FEATURED RESOURCE

BROOKINGS

The Business Case for Apprenticeships: Federal and Employer Perspectives

In early March, as the National Apprenticeship Act of 2021 moved from the U.S. House of Representatives into the Senate, the Brookings Institution conducted this webinar to examine what is being offered by the legislation and the value of apprenticeships to Americans and to the economy.

Employer panelists and apprenticeship advocates shared what they have learned, responded to questions, and offered their viewpoints on such issues as:

- Getting past the stigma attached to blue-collar work.
- Looking beyond college as the only path to a career.
- How education can complement on-the-job training.
- Whether European apprenticeship models can be applied in the U.S.
- How building trades apprenticeships can be a template for other sectors.

The employer panel included Maria Flynn, President and CEO of Jobs for the Future, and Noel Ginsberg, CEO of Intertech Plastics and founding Executive Chair of YARG grantee CareerWise Colorado. Senator John Hickenlooper of Colorado and Representative David P. McKinley of West Virginia also weighed in on the need for apprenticeship programs at this time of economic upheaval and high unemployment.

PEER-TO-PEER HIGHLIGHTS

Developing Effective Strategic Partnerships

Last month's Peer-to-Peer was designed to help grantees develop techniques for recruiting and solidifying effective partnerships. This forum was an opportunity for YARG grantees to share their experiences in partnership development and to gain insights on effective strategies for collaborating with multiple partners to meet performance goals and sustain program efforts.

For anyone who missed February's Peer-to-Peer or who would simply like a reminder of what was discussed, we created a follow-up resource that we will email to all grantees. The synopsis
compiles highlights of our information-sharing session and includes some additional resources and references.

You’ll find suggestions from fellow grantees and other experts on overcoming partnership development challenges such as:

1. Examining and Defining Successful YARG Partnerships
2. Identifying Gaps in Services/the Role Partners Play in Filling Service Gap
3. Identifying Challenges and Areas of Improvement
4. Effective Strategies to Engage and Retain Partnerships

YARG grantees, look for this resource in your in-box. If you haven’t received your copy, send an email to youthasready.grants@dol.gov and we’ll get a copy to you right away!

NEWS

National Apprenticeship Act of 2021 Passes in the House

In early February the U.S. House of Representatives passed the National Apprenticeship Act of 2021 (H.R. 447), a reauthorization of the National Apprenticeship Act of 1937. The legislation, if passed by the Senate and signed into law, will invest more than $3.5 billion over five years to achieve a number of objectives, among them, encouraging more employer participation and making apprenticeships more accessible to individuals with barriers to employment. It would bring America’s investments in apprenticeship closer to that of countries around the world and would create nearly one million new apprenticeship openings on top of the current expected growth of the apprenticeship system. Read the Fact Sheet.

Jobs for the Future (JFF) has endorsed the legislation, which the organization says “would provide an influx of funding to modernize apprenticeship and create new career opportunities for millions of Americans.” Read JFF’s Summary.

Biden Administration Ends IRAPs to Focus on RAPs

President Biden has rescinded the 2017 executive order that launched Industry-Recognized Apprenticeship Programs (IRAPs). According to the Labor Department press release, “The Biden administration is concerned that the IRAP program creates a redundant apprenticeship program, with duplicate and often inferior systems that compete with the highly successful and longstanding Registered Apprenticeship Program.”

The administration will instead concentrate on strengthening and modernizing the Registered
Apprenticeship Program (RAP), ensuring access for underrepresented populations and expanding apprenticeships to a wider array of sectors and in-demand occupations. The federal Advisory Committee on Apprenticeship will be relaunched to solicit guidance from stakeholders in industry, labor, education, workforce, and community groups. “The committee’s charge will include developing recommendations on how the Registered Apprenticeship Program can better meet the current and future needs of the U.S. workforce,” as stated in the press release.

Read the Labor Department Press Release.
Read the White House Fact Sheet.

SHRM Foundation Launches Human Resources RAP

The philanthropic arm of SHRM, the world’s largest professional society for human resource professionals, has launched the HR Registered Apprenticeship Program with support from the U.S. Department of Labor.

The program will leverage SHRM's signature educational programming to provide training and certifications for in-demand HR specialist positions.

With the overlap among YARG and SHRM participant populations, grantees may be interested in partnering with SHRM or in using the SHRM program as a model for adding HR as an apprenticeship career pathway.

Learn more about the HR RAP at http://www.hrapprentice.org/.

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 identify 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 REGISTER: YARG Grantees, check your email inbox for the registration link to be sent the week of 3/31/21. Please email youthasready.grants@dol.gov if you did not receive the invitation.

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 (TBD)**
Description: Grantees present one achievement and one lesson learned from Year One.

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**RESOURCES**

**Youth Cybersecurity Apprenticeship Initiative (CYAI) Offers Support for a Growing Career Pathway**

YARG grantees who are considering a cybersecurity program component, and those yet to consider it, should know about the Cybersecurity Youth Apprenticeship Initiative (CYAI).

Funded by the U.S. Department of Labor’s (DOL) Employment and Training Administration (ETA) Office of Apprenticeship (OA), CYAI promotes sustainable development of cybersecurity apprenticeship programs for youth aged 16–21 with the goal of creating at least 900 new youth cybersecurity apprenticeships by 2024.

This overview of the initiative reveals the high demand* for cybersecurity skill sets and the growing number of occupations in the field. It also summarizes how CYAI can support the implementation of youth cybersecurity apprenticeships by:

1. developing occupational profiles,
2. co-sponsoring career events and stakeholder convenings,
3. and providing financial support to registered apprenticeship program sponsors.

The one-sheet can also be used as a hand-out to help employers understand how registered apprenticeships can offer a significant return on investment by filling their skills gaps, increasing employee productivity and retention, and reducing attrition and recruiting costs. Learn more about how CYAI can help you expand or strengthen your apprenticeship program. Access the resource in the Related Content section and get further details at the **CYAI website**.

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*Between October 2019 and September 2020, there were more than 520,000 cybersecurity job openings in the United States, according to Cyberseek.

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**EVENTS**

**The Future is Health 2021 Virtual Poster Competition**

Future is Health is giving students and young adults (ages 16-21) a chance to showcase their creativity by creating an e-poster that answers the following question:

**How would a healthcare apprenticeship help you reach your career dreams?**
The contest is **FREE** to enter and monetary awards are available for the winners. For more details and FAQs visit the website [here](#).