



Secretary's Advisory Committee on Apprenticeship (ACA)

Apprenticeship Modernization Subcommittee

Overview:

From the President's Executive Order to proposals in Congress to reauthorize the National Apprenticeship Act, there is broad interest in modernizing and strengthening the national Registered Apprenticeship system. Modernization of the national Registered Apprenticeship system should seek to build upon proven and promising practices from the field, innovative and new approaches and processes including through the use of technology, as well as tried-and-true methods to improve outreach, engagement, training, technical assistance, standards development, program quality and compliance, as well as strategic partnerships and systems alignment. Taken together these efforts can improve and streamline the apprenticeship program development, the registration process, as well as creating impactful strategies to assure quality and advance equity across the system. Improved capture and use of data can help the system analyze progress towards goals, identify areas of improvement, and provide valuable information for benchmarking and promising practice identification. Reforms should also address and support the critical role that States and State Apprenticeship Agencies play in the administration of the national Registered Apprenticeship system while also addressing the roles of new entities and new players (intermediaries, equity partners, technical assistance centers, etc.) in the apprenticeship ecosystem.

Guiding Questions

- What are 3-5 critical policy, program, process improvement areas that should be prioritized for Registered Apprenticeship modernization to support the Administration's goals for strengthening, expanding, and diversifying Registered Apprenticeship while ensuring equity for all Americans?
- While the subcommittee may consider additional areas, key priorities for the Department include improving the process for identifying and approving new apprenticeable occupations while ensuring protections for well-established occupations as well as mechanisms to facilitate the development of nationally and industry-wide recognized apprenticeship standards that ensure that apprenticeship programs and credentials are recognized across the national apprenticeship system.
- As the apprenticeship ecosystem evolves and involves increasingly more partners and stakeholders, how do we better and more inclusively describe all the key players and stakeholders engaged in the system and their respective roles?
- What are innovative ways the apprenticeship program can leverage new technologies to generate process efficiencies as well as increase outreach and engagement to potential apprentices, industry partners, and the public.
- The apprenticeship story is compelling but we have major gaps in terms of our data (e.g. many apprentices do not provide demographic information). How do we improve the quality of the data provided to better tell the story of apprenticeship and better design technical assistance to support policy goals?



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Increasing Diversity, Equity, Inclusion, and Accessibility (DEIA) Sub-committee

Overview:

Expanding apprenticeship opportunities into new industry sectors can help extend the critical guarantees of Registered Apprenticeship to more workers and students across the economy. Access to structured, high-quality skills training tied to real work, income with progressive wage gains, and affordable postsecondary credentials are all important for connecting Americans to quality jobs. More Americans need access to what apprenticeship can uniquely offer to navigate the economic uncertainty brought on by the pandemic and the changing worlds of learning and work. To realize this vision for an inclusive recovery, Registered Apprenticeship programs must utilize and reflect the rich diversity of the communities in which they operate. Integrating DEIA into well-established and new apprenticeship programs will future-proof America's workforce connecting job seekers with high demand positions providing family-sustaining wages. To meet current and future workforce demand, we need to increase access, engagement, participation, and persistence in apprenticeship programs among underserved and underrepresented communities of color, women, youth, and low-income workers who were also disproportionately impacted by COVID. Registered Apprenticeship is a powerful workforce development tool that can help us build back better with an economy that works for everyone.

Guiding Questions

- What are the 3-5 most impactful actions the Department can take to ensure equity is embedded broadly across the national apprenticeship system and that the Department's goals for diversity, equity, inclusion, and accessibility can be achieved?
- What innovative DEIA strategies and models can we use on a local, statewide, regional, and national level to improve outreach and engagement connecting industry in well paid sectors with job seekers in underserved and underrepresented communities?
- How can we better position Registered Apprenticeship as a DEIA strategy for industries that are seeking to diversify their workforce, particularly those industries which may be new to apprenticeship (e.g. care economy)?
- What challenges do underserved and underrepresented communities face during the apprenticeship process and what plans for support should we put in place to ensure these participants can access, persist, succeed, and complete apprenticeship programs?
- What are the most critical investments DOL can make to support DEIA in apprenticeship and how should we measure, monitor, and assess success? Are there specific federal workforce programs that should be leveraged to support these equity strategies (e.g. WIOA funding to support pre-apprenticeship).



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Industry Engagement in New and Emerging Sectors Subcommittee

Overview:

Employment is a unique and critical element that distinguishes Registered Apprenticeship from other forms of workforce training or education and is at the core of this earn-while-you-learn strategy. As such, industry engagement is critical to the growth of Registered Apprenticeship and maintaining its designation as the gold-standard in job-driven training. There is a critical need for skilled workers in cybersecurity, clean energy, advanced manufacturing, information technology, the care economy/education, healthcare as well as almost every other industry, including the public sector. Registered Apprenticeships are ideal vehicles for opening up access to new talent pipelines, as well as upskilling and pivoting workers to meet evolving industry and technology needs. The Department is seeking to identify critical strategies to increase business and labor engagement and adoption of apprenticeship in new and emerging industries that support the expansion and diversification of Registered Apprenticeship.

Guiding Questions:

- Over the past 5 years, DOL has employed a range of strategies to engage industry and expand into new industries including (but not limited to) use of outreach campaigns, intermediaries, employer champions, incentives, process improvements, self-service technologies, and paperwork reduction. The Department is interested in the Committee's feedback on which strategies have been the most effective, which strategies the Committee recommends continuing and/or expanding, as well as additional strategies to complement existing approaches.
- Many apprenticeship programs are part of large, established companies or industries or operate as part of joint labor-management partnerships. What can we do to expand our reach to new companies, new industry sectors, and support uptake by small and medium sized businesses, rural and tribal employers as well as employers in the non-profit and public sector? How can we better engage with unions and joint labor-management organizations outside of construction in expanding apprenticeship in these industries?
- DOL has allowed grantees and contractors to provide incentive funding to support industry engagement and adoption. Initial evaluation results indicate that grantees that utilized incentives were more successful. If DOL was to expand the use of incentives by grantees and contractors, what is the best structure of these investment, what costs should they target, and what should critical requirements for a large-scale incentive programs to assure quality and drive equity?
- The development of National Apprenticeship Standards has shown significant promise by allowing new sponsors to quickly implement approved, industry recognized programs in their organization. How can DOL better support the development of industry-wide recognized national standards? What role can industry associations, labor organizations, intermediaries, and multi-employer sponsors play to get new employers to quickly adopt national standards into their organization? What role can industry associations and labor organizations play to review/approve new occupations faster?



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Apprenticeship Pathways: Pre-Apprenticeship, Youth Apprenticeship, Degree Apprenticeships **Subcommittee**

Overview:

In many countries, apprenticeship is a deeply integrated within the formal K-12 and higher education systems and is a foundational experience for students and workers to launch and advance a career across a range of fields. In the US, innovative public private partnerships among industry, community colleges, school districts, workforce boards, and nonprofit intermediary organizations are also recognizing the power of apprenticeships to prepare and connect workers with good jobs, through affordable and relevant education and training. Apprenticeships, pre-apprenticeships, and youth apprenticeships are an extremely effective and high value way for individuals to “earn while they learn”, providing much needed support for underserved communities and another high-quality option for post-secondary education and training that is directly tied to a career. Deeper integration and alignment between apprenticeship, workforce, and education is key for expanding these programs, ensuring they are a mainstream opportunity for the diverse rising generation of young Americans, and for ensuring that learning on the job and through an apprenticeship is broadly valued in higher education to support career advancement. More clearly defining pre-apprenticeship and ensuring quality standards is also critical to ensuring that these critical pathways are providing articulated on-ramps to Registered Apprenticeship for under-represented populations, youth, and other participants who complete a pre-apprenticeship program. Finally, as we strive to make post-secondary education more accessible and connect to quality jobs, a key goal for apprentice expansion is to ensure that Registered Apprenticeship is seen as a core strategy in post-secondary education pathways.

Guiding Questions:

- Current proposals regarding reauthorizing the National Apprenticeship Act, envisions a greater role for the Department (and SAAs) in promoting and overseeing pre-apprenticeship and youth apprenticeship. What is the Committee's view on the appropriate role for the Department and SAAs in overseeing both models? Should pre-apprenticeship be registered? How should Youth Apprenticeship be defined including different requirements for registration (e.g. OJT requirements, shorter term occupations)?
- How can we define and promote quality pre-apprenticeship, expand the availability of youth apprenticeship, and better integrate apprenticeship and post-secondary education including the development of degree apprenticeships at 2 and 4 year educational institutions? Definitions of pre-apprenticeship should promote both quality while accounting for different models and approaches.
- How can we make apprenticeship a mainstream postsecondary option for young people by increasing partnerships across industry, high schools, and community colleges to scale youth apprenticeship?
- How can we work with K-12 schools, community colleges, universities, and other federal programs (i.e. Department of Education, AmeriCorps, Job Corps, and the Department of Interior's Climate Corps) to increase system coordination, as well as outreach to youth, teachers, counselors and parents, to increase participation in registered apprenticeship? How can we recognize the value of apprenticeships through work-study or other models? How can we ensure learning on the job and through an apprenticeship is recognized and valued by K-12 and higher education to support pathways to diplomas from high schools, and degrees from community colleges, and universities for apprentices?



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Ex Officio Federal Workgroup

Overview:

Representatives from the U.S. Departments of Commerce, Education, Energy, Health and Human Services, Housing and Urban Development, and Transportation will be invited to serve as non-voting, ex officio members. The Assistant Secretary of Labor for ETA will serve as a non-voting ex officio member. ETA will convene the ex officio members to serve as an interagency workgroup to discuss opportunities for federal collaboration on apprenticeship.

Guiding Questions:

- What are 3-5 specific actions to promote the Administration's goals for apprenticeship could this group advocate for across federal government in the following areas:
 - Policy: What policies could be developed or revised to support apprenticeship and how can federal partners provide guidance and leadership to make easier for state and local counterparts to partners to coordinate?
 - Programs: Which workforce and career and technical education formula funding streams and discretionary grant programs could be leveraged for opportunities to support and/or incentivize apprenticeship adoption as well as to create more equitable career pathways?
 - Procurement: What procurement mechanisms are available that could be embedded in federal grants and contracts (utilization requirements, incentives, bonus points, etc.) to support the goals for apprenticeship?
 - Personnel: Which federal occupations could be identified as potential for an apprenticeship program? Can OPM support more wide-spread adoption across USG?
 - Partnerships: What networks of both industry and stakeholders does each agency maintain that could be leveraged to promote apprenticeship and accelerate adoption