



# APPRENTICESHIP

## INSIDER

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### Milestones & Momentum: Highlights from 2024-25

The 2024-25 school year was a transformative year for Miami-Dade County Public Schools (M-DCPS) Apprenticeship Programs. With a focus on workforce alignment, student success, and strategic investment, we saw unprecedented momentum across all areas of our apprenticeship system.

From state and national recognition to expanded opportunities for instructors and students, here are just a few of the major highlights:

- **NC3 Instructor Certification:** Launched our first NC3 Train-the-Trainer, certifying instructors in industry-recognized credentials across multiple apprenticeship programs.
- **Statewide Recognition:** A RAP student placed 3rd statewide in the SkillsUSA Diesel Competition, showcasing the strength of our programs and instructors.

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# Missed a Mentorship Training? We've Got You Covered.

If you were unable to attend one of this year's mentorship trainings, don't worry—recordings and materials are available upon request. Simply contact the Apprenticeship Team for access.

## 2024 - 25 Trainings Held

- Effective Communication Skills
- Setting Expectations & Goals
- Time Management & Balancing Responsibilities
- Providing Constructive Feedback
- Dealing with Different Learning Styles

## Looking Ahead

We're planning new sessions focused on industry-specific mentorship strategies, communication best practices, and supporting multi-generational apprentices. Stay tuned every quarter!

## On-Site Employer Trainings

Interested in offering onsite mentorship training for your employees? Reach out to the Apprenticeship Team to schedule a customized session that fits your workplace needs. ■

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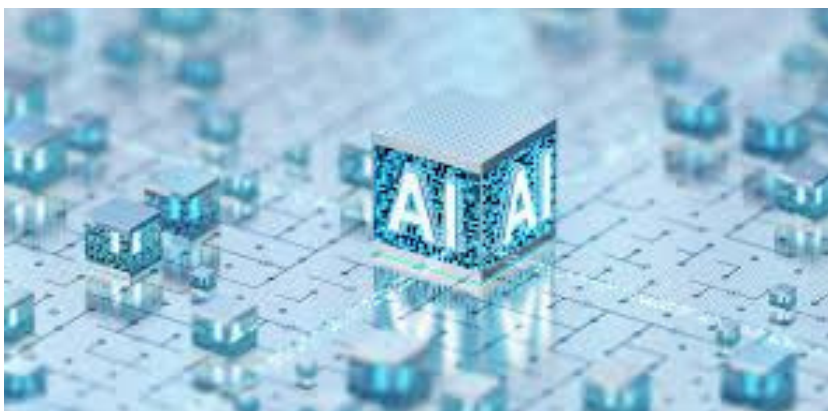
## Milestones & Momentum: Highlights from 2024-25

- **New State-Approved Programs:** Secured state approval for two new Registered Apprenticeship Programs in Medical Assistant and Pharmacy Technician, and three new Registered Pre-apprenticeships in Medical Assistant, Pharmacy Technician, and Diesel Systems Technician.
- **Record Program Growth:** As of June 30, 2025, 102 participants were enrolled across district-sponsored apprenticeship and pre-apprenticeship programs—121.7% above last year's total and 108.2% over this year's target. This sharp increase reflects the success of our outreach, employer partnerships, and new site expansions aligned with district priorities.
- **Strategic Investment of PCOG Funds:** All \$1.37M in PCOG funding was invested in expanding RTI locations by hiring qualified instructors, purchasing the latest industry-standard equipment, and introducing new employer-requested certifications—ensuring apprentices receive top-tier, workforce-aligned training.



*"When education and industry work together, apprenticeships become a direct pipeline to success."*

— Maria D. Gutierrez, Executive Director,  
Office of Postsecondary Career & Technical Education



## Powering the Future: Integrating AI into Workforce Learning

The 2025–26 school year marks a major milestone for M-DCPS Apprenticeship Programs: the integration of Artificial Intelligence (AI) into our apprenticeship curriculum.

This bold step forward begins with two programs—Medical Assistant and Diesel Systems Technician—where apprentices will now gain hands-on experience with AI tools and workflows relevant to their fields. From diagnostics and predictive maintenance to patient data analysis, AI is transforming every industry, and we're ensuring our apprentices are ready.

The AI training component will be delivered in partnership with a leading provider of industry-aligned AI education. The AI team will guide instructors and apprentices alike in mastering foundational AI concepts and real-world applications that enhance job performance and future-readiness.

This is just the beginning. Over the course of the year, AI integration will continue to expand to other apprenticeship programs and will be embedded by design into every new program we develop moving forward.

At M-DCPS, we're not just preparing apprentices for today's jobs—we're preparing them to lead in tomorrow's workforce. ■

## Hybrid Learning, Real Results: New Flexibility for Apprentices

Starting August 2025, our Medical Assistant and Diesel Systems Technician apprenticeship programs will transition to a hybrid format, offering students greater flexibility while maintaining hands-on training standards.

Under this new model, apprentices will have the opportunity to complete more than 51% of their coursework virtually, allowing them to reduce travel time, avoid traffic, and balance their responsibilities more effectively—without sacrificing quality or rigor.

*Continue on Page 7.*

“

*The hybrid model is a game changer—it makes balancing work and school doable while still giving us the hands-on training we need.*

— Alec Leal, Apprentice

”

## Reskilling

&

## Upskilling



### Reskill. Upskill. Advance.

## Use Apprenticeships to Invest in Your Team

Apprenticeship programs aren't just for new hires—they're a smart, strategic way to reskill and upskill your current workforce. At Miami-Dade County Public Schools, we encourage employers to take full advantage of our registered apprenticeship programs to develop the talent you already trust.

Whether it's advancing a skilled technician, training a loyal employee on new technologies, or preparing a high-performing team member for a leadership role, apprenticeships offer structured, high-quality training—at zero cost to the employee or the business.

For experienced workers, the benefits go even further. Employees with prior knowledge and experience may qualify for credit toward both Related Technical Instruction (RTI) and On-the-Job Training (OJT), reducing the overall time to complete the program and accelerating their path to industry certification.

Employers can also use apprenticeship programs as a career advancement tool—offering current employees a formal pathway to climb the career ladder within the company, increase retention, and strengthen internal talent pipelines.

*Take Action Today!*

Through our district-sponsored programs, employees gain:

- Industry-recognized certifications
- Hands-on, job-specific training
- Flexible hybrid instruction options
- Mentorship and support
- Access to cutting-edge tools and technology

Workforce development doesn't always mean hiring someone new. Sometimes, the best investment is in the people who already know your business and are ready to grow with it.

### Take Action:

Give your employees the opportunity to grow with your company—while earning a nationally recognized apprenticeship certificate. By enrolling them in a no-cost apprenticeship program, you're not only building critical skills, you're also boosting loyalty, morale, and retention.

Partner with the M-DCPS Apprenticeship Team today to reskill or upskill your workforce and strengthen your internal talent pipeline. ■





2025 M-DCPS Technical College Career Expo







2025 State Skills USA Championships



National Apprenticeship Week, Nov. 2024



Choice Expo, North Miami



Automotive Pre-Apprenticeship



Racking Up ASEs at Warren Henry



2025 State Skills USA Regionals



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## Hybrid Learning, Real Results: New Flexibility for Apprentices

While the virtual component will cover theory, technical instruction, and emerging content areas such as AI integration, we remain committed to delivering critical face-to-face instruction. In-person sessions will focus on manual skills, lab-based competencies, and the practical, hands-on experiences that ensure apprentices are job-ready from day one.

This hybrid structure provides the best of both worlds: convenient access to instruction and robust, real-world training that meets industry expectations. As we expand this model to additional programs in the future, we remain focused on making apprenticeship learning more accessible, relevant, and aligned to modern workforce demands.

**IN PERSON + ONLINE**



**= HYBRID**

*Diesel Advisory  
Committee Meeting  
Coming in  
October 2025!*

## Apprenticeship Quick Facts for Employers

### Zero Cost

- No cost to the employer or employee; training is fully-funded.

### Retain & Grow Talent

- Use apprenticeships to advance the employees you already trust.

### Faster Completion for Experienced Workers

- Credit can be awarded for prior RTI and OJT experience.

### Customized, Job-Specific Training

- Curriculum is aligned to your industry and operations.

### Hybrid Options Available

- Over 51% of instruction can be delivered virtually in select programs.

### Hands-On Learning

- In-person instruction focuses on technical mastery and real-world application.

### Nationally Recognized Credentials

- Apprentices graduate with Florida DOE certification and industry credentials.



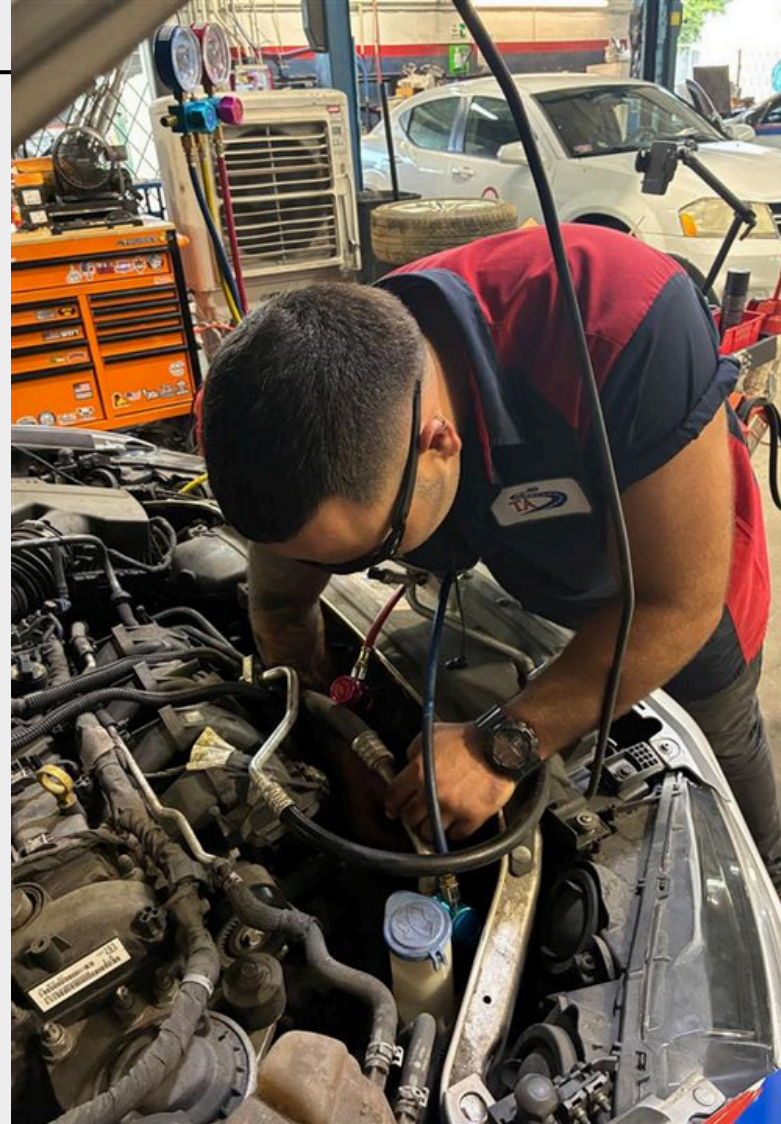
# Welcoming Our New Partner: Transportation America

We're excited to welcome Transportation America as the newest industry partner in our Apprenticeship Program! Committed to workforce excellence, the company has enrolled eight current employees into the Automotive Service Mechanic apprenticeship, demonstrating a strong investment in upskilling from within.

This partnership not only strengthens the pipeline of skilled technicians in our region but also highlights how apprenticeships can fuel both career advancement and business growth.

We look forward to supporting these new apprentices as they gain hands-on experience, earn industry-recognized credentials, and build long-term success.

Thank you, Transportation America, for moving the future of skilled trades forward. ■



**Automotive  
Service  
Excellence  
Certification**

Starting September 2025, Miami-Dade County Public Schools will launch Automotive Service Excellence (ASE) Test Preparation Classes to help both new and experienced technicians reach their certification goals.

These affordable, high-quality prep classes will be offered in two distinct tracks:

- Track 1: First-Time Test Takers
- Track 2: Recertification

## *Coming September 2025!*

Led by experienced instructors and aligned to industry expectations, both tracks offer a flexible, supportive path to certification success.

Whether you're just entering the automotive field or looking to stay certified and competitive, M-DCPS ASE Test Prep Classes are your next step forward.

Details on registration and class schedules coming soon! ■

# NATIONAL Coalition Certification Centers



## NC3 Certifications: Elevating Apprenticeship Training Across M-DCPS

Miami-Dade County Public Schools is proud to announce the continued integration of NC3 (National Coalition of Certification Centers) industry-recognized certifications into our apprenticeship programs.

NC3 certifications are developed in partnership with global industry leaders and align directly with workforce expectations in fields such as transportation, advanced manufacturing, and energy. These certifications validate job-ready skills, enhance employability, and give apprentices a competitive edge in today's fast-evolving labor market.

Beginning this year, M-DCPS will be adding multiple NC3 certifications across several apprenticeship programs. From torque fundamentals to multimeter diagnostics and HVAC electrical systems, these credentials are tailored to the real-world tools and technologies our apprentices will encounter on the job.

We're especially proud that three of our apprenticeship instructors have completed extensive NC3 Train-the-Trainer sessions, earning the qualifications necessary to deliver these advanced certifications directly to our apprentices.

Looking ahead, we're expanding the opportunity even further. In January 2026, M-DCPS plans to open NC3 training access to our current employer partners, allowing their existing workforce to benefit from the same high-quality, cutting-edge instruction.

By embedding NC3 certifications into our programs, we're not only raising the bar for technical training—we're building a stronger, more skilled workforce for our region.

Stay tuned for more information on available certifications and registration details. ■

*The National Coalition of Certification Centers (NC3) unites education and industry to deliver innovative CTE models and portable, industry-recognized certifications that prepare students for the careers of today and the workforce of tomorrow.*

*M-DCPS is proud to partner with NC3 to expand opportunities for students and strengthen the skilled workforce pipeline.*







## Workforce Update:

### Rapid Workforce Readiness: M-DCPS Launching Short- Term Training Programs

To meet urgent industry demands and accelerate workforce entry, Miami-Dade County Public Schools is now developing short-term training programs in collaboration with existing and new industry partners.

These programs are designed to provide focused, job-specific training that equips participants with the essential skills needed to enter the workforce quickly. While not as in-depth as registered apprenticeships, they serve as a valuable entry point—particularly for employers seeking to fill immediate openings with dependable, semi-skilled workers.

It's important to note that these short-term trainings are not a replacement for apprenticeships, nor do they produce fully skilled tradespeople. Instead, they function as a bridge into the workforce and, in many cases, into more advanced training pathways such as pre-apprenticeship or apprenticeship programs.

Through strong industry collaboration, we're creating smart, responsive solutions that get people working—faster—without sacrificing quality or long-term career development.

Interested in partnering with us to design a short-term training for your workforce needs? Contact the Apprenticeship Team today. ■



#### *Highlights from the 2025 Florida Business & Economic Mid-Year Report*

- *3.7% Unemployment Rate*
- *1.3% Job Growth Rate*
- *Florida Added 134,000+ Jobs Over the Past Year*
- *Florida Creating 1 Out of Every 12 Jobs Nationwide*
- *Inflation Still at 2.7%*
- *1.4% Annualized GDP Growth Through Q1 2025*



## Chapman Partnership Clients: Connected to Apprenticeship & Short-Term Training Opportunities

M-DCPS is proud to continue strengthening its partnership with Chapman Partnership, ensuring that individuals experiencing homelessness have expanded access to life-changing career opportunities.

Through this growing collaboration, Chapman clients now have full access to all of our registered apprenticeship and pre-apprenticeship programs, providing clear, supported pathways into high-skill, high-wage careers across multiple industries.

In addition, clients can enroll in short-term training programs designed for rapid workforce entry. Programs such as the Unarmed Security Guard training offer immediate employment potential while equipping participants with essential credentials and real-world job skills.

To further support career readiness, M-DCPS has also developed virtual English language classes for non-native speakers, helping clients overcome language barriers and build the communication skills needed for both employment and daily life.

This partnership reflects a shared commitment to equity, access, and empowerment. By combining long-term career preparation, short-term job training, and foundational language instruction, we are meeting clients where they are—and helping them move forward with purpose.

We look forward to expanding these efforts and creating even more opportunities together in the year ahead. ■



# FUTURE OF WORK

THE NEXT GENERATION

*Don't compete  
for talent.*

**CREATE IT!**

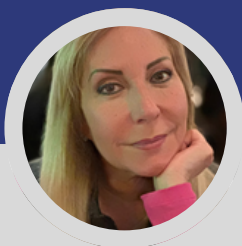
The next generation of the future of work is here, and it starts with the people you already employ. As technology evolves and industries shift, the smartest investment any business can make is in upskilling and reskilling its current workforce. Build your future-ready teams while opening doors to career advancement and economic mobility with cost-free apprenticeship programs.

**Contact your Apprenticeship Team Today! 305-558-8000**



**RENE MANTILLA**  
ASSISTANT  
SUPERINTENDENT

RMANTILLA@DADESCHOOLS.NET



**MARIA D. GUTIERREZ**  
EXECUTIVE DIRECTOR

MDGUTIERREZ@DADESCHOOLS.NET



**CARLENA MITCHELL**  
SUPERVISOR

169982@DADESCHOOLS.NET



**RANDY HOLMES**  
SUPERVISOR

RHOLMES@DADESCHOOLS.NET



**IVANIA LANUZA**  
CURRICULUM  
SUPPORT

331162@DADESCHOOLS.NET



**CHARLENE THOMAS**  
CURRICULUM  
SUPPORT

335663@DADESCHOOLS.NET



**JESUS ALMEIDA**  
RECRUITMENT  
& SUPPORT

JESUS\_ALMEIDA@DADESCHOOLS.NET



**LAZARO MOREIRA**  
RECRUITMENT  
& SUPPORT

L.MOREIRA@DADESCHOOLS.NET



**FRANK PORTUONDO**  
RECRUITMENT  
& SUPPORT

AFORTUONDO@DADESCHOOLS.NET



**PHILLIP WILLIAMS**  
RECRUITMENT  
& SUPPORT

DIESEL@DADESCHOOLS.NET



## Federal and State Laws

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The School Board of Miami-Dade County, Florida adheres to a policy of nondiscrimination in employment and educational programs/activities and strives affirmatively to provide equal opportunity for all as required by:

**Title VI of the Civil Rights Act of 1964** - prohibits discrimination on the basis of race, color, religion, or national origin.

**Title VII of the Civil Rights Act of 1964 as amended** - prohibits discrimination in employment on the basis of race, color, religion, gender, or national origin.

**Title IX of the Education Amendments of 1972** - prohibits discrimination on the basis of gender.

**Age Discrimination in Employment Act of 1967 (ADEA) as amended** - prohibits discrimination on the basis of age with respect to individuals who are at least 40.

**The Equal Pay Act of 1963 as amended** - prohibits gender discrimination in payment of wages to women and men performing substantially equal work in the same establishment.

**Section 504 of the Rehabilitation Act of 1973** - prohibits discrimination against the disabled.

**Americans with Disabilities Act of 1990 (ADA)** - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications.

**The Family and Medical Leave Act of 1993 (FMLA)** - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons.

**The Pregnancy Discrimination Act of 1978** - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions.

**Florida Educational Equity Act (FEEA)** - prohibits discrimination on the basis of race, gender, national origin, marital status, or handicap against a student or employee.

**Florida Civil Rights Act of 1992** - secures for all individuals within the state freedom from discrimination because of race, color, religion, sex, national origin, age, handicap, or marital status.

**Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA)** - prohibits discrimination against employees or applicants because of genetic information.

**Boy Scouts of America Equal Access Act of 2002** – no public school shall deny equal access to, or a fair opportunity for groups to meet on school premises or in school facilities before or after school hours, or discriminate against any group officially affiliated with Boy Scouts of America or any other youth or community group listed in Title 36 (as a patriotic society).

**Veterans** are provided re-employment rights in accordance with P.L. 93-508 (Federal Law) and Section 295.07 (Florida Statutes), which stipulate categorical preferences for employment.

### In Addition:

**School Board Policies 1362, 3362, 4362, and 5517** - Prohibit harassment and/or discrimination against students, employees, or applicants on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, genetic information, age, political beliefs, sexual orientation, gender, gender identification, social and family background, linguistic preference, pregnancy, citizenship status, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

### For additional information contact:

#### Office of Civil Rights Compliance (CRC)

District Director/Title IX Coordinator

155 N.E. 15th Street, Suite P104E

Miami, Florida 33132

Phone: (305) 995-1580 TDD: (305) 995-2400 Fax: (305) 995-2047

Email: [crc@dadeschools.net](mailto:crc@dadeschools.net)



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