

November 29, 2022

# Registered Apprenticeship Overview

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Office of Apprenticeship

APPRENTICESHIPUSA™  
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## **Today we will cover:**

- **Registered Apprenticeship Overview**
  - **Benefits of Registered Apprenticeship**
  - **How to get started**
  - **Partnership Opportunities**
  - **Resources**
  - **Apprenticeship Funding**
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## REGISTERED APPRENTICESHIP: A **PROVEN** WORKFORCE SOLUTION

Registered 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, **receive progressive wage increases, classroom instruction**, and a portable, **nationally-recognized credential**.



DISTINGUISHING FACTORS

# SEVEN COMPONENTS OF REGISTERED APPRENTICESHIP



Industry-Led



Paid Job



On-the-Job  
Learning/Mentorship



Supplemental  
Education



Diversity



Quality &  
Safety



Nationally-Recognized  
Credentials

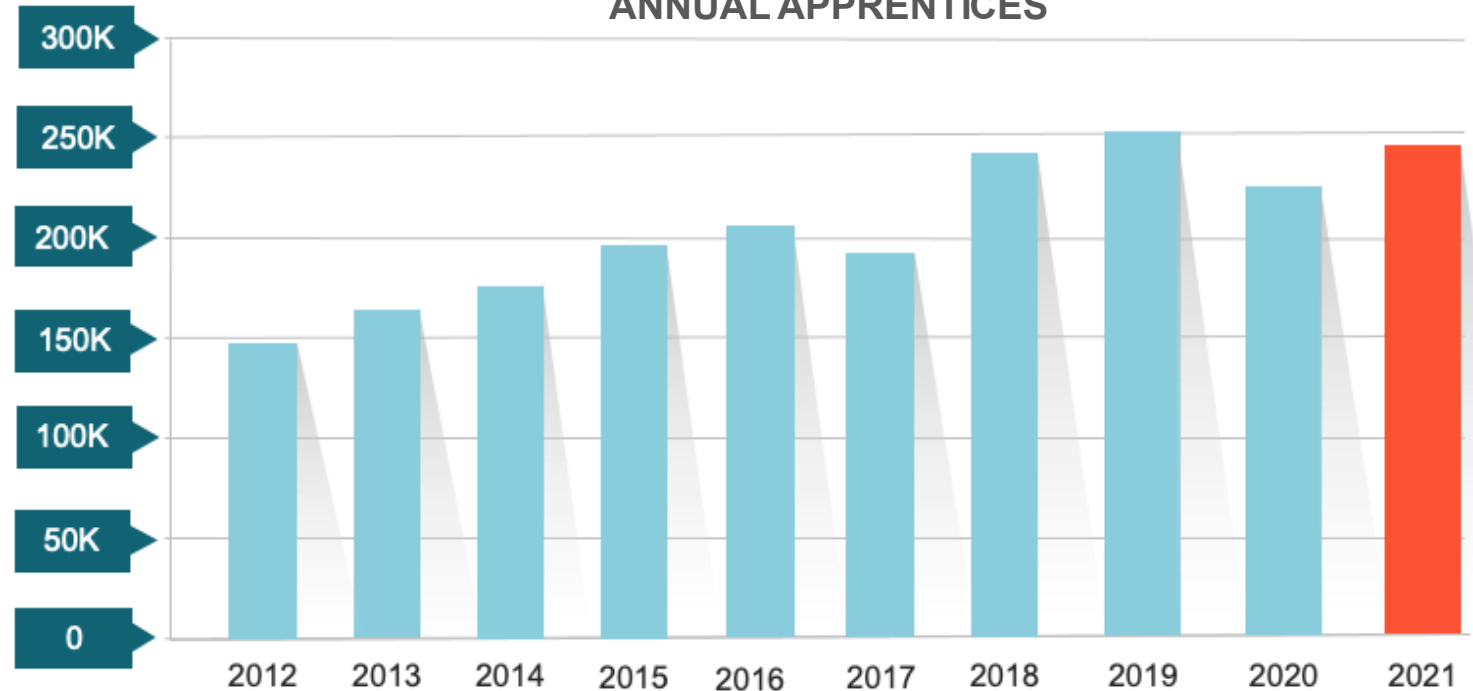


# REGISTERED APPRENTICESHIP CONTINUES TO DEMONSTRATE STRONG GROWTH

64%

Growth in New Apprentices since 2012

ANNUAL APPRENTICES



## KEY FACTS

**396,000+ participants** completed an apprenticeship in the last five years

**14,700+ new apprenticeship programs** created in the last five years

**2 million+** new apprentices since FY12

**22% more active apprentices** than the previous 10-year average (593,000 vs 484,000)

# REGISTERED APPRENTICESHIP HAS A **PROVEN TRACK RECORD** OF PRODUCING **STRONG RESULTS** FOR EMPLOYERS AND WORKERS

IMPRESSIVE INDIVIDUAL – EMPLOYEE –  
PUBLIC RETURN ON INVESTMENT



**\$44.3** **RETURN** for every dollar spent on apprenticeship by **employers**

**93%** Of registered apprentices are employed upon completion of their apprenticeship

**\$28** In benefits for every \$1 invested by the government

**\$77K**  
Completers earn per year on average

**\$300K+**  
Apprentices' lifetime earning average



# A DIVERSE RANGE OF INDUSTRIES



**Healthcare**



**Cybersecurity**



**Biotechnology**



**Transportation**



**Construction**



**Energy**



**Hospitality**



**Financial  
Services**



**Information  
Technology**



**Advanced  
Manufacturing**



**Critical  
Supply Chain**



**Infrastructure**



**Engineering**



**Telecomm-  
unications**

# SUCCESSFUL ENGAGEMENT WITH MAJOR EMPLOYERS TO GROW APPRENTICESHIP







# BENEFITS OF REGISTERING YOUR PROGRAM

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By registering your program with the U.S. Department of Labor or State Apprenticeship Agency, you will gain access to additional resources:



Access to a **nationwide network of expertise, customer service**, and **support at no charge**.



Access **funding** and other resources from federal programs. In many states, businesses can qualify for tax credits.



Graduates receive an **industry-recognized** and **nationally-portable credential**.





# HOW IT WORKS



## EXPLORE

Get to know apprenticeship, its benefits, and how different employers and sponsors are creating programs across industry and geography.



## BUILD

Understand your options, the steps involved in building an apprenticeship program, and the tools we offer to help you get started.



## PARTNER

Collaborate with apprenticeship representatives, workforce organizations, educators, and others to build your program.



## REGISTER

Take advantage of benefits such as funding opportunities, tax credits, and no-cost technical assistance when you register your program.



## LAUNCH

Recruit prospective apprentices, measure and monitor your program, and share your program success.

# APPRENTICESHIP AMBASSADOR INITIATIVE

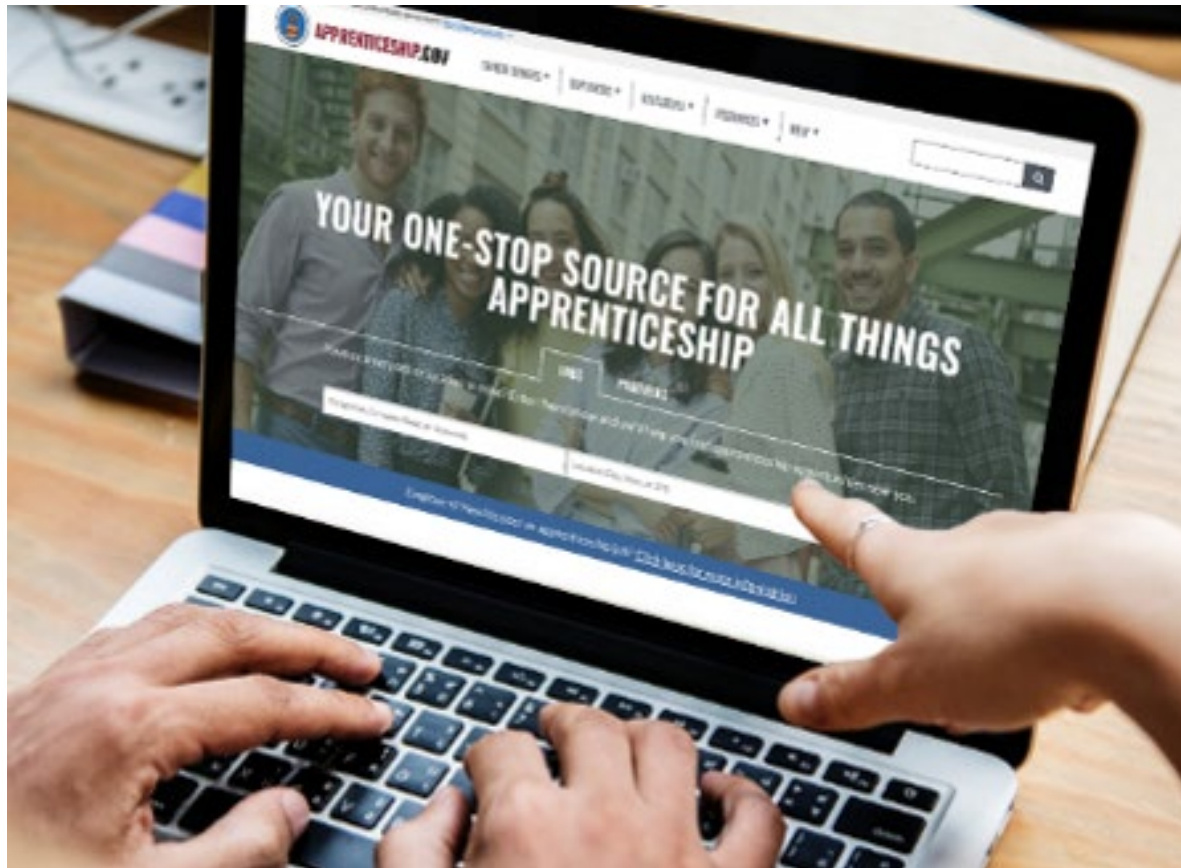


The **Apprenticeship Ambassador Initiative** is designed to create a national network of employers, labor organizations, industry associations, program sponsors, educators, workforce intermediaries, apprentices, community-based organizations, and other stakeholders to serve as **champions for expanding and diversifying Registered Apprenticeship**.

More info can be found at  
<https://www.apprenticeship.gov/apprenticeship-ambassador-initiative>



# APPRENTICESHIP.GOV OVERVIEW



The **U.S. Department of Labor** launched **Apprenticeship.gov** in 2018 as the one-stop source for all things apprenticeship.



**Apprenticeship.gov** is also a one-stop shop for organizations interested in becoming **Registered Apprenticeship sponsors**.

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 FUNDING – ACCESSING RESOURCES



## Open Funding Opportunities:

Are you looking for open funding opportunities to promote and expand apprenticeship? All [DOL funding opportunities](#) are posted on the apprenticeship.gov website



## Connecting with Existing Registered Apprenticeship Investments

Are you looking for an organization currently funded by the U.S. Department of Labor to help promote and expand apprenticeship? Visit DOL's [Registered Apprenticeship Awardee Search](#) for a Database of apprenticeship investments, searchable by industry, location, and organization name. You can also learn more about accessing WIOA funding, state credits and tuition support.

# ALL ACTIVE APPRENTICESHIP INVESTMENTS

- **Apprenticeship Building America (ABA) Grant Program** (\$113 million)
- **Expansion of Registered Apprenticeship Programs through Industry Intermediary Services** (\$8 million)
- **2021 Women in Apprenticeship in Nontraditional Occupations (WANTO) Technical Assistance (TA) Grant Program** (\$3.3 million)
- **State Apprenticeship Expansion, Equity, and Innovation Grants** (Over \$99 million)
- **Registered Apprenticeship Technical Assistance Centers of Excellence** (\$31 million)
- **2020 WANTO Technical Assistance TA Grant Program** (\$4.1 million)
- **Industry Intermediary Contracts** (\$30 million)
- **2020 State Apprenticeship Expansion Grants** (\$81 million)
- **Youth Apprenticeship Readiness Grants** (\$42.2 million)
- **Apprenticeship: Closing the Skills Gap Grants** (\$100 million)
- **Apprenticeship State Expansion Grants** (\$73 million)
- **Youth Apprenticeship Intermediary Contracts** (\$7.7million)
- **Scaling Apprenticeship Through Sector-Based Strategies Grants** (\$183.8 million)
- **Apprenticeship Expansion and Modernization Fund** (\$24 million)
- **Expanding Community College Apprenticeship with American Association of Community Colleges** (\$20 million)

**VISIT**

<https://www.apprenticeship.gov/open-funding-opportunities> for more information.





# APPRENTICESHIP FUNDING

## – ACCESSING RESOURCES

### Registered Apprenticeship Industry

**Intermediaries:** Through a partnership with DOL, these industry intermediaries offer expertise to help employers and labor organizations successfully launch, promote, and expand RA programs in growing industries.

There are **16 industry intermediaries** across multiple sectors to help organizations create and expand Registered Apprenticeships.

### RESOURCES

For more information, check out the [Industry Intermediary fact sheet on Apprenticeship.gov](#)



Contractor	Industry
Appteon Inc.	Information Technology (IT)
Arbor E&T, LLC dba ResCare Workforce Services (RWS)	Healthcare, Health IT
District 1199C Training and Upgrading Fund	Care Economy
Fastport, Inc.	Transportation & Logistics
Healthcare Career Advancement Program (H-CAP)	Healthcare
Jobs For The Future, Inc.	Manufacturing
Maher & Maher	Information Technology (IT)
Manhattan Strategy Group	Supply Chain Automation
National Institute for Innovation and Technology	Supply Chain (Nanotechnology and Semiconductors)
North America's Building and Trades Unions (NABTU)	Construction
Net.America Corporation	Healthcare
National Restaurant Association Educational Foundation (NRAEF)	Hospitality (Restaurant & Hotels)
Safal Partners	Cybersecurity
Virginia Manufacturers Association	Critical Supply Chain (Adv. Manufacturing)
Washington Technology Industry Associations (WTIA)	Information Technology (IT)
Wireless Infrastructure Association (WIA)	Telecom Wireless 5G

# FUNDING REGISTERED APPRENTICESHIP THROUGH WIOA

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 / & Instruction

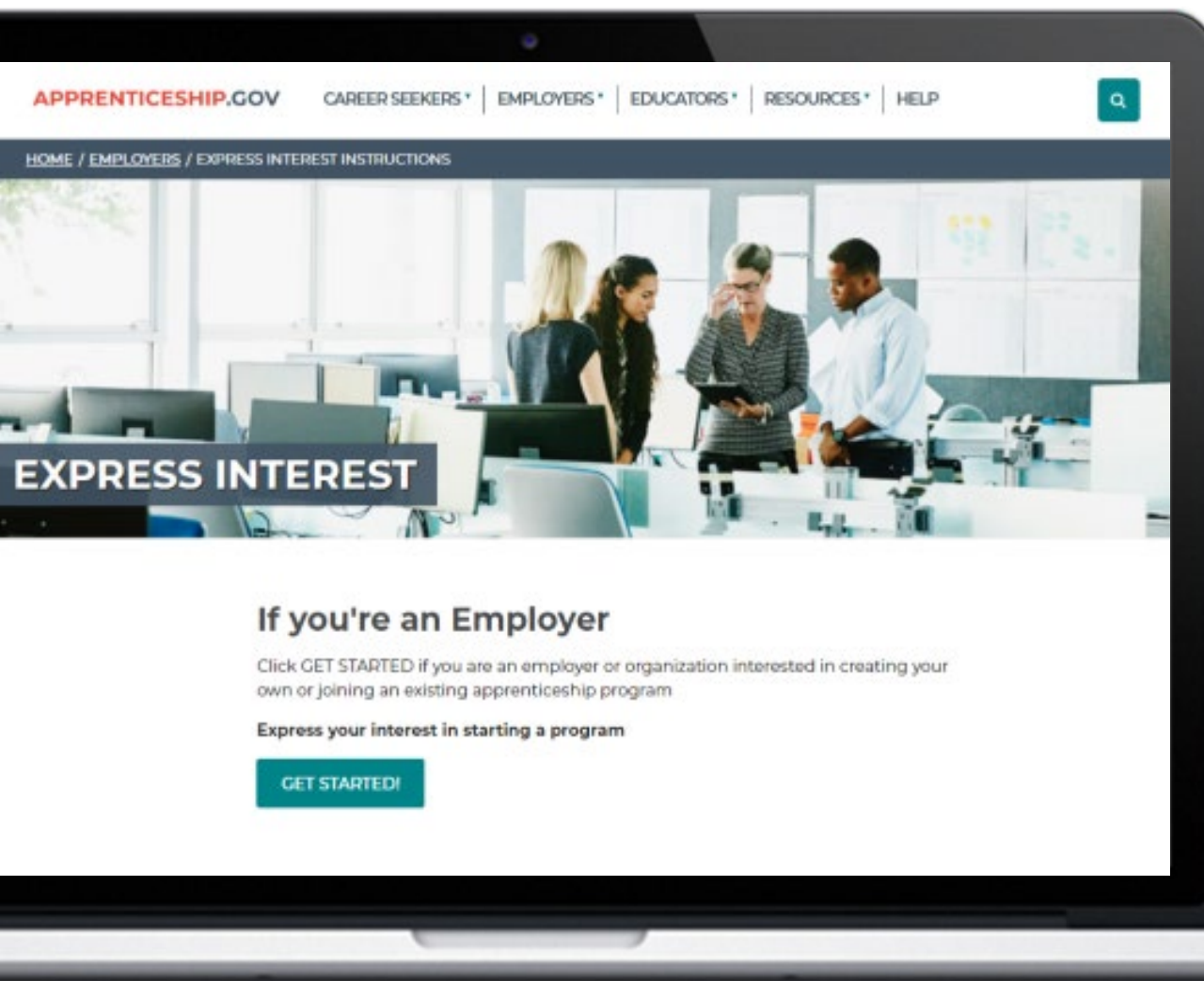
Under WIOA, all classroom training is funded through ITAs. In order to take advantage of potential funding, programs must be on the state's eligible training provider list. In addition to ITAs for individual apprentices, utilizing contracts for cohort training is also possible.



## Supportive Services

e.g., transportation & childcare

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.



NOT SURE WHERE TO  
BEGIN? **EXPRESS YOUR  
INTEREST** AND WE'LL  
HELP YOU GET STARTED

Answer a few simple questions and we'll  
**connect you to an apprenticeship  
consultant** to help you get started.



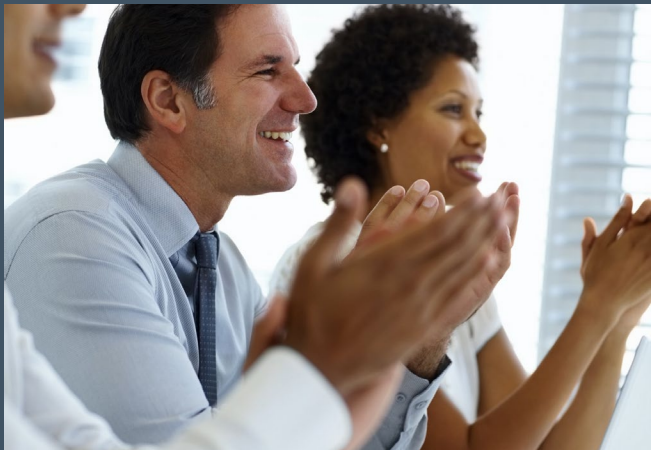
**VISIT:**

<https://www.apprenticeship.gov/employers/express-interest>





# Thank You



## Any Questions?

The Office of Apprenticeship is here to help!

Contact us at:

✉ [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov)

Or Visit:

🌐 [www.apprenticeship.gov](http://www.apprenticeship.gov)



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ACCELERATE THE IMPACT OF INCLUSION®

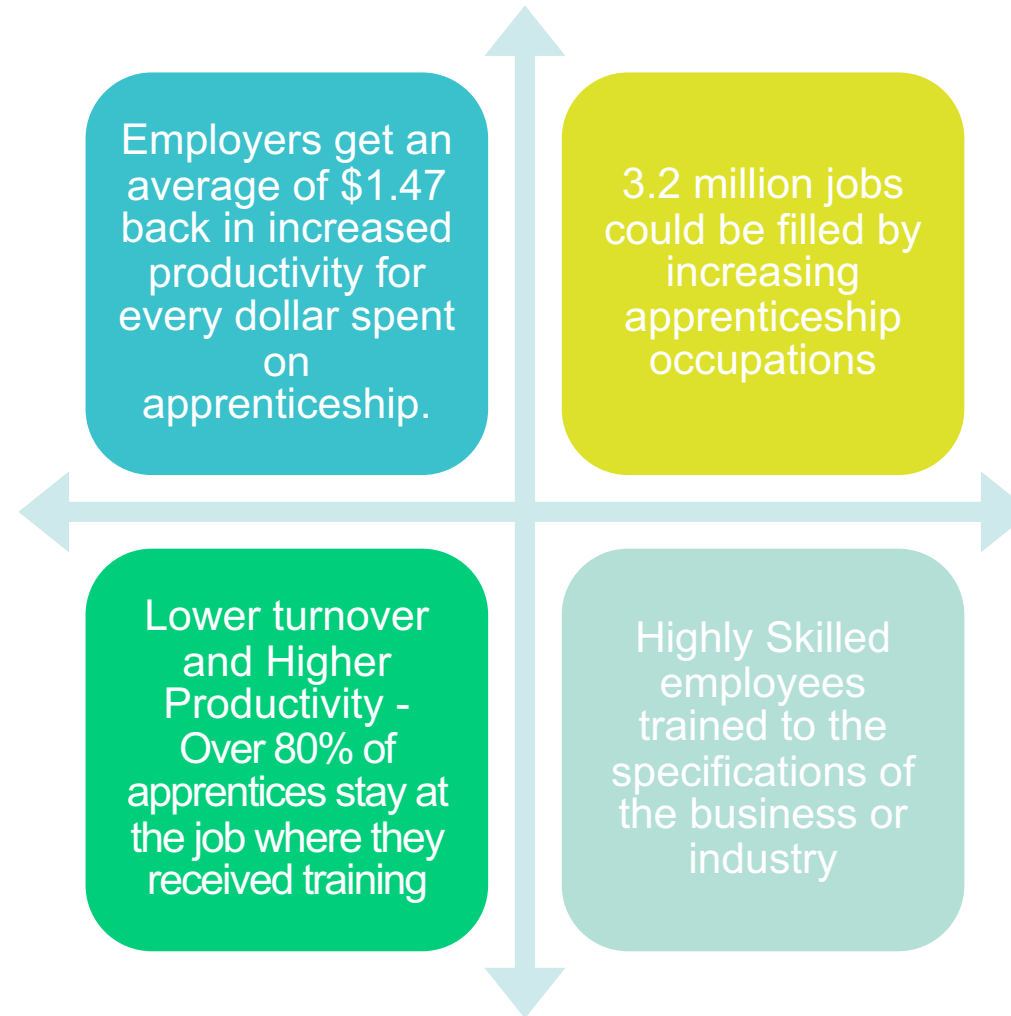
# **DON'T LEAVE TALENT ON THE TABLE: HOW TO DIVERSIFY YOUR WORKFORCE THROUGH REGISTERED APPRENTICESHIP**

November 29, 2022

# The Value of Apprenticeship for Employers

- Apprenticeship is a proven industry-driven career pathway where employers can develop their future workforce and workers can get critical experience through paid and credentialed programs.
- 97% of employer sponsors recommend apprenticeship programs.

Source: <https://blog.dol.gov/2021/11/03/equity-snapshot-apprenticeships-in-america>

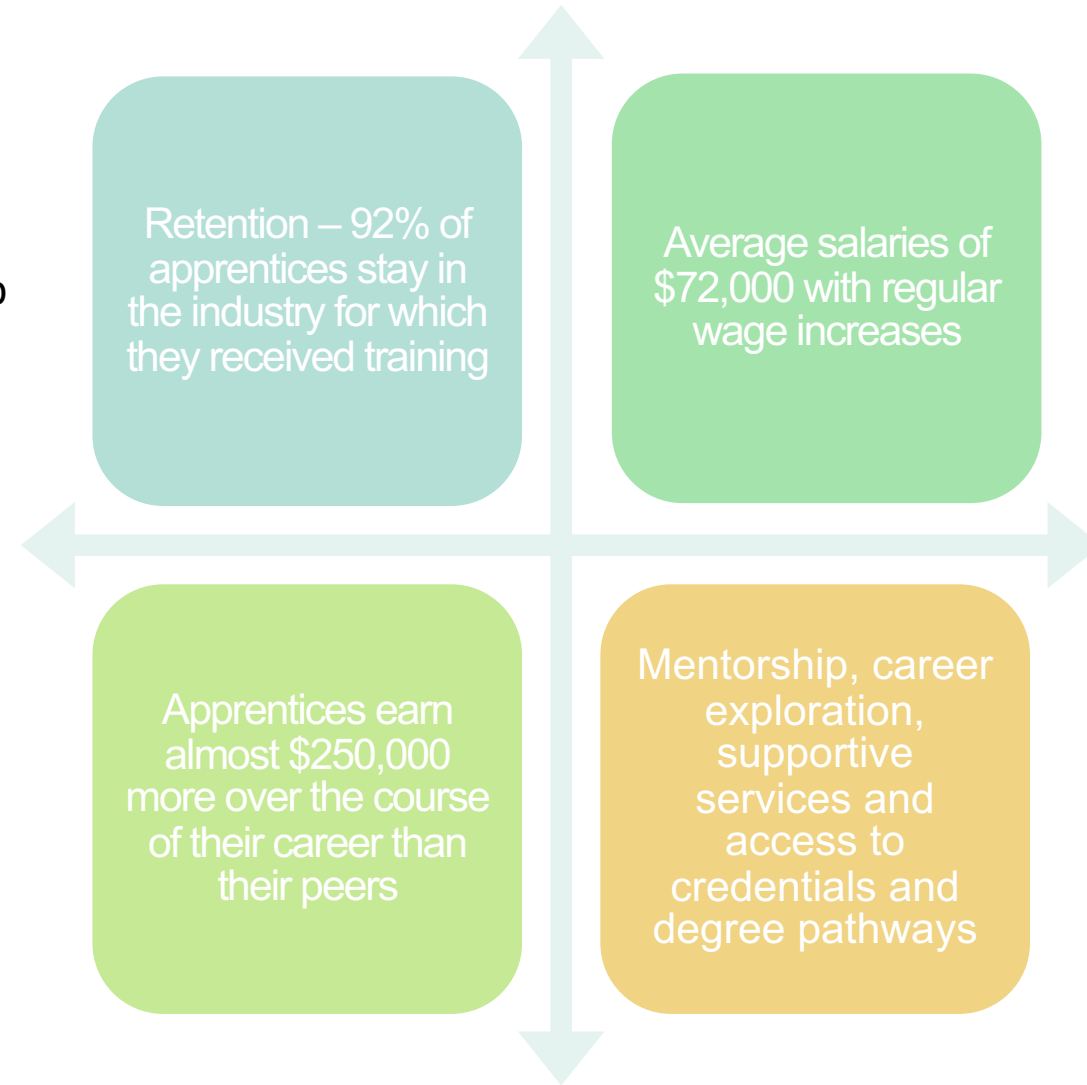




# The Value of Apprenticeship for Apprentices

- Helps individuals build and expand their skills and competencies through on-the-job training.
- Facilitates access to career and economic advancement and foster connections to postsecondary education pathways.
- Supports new and dislocated workers, and those looking to make career changes

Source: <https://blog.dol.gov/2021/11/03/equity-snapshot-apprenticeships-in-america>



# Apprenticeship Can Diversify Workforces

**Apprenticeship helps to eliminate traditional barriers for underrepresented populations.**

## Traditional Barriers to Entry:

- Education
- Rising Cost of College
- Lack of a Connected Network
- Lack of Training and/or Prior Work Experience

## Barriers to Entry for People with Disabilities:

- Capacity that Limits Occupational Availability
- Lack of Accommodations
- Explicit Biases

***REGISTERED APPRENTICESHIP CAN PROVIDE EMPLOYERS NEW COORDINATED SUPPORT TO ENSURE ACCESS TO DIVERSE COMMUNITY PARTNERSHIPS***



# The Advantages of Apprenticeship

## Benefits for employer participation in apprenticeship

1. Highly Skilled Employees with Superior, Customized Training
2. Reduced Turnover Costs and Lower Liability Costs
3. Reduces Crew Compositions Costs by Tiering Wage Scales
4. Increased Productivity and Revenue
- 5. Increased Diversity in the Workforce**
6. Participating Employees may Receive Tax Credits or similar incentives

**REGISTERED APPRENTICESHIP ADDS VALUE AND IS RESPONSIVE TO DRIVERS THAT ARE IMPORTANT TO EMPLOYERS' DIRECT NEEDS.**







Building a  
Future  
That Works

# JFF's National Innovation Hub for Diversity, Equity, Inclusion, and Accessibility in Registered Apprenticeship







DEIA INNOVATION HUB

# OUR VISION

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We envision a world where all Americans—regardless of race, ethnicity, gender, ability, religion, national origin, sexual orientation, socioeconomic background, or location—have equal access to Registered Apprenticeship, leading to career advancement and economic mobility.

# OUR MISSION

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We drive changes in the Registered Apprenticeship system that increase diversity, equity, inclusion, and accessibility for populations that have not had access to the promise of apprenticeship.

## We do this by:



Advancing employer efforts to build diverse, equitable, inclusive, and accessible Registered Apprenticeship programs



Building partnerships to create sustainable change in Registered Apprenticeship programs



Informing systems and policy change by elevating promising and innovative practices that advance diversity, equity, inclusion, and accessibility in Registered Apprenticeship



## OUR APPROACH

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To establish diverse, equitable, inclusive, and accessible Registered Apprenticeships, youth apprenticeships, and high-quality pre-apprenticeships, the Innovation Hub works with employers, intermediaries, community-based organizations, educational partners, workforce boards, and government agencies to:



Assess and support organizational readiness in implementing practices to improve diversity, equity, inclusion, and accessibility in a Registered Apprenticeship program



Implement customized diversity, equity, inclusion, and accessibility strategies for recruitment, mentorship, related instruction, and retention services at Registered Apprenticeship employers and their partners



Integrate data and apprentice voice within the design of Registered Apprenticeship programs



Build the capacity of intermediaries, community-based organizations, and educational partners to effectively engage in building equitable Registered Apprenticeship opportunities

# DEIA Definitions

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## Diversity

The representation and proactive valuing of varied identities, differences, and perspectives, honoring our lived experiences collectively and individually.



## Equity

Intentional distribution of access and resources to remove the predictability of success or failure that correlates with entrenched outcome disparities in our society.



## Inclusion

The creation of a culture of belonging that prioritizes the contribution and participation of all people in executing an organization's mission, values, and goals.



## Accessibility

The facilitation of full and independent access for all people to employment, facilities, services, and information through intentional design, development of accommodations, and respect for the wide range of human ability.

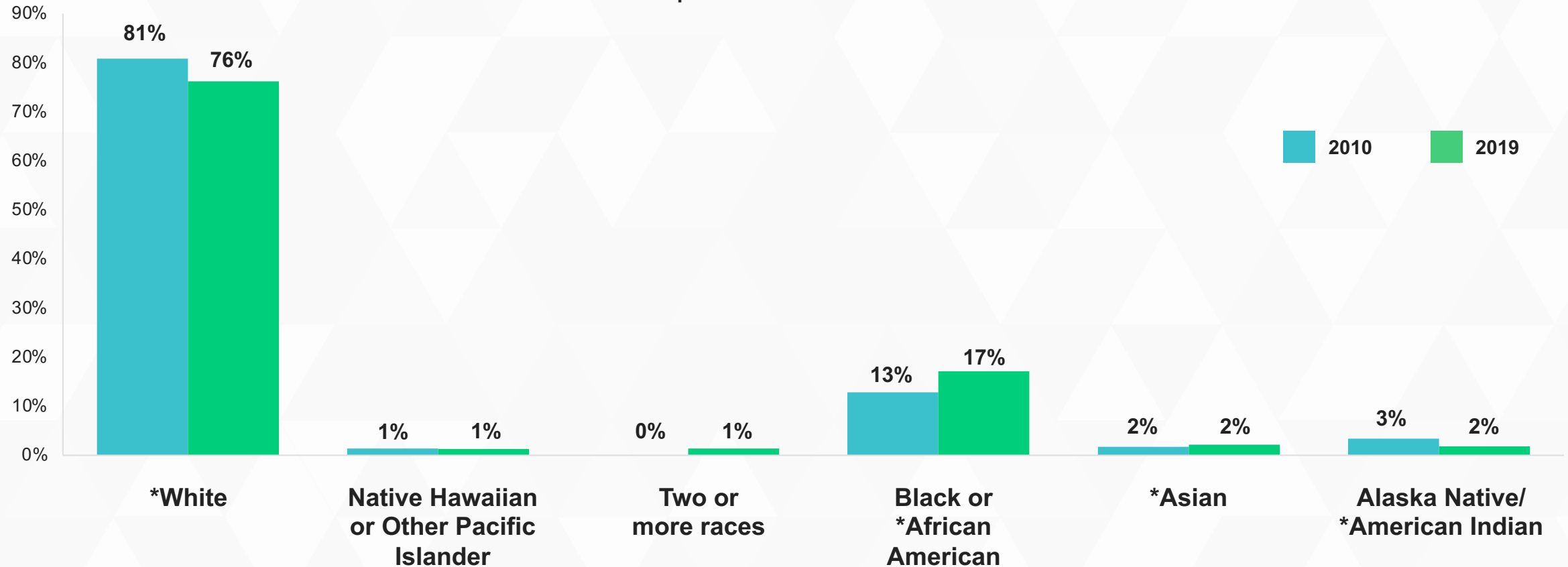
# OUR PARTNERS



# Why the DEIA Framework is Necessary: A Snapshot of Apprenticeship Equity



Efforts to boost participation are working, but systemic changes are needed to drive equitable outcomes for all.



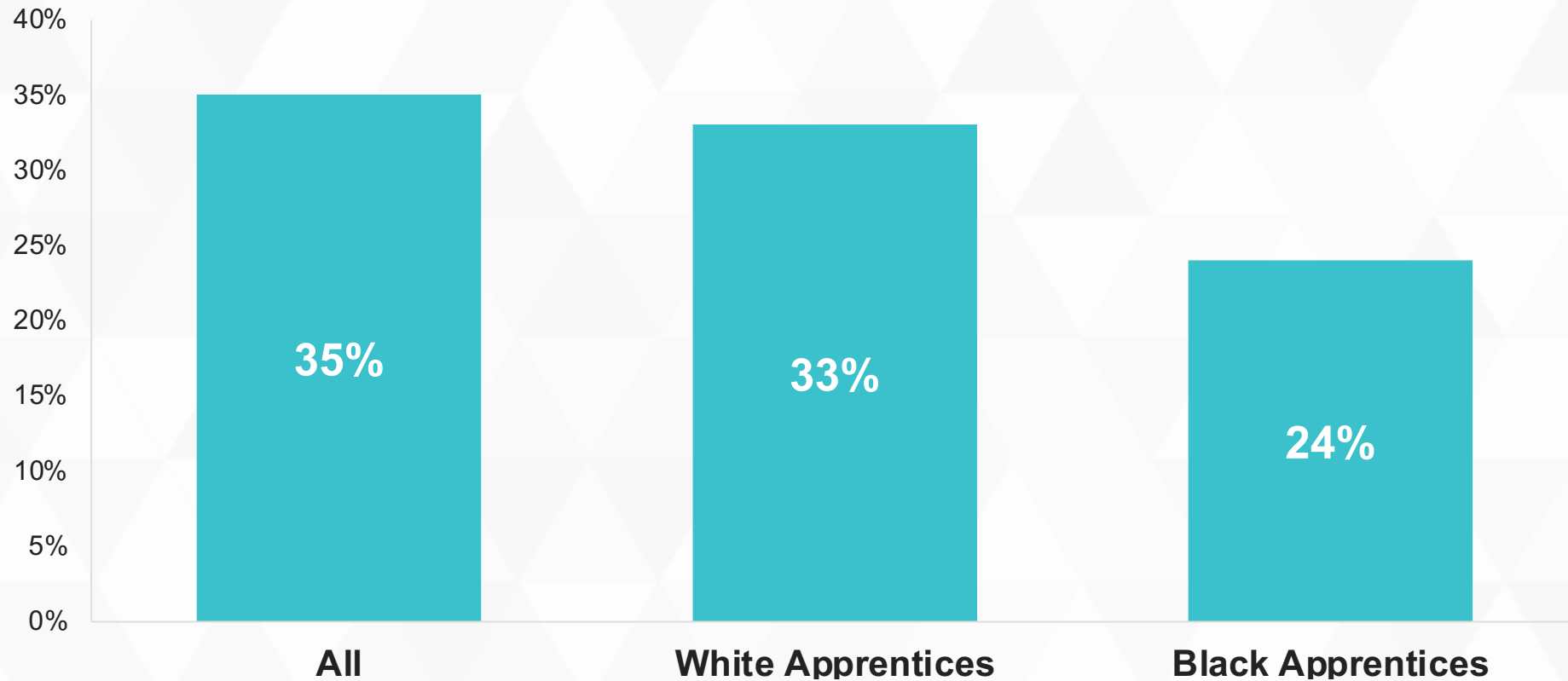
\*JFF is committed to using language that promotes equity and human dignity. These classifications were provided by the U.S. Department of Labor and we have used them here for data consistency.

Source: <https://blog.dol.gov/2021/11/03/equity-snapshot-apprenticeships-in-america>



## Average Apprenticeship Completion Rates 2010-2019

Differences in completion rate expose structural and systemic inequities that are disproportionately affecting Black apprentices.



A woman with dark skin and curly hair, wearing an orange safety vest over a dark blue polo shirt, is standing in a warehouse. She is holding a clipboard and looking up at a high shelf of red storage bins. The background shows more shelves and bins, creating a sense of depth. The lighting is soft, and the overall tone is professional and focused.

# ***Setting the Foundation***

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DEIA Program Design Framework





## Advancing DEIA in Registered Apprenticeship

The program design framework offers employers and registered apprenticeship sponsors field-informed program design elements and considerations for building systems, processes, partnerships, and practices that can drive DEIA in RA. They are informed by existing evidence and data as well as extensive research and work with employers, sponsors, intermediaries, and practitioners in the field.



# Organizational Conditions to Support Success

Employer Structure



Leadership and staff diversity



Employer Readiness



Recruitment



Accessible and  
representative instruction



Quality Mentorship



Retention Services



Livable wages &  
advancement opportunities



Participant voice &  
culture of belonging



Equitable data practices



External Organizations



Partnerships





# Conditions to Support Employer and Workplace Success

Registered Apprenticeship programs exist as part of larger organizations that must include DEIA-supportive practices for the program to succeed in its equity goals. This section addresses two key areas that are critical to promoting equity and success for all employees and apprentices: employer readiness, and leadership and staff diversity.



## Employer Readiness



Employer readiness refers to the commitment, culture, and capacity needed to drive organizational change. Employers should prioritize these practices, and developers of Registered Apprenticeship programs should look for them in employer partners. Employers who invest in readiness help ensure their work environments fully support the success of all employees, including apprentices.





## Leadership and Staff Diversity

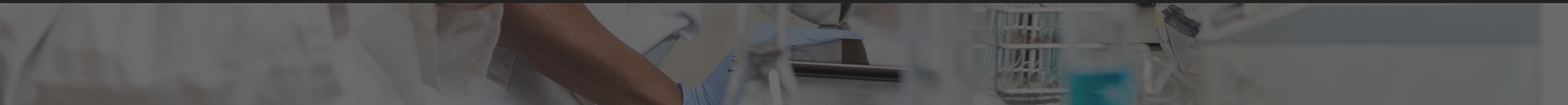


To make progress on DEIA efforts, an employer's culture should value diversity, equity, inclusion, and access across all levels of staffing and leadership. Hiring employees from diverse backgrounds, building leadership teams that reflect the community, providing equitable access to advancement for every employee, and investing capacity and resources into building DEIA practices and training supports the long-term organizational success of a wide range of apprentices.



## **Use Transparent and Accessible Practices to Diversify Recruitment**

The first interaction apprentices will have with an apprenticeship program will occur during outreach and recruitment. To ensure that programs are equitable, inclusive, and accessible, outreach practices and materials should be shared with a range of communities and in ways that allow for different forms of engagement and interaction





# Use Transparent and Accessible Practices to Diversify Recruitment

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**The following tactics can help programs engage with and recruit a wide range of jobseekers from various backgrounds and experiences:**

- Find candidates from different backgrounds by reaching out to and engaging with a range of community, workforce, and education partners.
- Ensure that recruitment materials are accessible and include images and language that can speak to a wide audience.
- Ensure that staff members who are responsible for recruitment reflect the diversity of the community.
- Remove questions about conviction records as part of the application process, except in cases where it is required by specific job eligibility criteria (ban the box).
- Clearly convey entry and success requirements. Offer support to help participants meet any prerequisites, and ensure that the referral, intake, and orientation processes are accessible.



# Use Transparent and Accessible Practices to Diversify Recruitment

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**The following tactics can help programs engage with and recruit a wide range of jobseekers from various backgrounds and experiences:**

- Ensure all learners can access assessments or pre-work required for program entry by providing accessible materials, offering different ways for participants to demonstrate knowledge, and providing testing accommodations (accessibility).
- Provide on-ramps to apprenticeship, including pre-apprenticeship and other training opportunities, to increase access to training for more workers.
- Solicit feedback from participants on the entry experience and incorporate their perspectives and feedback to improve practices.

**Partnership consideration:** Strategic partnerships can drive diversity in recruitment. Consider building relationships with local or regional community-based organizations, faith-based organizations, local workforce boards, Minority Serving Institutions, historically Black colleges and universities, vocational rehabilitation services, K-12 schools, and reentry organizations.





## **Support Participant Success With Robust and Responsive Retention Services**

Apprentices will not fully access the value and opportunity of an apprenticeship unless they can complete their training. Employers, RA sponsors, and those designing programs should invest in removing barriers to completion to ensure all apprentices can successfully complete.

# Support Participant Success With Robust and Responsive Retention Services

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**The following are tactics for designing programs that help all apprentices fully engage with their training and support completion:**

- Meet regularly with apprentices to discuss their needs, and work with them to develop individualized plans and make connections to services and partners as needed.
- Remove financial barriers to participation by covering the costs of uniforms, training materials, testing fees, equipment, and other costs.
- Provide services and support through partnerships and robust referral networks that can help provide resources such as transportation, housing, food access, and mental health services.
- Use public workforce funding, including Supplemental Nutrition Assistance Program (SNAP) Employment and Training and Workforce Investment Opportunity Act dollars, to increase access to training and expand services and supports for apprentices.





# Support Participant Success With Robust and Responsive Retention Services

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The following are tactics for designing programs that help all apprentices fully engage with their training and support completion:

- Connect apprentices to navigators and mentors who can help them access services and troubleshoot challenges during training. This could include providing technical or employability skill building, wraparound services, and assistance in navigating the workplace.
- Introduce apprentices to employers, community partners, and other stakeholders to build their professional networks (social capital).

**Partnership consideration:** Collaborate with community-based organizations, service agencies, workforce and education partners, and others to identify resources to support apprentices. Work with partners to determine which organization is best positioned to provide resources and employ apprentice navigators and mentors to connect participants to needed services.





JFF INNOVATION HUB FOR DEIA IN REGISTERED APPRENTICESHIP

## Technical Assistance and Resources Offered

- Leadership/Organizational Diversity and Readiness
- Participant Voice and Creating a Culture of Belonging
- Partnerships
- Recruitment
- Retention Services
- Mentorship

NATIONAL INNOVATION HUB FOR DEIA IN RA

## Take Your Next Step



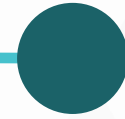
### Access our Resources

Learn more about DEIA strategies in apprenticeship, EEO regulations, and more.



### Request Technical Assistance

Meet with our team to explore resources, upcoming group technical assistance, or individual coaching.



### Sign the Pledge

Make a commitment to strengthen your organization through Equitable Apprenticeship.

Visit [jff.org/apprenticeshipdeia](https://jff.org/apprenticeshipdeia)



**Joshua Johnson**

Director, JFF

For more information or to contact the  
JFF National Innovation HUB for DEIA in  
Registered Apprenticeship, please visit  
our website Visit  
**[jff.org/apprenticeshipdeia](https://jff.org/apprenticeshipdeia)**

Or email The Hub directly at:

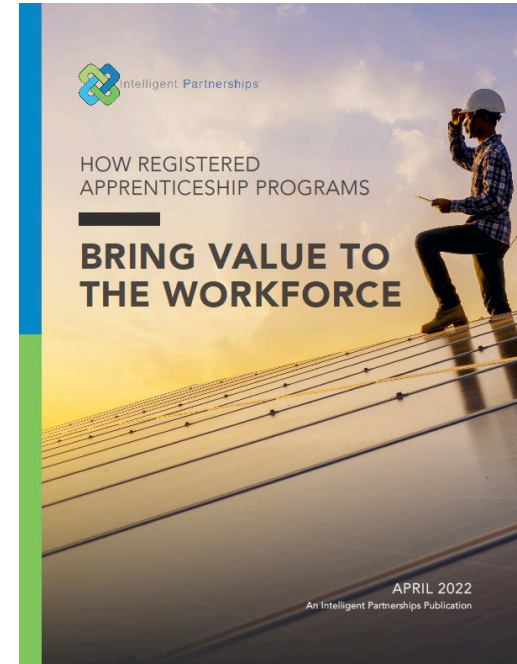
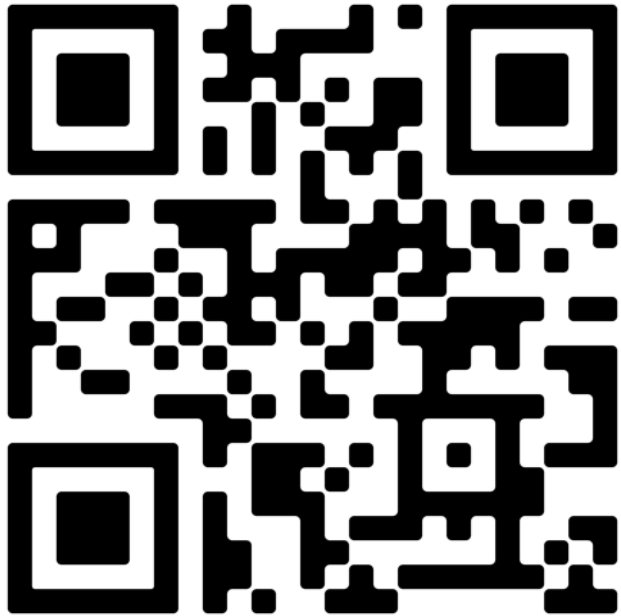
**[apprenticeshipdeia@jff.org](mailto:apprenticeshipdeia@jff.org)**







## Download Our Exclusive eBook!



Find out more [www.ipartnerships.net](http://www.ipartnerships.net)



*This workforce product was funded by a grant awarded by the U.S. Department of Labor (DOL)'s Employment and Training Administration (ETA). The product was created by the recipient and does not necessarily reflect the official position of DOL/ETA. DOL/ETA makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it.*