American Apprenticeships: Vision for 21st Century Registered Apprenticeship

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Registered Apprenticeships combine paid on-the-job (job) learning with related technical, theoretical instruction (training) in a skilled occupation.

**Think:** OJT + Classroom Training + Job Now = RA

Flexible models – Time-based or competency based that leads to sustainable and generally well-paid careers.

**Think:** Big Investment = Big Reward (Avg -$50,000/yr)

Apprenticeships are largely funded by sponsors (Employers, Associations, or Labor-Management Organizations) Seeking more public-private partnerships (education and workforce).

**Think:** American Apprenticeships!
ETA provides oversight, guidance, and policy development and support for the National Registered Apprenticeship System through a Federal investment of approximately $30 million in FY 2014.

- Women in Apprenticeship and Non-Traditional Occupations (WANTO) funded in FY 2013 at $944,000
- ETA does not provide direct financial support to sponsors or States.

Approximately 19,000 program sponsors are estimated to invest more than $1 billion in training for approximately 375,000 apprentices.
Working with Apprenticeship Staff

Office of Apprenticeship and 25 State Registration Agencies = National Apprenticeship System

- Conduct outreach and build partnerships
- Register programs and issue certificates of completion
- Monitor programs and provide technical assistance

Office of Apprenticeship Structure

- National Office and six Regional Offices
- Field Offices in 30 states, including five State Apprenticeship Agency states
- Find the right staff at www.doleta.gov/oa
OA and State Apprenticeship Agency States (SAAs)

OA = 25 (FEDERAL)
SAA = 25 (STATE)
Snapshot of Registered Apprenticeship Activity and Performance Today

19,000 programs serving the needs of an estimated 200,000 employers, labor-management organizations, and educational partners.

- Crosses all industries with greatest concentration in construction
- Over 1,500 new programs registered in FY13

Approximately 375,000 active apprentices in FY 2013 in potentially 1,000 occupational areas.

- More than 164,000 individuals became apprentices in 2013 and more than 50,000 completed their apprenticeship in 2013.
- 2/3 of civilian apprentices and occupations in construction
- Over 87,000 in military apprenticeships
- Approximately 7% are women
Registered Apprenticeship Works!
Recent Evaluation Proves It!

**Strong Public Benefit**
- $27 in benefits for every $1 invested by USDOL and States in Registered Apprenticeship - High employer engagement and investment. *(Source: MPR Study released in 2012)*

**Common Measures!**
- Completers earn approximately $50,000 per year, and over $300,000 more than non-participants over a lifetime. *(Source: MPR Evaluation)*
- Placement into RA=Job Placement=$50,000 annual earnings.

**Pathway to College**
- Increasingly combines ability to earn college credit/degree.
- Registered Apprenticeship College Consortium (RACC) to facilitate apprentices ability to earn college credit.
American Apprenticeships are a Pillar of the Job Driven Agenda!

* SOTU: President said U.S. needs “…more apprenticeships” that set a young worker on an upward trajectory for life.”
* FY 2015 budget sets goal to double number of apprenticeships in 5 years

* Leading cross-the-board review of job training programs
* Kicked off Registered Apprenticeship College Consortium
* American Apprenticeships earn and learn are… “a game changer…”

* Driving Change – RA is 1 of 5 pillars in his skills agenda.
* DOL’s Champion for Registered Apprenticeship Nationwide
* Industry-Driven Job Training. No more “train and pray”
American Apprenticeship Initiative

American Apprenticeship Grants - $100 Million (Fall)

• Launch quality apprenticeship models in new, high growth fields;
  • Align apprenticeships to career pathways; and
  • Scale apprenticeship models that work.
**Apprenticeship Expansion Kickoff and H-1B Grant Announcements**

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<th>President Obama Apprenticeship Announcement – April 16</th>
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<td>$100 million H-1B Grant Announcement Kickoff</td>
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<td>$2B Budget Proposal and Employer Challenge</td>
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<th>American Apprenticeship Grant Announcement in Fall 2014</th>
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<td>High skills occupations, (e.g., ICT, healthcare, advanced manufacturing)</td>
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<td>DOL convening Industry Roundtables to learn more about Industry’s needs</td>
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<th>DOL Announces Grant Awards in 2015</th>
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<td>Ongoing Partnership Building between RA, Workforce and Education Systems</td>
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<td>Expand RA Models; Scaling What Works; Align to Credentials and Career Pathways</td>
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American Apprenticeships: Beyond Grants...

**Strategic Path Forward**

- Marketing and Outreach
- Industry Engagement
- Technology/E-Tools Updates
- T/A for Sponsors, Workforce, and Other key partners;
- Staffing and Capacity Updates
- Strategic Partnerships
Industry Engagement

Industry Roundtables

- Atlanta – Transportation / Logistics 6/4
- Boston – Healthcare 6/6
- D.C. – Construction 6/12
- Houston – Energy 6/17
- Chicago – Manufacturing 6/19
- San Francisco – Info & Comm Technology (ICT) 6-27

National Dialogue: Seeking input on how best to expand quality apprenticeship into these industries.

Long Term Effort: First step in an ongoing process to understand and serve needs of specific industries.

ACA: Need their leadership!
Strategic Partnerships

- Aligning RA to College Credit (RACC)
  - Department of Education

- GI Bill for Apprenticeship
  - New Partnership with VA

- Pre-Apprenticeship
  - Role for Workforce, CBOs, and Others
5 Things to Consider...

- **Meet with Employers:** Invite Employers in Your State/Local Area to discuss workforce needs and interest in RA;
- **Pre-Apprenticeship:** Encourage/Use WIA dollars, including Gov’s Reserve, to fund quality pre-apprenticeship (see TEN 13-12) that links directly to RA opportunities;
- **Direct Funding:** Fund OJT or classroom training portion of RA;
- **Sectors and Career Pathways:** Develop sector based and/or career pathway strategies that utilize RA; and
- **Incentives:** Create incentives at all levels to place WIA participants into RA programs.
for Additional Information:

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or

www.doleta.gov/oa