



U.S. DEPARTMENT OF LABOR

ETA VISION 2030

WORKFORCE CONVENING

MAY 16-18, 2023

Puerto Rico Workforce Development Program

Jenny Mar Cañon Feliciano

2

- In 2018, Puerto Rico started a joint venture with the U.S. Department of Labor-Employment and Training Administration - Office of Apprenticeship (USDOL-ETA-OA), Region 1 Boston, to establish an Office of Apprenticeship on the island.
- This office operates within the Workforce Development Program (WDP) of the Puerto Rico Department of Economic Development and Commerce (DEDCC).
- The PR Office of Apprenticeship has 1 Apprenticeship Lead and 2 Apprenticeship & Training Reps currently in training.
- The apprenticeship team provides technical assistance in the development of RAPs to employer's, non-profit organizations, diverse training institutions and to possible stakeholders that comply to be a registered sponsor.

What's happened between 2018 through 2023

3

- Seven (7) Apprenticeship Accelerators events
- Three (3) rounds of Apprenticeship workshops for 15 local boards
- One (1) MOU with the PR Department of Education (PRDoE) to develop pre-apprenticeship initiatives at a vocational school level
- One (1) MOU with PRDoE and ASORE (non-profit) to develop pre-apprenticeship in culinary arts and restaurant management
- Over \$15MM granted of WIOA funds for OJL and Related Instruction
- One (1) Apprenticeship State Expansion grant

Puerto Rico Registered Apprenticeship Program Results

Total of RAP's: 27

Active Apprentices: 1,461

Apprentices with RAP credentials: 129

Registered Apprenticeship Programs in Puerto Rico by Economic Sectors

Construction	Technology	Manufacturing	Transportation
<ol style="list-style-type: none"> 1. PR Laborer's Joint Apprenticeship & Training committee 2. Int. Assoc. Ironworkers 3. West, LLC 4. T & O Project Management 5. IUPAT International Union of Painters and Allied Trades DC 9 – Puerto Rico 6. LCSWL, LLC 7. Netwave Construction, Corp. 	<ol style="list-style-type: none"> 1. APPLICA, INC. 2. 7 Eagle Group Caribe 3. Red Venture Coqui, LLC 	<ol style="list-style-type: none"> 1. Amphenol Advanced Sensors 2. Dulzura Borincana (food) 3. Coopervision (medical device) 4. Bethel Yuut (textile) 5. Hamilton Sundstrand (aerospace) 6. Hardwick Tactical (textile) 7. Kandor Manufacturing, Inc. (textile) 8. Nypro (medical device) 9. PR Industries for the Blind (textile) 10. Guidant (medical device) 11. PRIMEX/Gasco Industrial (supply chain) 	<ol style="list-style-type: none"> 1. Sonnell Truck 2. Lufthanza Technics
Energy	Education	Services	Entertainment
LUMA Energy	Asociación de Servicios a la Niñez	Asociación de Restaurantes (ASORE)	PR Film Academy

MOU with the PR Department of Education (PRDoE) to develop pre-apprenticeship



STATISTICS for Fiscal Years 2021 thru 2023

Puerto Rico Industries for the Blind Program



Apprentice with his journeyworker



DATA	FY21	FY22	FY23
NUMBER OF APPRENTICES	527	475	1054
NUMBER OF NEW APPRENTICES	360	938	221
NUMBER OF COMPLETED APPRENTICES	0	28	103
NUMBER OF SPONSORS	17	23	27
NUMBER OF NEW SPONSORS	10	6	4

Future Initiatives



- Continue the expansion of registered apprenticeships in advanced manufacturing (supply chain), information technology, construction, health care, hospitality, energy, and transportation.
- Increase workforce development partnerships to use resources effectively.
- Engage in systems-building initiatives that further the interests of expanding registered apprenticeships in targeted industries.
- Support the efforts of the workforce system as they develop and expand apprenticeships in Puerto Rico.
- Advocate for equity and inclusion within the PR apprenticeship system.
 - A new public policy for DEIA is under State Board review for approval.

Pre-Aprendizaje a Nivel Local

Pre-Apprenticeship at Local Level

Juan A. Rosario Hernández

9



PASOS PARA DESARROLLAR PROYECTO:

STEPS TO BEGIN DEVELOPING PROJECT:

10

- Reuniones con el Departamento de Educación del Gobierno de Puerto Rico;
 - Identificar las escuelas y ocupaciones en las que estaríamos trabajando;
 - Determinar el número de participantes;
 - Registro de Empresas para ser reconocidas como centros adecuados para estos fines;
 - Entrevistar a los participantes para conocer sus intereses ocupacionales;
 - Identificar necesidades primarias en las que pudiésemos colaborar con los participantes para el éxito del Proyecto;
 - Creación de Acuerdo Colaborativo para garantizar la finalidad y seguridad del Proyecto;
 - Solicitar permiso de trabajo de menores para comenzar la participacion;
 - Visita al Esecenario de Practica;
 - Comienzo de actividad.
- Meetings with the Department of Education of the Government of Puerto Rico;
 - Identify schools and occupations of focus;
 - Determine number of participants;
 - Register businesses as appropriate centers to undertake effort;
 - Interview participants to learn of their occupational interests;
 - Identify primary needs on which we could collaborate with the participants on to ensure success;
 - Create an Agreement to guarantee effective implementation of project;
 - Obtain work permits for minors to begin participation;
 - Visit the work experience site;
 - Begin the Project.

PRE-APRENDIZAJE – JÓVEN *PRE-APPRENTICESHIP - YOUTH*

11

Doctor's Center Hospital –

Ubicación de los participantes

(escenario de práctica)

Participant Placement

(work experience)

- Sala de emergencias (*emergency room*)
- Laboratorio (*laboratory*)
- Medicina (*medical office*)
- Instituto del Cáncer (*cancer institute*)



BARRERAS IDENTIFICADAS

IDENTIFIED BARRIERS

- **Elegibilidad:** Manejo de Caso.
 - *Eligibility: Case Management.*
- **Horario disponible:** Manejo de Caso.
 - *Available Schedule: Case Management.*
- **Situaciones Familiares:** Consejería y Apoyo.
 - *Family Issues: Counseling & Support.*
- **Problemas Financieros:** Sostén/Paga por Labor.
 - *Financial Issues: Stipends/Wages.*
- **Deficiencia en Destrezas Básicas:** Talleres y Actividades (WIOA).
 - *Basic Skills Deficiency: WIOA workshops/activities.*



ETA VISION 2030 WORKFORCE CONVENING

CLAVE DEL ÉXITO: *KEY TO SUCCESS:*



Forjando Lideres Preparing Leaders



C NEXIÓN

LABORAL

Area Local Norte Central Samaris Tejada Cruz

Progama Piloto Pre-Aprendizaje
Pre-Apprenticeship Pilot Program



Colaboración

- El Programa de Desarrollo Laboral (PDL) seleccionó a Conexión Laboral Norte Central para participar del Programa Piloto de Pre Aprendizaje en colaboración con el Departamento de Educación de Puerto Rico.
- Comenzamos identificando a patronos que estuvieran dispuestos a recibir a los participantes de pre-aprendizaje.
- Se les orientó sobre el programa y se les indicó que tienen que registrar en el Registro Estatal antes que finalice el pre-aprendizaje.
- Los participantes son referidos por las coordinadoras de la escuela.
- La actividad de pre-aprendizaje se ofrece durante el semestre académico.

Collaboration

- The PR Workforce Development Program selected Conexión Laboral Norte Central to participate in the Pre-Apprenticeship Pilot Program in collaboration with the PR Department of Education.
- We began by identifying employers willing to receive the pre-apprenticeship participants.
- We provided an orientation about the pre-apprenticeship pilot program and indicated the need to register in the State Registry before the pre-apprenticeship ends.
- Participants are referred by the pre-apprenticeship coordinators at the vocational schools.
- Pre-apprenticeship is offered during the academic semester.

Trasfondo

- Se seleccionaron dos (2) pueblos de los ocho (8) que componen el área local, estos son Arecibo y Lares.
- Las escuelas seleccionadas son las que ofrecen programas vocacionales
- El Programa de Pre Aprendizaje constas de:
 - 31 estudiantes
 - 120 horas asignadas
 - \$8.50 por hora.
- Los estudiantes tienen que cumplir con los requisitos de la Ley WIOA
- Los talleres seleccionados son los dirigidos a la salud:

- ✓ Enfermero Práctico
- ✓ Asistente de Oficina Médica
- ✓ Asistente Administrativo con Facturación en Servicios Médicos



Background

- We selected two (2) of the eight (8) municipalities of the local área, they are Arecibo and Lares.
- The schools selected are those that offer vocational programs.
- The Pre-Apprenticeship Program consists of:
 - 31 students
 - 120 hours
 - \$8.50 per hour.
- Students need to meet WIOA requirements.
- The workshops selected are those relating to healthcare:

- ✓ Practical Nurse
- ✓ Medical Office Assistant
- ✓ Administrative Assistant for Medical Billing



Resultados

- El resultado esperado es lograr que el estudiante obtenga las destrezas, conocimientos y experiencia laboral enriquecedora que lo ayude a encaminarse a estudiar una carrera post secundaria eliminando las barreras que impidan que logre su *career pathway*.
- Lograr que los patronos tengan personal adiestrado para aportar en el desarrollo de la empresa.



Results

- The results we expect to achieve is for the participant to obtain the skills, knowledge and work experience to help with sparking interest in continuing a post-secondary track eliminating the barriers that impede achieving success in a career pathway.
- Ensure that employers have skilled workers to contribute to the advancement of the company.



Ventajas

- Fortalecer las relaciones con el Departamento de Educación (Carl D. Perkins).
- Mercadear los servicios que ofrece Conexión Laboral para los jóvenes.
- Dirigir los jóvenes en su trayectoria profesional para que obtenga una credencial post secundaria.
- Fortalecer las destrezas de los jóvenes para que puedan colocarse en un empleo y puedan aportar su conocimiento en el lugar donde sea empleado.

Advantages

- Strengthen the relationship with the PR Department of Education (Carl D. Perkins).
- Communicate the services offered by Conexión Laboral for youth.
- Direct and support youth participants in their career path to earn a post-secondary credential.
- Strengthen the skills of youth participants so they can be placed in a job and can contribute their knowledge where they obtain employment.

Ventajas

- Capacitar el personal para aumentar la cantidad de jóvenes a servir en el programa pre-aprendizaje.
- Lograr la participación de los ocho (8) pueblos que servimos.
- Atraer patronos para que participen de los incentivos que tiene la Ley WIOA.
- Concientizar a los patronos la importancia del recurso humano en las empresas y que para lograr la retención tienen que ofrecerle un salario atractivo.

Advantages

- Train staff to increase the number of youth to participate in the pre-apprenticeship program.
- Expand program to the eight (8) municipalities we serve.
- Attract employers to participate as beneficiaries of the WIOA ecosystem.
- Raise employer awareness regarding the importance of a skilled workforce and that to achieve retention they have to offer an attractive salary.

Patronos

Arecibo

- Enfermero Practico (Practical Nurse)
 - Policlínica Factor
 - Centro Envejecientes Omarys
- Asistente de Oficina Médica (Medical Office Assistant)
 - Policlínica Factor
 - Costa Linda
- Asistente administrativo con facturación en servicios médico (Administrative Assistant for Medical Services Billing)
 - Policlínica Factor
 - Learn & Grow
 - Habla y Acciona
 - Dr. Marcano

Employers

Lares

- Practical Nurse (Practical Nurse)
 - Centro de Servicios Integrados de Lares



Servicios

- Los servicios se le ofrecen a los Jóvenes son:
 - Experiencia de Empleo
 - Internados
 - Pre-Aprendizaje
 - Servicios de Carrera
 - Cuentas ITA (Jóvenes Out of School)
 - Consejería
 - Administración de la pruebas Harrington O'Shea
- La meta es llevar a los jóvenes a una educación post secundaria y que se prepararen para entrar a la fuerza laboral.

Services

- The services offered to youth participants are:
 - Work Experience
 - Internships
 - Pre-Apprenticeship
 - Career Services
 - Individual Training Accounts (ITAs) OOS Youth
 - Counseling
 - Harrington O'Shea Assessment
- The goal is for youth participants to continue post-secondary education and be prepared to enter the world of work.

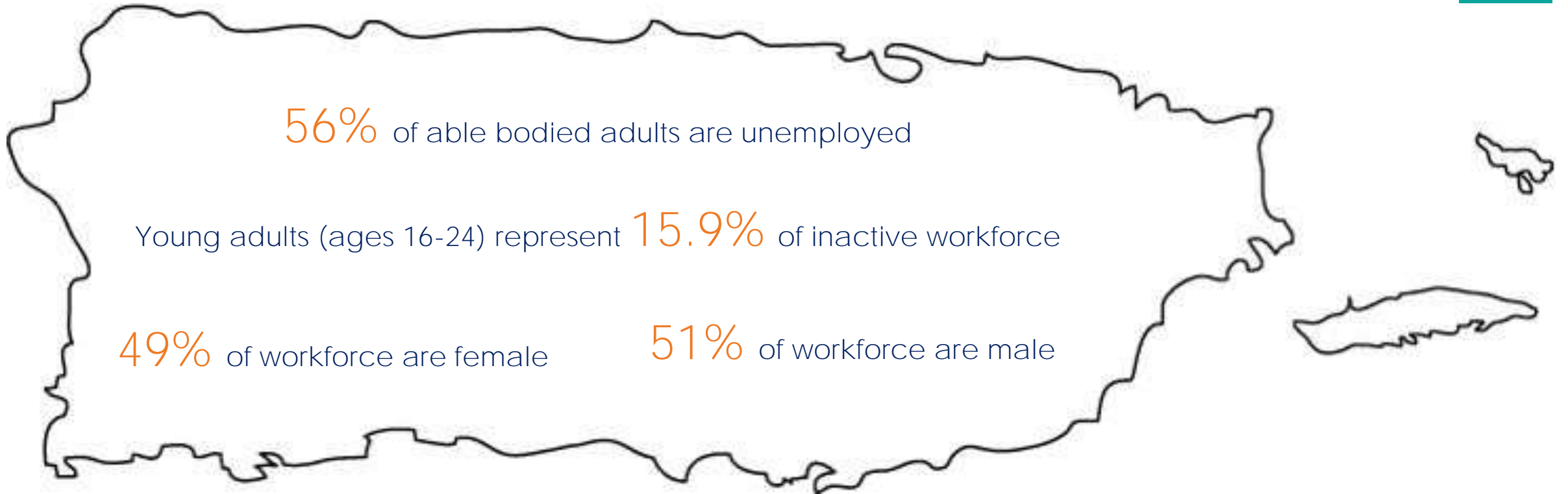
Boys & Girls Club of Puerto Rico Olga I. Ramos Carrasquillo, President

24



BOYS & GIRLS CLUBS
OF PUERTO RICO

Puerto Rico



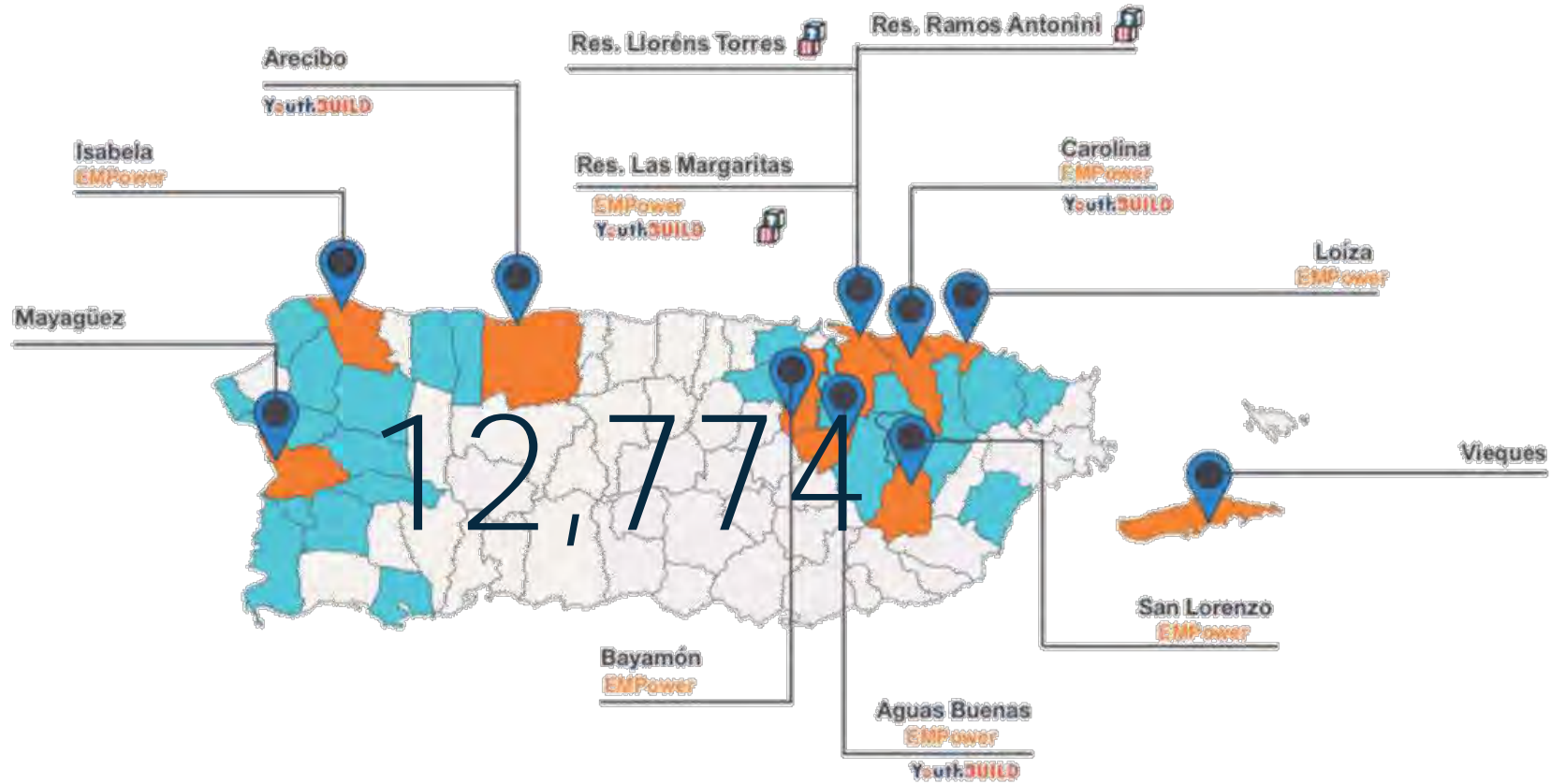
56% of children living in poverty

81%

of our families have income under \$15,000.

9/10

participants live under poverty guidelines



12,774

42 PARTICIPANTS

308 GRADUATES

YouthBUILD

1st year of implementation

EMPower

2nd year of implementation

EVOLUTION OF OUR SERVICES

PREVIOUS APPROACH



CURRENT APPROACH



DESIRED OUTCOME



EMPower



28



IMPACT

308 GRADUATES

285 FEMALE

23 MALE

46 Placements

AGE DISTRIBUTION:

EMPower

19-30 : 102

31-40 : 103

41-60 : 103



Structure
Implementation
in 3 phases



Specialized
Curriculum in
Customer service
and hospitality



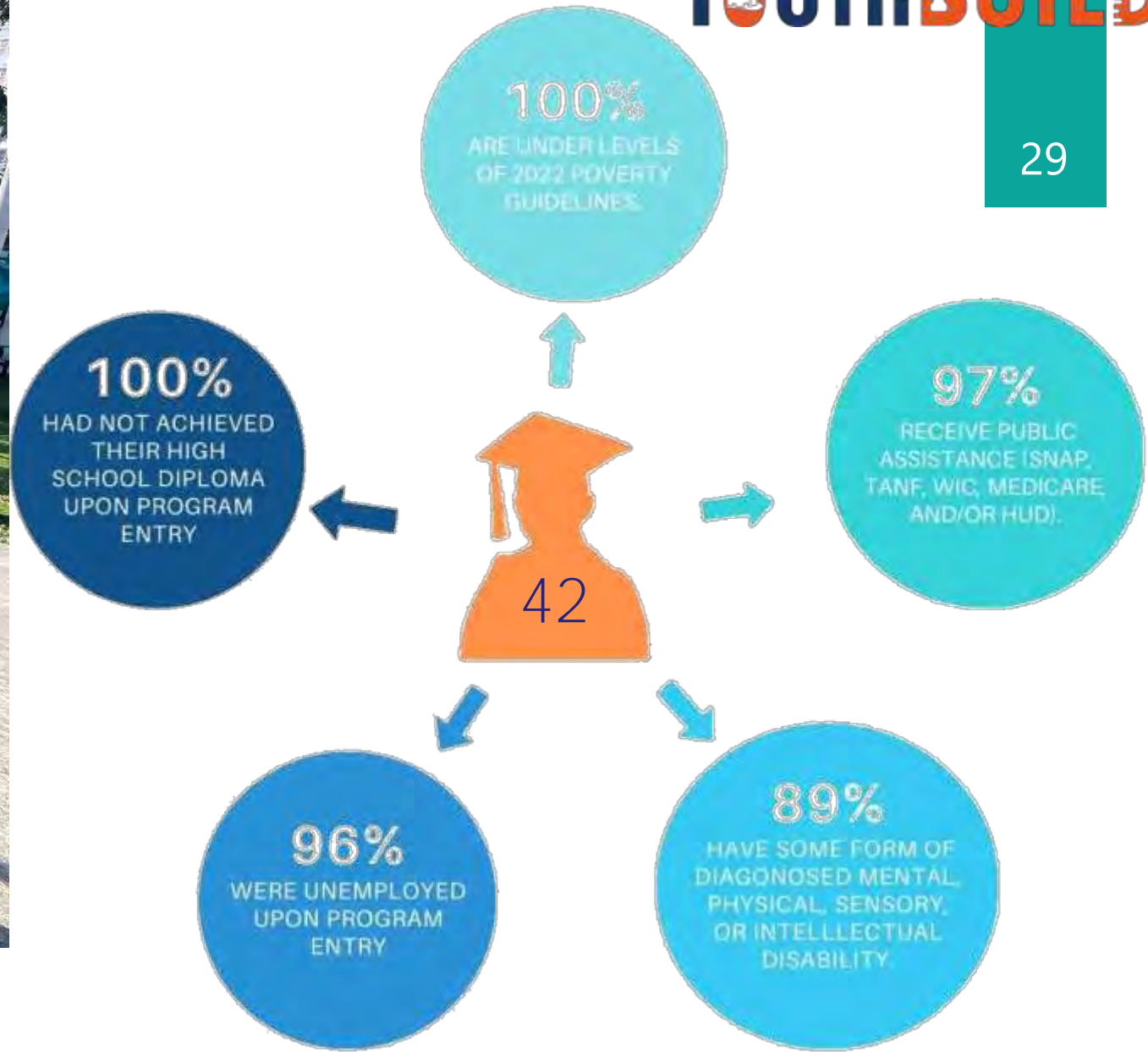
Support
services



Placement
and follow up



17 Female & 25 Male Participants
16-18 years – 35, 19-24 years – 7



YOUTHBUILD PROGRESS



LEGEND:  Completed  Started/In Progress  Pending



Word of Mouth

Promotional Booths
Job and Health Fairs



Social Media

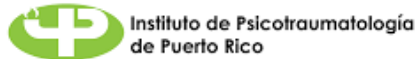
Visits & School partnerships



Community Insertion &
Connecting with
community leaders

Outreach

Collaborative Partnerships







Feliz 1er dia
de clases
Julianny



BOYS & GIRLS CLUBS
OF PUERTO RICO





We are more
POWERFUL
when we
EMPOWER
each other

Questions

Panelists:

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 - Puerto Rico Department of Economic Development and Commerce
 - JennyMar.Canon@ddec.pr.gov
- Juan Rosario Hernandez, Executive Sub-Director
 - WIOA Local Area Manatí-Dorado
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