

**Ronnie:** Ladies and gentlemen, welcome, and thank you for joining today's webinar, Overview of the US Department of Labor's Apprenticeship Program. Before we begin, please ensure you have opened the chat panel by using the associated icon located at the bottom of your screen. If you require technical assistance, please send a chat to the event producer. Please note that all connections are muted until the Q&A portion of the call. We will provide you with instructions on how to ask a question at that time. You may submit a written question at any time by selecting all panelists from the drop-down menu in the chat panel, enter your question in the message box and send. As a note, this webinar is being recorded and the recording and presentation will be emailed to all attendees. With that, I'll turn the call over to Assistant Deputy Secretary from the US Department of Housing and Urban Development.

**Ben DeMarzo:** [00:00:50 crosstalk]

**Female Speaker:** Sure.

**Ben DeMarzo:** Well, thank you, Ronnie. Welcome everyone. Welcome to today's webinar, which is co-hosted by US Department of Housing and Urban Development and the US Department of Labor. My name's Ben DeMarzo, I'm the Assistant Deputy Secretary for HUD's office of field policy and management, which oversees the EnVision Centers demonstration. First I want to just thank all of you for your continued service and hard work, helping all of the communities and partners during the ongoing pandemic and economic and social challenges. We know how hard you're working on the ground. We appreciate everything that you're doing to help our fellow Americans. We also appreciate our federal partners at Department of Labor for being available today to talk with you about their apprenticeship program and some great resources from DOL, which many of you requested in your EnVision Center applications. Because of the content of this webinar, we've extended the invitation to a lot of our other partners and people who are very important in the community to HUD including Connect Home, Promised Zone leads and other partners who work on place-based work.

I'd like to welcome all of you as well to today's call. DOL is a critical partner in the EnVision Centers demonstration. They've participated in a lot of events with us, including our first event earlier this year at the Spokane Resource Center in Spokane Washington. We were very happy to have them join us, Assistant Secretary, John Palace joined and it was a fantastic overview and partnership with their work sort of centered. I think today's webinar is going to enhance some of your current services by allowing you to learn a little bit more about what DOL's apprenticeship program can do and how you can connect your customers and clients to their service. Today's webinar is part of HUD's efforts to connect our EnVision Centers

with critical federal government resources and federal partners. We have two fantastic presenters today from DOL's office of apprenticeship.

Our first presenter is Michelle Mills J. She's a program lead managing the education youth portfolio in Department of Labor's office of apprenticeship. Michelle's office has established apprenticeships in over a thousand occupations in a variety of industries. Works with federal government agencies to develop new apprenticeship occupations that fit their hiring structures. Michelle's priorities include external partnership building, policy development, technical assistance, and expanding apprenticeships for youth and the education and workforce system. Prior to joining the office of apprenticeship, Michelle worked in a variety of government and legal sector positions including the Department of Labor, Bureau of International Labor Affairs. She worked at the US Department of Agriculture, office of the attorney general civil litigation section in DC, and at a law firm, DLA Cliff Decker Hofmeyr.

I'd also like to introduce our second presenter from Department of Labor, Charlotte Harris. She's the unit chief on the innovation and partnership team in the division of adult services and governance at the Department of Labor. She has more than 20 years' experience in leading workforce development initiatives. Charlotte's a retired air force veteran with extensive experience in workforce development, project management and human relations. Prior to joining the adult services team, she worked in DOL's division of strategic investments, working with discretionary grants. Michelle and Charlotte, thank you so much for doing this for us today. We really appreciate you joining and giving us this overview. Michelle, Charlotte, I'll let you take it away.

**Michelle:**

Thank you so much, Ben, and thank you to all of you who are here today on this webinar. We're so excited from the US Department of Labor to talk about apprenticeship, to talk also about what we're doing with American Job Centers. We're just very happy to be there with you all today. First off, we're going to talk about apprenticeship, and I like to pick a poll as to how many folks are familiar with that. So, just put that in the chat if you know what apprenticeship is about, or you have no clue and really want to know the basics on apprenticeship. While I get into that, I can survey and see where we are in terms of knowledge base. So, go ahead and feel free to do that. Next slide, please, Ron.

Again, I'm Michelle Mills [00:05:32 inaudible] and I work in the Department of Labor office of apprenticeship, in the division of workforce, operations and investments. What was mentioned is that I manage basically our education and youth portfolio, trying to promote and expand pre-apprenticeship as well as apprenticeship across the entire country for the

high school audience, community college audience, as well as four-year institutions and working with nonprofits and different organizations, even private entities, industries, to develop these programs for young people and adults. Next slide please, Ron.

So, what are we talking about here in terms of apprenticeship? It's an industry-driven, and I want to emphasize that high quality career pathway. It really has multiple elements to an apprenticeship, but we're going to try to simplify it for you all today, just based on what I'm seeing in the chat with varying experiences on apprenticeship. But what's really key here to note is that it is a job from day one, and at the end of an apprenticeship an individual receives a nationally recognized industry credential. This is really important, because... Can you all hear me, just want to check. I saw something in the chat about not being able to hear. Let's see, next slide please.

These are the five key elements of an apprenticeship. It's a job from day one. There's what we call OJT or OJL, which is on-the-job learning in a work setting. There's also classroom training, which is typically referred to as related to technical instruction. Then there's also a mentorship component. Then again, as I mentioned, the industry recognized credentials. If you don't take much away from this, these are the five core elements that make up an apprenticeship program. Very critical. It's not an internship, it's not a co-op because it is a job from day one. When we talk about on-the-job learning, we're talking about activities in the work setting, meaning you're actually doing the work in that specific occupation, not just bringing coffee and printing papers, et cetera, but you're actually doing work related to the industry as well as the field. Next slide please.

What I want to highlight with this slide here is that there's so much benefit from apprenticeship. We love to talk about the impact. We love to talk about the value of apprenticeship, because this is very important. We know that when we're looking at different countries, Germany, Switzerland, they have really high numbers in using apprenticeship. There's a reason for that because the return on investment is pretty high. We know that data speaks well to these statistics, speak well to this, and so I just wanted to present some of that to you today, as to why we're talking about using apprenticeship as a vehicle to really help people get that family sustaining wage to upscale or to enter a new career.

From multiple studies, we found that when an employer invests \$1, they get a return of a \$1.47 from the apprenticeship. We've also learned that there's a 94% retention rate, meaning when an apprentice completes the program, 94% of the time that employer takes them on full-time, and they continue to do the same work, the job that they were doing, but at a full work of

proficiency level since they're no longer an apprentice, but they're in that occupation full-time. Something also that we've learned is that over an apprentice's lifetime, because they entered into an apprenticeship program, they earn \$300,000 more than those who are not in an apprenticeship program. This is very critical to note. Next slide please, Ron.

When we talk about apprenticeship, there are really three key roles here that I want to emphasize today, because we said, okay, we know it's a job. We know it has on-the-job learning, there's classroom instruction that's included, there's a mentor that's assigned to an apprentice. You get an industry recognized credential. That's all great, but who are the key players, who really make up an apprenticeship program? The first one we tend to talk about is the apprenticeship sponsor, which simply means, in layman terms, the employer, the person who is hiring the apprentice, the person who has the OJT or on-the-job learning elements worked out in a work plan for that apprentice. For instance, year one, you're doing maybe 450 hours of on-the-job learning, doing separate activities that align in a specific occupation. That employer is the person that's hiring the individual, and we tend to call them the apprenticeship sponsor.

The next individual or entities that are really helpful in the apprenticeship space are what we call intermediaries. These folks are not employers, they tend to rather bring together employers, nonprofit, educational groups to create the program. They help us build the standards. When we talk about standards, we're talking about the elements that I mentioned before. Those five key elements are put into a standard and say, hey, we're going to recognize this as an apprenticeship program. They help set up the program. Later when I talk about investments, I'll highlight a couple of more intermediaries that are working across the country to set up these programs, regardless of the industry or occupation.

The next group is what we like to call the related technical instruction provider. Remember I mentioned in the five key elements that there is RTI or classroom training. This is simply referring to an educational provider. A lot of times you see community colleges that step into this space to provide the classroom instruction. That's simply what we're talking about here. Quite frankly, sometimes too, you'll find community colleges serving as the employer sponsor also providing the RTI and really doing the entire package on apprenticeship program. But those are the real key roles in apprenticeship that I really want you all to focus on today throughout this presentation. Ron, next slide, please.

Now that I've talked about all the key players, what are some of the industries? We know that apprenticeship started way back in 1911 in **[00:12:35 Wisconsin]**. It was in the sales trade, the brick and mortar

construction, but we've evolved since then, and we're very happy about that. Since the National Apprenticeship Act of 1937, we have regulations on the 29 CFR 29 and 29 CFR 30, which talk about the elements and really get into the legal language about apprenticeship. But today I'm not taking it to that level. We're breaking things down to talk about where is apprenticeship now? It's moved beyond construction. It's moved beyond building trades. In the industries like healthcare, in cyber security, IT in general, engineering, energy, hospitality, FinTech, financial services, and so on. I really want to emphasize this, because a lot of times people say, they think that apprenticeship is just for the sales trade and it really is not. Next slide, please.

I mentioned the 94% retention rate. Here are some of the companies that are really supporting apprenticeship on a large scale. Recently too, we even added Google to the group that has a national apprenticeship program. We have Microsoft, Dell, Tesla, Siemens, Ford, CVS, IDM and so many more employers that are stepping up, industry representatives to create these programs. We're very happy about that, because our numbers last year was about 200,000 apprentices in the system. While some might say that's spectacular, that's great. We're doing a good job and we are, but when we also look at other systems that are slightly different, like Germany and Switzerland, they have like 5 million and a very high uptake. We're trying to change that momentum in the US to you, the apprenticeship, but there's a stigma behind it. Again, it's construction, it's the building trades, and we're saying, no, it's different. It's expanded and evolved beyond that. Here are some key industry folks that are participating in the program, so it has changed over time. Ron, next slide, please.

We talked about the apprenticeship focus here. We talked about how it's changed in terms of industry. We have currently today over 1300 **[00:15:04 apprenticeable]** occupation. I really wanted to focus in on this day because, I highlighted here on this slide a couple of apprenticeable occupations that have highest numbers that we pulled from our data from the last fiscal year. But recently we compared and look at the data and we saw a big jump in terms of the new industries that are not being represented as well. But still you're going to find the higher ones in the traditional occupations, but there is a jump now in the newer industries. We've seen like 128% jump, just comparing numbers from 2009 up to now, today. I really want folks to understand what an apprenticeable occupation is.

Basically, anything can be apprenticeable as long as you have the core, key elements, meaning an employer, the apprentice, having on-the-job learning, related technical instruction, and an industry recognized credential. I think sometimes folks try to overcomplicate apprenticeable occupation, but really once industry says, yes, we do have a field or an occupation in IT for data

analytics, et cetera. Yes, we can create that apprenticeable occupation in our system. What's key to note is that this is recognized by industry. It's not DOL that's just coming together creating this, but this is actually consulting with industry across to ensure that when we create this, this is actually something that can be transportable when that individual jumps from one seat to another. That credential is still valid and worthy of usage in terms of getting a job, which is what we're really talking about here. Next slide, please, Ron.

Today, I'm going to spotlight it a bit because we were talking about some of the newer industries. I love this quote here from Ned, from IBM, they're great partners. We have Lockheed Martin, they're great partners as well. I just wanted to spotlight some of the apprenticeable occupations that we've had with them over the years. So, computer programmer, operator, information management, management systems, et cetera. The reason why I'm highlighting this, I think more than ever, it's become more important. We talk about IT, data security, for one. Now with this pandemic you see a lot of the occupations move into online, folks having to upscale or they're changing gears and moving to the IT sector, which we're seeing because they can continue their work without much in-person engagement.

I just wanted to share this with you. When the slides are shared after the presentation, you'll be able to click the link and it really open up resources in that area. We're promoting this because we're finding that there's an uptake in this industry. That's why we have this spotlight, IT apprenticeship side here. What I also want to point out is when we talk about it apprenticeship, it's not just the specific to cyber or IT per se. We have health here related IT adjacent activities that are happening as well. I mentioned data analytics, medical coder, et cetera. Apprenticeship is used for that too in those industries. In construction, you have someone operating a crane, using an iPad and so forth. So, things have really evolved and changed, and IT is one of those cross-cutting things across industry right now. Ron, next slide, please.

Again, I just want to hone in because you're going to say, okay, apprenticeship sounds great, but what's the benefit to the employer, the education provider, and the career seeker, because we're talking about ROI. I know I mentioned that slide and I showed you some data points. That's really great, but we also wanted to do some qualitative analysis. We went out and we chatted with some employers, and this is what we got back in terms of our results. They have told us, the employers that it diversifies their workforce. It actually minimizes liability costs and that they love being able to leverage federal and state resources. One of them that I'm going to point out today is the Workforce Innovation Opportunity Act. That is one of the resources that they really leverage. I just wanted to highlight some of the

benefits here, improving productivity and profitability as well. Next slide, please, Ron.

Great. The benefits of the career seeker, most of our apprentices typically we're finding, might be in high school or in community college, and in an apprenticeship program an employer sometimes pay for the tuition. So, the apprentice comes out debt free. That's a ding, ding, ding, very important point here when we talk about college debt in the United States.

Apprenticeship really helps a lot. We talk about family sustaining wages. Imagine a high schooler being paid on the job as well as still going to school, not forfeiting school to work, but earning and learning at the same time, which is really important. Then I mentioned the industry recognized credential. It's not a DOL certified credential, but it's something that is recognized across that industry. As they move across state, it's still going to be a valid credential that is recognized.

Next slide, please. For educators **[00:21:18 inaudible]** grade. It really boosts the revenue stream in terms of putting butts in the seat as they would like to fix, but really increases student retention as well, because a lot of students nowadays, they don't just want to get the theoretical aspect of things, but they actually want to know how do you implement, what do you do? Things are becoming more competitive. People want to come out with some actual real work experience. Another thing too is that students can leverage WIOA, the Workforce Innovation Opportunity Act, as well as some facts of benefits that may be applicable for those who participate in an apprenticeship program. Next slide, please.

For veterans, we want to point them out. Here, there are so many benefits. They can leverage the GI Bill. You have US map, which is an apprenticeship program or transitioning service member. They can use the GI Bill to pay for books and supplies as well as housing. We just want to highlight that as well, because one of our biggest populations that we found that really leverages apprenticeships are our veterans. Next slide please. This is very exciting. So, 2017, the president signed the executive order on expanding apprenticeships in America, and really just change the game here in terms of the introduction of even a new program, industry-recognized apprenticeship program, which went into full effect on May 11. So now on [apprenticeship.gov](http://apprenticeship.gov), we have a series of fact sheets info about industry-recognized apprenticeship program. What that means is that though you have to stand up a standard recognition entity where a third party is designated by the Department of Labor, we'll be able to approve apprenticeship program. We are very excited about this in terms of giving a boost to the apprenticeship system and really increasing our growth in that step. Next slide, please.

I mentioned [apprenticeship.gov](https://www.apprenticeship.gov). It was launched in 2018. We had a lot of great resources on it, and that's why I'm pivoting to this website. If you get a chance, please go click on [apprenticeship.gov](https://www.apprenticeship.gov). Once you get these slides and really survey the website. It's a site that's our one stop shop for all the apprenticeship, connecting career seekers, employers, and educators, to create an apprenticeship program. Next slide, please. This really pulls from multiple data and uses artificial intelligence to make sure that we have real time information about apprenticeship. So, you're not going to see an application open that is actually closed. We pride ourselves in that. We have difficulty over 25,000 listings of available opportunities for apprentices. We pull from the National Labor Exchange, state job boards and so on and filter through and cut those opportunities that are no longer available. Next slide, please.

We also have our Partner Finder. I talk about the key players and you might be thinking, hey, we would be great to be an intermediary. We'd be great to be a sponsor. How can we get involved in this? Well, this Partner Finder, you can enter in your zip code, the city, the state, and you will find other practitioners in the field that are creating programs or leveraging DOL resources to create programs or employers that are looking for partners to expand their program. I would definitely encourage you to look at this. What is really critical and important here is that you will always see an office of apprenticeship location in that state, or we call, State Apprenticeship Agencies or SAA in that state. That is where you can connect with an apprenticeship consultant to get information about how you can get involved in apprenticeship. We're very excited about this Partner Finder. It's very easy to use. It has both information and their email phone number, et cetera, for you to get engaged and get connected. Ron, next slide please.

Here, we'll just want to feature a bit some on youth apprenticeship given this whole situation that we're in right now in the country. We've seen an uptake for a need in resources for young people. Last year we developed materials for either middle school and high school audience, partnering with Plastic Magazine. We've seen over about a million downloads as a material in terms of a teacher guide, a parent guide, students' activities to introduce them to the world of apprenticeship, because we recognize we have to have the conversation as early as middle school, so that when people come to the high school level there's not too much of a stigma as to apprenticeship is just for the sales trade. We've developed this, it's online, it's free for you to download and to use. Next slide, please.

Also, in the youth apprenticeship space, we've partnered with CTO, Career Technical Student Organizations. We've partnered with the school superintendents association. We developed materials and we've put it on our high school page. I said I'm focusing on youth here because we know



based on the situation here, I looked at **[00:27:04 inaudible]** and home. We wanted to provide materials, guidance as to what they can get involved in and how they can continue getting engaged in apprenticeship. Next slide, please. I just really want to spotlight issue here. One of our youth apprentices and we're very happy to do this. This apprentice was actually supported through our Urban Institute, youth apprenticeship intermediary contracts. We have a slide coming up that will touch on some of our investments, but Maya H, she was in a welding youth apprenticeship. This year she actually graduated from high school and completed 2000 hours of competency-based welding apprenticeship. She not only just learned the fundamentals of welding, but really earned an industry recognized credential in this space. She's working on designing and producing manufacturing equipment to date.

We're very excited to see some of our young people, what they're doing. I also know another apprentice in IT that recently graduated and was able to purchase a home for her family. It's great when we talk about these success stories, how it's really changing lives and allowing people to have family sustaining wages. Next slide, please. I just want to point to some resources here. We have a quick start tool kit. We have federal resources, playbook that talks about WIOA, the GI Bill, and what some of our federal partners are doing in apprenticeship. We even have a DOL registration site where you can go in and build your own apprenticeship program. All of this can be found too on [apprenticeship.gov](https://www.apprenticeship.gov). We've really ramped up, providing tools, resources through the website, through handouts, through fact sheets, et cetera, that you can utilize to get acquainted with and to engage in the apprenticeship community. Next slide, please.

I want to emphasize, we've done over about, I would say almost half a billion in investments recently. We just closed our youth apprenticeship readiness grants for forty-two and a half million. We also closed on our state apprenticeship expansion grant for 73 million, a little over 73 million, which was posed on May 21st. So, all of these investments that we've made recently it's to extend apprenticeship in multiple industries across the country. This one is to put these up here. We have our industry and equity intermediary contractors. I mentioned intermediaries that are going across the country to help partner with you to create programs. We have them in every industry, transportation, IT, we have **[00:30:08 Fast Forward]**, we have Apprenti, we have so many different intermediaries that can be contacted if you use the Partner Finder on [apprenticeship.gov](https://www.apprenticeship.gov). You can get access to these folks and find out how you can leverage them to develop programs in your local area. Next slide please.

I also mentioned WIOA, and this is very key and important, because I think a lot of people don't know how to leverage WIOA using registered

apprenticeship, but for registered apprenticeship, it can be used to cover the on-the-job training expense, the related technical instruction expense, as well as supportive services. So childcare, transportation, elder care, et cetera, to help support and apprentice during that time, during their journey in an apprenticeship program. So just wanted to highlight this key legislation and how it can be leveraged. We have resources available as well on [apprenticeship.gov](http://apprenticeship.gov), but this simply summarizes what you can get from it using registered apprenticeship, because folks need to cover costs for books, for supplies, et cetera, and this can be leveraged to do just that. We're very excited about apprenticeship. I look forward to getting your questions and engaging with you on this topic. Now I'm going to turn it over to my colleague, Charlotte Harris to continue to talk about American Job Centers. Charlotte, over to you.

**Charlotte:**

Thanks Michelle. Ron, could you turn to the next slide, please. My portion is just to talk briefly. I was just asked to talk briefly about the American Job Centers and job training and employment opportunities through WIOA or the Workforce Innovation and Opportunity Act that you heard Michelle referred to frequently throughout her presentation. From what I understand, there are several new EnVision Center providers just to provide general information that I can provide this information to you about how you can access some of these WIOA resources and what the public workforce system does. Next slide please. In general, WIOA, the Workforce Innovation and Opportunity Act, this is the place where you can access those funds and dollars and information about apprenticeships and other workforce opportunity. The public workforce system in general is designed to help job seekers look for work or access employment, education, and training, and to help employers find qualified and skilled workers that they need to compete in the job, global economy. As Michelle said, apprenticeship is one good way to do that, and that is one of the programs you can ask through the public workforce system. Next slide.

The public workforce system is administered through your local workforce boards and they are managed through the American Job Center network. Here, it provides career and training services at nearly 2,400 stop centers. You heard the one stop centers or the American Job Centers is the new brand under WIOA. If you haven't heard about it, a lot of people refer to these offices as the unemployment office, but it is now the American Job Center, or your local one-stop area. We have over 2,400 of them. There are comprehensive centers and there are affiliate centers. The comprehensive centers include all of the required partners, which I'll talk about shortly.

The affiliate centers are smaller, kind of like a satellite center. They don't have all of the required partners, but can partner with apprenticeships and can partner with the EnVision Centers. I've visited a couple of the EnVision

Centers, so I know that a lot of you are partnering with the American Job Centers. So, you are very familiar with it. One benefit of partnering with an American Job Center is that there are 19 real, identified 19 require partner programs that must provide access to their programs and activities through the American Job Centers. These require partners, include the Department of Education, their adult literacy program, and their vocational rehab programs. We partner with HUD as well. Some of the other programs within HUD, [00:35:02 inaudible] programs, the vets programs, the native American programs, older worker programs, and of course the adult youth and dislocated worker programs. I'm not going to name all of the programs, but a benefit to partnering with the public workforce system is, there's already an ingrained system of partnerships that you can connect with to expand your program and complement and supplement one another's services.

A good thing about the public workforce system under WIOA, the revised law is that priority of service must be given to low income individuals. These individuals are ready that are in your system that use the same system. As I share often that we share the same individuals. They're looking for work. Our role is to try to minimize them going to one place, to the next place, to the next place. How can we provide complimentary services? So, who goes to do things best can do that and free the other partners up to work on other things, because we don't have a lot of money, so it helps us to use federal money wisely? But again, you connect with a partnership already and you can have them do some of the things that your money can't do. Let's go to the next slide, please.

I was asked to talk about some of the career services that are provided through the American Jobs Centers. When a job seeker is looking for work, and again, that can be an adult, youth or dislocated worker, and a dislocated worker, of course, we have many of them now. These are people who lost their job through no reason of their own and are looking for work. Young people ages 14 through 18, and the adult is anybody that's 18 and over. So, you can come into the American Job Centers looking for work and getting assistance. Before WIOA, there was a tiered service where you had to come in first and get this one service before moving to the next level. WIOA changed all of that. Now it's customer-based, customer needs. There's an assessment that is done and the job seeker can get the skill or the assessment or the service that they need.

Some of these services, basic services. This is, anybody can walk in their door and use your American Job Center. You can use just the resource room, the computer rooms, do workshops, all kinds of career service type of activities. They're also, for those who need more intensive services or need to scale up or change their skills, there are assessments done through your

American Job Centers. Again, these are all at no cost to the individuals. One good thing.... Well there are many good things, but one good thing in particular, as it relates to the apprenticeship programs, the American Job Centers now pay for a pre-apprenticeship training and staff. Because as you get into the apprenticeship programs, you have to have a certain skill set, skill level, math and reading levels to help individuals who are not at that level. They can get these services through the partnerships at the American Job Centers to help them to skill up, to be able and available and ready to get into an apprenticeship program.

There's also workforce preparation activities. This is of course not... This is a small list, but some of the things resume writing, interviewing skills and job clubs and job search and placement. There are a lot of jobs search assistance activities available through your American Job Centers. So, if you're doing work, if you're doing a workshop or a resume writing workshop, you may not need to do it. You may have somebody from the American Job Center come to your service to do it, or you can send your individual or your customer over to the American Job Centers, or you can participate as a partner in the American Job Center to provide some of these same services or activities. Again, freeing you up to work on other things that we may not be able to do. Next slide.

Building a relationship with your workforce system. How do you connect with your American jobs system or your work for assistant? How did you become a partner in American Job Center? We all identify some require partners with the local areas, also have the opportunity to have optional partners or additional partners in their local workforce system, which is a good thing because they can have anybody that that they think supports and complements what they're trying to do. I know the HUD centers do a lot of complimentary things that the workforce system can do. So first, how do you build a system first, determine how your customers can benefit from services offered through a partnership. Evaluate your customers. What do they need? I know you guys do an assessment. You guys at the HUD centers, you do a lot of things. What do your customers need as it relates to getting back to work, getting training, getting their skills up, determine how they can benefit from services offered through the workforce system. Is this something that can happen over at the workforce center?

Second, ask the question. How can the services that our agency provides supplement or compliment the public workforce system? What do you do that the American Jobs Center that does not do that can help a customer that's using that center? As far as the housing pieces of that, getting people back to work, legal system, legal partners, there are some things that the EnVision Centers can do that the American Job Centers can focus on the other parts of that, getting them work ready. Third, once you determine

how your customers can benefit from there, because there are, as Michelle mentioned earlier, there are other supportive services funds that are available, can pay and help pay for some of those things, books. There are other work-based learning opportunities that are available through the American Job Center. So, when you're dealing with your customer or serving your customer, how can they benefit from what's already available through that partnership of agencies that's already there. Second, how can what I do compliment that so we can make what we do bigger for the whole community, and third recount to your local workforce board.

I have a link in there, the workforce board finder. Once you click on that link, you can put in your zip code and it will give, you can do it within five miles, 25 miles or whatever mileage you want, the radius. It will identify all the local workforce boards in your local area. It also provides, of course their contact information. This is your opportunity to connect with your workforce board saying, this is what we can do, and this is how we can help and get together to see how we can make this one workforce division that it's envisioned to be. Next slide. These are just some tools that I help you as you help your customers that come in. The career one stop. This is a link. If you haven't used it already, it provides a multitude of resources and tools to help your job seeker navigate through the workforce system or through work in general, not just through the workforce system, but in general. My next move help students explore careers. It talks about O\*NET, it has ready to read profiles. If your job seeker is not sure what they want to do, they have interviews, they have different things that are available to you in English and in Spanish. It's a great tool to help you help your individual. Next slide. That's all I had today. Again, mine was just a general thing, or how you can connect with your local workforce system and your local workforce board, so you can access funds for apprenticeship. Now who gets in next? Is it back to Ron?

**Ronnie:**

We're switching to Q&A, ladies, and gentlemen, if you'd like to submit a question, please select all panelists from the dropdown menu in the chat panel, enter your question to the message box provided and send. Alternatively, if you'd like to ask a question on the phone, please press #2. You will hear a notification when your line is unmuted, at that time please then state your name and question.

**Female Speaker:**

I see a question here. Oh, it moved. It was can CDCs be an affiliate American Jobs Center. Somebody clarify what a CDC is.

**Female Speaker:**

Are you referring to the Center for Disease Control? Is that what you're referring to? [00:44:47 crosstalk]

**Female Speaker:** You don't remember, I was in the military. Community Development Corporation. Thank you. The local workforce board determines the affiliate setups. So, connect with your local workforce board, the CDC, corporation as a whole can't necessarily sign up to say, I want to be an affiliate. There are requirements, the affiliates has to have at least a title one person and a title three in there, and any other partner. Connect with your local workforce board to see how you can connect with them, add an affiliate, or to let them know you would like to do that. But for an affiliate through the public workforce system, it has to have at the minimum, those two title programs, title one and title three, and then any other partner for it to be considered an affiliate.

**Female Speaker:** Great. I see a question here about multiple employers. I see a comment about the complication of apprenticeships, etc. I want to say that you can have multiple employers involved in an apprenticeship program. I've seen a model for instance, where an intermediary, I've mentioned intermediaries, the apprentice who's not the sponsor may have 10 different employers signed up under them that can take on apprentices one by one, or take different aspects of a training for that apprentice. So, company X deals with 1000 hours of OJT training, company Y deals with the other 1000 hours of OJT training. And that intermediary is the one that submits the paperwork and really tracks and make sure that that apprentice goes through the program successfully. So, you can have multiple employers involved in an apprenticeship program, working together like a partner agency of boards, to get an apprentice through. What is a little bit not flexible is for instance, it has to follow the flow of an apprenticeship?

So there has to be 144 hours of the reading technical instruction. There has to be 2000 hours of on-the-job training. It has to be for a minimum of a year. It has to follow those basic elements that we mentioned in the PowerPoint. That's what's really key to understand that about an apprenticeship. Also, we have that Partner Finder. If you're at a loss and you're saying, I don't even know how to start with the paperwork, where to go, what to do. If you go on apprenticeship.gov and click the Partner Finder, enter your zip code, you'll find an office of apprenticeship or state apprenticeship agency, or even an intermediary that's listed that you can call and say, hey, I want to do this type of an apprenticeship program for some students in my local area. How can I get started, I need help, and they'll assist you? I hope that helps.

**Female Speaker:** Ron, I'll send it to you guys and you guys can send it out to the group as an attachment, the guidance on the operations of the American Job Centers and what it requires to be an affiliate center and comprehensive center, because I see a couple of questions on, can I be an affiliate, other ones there? I will send you that for you to send out to the group so they can see what the requirements for that are. Because again, it has to be established

through your local workforce board, but there are some requirements that that partnership entails. I'll send that to make sure everybody has it and you can contact me later if you have questions after that.

**Female Speaker:** Great. It just dropped the chat box at link where we post our grants. There you can see the recently posed ones for youth apprenticeship, below the state expansion grant and some other grant opportunities and investments that come out of our sister offices. The slide where I put all of our apprenticeships investments, some of those two are from our office of workforce investment. But we're really coordinated across offices at DOL to promote apprenticeship. So, when you go to that site and that link in the chat box, you'll see all of the recent grant opportunities that are there for apprenticeship.

**Female Speaker:** I know you guys wanted us to leave time for the assistant secretary to speak. I take this last question and I don't know when we'll turn it back over. Can you share how EnVision Center sites can work with existing career service sites now, even though they're not an affiliate. Yes, you do not have to be an affiliate to work with the American Job Centers, just contact your American Jobs Center and let them know what you provide and what you offer, and you guys can do it together. You don't have to be a signed up and official partner to be a partner. There are benefits to that, but you can still work with the American Job Centers to get your customers served. Because again, we're serving the same population. On one of the slides on the American Job Centers, there is an American Job Center finder, basically. American Jobs Center, there's a link and you can click on that link and put in your zip code and it will list all the ones in your local area and just connect with your American Job Centers. Now, you do not have to be an affiliate. You do not have to be a partner. You can work with your American Job Centers.

**Female Speaker:** Right. Just to echo that, we've worked with anyone to establish apprenticeship programs, as long as folks are willing and have the mindset to work with us, to set up things that have really good quality standards. We're trying to promote apprenticeships and to grow that whether it's registered or industry recognized, which is one of our newer models that's taken some time to get off the ground, since that was just released. I saw a question here as well about apprenticeship opportunities in rural areas. I shared a link to the grant. You'll notice that a lot of them do have a geographic quote that's included. So, for example, the youth apprenticeship readiness grants, some of those that will be selected will be serving folks in rural areas. We always keep that in when we put out solicitation to really try to serve the entire public based on labor market information, on based on needs assessments, et cetera. All of that really goes into how we think about our investments to grow apprenticeship across the country. I think there's one last question on the phone. Do you want to pivot to that one, Ron?

**Ron:** Certainly. Caller, your line is unmuted.

**Female Speaker:** Yes, hi. Normally, I've inquired about apprenticeship programs in the past and various [00:52:32 inaudible] something that is relevant to what we do. However, every time we go to these government entities that either specifically say you don't have the funding to do or provide funding to help integrate it or grow, or get involved in apprenticeship program. [00:52:57 inaudible].

**Female Speaker:** Oh no, you were breaking up.

**Female Speaker:** ... incentives in which to pay for apprenticeship program. But when I'm looking at the grants and I see a lot of grants that are from the Department of Labor to state, how would these States actually using the [00:53:28 inaudible] and payroll to support their departments? Where are the funds available for capacity building for other entities to help? Because from I also understand, companies, if they say it's complicated, it's just a lot and they want you to pay for it. So, someone like myself who received [00:53:50 inaudible] dollars to do certain types of training. I'm going to [00:53:56 inaudible], and if they [00:53:59 inaudible], if you don't have an apprenticeship program, we could run it for you. We could be the educators of the hard skill and the soft skill. I'm just trying to piece it all together because this is probably the closest that I've ever come to an epiphany of how I can work in an apprenticeship program, based on what I've heard today.

**Female Speaker:** Great question. Great comments. Some of what you said was a little bit cracky there, but what I'm getting is how are funds being used for capacity building, especially ones that go out to the state. If you look at that link, there's one that state apprenticeship expansion grant for about 73 million. There are requirements in it. It's cured funding. So, there's a required 450 that goes to state, 300,000 that goes to territories. Then there's also a second level of threshold that's more competitive, where the States had to apply for that funding this time around and explain how they would partner, how they would leverage resources to build programs. How they would system build to expand apprenticeship. So, just doing surgery to take a look at that new one that's there, but in general, or needs work by either working through intermediaries themselves or contractors to expand programs.

They're also having their apprenticeship consultants on the ground, working with local communities through the college that's been to try and expand apprenticeship. That's really how they're getting that done to ramp up programs and working with local employers as well in your local community. One of the things I really want to hone in on is the intermediary role. I think you've touched on that a little bit. I know I had a slide that showed some



investment money there. But for instance, Urban Institute is one of our intermediaries that's working across multiple industries to create programs for youth and adults, Jobs for The Future is another one of our intermediaries that's also extended opportunities across the country. **[00:56:10 inaudible]**, Net America, Fast Forward Transport in transportation industry, Apprenti in IT, WTIA in IT and so on.

We have a list of about 15 intermediaries that are contracted with us that going across the country to create programs and they can be contacted if you go to the Partner Finder that we have on apprenticeship.gov. We know apprenticeship.gov is one of the newer models, but I promise you, if you were to demo live here and you go on apprenticeship.gov right now and enter zip code or intermediary, you'll find plenty of them that are industry specific that you could just pick up the phone and call them without needing to answer the question of, do you have financing to build a program. They can help with that. Intermediaries can actually help in terms of providing what we call incentive funding to employers to get them started with a cohort of apprentices. There are so many ways that we can create programs. I think, it's really just finding an apprenticeship consultant in your area that can really help to develop the program. Now I'm going to pivot to Ron to see if there are any additional questions on that, or if we want to pivot to the events secretary. Thank you.

**Ben DeMarzo:** Ron, I'm happy to close it out.

**Ron:** Certainly. Ladies and gentlemen, that concludes our conference. Thank you for using AT&T Event Conferencing Enhanced.