



Advisory Committee on Apprenticeship (ACA) Meeting

May 16, 2022





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



ACA Co-Chairs



Noel Ginsburg

ACA Employer Co-Chair
Intertech Plastics, Inc.



Bernadette Oliveira-Rivera

ACA Labor Co-Chair
Laborers' International Union of
North America



Member Roll Call – Employer Representatives

- **Jonathan S. Adelstein**, President and CEO, Wireless Infrastructure Association
- **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**, 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, 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
- **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
- **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
- **Diane Shelly**, Regional Administrator, U.S. Department of Housing and Urban Development



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



Agenda Overview - 1

10:00 a.m. – 10:15 a.m. Call to Order

- Welcome and Opening Remarks
 - Member Role Call
 - Agenda Overview
-

**10:15 a.m. – 12:15 p.m. Subcommittee Presentations and Discussion
(20 minute per subcommittee)**

- Industry Engagement in New and Emerging Sectors
- Apprenticeship Modernization
- Apprenticeship Pathways: Pre-apprenticeship, Youth Apprenticeship, and Degree Apprenticeships

15-minute break

- Increasing Diversity, Equity, Inclusion and Accessibility in Apprenticeship
 - Facilitated Discussion: Pathways to Family Sustaining Wages
-

12:15 p.m. – 1:15 p.m. Working Sector Caucus Lunch



Agenda Overview - 2

1:15 p.m. – 2:00 p.m. Federal Panel: Apprenticeship as an Industry Workforce Solution

- Overview of Administration's Workforce Priorities
 - Federal Partner Workforce Priorities:
 - Department of Commerce
 - Department of Transportation
 - Department of Energy
 - Department of Education
 - Open Discussion/Q&A
-

2:00 p.m. – 2:30 p.m. Final Committee Business

- Public Comment
- Committee Vote - Six Month Interim Report

Road Map Ahead

Apprentice Perspectives

2:30 p.m. – 2:50 p.m. Break



Agenda Overview - 3

3:00 p.m. – 3:55 p.m. ETA Welcome

Angela Hanks, Acting Assistant Secretary, ETA

Departmental Remarks

Martin J. Walsh, Secretary of Labor

Facilitated Discussion: Interim Report Perspectives

3:55 p.m. – 4:00 p.m. Meeting Wrap Up/Adjourn

Post Meeting Pictures



ACA Subcommittee Presentations and Discussion

20 minutes per subcommittee

- Industry Engagement in New and Emerging Sectors
- Apprenticeship Modernization
- Apprenticeship Pathways: Pre-Apprenticeship, Youth Apprenticeship, and Degree Apprenticeships
- Increasing Diversity, Equity, Inclusion, and Accessibility in Apprenticeship



Industry Engagement in New and Emerging Sectors

ACA Subcommittee



Industry Engagement in New and Emerging Sectors (Amy Kardel)

Members

- **Jonathan S. Adelstein**, President and CEO, Wireless Infrastructure Association
- **Brent Weil**, Delegee for Jonathan Adelstein
- **Daniel Bustillo**, Executive Director of the Healthcare Career Advancement Program, Service Employees International Union
- **Orrian Willis**, Senior Workforce Development Specialist, San Francisco Office of Economic & Workforce Development
- **Amy Kardel**, Senior Vice President, Strategic Workforce Relationships, The Computing Technology Industry Association (CompTIA)
- **John A. Costa**, International President, Amalgamated Transit Union AFL-CIO/CLC
- **Jamaine Gibson**, Delegee for John A. Costa
- **Randi Beth Wolfe, PhD**, Executive Director, Early Care & Education Pathways to Success
- **Carolyn Holmes Lee**, Executive Director, The Manufacturing Institute
- **Cassi Zumbiel**, Delegee for Carolyn Holmes Lee
- **Bernadette Oliveira-Rivera**, Assistant Director for Training, Laborers' International Union of North America

Office of Apprenticeship Lead Contact

- **Cierra Mitchell**, US DOL Office of Apprenticeship



Recommendation(s) and/or Best Practices: Standards and System Building

- Tie approval of future apprenticeship frameworks to high quality, industry accepted occupational skills standards that are developed according to recognized best practices and include worker, industry, Labor and community input.
- USDOL should be solely responsible for determining new occupations and for how apprenticeships are organized and approved. A centralized repository for current and new apprenticeable occupations should be developed and maintained.
- Research how well an occupational skills classification system similar to that of Canada, and Germany for example, might fit into the US context. Includes revisiting the role of a National Skills Standards Board.
- Establish formula funding to ensure USDOL has necessary staff and technological resources to modernize and support the growth and expansion of Registered Apprenticeship



Recommendation(s) and/or Best Practices: Standards and System Building

- Explore ways to leverage Registered Apprenticeship as a tool to elevate lower wage careers into living-wage careers with full benefits
- Seek opportunities for alignment and collaboration with other Federal and State agencies to encourage development of high-quality, living-wage RAPs and to promote DEIA in these careers.
- Align approval, management and support of registered apprenticeships between Federal and State agencies and foster cross-agency collaboration to address regulatory barriers, particularly in emerging sectors.
- Make formula funds available for established intermediaries that meet predetermined quality and performance criteria as determined by USDOL. Reapplication for grants should not be necessary for intermediaries that meet these criteria.
- Develop a plan and the necessary infrastructure to move toward a system for developing, classifying, and updating occupational skills standards in Registered Apprenticeship



Sector-Specific Differences: Recommendations

INCLUSION

- USDOL needs to establish equitable, universal, non-exclusionary eligibility standards that can be balanced with sector-specific employment requirements unique to nontraditional and emerging sectors.
- USDOL should establish policies and eligibility criteria related to RA standards, apprenticeable occupations, and allocation of RA resources to ensure full inclusion and equal stature to sectors focused on workers traditionally underrepresented in RA programs (e.g., women, people of color, low-wage workers, care economy workers).



Sector-Specific Differences: Recommendations

CARE ECONOMY

- ECE RAPs leading to locally-based family sustaining wages should be prioritized as essential industries and not penalized for the “wage issue” (e.g., ECE is not publicly funded and so relies on private dollars and unsustainable State/Federal programs). The RA system needs to be part of the solution, leading the way to necessary system change and policy reform (e.g., compensation parity with K-12).
- In healthcare, a sustained effort aimed at decreasing regulatory barriers and addressing degree inflation for a variety of higher-wage occupations is required (e.g., AB 1273 in CA and HB 4106 in OR). This would facilitate career mobility options targeted at addressing occupational segregation, providing family sustaining wages through career pathways for incumbent workers or direct entry into the sector.



Sector-Specific Differences: Recommendations

TECHNOLOGY

- Recognizing that technology and technology skills are required across all sectors, USDOL, with assistance from SAAs, should coordinate efforts and resources to ensure that RA development and expansion in new and emerging sectors sufficiently incorporates technology and technology skills.
- The RA system needs to recognize and address challenges unique to the technology sector (e.g., relying on contingent or contract workforces; providing effective in-house mentors and journey-to-apprentice ratios; challenges resulting from the predominance of technology workers operating remotely).



Sector-Specific Differences: Recommendations

OTHER RECOMMENDATIONS

- USDOL should promote expansion of public-sector apprenticeships as pathways for USDOL workforce development program participants. Entry-level public-sector employment opportunities, including public-sector RAPs, should be viewed as an extension of the public workforce development system.
- To support the creation of a national system of skills standards, work skills that are essential, universal, and relevant across all sectors and all RAPs should be identified and codified. At the same time, skills unique to specific sectors or groups of sectors (including New and Emerging Sectors) should be identified and codified as such.



Branding and Perception: Recommendations

Best Practices

- Educators should not speak of apprenticeship as less than a college option for students; Registered Apprenticeship should be seen as a viable option on the pathway to becoming a successful middle-class American. Branding and marketing at 4-year institutions, 2-year institutions, and training providers generally should address misconceptions about apprenticeships as only limited to skilled trades.
- Plans should be customer-centric in sectors; solutions should be designed for the customers' requirements.



Branding and Perception: Recommendations

Best Practices

- USDOL should engage with industry and trade-associations in developing branding and awareness campaigns.
- Assets and resources should be broken up and accessible according to audience
- The USDOL in partnership with Registered Apprenticeship sponsors should explore ways to leverage best practices from the current model of Registered Apprenticeship as well as various international models of Registered Apprenticeship such as Canada, Germany and Switzerland, to show how apprenticeships can work more effectively for a large part of the workforce.



Branding and Perception: Recommendations

Overall Recommendations

- USDOL must engage with all stakeholders and customers to acknowledge their current biases and perceptions prior to creating any new branding or awareness campaigns.
- USDOL should partner with industry, organized Labor and trade associations to get more engagement from industry, both generally and specifically with respect to promoting Registered Apprenticeship.
- Branding, perception, and marketing materials and outreach plans should include recognition of and strategies supporting a wide range of diverse applicants and address specific concerns of underserved communities
- State resources: USDOL should create an asset map of what States have for branding and perception.



Branding and Perception: Recommendations

Overall Recommendations

- Stories: more stories should be shared, in case-studies, using video.
- Messaging should emphasize data on apprenticeship outcomes, especially in supporting the importance of DEIA policies.
- USDOL should leverage momentum from National Apprenticeship Week (NAW) and provide apprentice messaging year-round. Messaging should be directed to a national audience through a national campaign.
- U.S. DOL should rely more on Apprenticeship.gov and Apprenticeship USA rather than “Discover Apprenticeship” because of the proliferation of apprenticeship brands, especially across States and localities.



Branding and Perception: Recommendations

Other Recommendations

- Changes pursuant to ACA and timelines for those changes should be articulated, shared, and communicated. Utilize the organizations that are a part of the ACA to share any changes or new opportunities made by OA in order to reach all of the key stakeholders the ACA members represent.
- USDOL should work with other agencies; more connectivity should be demonstrated, but the roles of each agency should remain clear and distinct. For example, USDOL should work with the ED where educational institutions are involved in the delivery of apprenticeship.
- Messaging from the administration should be careful to favor neither union nor nonunion apprenticeships. Buy-in and conversation from the administration is still important.
- USDOL should develop or promote stronger regional networks to leverage State asset maps for more industry collaboration and integration of Registered Apprenticeship.
- USDOL should consistently define and communicate how stakeholders will benefit from registering an apprenticeship and how workers can benefit from joining an apprenticeship program.



Incentives



Apprenticeship Modernization

ACA Subcommittee



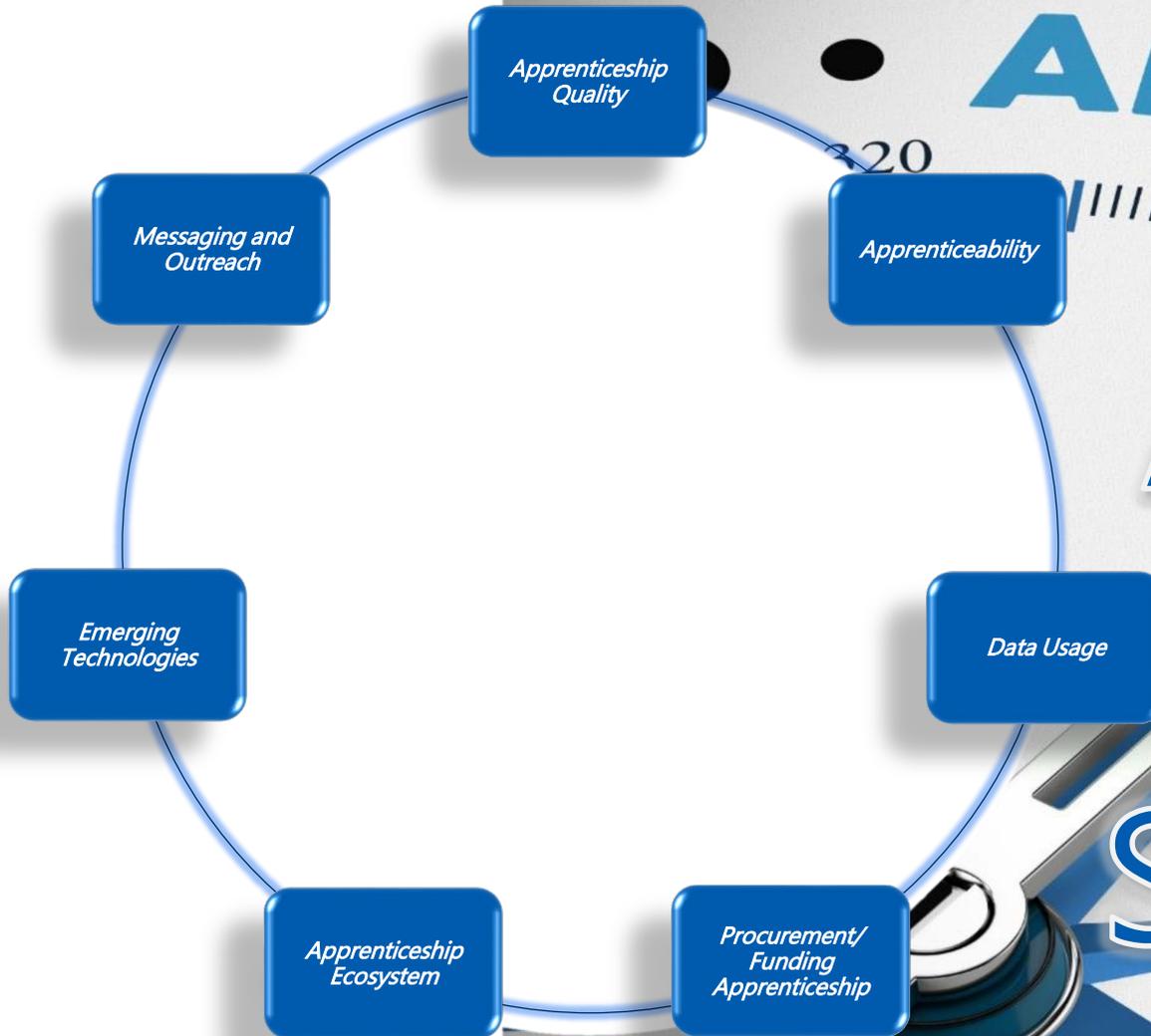
Apprenticeship Modernization (Spokesperson: Marty Riesberg)

Members

- **Timothy Oberg**, Assistant Director, Independent Electrical Contractors
- **Obed Louissaint**, Senior Vice President of Transformation and Culture, International Business Machines (IBM)
- **Michael Oathout**, Director of Occupation, Safety & Health and Apprenticeship, International Association of Machinists & Aerospace Workers
- **Todd Stafford and Marty Riesberg**, Electrical Training ALLIANCE
- **Erin Johansson**, Research Director, Jobs With Justice
- **Chris MacLarion**, delegate for Todd Berch, NASTAD

Office of Apprenticeship Lead Contact

- **Andrew Ridgeway**, US DOL Office of Apprenticeship



Topics Addressed by the Subcommittee



*Apprenticeship
Quality*





Apprenticeability





Data Usage





*Procurement/
Funding
Apprenticeship*





*Apprenticeship
Ecosystem*



*Emerging
Technologies*



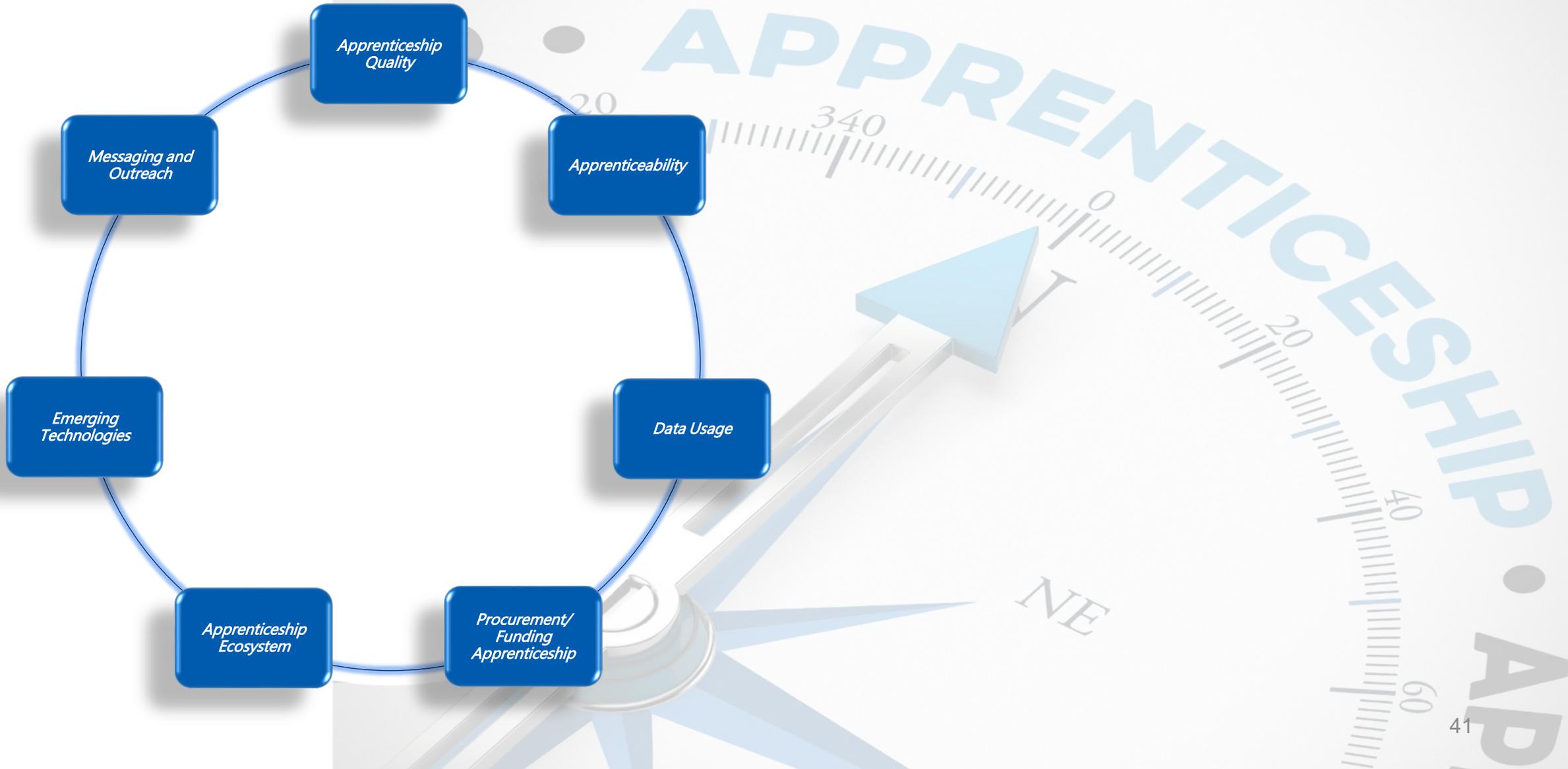


*Messaging and
Outreach*





Secretary's Advisory Committee on Apprenticeship (ACA)





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

ACA Subcommittee



Apprenticeship Pathways: Pre-Apprenticeship, Youth Apprenticeship, and Degree Apprenticeship (Noel D. Ginsburg)

Members

- **Noel D. Ginsburg**, CEO, Intertech Plastics, Inc.
- **T. David Long**, CEO, National Electrical Contractors Association
 - Delegate: Jared Karbowsky
- **William K. Irwin, Jr.**, Retired Executive Director, Carpenters International Training Fund
- **Anton P. Ruesing**, Executive Director of the International Finishing Trades Institute, International Union of Painters and Allied Trades
- **Walter G. Bumphus**, PhD, President and CEO, American Association of Community Colleges
 - Delegate: Jennifer Worth
- **Todd Berch**, President of the National Association of State and Territorial Apprenticeship Directors (NASTAD)

Office of Apprenticeship Lead Contact

- **Megan Baird**, US DOL Office of Apprenticeship



Primary Recommendations

- **CLARITY:** More clearly define “pre-apprenticeship” to ensure programs align with quality metrics
 - Build on Training and Employment Notice (TEN) 13-12, “Defining a Quality Pre-Apprenticeship Program and Related Tools and Resources”
 - Will help support DEIA efforts, safety, quality, and consistency
- **FLEXIBILITY:** Provide an alternative validation method (recognition) to manage quality and encourage voluntary (opt-in) compliance with standards
 - Alternatives considered were status quo and registration
 - Will help avoid barriers to entry and compliance-related burden



Additional Recommendations

- **INCLUSION:** Promote applicant pool diversification for pre-apprenticeship in service to diversifying registered apprenticeships
- **GRANTS:** Prioritize employers and RAPs that invest in pre-apprenticeship
- **COLLABORATION:** More intentionally coordinate CTE pre-apprenticeship efforts and funding between the Departments of Education and Labor
- **AWARENESS:** Provide assistance, tools, and other resources to support promotion, awareness, and uptake of pre-apprenticeship
- **MARKETING:** Create a “Pre-Apprenticeship Friendly” marketing program to encourage employers to hire and RAPs to recruit pre-apprentices



Guiding Questions for Future Recommendations

- **YOUTH APPRENTICESHIP:**
 - How to define it, and how to expand its availability and scale by increasing partnerships across industry, high schools, and community colleges
- **APPRENTICESHIP AND EDUCATION:**
 - How to increase participation in Registered Apprenticeship through improved system coordination across high schools, community colleges, universities, and federal programs and better outreach to youth, teachers, counselors, and parents
 - How to ensure secondary and higher education provide credit for learning on the job and through an apprenticeship to support pathways to high school diplomas and community college or university degrees for apprentices



Break

15-minutes



Increasing Diversity, Equity, Inclusion and Accessibility in Apprenticeship

ACA Subcommittee



Increasing Diversity, Equity, Inclusion, and Accessibility in Apprenticeship

Members

- **Raymond W. Boyd**, United Association of Journeymen and Apprentices of The Plumbing and Pipe Fitting Industry of The United States and Canada
- **Stephanie Harris-Kuiper**, American Federation of State County and Municipal Employees (AFSCME) District 1199J; Training and Development Fund
- **Donna Lenhoff**, Donna Lenhoff Associates, representing Chicago Women in Trades
- **Karmela Malone**, The Hartford
- **Rosanna Maietta**, American Hotel & Lodging Foundation
- **Robbie Melton, PhD**, Tennessee State University, Smart Global Technology Innovation Center
- **Vicki L. O'Leary**, Ironworkers International
- **Valerie S. Richardson**, Prisma Health
- **Traci R. Scott**, National Urban League

Office of Apprenticeship Lead Contact

- **Julie Wong**, US DOL Office of Apprenticeship

**Apprenticeships transform lives
by unlocking opportunities
to meaningful and well-paid careers.**



DEIA Game-Changers

- 1) **Embed DEIA Fully Into All Aspects of Registered Apprenticeship: Transformational, Not Siloed, Not an Afterthought, Braided into System**
 - a) Enforce and educate on 29 CFR Part 30
 - b) Recruitment Motto: Represent the Communities We Serve
 - c) Measure What You Treasure: Equity Metrics, Commitment to Specific Goals
 - d) Overcoming Barriers: Screening People In, Not Out; Pre-apprenticeships; and Wrap-Around Support Services

- 2) **Address Occupational Segregation with Women/Communities of Color Over-Represented in Lower Paying Occupations**
 - a) Leverage Learnings from Skilled Trades in Emerging Service Sectors
 - b) Use Apprenticeships to Create Change in All Sectors Leading to Family-Sustaining Wages
 - c) Increase Awareness of Career Options & Intentionally Design Career Pathways



DEIA Game-Changers

3) Communication: Changing Perceptions and Connecting Supply & Demand Sides with Resources

- a) If You Can't See It, You Can't Be It: Diverse spokespersons, languages, etc.
- b) One-Stop Navigation of Federal Government Resources
 - i. Employer Concerns: Demographic Trends, EEO, DEIA, and ESG Plans
 - ii. Applicant Concerns: Pay/Skills, Meet Communities Where They Live

4) Create Culture of Inclusion: Free from Bullying, Harassment, and Intimidation

- a) EEO Compliance, Protection from Retaliation
- b) Cohorts/Buddy System
- c) National Alumni Platform
- d) Diverse Mentors and Representation

5) Walk the Walk: Investment and Procurement

- a) Provide OA with staffing resources to implement recommendations
- b) Government contracts should proactively support EEO and DEIA commitments through RAPs



Measure What You Treasure: Equity Metrics

- Disaggregate Demographic Data Evaluating Equity at Every Level
- By Local Area, Industry/Occupation, Education/Skills, Wages/Career Path
- Measure Progress Towards Goal: Identify Gaps, Issues, and Opportunities

Equity Index		FY 2021	
RA vs. Population	New	Active	Completed
Men	136	124	126
Women	30	29	27
Hispanic	88	89	86
African American	86	59	52
AA & NHPI	41	38	38
AINA	75	58	58

Blue = More overrepresented
Red = More underrepresented
100 = RA Parity with Population

FY 2021 Completed Apprentices Top 5 Occupations Wages			
All Apprentices	\$/Hour	African American	\$/Hour
Electrician	31.93	Construction Craft Laborer	30.93
Carpenter	39.15	Carpenter	37.11
Plumber	32.87	Housekeeper	11.01
Construction Craft Laborer	31.94	Plumber	31.15
Sprinkler	37.85	Sprinkler fitter	33.62
Women	\$/Hour	African American Women	\$/Hour
Registered Nurse/Res	30.83	Nurse Asst/Cert	13.82
Pharmacy Tech	16.11	Pharmacy Tech	15.39
Restaurant Mgr	23.83	Mgr Retail Store	15.72
Medical Asst	16.53	Registered Nurse/Res	32.02
Childcare/Dev Specialist	11.93		

Note: Does not include USMAP



Culture of Inclusion: National Alumni Association

- Develop national online apprenticeship alumni network
- Recognize and celebrate accomplishments of apprentices
- Affinity groups across demographics, occupations, and industries
- Foster connections between apprentices and with mentor
- Provide support, share strategies and resources
- Ongoing strengthening of DEIA as apprentices take on leadership roles and foster the next cohort of apprentices





Facilitated Discussion: Emerging Industries and Wages in RA

Noel Ginsburg and Bernadette Rivera, ACA Co-Chairs



Working Sector Caucus Lunch

12:15 p.m. - 1:15 p.m.



Federal Panel: Apprenticeship's Role in Key Workforce Priorities across the Federal Government

- ***Overview of Administration's Workforce Priorities***
- ***Federal Partner Workforce Priorities:***
 - Department of Commerce
 - Department of Transportation
 - Department of Energy
 - Department of Education
- ***Open Discussion/Q&A***



Final Committee Business

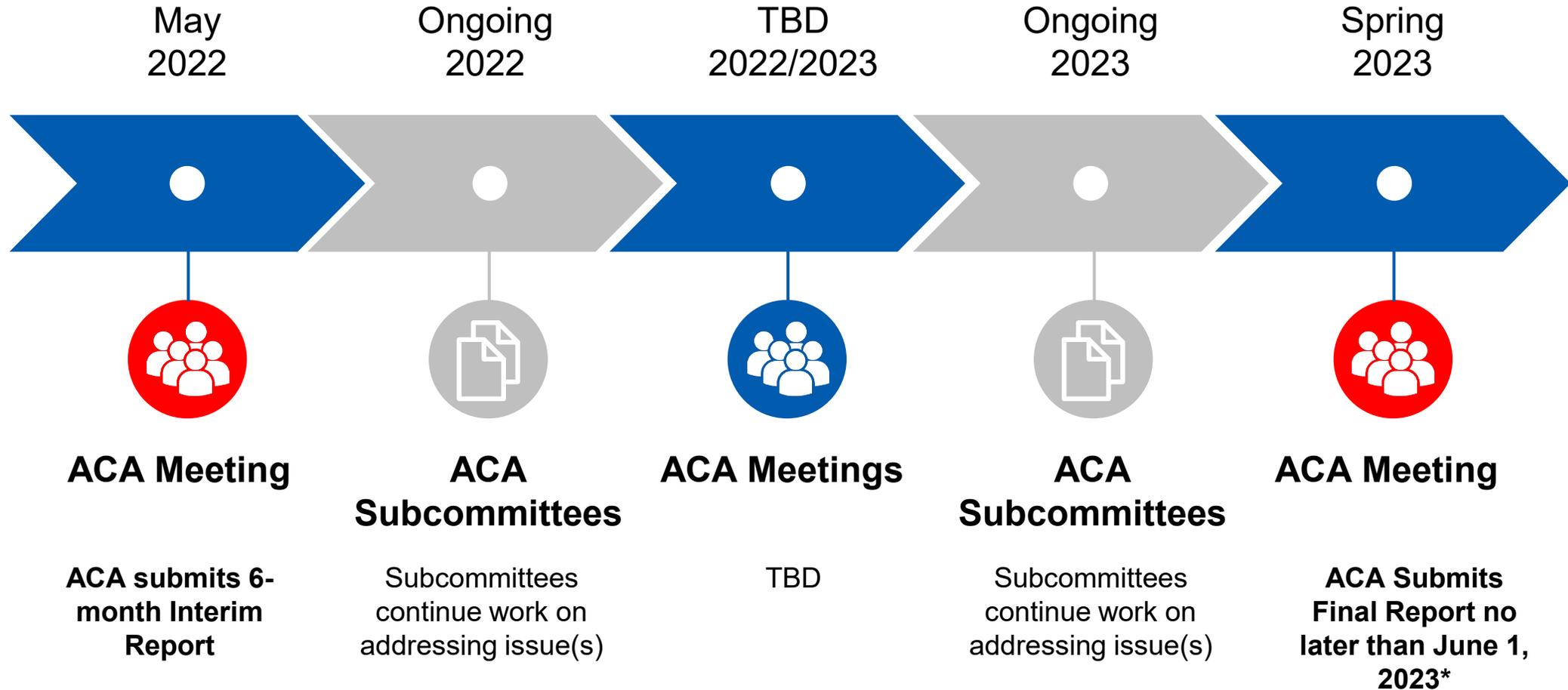
- **Public Comment**
- **Committee Vote – Six Month Interim Report**



Road Map Ahead



ACA Timeline | 2022 – 2023 Road Map



* Current ACA Charter expires in May 2023



ACA Feedback (Survey coming soon)

As we look forward to the work ahead, we want to hear from you regarding what worked well and where we can improve:

- Have the existing subcommittees already identified specific questions or issues they wish to explore further over the next year?
- Are the four existing subcommittees best positioned to continue the work ahead or is any merger or realignment warranted?
- How often and what format (in-person, virtual) does the Committee wish to meet over the next year?
- Has anything changed or emerged after our in-person meeting and discussions with the Secretary?



Telecommunications Apprentice Graduate



Jeremiah Gray
Assistant Operations
Manager
Hightower Communications



Medicaid Support Apprentice



Keyona Dobbins
Medicaid Support Assistant
Department of Health Care Finance
District of Columbia



Break

2:30 p.m. - 2:50 p.m.



Welcome



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





Departmental Remarks



Martin J. Walsh
US Department of Labor
Secretary





Facilitated Discussion: Interim Report Perspectives

- Increasing Diversity, Equity, Inclusion, and Accessibility in Apprenticeship
- Apprenticeship Modernization
- Industry Engagement in New and Emerging Sectors
- Apprenticeship Pathways: Pre-Apprenticeship, Youth Apprenticeship, and Degree Apprenticeships



Wrap Up and Adjournment