review and sign final standards
- Receive training from IDOL on RAPIDS database
- Collaborate with IBE manager to enroll and support apprentices



## Reimbursable expenses for youth apprentices

Mileage to and from OJT  
location (workplace)

Tools, equipment, uniforms and  
clothing

Housing and relocation

Dependent funding (childcare)

Education, training, testing and  
certification



Lytle Signs is a USDOL-approved  
sponsor of a Registered  
Apprenticeship. If you're between 16  
and 24 years of age, Idaho Business  
for Education can enroll you in this  
program, which can reimburse you for  
some training-related expenses.

Reach out to me for more  
information:

Angie LeBlanc  
[aleblanc@idahobe.org](mailto:aleblanc@idahobe.org)



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## Reasons to Start an Apprenticeship Program

**Recruitment** Apprenticeships are attractive to workers  
and help good employers hire in a tight labor market.

**Retention** Employees are loyal to employers who invest  
in their skills and professional development.

**Tailored Programs** You're in the driver's seat, designing  
a program that trains employees to industry standards  
and your way of doing business.

**Save Money** You'll be getting an employee at training  
wage who can make a contribution immediately.

**Build Idaho's Skilled Workforce** Investing in a  
skilled workforce pays dividends for your business and  
contributes to a stronger Idaho economy.

## Build Your Workforce

## IBE-Assisted Sponsors to date:

1. A-1 Heating
2. Alliant Security
3. American Auto College
4. Bish's RV
5. Blaine County YMCA
6. Blue Bird Express
7. Bonner County Roofing
8. Boundary County S.D.
9. Boys and Girls Clubs, Ada
10. Boys and Girls Clubs, Kootenai
11. Boys and Girls Clubs, Lewis Clark Valley
12. Boys and Girls Clubs, Magic Valley
13. Boys and Girls Clubs, Nampa
14. Broulim's
15. Capital Computer
16. City of Plummer
17. CS Beef Packers
18. Diamond D Welding
19. DR Heating
20. Emerald Automotive
21. Fresca
22. Glanbia
23. Gold's Gyms of Idaho
24. High Desert Milk
25. Hirning Automotive
26. Idaho Central Credit Union
27. Idaho Steel
28. IDL Industries
29. Idaho Health Care Association
30. KTEC
31. Litehouse Inc.
32. Lytle Signs
33. McCain Foods
34. Nampa S.D.
35. North Idaho College
36. Parker Toyota
37. Paul Davis
38. Phoenix Mgmt.
39. Potlatch
40. Premier Technology
41. Rigby Heating and Plumbing
42. Shore Lodge
43. Silverlake Auto
44. Soda Springs S.D.
45. St. Luke's
46. System Restore
47. SW Plumbers & Pipefitters
48. Tedder Industries
49. Teton Motors
50. Vaughn Smith Construction
51. West Side School District