



PROJECT MANAGEMENT APPRENTICESHIP

US DOL REGISTERED
ONE YEAR
NON-BARGAINED



ELECTRIⁱE

INTERNATIONAL

Research and Education for the Electrical Construction Industry



Anna Jochim

Director,
Future
Workforce
Development



Patty Keenan

Chief Talent
Officer at Miller
Electric
Company



Nick New

Co-Founder
AAW
Learning and
Operations

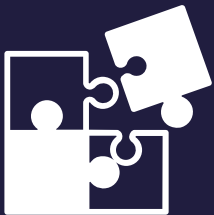


Charlie Cornish

Co-Founder
AAW
Partnerships

AMERICAN APPRENTICESHIPS WORK (AAW)

- Transform the careers and lives of individuals through innovative on-the-job learning
- Programs that meet rapidly growing needs to fill technical roles
- Focus on increasing diversity in the workforce



CONCENTRATE ON BUSINESS GROWTH—
WE'VE GOT THE TRAINING COVERED.

INDUSTRY PROVEN AND SCALABLE

Built to adapt to any company size, to your needs, based on industry standards and best practice

- Piloted three successful Office Apprenticeship programs with Miller Electric in 2021- 24
- Scaled project from 2, to 5, to 50+ apprentices
- Industry, technical, and professional business skills



We have made it easy for you to adopt apprenticeship



1) Select who you want to be an Apprentice

- An incumbent worker, or
- new hire



2) Employ Apprentice full-time



3) Enable ELECTRI-led apprenticeship training



Focus on running your business, we do the training

As your partner we manage and deliver all training and compliance, end-to-end.

90%
OJT

90% of the apprentice's time should be dedicated to mastering the program competencies.

10%
RTI

10% of the apprentice's time should be dedicated to the related technical instruction and weekly coaching appointments.



RELATED TECHNICAL INSTRUCTION

NECA and ETA Courses

- National Electrical Code
- Role of the Electrical PM
- Requests for Information
- Job Kickoff Meetings
- Contracts
- Scheduling / Planning Crew
- Managing Submittals
- Safety Preplanning
- Preplanning
- Daily Job Log
- Tools & Equipment Mgmt
- Introduction to BIM
- Change Orders
- Quality & Project Controls
- Project Closeout

Employer Tools & Processes

- Finance Processes
- Estimating Fundamentals
- Contracting Processes
- Project Documentation
- Document Management
e.g. Bluebeam

PMI / CAPM

- Core Project Management
- PM Methodologies
- Agile Principles
- Developing Schedules
- Eliciting Information from Stakeholders
- Managing Stakeholder Relationships
- Communicating in Project Environments

21st Century Productivity Skills

- Spreadsheets & Charts
- Data Visualization
- Presenting data
- AI in business
- Prompt Engineering
- ChatGPT / Google Duet
- Future of Project Management and AI Tools

Professional Development Office Skills

- Listening Skills
- Business Communication
- Knowing Your Audience
- Note Taking
- Writing in the Workplace
- Managing Meetings
- Productivity Tips
- Time Management
- Presentation Skills
- Presenting to the Boss
- Managing Conflict
- Critical Thinking
- Customer Relation



How AAW Apprenticeships Work

An Apprentice works for their employer

Gain career experience

Apprentices are Trained by AAW

Learn the latest tech skills

Build essential soft skills for the workplace

Succeed with personal coaching and support

Integrate new skills into practical application

An apprenticeship is a 1 year training program that takes place during an employees 40 hour work week:



35 hours a week spent on their job & applying skills

AAW trains the apprentice for ~5 hours a week, including:



Industry technical training (live, on demand)

3 hours



Professional skills training (e.g. communication)

1 hr



Weekly 1:1 Success partnership

1 hr



Work based projects apply skills to the job

SUCCESS MANAGEMENT

1:1 support ensures program completion

- Expert Insight
- Trusted Advisor
- Skill Development
- Goal Alignment
- Progress Tracking
- Saves Resources



Shannon C.



Alana L.



Julie C.



Ben N.



Kati D.



Jason R.



Kay E.



Jeff S.



Galit K.

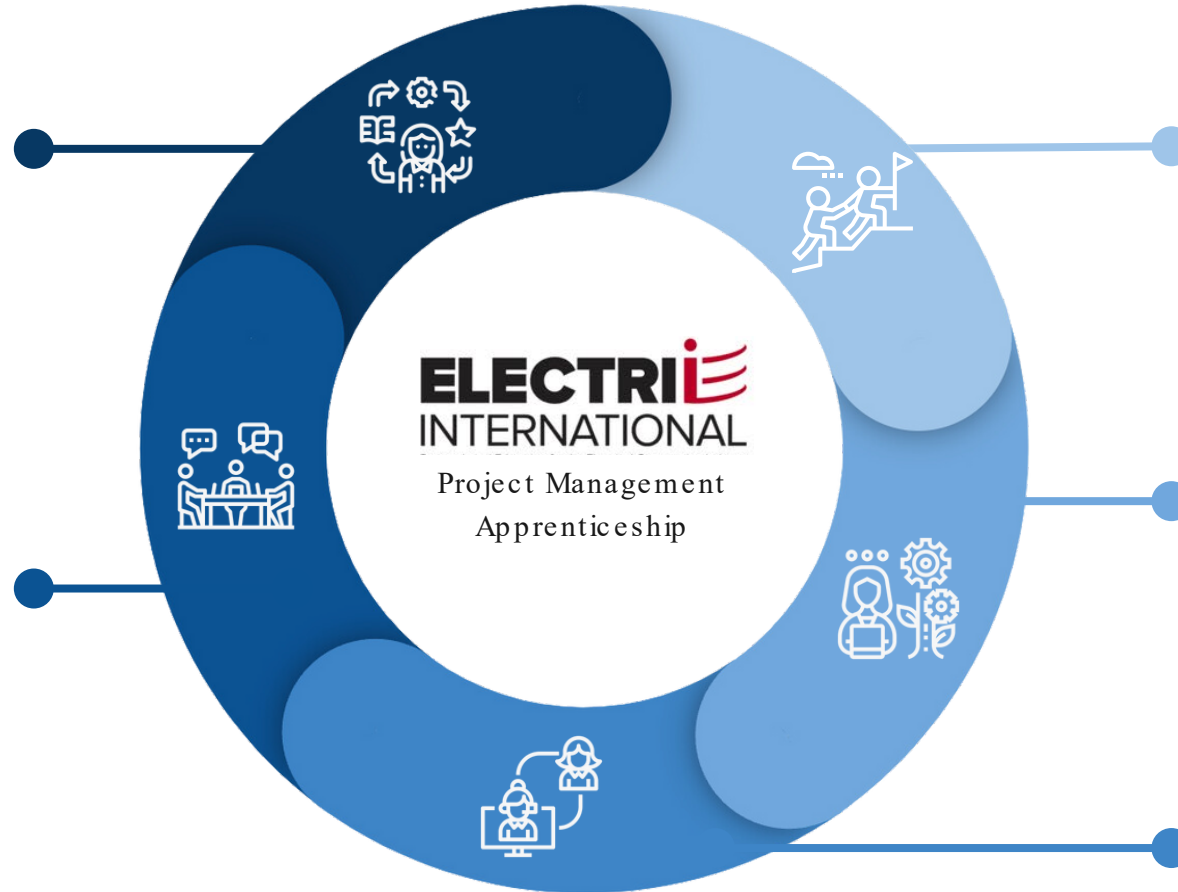


Mike T.

STRUCTURED LEARNING WORKS

End-to-end management for chapters and employers

1. DOL Industry Certified National Program



2. Technical Training Builds Job Ready Skills

3. AAW Success Manager supports 12 month program

5. Expert Technical Learning Support

4. Professional Office Skills Development

KEY BENEFITS



Exclusive
Training Network



Strategic Positioning



Enhanced
Employer Support



Ripple Effect



ROI from Day 1

PILOT INVESTMENT

ELECTRI Pilot is \$15,000

This includes:

- All training content
- All trainers
- Learner scheduling and management
- Reporting
- Standards compliance

We will work with you to further subsidize this cost through:

- Federal grants
- State grants
- Tax Incentives
- Scholarships

Example Pilot Investment

Ex 1: Massachusetts Contractor

\$15,000 Rate Card

- \$4,800 State Tax Credit

- \$2,500 Wesco Cares Endowment

\$7,700 NET Cost

ENDOWMENT

\$2,500 towards piloting

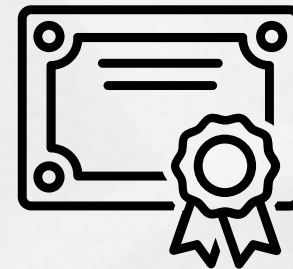
- Immediately available
- Limited availability
- For pilot only



\$15,000

- \$2,500 Wesco Cares Endowment

\$12,500 NET Pilot Cost



NEXT STEPS

PILOT SCHEDULE

- Pilot 1 - September 2024
- Pilot 2 - October 2024
- Pilot 3 - January 2025

WHY?

1. Amplifies NECA/IBEW Trade Apprenticeship
2. Maintains the learning principles we know work
 - Earn while you learn
 - Hands-on
 - Structure and support
3. People. Apprenticeships can accelerate the transition of people into our industry



AMPLIFYING TALENT

POWERING OUR PIPELINE: BUILDING THE LEADERS WHO BUILD OUR BUSINESS

ATTRACT

DEVELOP

MOBILIZE

TRADE PROFESSIONALS

HIGH SCHOOL PRE-APPRENTICESHIPS
(Network of 150+ Schools)

NETWORK OF FRIENDS AND FAMILY

CAREER TRANSITION PROGRAMS
(SkillBridge, CareerSource)

CAREER READINESS PROGRAMS
(Operation New Hope/Returning Citizens, Urban League, Construction Ready, High School Career Academies, BGCNF)

MILITARY



APPRENTICESHIP

SAFETY AND TECHNICAL TRAINING

FIELD LEADER ACADEMY AND FORUMS

ANNUAL FIELD LEADER RETREAT

EMERGING LEADERS

LEADERSHIP SURGE

NECA CLASSES

CW BOOTCAMP

ADVANCED CW/CE CLASSES

TRADE PRO ACADEMY



MILLER ELECTRIC COMPANY
Powering the Possibilities

2022:

- 50 Internal geographic moves
- >100 internal promotions
- Increasing movement across business units

OFFICE PROFESSIONALS

INDUSTRY

NETWORK OF FRIENDS AND FAMILY

CAMPUS RECRUITING AND COLLEGE INTERNS, INCLUDING HBCU

NEW SOURCES
(High School Career Academies, Middle Schools, Tech Apprentices)

MILITARY

UMAPS

70-20-10 CUSTOMIZED LEARNING PLANS

LEADERSHIP SELF-AWARENESS

STRENGTHS BASED LEADERSHIP

ANNUAL MANAGERS MEETING

EMERGING LEADERS

NECA CLASSES

PMDP

PM ACADEMY AND FORUMS

VOLT ACADEMY

Mindset of Learning, Abundance and Flow

2023:

- 70 promotions
- 7 former Interns
- 1 former Skillbridge
- 51% of business unit promotions originally came from the field.

Technology/Talent Paradox



KORN FERRY
BE MORE THAN

TECH BEATS TALENT*

*if growth isn't your priority

82% of the World's Most Admired Companies believe **people are more important for growth** than technology.

LIFESTYLE | CAREERS

How Gen Z Is Becoming the Toolbelt Generation

More young workers are going into trades as disenchantment with the college track continues, and rising pay and new technologies shine up plumbing and electrical jobs







Trade Pro Academy
Cohort 8 Capstone & Graduation!
(see page)



INTERVIEW

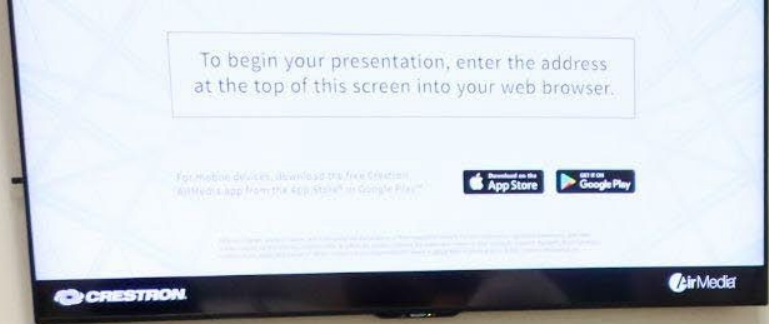




Miller Electric
Business Intelligence
Apprenticeship Program

Launched
January





BUILDING DIGITAL CAPABILITY & CULTURE
NEW PROJECT MANAGER PROGRAM - WITH DATA SKILLS



Philly Deal (Presenting)

Recap & Summary

Prototype

- Review feedback
- Hold discussion on primary issues
- Develop options for each topic / create topic and subtopic
- Share in topic
- Right time to call out 'X' issues / areas to be addressed

2:44 PM | Hold for BI App Dashboard Presentation...

CTO

COO

CEO


CFO

CIO




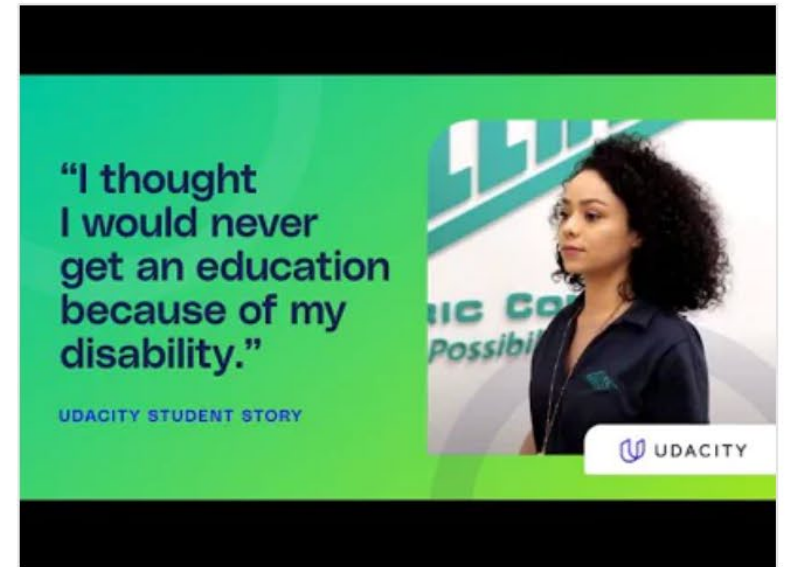
Trailblazers on Social Media



 YouthBuild USA
@YouthBuildUSA • 2 months ago



 U.S. Department of Labor
@USDOL • 2 months ago



 Udacity
@Udacity • 6 months ago

Kayla Franklin's Inspiring Journey With AAW (American Apprenticeships Work) & Udacity

Share your thoughts, experiences

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COMPLETE OUR
INTEREST FORM

REACH OUT



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Anna Jochim

Director,
Future
Workforce
Development