



Advisory Committee on Apprenticeship (ACA) Meeting

January 26, 2022





John V. Ladd

US Department of Labor

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





Call to Order



Dr. Pam Eddinger
ACA Chairperson
Bunker Hill Community College
President



ACA Co-Chairs



Noel Ginsburg

ACA Employer Co-Chair
Intertech Plastics, Inc.



Bernadette Oliveira-Rivera

ACA Labor Co-Chair
Laborers' International Union of
North America



Member Roll Call – Employer Representatives

- **Jonathan S. Adelstein**, President and CEO, Wireless Infrastructure Association
- **Amy Kardel**, Vice President of 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 of Transformation and Culture, International Business Machines (IBM)
- **Rosanna Maietta**, President and CEO, American Hotel & Lodging Foundation
- **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 Pipe Fitting Industry of the United States, Canada
- **Daniel Bustillo**, Executive Director of the Healthcare Career Advancement Program, Service Employees International Union
- **John A. Costa**, International President, Amalgamated Transit Union AFL-CIO/CLC
- **Stephanie Harris-Kuiper**, Executive Director of the Training & Development Fund District 1199J, American Federation of State County and Municipal Employees
- **William K. Irwin Jr.**, Retired Executive Director, Carpenters International Training Fund



Member Roll Call – Labor Representatives

- **Michael C. Oathout**, Director of Occupation, Safety & Health and Apprenticeship, International Association of Machinists & Aerospace Workers
- **Vicki L. O'Leary**, General Organizer and Director of Diversity, Ironworkers International
- **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, 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



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**, Senior Workforce Development Specialist, San Francisco Office of Economic & Workforce Development
- **Randi Beth Wolfe, PhD**, Executive Director, Early Care & Education Pathways to Success



Member Roll Call – Ex Officio Representatives

- **Joe Carlile**, Senior Advisor to the Secretary on Budget Policy and Programs, U.S. Department of Housing and Urban Development
- **Johnathan J. Gardner**, Director, Human Capital Programs and Chief Learning Officer, Department of Health and Human Services
- **Betony Jones**, Senior Advisor Workforce, Office of Energy Efficiency and Renewable Energy, U.S. Department of Energy
- **Michael Shapiro**, Deputy Assistant Secretary for Economic Policy, U.S. Department of Transportation



Member Roll Call – Ex Officio Representatives

- **Kevin Gallagher**, Senior Advisor, Upskilling and Broadband, U.S. Department of Commerce
- **Amy Loyd**, Senior Advisor, U.S. Department of Education



Agenda Overview

- **Welcome and Opening Remarks**
 - Call to Order and Role Call by ACA Chair Dr. Eddinger
 - Agenda Overview by ACA DFO John Ladd
 - Welcome by Acting (ETA) Assistant Secretary Hanks
 - Remarks by Deputy Secretary of Labor Su
 - Apprentice Perspective: Roscoe Bass, APPRENTi
- **ACA Subcommittee and Workgroup Report Outs**
 - Increasing Diversity, Equity, Inclusion, and Accessibility
 - Apprenticeship Modernization
 - Industry Engagement in New and Emerging Sectors
 - Apprenticeship Pathways: Pre-Apprenticeship, Youth Apprenticeship, and Degree Apprenticeships
 - Ex Officio Federal Workgroup
- **Wrap up and Next Steps**
 - Road Map
 - Public Comment





Welcome



Angela Hanks
US Department of Labor
Acting Assistant Secretary
Employment and Training Administration





Opening Remarks



Julie A. Su
US Department of Labor
Deputy Secretary





Software Engineer Apprentice Graduate



Roscoe Bass
Software Engineer
APPRENTI™
WTIA Workforce Institute



ACA Subcommittees

- **Increasing Diversity, Equity, Inclusion, and Accessibility in Apprenticeship** (*Valerie Richardson*)
- **Apprenticeship Modernization** (*Marty Riesberg*)
- **Industry Engagement in New and Emerging Sectors** (*Amy Kardel*)
- **Apprenticeship Pathways: Pre-Apprenticeship, Youth Apprenticeship, and Degree Apprenticeships** (*Noel Ginsburg*)

Ex Officio Federal Workgroup (*Michael Qualter*)



Subcommittee Report Out Structure

- **Each Subcommittee will have 5 minutes to provide an overview of the progress they have made to date.**
- **Followed by 10 minutes of Q&A and committee feedback.**
- **Please be mindful of your time so that each group has equal time.**





Increasing Diversity, Equity, Inclusion and Accessibility in Apprenticeship

ACA Subcommittee



Increasing Diversity, Equity, Inclusion, and Accessibility in Apprenticeship (Valerie Richardson)

Members:

- **Raymond W. Boyd**, United Association of Journeymen and Pipe Fitting Industry of the United States, Canada
- **Stephanie Harris-Kuiper**, American Federation of State County and Municipal Employees (AFSCME) District 1 199J; Training and Development Fund
- **Donna Lenhoff**, Donna Lenhoff Associates, representing Chicago Women in Trades
- **Karmela Malone**, The Hartford
- **Rosanna Maietta**, American Hotel & Lodging Foundation
- **Robbie Melton, PhD**, Tennessee State University, Smart Global Technology Innovation Center
- **Vicki L. O'Leary**, Ironworkers International
- **Valerie S. Richardson**, Prisma Health
- **Traci R. Scott**, National Urban League

Office of Apprenticeship Lead Contact

- **Julie Wong**, US DOL Office of Apprenticeship



Issues and Background:

The DEIA Subcommittee identified the following key issues:

- **Overall Process:** Equity is not embedded broadly or deeply enough across the national apprenticeship system.
- **Industry Demand:** Many companies/industries lack awareness of Registered Apprenticeship Programs (RAPs) and may not see apprenticeships as a viable solution to achieving DEIA strategies for their workforce & talent pipelines.
- **Supply-Side Barriers:** Individuals from underserved communities often experience barriers to gain access to, to succeed in, and to complete apprenticeship programs including lack of awareness of opportunities, necessary skills, and resources to participate in programs, as well as facing discrimination and harassment.

Overall Recommendations:

- 1) Invest sufficient resources in the Office of Apprenticeship (OA) and the State Apprenticeship Agencies (SAAs) to accomplish the Subcommittee's objectives.
- 2) Recognize that the general plans will need to be adapted to the specific needs of the members of different underserved communities – one size does not fit all.



Overall Process Recommendations:

Put a high priority on improving implementation of existing DEIA requirements (29 CFR part 30) as a primary means of embedding DEIA into the DNA of RAPs and Registration Agencies.

Many DEIA best practices are already required under 29 CFR part 30: universal outreach, nondiscriminatory selection, anti-harassment training, DEIA benchmarks. Yet – there is widespread lack of awareness and implementation of requirements.

Specific Recommendations:

- 1. Policy/Operations:** Review programs much more frequently to audit progress and provide actionable technical assistance on integrating DEIA into their standards during initial registration. OA should continue to reduce barriers to 29.30 implementation; and improve the discrimination-complaints investigative process.
- 2. Investments:** Use funding to incentivize equitable representation of women, people of color (POC), and individuals with disabilities (IWDs) and to increase RAPs' awareness of DEIA requirements and best practices.
- 3. Data and Technology:** Use data from RAPIDS, Program Standards, and audits to prioritize program reviews and determine needed resources and training; Make existing tech tools (like Apprenticeship Jobs Finder) more useable; Use social media and networks marketing to increase awareness; Produce videos targeting underserved groups.
- 4. Government Partnerships:** Work with Office of Federal Contract Compliance Programs (OFCCP) to strengthen contractor requirements for DEIA and to increase demand for apprentices from underrepresented groups.
- 5. DEIA Metrics:** Measure and track success through equity indices showing the representation of new, active, and completing apprentices in the context of local area, industry, education/skills, and wages/promotions.



Industry Demand Recommendations:

Increasing industry demand for registered apprenticeships to achieve DEIA goals creates a win-win for employers, apprentices, and underserved communities.

Stronger employer participation and engagement in apprentice screening, selection may increase apprentice alignment to hiring requirements, increase retention and result in career progression.

Best Practices

- Employers: Make the case to leverage DEIA and RAPs to meet the demand for a highly-skilled workforce
- Education: Increase awareness/change perceptions at high schools, community/tech colleges, minority-serving institutions
- Local Workforce and Community-Based Organizations: Expand talent pipeline in the local market
- Local Businesses/Minority-Owned Businesses (MOBs): Foster career exploration and recruitment in diverse areas

Investment Areas

- Provide incentives and recognition to employer, educational, & recruitment programs focused on RA hiring/completion
- Enhance tracking, data, and analytics to show benefits of RAPs to DEIA goals, employee retention, & career progression
- Continue to invest in engaging business/trade associations/unions to promote and play a role in developing registered apprenticeships as part of their DEIA strategies in both traditional and emerging industries.

Policy Recommendation

- Consider leveraging Federal procurement requirements to increase demand for apprentices from diverse populations



Supply-Side Recommendations:

The priority is to remove barriers to gain access to, to succeed in, and to complete apprenticeship programs.

The current program suffers from problems in three main areas: a lack of mentorship and training support, insufficient wraparound services, persistent bullying, harassment and intimidation in some industries and a reporting process on the part of the employer that can feel burdensome and complex.

Recommendations:

- Expand recruitment and outreach to increase awareness and overcome the stigma of apprenticeship by reaching out to underserved communities to change perceptions about apprenticeships and enhance awareness of RAP benefits
- Invest in workforce readiness and pre-apprenticeship programs
- Address critical areas of concern around harassment, discrimination, and bullying which may be especially prevalent in specific industries
- Enhance training and support of apprentices to ensure access and completion of program by meeting need for wraparound services: stipends for childcare, transportation, equipment, etc.
- Establish relationships with trade associations, unions, community organizations, and businesses and provide training help to meet the need for mentorship and support throughout the apprenticeship
- Create a culture of inclusion before, during, and after the apprenticeship process.



Apprenticeship Modernization

ACA Subcommittee



Apprenticeship Modernization (Spokesperson: Marty Riesberg)

Members

- **Timothy Oberg**, Assistant Director, Independent Electrical Contractors
- **Obed Louissaint**, Senior Vice President of Transformation and Culture, International Business Machines (IBM)
- **Michael Oathout**, Director of Occupation, Safety & Health and Apprenticeship, International Association of Machinists & Aerospace Workers
- **Todd Stafford and Marty Riesberg**, Electrical Training ALLIANCE
- **Erin Johansson**, Research Director, Jobs With Justice
- **Chris MacLarion**, Director, Apprenticeship and Training, State of Maryland

Office of Apprenticeship Lead Contact

- **Andrew Ridgeway**, US DOL Office of Apprenticeship



Issues and High-level Recommendations:

Apprenticeship Quality

- What is core to Registered Apprenticeship? Ensuring current and new apprenticeship programs lead to quality, family-sustaining careers
- Time vs. competency; Micro-credentials; Quality standards

Apprenticeability

- How to expand apprenticeship into new occupations or industries while ensuring occupational integrity
- Leverage data to target occupations or industries for apprenticeship expansion

Procurement/Funding Apprenticeship

- Leveraging Federal investments to achieve apprenticeship expansion while maintaining accountability
- Coordination and alignment across Federal agencies and job programs



Issues and High-level Recommendations:

Data Usage

- Data quality: leveraging data to better tell the apprenticeship 'story'
- Encouraging all stakeholders to participate more fully in data collection and reporting

Apprenticeship Ecosystem

- Building a cohesive system amongst new and emerging stakeholders
- Achieve efficiencies by updating and enhancing guidance on registration, national vs. state programs

Emerging Technologies

- Leverage emerging technologies to enhance learning, jobskill development
- Update and enhance Federal guidance to reflect emerging technologies – ensure apprenticeship remains nimble

Messaging and Outreach Around Apprenticeship

- Modernize apprenticeship language to attract targeted audiences
- Better position apprenticeship as a viable career pathway



Industry Engagement in New and Emerging Sectors

ACA Subcommittee



Industry Engagement in New and Emerging Sectors (Amy Kardel)

Members

- **Jonathan S. Adelstein**, President and CEO, Wireless Infrastructure Association
- **Brent Weil**, Delegee for Jonathan Adelstein
- **Daniel Bustillo**, Executive Director of the Healthcare Career Advancement Program, Service Employees International Union
- **Orrian Willis**, Senior Workforce Development Specialist, San Francisco Office of Economic & Workforce Development
- **Amy Kardel**, Vice President of Strategic Workforce Relationships, The Computing Technology Industry Association (CompTIA)
- **John A. Costa**, International President, Amalgamated Transit Union AFL-CIO/CLC
- **Jamaine Gibson**, Delegee for John A. Costa
- **Randi Beth Wolfe, PhD**, Executive Director, Early Care & Education Pathways to Success
- **Carolyn Holmes Lee**, Executive Director, The Manufacturing Institute
- **Cassi Zumbiel**, Delegee for Carolyn Holmes Lee
- **Bernadette Oliveira-Rivera**, Assistant Director for Training, Laborers' International Union of North America

Office of Apprenticeship Lead Contact

- **Cierra Mitchell**, US DOL Office of Apprenticeship



Issues and Background:

Sector-Specific Differences

How can the RA system promote inclusion, improve consistency, and accommodate a diverse range of new and emerging sectors without compromising the rigor and quality of the existing system?

Incentives

How can DOL structure incentives to spur wider adoption of RA?

Branding and Perception

How can DOL improve customer awareness, understanding, and perception of RA, especially in sectors without high RA participation?

Standards and System Building

How can DOL foster an efficient system with clear and consistent standards while also meeting the diverse needs of new and emerging sectors?



Recommendation(s) and Best Practices: Sector Specific Differences

- **EQUITABLE STANDARDS:** DOL needs to establish equitable, universal, non-exclusionary eligibility standards that can be balanced with sector-specific employment requirements unique to non-traditional and emerging sectors.
- **21ST CENTURY TECHNOLOGY:** The DOL should focus on developing 21st century apprenticeship infrastructure that addresses the need for technology and technology skills across all sectors.
- **DIVERSITY AND INCLUSION:** DOL should establish policies and eligibility criteria related to RA standards, apprenticeable occupations, and allocation of RA resources to ensure full inclusion and equal stature to sectors focused on workers traditionally underrepresented in RA (e.g., women, people of color, low wage workers, care economy workers).
- **SECTOR-SPECIFIC CHALLENGES:** DOL should embed greater flexibility into RA to address barriers and needs of non-traditional, emerging sectors (e.g., fiscal challenges for under-funded care economy and non-profit sectors; barriers to participation of small business employers; regulatory barriers to career mobility in healthcare.)
- **REGULATORY BARRIERS:** DOL should facilitate cross-agency collaboration to address regulatory barriers in specific industries and foster reconciliation between federal and state programs.



Recommendation(s) and/or Best Practices: Incentives

- **START-UP SUPPORT:** Partial wage support to Registered Apprentices, with appropriate guardrails to ensure that supports are short-term solutions toward starting up self-sustaining apprenticeships and tied to completion metrics, can be effectively employed. These incentives should be targeted and focused on start-up support.
- **STABLE FUNDING FOR INTERMEDIARIES:** Industry intermediary funding should be provided in stable, multi-year contracts to align with intermediaries' planning and training cycle needs. Well-established intermediaries should not have to reapply for grants; formula-based funding should be provided.
- **INTERMEDIARY CONTRACTS:** DOL should further expand Industry Intermediary Contracts to support new and emerging sectors.
- **MODEL LANGUAGE:** Model language could help standardize state and local incentives.
- **NON-MONETARY INCENTIVES:** Incentives should include nonmonetary support including academic credit, public recognition, support for outreach, and other resources that can improve support for new RA programs.
- **TARGETED FUNDING:** Categorical funding for organizations of certain sizes, sectors, or regions should be used to target priority areas.



Recommendation(s) and/or Best Practices: Branding and Perception

- **STAKEHOLDER ENGAGEMENT:** DOL should engage with all stakeholders and customers to acknowledge their current perceptions prior to creating any new branding or awareness campaigns.
- **ASSET MAPPING:** DOL should create an asset map to identify resources for branding and perception across states.
- **PROMOTION AND MESSAGING:** DOL and intermediaries should emphasize sharing and promoting apprenticeship stories, especially in video media. DOL should leverage NAW and work to consistently provide apprenticeship messaging year-round
- **FUNDING FOR PUBLIC AWARENESS:** Grants and incentives should remove restrictions against funding for public awareness and branding.
- **CLOSE INTERMEDIARIES:** DOL should support intermediaries that are closer to customers to provide key stakeholders with trusted partners when engaging in RA.
- **RA BRANDING:** DOL should support brand recognition by using one, consistent brand for RA, and specifically by using the Apprenticeship USA logo rather than Discover Apprenticeship.
- **APPRENTICESHIP.GOV:** Apprenticeship.gov should be better mapped to the customer journey.



Recommendation(s) and/or Best Practices: Standards and System Building

- **LIVING WAGE CAREERS:** Standards and RA should be a basis for ensuring that lower-wage careers are raised to living wage careers with full benefits.
- **NATIONAL STANDARDS ORGANIZATIONS:** DOL should seek to establish and support industry associations and intermediaries that promote RA and revisit a National Skills Standards Board approach and occupational skills classification system similar to other countries.
- **UNIFORM GUIDANCE:** Standards templates and guidance should be developed with direct stakeholder engagement to facilitate program applications and approval. OA staff, SAA staff, and intermediaries should be trained on these materials, once developed, explicitly so as to avoid inconsistencies in providing information to RA stakeholders.
- **DOL LEADERSHIP:** DOL and OA should take the lead in serving as a repository for and designating apprenticeable occupations and in approving RA programs. Consistency in standards and guidance across jurisdictions should be promoted to the extent practicable.
- **APPRENTICESHIP INFRASTRUCTURE:** Funding for apprenticeship infrastructure, such as agency staffing, needed to support RA expansion should be provided in RA funding plans according to an established formula.



Apprenticeship Pathways: Pre- Apprenticeship, Youth Apprenticeship, and Degree Apprenticeship

ACA Subcommittee



Apprenticeship Pathways: Pre-Apprenticeship, Youth Apprenticeship, and Degree Apprenticeship (Noel Ginsburg)

Members

- **Noel Ginsburg**, CEO, Intertech Plastics, Inc.
- **David Long**, CEO, National Electrical Contractors Association
- **William K. Irwin Jr.**, Retired Executive Director, Carpenters International Training Fund
- **Anton P. Ruesing**, Executive Director of the International Finishing Trades Institute, International Union of Painters and Allied Trades
- **Walter G. Bumphus**, PhD, President and CEO, American Association of Community Colleges
- **Todd Berch**, President, NASTAD
- **Timothy Oberg**, Assistant Director, Independent Electrical Contractors
- **Stephanie Harris-Kuiper**, Executive Director of the Training & Development Fund District 1199J, American Federation of State County and Municipal Employees

Office of Apprenticeship Lead Contact

- **Megan Baird**, US DOL Office of Apprenticeship



Issue and Background:

- Pre-apprenticeship and Registered Apprenticeship Programs have proven successful in meeting employer- and industry-driven strategies for hiring, training, and retaining employees. However, pre-apprenticeship lacks oversight and/or policy guidance to ensure quality, safety, protection, and a career pathway for apprentices.
- Current guidance does not provide a consistent definition of pre-apprenticeship. Further, the public generally lacks awareness of pre-apprenticeship opportunities and their benefits, and society often views pre-apprenticeship as “lesser than” rather than “equal to” college preparation pathways.



Recommendation(s) and/or Best Practices:

- Potential impacts if the problem/challenge is addressed:
 - Overall goal: Attainment of a long-term, meaningful career for workers
 - Benefits accrue to employers (e.g., talent pipeline), individuals (e.g., rewarding careers), the RA system (e.g., increased participation), government (e.g., funding stream), and, ultimately, everyone
- Identification of relevant best practices:
 - Career Connections, Pre-Apprenticeship Pathways to Success database, wraparound services, internet access/devices, etc.
 - Areas to explore: States, YouthBuild, Job Corps, CTE Centers, etc.



Recommendation(s) and/or Best Practices (cont'd):

- Policy Recommendations:
 - Define pre-apprenticeship to ensure programs align with quality metrics through policy guidance (build on Training & Employment Notice 13-12) and is viewed as part of a career pathway with a bridge to Registered Apprenticeship
 - Use an alternate validation method (recognition in lieu of registration) to manage quality and encourage voluntary compliance with standards
 - Pros: Less burdensome, more local control, broad range of programs, etc.
 - Cons: Government relies on others to manage quality, data held by others, etc.
- Recommendations for DOL investment:
 - Funding: Promote pre-apprenticeship and support innovation and quality programs
 - Tools: Resources for employers, schools, students, parents, intermediaries, and other key stakeholders; use apprenticeship.gov to educate public and highlight opportunities
 - Data: Impact on earnings, business ROI, and how funded/sustained in other countries, comparison to higher ed on common metrics (e.g., completion rates)



Recommendation(s) and/or Best Practices (cont'd):

- Recommendations for innovation:
 - Create a “Pre-Apprenticeship Friendly” contractor/apprenticeship marketing program (status based on hiring/retaining pre-apprentices)
 - Tax credits to incentivize employers to develop programs and actively employ apprentices and/or “tax” on employers to drive participation in apprenticeship (i.e., pooled funds for employers who invest in training)
 - Treat DOL as an accreditor for purposes of higher education credit
- Other relevant items for ACA consideration:
 - Need to coordinate with Department of Education, particularly on pre-apprenticeship at high school level and how pre-apprenticeship fits within a career pathway.



Ex Officio Federal Workgroup

ACA Subcommittee



Ex Officio Federal Workgroup

Members

- Kevin Gallagher, Senior Advisor, Upskilling and Broadband, U.S. Department of Commerce
- Amy Loyd, Senior Advisor, U.S. Department of Education
- Joe Carlile, Senior Advisor to the Secretary on Budget Policy and Programs, U.S. Department of Housing and Urban Development
- Betony Jones, Senior Advisor, U.S. Department of Energy
- Michael Shapiro, Deputy Assistant Secretary for Economic Policy, U.S. Department of Transportation
 - Delegate: Paige Shevlin, Strategic Advisor for Infrastructure Workforce Development, U.S. Department of Transportation
- Johnathan Gardner, Director, Human Capital Programs and Chief Learning Officer, U.S. Department of Health and Human Services

Office of Apprenticeship Lead Contact

- Michael Qualter, US DOL Office of Apprenticeship



Issues and Background:

- Leveraging the power of the Federal Government has the potential to dramatically support efforts to expand, diversify and modernize Registered Apprenticeship opportunities.
- The 5 “Ps” provide a guide on areas where agency coordination can make a difference: partnerships, procurement, personnel, policy, and programs.



Issues and High-level Recommendations:

Partnerships: Develop a National Sector Approach to Registered Apprenticeship to help address key industries and occupations with labor shortages

- Leverage Federal Agency expertise to convene partners in areas such as Transportation (*Trucking), Telecommunications, Energy, Infrastructure, Early Childcare Education, among others

Procurement: Imbed Registered Apprenticeship as an allowable or preferred employment and training strategy within federal procurements and investments

- Identify procurement vehicles and opportunities for coordination such as the bipartisan infrastructure law investments
- Requirements can support utilization of apprenticeship and goals of creating a diverse workforce

Personnel: Expand Federal Government Apprenticeships with a focus on creating greater diversity across federal occupations

- Create a toolkit to assist agencies that would like to create an apprenticeship program
- Identify occupation needs that are common across most Federal agencies
- Leverage existing programs through OPM (e.g., Federal Pathways)



Issues and High-level Recommendations:

Policy: Create clarity on pre-apprenticeship and youth apprenticeship and how that articulates to post-secondary options and the world of work

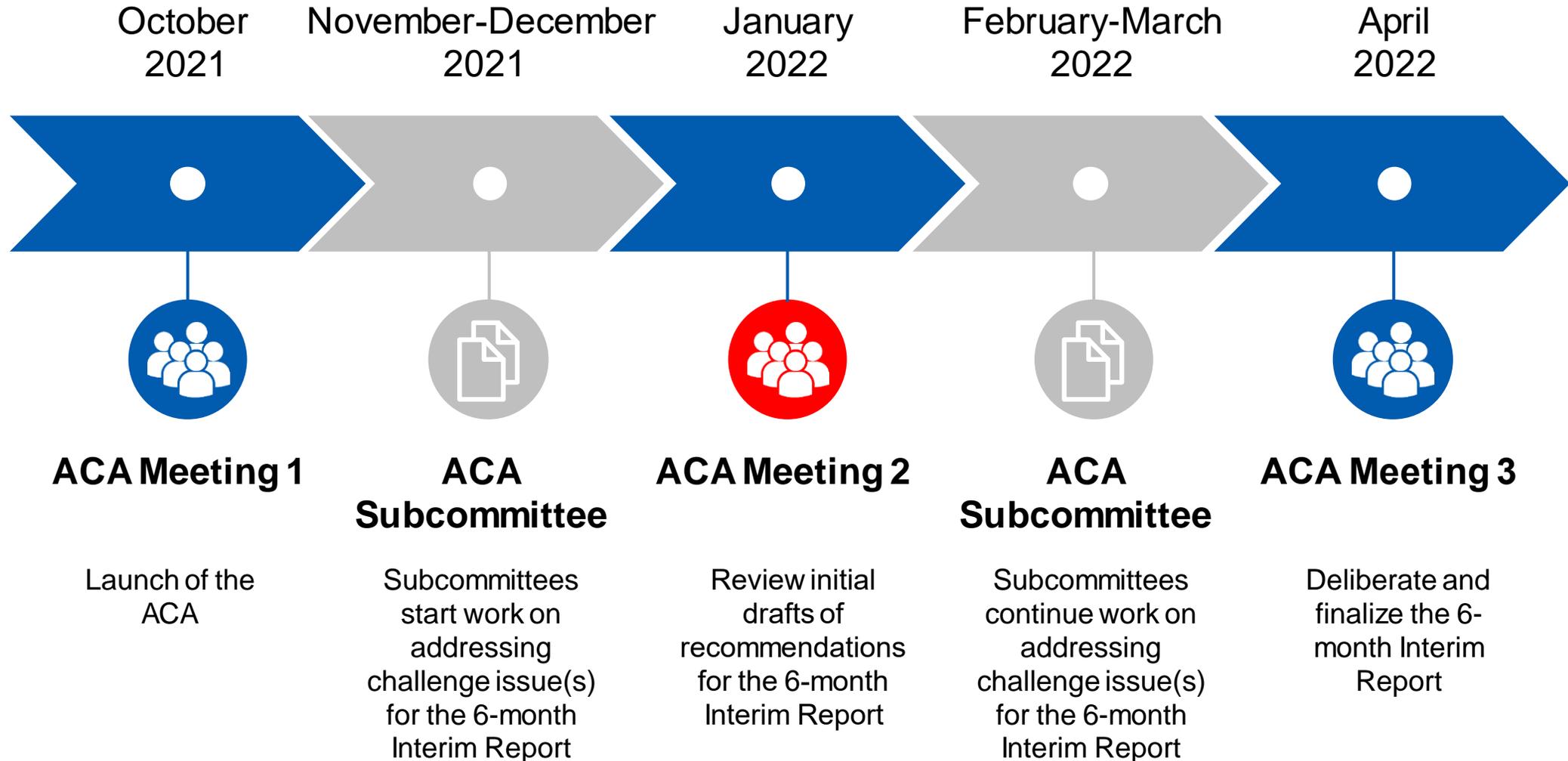
- Policies should consider elements such as quality training, worker voice, DEIA, and safeguards for young apprentices

Programs: Create more program alignment at the Federal level by describing (in funding/policy) how Pre-Apprenticeship, Youth Apprenticeship and Registered Apprenticeship fit into career pathways

- Continue to identify workforce and career and technical education programs that could be leveraged to advance apprenticeship opportunities
- Streamline data collection to support eligibility across federal programs (e.g., co-enrollment)



ACA Timeline | October 2021 – April 2022 Road Map





90 Day Road Map

Phase 1 | 1/31-2/21/22

Provide Input and Incorporate
Feedback Across ACA

- Subcommittees and Caucuses Develop Written Feedback on “Other” Recommendations
- Subcommittees incorporate feedback from other subcommittees and caucuses into preliminary recommendations

Phase 2 | 2/28-3/21/22

Subcommittees Draft Report
Outline Utilizing Template

- Subcommittees identify principal authors and draft report section outline (background, analysis, recommendations)
- Chair and Co-Chairs draft report introduction, overview, and summary

Phase 3 | 3/28-4/18/22

Review and Finalize Interim
Report

- Draft report circulated for review and feedback
- Subcommittee incorporates feedback
- Draft circulated to ACA members



Interim Report Template

SECTION 1 - {Authors: ACA Chair and Co-Chairs}

- Message from Chair/Co-Chairs
- Executive Summary, Background, and Purpose

SECTION 2 - {Authors: 1-2 per subcommittee TBD}

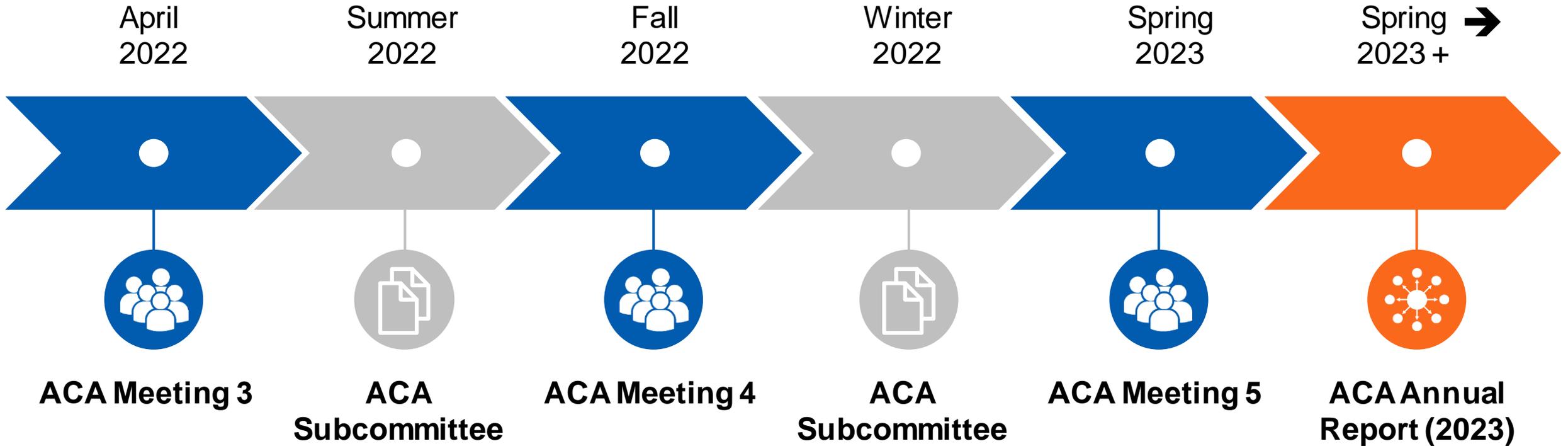
- Subcommittee Summaries
 - Overview of the Issue Areas
 - Background
 - Recommendations

SECTION 3 - {Authors: ACA Chair and Co-Chairs}

- Conclusion/Next Steps



ACA Tentative Timeline | April 2022 – April 2023 Road Map



Deliberate and
finalize the 6-
month Interim
Report



Member Comments or Questions?



Wrap Up and Public Comment

Next Meeting Date | April 2022 (Tentative)