Advisory Committee on Apprenticeship (ACA) Meeting

June 15-16, 2016
Frances Perkins Building
Call to Order

Andrew Cortes
ACA
Chairperson
Agenda Overview

Our Focus

Doubling and Diversifying: Increasing Registered Apprenticeship Opportunities for Women and Youth

- Expanding Opportunities for Women and Youth
- Strengthening Alignment w/CTE & High Schools
- Updates and Discussion
  - Apprenticeship Grant Initiatives
  - ApprenticeshipUSA and LEADERS
  - International Efforts
- Recommendations for the Next Administration
Departmental Remarks

Christopher P. Lu
Deputy Secretary
Department of Labor
Office of Apprenticeship’s Progress Report and High Level Updates
OA is continuing to move forward on a number of initiatives that are impacting system growth.

- American Apprenticeship (AAI) Grants
- AppUSA Funding ($90 million)
- ApprenticeshipUSA
- LEADERs Initiative
- 2016 ApprenticeshipUSA Accelerator Sessions
- National Apprenticeship Week
American Apprenticeship (AAI) Grants

$175 million
46 grantees
34,000+ apprentices

The projects in the following industries:
27% IT
28% Advanced Manufacturing
16% Healthcare
29% Business, Skilled Trades, Construction and Transportation

Federal states in service area.
State Apprenticeship Agencies in service area.
Applicant cities for initial selections.
Applicant cities for additional selections.
Promise Zones
American Apprenticeship (AAI) Grants

- 38 projects targeting women
- 34 projects targeting persons of color
- 35 projects targeting veterans
- 14 projects targeting disabled populations
- 24 projects targeting youth
- 12 projects targeting incumbent workers
AAI Grants: Progress to Date:

The AAI grantees have reported the following progress to date: 1,016 participants served: 61% male and 33% female.

*Approximations subject to reporting error
Ongoing Technical Assistance: June - August

AAI Grants will participate in the ongoing Accelerator meetings

In partnership with NGA’s Center for Best Practices, grantees will receive TA in the following areas:
- RA Fundamentals
- Employer Engagement Focus
- Performance Reporting and Data Collection
$90 Million Allocation: Funding Announcements
On June 2, 2016, Secretary Perez announced the award of $10.4 million in ApprenticeshipUSA Accelerator Grants.

51 States and Territories, and the District of Columbia were awarded $200,000.

These grants will help empower states to:
- Engage Industry Partners in New and Existing Sectors
- Identify Strategies to Promote Greater Diversity & Inclusion
- Integrate Registered Apprenticeship with Education and Workforce
- Conduct needed analysis and research
- Develop marketing and outreach strategies
The Department will announce an additional $50.5 million being made available for State Expansion Grants.

The goals for these funds are three fold:

1. Advance Registered Apprenticeship as a Workforce Strategy and Post-Secondary Education Career Pathway.
2. Support Integrated, Statewide Apprenticeship Strategies and Engage Industry in both Traditional and Non-traditional Industries
3. Catalyze State Innovations to Increase Opportunities for Underrepresented Populations
Forthcoming Industry and Equity RFPs

Request for Proposals will be part of the $90 million appropriation

- Industry Intermediaries: Targeting Single and Multi-Industry Intermediaries that will assist employers and other potential sponsors to start or expand their apprenticeship programs.

- Workforce Intermediaries will assist employers and other potential sponsors to develop best practice approaches for diversity and inclusion of under-represented populations.

- Target dates for requests will be late June.
Companies and organizations advocating and supporting the growth of Registered Apprenticeship

Key Areas for FY 2016 Leader Engagement

- Reviewing LEADER Commitments
- National Apprenticeship Week 2016
- Recruiting Other Employers and Stakeholders for 2016 Accelerator Sessions
176 LEADERS and Still Growing!
ApprenticeshipUSA Accelerator Sessions

Accelerator Process:

1. Overview - Benefits of RA
   - Build understanding of bottom-line benefits of Apprenticeship

2. Facilitate Consultation & ID Resources
   - Facilitate intensive assistance to jump start the development of a customized talent development solution and find resources to support the program

3. Tailored Assistance in Program Development
   - Provide a roadmap with on-going personal assistance in building a registered apprenticeship program that seamlessly integrates into HR and talent development structure.
ApprenticeshipUSA Accelerator Sessions

✓ Financial Services (March 2016)
✓ Transportation/Logistics (May 2016)
✓ Advanced Manufacturing (June 2016)

☐ Energy - June 29th | Arlington Chamber of Commerce, Arlington, TX.
☐ Healthcare - July 28th | AHIMA Building, Chicago, IL.
☐ Information Technology - August 18th | San Francisco, CA.
☐ Construction - August 23rd | Carpenter’s Hall, Boston, MA.
The National Association of State and Territorial Apprenticeship Directors (NASTAD) and the Office of Apprenticeship have committed to strengthening its current partnership!

Committee Held a Strategic Planning Meeting June 8-10:

- Examined a broad range of issues of shared interest
- Discussed Working Towards a Joint Vision and Action Plan

Next Steps: Continue to Engage at the August 2016 NASTAD Summer Conference
## National Apprenticeship Week 2016 Goals

<table>
<thead>
<tr>
<th>Category</th>
<th>2015</th>
<th>2016</th>
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<tbody>
<tr>
<td>Number of Events</td>
<td>300+</td>
<td>Double!</td>
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<tr>
<td>States with NAW Event</td>
<td>43+</td>
<td>All 50 States + Territories</td>
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<tr>
<td>Proclamations</td>
<td>54</td>
<td>All States + As many Local Government Proclamations as possible!</td>
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Update on WIOA Implementation

RA Sponsors & the Eligible Training Provider List:

– Currently developing tools for all sponsors to access the workforce system
– Links to websites/documents
– PowerPoint presentation
– Key talking points
– National webinar to roll out products
– Pre-apprenticeship will be an important area of Focus

Next Steps: TEGL 41-14. will provide additional guidance and will be shared with the ACA as soon as it is released!
Media and Meeting Break
(on break until 3:00 p.m.)
Apprenticeship USA

Jill Houser
Regional Director, Boston Office of Apprenticeship
Overview of Workgroup Discussions (January – June)

• Workgroup Progress Report
• Areas of Opportunities and Resources

Key Findings and Recommended Actions:

• Recruitment and Outreach
• Training and Retention
• Compliance

ACA Presenters:

• Kenneth Rigmaiden, ACA Co-Chair, Labor
• Connie Ashbrook, ACA Member, Public
• Greg Chambers, ACA Member, Employer
Overarching Opportunities

- Maximizing Existing Resources
- Including Women in All Expansion Efforts
- Supply and Demand, Goals for Women
- Identifying the Pain Points
  - Immediate Actions
  - Building Accountability
  - Web Based Opportunities
  - Inter and Intra Agency Workgroups
Recruitment and Outreach

- Targeted Outreach in Marketing Materials
- Training Resources for Sponsors and Partners
- Sharing Best Practices
Training and Retention

- Improving Training for All
- Women as Equals and Partners
- Supporting Women on the Job
- Creating a Safe Workplace
Compliance

- Identifying Possible Discrimination
- Shared Training and Training Resources (OFCCP, OA, SAA)
- Lack or Regular Compliance Reviews
- Lack of Baseline Compliance Review Guidance
- Uneven Training on Conducting Compliance Reviews
Wrap Up and Closing Remarks
Call to Order

Andrew Cortes
ACA
Chairperson
Day 1 – Recap and Agenda

John V. Ladd
Administrator
Office of Apprenticeship
ACA Ad Hoc Workgroup: Youth Apprenticeship
Laura Ginsburg
Team Leader
Division of Promotion and Strategic Partnerships
ACA Ad Hoc Workgroup: Youth Apprenticeship

Workgroup Overview and Progress to Date:
- Summary of Discussion Points
- Proposed High School RA Framework
- Outreach and Web Tools
- Industry Specific Outlook

ACA Presenters:
- James Wall, ACA Co-Chair, Employer
- LeAnn Wilson, ACA Member, Public
- Brian Turner, ACA Member, Labor
1) Youth Apprenticeship Ad-Hoc Working Group Members

2) Starting Point for developing a High School Registered Apprenticeship (HSRA)

3) Discussion points and questions for HSRA (LeeAnn Wilson, James Wall, and Brian Turner)

4) Next steps
## Ad-Hoc Working Group Members

<table>
<thead>
<tr>
<th>Organization</th>
<th>Name</th>
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<tbody>
<tr>
<td>National Institute for Metal Working Skills (NIMS)</td>
<td>Jim Wall (ACA–Employer Member)</td>
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<tr>
<td>Association for Career and Technical Education (ACTE)</td>
<td>LeeAnn Wilson (ACA–Public Member)</td>
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<td>The Transportation Learning Center</td>
<td>Brian Turner (ACA–Labor Member)</td>
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<td>US Department of Education</td>
<td>Robin Utz</td>
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<td>Department of Commerce</td>
<td>Mary Pacelli (ACA Member)</td>
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<td>US Department of Transportation</td>
<td>Bryna Helfer</td>
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<td>International Union of Painters &amp; Allied Trades</td>
<td>Tom Pfundstein</td>
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<td>ThyssenKrupp</td>
<td>Donnie Robinson</td>
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<td>Siemens Foundation</td>
<td>Crystal Bridgeman</td>
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<td>Advance CTE</td>
<td>Kimberly Green</td>
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<td>SkillsUSA</td>
<td>Tim Lawrence</td>
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<td>Apprenticeship Carolina</td>
<td>Brian Rauschenbach</td>
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<td>State of Wisconsin</td>
<td>Karen Morgan</td>
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Starting Point for developing a High School Registered Apprenticeship (HSRA)

- **Focus on In-school Youth Registered Apprenticeship**
  - junior and senior high school students
  - 16 & 17 year olds

- **Out-of-School Youth Registered Apprenticeship**
  - 16-24 year olds
  - pre-apprenticeship or Registered Apprenticeship

- **Joint policy guidance will be issued by the Departments of Labor and Education.**
  - Guidance needs to cover education and workforce stakeholders

- **Web-based materials will be developed for both departments**
Starting Point for developing a High School Registered Apprenticeship (HSRA)

- Integral part of CTE-Registered Apprenticeship partnership.
- Several models already identified and in use.
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<tr>
<th>Model Type</th>
<th>Characteristics</th>
<th>Examples</th>
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| Registered Apprenticeship       | • RA programs and students are registered as apprentices with OA.  
• Accommodations may be made for students’ age and ability to work in some industry settings, with CTE coursework applied toward RA requirements and RA participation applied toward high school graduation requirements | North Carolina (High School Apprenticeship)                                                  |
| Pre-apprenticeship               | • Preparation programs for a RA program, with related technical instruction provided as part of their CTE coursework.  
• Students often participate in WBL placements with an RA sponsor and receive preferred and/or enhanced entry with credits earned toward RA program requirements | • Connecticut (pre-apprenticeship)  
• Florida (youth apprenticeship)  
• Kentucky (TRACK)  
• North Carolina (High School Apprenticeship)  
• Washington (Apprenticeship preparation) |
| Registered CTE Curriculum        | • Students enroll in CTE coursework that the state has aligned to RA programs in high-demand industries.  
• All enrolling students earn credits toward an RA program following high school completion | Rhode Island (Registered School-to-Apprenticeship)                                           |
Educational Concerns:

- HSRA’s will align with the state-approved academic standards to meet high school graduation and other requirements.

- It is expected that students in HSRA programs will receive a HS diploma.

- HSRA’s will provide secondary students with postsecondary pathways into Registered Apprenticeship and postsecondary education opportunities.
Registered Apprenticeship concerns:

- HRSAs must comply with federal and state child labor laws
- HRSAs must comply with federal and state OSHA and workers compensation laws
- HSRA’s will target the expansion of apprenticeship in new fields (e.g. healthcare, IT, advanced manufacturing, transportation, financial/ insurance sectors, etc.).
For current HSRA programs that provide the RA completion certificate with a HS diploma, OA will encourage them to articulate into a postsecondary RA program.

All HSRA should provide advanced standing into RA and postsecondary education.
Discussion Questions

- Should there be preferential employment opportunities for HSRA graduates? (i.e. direct entry into a RA?)

- How are transferable credentials awarded?

- Youth Apprenticeships in WI, for example are shorter than RA programs, do we want to consider a shorter program or interim credential for high school students?
Discussion Questions Continued

- Will a HSRA be defined by one occupation or a rotation within a business?

- Should we brand HSRA to address the issue that “apprenticeship” is used very loosely?
Final Discussion Questions

• How do we track high school RA programs across the country?

• Should we create a network/consortium of high schools?

• Who would the members be? (i.e. states, school districts, schools, CTE consortia?)
Next Steps

- More discussion needed with Ad-Hoc group or with ACA members?
- Additional outreach and research
- Other?
Media and Meeting Break
(on break until 10:15 a.m.)
Recap and Review
What progress has been made with the Joint Declarations of Intent in place with Switzerland and Germany?

Moving Forward
How will these efforts help with ApprenticeshipUSA expansions?
The United States Departments of Commerce, Education, and Labor signed two Joint Declarations of Intent in June 2015 with the German and Swiss governments.

- Over 600 Swiss companies active in the U.S., with recent expansions into the financial and insurance industries (i.e., Zurich Insurance)
- Nearly 20 Swiss companies are part of the DOL LEADERs initiative
- Work Plan projects include:
  - Initiating International Apprenticeship Exchanges between Swiss and U.S. firms
  - Creation of a Community of Interest of Stakeholders interested in Swiss-style Vocational and Educational Training (VET)
  - Swiss Business Engagement and Best Practices

- There are 194 German-owned firms in Charlotte, NC alone making Germany the most largely represented foreign country in the region
- Work Plan projects include:
  - National Convening of German American Chambers of Commerce
  - International Apprenticeship Exchanges between German and U.S. firms
Continued International Engagement:

- EU Forum in Brussels (February 2016)
- Hannover-Messe in Germany (April 2016)
- Secretary of Labor at SelectUSA Summit in Washington, D.C. (June 2016)
- OECD Workshop with Dept. of Education and DOL in Baltimore (July 2016)
- Global Apprenticeship Network Event (October 2016)
Upcoming Events!

SELECT USA®
INVESTMENT SUMMIT

WASHINGTON, DC  JUNE 19-21, 2016
Sector Caucus
Breakout Sessions
Tasks for Sector Breakout Sessions

- Review and Provide Feedback
- Women’s Ad Hoc Progress Report
- Youth Ad Hoc High School Framework
- ACA Progress & Priorities for Next Term
- Prepare Sector Report Out
Lunch on Your Own (on break until 1:15 p.m.)
Sector Caucus Report Outs
Sector Caucus Report Outs:

Open Discussion and Planning Session

- Women and Construction
- High School Registered Apprenticeship
Media and Meeting Break
(on break until 2:45 p.m.)
Recommendations for Next Administration:

Open Discussion and Planning Session

- Review of Steps Taken to Advance RA
- Opportunities and Challenges Moving Forward
- Recommendations to Continue Momentum
Wrap Up and Public Comment
ACA Meeting Has Adjourned.