

APPRENTICESHIP NEWS

Issue No. 10 | Summer 2025



Department of
Job & Family
Services
ApprenticeOhio

Spread the Word!

Know someone interested in becoming an apprentice? Or an employer who wants to start an apprenticeship program?

Visit Apprentice.Ohio.gov for resources and information.

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Find **your** path to
apprenticeship at

 Apprentice.Ohio.Gov



Department of
Job & Family
Services
ApprenticeOhio



Around ODJFS



The Ohio Department of Job and Family Services (ODJFS) is the State Apprenticeship Agency for Ohio, as recognized by the U.S. Department of Labor. That means we oversee ApprenticeOhio, the brand for Ohio's apprenticeship programs and activities.

ODJFS also supervises a lot of other great programs and services. These include unemployment insurance, cash and food assistance, adult protective services, and child support services.

Here's a quick roundup of some of the work happening at our agency over the last few months:

- We joined Governor Mike DeWine and Lt. Governor Jim Tressel in celebrating [National Apprenticeship Day](#) on April 30.
- We spread the word about all the great in-demand job opportunities in Ohio during [In-Demand Jobs Week](#).
- I had the pleasure of touring the [Electrical Trades Center of Greater Stark County](#), as part of In-Demand Jobs Week.
- During [Military Appreciation Month](#) in May, we reminded active and former military members and their spouses about the many free services available at both [OhioMeansVeteranJobs.com](#) and their local OhioMeansJobs Centers.
- During [World Elder Abuse Awareness Month](#) in June, we encouraged Ohioans to help their older family members, friends, neighbors, and colleagues by learning the signs of elder abuse and how to report it.
- We distributed [Summer EBT benefits](#) to eligible children.

These are just a few examples. For more information, check out our website, jfs.ohio.gov, or follow us on social media

Matt Damschroder, Director



Thoughts from the ApprenticeOhio Program Administrator

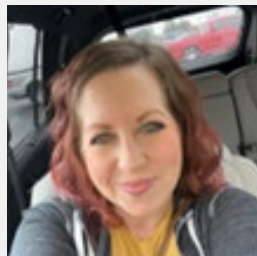
Summertime Fourth of July celebrations always make me think about freedom and what it means in today's fast-changing world. On one level, freedom means being able to choose a career path. On another, it means being able to access and progress on that career path, and to gain the skills, confidence, and financial stability to shape your own future.

This is exactly what apprenticeships offer. While many traditional education paths can leave people in debt and uncertain about career direction, apprenticeships open the door to two powerful forms of liberation: career freedom and fiscal freedom.

This issue of Apprenticeship News celebrates those freedoms. Read on to hear firsthand from apprentices about why they're glad they chose the apprenticeship pathway to career and fiscal freedom.

Sincerely,

Holly Endicott
ApprenticeOhio Program Administrator



Celebrating Freedom through Apprenticeships

**Career Freedom: Building Your
Path, Your Way**

Apprenticeships give you real-world experience from Day One. You're not just learning in a classroom. You're doing the job, gaining practical skills, and discovering what you truly enjoy.

Whether you want to become a master electrician, a software developer, a chef, or a healthcare professional, apprenticeship programs let you grow in your chosen field while exploring different areas. You're not boxed into one path. As your skills increase, so do your options.

Apprenticeship graduates often say they feel more in control of their careers. They can move up within a company, switch specialties, or even launch their own businesses. That's career freedom: the ability to shape your work life on your own terms.

"I love that the apprenticeship offers hands-on training and work experience instead of years in a classroom. I get the training I need, and still I'm able to earn a paycheck."

—**Kasie McGue**,
Laborers' International Union of North America (LiUNA!)
Local 329 Apprentice



Freedom Through Skills

Apprenticeships are a powerful first step toward a future defined by independence, confidence, and success, whether you're just starting out your journey or you're mentoring the next generation. It's more than a program. It's a pathway to freedom.

"Coming from the military, I knew the value of discipline and hard work, but our apprenticeship program gave me a new confidence. As a woman in construction, I've pushed past limits, gained hands-on experience, and found strength in places I didn't know I had."

—**Erica Lewis**
LiUNA! Local 265 Apprentice

APPRENTICESHIP NEWS

Continued



Real Independence Starts Here

Apprenticeships break down barriers. They give people from all walks of life the chance to build careers without the financial stress and uncertainty that often come with traditional education. They offer not just a job, but the tools to create a life of freedom, stability, and purpose.

At their core, apprenticeships are about opportunity: the opportunity to choose, to grow, and to succeed on your own terms.

"After joining LiUNA! I found out that my laborer's apprenticeship program course counted towards college credits. I was so excited because that gave me an option to return to college to receive an associate of applied science in advanced manufacturing, engineering, and computer science without taking any student loans!!! My education was funded by scholarship programs and partnerships with colleges that supported union trades. I'm debt-free from school loans and have been promoted twice. I appreciate everyone from my union and my fellow members and leaders. Feel the Power!"

—Kelvin Ward

LiUNA! Local 265 Apprentice



Fiscal Freedom: Earn While You Learn

One of the biggest advantages of an apprenticeship is the ability to earn a wage while gaining qualifications. Unlike university students, who often graduate with thousands in debt, apprentices can finish their programs with money in the bank and experience

on their resumes.

With a steady paycheck from the start, apprentices can afford to save, travel, or even invest in their own business ideas. As they progress and develop new skills, their wages typically increase, too. This creates a strong foundation for long-term financial independence.

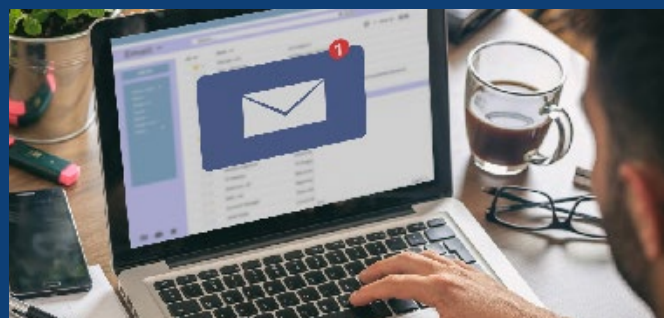
"Why rack up student debt when you can get paid to build your future? No loans, no stress — just solid skills and a real paycheck."

—Jayde Newport

LiUNA! Local 329 Apprentice

RAPIDS Resource Corner

If you're a sponsor, we encourage you to activate your RAPIDS email notifications. This will allow you to receive important information about your program, including verification and confirmation when information is entered into the system. If data or entries are denied, please reach out to your local Apprenticeship Service Provider for technical assistance. To activate the notification function, go to the "Navigation" box on the left side of the RAPIDS home page. Then click the "Email Preferences" link.



ApprenticeOhio... By the Numbers

January-March 2025

Sponsor information

Active sponsors	591
New sponsors	11
New occupations	13

Apprentice information

Total apprentices	24,356
Women	1,886
People of color	3,545
Veterans	1,334
New apprentices	2,066
Graduations	522

From the Desk of Ohio State Apprenticeship Council Chairman Vince Irvin



Nurture Talent with Apprenticeships

Most traditional workforce development strategies start by identifying business needs and then attempting to fill them. However, a more sustainable and innovative approach might be to build upon an apprenticeship workforce that focuses first on discovering and nurturing talent – individuals with the drive, aptitude, and potential to grow, even before a specific job role exists.

Key Principles:

1. Talent-Led Recruitment

- Focus on identifying individuals with strong foundational qualities: curiosity, problem-solving ability, and motivation.
- Use assessments, community outreach, and grassroots engagement to find hidden talent.

2. Skill Development Aligned with Opportunity

- Design flexible, modular training programs that teach core industry skills while allowing room for adaptation based on individual strengths.
- Prepare apprentices to move into various roles rather than narrowly training them for a specific vacancy.

3. Future-Proofing the Workforce

- Instead of reacting to short-term gaps, invest in a pipeline of capable individuals who can evolve with your organization.
- This allows sponsors to stay ahead of emerging trends rather than constantly playing catch-up.

4. Community-Based Partnerships

- Collaborate with schools, nonprofits, and local organizations to discover promising individuals in underrepresented communities.
- Provide clear pathways from talent identification to apprenticeship onboarding.

5. Cultural Fit and Long-Term Growth

- Prioritize alignment with your organization's values and culture over specific technical experience.
- Build loyalty and retention by investing in people early and showing a clear path for advancement.



Customized apprenticeship
programs that fit your
company and workforce.

Ohio State Apprenticeship Council Meetings

July 10	September 4	November 6
10 a.m. OhioMeansJobs Columbus – Franklin County 1111 E. Broad St. Columbus, Ohio 43205	10 a.m. Bard Manufacturing Company 1914 Randolph Dr. Bryan, Ohio 43506	10 a.m. OhioMeansJobs Columbus – Franklin County 1111 E. Broad St. Columbus, Ohio 43205

Summer in the Trades

As temperatures rise and summer plans take shape, most people think of beaches, road trips, and relaxing vacations. But for those in the skilled trades – especially apprentices in HVAC and construction – summer means something else entirely: opportunity.

This season, we celebrate the hands-on workers who don't just enjoy summer; they build it. From cooling systems that make homes livable to the roads we drive to our favorite getaways, tradespeople are the reason summer runs smoothly.

HVAC: Keeping Summer Cool (Literally)

When the heatwaves hit, HVAC apprentices are in high demand. Air conditioners, refrigeration systems, and ventilation units don't repair themselves, and neither do the systems in restaurants, shops, and hospitals that rely on them.

HVAC apprentices learn:

- How to install and repair air conditioning systems
- Electrical and mechanical troubleshooting

HVAC offers year-round stability, but summer is an especially busy season, with HVAC workers keeping families, businesses, and public spaces comfortable.

Construction: Paving the Way (Literally)

Whether it's building homes or repaving highways, construction ramps up in the summer. Apprentices in this field learn the foundational skills of the built world, from site preparation and blueprint reading to hands-on masonry, framing, and roadwork.

Construction apprentices get real experience with:

- Heavy equipment operation
- Road and bridge construction
- Concrete, steel, and structural safety practices



One reason this occupation is so rewarding is you get to see your progress. At the end of the day, you've helped build something lasting. Plus, outdoor work and teamwork make it an exciting way to grow your skills. Trades like HVAC and construction offer long-term opportunities, advancement, and even the chance to enjoy well-earned vacations – possibly in a cabin an apprentice wired, on a road they helped build, or in a home cooled by a system they installed.

APPRENTICESHIP NEWS

Construction Career Days a Success

The ApprenticeOhio team helped spread the word about apprenticeships during Allied Construction Industries' Construction Career Days, April 30-May, at the Warren County Fairgrounds in Lebanon. This is the largest construction-based career exploration and hiring event in Ohio, Kentucky, and Indiana – and one of the biggest in the nation.

More than 200 middle and high school students from 60-plus schools attended, to learn more about careers in commercial construction. Students engaged with more than 100 exhibitors, including representatives from top employers, educators, trade schools, and apprenticeship programs.



(Left to right) ApprenticeOhio Team Member Traci Carter tried her hand at excavating during Construction Career Days.



Members of the ApprenticeOhio Team and the Ohio State Apprenticeship Council attended this year's Construction Career Days. Front row (left to right): Vince Irvin, Teresa Garey, Latoya Snead, Holly Endicott, Jen Hutton. Middle row: Steve Wagner, Traci Carter, Anastasia Campbell, Tracy Hull, Lisa Button, Jeanette Andrews, Chris Gamble, Matt Hittinger. Back Row: Tom Conrad, Jeremy Dennis, Krystal Sanders, Jay Mendoza, Matt Longfellow, Barton Hacker

QR Corner

Use the QR codes below to quickly and easily find information about Ohio's unemployment system and the state's apprenticeship system.

Unemployment How-To-Videos



These videos were made to help make navigating Ohio's unemployment system a little easier. Topics include unemployment benefits basics, logging into your account, creating an OHID, viewing correspondence, responding to notices, and filing appeals.

LET'S RAP Ohio!

(Learn, Educate, Train, and Share Registered Apprenticeship Programs)



This interactive portal provides apprenticeship trainings and resources for local workforce areas and others. It is housed in Microsoft Teams and Stream. To access it, you need an OHID and the email address associated with your OHID account.

Welcome, New Registered Apprenticeship Sponsors!

- Coltene/Whaledent, Inc.
- Countryside Plumbing, Inc.
- FDC Enterprises (FDCE Conservation & Bioenergy)
- Grob Systems, Inc.
- Heart of Job Foundation
- Kassel Mechanical
- Kelso Industries
- Omni Manufacturing, Inc.
- Pyramid CDC
- The Trades Institute Apprenticeship Program
- Urban Economy LLC