

National Industry and Equity Apprenticeship Intermediaries: Advancing Registered Apprenticeship for Businesses and Workers in the U.S.

In Fall 2016, the U.S. Department of Labor (DOL) invested in 14 national industry and equity Registered Apprenticeship (RA) intermediary organizations to accelerate the growth of RA in the U.S. Due to the success of those investments, DOL continues to invest in 10 intermediary partner organizations to create solutions to meet employers' needs for high-skilled workers and help close the skills gap. In the last four years, intermediaries expanded RA into new industries, engaged new RA program sponsors, and developed employment opportunities for diverse and underrepresented populations. This fact sheet summarizes the cumulative accomplishments of RA industry and equity intermediary partners from September 2016 to December 2020.

Promoting RA as a Workforce Solution

Outcome: More businesses are using apprenticeship to recruit, train, and retain skilled workers.

As experts within their areas of focus, the national industry and equity intermediaries work directly with employers to start Registered Apprenticeship Programs (RAPs) and to promote RA through various strategic events and outreach efforts.

Between the Fall of 2016 and the Fall of 2020, the intermediaries created 271 new RAPs in 232 high-demand occupations for 867 employers, and have:



Registered **28,571** apprentices, including **4,319** women, **12,832** minorities and **5,097** veterans,

Hosted **135** accelerator events convening employers, education providers, and community leaders to advance RA as a workforce solution,



Conducted **9,169** outreach contacts to businesses and industry groups, and,

Acquired written commitments from **428** employers and other program sponsors for more than **18,907** apprentices.



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Creating Opportunities to Expand Apprenticeship

Outcome: Apprenticeship programs launched in more than 230 different occupations across multiple industry sectors.

The national industry intermediary partners work with businesses to expand RA in high-growth sectors of the economy. Following are examples of **6 new** apprenticeable occupations.

 **Fiber Optic Technician**

 **Restaurant Manager**

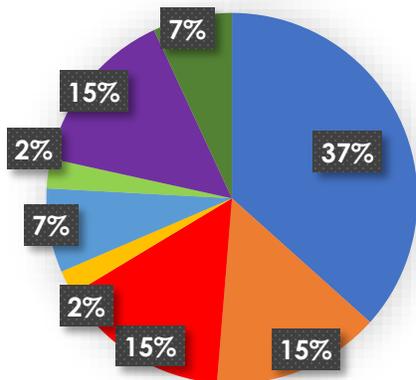
 **Software Developer**

 **Emergency Medical Technician**

 **Lodging Manager**

 **Aerospace Engineer**

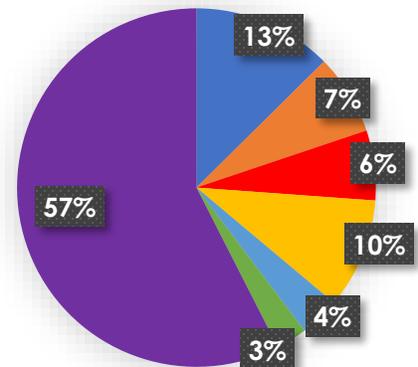
Occupations by Sector



| | |
|-----------------------|--------------------------|
| ■ Manufacturing (85) | ■ Construction (34) |
| ■ Healthcare (35) | ■ Hospitality (5) |
| ■ IT (17) | ■ Telecommunications (6) |
| ■ Transportation (34) | ■ Other (16) |

Figure 1 - Occupations = 232 through December 2020

Apprentices by Industry Sector



| | |
|--------------------------|----------------------------|
| ■ Manufacturing (3596) | ■ Construction (2073) |
| ■ Healthcare (1803) | ■ Hospitality (2846) |
| ■ IT (1028) | ■ Telecommunications (798) |
| ■ Transportation (16427) | |

Figure 2 - Apprentices = 28,571 through December 2020



Creating Pathways to Increase Diversity

Outcome: Career paths created to connect employers to underrepresented communities.

Apprenticeships provide opportunity to build skills as well as low-wage workers into higher paying jobs through on-the-job training. The equity intermediary work with sponsors and opportunity partners to ensure that underrepresented communities are connected to RA opportunities. In less than four years, equity partners have expanded apprenticeship and opened new career pathways for diverse apprentices.



Partnerships created with **2,266** opportunity partnerships committed to promoting diversity within apprenticeship.



In four years, **5,246** individuals from diverse communities connected to pre-apprenticeship programs.



Conducted **838** in-person trainings promoting diversity and inclusion since September 2017.

