

**Advisory Committee on Apprenticeship
Final Strategic Framework Statements**

Committee Vote

March 2023

DEIA

1. Diversity, Equity, Inclusion, and Accessibility (DEIA) is essential to developing a high-performing workforce drawn from all segments of American society and needs to be fully embedded into all aspects of the Registered Apprenticeship and Pre-Apprenticeship ecosystem, a system which must use data to ensure DEIA, and be free from systemic bias and all discrimination, bullying, harassment, and intimidation.
2. Registered Apprenticeship needs to address occupational segregation, creating pathways and opportunities with wrap-around services for America's increasingly diverse workforce to develop the skills needed to connect with good jobs with family-sustaining wages and wrap-around services, while meeting industry demand.

IENES

1. Given the wide and diverse range of New and Emerging Sectors, and the distinguishing and unique characteristics among them, it is essential that the Registered Apprenticeship system accommodate their differences without compromising the rigor and quality of the existing system.
2. To make Registered Apprenticeship accessible to and inclusive of New and Emerging sectors towards ensuring a more equitable future for the country, the DOL will need to address four areas: Branding and Perception; Incentives; Standards and Systems Building; and Sector Specific Differences.

Modernization

1. Ensuring quality of programs: A key hallmark of the Registered Apprenticeship System as the gold standard of workforce development is the high quality provisions in labor standards. OA should consider enhancing labor standards, funding opportunities, and other guidance to strengthen the system around core quality elements. Those elements should include outcome and data driven decision making, transparency for apprentices, a commitment to DEIA principles, a strong worker voice, commitments to the safety of apprentices, and a role in overseeing these programs through effective compliance activities. OA should also work to promote the linkages of these high quality standards to federal procurement vehicles.
2. Messaging and communication explaining the value of apprenticeship: There is a consensus that apprenticeship is not being touted enough for the successes that it is bringing. With just 0.3% of the labor force apprenticeship is underrepresented despite its long history and numerous success stories. OA should take steps to build partnerships, technological enhancements, and data to bring information and awareness of the power of apprenticeship to job seekers, employers, students, and parents.

3. Ease of starting a program/on-ramps for employers (traditional and new): Office of Apprenticeship should work with employers, labor-management groups, and industry leaders to ease the entry point to registered apprenticeship. Concerted efforts are needed to ensure this talent pool has an ease of access comparable to the traditional college and university job recruitment on ramps. OA should simplify and digitize the administrative process for starting a new RAP and/or recruiting, hiring, and onboarding apprentices. Additionally, ensuring data is collected with ease, and insights are also provided in collaboration with the Bureau of Labor Statistics that help employers more easily scale RAP concept within their organization, industry group.

Pathways

1. Successful pathways into apprenticeship require integration into the secondary and post-secondary education systems; recognition as having equal validity to other methods of skill attainment and career advancement; widespread stakeholder support; and linkages to high-quality, fulfilling, and safe jobs in workplaces that embrace diversity and promote equity, inclusion, and accessibility.
2. Apprenticeship pathways are a smart investment: for employers they yield a competitive advantage and return on investment; for participants they are an options multiplier and a post-secondary education option; and they also provide a direct on-ramp to Registered Apprenticeship, a proven workforce development strategy.