



Advisory Committee on Apprenticeship (ACA) Meeting

October 6, 2021





Introduction of ACA Chair



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



Member Roll Call – Employer Representatives

- **Jonathan S. Adelstein**, President and CEO, Wireless Infrastructure Association
- **Noel D. Ginsburg**, CEO, Intertech Plastics
- **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
- **Bernadette Oliveira-Rivera**, Assistant Director for Training, 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

- **Walter G. Bumphus, PhD**, President and CEO, American Association of Community Colleges
- **Erin E. Johansson**, Research Director, Jobs with Justice
- **Joshua Johnson**, Representing NASTAD (Apprenticeship Director, Wisconsin Department of Workforce Development)
- **Donna Lenhoff**, Principal, Donna Lenhoff Associates



Member Roll Call – Public Representatives

- **Robbie Melton**, 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**

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



Member Roll Call – Ex Officio Representatives

- **Michael Culpepper**, Acting Deputy Assistant Secretary of Human Resources/Chief Human Capital Officer, U.S. Department of Health and Human Services
- **Joe Carlile**, U.S. Department of Housing and Urban Development, Senior Advisor to the Secretary on Budget Policy and Programs
- **Michael Shapiro**, Deputy Assistant Secretary for Economic Policy, U.S. Department of Transportation



Agenda Overview

- Welcome by Acting Assistant Secretary Hanks
- Remarks by Secretary Walsh
- Youth Apprentice Perspectives
- Roadmap for ACA Work Ahead
- ACA Subcommittees and Guiding Questions
 - Apprenticeship Modernization
 - Increasing Equity, Diversity, Inclusion and Accessibility
 - 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
- Public Comment





Welcome



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





Opening Remarks and Vision for Role of the ACA



Martin J. Walsh
US Department of Labor
Secretary





Pharmacy Technician Apprentice



Amber Gillard

Trident Technical College's
Charleston Regional Youth Apprenticeship Program
Employer: Roper St. Francis Healthcare



Electrical Apprentice



Christopher Borja

Apprenticeship Maryland –
Howard County Public School System
Employer: Altimate Electric, Inc.



Roadmap for Work Ahead

Background on Growth and Evolution of Registered Apprenticeship

Overview of ACA and Products of Prior Committees

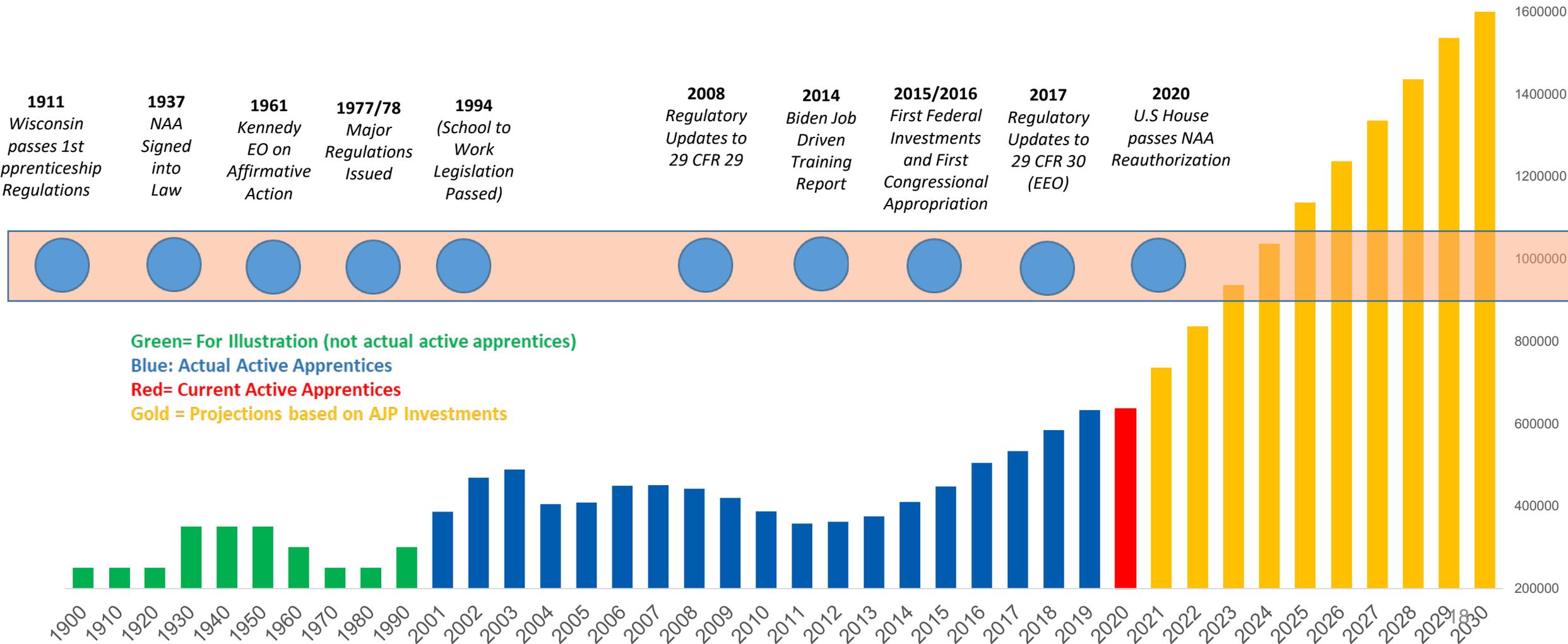
ACA Timeline and Interim Report

Proposed Subcommittees



Growth and Evolution of National Apprenticeship System

(Number of Active Apprentices and Key Milestones)



1911 Wisconsin passes 1st Apprenticeship Regulations	1937 NAA Signed into Law	1961 Kennedy EO on Affirmative Action	1977/78 Major Regulations Issued	1994 (School to Work Legislation Passed)	2008 Regulatory Updates to 29 CFR 29	2014 Biden Job Driven Training Report	2015/2016 First Federal Investments and First Congressional Appropriation	2017 Regulatory Updates to 29 CFR 30 (EEO)	2020 U.S House passes NAA Reauthorization
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Overview of the ACA

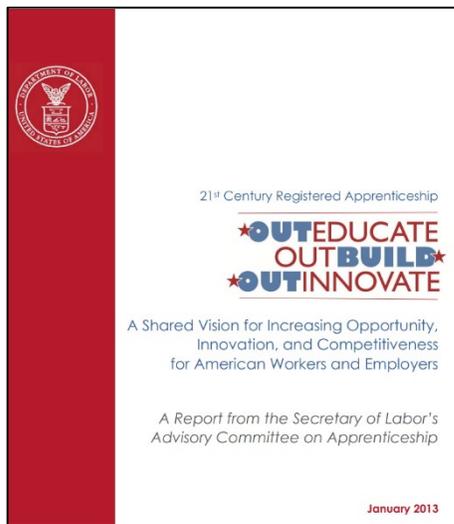
- Authorized by the National Apprenticeship Act, 29 U.S.C. § 50a and which authorizes the Secretary of Labor to appoint a national advisory committee to serve without compensation.
- Per its charter, the ACA will submit an interim report within 6 months with recommendations regarding:
 - The expansion, modernization, and diversification of the National Apprenticeship model;
 - The expansion of apprenticeships into new industries and sectors including, but not limited to, cybersecurity, clean energy, advanced manufacturing, information technology, and healthcare; and
 - Equitable access for all workers to participate and succeed in the National Apprenticeship system.



ACA Prior Products and Resources

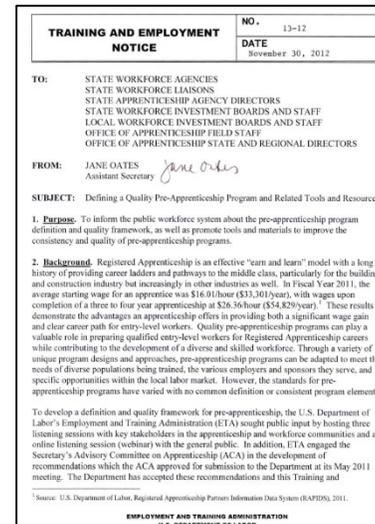
ACA Summary Meeting Minutes

ACA
January 2017



OUTEDUCATE OUTBUILD OUTINNOVATE

ACA Report
January 2013



Pre-Apprenticeship Guidance

Training and Employment Notice 13-12

ETA Guidance
November 2012



ACA Landing Page Apprenticeship.gov

<https://www.apprenticeship.gov/advisory-committee-apprenticeship>

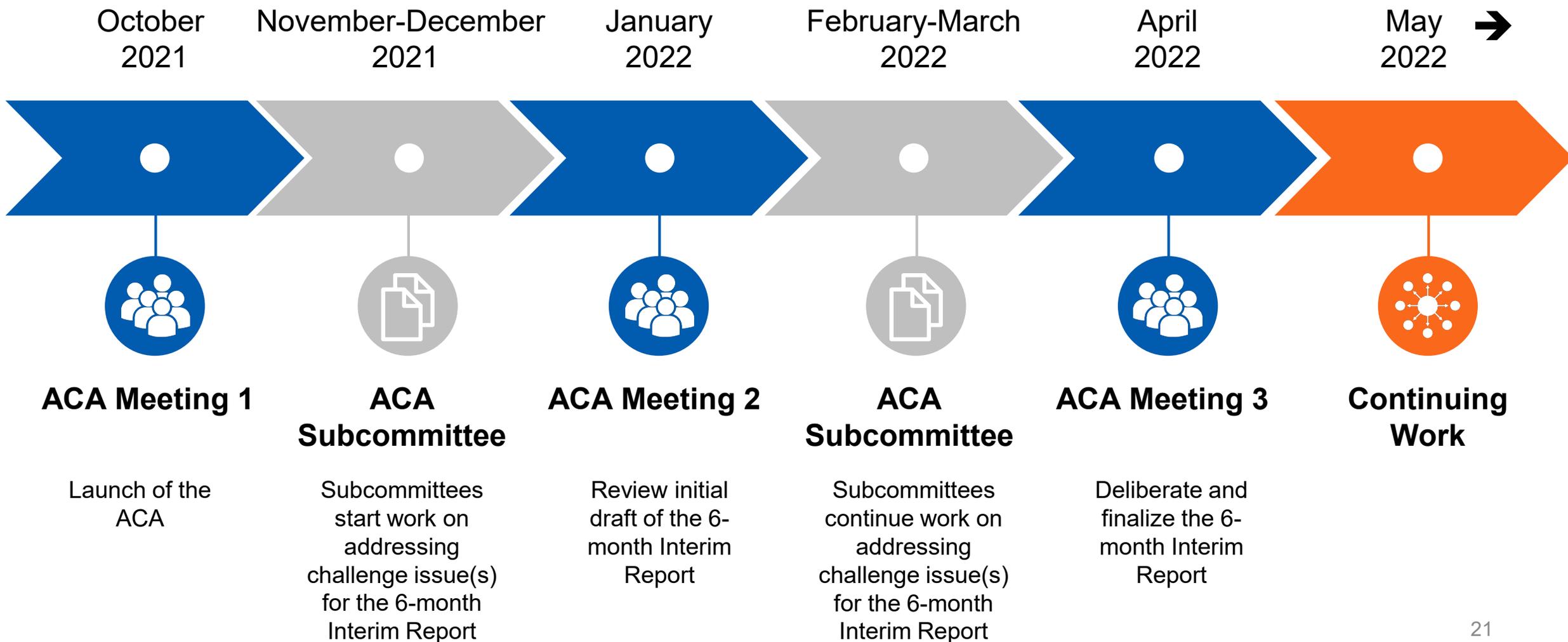


ACA Resources Page Apprenticeship.gov

<https://www.apprenticeship.gov/advisory-committee-apprenticeship/aca-resources>



ACA Timeline – Future Road Map





Proposed ACA Subcommittees

- Apprenticeship Modernization (*Andrew Ridgeway*)
- Increasing Equity, Diversity, Inclusion and Accessibility in Apprenticeship (*Julie Wong*)
- Industry Engagement in New and Emerging Sectors (*Cierra Mitchell*)
- Apprenticeship Pathways: Pre-Apprenticeship, Youth Apprenticeship, and Degree Apprenticeships (*Megan Baird*)
- Ex Officio Federal Workgroup (*Michael Qualter*)

* *Indicates Office of Apprenticeship staff that will facilitate convening of subcommittees*



Apprenticeship Modernization

ACA Subcommittee



Apprenticeship Modernization

Key ACA Priority Area:

- The expansion, **modernization**, and diversification of the National Apprenticeship model;

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?

Guiding Questions (continued)

- 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?



Increasing Equity, Diversity, Inclusion and Accessibility

ACA Subcommittee



Increasing DEIA

Key ACA Priority Area:

- Equitable access for all workers to participate and succeed in the National Apprenticeship system.

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 and inclusion can be achieved?

Guiding Questions (continued)

- 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)?



Industry Engagement in New and Emerging Sectors

ACA Subcommittee



Industry Engagement in New and Emerging Sectors

Key ACA Priority Area:

- The expansion of apprenticeships into new industries and sectors including, but not limited to, cybersecurity, clean energy, advanced manufacturing, information technology, and healthcare.

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.

Guiding Questions (continued)

- 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? What roles can unions and joint labor-management organizations outside of construction play in expanding apprenticeship in these industries?
- DOL has allowed grantees and contractors to provide incentive funding to employers. 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 huge 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, intermediaries, and multi-employer sponsors play to get new employers to quickly adopt national standards into their organization?



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

ACA Subcommittee



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

Key ACA Priority Area:

- The expansion, modernization, and diversification of the National Apprenticeship model;
- Equitable access for all workers to participate and succeed in the National Apprenticeship system.

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)?

Guiding Questions (continued)

- How can we 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?
- 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?
- How can DOL further define pre-apprenticeship and/or different models of pre-apprenticeship to promote high quality pre-apprenticeship programs that prepare individuals who complete pre-apprenticeship programs to enter the workforce, enter a Registered Apprenticeship, or enroll in further education, based on their individual needs?



Ex Officio Federal Workgroup



Ex Officio Federal Workgroup

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.



Ex Officio Federal Workgroup

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?



Next Steps | ACA Timeline – Future Road Map

October
2021

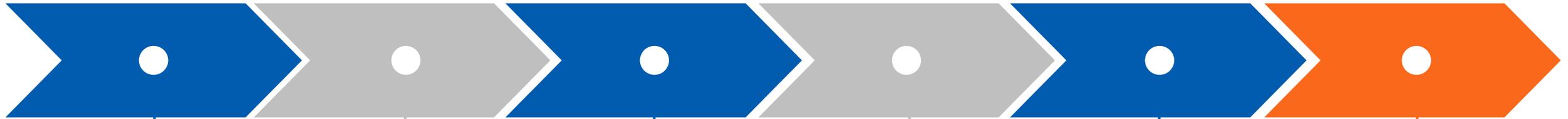
November-December
2021

January
2022

February-March
2022

April
2022

May
2022 →



ACA Meeting 1

Launch of the
ACA



**ACA
Subcommittee**

Subcommittees
start work on
addressing
challenge issue(s)
for the 6-month
Interim Report



ACA Meeting 2

Review initial
draft of the 6-
month Interim
Report



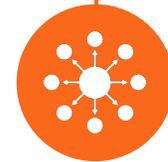
**ACA
Subcommittee**

Subcommittees
continue work on
addressing
challenge issue(s)
for the 6-month
Interim Report



ACA Meeting 3

Deliberate and
finalize the 6-
month Interim
Report



**Continuing
Work**



ACA Subcommittee Expectations

- Each ACA member should serve on at least 1 subcommittee.
- The subcommittees will be balanced between the three membership sectors (e.g. 2-3 members each from employer, labor, and the public sectors).
- **ACA members will be allowed to identify a single designee that may represent them on their primary subcommittee only.** Multiple designees cannot be identified to serve on multiple subcommittees but members can serve on multiple subcommittees if they choose.
- Designees **may not** represent their committee member during full ACA meetings nor vote on behalf of the member on ACA matters.
- The subcommittees will be convened by a DOL representative but each subcommittee should identify a spokesperson(s) to represent the group during full ACA meetings.
- Subcommittee recommendations on their own do not reflect the views of the Committee and formal recommendations to USDOL must be, deliberated on, and approved by the entire ACA.



ACA Subcommittee Key Next Steps

- ACA Members should ***identify and rank up to 3 subcommittees*** based on their interest. DOL will make final assignments based on preference and need for balance on each subcommittee. Additional details provided at first meeting.
- By next ACA meeting, subcommittees should identify the 3-5 key questions they wish to prioritize and begin to develop proposed recommendations.
- At the next ACA meeting, each subcommittee will identify a spokesperson and make a 10-15 minute presentation with discussion addressing the following items:
 1. Highlights of the subcommittee's discussion
 2. Present proposed recommendations to address the challenge issue
 3. Take questions and feedback from the ACA to refine recommendations to present final proposals at following ACA meeting.



Member Comments or Questions?



Wrap Up and Public Comment

Next Meeting Date | January 2022 (Tentative)