

# Registered Apprenticeship Industry Intermediaries: Partners for Apprenticeship Success

**A**s partners of the U.S. Department of Labor's (USDOL) Office of Apprenticeship (OA), Registered Apprenticeship Industry Intermediaries are integral stakeholders in the effort to expand the number of Registered Apprenticeship opportunities across industries throughout the U.S. These partners increase awareness through industry outreach, connect employers and labor organizations with workforce and education partners, and provide technical assistance to launch and expand Registered Apprenticeship (RA) programs. Apprenticeship Industry Intermediaries are also tasked with helping apprenticeship sponsors refine recruiting, hiring, and retention strategies to increase Diversity, Equity, Inclusion and Accessibility (DEIA) in Registered Apprenticeship programs.

## WHAT IS A REGISTERED APPRENTICESHIP INDUSTRY INTERMEDIARY?

Registered Apprenticeship Industry Intermediaries offer expertise to help employers and labor organizations successfully launch, promote, and expand RA programs in growing industries. These partners are uniquely positioned to convene employers within a specific industry or sub-sector to increase awareness of the Registered Apprenticeship model, and assist in the creation of RA programs.

## WHAT ROLES DO INDUSTRY INTERMEDIARIES PLAY IN EXPANDING REGISTERED APPRENTICESHIP?

### Rapid Registered Program Development and Implementation Support

- ▶ Outreach to employers, unions, and others to promote the benefits of Registered Apprenticeship and provide technical assistance to launch and sustain RA programs.
- ▶ Implement industry-driven strategies to expand Registered Apprenticeship opportunities across growing sectors.
- ▶ Offer expertise to build RA programs that help workers meet industry skill needs.
- ▶ Develop curriculum, related instruction outlines, and competency-based RA program models.
- ▶ Increase awareness of the apprenticeship model among secondary and post-secondary educators and Career and Technical Education (CTE) programs.

### Technical Assistance and Partnership Building

- ▶ Assist employers in developing high quality Registered Apprenticeship standards for new programs, and subject-matter-expertise on apprentice recruitment strategies.
- ▶ Leverage partnerships and other resources that help bring employers together to build a talent pipeline that helps growing sectors stay competitive in today's global economy.
- ▶ Assist employers and partners offset the costs of developing, launching, and sustaining RA programs.





## Support a Diverse and Inclusive Apprenticeship Pipeline

- ▶ Provide guidance on strategies and best practices, such as linkages with pre-apprenticeship and the provision of critical support services, that lead to that lead to successful placement and retention in Registered Apprenticeship opportunities, particularly for underrepresented populations.
- ▶ Provide technical assistance on how Registered Apprenticeship can be a critical tool to help organizations meet their DEIA goals, as well as ensuring that new sponsors understand their Equal Employment Opportunity (EEO) requirements and obligations.

The USDOL currently funds sixteen (16) Registered Apprenticeship Industry Intermediaries to provide technical assistance to Registered Apprenticeship stakeholders in specific industry sectors, accelerating the growth of Apprenticeship across the United States. Interested stakeholders are encouraged to contact the Registered Apprenticeship Industry Intermediaries below to learn more about assistance in meeting their talent needs.

## WHO ARE THE DOL-FUNDED REGISTERED APPRENTICESHIP INDUSTRY INTERMEDIARIES?

Industry Intermediary	Industry Sector	Contact Information
Arbor E&T, LLC d/b/a Equus Workforce Solutions	Healthcare and Healthcare IT	Michelle Day: <a href="mailto:michelleday@equusworks.com">michelleday@equusworks.com</a> <a href="https://equusworks.com/services/discover-apprenticeship/">https://equusworks.com/services/discover-apprenticeship/</a>
Appteon	IT	Debby Hopkins: <a href="mailto:Debby.hopkins@appteon.com">Debby.hopkins@appteon.com</a> <a href="https://appteon.com/workforce-development/apprentices/">https://appteon.com/workforce-development/apprentices/</a>
District 1199C Training and Upgrading Fund	Care Economy (Healthcare, Early Childhood Education)	Teresa Collins: <a href="mailto:tcollins@1199ctraining.org">tcollins@1199ctraining.org</a> <a href="https://www.1199ctraining.org/">https://www.1199ctraining.org/</a>
Fastport	Transportation, Distribution, and Logistics	Dave Harrison: <a href="mailto:Dave.Harrison@fastport.com">Dave.Harrison@fastport.com</a> <a href="https://nationalapprenticeship.org/">https://nationalapprenticeship.org/</a>
Healthcare Career Advancement Program (H-CAP)	Healthcare	Daniel Bustillo: <a href="mailto:daniel.bustillo@hcpinc.org">daniel.bustillo@hcpinc.org</a> <a href="https://www.hcapinc.org/">https://www.hcapinc.org/</a>
Jobs for the Future (JFF)	Advanced Manufacturing	Mark Genua: <a href="mailto:mgenua@jff.org">mgenua@jff.org</a> <a href="https://www.jff.org/">https://www.jff.org/</a>
Maher and Maher	IT	Chris Magyar: <a href="mailto:cmagyar@air.org">cmagyar@air.org</a> <a href="https://www.air.org">https://www.air.org</a>
Manhattan Strategy Group	Supply Chain (Automation)	James Price: <a href="mailto:jprice@manhattanstrategy.com">jprice@manhattanstrategy.com</a> <a href="https://www.manhattanstrategy.com">https://www.manhattanstrategy.com</a>
North America's Building and Trades Unions (NABTU)	Construction	Tom Kriger: <a href="mailto:tkriger@nabtu.org">tkriger@nabtu.org</a> <a href="https://nabtu.org/apprenticeship-and-training/">https://nabtu.org/apprenticeship-and-training/</a>
Net.America	Healthcare and Healthcare IT	Clare Hines: <a href="mailto:clarehines@netamerica.net">clarehines@netamerica.net</a> <a href="https://discovernetamerica.com/apprenticeship-industryintermediary/">https://discovernetamerica.com/apprenticeship-industryintermediary/</a>
National Restaurant Association Educational Foundation (NRAEF)	Hospitality	Ed Walden: <a href="mailto:ewalden@nraef.org">ewalden@nraef.org</a> <a href="https://www.chooserestaurants.org/Apprenticeship">https://www.chooserestaurants.org/Apprenticeship</a>
National Institute for Innovation and Technology (NIIT)	Supply Chain (Nanotechnology and Semiconductors)	Mike Russo: <a href="mailto:mrusso@niit-usa.org">mrusso@niit-usa.org</a> <a href="https://www.niit.com/en/learning-outsourcing/">https://www.niit.com/en/learning-outsourcing/</a>
Safal Partners	Cybersecurity	Katie Adams: <a href="mailto:katie.adams@safalpartners.com">katie.adams@safalpartners.com</a> <a href="https://www.safalpartners.com/">https://www.safalpartners.com/</a>
Virginia Manufacturers Association (VMI)	Supply Chain (Advanced Manufacturing)	Dr. Victor Gray: <a href="mailto:vgray@vamanufacturers.com">vgray@vamanufacturers.com</a> <a href="http://www.vamanufacturers.com/">http://www.vamanufacturers.com/</a>
Washington Technology Industry Association (WTIA)	IT	Jennifer Carlson: <a href="mailto:jcarlson@apprenticecareers.org">jcarlson@apprenticecareers.org</a> <a href="https://www.washingtontechnology.org/">https://www.washingtontechnology.org/</a>
Wireless Infrastructure Association (WIA)	Telecommunications	Tim House: <a href="mailto:tim.house@wia.org">tim.house@wia.org</a> <a href="https://www.wia.org/">https://www.wia.org/</a>

## Explore Registered Apprenticeship Today!

Want to learn more? Visit the U.S. Department of Labor's one-stop source for all things apprenticeship: [www.apprenticeship.gov](http://www.apprenticeship.gov) or email us at [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov).

