



Secretary’s Advisory Committee on
Apprenticeship (ACA)

Modernization Subcommittee

Subcommittee Members (by sector):

Employer	Labor	Public
Obed Louissaint, Aptiv	Todd Stafford, Electrical Training ALLIANCE Delegate: Marty Riesberg	Erin Johansson, Jobs with Justice
Tim Oberg, Independent Electrical Contractors	Michael Oathout, International Association of Machinists and Aerospace Workers	Todd Berch, NASTAD Delegate: Chris Maclarion, State of Maryland

OA Subcommittee Leads: Obed Louissaint and Marty Riesberg

ACA Subcommittee Spokespersons: Erin Johansson

ACA Members from Other Subcommittees: N/A

Year 2 Issue – Onboarding New Programs

Issue and Background:

The Registered Apprenticeship system provides a good model to build the skills for a number of new and emerging capabilities that are required for the country’s ongoing competitiveness. As the economy and the jobs available to the American workforce continue to evolve, the options for workers’ acquisition of skills, the relevance of skills, and the skills that employers are looking for in their workforce are changing as well. As this issue persists, the combination of learning institutions, government, industry and the worker need to lean into models of continuous learning and workplace development in order to keep pace with skills needs as well as enable citizens to get and stay on a path to family sustaining wages. While the Registered Apprenticeship model is a tried-and-true method for developing a skilled workforce, the entry point to modern Apprenticeship needs to be improved to ensure rapid adoption and scaling of the model.

Strategic Importance of the Priority Issue:

Skills shortages for key skills continues to threaten Gross Domestic Product and the long-term competitiveness of the country. In the absence of skill-based training and credentialing, employers continue to leverage candidates with academic degrees. The attainment of academic degrees from institutions of higher learning are thus a barrier to entry to critical family sustaining

roles, excluding 62%¹ of the U.S. workforce from accessing such roles, with disparate impacts for underrepresented populations.

Apprenticeship provides a valid alternative and opens the aperture of talent to be considered and developed into key careers. Creating a pathway to easily develop new apprenticeship programs, in both existing and new and emerging sectors, would result in better outcomes for workers, employers, and the economy.

Recommendations and/or Best Practices:

The Modernization subcommittee submits the following recommendations to streamline the onboarding of new apprenticeship programs.

- 1) Digitize and modernize the onboarding process
 - a. Develop apprenticeship.gov resources to comprehensively explain the program onboarding process. Ensure these resources are accessible and easy to find through marketing or promotional campaigns, guidance to industry, or other system-wide communications.
 - b. Offer an option to digitize form 671 and provide employers with options to enter required information in an online system (this may result in a faster process for programs and may also help with the collection of data and information about programs).
 - c. Seek to improve and simplify the process for the submission of apprenticeship enrollment forms to ease administrative burdens on sponsors. Seek to establish partnerships with widely scaled systems (payroll systems, application tracking systems, customer relations management tools) to further introduce efficiencies for sponsors.
 - d. Remote check-ins – assess whether programs could check-in with apprentices remotely to streamline the monitoring process. This may not apply to all types of jobs, but for certain IT-based occupations, for example, oversight may be achievable in a fully digital/remote system.

- 2) Standardization and nationalizing the system
 - a. Take a close look at the occupational vetting process (apprenticeability) – this process should be streamlined for potential programs in emerging, critical sectors if possible, but also must consider impacts on existing programs (*see Modernization subcommittee's recommendations re: splintering in the ACA's Interim Report*). Employers, sponsors, and apprentices would benefit from a national system that does not vary by State – national employers, emerging industries seeking to establish apprenticeship programs to address skills needs, and apprentices would all benefit from the mobility of talent.
 - b. Availability of support personnel to provide guidance to prospective program sponsors, applying a standardized set of guidance to both existing and potential programs. Such personnel should advise existing and potential programs on the pathways available to them to create or advance apprenticeship programs.

¹ <https://www.pewresearch.org/fact-tank/2022/04/12/10-facts-about-todays-college-graduates/>

- c. Leveraging hybrid models in existing and new apprenticeship programs to achieve quality and standardization across programs. Interim credentials demonstrating the attainment of key skills can be leveraged to confer portable, stackable credentials for apprentices, and may also be valuable for achieving flexibility in apprenticeship program design and moving apprentices through a program and into a career with family-sustaining wages.
 - i. In guidance or regulation, consider clarifying this language from Circular 2016-01 for program sponsors: “Maximum allowable credit for prior work experience is 50 percent of training.” Programs would benefit from thoroughly understanding the options available in program design.
 - ii. Allow apprenticeships in new and emerging occupations (ie. Insurance, finance, banking, technology, etc.) to include training (RTI) and time spent in all aspects of the business prior to the apprentice choosing their final occupation in which they will receive their apprenticeship credential.

3) Insight from RAPIDS data

- a. Identify “success profiles” for emerging job roles – RAPIDS data should be leveraged to help stakeholders in all sectors understand what a successful apprenticeship program, apprentice outcome, and apprentice graduate integration into a long-term career path with family sustaining wages looks like by job role.
- b. Take a close look at the processes around the collection of demographic data on apprentices and apprenticeship programs. OA should seek to leverage as much data as possible to ensure its investments and support systems are reaching targeted communities they are intended to support. Leveraging demographic data across similar apprenticeship programs operating in similar communities could help sponsors make decisions to improve their programs, outreach, and outcomes.