

Advanced Manufacturing | Construction | Energy | Finance | Healthcare |  
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# ESAC Apprenticeship Briefing

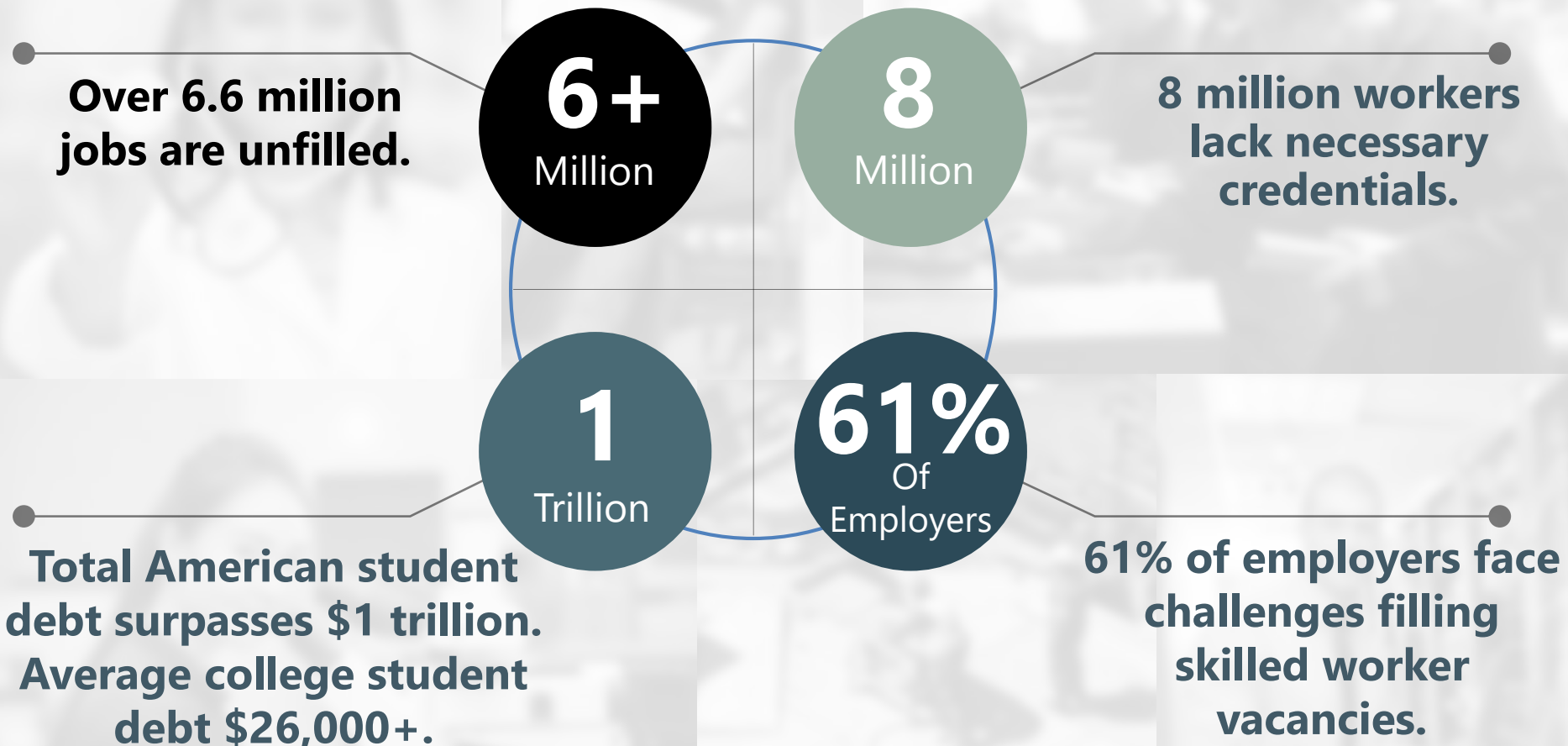
Jose Velazquez | Deputy Administrator  
Department of Labor | Employment and Training Administration

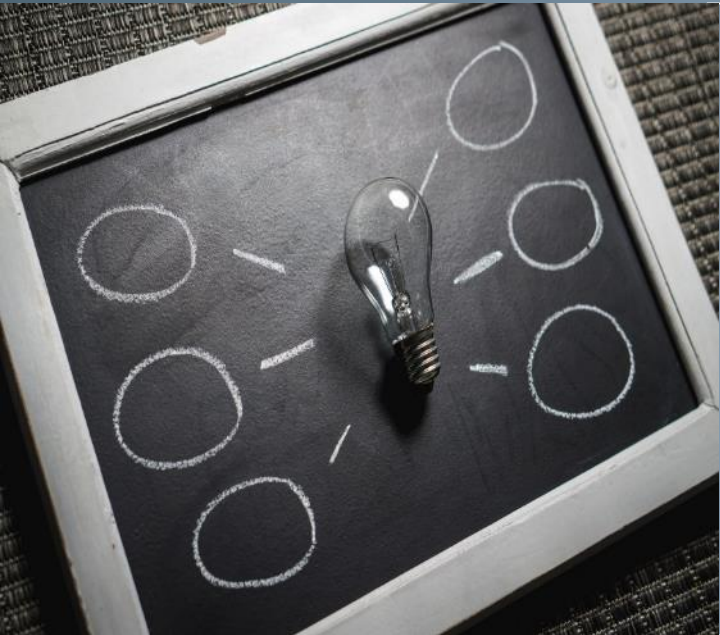
This has been a remarkable period of growth for the American economy and workers.

**3.2M** **3.2 Million Jobs Created Since November 2016.**

**The unemployment rate is the lowest in 18 years at 3.8 percent.** **3.8%**

But challenges remain and Apprenticeship can help address our nation's skills gap.





# Apprenticeship Expansion

Let's Look at Some Key Initiatives

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





The Executive Order directs **DOL** to further expand apprenticeship opportunities, to engage our partner Federal agencies in promoting apprenticeships, and to attract businesses from a growing range of sectors to sponsor apprenticeships.

# Here are highlights from four of the eleven sections of the President's Executive Order.

## **Section 4 – Establishing Industry-Recognized Apprenticeships**

This section supports DOL in consultation with the Departments of Commerce and Education promoting the development of apprenticeship programs by designated third parties.

## **Section 6 – Expanding Access to Apprenticeships**

This section promotes apprenticeship and pre-apprenticeship to high school students, Job Corps participants, current or formerly incarcerated individuals, and members of the U.S. armed services and veterans.

## **Section 7 – Promoting Apprenticeships and Colleges and Universities**

## **Section 8 – Establishment of the Task Force on Apprenticeship Expansion**

The Secretary announced the formation of this Task Force to identify strategies and proposals to promote apprenticeship



**Industry-Recognized Apprenticeships** will give business and industry more autonomy to develop work-based learning programs that help an individual earn a wage while also earning credentials employers value most.



The Executive Order also called for the establishment of the **Task Force on Apprenticeship Expansion** to bring together leaders from business, labor, higher education, State government, and others to develop proposals and recommendations to help us meet our shared apprenticeship expansion goals.

The **Task Force on Apprenticeship Expansion** conducted five meetings and concluded its work with the presentation of its final report to President Trump at the White House on May 10, 2018.



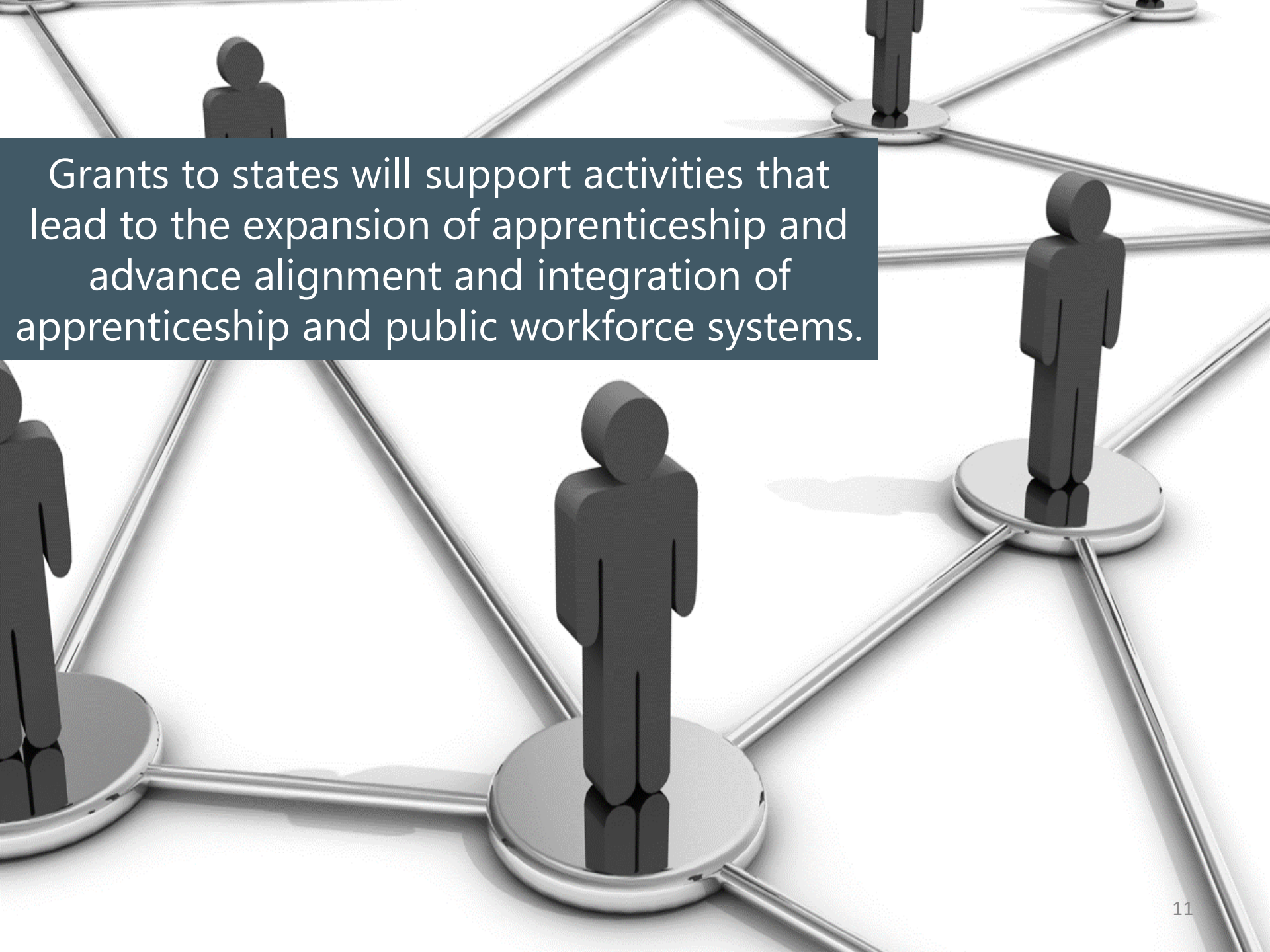
**Chair – Secretary Alexander Acosta,**  
U.S. Department of Labor

**Vice-Chair – Secretary Betsy DeVos,**  
U.S. Department of Education

**Vice-Chair – Secretary Wilbur Ross,**  
U.S. Department of Commerce

In the coming months, the Department will support innovative work-based learning approaches, technology modernization, and state initiatives that result in expansion of apprenticeship programs.



The background of the slide features a network diagram. It consists of several stylized, dark grey human figures standing on circular nodes. These nodes are interconnected by a series of thin, metallic-looking lines that form a web-like structure. The figures are positioned at various points within this network, suggesting a distributed or interconnected system. The overall aesthetic is clean and modern, with a focus on connectivity and human elements.

Grants to states will support activities that lead to the expansion of apprenticeship and advance alignment and integration of apprenticeship and public workforce systems.



# Apprenticeship Primer

Review Some Basics

# Apprenticeships Are a Customizable, Flexible, and Proven Business-Driven Model for Developing Workers.

## Core Apprenticeship Components



### Industry Leads

Employers are the foundation of every apprenticeship program and lead apprentice selection, curriculum design, and program operation.



### Apprenticeship Is a Job

Apprenticeship is a job with a paid work component.



### Instructional Component

Apprenticeship has an educational / training component which can include community college or Apprenticeship Training Center courses.

Apprenticeship has a long track record of producing strong results for both businesses and workers.

## Impressive Individual – Business – Public Benefits

**\$300,000+**

**Apprentices** Lifetime  
Earning Advantage

**\$60,000**

Completers Earn  
Per Year  
On Average

**\$1.47  
Return**

For Every Dollar Spent  
on Apprenticeship By  
**Employers**

**\$28**

In benefits for every  
\$1 invested by the  
Government.

**\$1 to \$10**

Every \$1 Invested By  
Government Leverages  
\$10 Private Sector  
Investment

# In addition to construction and trade occupations, Apprenticeships work for a broad range of industries.



## – Insurance/Finance

- ➔ **The Hartford** - Customer Care Specialist (Information Management) and Associate Claims Representatives
- ➔ **AON Insurance** - Human Resource, Insurance, and Technology Apprenticeship.
- ➔ **Zurich Insurance and Harper College** - Apprentices earned an AS in Business Administration and an Apprenticeship Industry credential for Certified Insurance Apprentice in Underwriting and Claims.



## – Advanced Manufacturing / Engineering

- ➔ **Dow Chemical.** Manufacturing and Engineering apprenticeship program involving the recruiting of Veterans.



## Information Technology

- ➔ **Microsoft** – Application Developer Database Administrators and Systems Administrators
- ➔ **Amazon** – Recruiting Veterans and training Cloud Support Associates.



## Healthcare

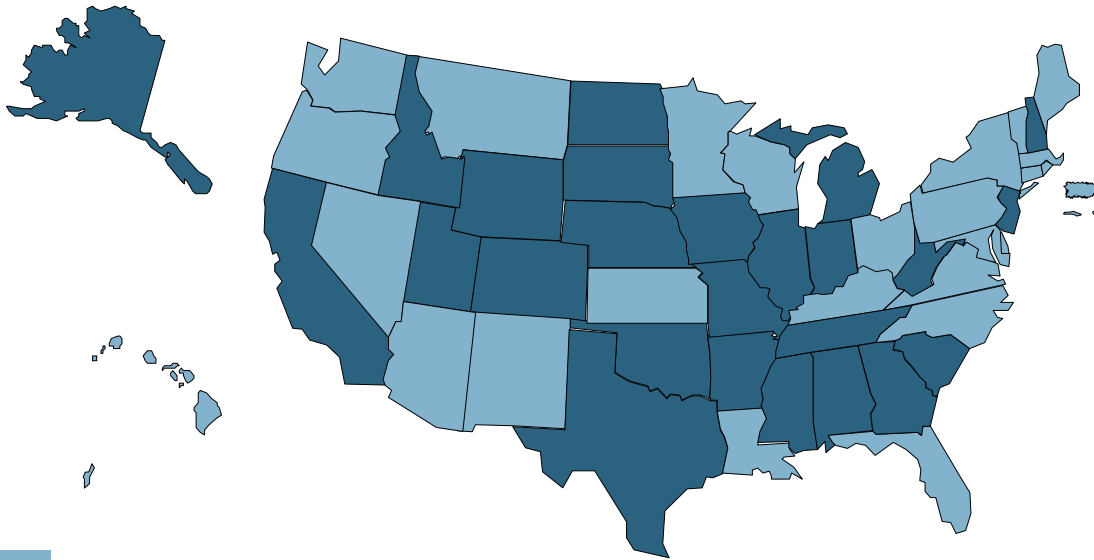
- ➔ **CVS** - Pharmacy Technician and Store Managers.



## Energy

- ➔ **Mercuria** - IT Data and Risk Management Analysts

# National Apprenticeship System: A Federal – State Partnership



27 State Apprenticeship Agency (SAA) States

27\* OA (FEDERAL) States

## Federal-State Partnership



Outreach to Employers



Support and Technical Assistance



Develop/Coordinate National Strategy



Quality Assurance

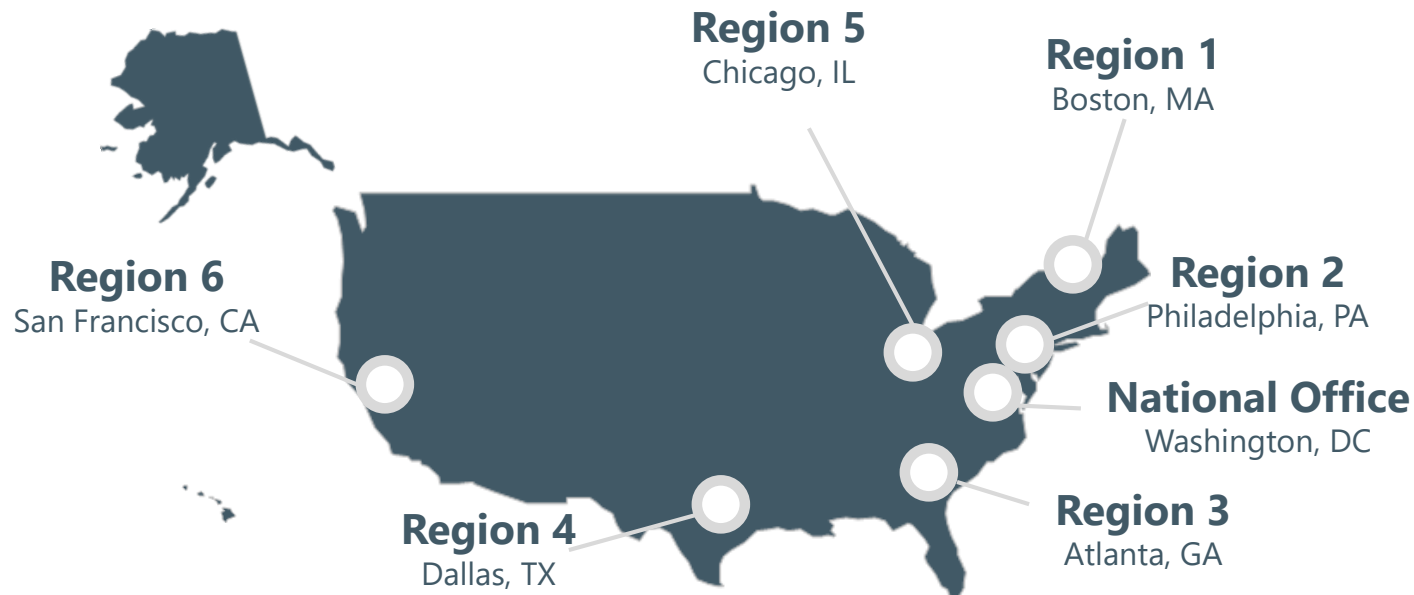
## NASTAD Facts

### National Association of State and Territorial Apprenticeship Directors

*Established After World War II to promote and achieve an effective national apprenticeship system.*

- ▶ Provides a forum for states and territories who each have their own state apprenticeship law.
- ▶ Goal of providing information, sharing ideas and providing support in problem solving to its members.
- ▶ NASTAD members recognize the need to work as an equal partner with US DOL/OA.

# Office of Apprenticeship: Key Facts and Figures.



**6 Regional Offices | 44 State/Field Offices**

## Key Federal Roles



Outreach to Business



Ongoing Support



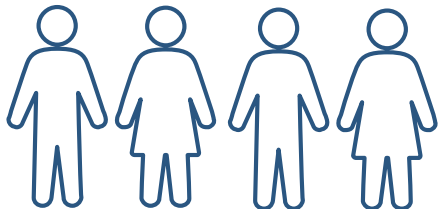
Develop/Coordinate National Strategy



Quality Assurance



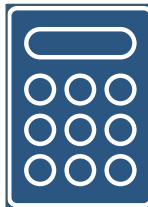
Facilitate Partnerships



**132**

Federal Staff

**FY 2018**



**\$145**  
**\$36**

Million - Appropriated

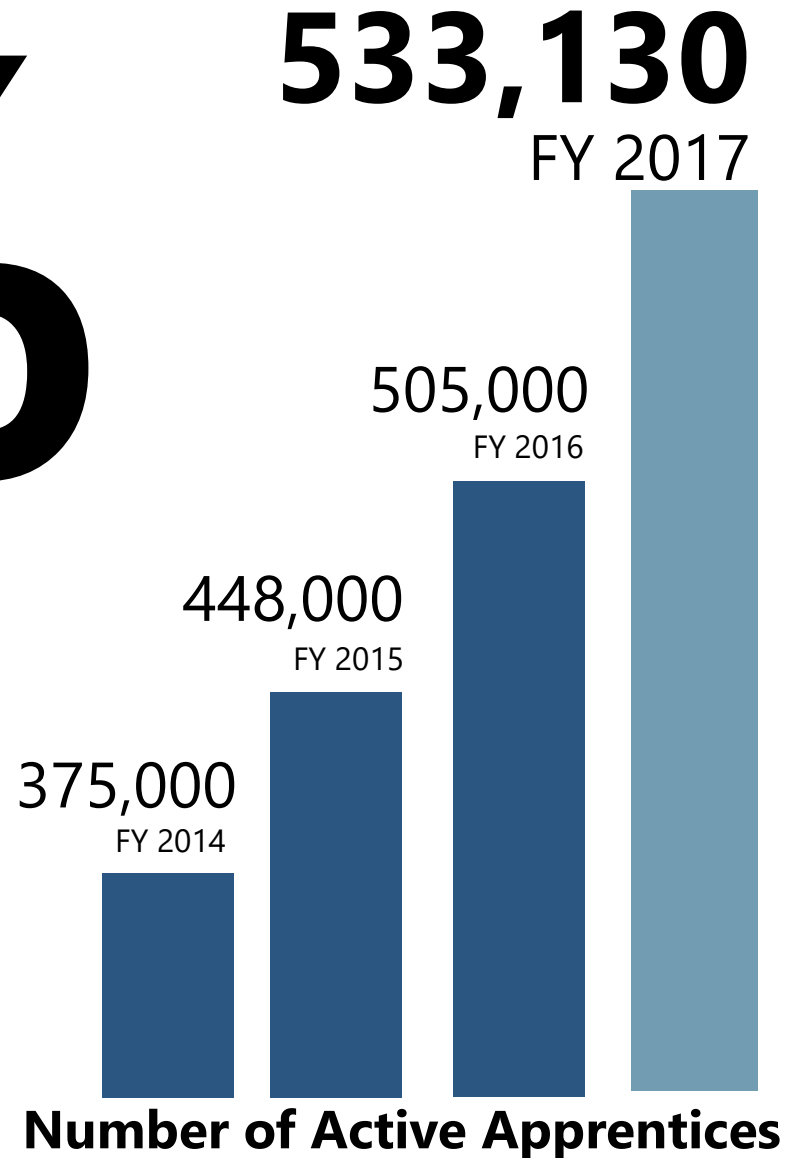
Million Program Administration

American Apprenticeship continued to show strong growth in FY 2017.

**42%**

Growth Since FY 2014

**190,862** Number of New Apprentices  
**22,482** Number of Active Programs  
**1,300** Number of Occupations



# Investments in Apprenticeship: Apprenticeship Grant and Contract Investments



**FY 2017-2018**  
**\$95 Million**

Additional FY  
2017 Funding for  
State Expansion  
Grants  
\$50 Million

10 Contracts  
Renewed to  
Provide  
Additional FY  
2017 Funding -  
\$11 Million

Finalizing contracts for: pre-apprenticeship; marketing campaign; web portal; and, identification of other apprenticeship programs.

**FY 2015-2016**  
**\$90 Million**

American  
Apprenticeship  
Initiative Grants  
\$175 Million  
2015

Apprenticeship  
State Accelerator  
Grants  
\$10 Million  
2016

Apprenticeship  
State Expansion  
Grants  
\$50 Million  
2016

Apprenticeship  
Industry Partnerships  
to Scale  
Apprenticeship, Equity  
Partnerships to  
Enhance Diversity - \$30  
Million  
2016

# Successful Engagement with Major Businesses To Expand Apprenticeship.



# Connections to Education

## Registered Apprenticeship College Consortium (RACC) and Youth Apprenticeship

### RACC:

#### A Partnership Between the U.S. Department of Labor and Education

**321**

Number of Colleges Who Have Joined the RACC.

**957**

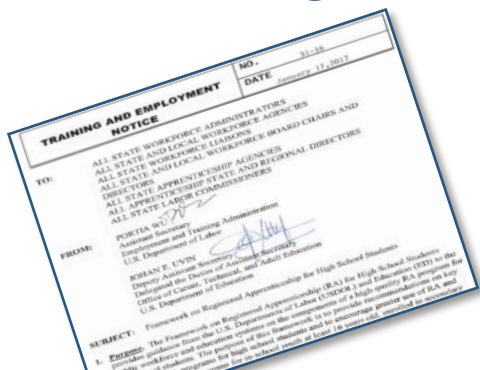
Number of Apprenticeship Training Centers

**15**

Number of National, Regional, State Organizations



### Training and Employment Notice (TEN) 31-16: Youth Registered Apprenticeship Framework for High School Students



- ▶ **Over 17 states** currently have youth apprenticeship programs or are working toward building programs.
- ▶ Outlines the components of a high-quality RA program for high school students.
- ▶ Provides recommendations on key elements of RA programs for high school students and to encourage greater use of RA and pre-apprenticeship programs for in-school youth at least 16 years old, enrolled in secondary schools.

**Published January 2017**

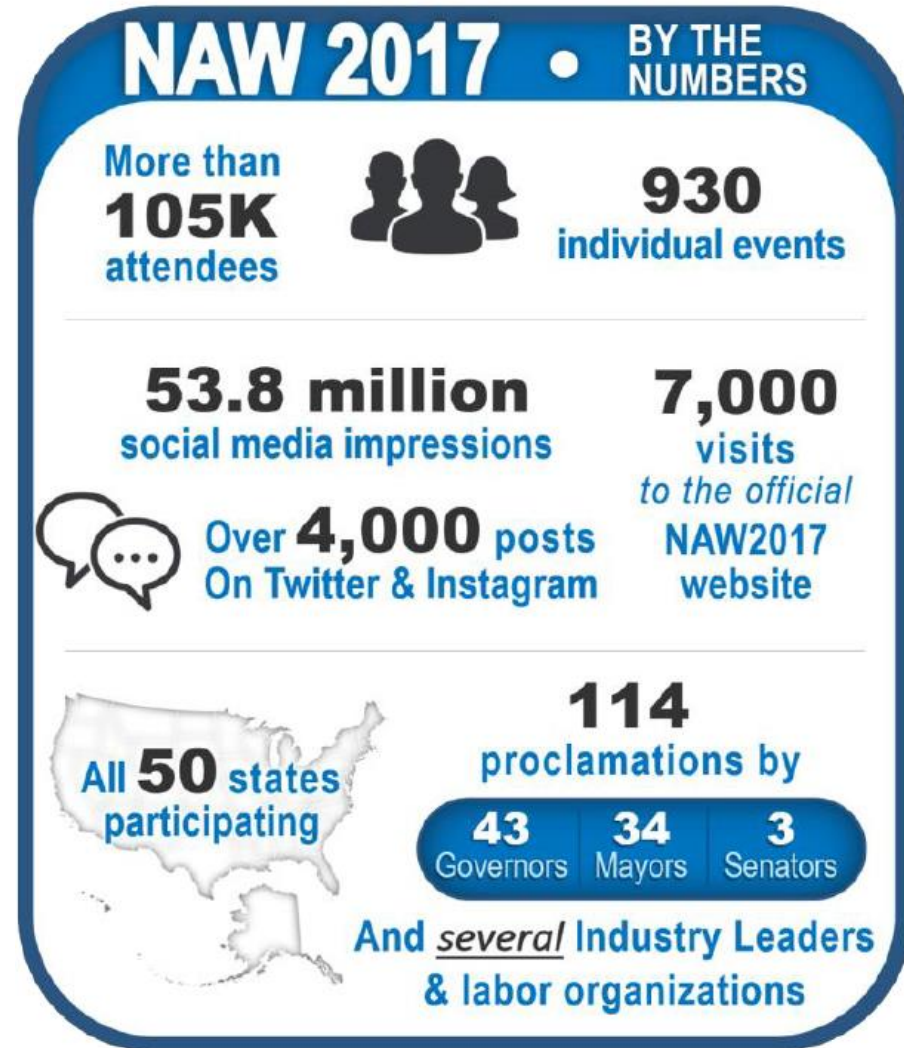


# National Apprenticeship Week 2017: Another Tremendous Success

Nearly 1,000 Events in All 50 States



The third annual National Apprenticeship Week held November 13-19, 2017 was the biggest yet with nearly 1,000 events held from coast to coast.





# Apprenticeship Modernization

Snapshot of Transformation Efforts.



The **Task Force on Apprenticeship Expansion** final report identifies strategies to promote apprenticeships and create opportunities for more Americans to secure family-sustaining jobs.

IT Modernization systems launched to improve customer service and internal efficiency.



## **Rapids 2.0**

- ▶ Standards Builder Self-Service Online Tool for Customers.
- ▶ Case Management System.
- ▶ Enhanced Data Analytics.

## **Salesforce**

- ▶ Sophisticated Customer Relationship Management.
- ▶ Improves Internal Coordination.
- ▶ Platform for Communication with External Partners.

# Streamlining and Re-engineering for Results.

## Reducing Apprenticeship Program Documentation by 70%

Revising Apprenticeship program documentation requirements which will reduce paperwork by over 70 percent.



## Decreasing Time to Determine Apprenticeable Occupations

Launching soon revised process that will significantly cut the anticipated time frames for recognizing new types of jobs for Apprenticeship.



## Collaboration, Learning, and Innovation for Change

Encouraging, preparing, and supporting staff through change process with assistance from Booz Allen Hamilton consultants.





# Next Steps

Let's Explore Ideas to Grow  
Apprenticeship Together

# Lots of action since January 2014, what's next?





# Thank You for Being Here Today

Let's Continue to Explore Ideas to  
Grow Apprenticeship Together

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