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NEWS & NOTES Q&A

Future workers

ApprenticeshipNH helps to build a workforce

Following the 2023 ApprenticeshipNH Summit, which recognized 11 businesses and individuals for their contributions to workforce expansion, Anne Banks, CCSNH Apprenticeship Grants Manager, discussed the program's strategies and achievements and the criteria for the Champion Recognitions.

Q: *How has ApprenticeshipNH evolved since its inception to effectively expand New Hampshire's workforce?*

ApprenticeshipNH is a grant-funded program that's been around since 2017, fully funded through the U.S. Department of Labor. It's a workforce development program of the Community College System, funded through U.S. Department of Labor grants to expand registered apprenticeships in traditional and non-traditional sectors. We started as a very small team in 2017, working closely with our workforce development offices at our seven community colleges across the state. Since then, we have grown, tripling our staff members. We have helped build over 100 apprenticeship programs in the state and assisted over 1,300 apprentices. We work as an intermediary between the employer, the U.S. Department of Labor Office of Apprenticeship, and career seekers, connecting all the pieces together to help build a talent pipeline for New Hampshire.



Anne Banks. Courtesy photo.

their organization's needs. Then, we match their occupational needs with a federal database of apprenticeable occupations. We guide them through developing their registered apprenticeship and pre-apprenticeship programs. This includes creating an on-the-job training outline and connecting them to related instruction providers, which can be through our colleges for credit or non-credit-bearing courses. We also assist in connecting them to high schools, adult education and career seekers like New Hampshire Employment Security and our worker partners. Our role is to help build these relationships. We've organized networking events across regional hubs to bring together employers, community organizations and state agencies, facilitating a network where they can meet each other's needs and fill voids.

What strategies does ApprenticeshipNH use to meet the unique demands of different sectors?

We listen to our employers and contract with people for technical assistance who are experts in their areas. We conduct labor market research and also rely on national trends. For example, there is a newly formed nursing apprenticeship for registered nurses at the national level. We inform organizations about its existence and are now working to see how it can be uniquely implemented in New Hampshire.

What are the primary goals for ApprenticeshipNH in the coming years?

In the past year we developed regional hubs around our community colleges. Our primary goal is to create a sustainable infrastructure for registered apprenticeship in New Hampshire that meets the needs of both employers and career seekers. We aim to build a sustainable infrastructure that offers multiple options for career seekers.

What criteria were used to select the 11 Champion Recognitions?

Our Champions fell into different categories. Some were prominent businesses, many of them pioneers in their fields. For example, the New Hampshire Auto Dealers Association was our first association model, looking to develop stackable credentials and apprenticeship programs. The common thread among all 11 recipients is their dedication to and support of registered apprenticeships in New Hampshire and their apprentices. They are innovative thinkers who have initiated new programs and are committed to building career pathways within their organizations using registered apprenticeship.

Can you describe how ApprenticeshipNH collaborates with employers to create beneficial partnerships?

ApprenticeshipNH begins by collaborating with an employer, association or organization interested in building registered apprenticeships and working with apprentices until they are fully trained. We first sit down with the employer to understand

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— Angie Sykeny