

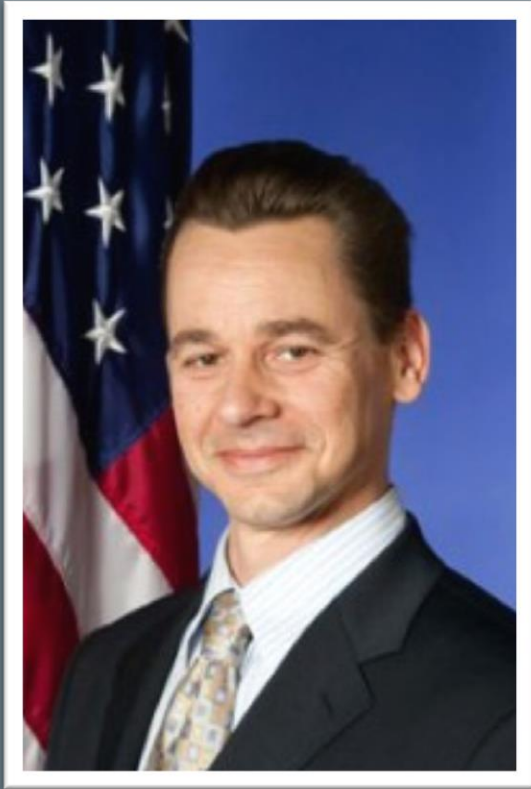


Apprenticeship**USA**

Advisory Committee on Apprenticeship (ACA) Meeting

**June 15-16, 2016
Frances Perkins Building**

Call to Order



Andrew Cortes
ACA
Chairperson



Agenda Overview



John V. Ladd
Administrator
Office of Apprenticeship



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



Eric Seleznow

Deputy Assistant
Secretary

Employment and
Training Administration



Departmental Remarks



Christopher P. Lu
Deputy Secretary
Department of Labor



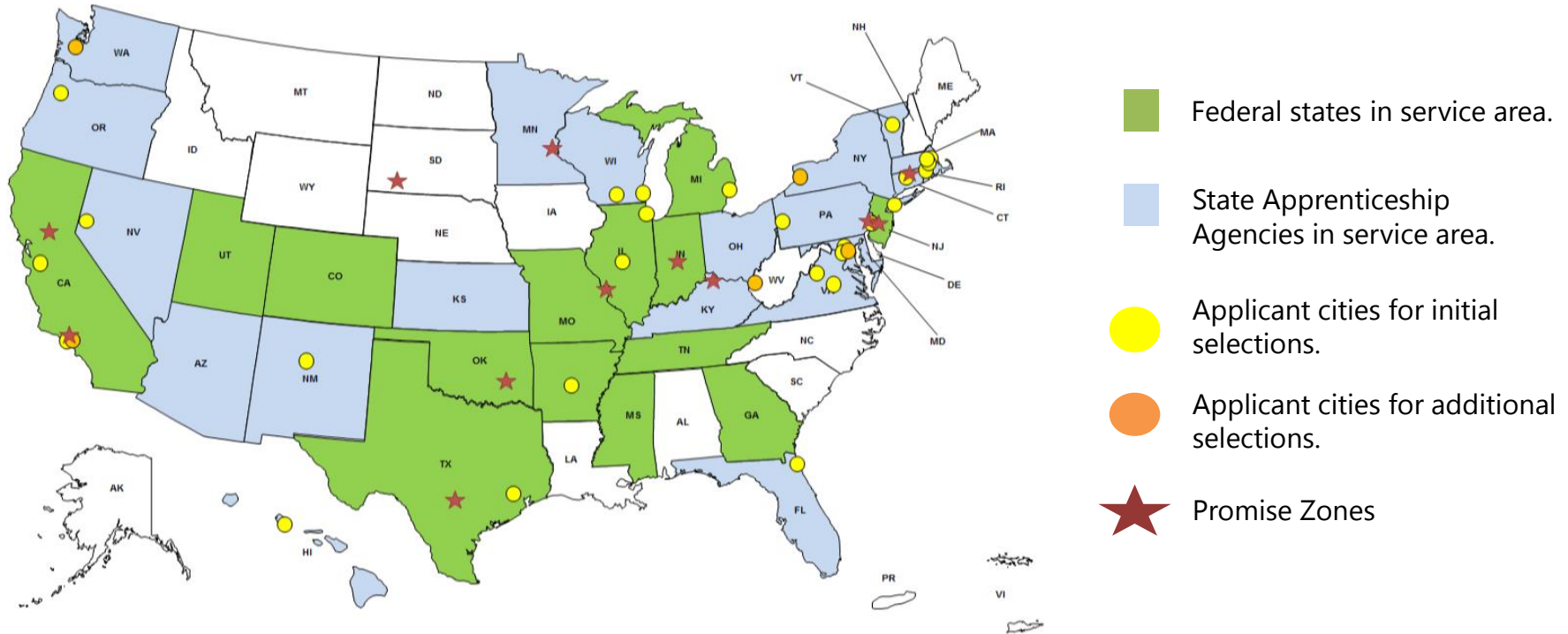
Apprenticeship**USA**

**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

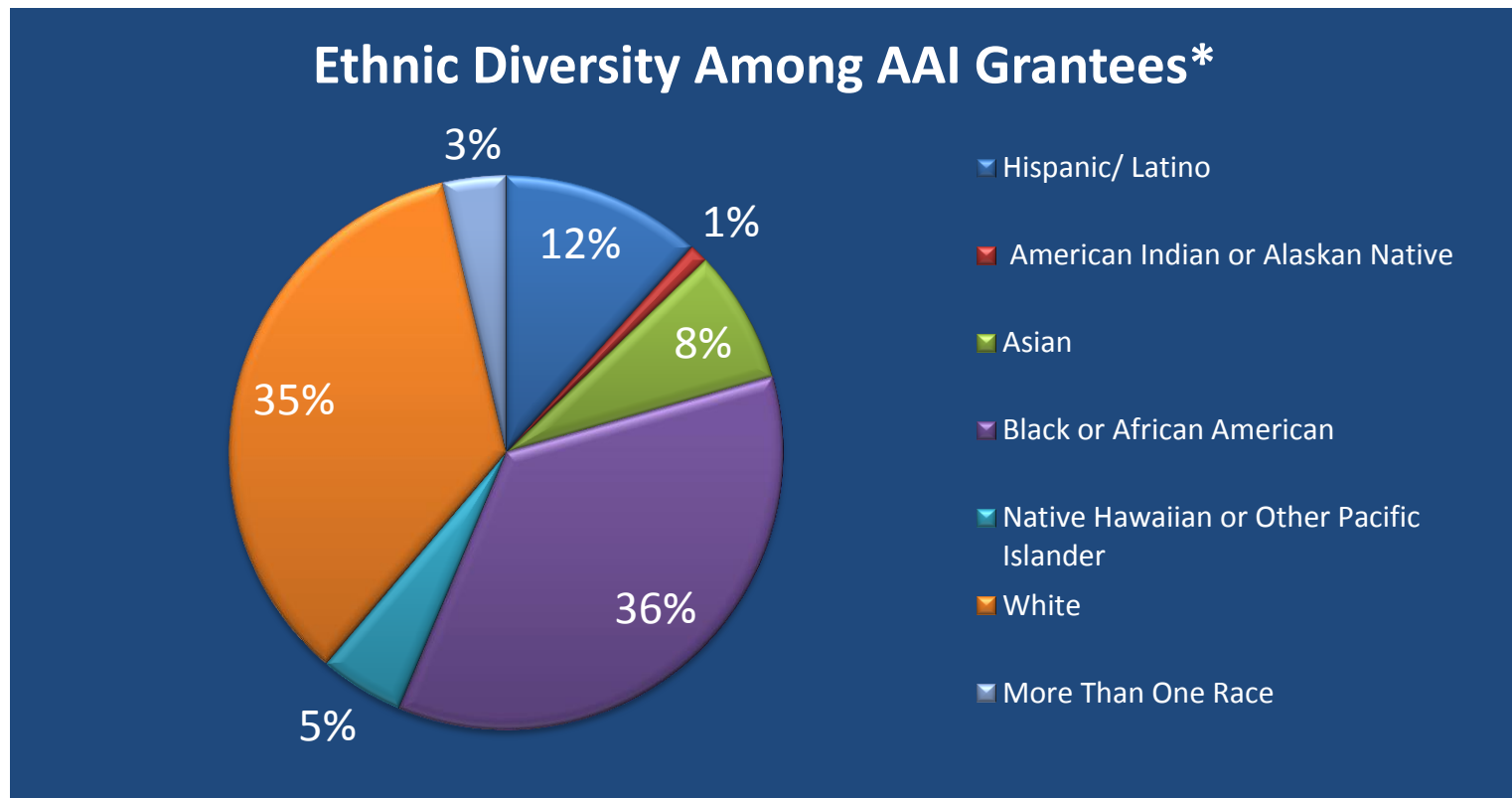


American Apprenticeship (AAI) Grants



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*

AAI Upcoming Grantee Events

- **Ongoing Technical Assistance: June - August**
- AAI Grantees 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





Apprenticeship**USA**

**\$90 Million Allocation:
Funding Announcements**

\$10.4 Million in ApprenticeshipUSA Accelerator Grants

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



\$50.5 Million in ApprenticeshipUSA State Expansion Grants

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.



LEADERs Initiative

176

**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**





Daetwyler



LiUNA!

Feel the Power



SIEMENS



WERNER



176 LEADERS and
Still Growing!



ApprenticeshipUSA

ApprenticeshipUSA Accelerator Sessions

Accelerator Process:



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.



NASTAD-OA Partnership Committee

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

Number of Events

**2015 300+
2016 Double!**

States with NAW Event

**2015 43+
2016 All 50 States + Territories**

Proclamations

**2015 54
2016 All States + As many Local
Government
Proclamations as possible!**



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!





Apprenticeship**USA**

**Media and Meeting Break
(on break until 3:00 p.m.)**



Apprenticeship**USA**

ACA Ad Hoc Workgroup: Women In Construction



Apprenticeship**USA**

Jill Houser

**Regional Director, Boston
Office of Apprenticeship**

ACA Ad Hoc Workgroup: Women in Construction

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 of Regular Compliance Reviews
- Lack of Baseline Compliance Review Guidance
- Uneven Training on Conducting Compliance Reviews





Apprenticeship**USA**

Wrap Up and Closing Remarks

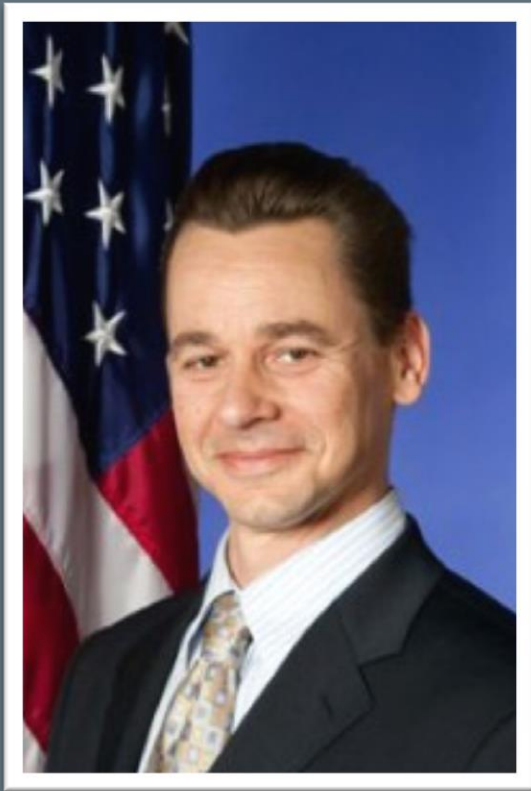


Apprenticeship**USA**

Advisory Committee on Apprenticeship (ACA) Meeting

**June 16, 2016 (Day 2)
Frances Perkins Building**

Call to Order



Andrew Cortes
ACA
Chairperson



Day 1 – Recap and Agenda



John V. Ladd
Administrator
Office of Apprenticeship





Apprenticeship**USA**

ACA Ad Hoc Workgroup: Youth Apprenticeship



Apprenticeship**USA**

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



Presentation Outline

- 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

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

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.**



High School Apprenticeship Models

Model Type	Characteristics	Examples
Registered Apprenticeship	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 . 	<ul style="list-style-type: none"> Connecticut (pre-apprenticeship) Florida (youth apprenticeship) Kentucky (TRACK) North Carolina (High School Apprenticeship) Washington (Apprenticeship preparation)
Registered CTE Curriculum	<ul style="list-style-type: none"> 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)

Discussion Points

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.

Discussion Points Continued

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.).



Discussion Points Continued

- 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



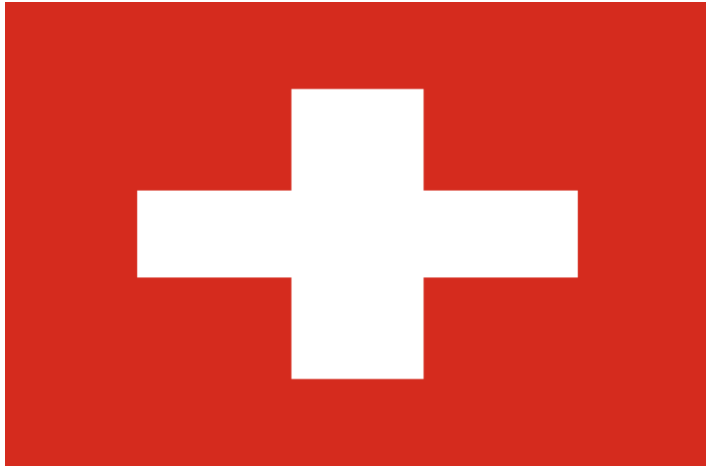
- More discussion needed with Ad-Hoc group or with ACA members?
- Additional outreach and research
- Other?



Apprenticeship**USA**

**Media and Meeting Break
(on break until 10:15 a.m.)**

Apprenticeship Around the World



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

Apprenticeship Around the World

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)



DAS Seleznow and Commerce Senior Advisor David Langdon are briefed (above) by the master apprenticeship coordinator at kfzteile24, a Berlin automotive shop, during their study tour of German style apprenticeships. An Executive Committee was convened in Berlin (below) to discuss the Joint Declaration of Intent work plan.



Upcoming Events!






Apprenticeship**USA**

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**



Apprenticeship**USA**

**Lunch on Your Own
(on break until 1:15 p.m.)**



Apprenticeship**USA**

Sector Caucus Report Outs

Sector Caucus Report Outs:

Open Discussion and Planning Session

- Women and Construction
- High School Registered Apprenticeship





Apprenticeship**USA**

**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



Apprenticeship**USA**

Wrap Up and Public Comment



Apprenticeship**USA**

ACA Meeting Has Adjourned.