



Apprenticeship – A Proven Workforce Solution

www.apprenticeship.gov





Michelle Mills-Ajayi, ESQ

mills.michelle.v@dol.gov, 202.693.3998

Office of Apprenticeship, Division of Workforce, Operations and Investments

A Proven Workforce Solution

Apprenticeship is an **industry-driven, high-quality** career **pathway** where employers can **develop** and prepare their **future workforce**, and individuals can obtain **paid work** experience, **classroom instruction**, and a portable, **nationally-recognized credential**.



Five Components of Apprenticeship



Apprenticeships are jobs



On-the-job learning in a work setting



Job-related classroom training



Learning with the help of a mentor

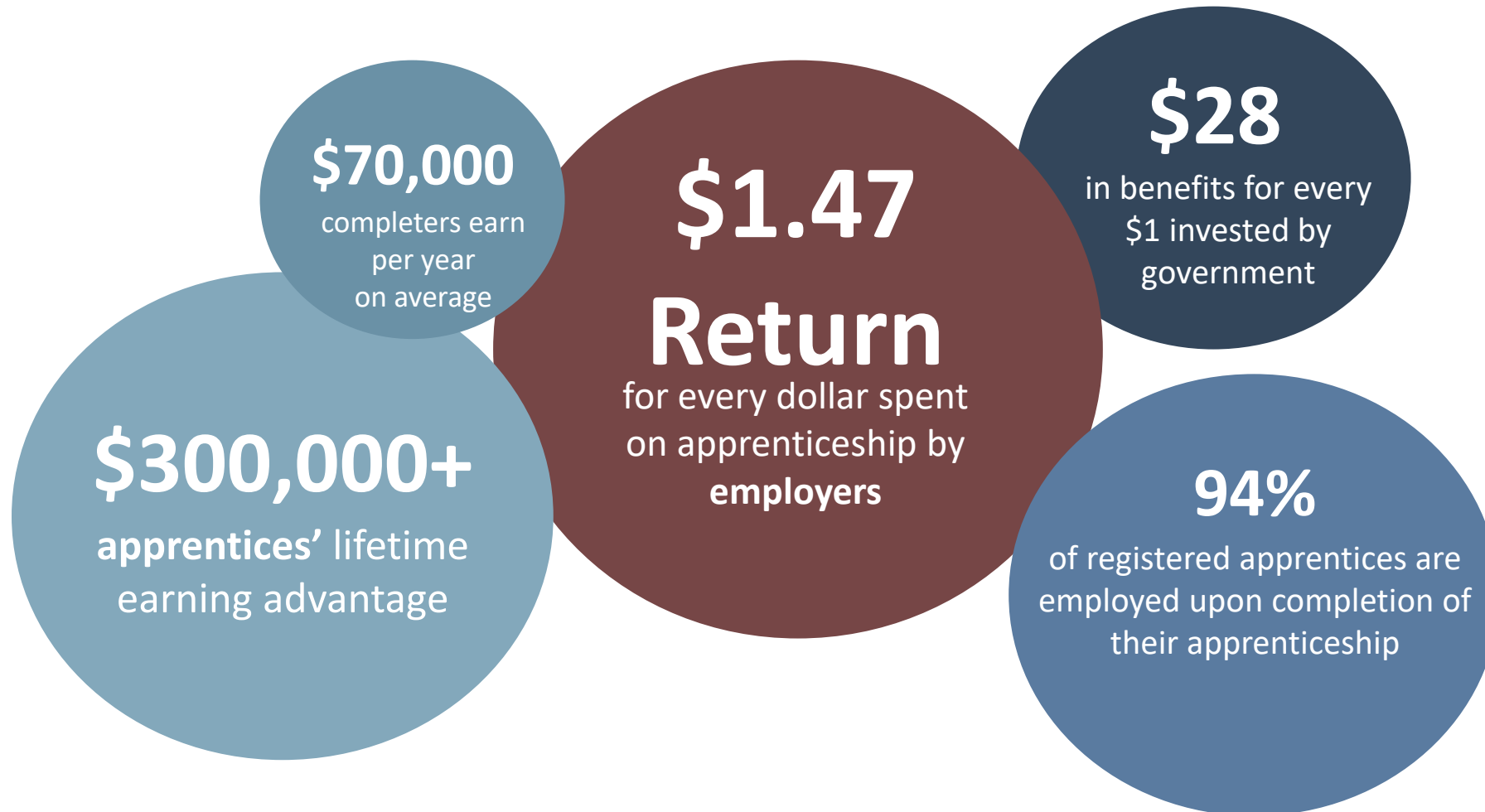


Industry-recognized credential



Registered apprenticeship has a proven track record of producing strong results for both employers and workers

Impressive Individual – Employer – Public Benefits



Defining Roles in Apprenticeship

- Apprenticeship Sponsor
- Apprenticeship Intermediary
- Apprenticeship Related Technical Instruction Provider

A Diverse Range of Industries



Health Care



Cybersecurity



Information
Technology



Biotechnology



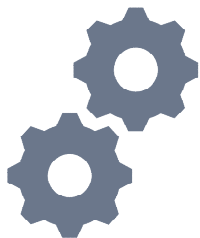
Transportation



Construction



Financial
Services



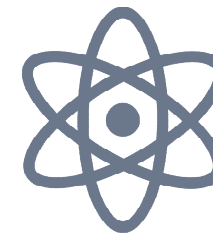
Advanced
Manufacturing



Hospitality



Engineering



Energy



Telecommunications



Successful Engagement with Major Businesses to Grow Apprenticeship



Mercedes-Benz



Apprenticeship Focus

RA Landscape to Date

- Over 1300 apprenticeable occupations
- FY 19 - There were nearly 25,000 registered apprenticeship programs active across the nation.
- 3,133 new apprenticeship programs were established nationwide in FY 2019, representing a 128% growth from 2009 levels.



Understanding Apprenticeable Occupations

Apprenticeable occupation means an occupation approved for apprenticeship by the United States Department of Labor, Office of Apprenticeship.

Occupation Title	Active Apprentices
Electrician	47,483
Carpenter	25,683
Construction Craft Laborer	16,669
Truck Driver (Heavy)	15,733
Plumber	15,697
Pipe Fitter	12,951
Sheet Metal Worker	8,433
Line Maintainer	7,523
Roofer	5,551
Structural Steel Worker	5,498

Spotlight IT Apprenticeship

"Apprentice programs align academic classes, with the teamwork, problem solving, and adaptability of on-the-job training. Apprentices develop a thorough understanding of workplace dynamics in addition to training in current technology." Ned McCulloch, **Global Issue Manager for Skills Development, IBM**

- **High-Demand Apprenticeship Occupations**
 - [Computer Operator](#)
 - [Computer Peripheral Equipment Operator](#)
 - [Computer Programmer](#)
 - [Information Management](#)
- **Information Technology Resources**
 - [IT Industry Solutions Factsheet](#)
 - [On-the-Job Learning and Related Instruction Outlines for IT Apprenticeships](#)
 - [Information Technology Generalist Occupational Framework](#)
 - [Cyber Security Support Technician Occupational Framework](#)
 - [Competency Models for Information Technology](#)

Benefits for Employers

- Create a diverse and highly-skilled workforce
- Improve productivity and profitability
- Increase staff loyalty and retention of workers
- Flexible training options
- Minimize liability costs
- Access to federal and state resources
- Receive tax credits and employee tuition benefits

Want more info? Visit the Employer page on [Apprenticeship.gov](https://www.apprenticeship.gov)

Helpful reading: *Department of Commerce Study: The Benefits and Costs of Apprenticeship: A Business Perspective*



Benefits for Career Seekers

- Earn as you learn
- Avoid student debt
- Gain workplace-relevant skills in the field of their choice
- Ease the transition from school to career
- Receive an industry-recognized and nationally-portable credential and/or college credits
- Jumpstart your career

Want more info? Check out the Apprenticeship Finder on [Apprenticeship.gov](https://www.apprenticeship.gov).

Did you know? 94% of apprentices who complete an apprenticeship retain employment, with an average salary of \$70,000.



Benefits for Educators



- Creates a revenue stream
- Fulfill mission
- Increase enrollment and number of completers
- Provide students hands-on learning opportunities
- Stronger connection to employers
- State and tax credits may apply via WIOA and, possibly, FASFA



Benefits for Veterans



- Tax-free stipend
 - Learn a skill while using their GI Bill benefits to receive a tax-free monthly stipend in addition to the wages earned as an apprentice
- Books and supplies funding
 - Classroom training where apprentices can receive money each month for books and supplies
- Pursue a skill unrelated to previous military training and experience



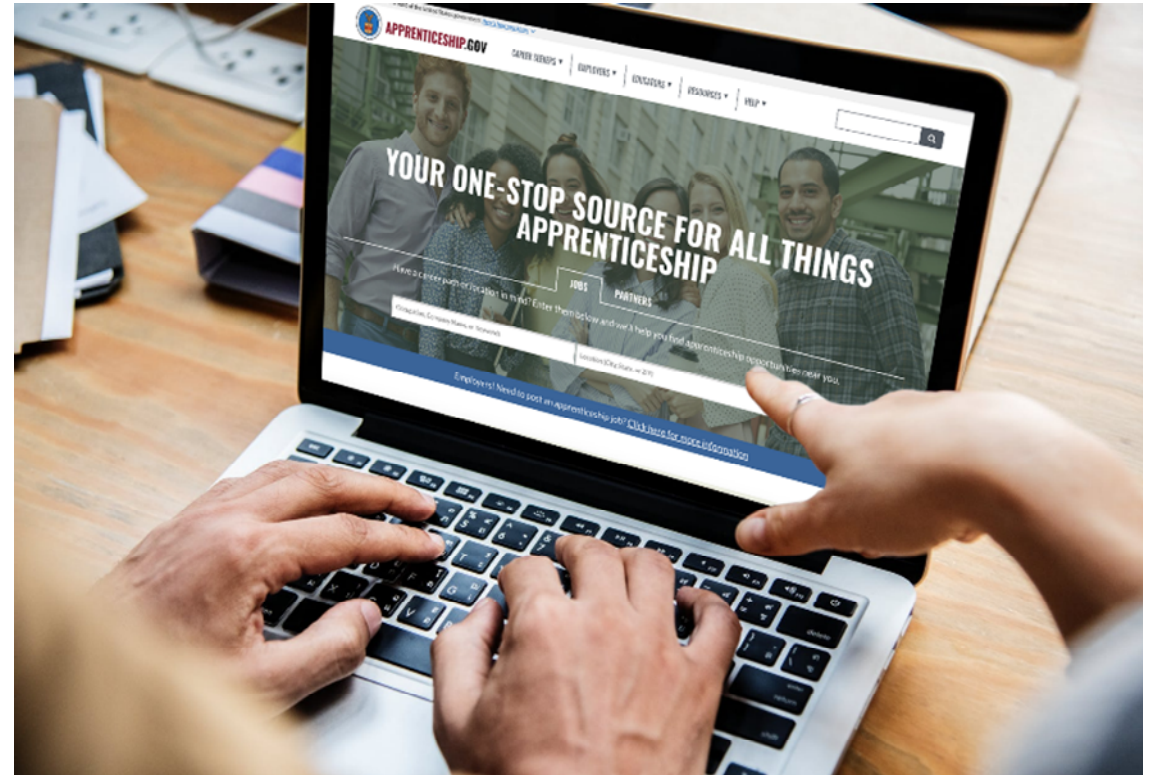


On June 15, 2017, the President issued an Executive Order entitled, “Expanding Apprenticeships in America.”



Apprenticeship.gov Overview

The U.S. Department of Labor launched Apprenticeship.gov in 2018 as the one-stop source for all things apprenticeship. The site is designed to connect career seekers, employers, sponsors, educators, and training providers to the resources and tools they need to learn about apprenticeship and take-action finding an apprenticeship, starting an apprenticeship program, or becoming a participating training provider.



Apprenticeship.gov Apprenticeship Finder

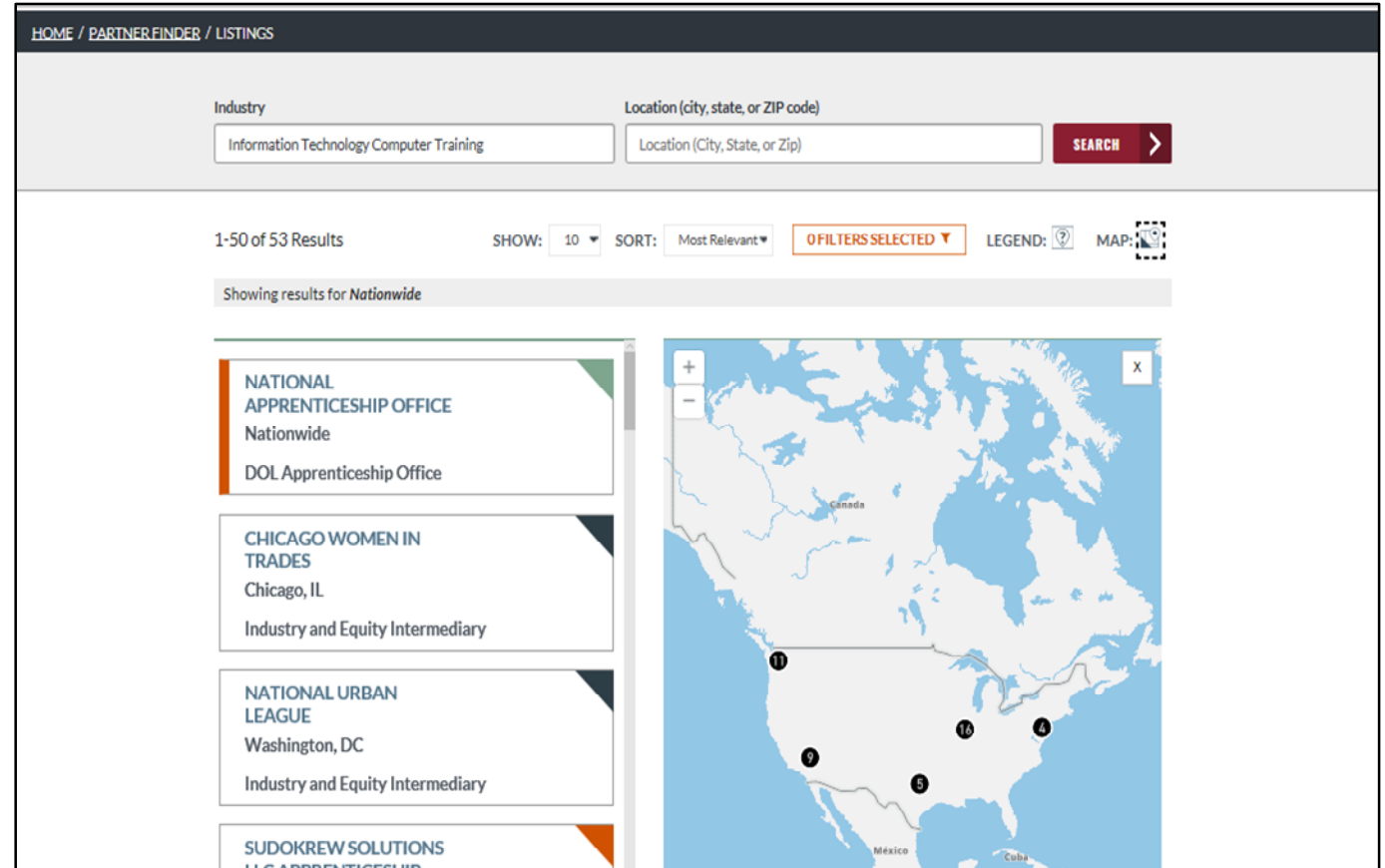
The Apprenticeship Finder is the very first national repository of apprenticeship opportunities. It pulls data from several sources (e.g., National Labor Exchange (NLx), State Job Boards, Monster, Career Builder, Indeed, etc.) and uses AI to examine the data and identify apprenticeship programs with a 97% precision rate.

This process results in an average of 25,000 listings available to potential apprentices.



Apprenticeship.gov Partner Finder

The Partner Finder allows employers to connect to over 14,000 apprenticeship resources, such as training providers and sponsors, Office of Apprenticeship staff, and State Apprenticeship Agencies who are integral to program creation.



Apprenticeship.gov Youth Apprenticeship

The youth apprenticeship awareness project responds to the Task Force recommendation for the expansion of "pre-apprenticeship activities in middle and secondary schools for CTE and other education certificates." Through the project, DOL has formalized partnerships with five organizations to create and/or disseminate materials that promote youth apprenticeship among middle and high school students and their support networks. The project's four main activity sets include the following:

1. Middle school student awareness through Scholastic

- Through a collaboration with Scholastic, DOL created a student magazine, family conversation sheet, and teacher guide with lessons and activities to enable students in grades 6-8 to explore apprenticeship as a proven pathway to the jobs of the future.



Apprenticeship.gov Youth Apprenticeship (continued)

2. Education professionals engagement through the school superintendents association (AASA)

- AASA is developing a toolkit and other materials for Apprenticeship.gov to raise awareness among educators that apprenticeships are a viable and expansive pathway for students. AASA will also conduct site visits to high schools that sponsor apprenticeship programs and convene secondary educators on the topic of enhancing existing programs or creating new initiatives to provide pathways for students.

3. High school student outreach through career and technical student organizations (CTSOs)

- Through partnerships with the following CTSOs, DOL will reach 635,000 secondary school students and their support networks with messages about apprenticeship and how students can find opportunities on Apprenticeship.gov. DOL will present at:
 - **SkillsUSA:** Students preparing for careers in trade, technical, and skilled service occupations, including health occupations, and for further education
 - **Technology Student Association:** Students engaged in science, technology, engineering, and mathematics (STEM)
 - **Business Professionals of America:** Students pursuing careers in business management, entrepreneurship, marketing, finance, office administration, and information technology

4. Coming soon: Challenge competition for high school students

- DOL plans to host a challenge competition that asks high school students to educate their middle and high school peers about the benefits of participating in an apprenticeship program by creating a video, infographic, or other visual media. More info to come.



Apprentice Spotlight – *Meet Myah H. in Welding Apprenticeship*



Supported via the Urban Institute Youth Apprenticeship Intermediary Contract

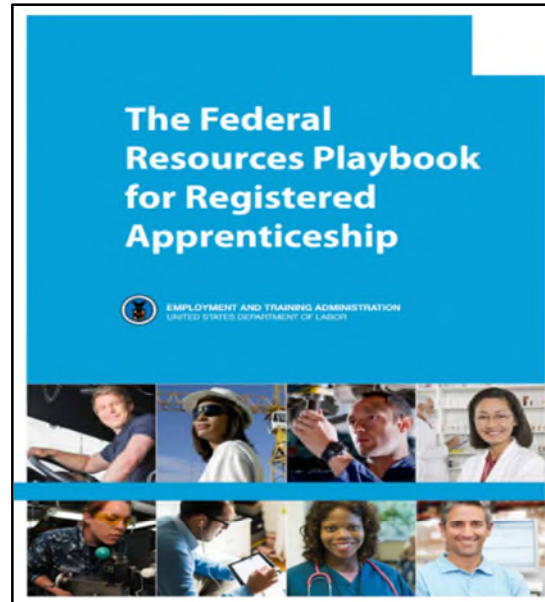
DOL.gov/Apprenticeship Resources



Quick Start Toolkit

Five step guide to take you from “exploring” to “launching” a registered apprenticeship program

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



Federal Resource Playbook for Registered Apprenticeship

Guide to federal-government resources available to support registered apprenticeship

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



DOL Registration Site

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

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



Apprenticeship Investments

- Scaling Apprenticeship Through Sector-Based Strategies Grants (**\$183.8 million**)
- Apprenticeship State Expansion Grants (**\$73 million**)
- Apprenticeship Expansion and Modernization Fund (**\$24 million**)
- Expanding Community College Apprenticeship(**\$20 million**)
- Industry and Equity Intermediary Contracts (**\$13 million**)
- Youth Apprenticeship Intermediary Contracts (**\$7.7 million**)
- Women in Apprenticeship in Nontraditional Occupations (WANTO) (**\$1.5 million**)
- Apprenticeship: Closing the Skills Gap Grants (**\$100 million**)
- **Youth Apprenticeship Readiness Grants (\$42.5 million) – Closed May 6th**
- **State Apprenticeship Expansion Grants (\$73 million)- Closed May 21st**



Funding Registered Apprenticeship Through the Workforce Innovation and Opportunity Act



The workforce system supports the components of registered apprenticeship programs

On-The-Job Training / On-The-Job Learning

On-The-Job Training (OJT) is funded through contract, not Individual Training Accounts (ITAs). OJT contracts can cover one or multiple apprentices and, in some circumstances, OJT reimbursement under WIOA has increased from 50% to 75%.

Related Training and Instruction

Under WIOA, all classroom training is funded through ITAs. In order to take advantage of potential funding, programs must be on the state's eligible training provider list. In addition to ITAs for individual apprentices, utilizing contracts for cohort training is also possible.

Supportive Services (e.g., tools and child care)

WIOA formula funds can be utilized to provide a range of supportive services. Also, if an ITA is used to fund the related training and instruction, the ITA can also be used to provide supportive services.



Job Training and Employment Opportunities, through WIOA

Charlotte Harris, Unit Chief
Office of Workforce Investment
Division of Adult Services and Governance



Employment
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Public Workforce System

Purpose

Designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.



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Public Workforce System

- Provides career and training services at the nation's nearly 2,400 one-stop centers. [American Job Centers](#)
- Under WIOA, priority of service must be provided to low-income individuals.
- WIOA identifies the 19 required one-stop partner programs; and allows the local areas to include additional one-stop partners, as needed.

Career Services

- WIOA authorizes “**career services**” for adult, youth, and dislocated workers:
 - Initial assessment of skill levels, including literacy, numeracy, and English language proficiency, as well as aptitudes, abilities (including skills gaps), and supportive service needs;
 - Comprehensive and specialized assessments of the skill levels and service needs;
 - Workforce preparation activities such as resume writing, interviewing, and job search and placement assistance.



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Building a Relationship with the Workforce System

First, determine how your customers can benefit from services offered through the partnership provided through the PWS.

Second, answer the question, “How can the services that our agency provides supplement/complement the PWS?”

Third, reach out to your local workforce development board to discuss a possible partnership. [Workforce Board Finder](#)



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Important Tools and Resources from the U.S. Department of Labor

CareerOneStop (www.CareerOneStop.org) includes tools to help job seekers explore careers, investigate salary and benefit information, research education and training opportunities, plan a job search and browse job sites, write and improve resumes and cover letters, prepare for a job interview, and search for jobs.

My Next Move (www.MyNextMove.org) gives students three main ways to explore careers: (1) an online O*NET interest assessment; (2) an easy-to-read, one-page profile of each occupation highlighting important knowledge, skills, abilities, technologies used, simplified salary and outlook information; and (3) links to find specific training and employment opportunities. There is also a Spanish-language site called Mi Proximo Paso.



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Thank You for joining us today.

Let's continue to explore ideas to grow apprenticeship.

Any Questions? The Office of Apprenticeship is here to help!

Contact us at apprenticeship@dol.gov, or visit www.apprenticeship.gov.

