



Apprenticeship**USA**

Federal Reserve Bank of Philadelphia
December 2, 2015

Office of Apprenticeship
US Department of Labor | Employment and Training Administration

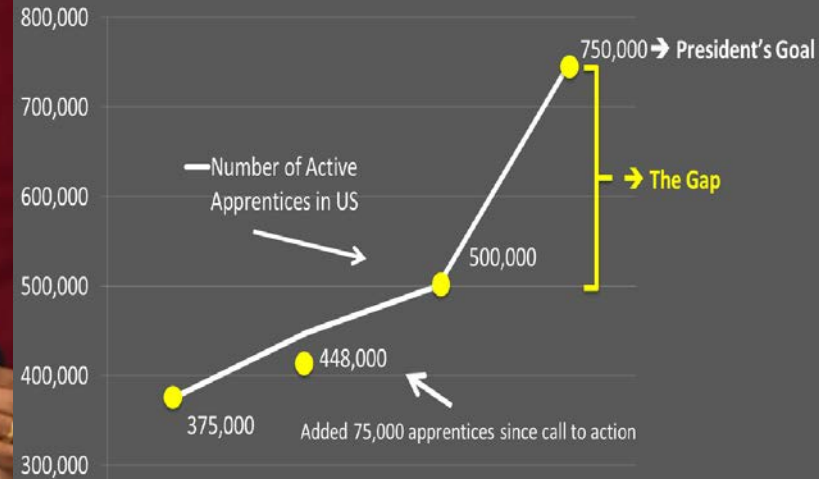
A National Call to Action: Double the Number of Apprentices

Tonight, I'm also asking more businesses to follow the lead of companies like CVS and UPS, and offer more educational benefits and paid apprenticeships -- opportunities that give workers the chance to earn higher-paying jobs even if they don't have a higher education.

– President Obama, State of the Union Address, January 20, 2015



Number of Active Apprentices in US



Ready to Work:
Job-Driven Training and
American Opportunity

July 2014



Training for Success

A Policy to Expand Apprenticeships in the United States

By Ben Ohlendorf and Sarah Ayres (December 2013)

Progress Update on Job Driven Training
and Apprenticeships

September 2015



U.S. Secretary of Labor Thomas Perez visits UAW Apprenticeship Training Center

AMERICAN
APPRENTICESHIP
INITIATIVE

AAI

American
Apprenticeship Grants
\$100 + Million



ApprenticeshipUSA

Why expand? Registered Apprenticeship is a proven model that delivers results for employers, workers and the nation.

Employer and Industry Benefits

- ✓ 3 million unfilled jobs in the USA
- ✓ Employers gain skilled workforce, higher productivity, improved retention, more...
- ✓ Evidence of strong ROI

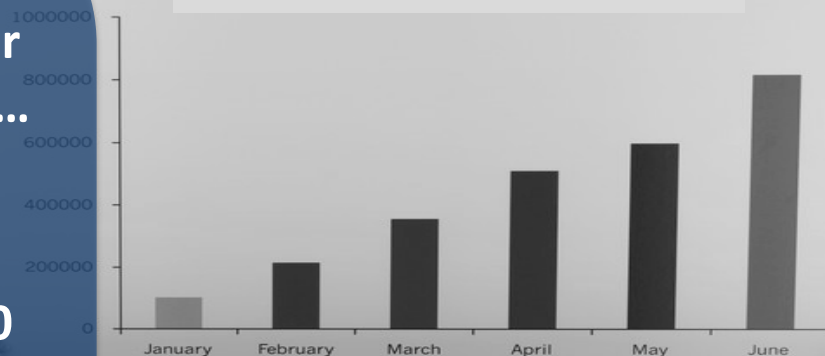
Strong Individual Outcomes

- ✓ Completers earn approximately \$50,000 per year
- ✓ 87% of completers employed
- ✓ Opportunities to earn college credit
- ✓ Over \$300,000 more than their peers in life-time earnings

Impressive Public Benefits

- ✓ \$28 in benefits for every \$1 invested by Government*

OUTCOMES AND RESULTS



...that is an integral part of WIOA...



Integrating RA into workforce planning and policy

RA representatives on state and local boards

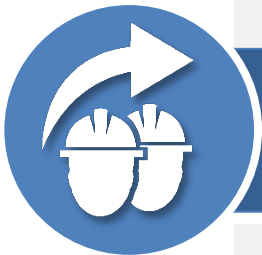
Opportunities to reinforce RA in state plans



Promoting work-based learning and using WIOA resources to support RA

RA programs included on Eligible Training Provider List

Employer reimbursement increased for OJT and customized training



Creating new RA opportunities through focus on services to employers

Boards promote industry partnerships and sector strategies

New WIOA performance indicator on employer services

And is a critical post-secondary educational pathway!

- **200+** colleges joined the RACC
- DOL Apprenticeship Certificate of Completion used towards college credit



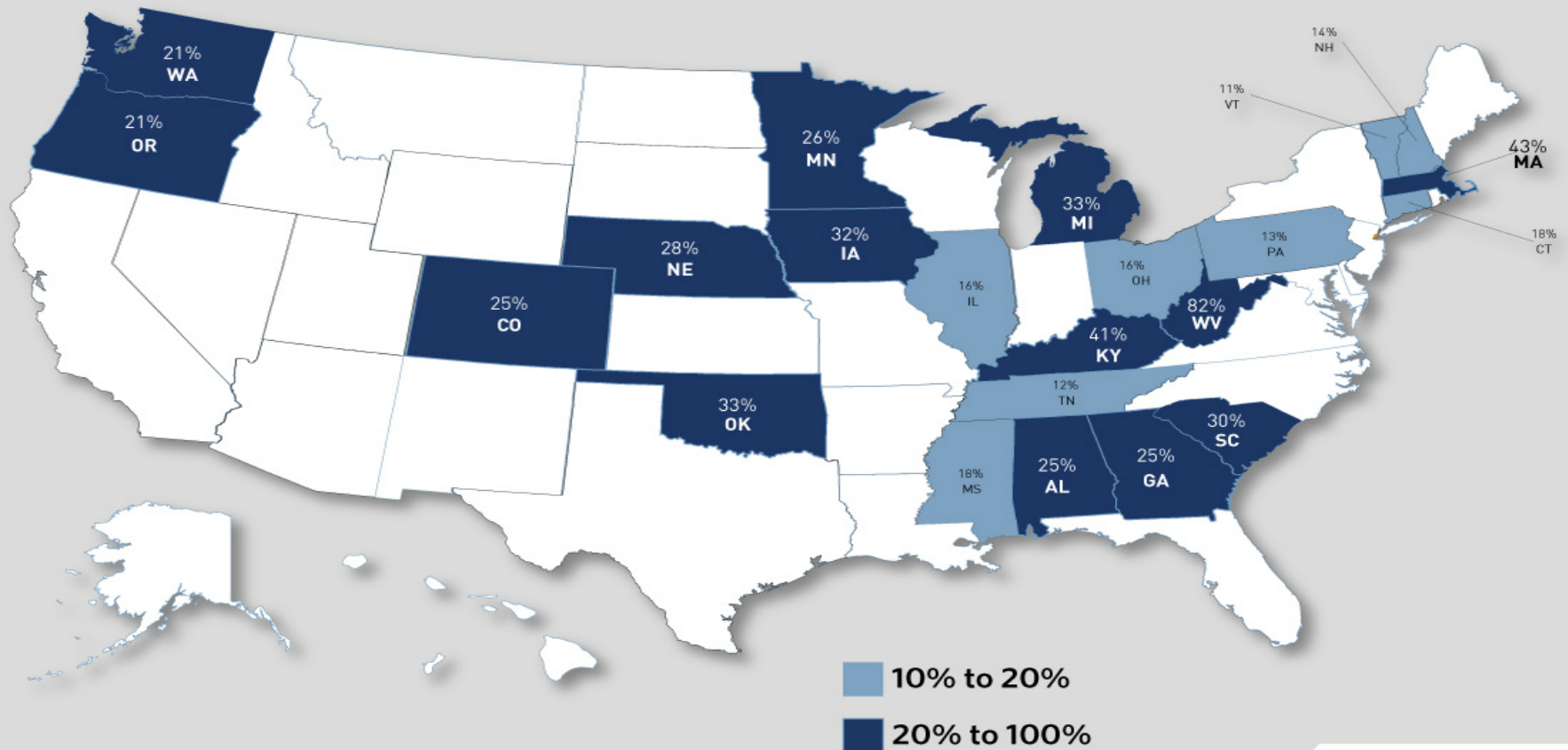
Goals for RACC

- Support positioning Apprenticeship as post-secondary education
- Leverage promising models and bring them to a national scale.
- Increase graduation rates
- Increase the number of people who earn a credential
- Provide career paths leading to good jobs
- Portability, accessibility, and sustainability

State Leadership is critical to drive growth!

PRESIDENT OBAMA IS PARTNERING WITH STATE AND LOCAL LEADERS TO INVEST IN AMERICAN WORKERS BY EXPANDING APPRENTICESHIPS

14 states have grown apprenticeships by more than 20%



Critical Challenges for Expanding Apprenticeship

Checklist of Critical Actions Needed

- ☒ **Marketing:** Improve Image and Increase Awareness of Value of Registered Apprenticeship across the country
- ☒ **Industry Penetration:** Increase the diversity of industries that utilize Registered Apprenticeship as a talent development strategy.
- ☒ **Increasing Demand (Slots!):** Increase Demand for and number of Apprenticeship slots being offered by Employers.
- ☒ **Transparency / Innovation:** Make Apprenticeship accessible, understandable, easy to access and open to innovation and new models.
- ☒ **Diversity and Inclusion:** Ensure access of opportunity for a broad range of populations including women, Veterans, people with disabilities, etc.
- ☒ **Building Sustainable Ecosystems:** Creating environments (policy, partners and financial) in which apprenticeship can expand and flourish.



ApprenticeshipUSA

Sectors of Excellence in Apprenticeship

- Supporting Registered Apprenticeship growth in targeted sectors.
- Work with businesses and other partners to expand Registered Apprenticeship in a specific sector.

LEADERS

- Leaders of Excellence in Apprenticeship Development, Education, and Research: Employers and Organizations committing to advocating and supporting growth of Registered Apprenticeship across the US.



Leaders of Excellence in Apprenticeship Development, Education and Research - LEADERs (160 and Growing!)

BE AN APPRENTICESHIP LEADER

Apprenticeships are a great way to develop a pipeline of talented, high-skilled workers to help businesses grow. Through the ApprenticeshipUSA program, we want to share information so that more employers understand how apprenticeship can add value to their businesses and provide greater opportunities for their workers. **That's why we're asking you to join the movement and be a LEADER for Apprenticeship.**

Apprenticeship LEADERs will work together with the U.S. Department of Labor to share innovative practices and partnerships aimed at expanding apprenticeships within their industries, supply chains, and geographic locations. This is a great opportunity for your organization to receive national recognition as a LEADER in addressing the challenges of developing a skilled workforce and shaping the direction of apprenticeship expansion across the country. **Find out how to get started.**



National Apprenticeship Week – Week of Nov, 2 2015



Over 300 events nationwide intended to raise awareness and image of Apprenticeship

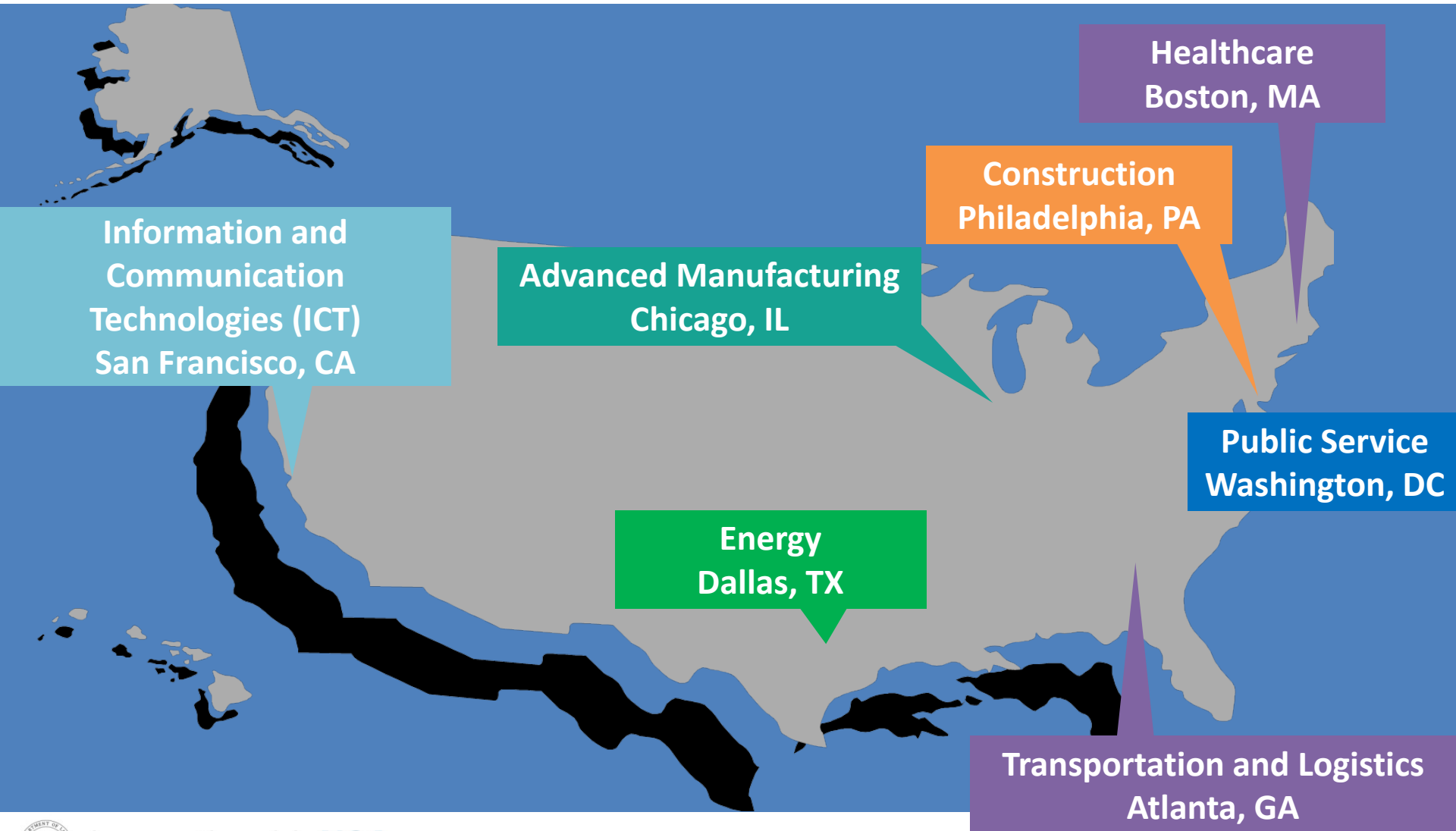
LEADERs / Others hosted:

- Open Houses for Public, Prospective Apprentices
- Tours for Public, Employers, Others
- Employer Roundtables
- Media Opportunities (Blogs, Op-Eds, Other)



Sectors of Excellence in Apprenticeship (SEAs)

ETA Convening 7 SEAs Around Key Industry Sectors



Sectors of Excellence in Apprenticeship (SEAs)

What is a SEA?

A Sector-Based Framework
for Apprenticeship Expansion that includes:

Sector-Based Meetings



- LEADERS
- Industry Partners
- Intermediaries
- Experts
- Education
- Government
- Other

Opportunities to Promote Apprenticeship Expansion



Expansion
through Sector-
Based Outreach
and Engagement

Technical Assistance and Outreach to Industry



To Realize the
Value, Potential
and Advantages
of Training
Apprentices
through Sector-
Focused Technical
Assistance



DOL.GOV/Apprenticeship: New Resources

A Quick-Start Toolkit

Building Registered Apprenticeship Programs



What do a computer programmer, an electrician, an office manager, a home health aide, and a wind turbine technician all have in common? They are all jobs that can be learned through an apprenticeship. While 75 years ago the apprenticeship system started in construction and other skilled trades, today there are apprenticeships in over 1,000 occupations including careers in Healthcare, Information Technology, and Logistics, and Energy.

Toolkit

This toolkit provides helpful steps and resources to start and the apprenticeship model as a workforce strategy to launch organization, an industry association or another kind of workforce system, or a community-based or service organization.

- 1 **Explore**
Explore apprenticeship as a strategy to meet your need for skilled workers
- 2 **Partner**
Partner with key players in your region to develop an apprenticeship
- 3 **Build**
Build the core components of your apprenticeship program
- 4 **Register**
Register your program to become part of the national Registered Apprenticeship network
- 5 **Launch**
Launch your new Registered Apprenticeship program

The Federal Resources Playbook for Registered Apprenticeship

EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR



ApprenticeshipUSA

Welcome to the ApprenticeshipUSA Registration Page



Quick-Start Toolkit

5 Step Format to take you from “exploring” to “launching” a Registered Apprenticeship Program.

http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

Federal Resources Playbook for Registered Apprenticeship

Guide to resources from the Departments of Labor, Education, Veterans Affairs, Agriculture, Transportation, and Housing and Urban Development to support Registered Apprenticeship

<http://www.doleta.gov/oa/federalresources/playbook.pdf>

DOL Registration Site

An electronic apprenticeship standards builder that allows potential new sponsors to build and register their program online.

<http://www.doleta.gov/oa/registration/>



Apprenticeship

Several Federal Agencies Contributed to the Federal Resource Playbook.



US Department of Labor



US Department of Education



US Department of Veterans Affairs



US Department of Agriculture



US Department of Transportation



US Department of Housing and Urban Development



“Turbo-taxing the Registration Process”

https://dol.appiancloud.com/suite/tempo/records/type/o6iNeQ/item/lcBDJXqoMtdeZtKLJnIxUrS whitehouse.gov Complete your Registered ...

View Favorites Tools Help

News Tasks (1) Records Reports Actions

John Ladd Appian

ApprenticeshipUSA

Summary News Related Actions ▶

Sponsor Information Occupation Selection On the Job Learning Related Instruction Training Provider Wages Summary

Sponsor Information | Occupation | Training | Wages | Summary
Apprentice Qualifications | Program Administration | Review

Sponsor Information

Interested in becoming a sponsor?
Start by entering in your contact and location information.

Organization Name

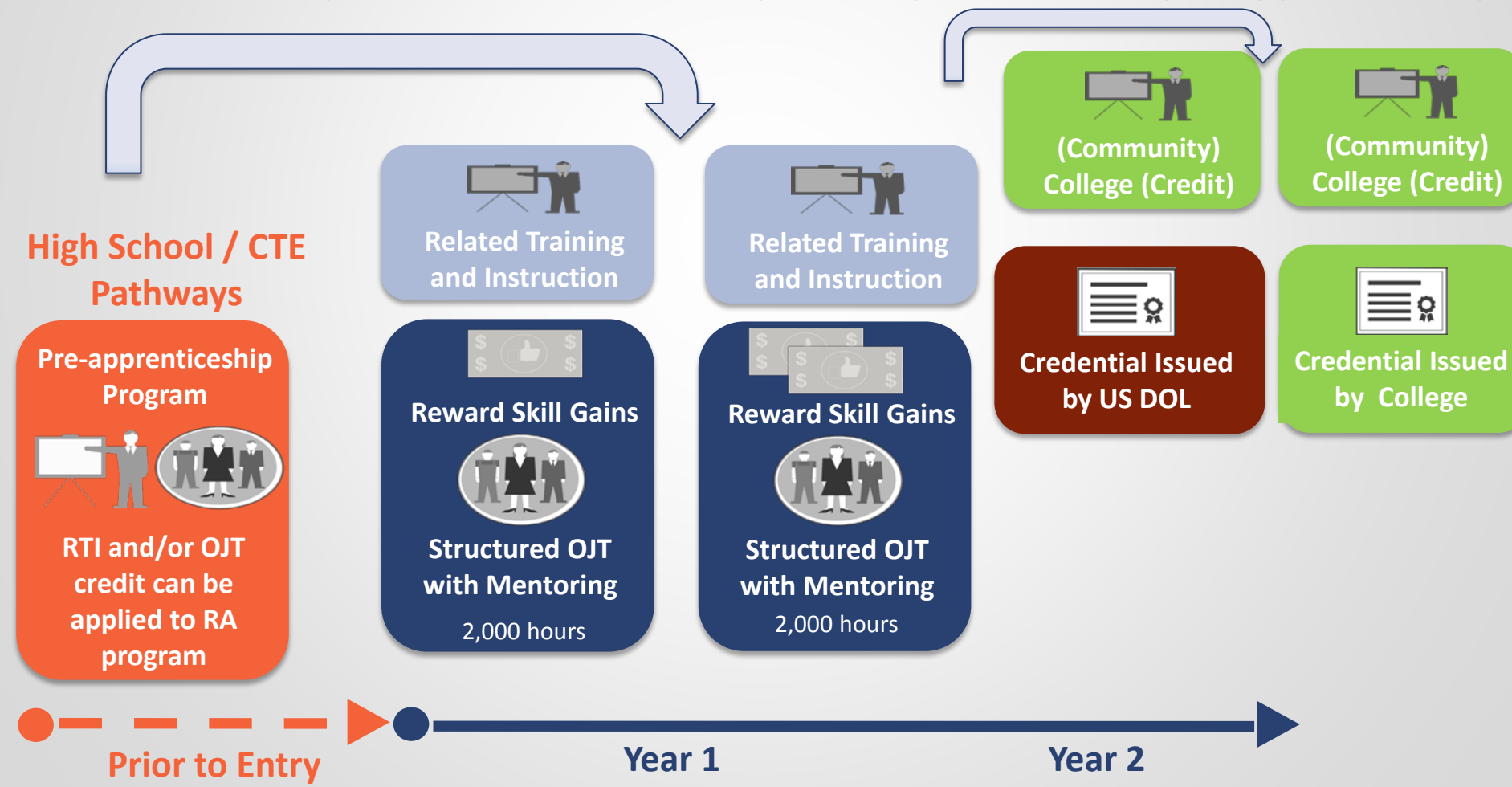
Enter the name of your organization

Address

Easy
Step by
Step
Process

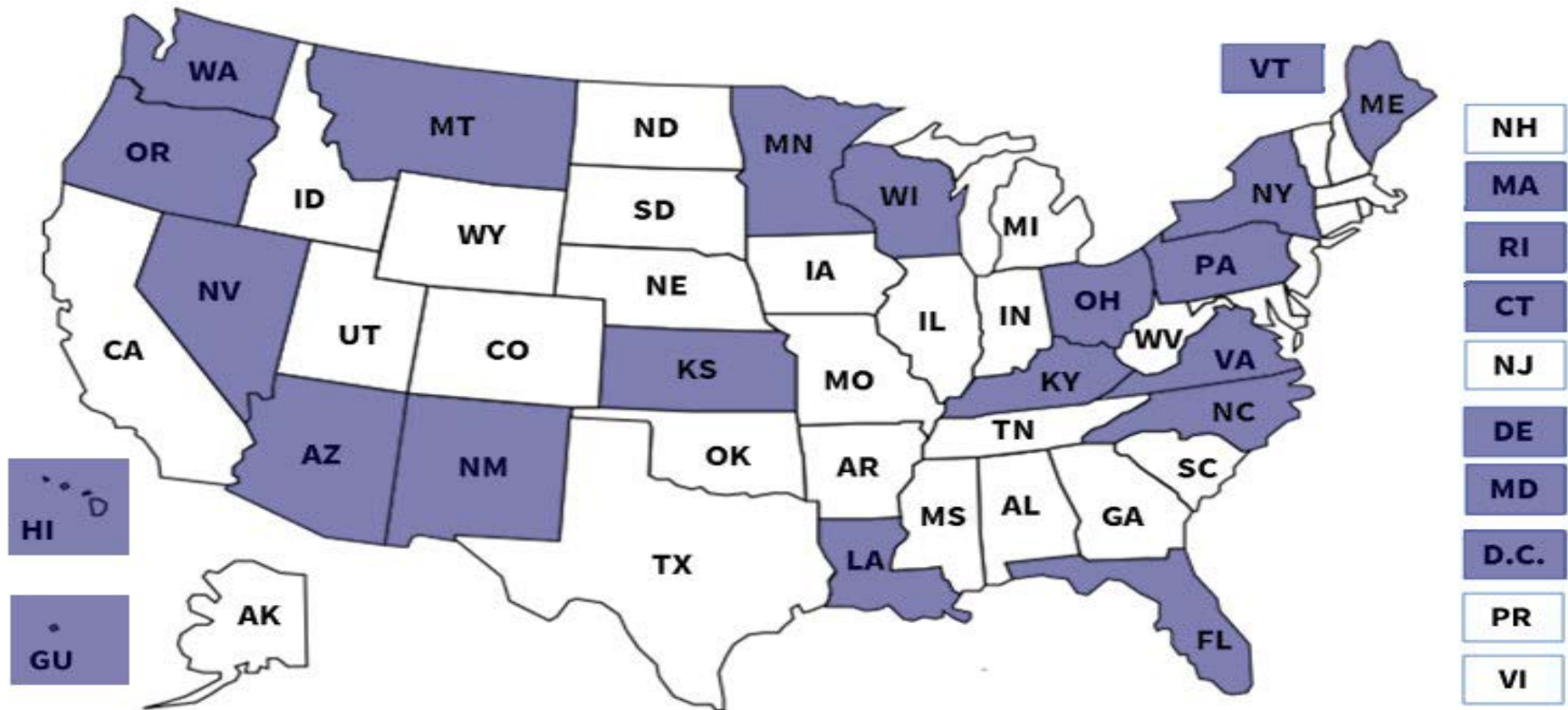
Youth Models : Pre-apprenticeship to Registered Apprenticeship to College (with Accelerated Placement)

Quality Pre-Apprenticeship Programs have a partnership with an RA program to ensure direct entry with advanced credit upon completion of the pre-apprenticeship.



Building a National System: Federal and State Partners

Type of State: ☒ State ☐ Federal



Modernizing Apprenticeship's EEO Regulations



UNITED STATES
DEPARTMENT OF LABOR



Employment and Training Administration (ETA)



Apprenticeship**USA**

Notice of Proposed Rulemaking **Equal Employment Opportunity Regulations**

Frequently Asked Questions

Fact Sheet

Background

What's New in the Proposal

How to Comment

Detailed Summary of the Proposal

The U.S. Department of Labor has published a [Notice of Proposed Rulemaking \(NPRM\)](#) to update the federal regulations for [Equal Employment Opportunity in Apprenticeship](#) (Title 29 CFR part 30).

The President announced the winners of the American Apprenticeship Grant SGA on September 9, 2015.



President Obama Announces American Apprenticeship Initiative

President Obama Announces American Apprenticeship Initiative

**American
Apprenticeship Initiative
\$175 Million – 46 Grants**

- Launch apprenticeship in new, high growth fields.
- Scale models that work.
- Align apprenticeships to pathways for further learning & career advancement.



What else is needed? Critical Steps for Sustainability

☐ **Expanded Marketing and Visibility**

- ☐ UK as model for level of marketing needed

☐ **Greater Demand Mechanisms for Employers**

- ☐ Policies and Procurement
- ☐ Tax Credits (LEAP Act and Others)

☐ **Better Data and Research**

- ☐ ROI (Department of Commerce, USDOL)

☐ **Sustainable Ecosystems**

- ☐ Funding for States
- ☐ Market for Intermediaries
- ☐ Program Alignment (WIOA, CTE, Others)





Apprenticeship**USA**

National Association of Industry-Specific Training Directors
September 13, 2015

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