Apprenticeship, Colleges, Universities, Active Duty Members and Veterans

James “Dudley” Light | Regional Director
Department of Labor | Employment and Training Administration
Purpose

During this presentation attendees will learn how the Department of Labor, in conjunction with the Departments of Education and Commerce, is supporting the efforts of two and four year institutions of higher education to incorporate apprenticeship programs into their course of study. Additionally, the presentation will cover the consultation between the Departments of Labor and Defense on how the active-duty military and veterans benefit from apprenticeship.
Agenda

- Apprenticeship Expansion
  Key Initiatives Underway

- Apprenticeship Primer
  Review Some Basics

- USMAP
  Active Duty and Veterans
This has been a remarkable time of growth for the American economy and workers.

3.4M

2.9 Million Jobs Created Since November 2016

The unemployment rate is the lowest in 17 years at 4.1 percent. 3.8%
But challenges remain and Apprenticeship can help address our nation’s skills gap.

- Nearly 6.3 million jobs are unfilled.
- 8 million workers lack necessary credentials.
- 61% of employers face challenges filling skilled worker vacancies.
- Total American student debt surpasses $1 trillion.
- Average college student debt $26,000+.
You may have many questions about how Apprenticeship can work for you.
Let’s explore Apprenticeship in America.
Apprenticeship Expansion
Let’s Look at Some Key Initiatives
On June 15, 2017, the President issued an Executive Order entitled, “Expanding Apprenticeships in America.”
The Executive Order directs **DOL** to further expand apprenticeship opportunities, to engage our partner Federal agencies in promoting apprenticeships, and to attract businesses from a growing range of sectors to sponsor apprenticeships.
Here are highlights from four of the eleven sections of the President’s Executive Order.

**Section 4 – Establishing Industry-Recognized Apprenticeships**
This section supports DOL in consultation with the Departments of Commerce and Education promoting the development of apprenticeship programs by designated third parties.

**Section 6 – Expanding Access to Apprenticeships**
This section promotes apprenticeship and pre-apprenticeship to high school students, Job Corps participants, current or formerly incarcerated individuals, and members of the U.S. armed services and veterans.

**Section 7 – Promoting Apprenticeships and Colleges and Universities**

**Section 8 – Establishment of the Task Force on Apprenticeship Expansion**
The Secretary announced the formation of this Task Force to identify strategies and proposals to promote apprenticeship
The Executive Order also called for the establishment of the **Task Force on Apprenticeship Expansion** to bring together leaders from business, labor, higher education, State government, and others to develop proposals and recommendations to help us meet our shared apprenticeship expansion goals.

The **Task Force on Apprenticeship Expansion** conducted five meetings and concluded its work with the presentation of its final report to President Trump at the White House on May 10, 2018.

**Chair – Secretary Alexander Acosta**,  
U.S. Department of Labor

**Vice-Chair – Secretary Betsy DeVos**,  
U.S. Department of Education

**Vice-Chair – Secretary Wilbur Ross**,  
U.S. Department of Commerce
To date, the Task Force has met three times, on November 13, 2017, February 6, 2018, and March 15, 2018 and is next scheduled to meet on April 10th. This group, through the work of the subcommittees, is convening weekly and providing recommendations on how to engage more employers and rapidly expand these models to help more Americans get back to work. We expect their final recommendations to the Department this Spring.
In the coming months, the Department will support innovative work-based learning approaches, technology modernization, and state initiatives that result in expansion of apprenticeship programs.
Grants to states will support activities that lead to the expansion of apprenticeship and advance alignment and integration of apprenticeship and public workforce systems.
Apprenticeship Primer
Review Some Basics
Apprenticeships Are a Customizable, Flexible, and Proven Business-Driven Model for Developing Workers.

Core Apprenticeship Components

**Industry Leads**

Employers are the foundation of every apprenticeship program and lead apprentice selection, curriculum design, and program operation.

**Apprenticeship Is a Job**

Apprenticeship is a job with a paid work component.

**Instructional Component**

Apprenticeship has an educational / training component which can include community college or Apprenticeship Training Center courses.
Apprenticeship has a long track record of producing strong results for both businesses and workers.

Impressive Individual – Business – Public Benefits

$300,000+ Apprentices Lifetime Earning Advantage

$1.47 Return For Every Dollar Spent on Apprenticeship By Employers

$60,000 Completers Earn Per Year On Average

$28 In benefits for every $1 invested by the Government.

$1 to $10 Every $1 Invested By Government Leverages $10 Private Sector Investment
In addition to construction and trade occupations, Apprenticeships work for a broad range of industries.

**Insurance/Finance**
- The Hartford - Customer Care Specialist (Information Management) and Associate Claims Representatives

**Information Technology**
- Microsoft – Application Developer Database Administrators and Systems Administrators
- Amazon – Recruiting Veterans and training Cloud Support Associates.

**Advanced Manufacturing / Engineering**
- Dow Chemical. Manufacturing and Engineering apprenticeship program involving the recruiting of Veterans.

**Healthcare**
- CVS - Pharmacy Technician and Store Managers.

**Energy**
- Mercuria - IT Data and Risk Management Analysts
American Apprenticeship continued to show strong growth in FY 2017.

**Growth Since FY 2014**

- **190,862** Number of New Apprentices
- **22,482** Number of Active Programs
- **1,300** Number of Occupations
Investments in Apprenticeship: Apprenticeship Grant and Contract Investments

Targeted resource investments to strengthen and expand registered apprenticeship across all industries.

- **American Apprenticeship Initiative Grants**
  - $175 Million
  - 2015

- **Apprenticeship State Accelerator Grants**
  - $10.4 Million
  - 2016

- **Apprenticeship State Expansion Grants**
  - $50.5 Million
  - 2016

- **Apprenticeship Industry Partnerships to Scale Apprenticeship**
  - Equity Partnerships to Enhance Diversity
  - -$30 Million
  - 2016

- **10 Contracts Renewed to Provide Additional FY 2017 Funding**
  - - $11 Million

- **Additional FY 2017 Funding for State Expansion Grants**
  - $50 Million
Successful Engagement with Major Businesses To Expand Apprenticeship.
Connections to Education
Registered Apprenticeship College Consortium (RACC) and Youth Apprenticeship

**RACC:**
A Partnership Between the U.S. Department of Labor and Education

- **321** Number of Colleges Who Have Joined the RACC.
- **957** Number of Apprenticeship Training Centers
- **15** Number of National, Regional, State Organizations

**Training and Employment Notice (TEN) 31-16:**
Youth Registered Apprenticeship Framework for High School Students

- **Over 17 states** currently have youth apprenticeship programs or are working toward building programs.
- Outlines the components of a high-quality RA program for high school students.
- Provides recommendations on key elements of RA programs for high school students and to encourage greater use of RA and pre-apprenticeship programs for in-school youth at least 16 years old, enrolled in secondary schools.

Published January 2017
National Apprenticeship Week 2017: Another Tremendous Success
Nearly 1,000 Events in All 50 States
The third annual National Apprenticeship Week held November 13-19, 2017 was the biggest yet with nearly 1,000 events held from coast to coast.
While we’ve seen significant growth, Germany and the UK would have more apprentices if their population matched the US.

<table>
<thead>
<tr>
<th>Country</th>
<th>Apprentices</th>
</tr>
</thead>
<tbody>
<tr>
<td>Germany</td>
<td>5 Million</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>4 Million</td>
</tr>
</tbody>
</table>
National Occupational Frameworks make it easier and faster for customers to design apprenticeship programs.

National Occupational Frameworks
Approved in 2017

- Community Health Worker
- Medical Records and Health Information
- Cyber Security Support Technician
- Information Technologist Generalist
- Medical Assistant
Where do you see Apprenticeship expansion opportunities to explore further?

Putting Employers in the Driver’s Seat

Executive Action

Marketing

Vision, Goals, Engagement

Congressional Action

Administrative Reforms
United Services Military Apprenticeship Program (USMAP)
USMAP

- USMAP is a formal military training program executed by US Navy’s Naval Education and Training Professional Development and Technology Center (NETPDTC)
- Active Duty and Full-Time Support (FTS)
- Coast Guard, Marine Corps, and Navy
- Improve job skills and get cross-training
- Assigned to and performing duties in a designated rating/military occupational specialty
- Must have completed the required formal classroom instruction (training) for the trade
USMAP – Benefits

- Enhance employment opportunities
- Motivates military personnel to advance within their occupational specialties while on active duty
- Provide a source of skilled personnel to meet national skilled workforce requirements
- Who is hiring transitioning members and veterans: UPS, Amazon Web Services, Microsoft, Service King, Warner Trucking, Tysons
Benefits to Colleges and Universities

- College credit for USMAP participants
- Degree plans – motivated military members to continue their education
- Apprenticeship Grant Opportunities
  - American Apprenticeship Initiative
  - State Apprenticeship Expansion
    - 37 States
    - 2nd round of funding
    - Vincennes University
    - Thomas Edison State College
    - Florida State College at Jacksonville
- Colleges as Program Sponsors
- Employers
Thank You for Being Here Today
Let’s Continue to Explore Ideas to Grow Apprenticeship Together

Jose A. Velazquez
Deputy Administrator – Office of Apprenticeship
Department of Labor | Employment and Training Administration
Velazquez.jose.a@dol.gov | www.dol.gov/apprenticeship