

EXECUTIVE SUMMARY

The Secretary's Advisory Committee on Apprenticeship (ACA) convened for a day and a half at the US Department of Labor, Frances Perkins Building, Room N-3437A on September 27-28, 2016. Audio conference technology was made available for increased public participation in the meeting.

Mr. Cortes officially called the meeting to order and welcomed the audience to the ACA meeting, followed by an agenda overview from Mr. John V. Ladd, Administrator for the Office of Apprenticeship. Mr. John Ladd provided an agenda overview and outlook for the two-day meeting.

Mr. Ladd highlighted several key issues and areas of process reform where the ACA's feedback was needed such as work process schedules, apprenticeability determination processes, and some suggested recommendations for future action. Additionally, Mr. Ladd provided an overview of Office of Apprenticeship activities over the past few months, as well as some challenges and priorities moving forward as well as an overview of the six strategic areas of focus to overcome some of the challenges: (1) Strategic Investments; (2) Marketing and Employer Engagement; (3) Core Operations; (4) Diversity and Inclusion; (5) Strategic Partnerships; and (6) National System Building.

The meeting opened with a round of introductions and welcome to new committee members. The ACA then heard a presentation from the ACA's Ad hoc Workgroup on Women and Construction. The group shared a Blueprint to Increase the Number of Women in Apprenticeship, proposing recommendations in three key areas.

Recruitment and Outreach

1. Create outreach materials that are targeted toward women with a gender lens
2. Implement a digital strategy
3. Collaborate with other agencies and the VA
4. Encourage career educational opportunities

Adequate Preparation to Enter the Building Trades:

1. Technical Assistance Centers
2. Expand funding for Pre-Apprenticeship
3. Encourage the Community Colleges and other post-secondary education institutions to link to apprenticeship programs
4. Get their programs aligned with reaching out to the women and eventually Dr. Biden and Secretary Perez's network for women opportunities.

Training and Retention

1. Improve Training for All
2. Better Track the Related Instruction (on the job and in school)

3. Recognize Inherent bias,
4. Support Women on the Job
5. Recognize Industry Leaders
6. Examine the Data
7. TA to States
8. Guidance on Equitable Worksites
9. Worksite Professional Development
10. Cultural Competency Training
11. Recognition of Best Practices

Compliance

1. Communicating Responsibilities on EEO
2. Sharing NASTAD resources across OA states
3. Best Training and Resources Possible
4. Develop Guidance on Compliance Reviews

Johan Uvin, the Acting Assistant Secretary for Career, Technical, and Adult Education from the U.S. Department of Education shared with the ACA the work that his Department was doing around equity in education, technical assistance, and model development.

Laura Ginsburg, the new Division Director for the Office of Apprenticeship's Division of Promotion of Strategic Partnerships. Ms. Ginsburg provided a number of updates related to how Registered Apprenticeship is working with the educational community and its ongoing efforts to work jointly with the Department of Education, as well as an overview of the ACA Ad Hoc Workgroup on Youth Apprenticeship.

Ms. Ginsburg highlighted the ACA's advice to develop the Registered Apprenticeship College Consortia (RACC) and reported that the RACC currently has 275 college members, 957 apprenticeship training centers, and 15 national, regional and state organizations. Additionally, she highlighted the work of the ACA's Ad Hoc Workgroup on Youth and the need for a framework to focus on and serve in-school youth, junior and senior high school students, 16 and 17 year olds and the development of joint policy guidance from the U.S Department of Labor and U.S. Department of Education.

The Ad Hoc Workgroup on Youth identified three different models serving youth:

1. Pre-apprenticeship
2. Finish Registered Apprenticeship Concurrently with High School Graduation
3. Start in High School and Finish After; Entering an Associate's Degree
 - a. Finishing an AA and Registered Apprenticeship Concurrently.

The next presentation covered a new effort to building innovative apprenticeship models using competency based occupational frameworks. Diane Jones of the Urban Institute talked about the work she is doing to develop a number of competency based frameworks for national applicability. Currently, there are 13 frameworks available for review.

Day 1 of the ACA meeting closed with Zachary Boren, of the Office of Apprenticeship. Mr. Boren shared his Division's work around re-thinking and streamlining the current approach to the apprenticeability determination process for ACA feedback. Mr. Boren is looking to institute a 90-day approval process.

Summary of Day Two

Day two of the meeting opened with a continued discussion of the proposed recommendations from the Ad Hoc Workgroup on Women in Construction. The workgroup made and presented a revised condensed version of action items.

Followed by a high-level summary of proposed recommendations for future actions and presented both long and short term action items:

Long Term Action Items:

1. Expand current goal of doubling the number of apprentices by 2019
2. An executive order on Registered Apprenticeship
3. Increase in and make permanent the apprenticeship programmatic funding
4. Establishing a public private partnership to advance apprenticeship
5. Incentivizing apprenticeship to a broad set of initiatives
6. Focus on making opportunity and diversity in apprenticeship a key priority
7. Embed apprenticeship prominently in key education and work force legislation, and create regulatory flexibility.
8. Continued support from the administration, combined with the changes in the work force innovation and opportunity act (WIOA), will achieve unprecedented results with registered apprenticeship in partnership with the next administration.

Short Term Action Items:

1. Make national apprenticeship week permanent by a Presidential proclamation
2. Establish inter-agency work group on apprenticeship
3. Develop recognition programs for apprentices and employer sponsors
4. Engage governors and support the states as they expand registered apprenticeship
5. Host international apprenticeship summit in the US
6. Create international apprenticeship exchange program.

The committee broke into sector caucus breakout sessions followed by group report outs as follows:

Labor Sector Report

- The Labor sector elected Chris Haslinger as the Co-Chair representing Labor and recommended Bernadette Oliveira-Rivera to work with Chris as an alternative.

- On Women's Increasing Opportunity recommendations, labor elected Cheryl Feldman and Brian Turner will continue to work on the bigger document. With a clarifying question under, Training and Retention section related to feedback mechanisms and instruments.

Employer Sector Report

- The Employer sector elected Jim Wall as the Co-Chair representing Employers. Scott Kisting volunteered as Jim's alternate.
- On Women's Increasing Opportunity recommendations they voted to approve, and were ok with the proposed amendment from the Labor caucus.

Public Sector Report

- On Women's Increasing Opportunity recommendations they were fine with the recommendations has presented and were also fine with the proposed amendment from the Labor caucus regarding recommendation # 4 under Training and Retention.
- Additionally, they had feedback for the editing group of the briefing paper on the future recommendations, to adjust the fifth and sixth short term action item around the international work to potentially condense, reduce, and flush out more clearly.
- Another edit was to lift up the diversity and inclusion focus to a short term recommendation. Include language highlighting Department of Education funds available for CTE and align and leverage coordination to increase the impact of the Registered Apprenticeship system as a whole.

Andrew Cortés then took a committee vote to adopt the revised recommendations from the Ad Hoc committee on Women and Construction as amended. There was committee consensus to approve and adopt the revised recommendations. A closing statement was made on how to raise diversity and inclusion in the document under the short term goals.

The group then had a discussion on agenda items for the next meeting and some additional discussion on the current apprenticeship momentum. The meeting closed with remarks from Portia Wu, Assistant Secretary for the Employment and Training Administration.

Assistant Secretary Wu thanked the committee for their time and commitment, and continued service to the Department. She complimented the ACA for their broad knowledge and the tremendous value add their advice has made for the Department around apprenticeship issues. Assistant Secretary Wu took questions from the ACA and provided closing comments.

Andrew Cortes then adjourned the meeting.