



# Advisory Committee on Apprenticeship (ACA) Meeting

January 12, 2022





## Call to Order



**Dr. Pam Eddinger**  
ACA Chairperson  
Bunker Hill Community College  
President



## Member Roll Call – Employer Representatives

- **Amy Kardel**, Senior Vice President, 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**, Chief People Officer and Senior Vice President, Aptiv
- **Karmela Malone**, Senior Vice President of Claims, The Hartford
- **Timothy Oberg**, Assistant Director, Independent Electrical Contractors
- **Valerie S. Richardson**, Director, Workforce Development, Prisma Health



## Member Roll Call – Labor Representatives

- **Raymond W. Boyd**, Assistant Director of Education and Training, United Association of Journeymen and Apprentices of The Plumbing and Pipe Fitting Industry of the United States and 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



## Member Roll Call – Labor Representatives

- **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



## Member Roll Call – Public Representatives

- **Todd Berch**, President of the National Association of State and Territorial Apprenticeship Directors (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 representing Chicago Women in Trades



## 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

- **Johnathan J. Gardner**, Director, Human Capital Programs and Chief Learning Officer, Department of Health and Human Services
- **Amy Peterson**, Senior Advisor, Industry Relations, U.S. Department of Energy
- **Michael Shapiro**, Deputy Assistant Secretary for Economic Policy, U.S. Department of Transportation



## Member Roll Call – Ex Officio Representatives

- **Diane Shelly**, Regional Administrator, U.S. Department of Housing and Urban Development
- **Kevin Gallagher**, Senior Advisor, Upskilling and Broadband, U.S. Department of Commerce
- **Amy Loyd**, Senior Advisor, U.S. Department of Education



# Welcome From The Denver Hosts



**J. J. Ament**  
President/CEO  
Denver Chamber of  
Commerce



# Welcome From The Denver Hosts



**Noel Ginsburg**  
Founder/CEO  
CareerWise  
Employer Co-Chair



# Agenda Overview



**John V. Ladd**

**US Department of Labor**

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





# Agenda Overview - 1

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**9:00 a.m. – 9:45 a.m.**

**Call to Order**

Pam Eddinger, ACA Chairperson  
Welcome and Member Role Call

**Welcome From the Denver Hosts**

J. J. Ament, President/CEO, Denver Chamber of Commerce  
Noel Ginsburg, Founder/CEO, CareerWise, Employer Co-Chair

**Agenda Overview**

John Ladd, Administrator, Designated Federal Officer  
Office of Apprenticeship, Employment and Training Administration

**Departmental Remarks and Updates**

Brent Parton, Acting Assistant Secretary, Employment and Training Administration

**Apprenticeship Colorado Perspectives**

Governor Jared Polis  
Colorado Attorney General Phil Weiser

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**9:45 a.m. – 10:00 a.m.**

**Break and Group Photo**



# Agenda Overview - 2

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**10:00 a.m. – 10:30 a.m. Facilitated Youth Apprentice Panel**

**Facilitator: Tway Davis-Clements, Apprentice Experience Coordinator, Alumni  
Apprentice CareerWise CO**

**Youth Apprentices and Graduates**

**Jacob Pederson, CNC Machinist  
Kevin King, Automation Engineer, Intertech Plastics  
Taliyah Claiborne, CareerWise**

**Open Discussion  
Q &A**

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# Agenda Overview - 3

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**10:30 a.m. – 12:00 p.m. Youth Apprenticeship Discussion and Dialogue**

**Facilitator:** Megan Baird, Deputy Administrator, Office of Apprenticeship, Employment and Training Administration

## **Overview of Current State of Youth Apprenticeship in the U.S.**

- Youth Apprenticeship in the U.S.
- Youth Apprenticeship Models
- Review of Available Data and Demographics

**Facilitator:** Noel Ginsburg, Founder/CEO, CareerWise, Employer Co-Chair

## **ACA Members Feedback and Open Dialogue**

- Department of Education Perspectives
- Reflections on Youth Panel and Site Visits
- Current Opportunities and Challenges for Expanding Youth Apprenticeship and Industry Engagement
- Implications for Subcommittee Issue Paper Topics

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**12:00 p.m. – 1:30 p.m. Lunch (on your own)**



# Agenda Overview - 4

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**1:30 p.m. – 3:00 p.m. Subcommittee Meeting Report Outs: Proposed Strategic Framework Statements and Issue Paper Topics:**

## **15-Minute Presentations**

- Industry Engagement in New and Emerging Industries
- Apprenticeship Pathways
- Apprenticeship Modernization
- Promoting DEIA in Registered Apprenticeship

## **Update from Federal Ex-Officio Workgroup**

- Education, Amy Loyd, Assistant Secretary, OCTAE
- Commerce, Kevin Gallagher, Senior Advisor, Upskilling and Broadband
- HUD, Lacia Sommars, Senior Program Analyst
- Transportation, Paige Shevlin, Strategic Advisor
- Energy, Amy Peterson, Senior Advisor, Industry Relations

## **ACA Members Feedback on Statements and Proposed Topics**

- Provide Feedback; Discuss Any Cross Cutting Issues on Statements, Proposed Topics, or Other General Areas



# Agenda Overview - 5

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**3:00 p.m. – 3:15 p.m.    Break**

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**3:15 p.m. – 3:50 p.m.    Open Discussion and Next Steps**

- Interim Report Implementation Update
  - Future Cross-Cutting Topics and Discussion
  - Road Ahead and Expectations
  - Debrief on Meeting Format
  - Subcommittee Meetings
  - Next In-Person Meetings
    - Tentative: March and May
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**3:50 p.m. – 4:00 p.m.    Meeting Wrap Up**

- Public Comment
  - Adjourn
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# Departmental Remarks and Updates



**Brent Parton**

**US Department of Labor**

Acting Assistant Secretary

Employment and Training Administration





# Apprenticeship Colorado Perspectives



**Governor Jared Polis**  
**State of Colorado**



# Apprenticeship Colorado Perspectives



**Colorado Attorney General  
Phil Weiser**



# **Break and Group Photo 15 Minutes**



# Youth Apprenticeship Discussion and Dialogue



# Facilitated Youth Apprenticeship Panel



**Facilitator:** Tway Davis-Clements, Apprentice Experience Coordinator, Alumni Apprentice CareerWise CO

## Youth Apprentices and Graduates



Jacob Pedersen  
Advanced Manufacturing  
Specialist  
Cherry Creek Innovation Campus



Kevin King  
Industrial Engineering Technician  
Intertech Plastics



Taliyah Claiborne  
Youth Apprenticeship Project  
Coordinator  
Denver International Airport <sup>24</sup>



# Overview of the Current State of Youth Apprenticeship in the U.S.

**Facilitator:** Megan Baird, Deputy Administrator, Office of Apprenticeship, Employment and Training Administration

- Youth Apprenticeship in the U.S.
- Youth Apprenticeship Models
- Review of Available Data and Demographics



## Youth Apprenticeship in the U.S.

- Many of the youth apprenticeship programs and systems currently operating in the U.S. are associated with secondary school systems.
- Several of these statewide youth apprenticeship programs emerged out of the school-to-work movement of the early 1990s spearheaded in states' secondary school systems rather than through the national registered apprenticeship system.
- Several states have their own well-defined and regulated youth apprenticeship systems integrated into their secondary school systems – includes both registered and unregistered programs.
  - Vary from state to state depending on the state department of education's approach to work-based learning.
  - Only 20 states have a formal statewide definition of youth apprenticeship to differentiate between apprenticeship and other work-based learning opportunities for youth.



## Youth Apprenticeship in the U.S.

- Currently, there is no national definition of youth apprenticeship and no national system of monitoring and oversight for youth apprenticeship separate from the national registered apprenticeship system.
  - As a result, there is limited knowledge about youth apprenticeship outcomes, particularly for youth apprenticeship programs that are still operating outside the registered apprenticeship system.
- Youth apprenticeship programs typically involve even more partners than adult programs.
  - Combination of secondary and postsecondary educational institutions and supportive service providers to help youth transition from school to work.
  - Youth apprenticeship programs based in high schools need to align with existing high school academic and CTE programs and ensure that students meet state graduation requirements.
- Can include pre-apprenticeship as part of a career pathway.



# Youth Apprenticeship Models

1. Secondary School-based Apprenticeship Model
2. Postsecondary School-based Apprenticeship Model
3. Intermediary Model
4. Regionally Coordinated Apprenticeship Model
5. Youth-supporting Mixed-age Apprenticeship Model

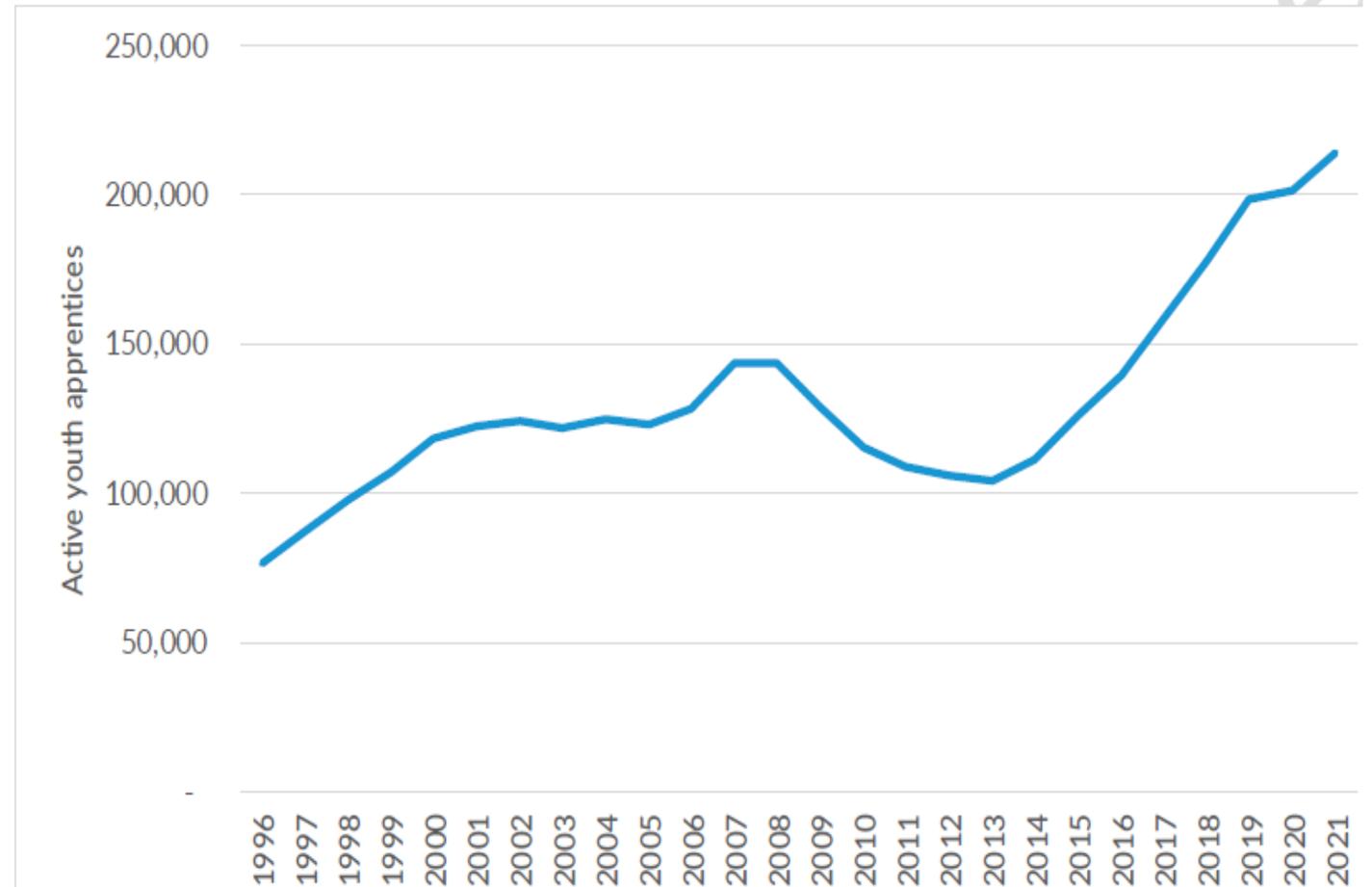
*\* Models are not mutually exclusive of each other.*



## Available Data and Demographics – Growth of Youth Apprentices

- Except for a temporary decline following the Great Recession in 2009, the number of youth ages 16 to 24 registered as apprentices has grown steadily over time.

Registered youth apprentices (ages 16 to 24 at registration) in RAPIDS, 1996-2021



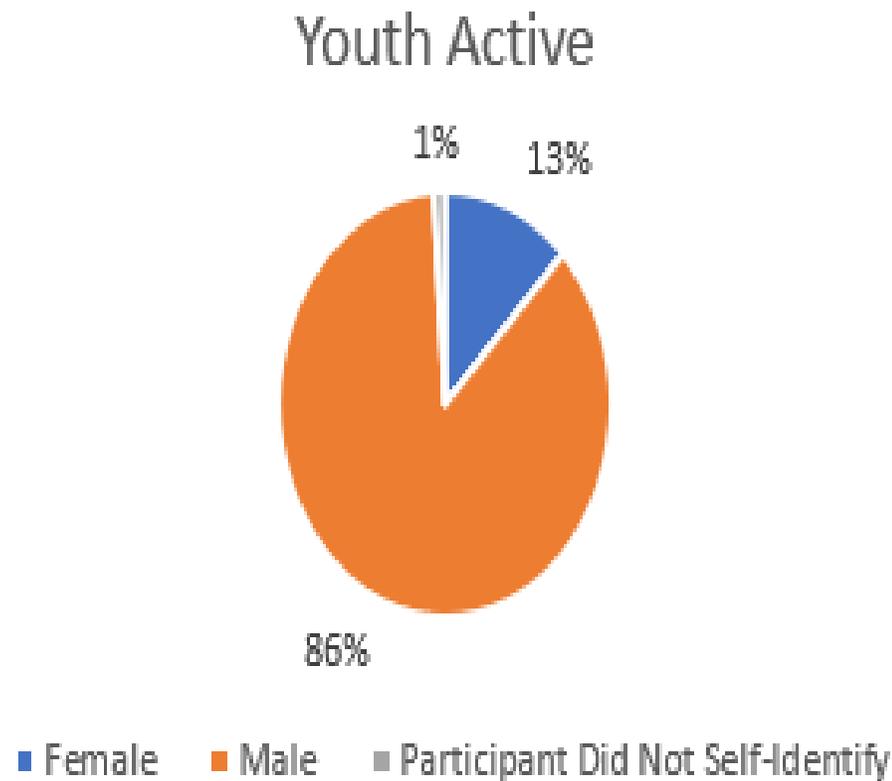
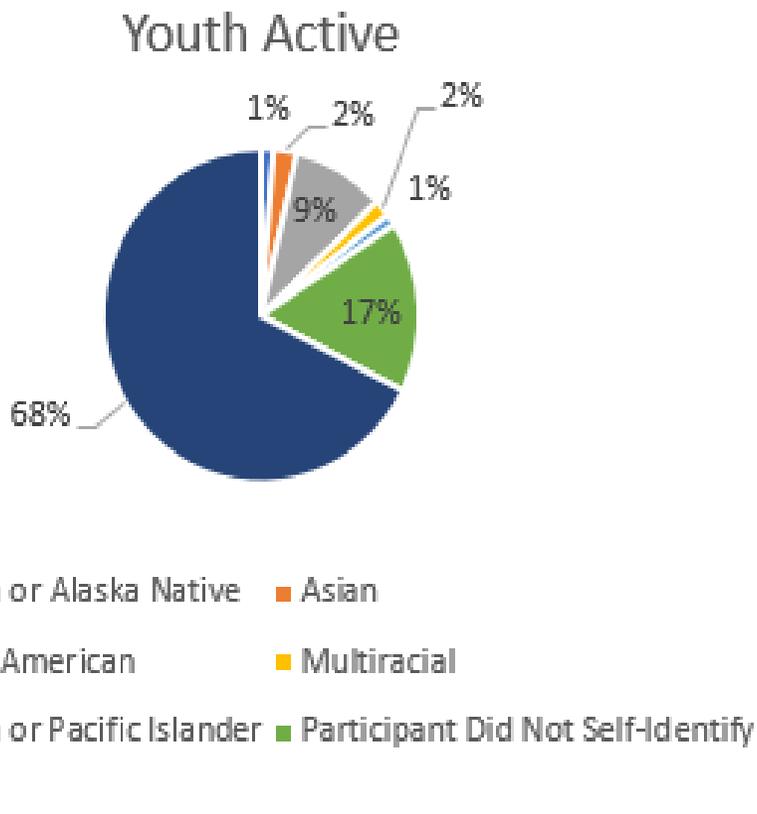


## Available Data and Demographics – Active Youth Apprentices

- **All Active Apprentices: 576,629**
  - **Active Youth Apprentices(16-24): 227,581**
    - **39%** of active apprentices are youth apprentices (16-24)
- For registered programs overall, a substantial share of apprentices are between the ages of 16 and 24 at registration, although a much smaller share of apprentices are 16 to 18 years old.
  - 16-24 years old: 30-40% in any given year
  - 16-18 years old: 6% in 2022
    - 3% are 16, 11% are 17, and 86% are 18 years old



# Available Data and Demographics – Active Youth Apprentices





## Available Data and Demographics - Top 10 Occupation for Youth Apprentices

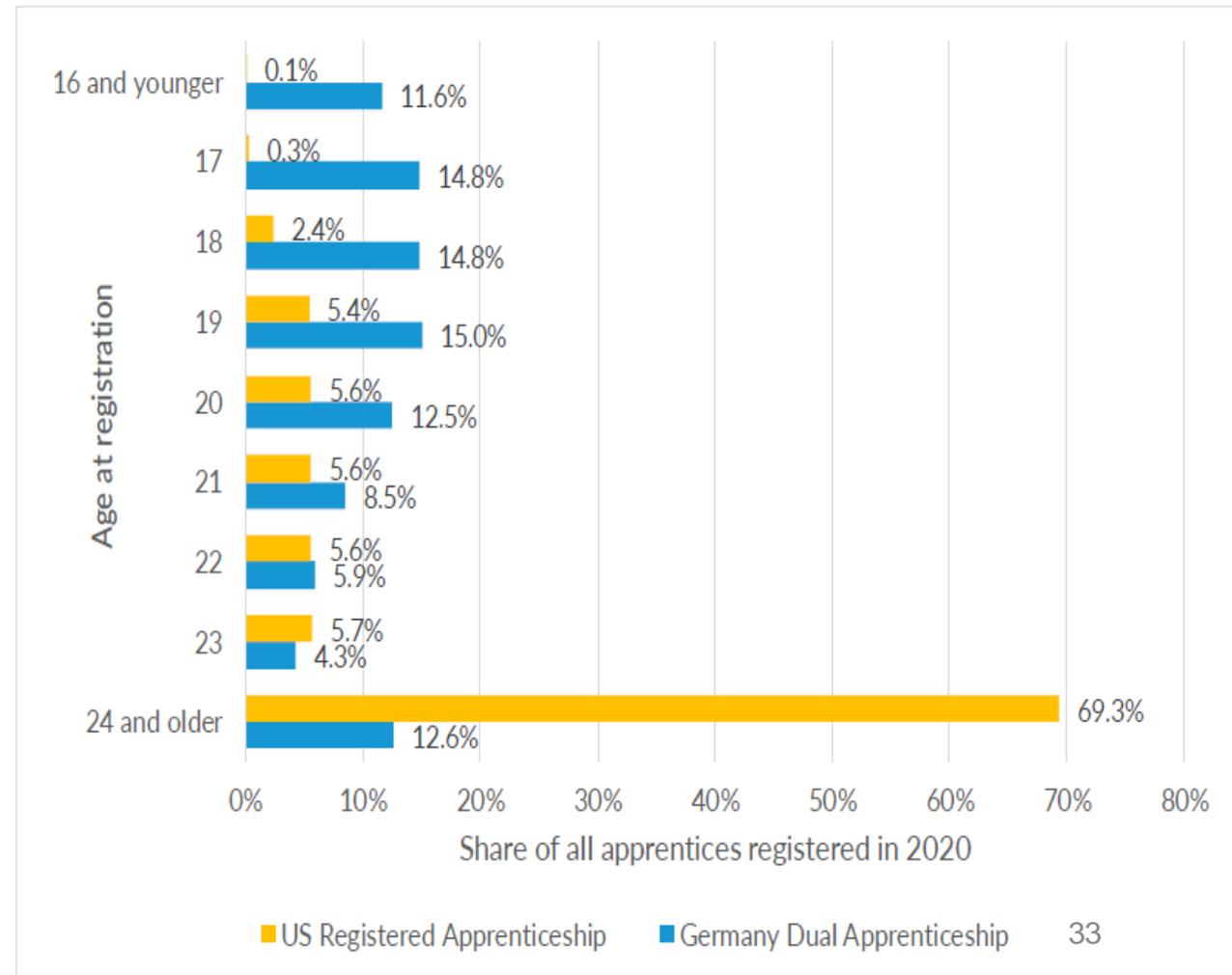
Occupation	Active Youth Apprs FY22
ELECTRICIAN (Alternate Title: Interior Electrician)	38,086
CARPENTER	13,611
PLUMBER	10,371
SPRINKLER FITTER (Existing Title: Pipe Fitter)	8,575
CONSTRUCTION CRAFT LABORER	6,830
SHEET METAL WORKER & TINSMITH (Existing Title: Sheet Metal Worker)	4,290
LINEMAN (Hawaii)	2,947
HEATING & AIR CONDITIONING MECHANIC & INSTALLER	2,672
STRUCTURAL STEEL WORKER (Alternate Titles: Ironworker or Structural Ironworker)	2,557
MILLWRIGHT	2,392



# Available Data and Demographics - Comparison

- The age distribution of registered apprentices in the U.S. can be contrasted with the age distribution of apprentices in the German dual apprenticeship system. In 2020:
  - only 12.6 percent of German apprentices were 24 or older at the start of their contract, compared with 69.3 percent of registered apprentices in the U.S..
  - The modal age of a German apprentice at the beginning of their apprenticeships is 19.

Age distribution of newly registered apprentices in the U.S. and Germany, 2020





# ACA Members Feedback and Open Dialogue

**Facilitator:** Noel Ginsburg, Founder/CEO, CareerWise,  
Employer Co-Chair

- Department of Education Perspectives
- Reflections on Youth Panel and Site Visits
- Current Opportunities and Challenges for Expanding Youth Apprenticeship and Industry Engagement
- Implications for Subcommittee Issue Paper Topics



**Lunch  
(on your own)**



## Subcommittee Meeting Report Out: Proposed Strategic Framework Statements and Issue Paper Topics



# Industry Engagement in New and Emerging Sectors

ACA Subcommittee



## Draft Industry Engagement in New and Emerging Sectors Subcommittee Strategic Framework Statement

- Given the wide and diverse range of New and Emerging Sectors, and the distinguishing and unique characteristics among them, it is essential that the Registered Apprenticeship system accommodate their differences without compromising the rigor and quality of the existing system.
- To make Registered Apprenticeship accessible to and inclusive of New and Emerging sectors towards ensuring a more equitable future for the country, the DOL will need to address four areas: Branding and Perception; Incentives; Standards and Systems Building; and Sector Specific Differences.



## Draft Industry Engagement in New and Emerging Sectors Subcommittee Issue Paper Topic

Using registered apprenticeship to create career pathways for apprentices in lower wage occupations that lead to higher wage positions that provide family sustaining wages, without compromising quality/rigor of RA model, while also ensuring and enabling access for underrepresented populations.



# Apprenticeship Pathways

ACA Subcommittee



# Draft Apprenticeship Pathways Subcommittee Strategic Framework Statement

**What Apprenticeship pathways require to be successful:** Apprenticeship pathways need to be deeply integrated into the education system at the secondary and post-secondary levels (with support from the Department of Education), to provide young people of all backgrounds with early exposure to fulfilling careers, and to ensure that learning on the job is seen as equally valid to other methods of skill attainment and career advancement. Apprenticeship pathways must be linked to high-quality, rewarding, and safe jobs in workplaces that embrace diversity and promote equity, inclusion, and accessibility. Apprenticeship pathways need meaningful awareness and acceptance among stakeholders—including employers, teachers, counselors, students, youth, and parents—as offering affordable, flexible, and industry-relevant options for education and training to place participants on a career path.

**Why Apprenticeship pathways are a good investment:** Apprenticeship pathways yield a competitive advantage and return on investment for employers by preparing participants for the world of work and enabling employers to shape their future workforce. Apprenticeship pathways serve as an options multiplier for participants, opening many doors to family-sustaining careers by preparing individuals for entry into registered apprenticeship, post-secondary education, and/or skilled employment. Apprenticeship pathways differ from internships and other approaches to career exploration or work-based learning in that they reflect greater industry involvement in the development of curricula and programs, and they afford participants direct on-ramps to registered apprenticeship—a longstanding, sustainable, and proven (evidence-based) workforce development strategy.



# Draft Apprenticeship Pathways Subcommittee Issue Paper Topic

In its Year 2 issue brief, the Pathways subcommittee will focus on youth apprenticeship, with potential topics addressed to include the following:

- Recommended adjustments to registered apprenticeship standards for the youth apprenticeship context
- Special considerations needed for employment of youth apprentices ages 16 and 17 (e.g., labor laws, data privacy)
- Role of youth apprenticeship programs in promoting diversity, equity, inclusion, and accessibility in the workforce
- Improved coordination between the Department of Labor and Department of Education on youth apprenticeship efforts
- Partnership between industry and schools to better align coursework and training with employer needs
- Identification of occupations that may be particularly suitable for youth apprenticeship programs



# Apprenticeship Modernization

ACA Subcommittee



# Draft Apprenticeship Modernization Subcommittee Strategic Framework Statement

OA should consider the following principles for modernizing apprenticeships to scale, from the perspectives of the apprentice (quality), employer (ease of starting/onramp), and market (communication)



# Draft Apprenticeship Modernization Subcommittee Issue Paper Topic

## Areas for Issue Briefs:

1. Ensuring quality of programs
2. Messaging and communication explaining the value of apprenticeship
3. Ease of starting a program/on-ramps for employers (traditional and new)



# Promoting DEIA in Registered Apprenticeship

ACA Subcommittee



## Draft Promoting DEIA in Registered Apprenticeship Subcommittee Strategic Framework Statement

1. DEIA is essential to developing a high-performing workforce drawn from all segments of American society and needs to be fully embedded into all aspects of the Registered Apprenticeship and Pre-Apprenticeship ecosystem which must be free from systemic bias and all discrimination, bullying, harassment, and intimidation.
2. Registered apprenticeship needs to address occupational segregation, creating pathways and opportunities for America's increasingly diverse workforce to develop the skills needed to connect with good jobs with family-sustaining wages and wrap-around services, while meeting industry demand.



## Draft Promoting DEIA in Registered Apprenticeship Subcommittee Issue Paper Topic

**Define what leading indicators we can use (in general and in each program) to proactively identify and address key and emerging issues and opportunities in RAPs and DEIA.**

Examples of key and emerging issues/opportunities include: culture/diversity change, access/accessibility and retention, leadership opportunities, representation, marketing and outreach, wages, specific vulnerable populations such as justice-involved individuals and prison populations, job quality, and place-based strategies (e.g., regional infrastructure projects).



## Ex-Officio Workgroup



## Update from the Federal Ex-Officio Workgroup

- Education, Amy Loyd, Assistant Secretary, OCTAE
- Commerce, Kevin Gallagher, Senior Advisor, Upskilling and Broadband
- HUD, Lacia Sommars, Senior Program Analyst
- Transportation, Paige Shevlin, Strategic Advisor
- Energy, Amy Peterson, Senior Advisor, Industry Relations



# ACA Members Feedback on Statements and Proposed Topics

- Provide Feedback
- Discuss Any Cross Cutting Issues on Statements, Proposed Topics, or Other General Areas



**Break  
15 Minutes**



## Next Steps and Open Discussion



# Interim Report Implementation Update

- As previously reported, Department accepting almost all recommendations contained in interim report:
  - OA moving forward on implementing 133 out of 145 total recommendations submitted.
- Of those recommendations not being accepted, primary reasons are as follows:
  - Beyond OA's or DOL's Direct Authority or Control (*Legislatures should provide tax incentives for wage and training expenses of RAPs*);
  - Contrary to existing regulatory or legal authority (*Remove restrictions on funding related to marketing*);
  - Elements of recommendation are not clear or specific enough to support implementation (*Establish policies and eligibility criteria related to Registered Apprenticeship standards, apprenticeable occupations, and allocation of Registered Apprenticeship resources to ensure full inclusion and equal stature to sectors* )

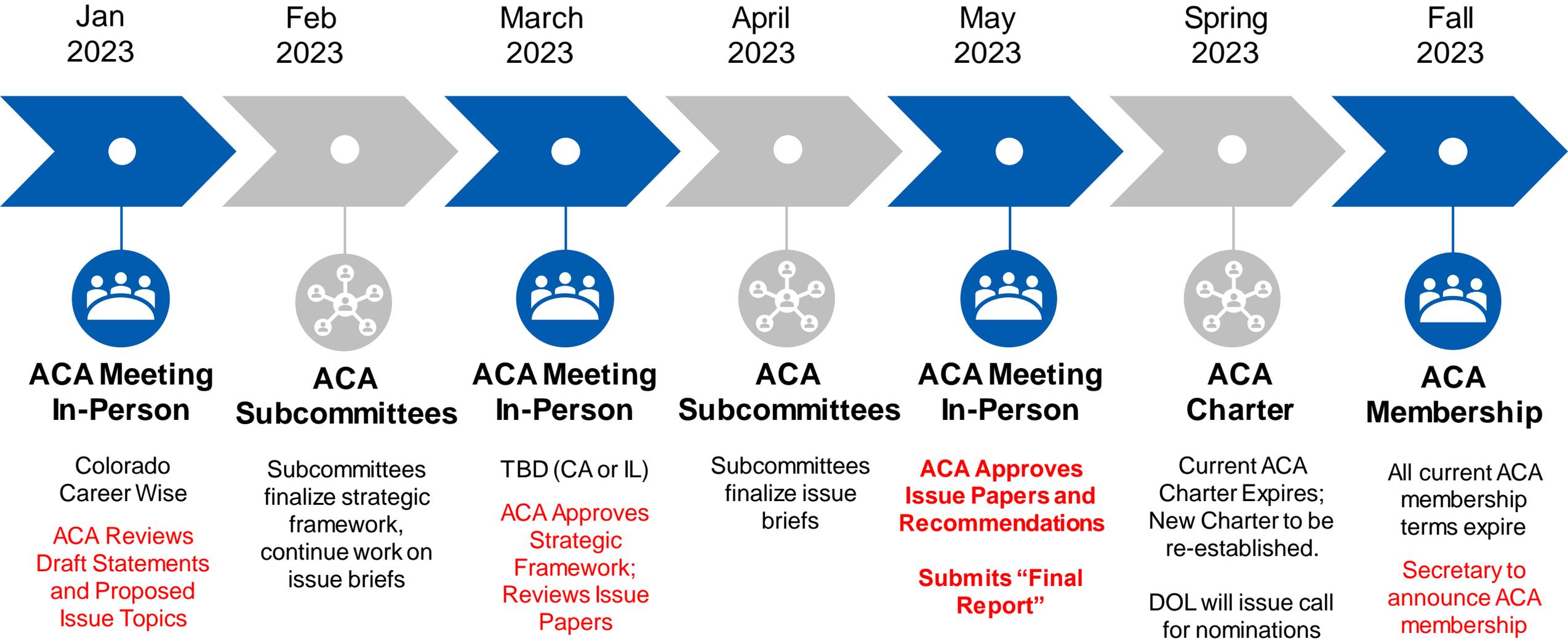


# Ongoing Key Implementation Accomplishments

Implementation Mechanism	Accomplishments
<p><b>Increased Organizational Capacity</b></p>	<p>OA adding over 30 new staff across the national office, regional offices and field offices including:</p> <ul style="list-style-type: none"> <li>- Adding a new Team Lead for Quality, Compliance and Technical Assistance</li> <li>- Adding a new Team Lead for Strategic Partnerships</li> <li>- Added additional ATRs to support capacity for outreach, EEO, program quality and compliance</li> <li>- Added targeted staff to support DEIA and industry outreach</li> </ul>
<p><b>Regulatory and Policy Guidance</b></p>	<p>Department has announced its intention to propose revised regulations for 29 CFR 29 largely in response to ACA recommendations. (DOL finalized rescission of IRAP rule)</p> <p>OA has issued a comprehensive EEO circular to reinforce all sponsors' obligations for EEO and DEIA. Joint webinar with WB held on December 16, 2022. Additional policy guidance to be issued during FY23.</p>
<p><b>Investments</b></p>	<p>The Department made two rounds of ABA funding (\$171 million) providing resources to States, Equity and Pre-Apprenticeship Programs, Youth Apprenticeship, and Apprenticeship Hubs. Of this total, more than \$78 million was dedicated to equity and pre-apprenticeship activities.</p> <p>Additional FY22 awards to be made by June 30<sup>th</sup>, 2023 (State Funding and Others)</p>
<p><b>Oversight/Data</b></p>	<p>Launched initial phase of Demographics Dashboard on Apprenticeship.gov; Released and promoted findings from AAI Evaluations including policy briefs and infographics. Data analysis and process improvements to support high impact/targeted program reviews.</p>
<p><b>Marketing</b></p>	<p>NAW 2022; ApprenticeshipUSA Branding; Apprenticeship Ambassadors (Trailblazers coming); Refreshed Apprenticeship.gov based on User Experience feedback</p>



# Road Ahead and Expectations





# Next In-Person Meetings – Tentative: March and May





# Open Discussion Topics

- Future Cross-Cutting Topics?
- Sub-committee Meetings and Next Steps
- Debrief on Meeting Format
- Other?



## Future Cross-Cutting Topics and Discussion



## Subcommittee Meetings



## Debriefing on Meeting Format



# Meeting Wrap Up



# Public Comment



**Adjourn**