



Secretary's Advisory Committee on Apprenticeship (ACA)

ADVISORY COMMITTEE ON APPRENTICESHIP (ACA)

Executive Summary

The Advisory Committee on Apprenticeship (ACA) is a discretionary committee re-established by the Secretary of Labor on May 4, 2021, following the President's February 17, 2021, statement on bolstering Registered Apprenticeships in which he highlighted the importance of the worker's voice and encouraged the Department of Labor to *reinstate a National committee focused on apprenticeships*. The ACA was reestablished in September 2021 and convened its first meeting in October 2021. This is a summary of the second meeting of the ACA held on January 26, 2022. The January meeting provided a public forum for the ACA members to describe and discuss the subcommittee work done since October 2021, hear Departmental remarks, the perspective from an apprenticeship graduate, and discuss next steps for both the ACA and the subcommittees.

Moderator: Dr. Pam Eddinger, ACA Chairperson

Speakers: John V. Ladd (Administrator for the Office of Apprenticeship), Angela Hanks (Acting Assistant Secretary, Employment and Training Administration), Julie Su (Deputy Secretary of Labor), Roscoe Bass (Apprentice Graduate), and the following ACA Subcommittee Spokespeople: Marty Riesberg; Valerie Richardson, Amy Kardel; Noel Ginsburg; and Michael Qualter.

Meeting Highlights:

- **Dr. Pam Eddinger** moderated the session.
- **John V. Ladd** opened the meeting and noted that two ACA co-chairs have been selected: Noel Ginsburg, ACA Employer Co-Chair; and Bernadette Oliveira-Rivera, ACA Labor Co-Chair.
- **Departmental Remarks: Acting Assistant Secretary Angela Hanks** and **Deputy Secretary of Labor Julie Su** provided the support of the Administration and the Department of Labor for the mission and goals of the ACA, including its past successes and future potential for growth.
- **Apprenticeship Program Graduate Highlight: Roscoe Bass** shared his experience as an apprentice in the APPRENTi program and its positive impact on his personal and professional life.
- **ACA Subcommittees:** Spokespeople for each subcommittee outlined their subcommittee's progress on issues, background, and recommendation(s) and/or best practices:
 - Apprenticeship Modernization (**Marty Riesberg**)



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- Increasing Equity, Diversity, Inclusion, and Accessibility in Apprenticeship (**Valerie Richardson**)
- 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**)
- **John V. Ladd** reviewed the ACA Timeline and Road Map, highlighting the 90-Day Road Map, progress made thus far, and the ongoing work of the committee and subcommittees.



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Meeting Minutes

Location: Virtual ([Webex](#))

Date: January 26, 2022

Time: 3:30–5:00 p.m. Eastern Time

3:30–3:45 p.m.

CALL TO ORDER AND MEMBER ROLL CALL:

Mr. John Ladd, Administrator for the Office of Apprenticeship, opened the call. Mr. Ladd greeted the committee members and noted that two ACA co-chairs have been selected: Noel Ginsburg, ACA Employer Co-Chair; and Bernadette Oliveira-Rivera, ACA Labor Co-Chair. Mr. Ladd thanked and congratulated both on their selection as co-chairs.

Mr. Ladd then conducted the Member Roll Call.

MEMBER ROLL CALL – EMPLOYER, LABOR, AND PUBLIC 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
- Obed D. Louissaint, Senior Vice President of Transformation and Culture, International Business Machines (IBM)
- 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
- 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



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- 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
- 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
- Todd Berch, President, NASTAD
- Erin E. Johansson, Research Director, Jobs with Justice
- Donna Lenhoff, Principal, Donna Lenhoff Associates
- 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

Unable to attend:

- Rosanna Maietta, President and CEO, American Hotel and Lodging Foundation
- Walter G. Bumphus, PhD, President and CEO, American Association of Community Colleges
- Randi Beth Wolfe, PhD, Executive Director, Early Care & Education Pathways to Success

MEMBER ROLL CALL – EX OFFICIO REPRESENTATIVES:

- U.S. Department of Housing and Urban Development: Joe Carlile, Senior Advisor to the Secretary on Budget Policy and Programs
- U.S. Department of Health and Human Services: Johnathan J. Gardener, Director, Human Capital Programs and Chief Learning Officer
- U.S. Department of Energy: Betony Jones, Senior Advisor Workforce, Office of Energy Efficiency and Renewable Energy



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- U.S. Department of Transportation: Paige Shelvin on behalf of Michael Shapiro, Deputy Assistant Secretary for Economic Policy
- U.S. Department of Commerce: Kevin Gallagher, Senior Advisor, Upskilling and Broadband
- U.S. Department of Education (ED): Amy Lloyd, Senior Advisor

Mr. Ladd reviewed the meeting agenda and noted that the bulk of the meeting would involve the feedback generated from each subcommittee's presentation. Mr. Ladd then introduced Acting Assistant Secretary of Labor Angela Hanks.

3:45–3:55 p.m.

WELCOME AND OPENING REMARKS:

Acting Assistant Secretary of Labor Angela Hanks

Thank you, Pam and John, for your leadership, I am glad to be here, and happy to be sharing the virtual stage with you. To all our ACA members, welcome back. It seems as if we were all just together back in October with the kickoff of this work. However, a major difference to point out today is the work you all have done; you all have done a tremendous amount of work since our last time together, and on behalf of the Employment and Training Administration, I want to sincerely thank subcommittee members for your efforts, and I look forward to hearing about your progress.

It is such a great time to be engaged in a variety of training and workforce issues, especially apprenticeship. With the passage of the American Rescue Plan, and now as we eagerly await the passage of the Build Back Better bill, we consider what that will mean for apprenticeship expansion. This bill will make historic investments of over \$1 billion in Registered Apprenticeship that will help us to look at ways to prioritize global equity in the system and double down on more pre-apprenticeship programs, have greater engagement with states for better system alignments, and do greater promotion of evidence-based apprenticeship strategies.

Therefore, with so much going on surrounding workforce in general and apprenticeship specifically, having an advisory committee that can provide real-time advice and recommendations is a real asset for us. Again, congratulations to you all for your hard work. I look forward to receiving ongoing updates from this body through John Ladd and the Office of Apprenticeship team.



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I now have the privilege to introduce our Deputy Secretary of Labor, Julie Su, who will provide Departmental remarks.

Deputy Secretary of Labor Julie Su

Thank you, Angela, for that very warm welcome! Good afternoon to everyone joining us today – ACA members; Dr Pam Eddinger, our ACA Chairperson; and members of the public who are listening in. I am honored to be able to join you today for the second meeting of the ACA to hear from you all and take back to Secretary Walsh the great progress that this group has made since the first ACA meeting this past October. I know you all have been hard at work, meeting in subcommittees over the last few months, to provide recommendations to the Secretary on ways to better utilize the apprenticeship training model to provide equitable career pathways that advance the dignity of work for everyone.

Our mission at the Department is to empower all worker voices, and in many ways this group embodies that. The ACA is a very diverse group of apprenticeship stakeholders with different workforce perspectives coming together to share insights and advice on some of the most critical issues that we are currently grappling with. As Secretary Walsh has identified, we are committed and are driven to serve the workers in this country, morning, noon, and night, to build back better with an economy that supports all wage earners, job seekers, and retirees.

Because we know apprenticeship works, we want to increase its usage, not only to grow our economy, but also to help us provide equitable career pathways that advance the dignity of work and support this administration's diversity and inclusion goals. And with a goal of adding millions of new apprentices to the system over the next 10 years, the recommendations of this committee will play a pivotal role in supporting the Administration's efforts across all of these fronts and ensuring they deliver on the equity and job quality goals.

To that end, we are looking to boldly use every tool in the Department's toolbox to build racial equity, support vulnerable workers, ensure that they have access to health care, secure retirements, and a variety of other supports throughout their careers.

I want to give a big thanks to everyone involved in the ACA over the last several months – our ACA members; our ACA chair and co-chairs; and our DOL team, especially the Office of Apprenticeship. Because of your dedication and teamwork we are making great strides toward



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ensuring good job opportunities and equitable career pathways that advance the dignity of work for everyone.

I know that you have a full agenda today focused on sharing report outs from each subcommittee, so as I wrap up, I wanted to honor Secretary Walsh's request that we remember to stay grounded in the experience and the needs of our workers. For that reason, he asked that we ensure every meeting of the ACA includes the voices of apprentices themselves.

Therefore, today it is my absolute honor to introduce Mr. Roscoe Bass, a software engineer apprentice from the APPRENTi program, who will share a little bit about his story and the impact that the apprenticeship model has had on his life. Mr. Bass, on behalf of the Department of Labor and the ACA, it is an honor to have you join us today and share your story.

3:55–4:00 p.m.

APPRENTICE PERSPECTIVE:

Mr. Roscoe Bass: My career path has been one of many twists. After high school I started as an air traffic controller with the United States Navy, and after an honorable discharge I thought I would have access to college, but circumstances and money meant it didn't happen. I then had a series of jobs, including being a banker, owning my own business, construction, vacuum cleaner seller, and more. Most recently I was a boxing coach.

My girlfriend saw an article about apprenticeship on Facebook where you could be a software engineer, and that it was a way for someone to skill up on something that was usually behind a college gate. So, I took the aptitude test and eventually I was matched with a hiring partner, Microsoft. I interviewed with them, and Microsoft was impressed and offered me the chance to start on the job training in full stack development.

During the program, I was assigned to a mentor, and after my training, I was hired on as a full-time employee at Microsoft. Since then, I've changed teams and have been promoted twice, and I'm now the subject matter expert on my team. Before this program I was making \$5,000 a year and I'm now making more than 20 times that. I was able to buy my own house, which I never thought would be possible. This program literally my changed life.



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Michael Oathout: Congratulations, Roscoe, thank you for sharing your story and the success. This is a great example of what we do, and this gives a goal that others can follow.

Michael Qualter: Amazing life story, Roscoe! Thank you so much for sharing.

4:00–4:45 p.m.

SUBCOMMITTEE AND WORKGROUP REPORT OUTS:

Dr. Pam Eddinger acknowledged the hard work accomplished by the subcommittees thus far and noted that each subcommittee would offer its top-level findings today.

INCREASING EQUITY, DIVERSITY, INCLUSION, AND ACCESSIBILITY IN APPRENTICESHIP SUBCOMMITTEE

Ms. Valerie Richardson read the slides outlining the subcommittee's progress on issues, background, and recommendations.

Ms. Donna Lenhoff: With the infrastructure resources and new resources, new agencies are going to be spending on jobs programs and that can be helpful as well. And Congress has to fund all of this.

Ms. Erin Johansson: I see the recommendation for more resources. This would also be helpful for our subcommittee recommendations. Should this be an ACA-wide recommendation? Specifically, more resources for OA and SAA to implement these ideas.

Ms. Amy Peterson: Could you connect pre-apprenticeship and apprenticeship funding directly to federal investments in infrastructure funding that create the jobs?

Ms. Donna Lenhoff: The infrastructure act does have a lot of potential funding.

Mr. Obed Louissaint: Very supportive of culture of inclusion, think that's an outcome. Can you describe a little more on what the group discussed as critical actions to enable the inclusive culture?

Mr. Daniel Bustillo: Erin, what you referenced was also discussed in our subcommittee.

APPRENTICESHIP MODERNIZATION SUBCOMMITTEE



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Mr. Marty Riesberg read the slides outlining the subcommittee's progress on issues, background, and recommendation(s) and/or best practices.

Ms. Donna Lenhoff: I would add two more core elements of Registered Apprenticeship (on your first slide): Nondiscrimination and intentional DEIA efforts, and work-based learning with progressive wages.

Mr. Marty Riesberg: I appreciate that feedback. We want to highlight those as hallmarks.

Ms. Donna Lenhoff: Regarding the idea of developing apprenticeship utilization goals for federal contractors, I can see how that can work in construction where there are apprentices, but what about other industries where apprentices are used less?

Mr. Marty Riesberg: Thank you, I will take that back to the subcommittee.

Ms. Karmela Malone: Can you speak a bit more about the expansion of the ecosystem and any specific recommendations?

Ms. Amy Peterson: I fully support the data usage recommendations. There is so much info on how existing apprenticeship programs are working and meeting diversity goals (or not) and it would be great to make that more widely available.

Mr. Andrew Ridgeway: Being able to use it as a tool for diversity has been brought up. We definitely see synergy and agreement there.

Ms. Erin Johansson: The more data we can get from SAA states, the better we can use it to advance DEIA goals and make use of an apprenticeship finder tool.

Ms. Donna Lenhoff: Another comment (not a question): Emerging technologies can help with DEIA – computing available potential apprentices from various population groups with various qualifications; broader outreach; job-matching platforms; preAPP database; capturing better info about sources of potential apprentices for Universal Outreach Tool; broader recruitment areas if some learning can be remote; use of social media and other mechanisms for targeted marketing of apprenticeship and preAPP openings.



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Mr. John Ladd: Did the committee consider how a reauthorized NAA would support modernization and build the apprenticeship ecosystem? Does the subcommittee support an updating of the NAA? Or not?

Mr. Marty Riesberg: We didn't hit that directly when looking at topics. It didn't fall into a bucket, but we should address it.

Ms. Donna Lenhoff: CWIT supports the NAA and I'll send the committee their comments on it.

Ms. Valerie Richardson: I love the suggestions of micro-credentials and the alignment with technical college CE programs.

INDUSTRY ENGAGEMENT IN NEW AND EMERGING SECTORS SUBCOMMITTEE

Ms. Amy Kardel read the slides outlining the subcommittee's progress on issues, background, and recommendation(s) and/or best practices.

Ms. Vicki O'Leary: What type of incentives are you looking at and who is the recipient of the incentive?

Mr. Brent Weil: We are looking at using different types of incentives, including tax credits for wages.

Ms. Donna Lenhoff: Are there non-inclusionary eligibility criteria or criteria for apprentices entering a program?

Mr. Orrian Willis: We are getting at moving away from apprenticeship programs that have high minimum qualifications and barriers for entry. Employers want apprentices to have a certain skill set. We need to build more inclusive apprenticeships with more training and that are longer in duration.

Ms. Donna Lenhoff: I couldn't agree more! And § 29.30 does address nondiscriminatory selection criteria, but it should be emphasized more.

Mr. Obed Louissaint: Inclusive apprenticeship that allows apprentices to earn and learn.



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APPRENTICESHIP PATHWAYS: PRE-APPRENTICESHIP, YOUTH APPRENTICESHIP, AND DEGREE APPRENTICESHIPS SUBCOMMITTEE

Mr. Noel Ginsburg read the slides outlining the subcommittee's progress on issues, background, and recommendation(s) and/or best practices.

Ms. Valerie Richardson: I would encourage the subcommittee to explore Jobs for America's graduates as a possible underserved group for pre-apprenticeships.

Mr. Todd Berch: They are approved as pre-apprentices.

Ms. Valerie Richardson: Great! Thanks so much.

Mr. Todd Berch: I apologize, I thought you meant Job Corps.

Ms. Donna Lenhoff: You mention, as a best practice, the Pre-Apprenticeship Pathways to Success database – I'm afraid I'm not familiar with this. Where is it? Is it operational?

Mr. Todd Berch: It is paramount for education to work with apprenticeship for a common goal and Perkins funding.

Ms. Amy Peterson: Comment on pre-apprenticeship: Be more intentional on how all workforce programs can refer interested candidates to pre-apprenticeship programs; this may work better than trying to expand pre-apprenticeship programs when successful ones with direct connections to apprenticeship programs exist.

Ms. Traci Scott: Excellent recommendation (procurement recommendation).

Ms. Donna Lenhoff: Not a question, but a suggestion of something to add under personnel: Build meaningful progress toward DEIA goals into federal managers' performance standards.

Ms. Donna Lenhoff: There is a Pre-Apprenticeship Pathways to Success database.

Ms. Megan Baird: Pre-Apprenticeship Pathways to Success is an information collection request submitted by DOL and currently open for public comment:

<https://www.federalregister.gov/documents/2022/01/12/2022-00394/agency-information-collection-activities-pre-apprenticeship-pathways-to-success-database-comment>.



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Ms. Bernadette Oliveira-Rivera: I support the suggestion to have employers contribute a tax into a pool that can then be drawn from for RA training, and the consistent message that has come across that we should leverage the successes of the existing system and our current approach to apprenticeship to continue to grow and expand RA both in existing and in new sectors.

EX OFFICIO FEDERAL WORKGROUP

Mr. Michael Qualter presented the issues and high-level recommendations. There were no comments.

ROADMAP/REPORT TEMPLATE OVERVIEW AND NEXT STEPS:

4:45–4:55 p.m.

Mr. John Ladd reviewed the ACA Timeline and Road Map, highlighting the 90-Day Road Map, progress made thus far, and the ongoing work of the committee and subcommittees. He asked that members first focus on providing feedback to other subcommittees within the next 2 weeks. The caucuses will review and consolidate the comments. Next, members are requested to collect all background documents and then write a draft report outline using the provided template. The draft report should include:

- Section 1: Executive summary, background, purpose
 - Written by chair/co-chair
- Section 2: Subcommittee summary
 - Overview of issue area
 - Background
 - Recommendations
- Section 3:
 - Conclusion, next steps

Afterwards, members should circulate the draft report, polish it up, and then finalize an interim report that will be circulated to ACA members.

Mr. Ladd noted that a tentative timeline of future tasks includes an expectation that the committee will issue an annual report in 2023, followed by a biennial report in subsequent odd years. Mr. Ladd will follow up with additional details in coming months.

4:55–5:00 p.m.



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WRAP UP:

Mr. Ladd: There were no requests to provide public comments at today's meeting.

Dr. Eddinger: Thank you to all the ACA members for your engagement and participation. Thank you to Acting Assistant Secretary Hanks, Deputy Secretary Su, and to Administrator Ladd. I'm grateful. I know we have important work to do, and I hope we always do it with joy. I will entertain a motion to adjourn.

Dr. Eddinger moved to adjourn the meeting. Members agreed to adjourn and it was seconded at 5:00 p.m.

Dr. Eddinger: Thank you and take care!



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CERTIFICATION

As the Chairperson of the Advisory Committee on Apprenticeship, I hereby certify the accuracy of the January 2022 ACA Meeting Minutes.

A handwritten signature in cursive script, reading "Pam Eddinger", is positioned above a horizontal line.

Dr. Pam Eddinger
ACA Chairperson