INTERMEDIARY SPOTLIGHT

Industry Intermediaries to Expand Registered Apprenticeship Programs

The U.S. Department of Labor recently awarded approximately $22 million in contract investments to 12 Industry Intermediaries to continue efforts to expand the number of diverse and equitable apprenticeship opportunities in growing sectors across the country.

Industry Intermediaries are organizations uniquely positioned to convene employers within an industry or sub-sector and to work with employers on a regional and national level to develop apprenticeship programs with the goal of increasing the number of apprenticeship opportunities.

For YARG grantees looking to expand and/or strengthen employer partner relationships while creating more diverse and equitable programs, the Industry Intermediaries below are an excellent resource.

For more detailed information, please visit the YARG Community here.

---

**Appteon, Inc.**

*Industry:* Information Technology (IT)

*Overview:* Appteon brings expertise to the IT industry employer with substantial apprenticeship technology experience, and relationships with OA, State Apprenticeship Agencies, Program Sponsors, Grantees, Workforce Intermediaries, and other stakeholders.

---

**Equus Workforce Solutions**

*Industries:* Healthcare | Healthcare IT

*Overview:* Equus convenes employers on a regional and national level through engagement with their program teams, community partners and State Apprenticeship Agencies. Equus aims to expand Registered Apprenticeship Programs nationwide with a focus on increasing apprentice opportunities for underrepresented populations.

---

**FASTPORT, INC.**

*Industry:* Transportation, Distribution and

---
Logistics

Overview: FASTPORT focuses on creating and expanding Registered Apprenticeship Programs (RAP) in a scalable, sustainable, and efficient format, using curriculum development, related instruction, occupational outlines, and competency-based models.

Healthcare Career Advancement Program (H-Cap)

Industry: Healthcare

Overview: H-Cap leverages partnerships with employers, labor unions, affiliate labor/management training funds, educational providers, State Apprenticeship Agencies, and other key stakeholders to facilitate equitable access to existing RAPs and develop new programs, occupational frameworks, and curricula.

Jobs For the Future (JFF)

Industry: Advanced Manufacturing

Overview: JFF will dispatch a team of subject matter experts in Registered Apprenticeship (RA) and manufacturing who will provide outreach and engagement, customized technical assistance, online and community college learning options, and financial support to manufacturers and other key RA stakeholders to guide them through the design, registration, and launch of RAPs.

Maher & Maher

Industry: IT

Overview: Leveraging CompTIA’s industry-recognized certifications, the project will develop the building blocks needed to create competency-based RA models for four in-demand IT occupations across industry sectors. The project will increase pathways to employment for populations traditionally underrepresented in the IT industry.

National Restaurant Association Educational Foundation (NRAEF) and American Hotel and Lodging Foundation (AHLF)

Industry: Hospitality

Overview: NRAEF and AHLF sponsor the Hospitality Sector Registered Apprenticeship (HSRA) program, and this alliance underscores the value of Registered Apprenticeship across all segments of the hospitality sector.
**net.America**  
**Industries:** Healthcare | Health IT  
**Overview:** Leveraging CompTIA’s industry-recognized certifications, the project will develop the building blocks needed to create competency-based RA models for four in-demand IT occupations across industry sectors. The project will increase pathways to employment for populations traditionally underrepresented in the IT industry.

---

**North America’s Building Trades Unions**  
**Industry:** Construction  
**Overview:** North America’s Building Trades Unions (NABTU) intends to expand Registered Apprenticeship Program (RAP) opportunities for under-represented populations in the construction industry with a concentration on the high-growth energy construction subsector.

---

**Safal Partners**  
**Industry:** Cybersecurity  
**Overview:** Safal Partners, working in partnership with Cyber Future Foundation (CFF), the nation’s leading cybersecurity collaborative platform, is implementing a data-driven strategy to scale its competency-based Cybersecurity Registered Apprenticeship Program (RAP) nationally.

---

**Washington Technology Industry Association/Aprenti**  
**Industry:** IT  
**Overview:** Apprenti’s unique approach provides companies with pre-screened candidates, qualified trainers, RAP compliance, and braided funding to supply middle-skills roles with highly qualified, diverse apprentices.

---

**Wireless Infrastructure Association**  
**Industries:** Telecommunications | 5G | Broadband | Wireless  
**Overview:** This initiative will train for skills that 5G demands, and create opportunities for diverse and under-represented populations to access Telecommunications careers and build a representative and inclusive workforce; also supporting employers hiring apprentices and training their own employees for success.
**YARG Grant Reporting Timeline**

<table>
<thead>
<tr>
<th>Report Activities Occurring Between</th>
<th>Quarter End Date</th>
<th>Report Due Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 1 – March 31</td>
<td>March 31</td>
<td>May 15</td>
</tr>
<tr>
<td>April 1 – June 30</td>
<td>June 30</td>
<td>August 15</td>
</tr>
<tr>
<td>July 1 – September 30</td>
<td>September 30</td>
<td>November 15</td>
</tr>
<tr>
<td>October 1 – December 31</td>
<td>December 31</td>
<td>February 15</td>
</tr>
</tbody>
</table>

Performance reporting information for the quarter ending March 31, 2021 will be emailed to YARG grantees on April 15. Please check your inbox for an email from YouthASReady.Grants@dol.gov.

---

**TECHNICAL ASSISTANCE**

**PEER-TO-PEER DISCUSSION**

“Effective Employer Strategies”

Wednesday, April 14, 2:00-3:00 p.m. EST

This peer-to-peer is a forum for grantees to share their experiences with employer strategies and partnerships. Strong engagement with business partners and industry are key to creating sustainable apprenticeship programs. Whether you are identifying skills gaps, designing curriculum or creating employment opportunities, this discussion is for you!

Topics for Discussion Include:

- Employer Partnership Development
- Employer Relations Amid the Pandemic
- Dispelling Myths and Misconceptions about Apprenticeship
- Elevating Diversity and Inclusion

**TO JOIN:** YARG Grantees, check your email inbox for the link to join the event by 3/31/21. Please email youthasready.grants@dol.gov if you did not receive the invitation.

---

**OA/ETA WEBCAST**

“Co-Enrollment Across Apprenticeship Grants, Contracts and Cooperative Agreements”

We are excited to announce the release of a new Webcast, Co-enrollment Across Apprenticeship Grants, Contracts, and Cooperative Agreements. The objectives of this
The purpose of the webcast are to:
- help apprenticeship grantees, contracts, and cooperative agreements understand the purpose of co-enrollment, why you should co-enroll, when it's appropriate, and how to do so;
- provide an overview of the department's co-enrollment policy for two key areas of apprenticeship funding: the H-1B-funded apprenticeship grants; and, grants, contracts, and cooperative agreements that are-funded with apprenticeship appropriated funds;
- provide some examples of scenarios and frequently asked questions (FAQs) on H-1B and apprenticeship appropriated funds co-enrollment policies;
- provide a refresher on the process for addressing questions on co-enrollment and roles and responsibilities; and
- links to additional resources.

You can access the Webcast and OA Co-enrollment Policy Frequently Asked Questions (FAQ) at:
- Webcast
- OA co-enrollment FAQ

We encourage you to view this webcast and the corresponding co-enrollment policy FAQs referenced and linked to in the presentation. If you have any questions, please reach out to your Federal Project Officer (FPO) or Contracting Officer representative (COR), as appropriate.

Upcoming TA

WEBINAR: Sustaining Your YARG Program (May 12, 2:00-3:00 p.m. EST)
Description: Sustainability begins on day one. Grantees will be introduced to sustainability 101 concepts and be provided with templates for their sustainability efforts.

CEREMONY: Grantee Achievements in Year One (June 16, 2:00-3:00 p.m. EST)
Description: Grantees present one achievement and one lesson learned from Year One.

RESOURCES

Having just celebrated Black History Month and Women’s History Month, your YARG team thought it fitting to highlight resources that will be of service to grantees as they strive to foster Diversity, Equity, and Inclusion within their programs.

WEBINARS

Creating Diverse and Inclusive Apprenticeship Programs
Andrew Ridgeway, Division Director of Registered Apprenticeship and Policy, Office of Apprenticeship, led this dialogue with industry representatives who have increased diversity and inclusivity in their workforces and apprenticeship programs. The three presenters – from IT, construction, and healthcare – shared the strategies and practical approaches they have applied to their apprenticeships programs. The recording is available for viewing on the YARG Community at this link

Effective and Equitable Messages for Career and Technical Education Program Recruitment
April 29, 2021 at 1:00 pm. EST

Achieving effective and equitable recruitment for Career Technical Education (CTE) programs, and by extension work based learning experiences, must have a consistent narrative and messages that resonate with the needs of learners and families. This session will explore new communications research from Advance CTE, drawn from focus groups and a national survey of over 2,000 learners and guardians. Participants will learn the messages about the value and benefits of CTE that most resonate with families, with a particular focus on equity considerations for Black and Latinx families and get guidance on how to put the research into action to communicate the benefits of CTE and work based learning opportunities like youth apprenticeship at the state and local level. Register here.

ONLINE TRAINING

5 Initial Steps to Equal Employment Opportunity for Registered Youth and Adult Apprenticeships
This self-paced, online training course is designed to simplify compliance with Equal Employment Opportunity (EEO) regulations in Registered Apprenticeship (RA) programs. In addition to presenting foundational knowledge, it lays out the initial five steps all RAs must follow to meet EEO obligations, giving each one in-depth coverage in its own module. Available at this link.

Introduction to Affirmative Action Programs for Registered Apprenticeships
This self-paced, online training course demonstrates how Affirmative Action Programs (AAPs) can promote equal opportunity in Registered Apprenticeships (RAs). It describes the components of a successful AAP and provides the tools needed to diagnose and correct existing opportunity barriers for women, people of color, and other marginalized groups. Access it at this link.

REPORTS

Growing Equity and Diversity Through Apprenticeship: Business Perspectives
This report explores what 22 leading organizations have learned while designing apprenticeship models that are more diverse and inclusive. It highlights successful strategies such as modifying job requirements to emphasize ability over degrees, and measuring inclusivity. The lessons learned illustrate how more businesses can incorporate these practices into all stages of apprenticeships to improve diversity and equity companywide and throughout their industries. Read the report at this link.

Diversifying Apprenticeship: Acknowledging Unconscious Bias to Improve Employee Access
While promoting frontline workers to more senior positions is an effective way to improve workforce diversity, unconscious bias can prevent these employees from getting the training they need to advance. This brief shows how apprenticeships for incumbent workers can provide them with the new skills and experience they need to move forward within their organizations. It explains how unconscious bias as a barrier to career development for diverse populations can be reduced with purposeful planning, innovative training approaches, and intentional changes in company culture. Find this useful resource at this link.

NEWS

Pres. Biden Makes Apprenticeship Expansion
The Department of Labor (DOL) announced the availability of two funding initiatives that will build on President Biden’s Executive Order for strengthening and expanding Registered Apprenticeships (RAs). Link to Fact Sheet.

The State Apprenticeship Expansion, Equity and Innovation Grants (SAEEI) open up $87.5 million to states for modernizing and diversifying RAPs; improving partnership and workforce system integration; increasing enrollment, including that of underrepresented populations; and promoting innovative program development and recruitment. Nearly half of the funds will be awarded to states that implement required diversity, equity and inclusion efforts. Application closing date: April 26, 2021.

The Registered Apprenticeship Technical Assistance Centers of Excellence grants will provide $31 million of technical expertise in the areas of Diversity and Inclusion, Strategic Partnership and System Alignment, Apprenticeships Occupations and Standards, and Data and Performance and Best Practices. Eligible applicants include national organizations or organizations with a national reach, who will collaborate with State Apprenticeship Agencies and department-funded registered apprenticeship investments to build on and expand apprenticeship efforts already in place. Application closing date: April 29, 2021.