



Advisory Committee on Apprenticeship (ACA) Meeting

March 30, 2023





Call to Order



Dr. Pam Eddinger
ACA Chairperson
Bunker Hill Community College
President



Member Roll Call – Employer Representatives

- **Noel Ginsburg**, Employer Co-Chair, CareerWise Colorado
- **Amy Kardel**, Senior Vice President, Strategic Workforce Relationships, The Computing Technology Industry Association (CompTIA)
- **Carolyn Holmes Lee**, Executive Director, The Manufacturing Institute
- **T. David Long**, CEO, National Electrical Contractors Association



Member Roll Call – Employer Representatives

- **Obed D. Louissaint**, Senior Vice President and Chief People Officer, Aptiv
- **Karmela Malone**, Senior Vice President of Claims, The Hartford
- **Timothy Oberg**, Assistant Director, Independent Electrical Contractors
- **Valerie S. Richardson**, Director, Talent & Workforce Development, Prisma Health



Member Roll Call – Labor Representatives

- **Raymond W. Boyd**, Assistant Director of Education and Training, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada
- **Daniel Bustillo**, Deputy Executive Director, 1199SEIU Training and Employment Funds, Service Employees International Union
- **John A. Costa**, International President, Amalgamated Transit Union AFL-CIO/CLC



Member Roll Call – Labor Representatives

- **Stephanie Harris-Kuiper**, Executive Director of the Training & Development Fund District 1199J, American Federation of State, County & Municipal Employees
- **William K. Irwin Jr.**, Retired Executive Director, Carpenters International Training Fund
- **Michael C. Oathout**, Director of Safety & Health, Apprenticeships and Scholarships, International Association of Machinists & Aerospace Workers



Member Roll Call – Labor Representatives

- **Vicki L. O'Leary**, General Organizer and Director of Diversity, Ironworkers International
- **Bernadette Oliveira-Rivera**, Labor Co-Chair, Laborers' International Union of North America
- **Anton P. Ruesing**, Executive Director of the International Finishing Trades Institute, International Union of Painters and Allied Trades
- **Todd W. Stafford**, Executive Director, Electrical Training ALLIANCE



Member Roll Call – Public Representatives

- **Todd Berch**, President of the National Association of State and Territorial Apprenticeship Directors (NASTAD)
- **Walter G. Bumphus, PhD**, President and CEO, American Association of Community Colleges
- **Erin E. Johansson**, Research Director, Jobs with Justice
- **Donna Lenhoff**, Principal, Donna Lenhoff Associates representing Chicago Women in Trades



Member Roll Call – Public Representatives

- **Robbie Melton, PhD**, Associate Vice President, Tennessee State University, Smart Global Technology Innovation Center
- **Traci R. Scott**, Vice President of Workforce Development, National Urban League
- **Orrian Willis**, Host & Senior Workforce Development Specialist, San Francisco Office of Economic & Workforce Development
- **Randi Wolfe, PhD**, Host & Executive Director, Early Care & Education Pathways to Success



Member Roll Call – Ex Officio Representatives

- **Kevin Gallagher**, Senior Advisor, Upskilling and Broadband, U.S. Department of Commerce
- **Amy Loyd**, Assistant Secretary, Office of Career, Technical, and Adult Education (OCTAE), U.S. Department of Education
- **Amy Peterson**, Senior Advisor, Industry Relations, U.S. Department of Energy



Member Roll Call – Ex Officio Representatives

- **Johnathan J. Gardner**, Director, Human Capital Programs, and Chief Learning Officer, Department of Health and Human Services
- **Diane Shelley**, Regional Administrator, U.S. Department of Housing and Urban Development (HUD)
- **Paige Shevlin**, Strategic Advisor, U.S. Department of Transportation



Welcome From The California Hosts



Orrian Willis

**Sr. Workforce Development
Specialist**

**San Francisco Office of
Economic & Workforce
Development**



Welcome From The California Hosts



Randi Wolfe, PhD
Executive Director
Early Care & Education
Pathways to Success (ECEPTS)



Agenda Overview



John V. Ladd

US Department of Labor

Administrator | Office of Apprenticeship
Employment and Training Administration
Designated Federal Official (DFO)





Agenda Overview - 1

9:00 a.m. – 9:45 a.m.

Call to Order

Pam Eddinger, ACA Chairperson
Welcome and Member Roll Call

Agenda Overview

John Ladd, Administrator, Designated Federal Officer (DFO)
Office of Apprenticeship (OA), Employment and Training Administration (ETA)

Welcome from the California Hosts

Orrian Willis, Sr. Workforce Development Specialist, San Francisco Office of Economic & Workforce Development
Randi Wolfe, PhD, Executive Director, Early Care & Education Pathways to Success (ECEPTS)

Reflections: Local Apprenticeship Stakeholders

Adele Burnes, Deputy Chief, CA Division of Apprenticeship Standards
Tim Rainey, Executive Director, CA Workforce Development Board
John Courtney, President and Business Agent, Amalgamated Transit Union Local 265

Departmental Remarks and Updates

Brent Parton, Acting Assistant Secretary, ETA

Group Photo (*coordinated by DOL's Regional OPA)



Agenda Overview - 2

9:45 a.m. – 10:30 a.m. 30-Minute Moderated Discussion and Dialogue: Systemic Challenges to Success in New and Emerging Industries

Moderator: Randi Wolfe, PhD, Executive Director, ECEPTS

Presenters:

- **Employer:** Pamm Shaw, Director, Strategic Funding and Partnerships, [YMCA of the East Bay](#)
- **Intermediary:** Corinne Eldridge, President and CEO, [Center for Caregiver Advancement](#)
- **Union Partnership:** John Courtney, President and Business Agent, [Amalgamated Transit Union Local 265](#)
- Dr. Seher Awan, President, [Mission College](#)

15-Minute ACA Members Feedback and Open Dialogue

- Q&A

10:30 a.m. – 10:45 a.m. Break



Agenda Overview - 3

10:45 a.m. – 11:15 a.m. 30-Minute Facilitated Apprentice Panel

Facilitator: Daryl Bright, YMCA

Head Start ECEPTS Apprentices

- Yessica Calderon Gonzalez, Apprentice
- Sheena Biggers, Apprentice
- Sharde Harvey, Apprentice

Transportation Apprentices

- Eliseo Acosta, Apprentice
- Aleiarose Vaupel, Apprentice

15-Minute Open Discussion

- Q&A
-



Agenda Overview - 4

11:15 a.m. – 12:15 p.m. Subcommittee Meeting Report Outs

Apprenticeship Pathways

- Strategic Framework Statements
- Draft Issue Paper
- 15-Minute Feedback and Discussion

Modernization

- Strategic Framework Statements
- Draft Issue Paper
- 15-Minute Feedback and Discussion

12:15 p.m. – 1:15 p.m. LUNCH



Agenda Overview - 5

1:15 p.m. – 2:30 p.m. Subcommittee Meeting Report Outs cont.

Industry Engagement in New and Emerging Industries

- Strategic Framework Statements
- Draft Issue Paper
- 15-Minute Feedback and Discussion

Increasing Diversity, Equity, Inclusion, and Accessibility in Registered Apprenticeship

- Strategic Framework Statements
- Draft Issue Paper
- 15-Minute Feedback and Discussion

ACA Members Final Deliberation and Committee Vote



Agenda Overview - 6

2:30 p.m. - 3:30 p.m. 1-Hour Open Discussion and Planning Session on Living Wages

Discussion Leads:

Pam Eddinger, ACA Chairperson

John Ladd, Administrator, OA, DFO

Brent Parton, Acting Assistant Secretary, ETA

Overview/Framing and Full ACA Discussion

3:30 p.m. – 3:45 p.m. Break

3:45 p.m. – 4:45 p.m. ACA Listening Session: Apprenticeship Regulations

Facilitator: Manny Lamarre, Senior Policy Advisor, ETA

4:45 p.m. – 5:00 p.m. Meeting Wrap Up

- Road Ahead and Expectations
 - Next In-Person Meeting: May 9-10, Chicago, IL
 - Public Comment
 - Adjourn
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Reflections: Local Apprenticeship Stakeholders



Adele Burnes
Deputy Chief
CA Division of
Apprenticeship Standards



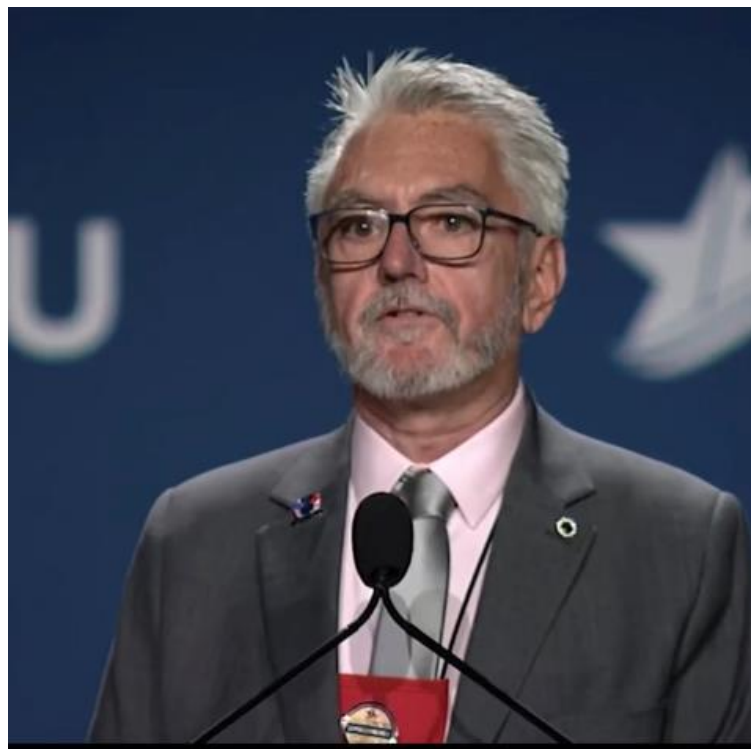
Reflections: Local Apprenticeship Stakeholders



Tim Rainey
Executive Director
CA Workforce Development
Board



Reflections: Local Apprenticeship Stakeholders



John Courtney
President/Business Agent
Amalgamated Transit Union
Local 265



Departmental Remarks and Updates



Brent Parton

US Department of Labor

Acting Assistant Secretary

Employment and Training Administration





30-Minute Moderated Discussion and Dialogue: Systemic Challenges to Success in New and Emerging Industries



Moderator: Randi Wolfe, PhD, Executive Director, ECEPTS

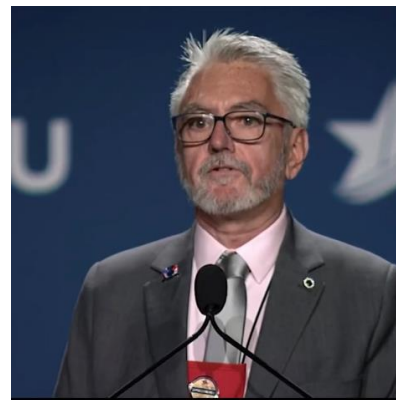
Presenters



Employer:
Pamm Shaw
Director, Strategic Funding
and Partnerships
YMCA of the East Bay



Intermediary:
Corinne Eldridge
President and CEO
Center for Caregiver
Advancement



Union:
John Courtney
President/Business Agent
Amalgamated Transit Union
Local 265



Dr. Seher Awan
President
Mission College



**Break
15 Minutes**



30-Minute Facilitated Apprentice Panel



Facilitator: Daryl Bright, YMCA

Head Start ECEPTS Apprentices



Yessica Calderon
Gonzalez
Apprentice



Sheena Biggers
Apprentice



Sharde Harvey
Apprentice



Eliseo Acosta, Jr.
Apprentice



Aleiarose Vaupel
Apprentice



Subcommittee Meeting Report Outs



Apprenticeship Pathways

ACA Subcommittee



Apprenticeship Pathways Subcommittee Final Strategic Framework Statements

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.



Apprenticeship Pathways Year 2 Issue Paper Topic: Youth Apprenticeship

- Youth enrollment in Registered Apprenticeship is small, creating a missed opportunity for youth and employers to benefit from a key workforce development pipeline
- The common belief that the path to prosperity must include a 4-year college degree creates structural barriers for young people, particularly students of color, to progress in our economy
- Youth apprenticeship can bring equal dignity and opportunity for youth, building a bridge between high school and high-paying careers
- A young person can start with an apprenticeship and end with a PhD—it is truly an options multiplier!
- Youth, especially minors under the age of 18, have unique programmatic needs and may require additional supports and flexibility
- Better data and clearer definitions will help youth apprenticeship expand



Apprenticeship Pathways Year 2 Issue Paper: Areas of Recommendations for Youth Apprenticeship

- Overcome bias toward college/classroom learning to the exclusion of work-based/experiential learning
- Remove barriers to registration to help improve programs' access to the apprenticeship system while maintaining quality
- Identify and address special considerations for youth participants in apprenticeship (e.g., greater need for supportive services)
- Retool data and reporting to provide a fuller/more accurate picture of youth apprenticeship
- Clearly define youth apprenticeship to help support its expansion by clarifying requirements
- Recognize DOL as an accrediting agency to save apprenticeship programs time and money



Modernization

ACA Subcommittee



Apprenticeship Modernization Subcommittee Final Strategic Framework Statements

- **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.

- **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.

- **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.



Facilitated Discussion on Quality

Moderator: Erin Johansson, Jobs with Justice

Quality Requirements – Regulatory Policy Floor

E.g., RAPs must ensure apprentices are in safe work environments in compliance with applicable State and Federal workplace safety laws.

Quality Recognition- Facets of High Quality Programs

E.g., RAP provides an industry credential to apprentices.



Lunch



Industry Engagement in New and Emerging Sectors

ACA Subcommittee



Industry Engagement in New and Emerging Sectors Subcommittee Final Strategic Framework Statements

- 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.
- 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.



Draft Industry Engagement in New and Emerging Sectors Subcommittee Issue Paper Topic

Title: Registered Apprenticeship Career Pathways in New and Emerging Industries

Issue and Background: How do we use registered apprenticeship to create career pathways for apprentices in new and emerging sectors that result in [Good Jobs](#) in occupations that provide family sustaining wages, without compromising the quality and rigor of the registered apprenticeship system, and ensuring and enabling awareness and access for historically marginalized populations?



Strategic Importance of the Priority Issue

- Many new and emerging sectors are disproportionately filled with workers from historically marginalized populations. This is especially true for the occupations in these industries that pay the lowest wages.
 - We need strategies to create opportunities for historically marginalized populations in low wage positions within new and emerging sectors to have access to registered apprenticeships that result in higher paying positions and family sustaining wages and strategies to give them access to higher paid industries through registered apprenticeship programs.
- Due to historic systemic segregation (e.g., economic, racial, gender, occupational), under-represented populations have often lacked access to advanced education and job training and the supportive services necessary to succeed in job training and careers.
 - We can address historic segregation by providing high quality, apprenticeships and career pathways that ensure broad access to education and training and effectively provide necessary supportive services.
- The coexistence of many unfilled positions and the large number of unemployed individuals, particularly historically marginalized workers and people of color, suggests that better information must be made available regarding career pathways and what it takes to gain access to and flourish in those pathways.



Recommendations

- DOL should research the effectiveness of apprenticeship pathways in supporting worker access to family sustaining wages and upward career mobility, particularly for historically marginalized populations and within new and emerging sectors.
- OA needs to create a map of occupations within a given sector, as well as occupations from one sector to another sector. The map should show how an individual can increase their wages along a pathway either within an industry or between industries.
- OA should consider investing in development of an Apprenticeship Pathways Framework Tool to support workers and their mobility into family sustaining wages. Lack of a career mobility tool is a challenge for current and former apprentices as well as those looking to enter a registered apprenticeship program. They do not have a way to determine their career paths, promotional opportunities, and future employment prospects, whether in a given occupation, sector or across various sectors.
- DOL should invest in marketing needed for the apprenticeship system and to make clear to targeted communities on how individuals can achieve family sustaining wages.



Recommendations Continued

- As a supplement to the Apprenticeship Pathways Tool, the DOL should investigate the potential of creating a U.S. National Qualifications Framework.
 - DOL should recruit a task force (or support the recently created U.S. QF) to comprehensively engage private sector, organized labor, education institutions, workforce development stakeholders, training providers, international leaders on the potential development of a U.S. National Qualifications Framework. Frameworks are critical when considering the mapping of career pathways and necessary to ensure the quality, rigor, and consistency of the education and training regimen
- To advance best practice, we need definitions and agreement on the following key terms:
 - Family sustaining wages/Living wage [national vs within a state vs by municipality]
 - Pathways and career pathways
 - Occupational segregation
 - Rigor and quality of RA



Increasing Diversity, Equity, Inclusion, and Accessibility in Registered Apprenticeship

ACA Subcommittee



Increasing DEIA in Registered Apprenticeship Subcommittee Final Strategic Framework Statement

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.**



Increasing DEIA in Registered Apprenticeship Subcommittee Issue Paper Draft



**It's more than a frame, it's
about safety and belonging**



Define leading indicators to flag critical emerging issues and opportunities in the Registered Apprenticeship and Pre-Apprenticeship ecosystem.



8 Trillion Reasons for Increasing Equity

- If economic opportunities had been equitably distributed over the last 30 years, the U.S. economy would have doubled. Over the next 25 years, it would grow by \$8 trillion.
- Currently, income inequality is increasing and driven by declines at the bottom by those who can afford it least.

Head of Household	Income
Caucasian (Median)	\$77,999
Hispanic (Median)	\$57,981
Women (Median)	\$51,168
African American (Median)	\$48,297
AA&NHPI/Burmese American (Disaggregated Average)	\$44,000



The Need for Systemic Change

- Registered Apprenticeship is a proven workforce solution, but despite improvements, continues to reflect the inequalities, occupational segregation, and discrimination of the larger economy.

Apprentices	
Women	Represent only 14-18% of apprentices, concentrated in low wage service sectors
African Americans	Underrepresented, low completion rates, lowest wages of any racial/ethnic group
Hispanics	Strong showing in construction, but underrepresented in emerging STEM fields
AA & NHPI	Most underrepresented group of all racial/ethnic groups, need for disaggregation
AI/AN	Percentage drifting down, opportunities with some of new Fed initiatives
People w/ Disabilities	Need to understand better, very little data available



Focus on Leading, Not Lagging Indicators

- Lagging indicators put apprentices at continued risk of harassment, discrimination, bullying or worse, and the consequences can be fatal.
- Leading indicators would flag potential issues so that they could be addressed proactively, predicting trends, preventing recurring discrimination, and incentivizing deep cultural change



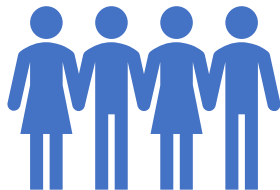


Focus on People as well as Programs

- **Challenge:** Current field of information is collected from employers on a program-by-program basis.
- **Recommendations:**
 - A new “people-focused” data source: a regular, anonymous survey focused on RA as it is experienced by the apprentices, themselves.
 - Collect data on those who decided not to pursue or complete an apprenticeship and from alumni



Recommendations-Deeper Dive



Use Leading Indicators to Proactively Support a Healthy Culture of Inclusion

- Address concerns and remove barriers for potential, current, and alumni apprentices to connect with “Good Jobs” that provide a family sustaining wage



Initiate Systematic Assessments Focused on People, As Well As Programs

- Create survey focused on apprentice experience to fill gaps in current data
- Leverage apprenticeship survey, existing internal and external data to measure progress towards DEIA goals and remaining challenges
- Use equity indices to compare access to opportunities by region, industries/occupations, education/skill levels, and wage/hours/promotions before, during, and after the apprentice lifecycle.



Recommendations-Deeper Dive



Establish Data-Driven Feedback Loop to Measure Progress and Implement Changes

- Collect data to measure progress towards DEIA goals and remaining challenges
- Flag barriers to and opportunities for advancing equity
- Develop RA-ecosystem strategies, reviewed quarterly, and annually take action on key findings



Make Sure to Connect All Apprentices to “Good Jobs” with Benefits

- Design or promote career paths from lower to higher-paying jobs
- Increase representation of underrepresented and underserved groups in new and emerging sectors
- Increase diversity in higher-paying jobs in sectors traditionally relying on apprenticeships



ACA Members Final Deliberation and Committee Vote



1-Hour Open Discussion and Planning Session on Cross-Cutting Topic of Living Wages

Discussion Facilitators



Dr. Pam Eddinger
ACA Chairperson
Bunker Hill Community College
President



Brent Parton
US Department of Labor
Acting Assistant Secretary
Employment and Training
Administration



John V. Ladd
US Department of Labor
Administrator, OA/ETA
Designated Federal Official (DFO)



**Break
15 Minutes**



ACA Listening Session: Apprenticeship Regulations

Facilitator: Manny Lamarre, Senior Policy Advisor, ETA



Meeting Wrap Up



Road Ahead and Expectations

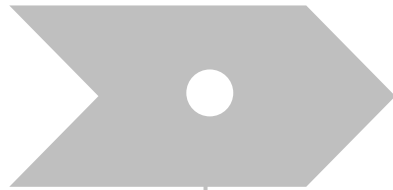
March
2023

April
2023

May
2023

Spring
2023

Fall
2023



**ACA Meeting
In-Person**

**ACA
Subcommittees**

**ACA Meeting
In-Person**

**ACA
Charter**

**ACA
Membership**

(CA)

Subcommittees
Finalize Issue
Papers

(IL)

Current ACA
Charter Expires;
New Charter to Be
Established

All Current ACA
Membership
Terms Expire

ACA Approves
Strategic
Framework;
Reviews Issue
Papers

ACA Approves Issue
Papers and
Recommendations
Submits Biennial Report

DOL to Issue Call
for Nominations

Secretary to
Announce ACA
Membership



Next In-Person Meeting – May 9-10, 2023 | Chicago, IL





Public Comment



Adjourn