



Memorandum

Date: May 8, 2024

To: Honorable Mayor and Councilmembers

From: Kathie Brooks
Interim City Manager

Department: Maria T. José
Human Resources Director

Subject: **Apprenticeship Participating Employer's Agreement with Miami-Dade County Public Schools (MDCPS)**

Introduction

The City Manager respectfully requests for the Mayor and City Councilmembers to authorize the City Manager to execute an Apprenticeship Participating Employer's Agreement with Miami-Dade County Public Schools (MDCPS) to enter a voluntary partnership.

Background

Miami-Dade County Public Schools (MDCPS) is a program sponsor for the Florida Department of education division of career and adult education and apprenticeship section. MDCPS is the largest school district in Florida, largest in the southeastern United States and third largest in the United States with approximately 300,000 thousand students.

Apprenticeship programs combine paid on-the-job (OTJ) training, and classroom lectures that allow individuals with little to no experience to further develop skills and initiate their careers. These programs are beneficial to members of the community, as they allow individuals to receive a low-cost education while obtaining a nationally recognized credential, obtain on-the-job experience, and promote alternate career paths. Additionally, they fill a critical supply and demand gap for skilled technicians in fields that are in decline.

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Participating employers can use the program as an alternate recruitment talent strategy, to reduce recruitment cost and turnover rate by establishing a pipeline of skilled employees already adapted to the organizational culture. Furthermore, it allows employers to train and develop employees based on the organization’s needs and priorities while increasing productivity and improving the quality of the workforce.

The Florida Department of Education currently has 365 registered apprenticeship and pre-apprenticeship programs throughout the state of Florida in the private and public sector. As of fiscal year 2022-2023, they reported a total of 19,605 apprenticeships and pre-apprenticeships trained, and a total of 2,135 apprentices completed their program and received an apprenticeship certificate with an average exit wage of \$25.70/hour OR \$53,642/year. Registered Apprenticeships are industry-vetted and are approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency.

The City of Doral has struggled to recruit qualified candidates for various skill specific vacancies through the traditional recruitment method of online job posting. MDCPS offers various apprenticeship programs in fields where there is a high demand but not enough supply of skilled technicians. The apprenticeship programs through MDCPS are structured in the following way and number of hours are specific to each program:

- Hybrid based apprenticeships – combination of on-the-job training (OJT) hours and related technical instruction (RTI)
- Demonstration of competency as per the work process schedule.
- The program is structured to meet the Florida Department of Education curriculum framework.
- Meets the corresponding career and technical education standards and benchmarks.
- Individuals complete their RTI at one of the MDCPS technical college locations:

Miami Lakes Technical College	5780 NW 158th Street, Miami FL 33014
D. A. Dorsey Technical College	7100 NW 17th Avenue, Miami, FL 33147
Lindsey Hopkins Technical College	750 NW 20th Street, Miami, FL 33127
Robert Morgan Education Center	18180 SW 122nd Avenue, Miami FL 33177
South Dade Technical College	28300 SW 152 Avenue, Leisure City, FL 33033

- The programs establish minimum and maximum OJT and RTI hours to provide flexibility on the pace they master the core competencies.
- The apprentice learns all required concepts and job safety standards prior to starting their OJT to increase productivity and reduce occupational risks.

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- The learning program allows for focus on areas that are critical and relevant to the employer.
- All participants must meet the employer's minimum qualifications for the position.
- The apprentice is hired as a full-time employee with a defined progressive wage schedule contingent on the organization's journeyman starting rate.
- The tuition for the apprenticeship program through MDCPS is free for the apprentice, as it is funded through the Florida Department of Education.
- Participating employers have the discretion to absorb additional costs related to the program such as lab fees, books and administration fees.
- MDCPS conducts recruitment efforts by screening candidates to ensure they meet the minimum qualifications for the program and employer.
- MDCPS can concentrate recruitment efforts to a specific zip code if requested by the participating employer.
- Qualified candidates must apply through the City of Doral's advertised job posting and go through the regular interview and pre-employment process.
- Selection of the apprentice must be done through the submission of a letter of intent to the Office of Post-Secondary Career and Technical Education for MDCPS.
- A hired apprentice is a City employee eligible for all offered benefits and must comply with all policies and procedures.
- An employer can refer an existing employee to the apprenticeship program to obtain a certification in their field.
- The employer is not required to keep the apprentice shall the participant fail to perform and meet the organization's standards.
- The employer is not obligated to continue the apprenticeship program if the program is not yielding satisfactory results.

Strategic Plan Alignment

This program aligns with the strategic goals of exceptional service. This partnership addresses recruitment challenges within certain departments and also benefits students by providing them with valuable on-the-job experience and potential future employment opportunities with the City. By leveraging this partnership, both the City and MDCPS can mutually benefit, creating a win-win situation for all involved parties. This initiative will solve immediate challenges and will contribute to the development of future talent and strengthen community ties.

Fiscal Impact

The City shall establish a defined progressive wage schedule that is position specific and according to the Florida Department of State's Administrative rule for Standards of Apprenticeship. The entry wage shall not be less than 35% of the established journey worker's rate. Shall the participant successfully complete the program, they will be hired at the established journey worker's rate.

Participating Departments can temporarily reclassify existing vacant positions to establish an apprentice position without changing the approved headcount for fiscal year 2023-2024. The

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apprentice position will be based on the journeyman position's current job duties and responsibilities with a lower starting salary than what was budgeted.

Recommendation

The City Manager's Office respectfully requests that the Mayor and City Council approve the attached Resolution, allowing the City Manager to execute an Apprenticeship Participating Employer's Agreement with Miami-Dade County Public Schools (MDCPS) for establishment of apprenticeship programs. If approved, City departments will work with the Human Resources Department and MDCPS to establish jobs according to the Florida Department of Education's standards and to temporarily approve the reclassification of existing vacancies to comply with the City's budgeted headcount for fiscal year 2023-2024.