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Registered Apprenticeship Overview

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APPRENTICESHIPUSA™
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TABLE OF CONTENTS

01.
**Registered
Apprenticeship (RA)**



02.
**Benefits of
Registered
Apprenticeships**



03.
**How to
Get Started**



04.
**Marketing &
Promotional
Initiatives**



05.
Resources



06.
**Apprenticeship
Funding**





REGISTERED APPRENTICESHIP: A **PROVEN** WORKFORCE SOLUTION

Registered Apprenticeship is an **industry-driven, high-quality** career **pathway** where employers can **develop** and prepare their **future workforce**, and individuals can obtain **paid work** experience, **receive progressive wage increases, classroom instruction**, and a portable, **nationally-recognized credential**.

ABOUT US

FAST FACTS AS OF FY2021

808K+

Apprentices served

27K+

Active apprenticeship
programs

2,879

New apprenticeship
programs



OUR MISSION

The **U.S. Department of Labor's Office of Apprenticeship** promotes and oversees quality, accessible Registered Apprenticeship opportunities for workers seeking higher-skilled, higher-paying jobs and engages employers seeking to build a qualified, diverse, and inclusive workforce.

SECTION ONE

REGISTERED
APPRENTICESHIP (RA)



D I S T I N G U I S H I N G F A C T O R S

SEVEN COMPONENTS OF REGISTERED APPRENTICESHIP



Industry-Led



Paid Job



On-the-Job
Learning/Mentorship



Supplemental
Education



Diversity



Quality &
Safety



Nationally-Recognized
Credentials

TYPES OF APPRENTICESHIP

Time-based Approach:

Measures skill acquisition through apprentice's completion of at least 2,000 hours of on-the-job learning and a minimum of 144 hours of Related Training and Instruction.

Competency based:

Measures skill acquisition through apprentice's successful demonstration of acquired skills and knowledge.

Hybrid:

Measures apprentice's skill acquisition through a combination of specified minimum number of hours of on-the-job learning and the successful demonstration of competency.



REGISTERED APPRENTICESHIP HAS A **PROVEN TRACK RECORD** OF PRODUCING **STRONG RESULTS** FOR EMPLOYERS AND WORKERS

IMPRESSIVE INDIVIDUAL – EMPLOYEE –
PUBLIC RETURN ON INVESTMENT



\$1.47 **RETURN** for every dollar spent on apprenticeship by employers

93% Of registered apprentices are employed upon completion of their apprenticeship

\$28 In benefits for every \$1 invested by the government

\$77K
Completers earn per year on average

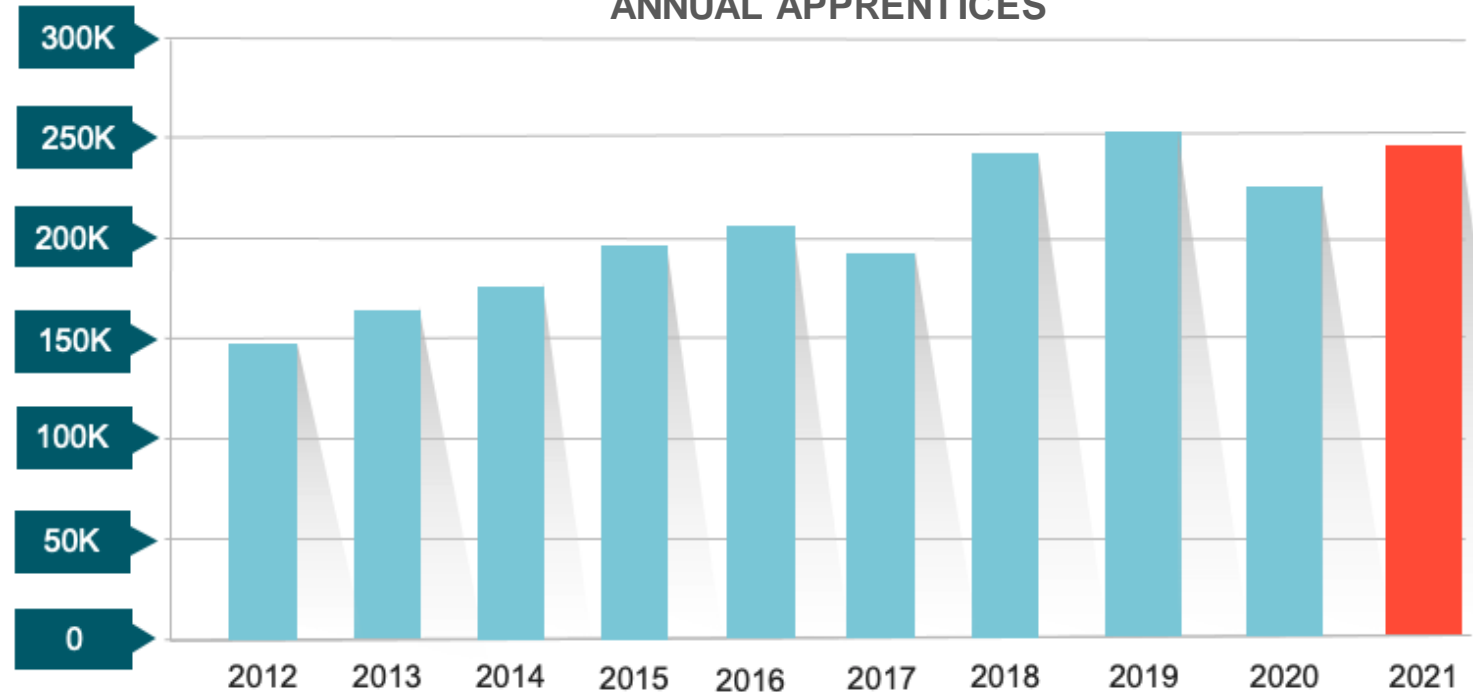
\$300K+
Apprentices' lifetime earning average

APPRENTICESHIP CONTINUES TO DEMONSTRATE STRONG GROWTH

64%

Growth in New Apprentices since 2012

ANNUAL APPRENTICES



KEY FACTS

396,000+ participants completed an apprenticeship in the last five years

14,700+ new apprenticeship programs created in the last five years

2 million+ new apprentices since FY12

22% more active apprentices than the previous 10-year average (593,000 vs 484,000)

A DIVERSE RANGE OF INDUSTRIES



Healthcare



Cybersecurity



Biotechnology



Transportation



Construction



Energy



Hospitality



Financial
Services



Information
Technology



Advanced
Manufacturing



Critical
Supply Chain



Infrastructure



Engineering



Telecomm-
unications

SUCCESSFUL ENGAGEMENT WITH MAJOR EMPLOYERS TO GROW APPRENTICESHIP



SECTION TWO

BENEFITS OF
REGISTERED
APPRENTICESHIPS





BENEFITS OF REGISTERING YOUR PROGRAM

By registering your program with the U.S. Department of Labor or State Apprenticeship Agency, you will gain access to additional resources:



Access to a **nationwide network of expertise, customer service**, and **support at no charge**.



Access **funding** and other resources from federal programs. In many states, businesses can qualify for tax credits.



Graduates receive an **industry-recognized** and **nationally-portable credential**.

BENEFITS FOR EMPLOYERS

- Create a diverse and highly-skilled workforce
- Improve productivity and profitability
- Increase staff loyalty and retention of workers
- Flexible training options
- Minimize liability costs
- Access to federal and state resources
- Receive tax credits and employee tuition benefits



RESOURCES

Want more info? Visit the [Employer page on Apprenticeship.gov](#)

Helpful reading: *Department of Commerce Study: The Benefits and Costs of Apprenticeship: A Business Perspective*



BENEFITS FOR CAREER SEEKERS

- Earn as you learn
- Avoid student debt
- Gain workplace-relevant skills in the field of their choice
- Ease the transition from school to career
- Receive a nationally-recognized, portable credential and/or college credits
- Jump start your career



RESOURCES

Want more info? Visit the [Career Seeker page on Apprenticeship.gov](#).

Did you know? 93% of apprentices who complete an apprenticeship retain employment, with an *average salary of \$77,000*.

BENEFITS FOR EDUCATORS

- Creates a revenue stream
- Fulfills mission
- Increases enrollment and number of completers
- Provides students hands-on learning opportunities
- Strengthens connection to employers
- State and tax credits may apply via WIOA and, possibly, FASFA



The Roles That Colleges and Universities Play in Apprenticeship

As a training provider, colleges and universities deliver academic instruction driven by industry standards.

Primary responsibilities include co-creating apprenticeship curriculum alongside local businesses, granting progressive credentials based on competency testing, and facilitating access to financial aid and other support resources (e.g., academic, tutoring, counseling).

As an intermediary, colleges and universities serve as connectors to their local business community while remaining committed to providing students with quality education, experiential learning, and skills that meet employer needs.

Primary responsibilities include recruiting, screening, and testing potential apprentices ready, to begin with, an apprenticeship sponsor. Colleges and universities work with individual employers, large and small, to design a tailored curriculum that meets individual employers' business goals.

As a sponsor, colleges and universities operate a Registered Apprenticeship Program. Primary responsibilities include assuming full responsibility for the administration and operation of an apprenticeship program. This includes employing apprentices.

Expanding Community College Apprenticeships

The U.S. Department of Labor (DOL) is partnering with the American Association of Community Colleges (AACCC) to Expand Community College Apprenticeships. To learn more about [this initiative and their apprenticeship participant colleges](#), visit the AACCC website.

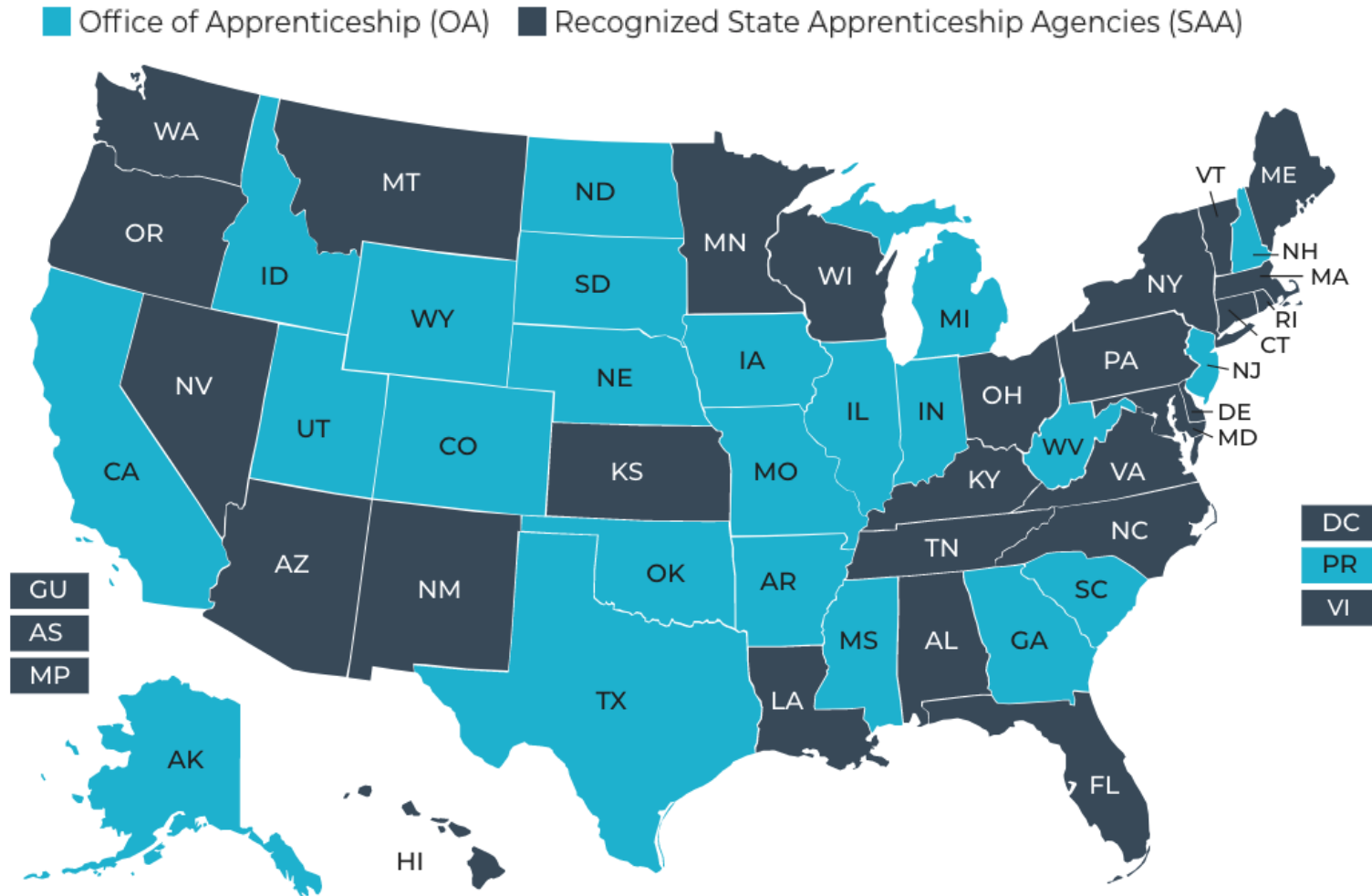
In addition, as part of the ECCA initiative, AACCC created a Virtual Apprenticeship Network Toolkit. While high-quality tools about Registered Apprenticeship Programs for community colleges exist, few are compiled and organized specifically for community colleges. AACCC has identified, organized, and, where necessary, created or customized tools for rapid adoption by community colleges.

SECTION THREE

HOW TO GET STARTED



THE REGISTERED APPRENTICESHIP SYSTEM



HOW IT WORKS



EXPLORE

Get to know apprenticeship, its benefits, and how different employers and sponsors are creating programs across industry and geography.



BUILD

Understand your options, the steps involved in building an apprenticeship program, and the tools we offer to help you get started.



PARTNER

Collaborate with apprenticeship representatives, workforce organizations, educators, and others to build your program.



REGISTER

Take advantage of benefits such as funding opportunities, tax credits, and no-cost technical assistance when you register your program.



LAUNCH

Recruit prospective apprentices, measure and monitor your program, and share your program success.



CREATE A PROGRAM

One way to build a program is to create your very own program.

Identify an Occupation of need for your Program

We have established apprenticeships in many occupations in a variety of industries and offer training plans that have been vetted by industry leaders.

Ready to create or fund an apprenticeship program, but unsure how? The U.S. Department of Labor is here to help you.

From federal investment opportunities to state assistance to financial reimbursements, you are not alone in funding your program. Explore the link below to learn more about how to get the support you need.

For more information, please visit the link below

[Investments, Tax Credits, and Tuition Support | Apprenticeship.gov](https://www.apprenticeship.gov/investments-tax-credits-and-tuition-support)



Build

JOIN AN EXISTING PROGRAM

Another way to build a program is to join an existing program.

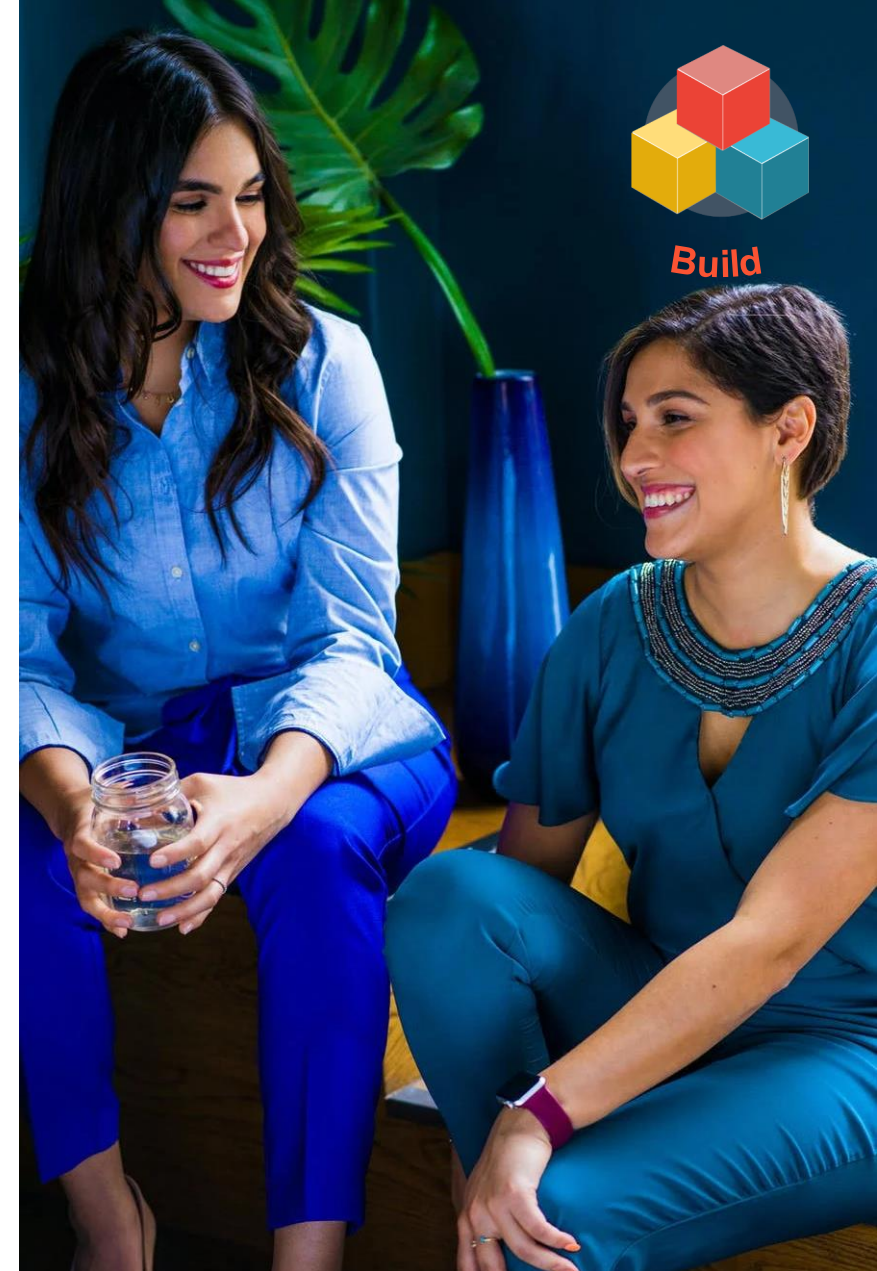
Leverage an Intermediary

Employers can quickly and easily join existing group programs as partners, and the Office of Apprenticeship (OA) also funds industry intermediaries to provide employers with technical assistance to launch and expand Registered Apprenticeship (RA) programs.

Additionally, these DOL-funded Intermediaries can assist with:

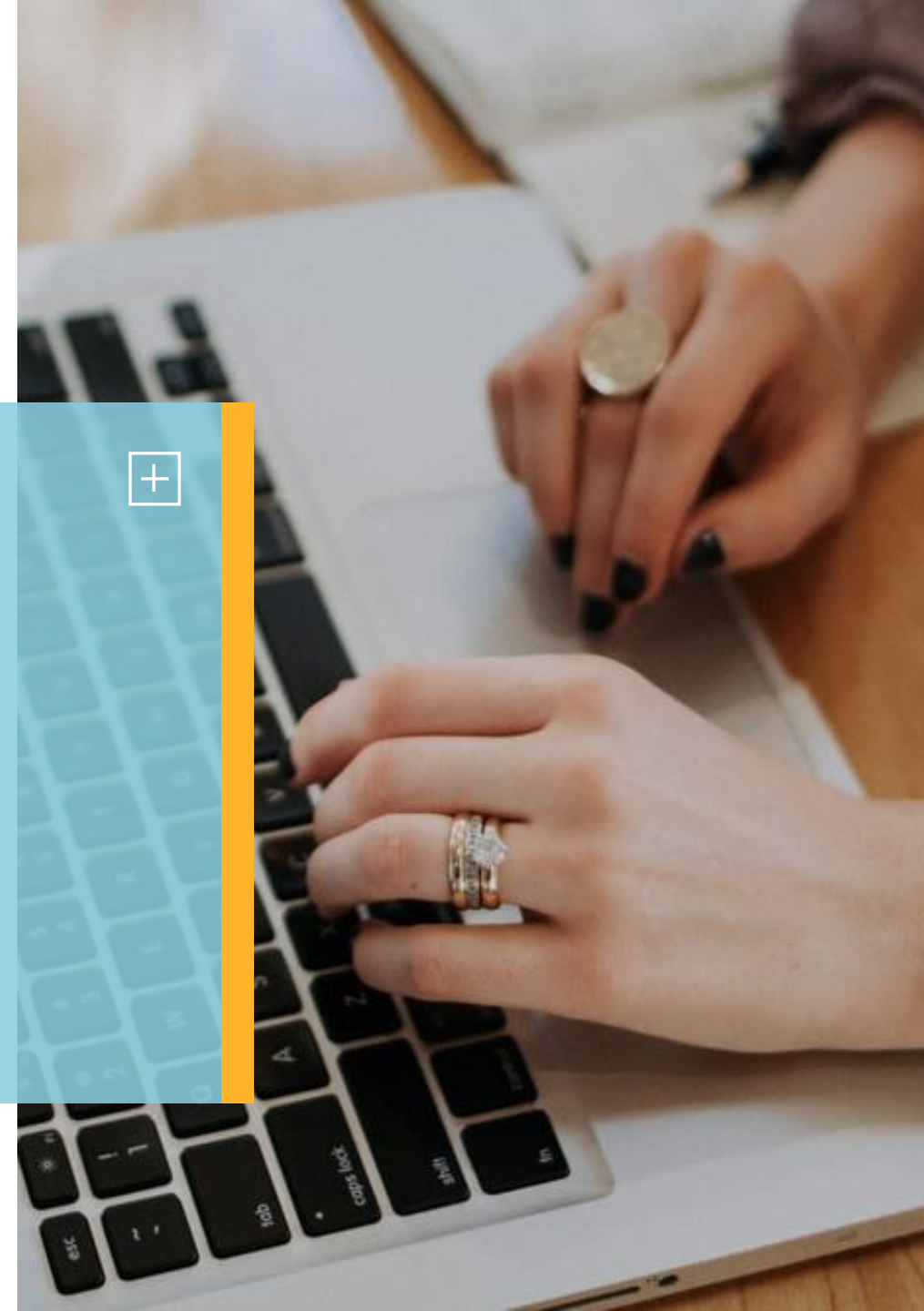
- Rapid RA program development and implementation support
- Technical assistance and partnership building
- Incorporating strategies and best practices to support a diverse and inclusive apprenticeship pipeline, including the provision of supportive services

For more information, check out the [Industry Intermediary fact sheet](#) on [apprenticeship.gov](https://www.apprenticeship.gov)

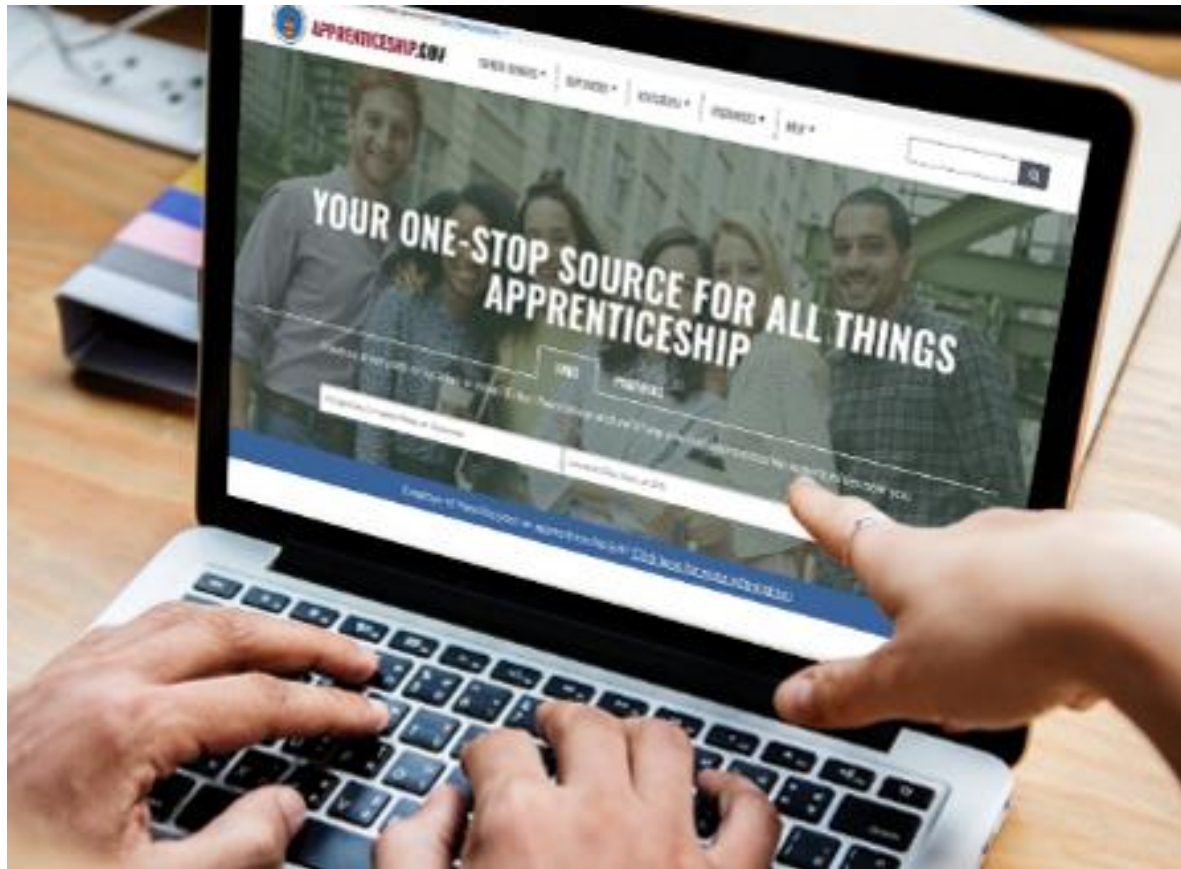


SECTION FIVE

RESOURCES TO
HELP YOU EXPLORE
APPRENTICESHIP
AND DESIGN
YOUR PROGRAM



APPRENTICESHIP.GOV OVERVIEW



The **U.S. Department of Labor** launched **Apprenticeship.gov** in 2018 as the one-stop source for all things apprenticeship.



Apprenticeship.gov is also a one-stop shop for organizations interested in becoming **Registered Apprenticeship sponsors**.

The site is designed to connect **career seekers, employers, sponsors, educators, and training providers** to the resources and tools they need to learn about apprenticeship and take-action finding an apprenticeship, starting an apprenticeship program, or becoming a participating training provider.

APPRENTICESHIP.GOV RESOURCES AND INFORMATION

Start a Program

Explore

- New to the Workforce
- Career Seekers with Barriers to Employment
- Service Members and Veterans

DISCOVER APPRENTICESHIP

VIEW OUR FACT SHEET

Ready for a New Career? D...

When you're ready, you're ready. Why wait years to gain skills and unleash your potential when you can start now? Become an apprentice to get started in the career you're planning for, today.

What is Apprenticeship?

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally-recognized credential.

PAID JOB
Earn a competitive wage from day one

EDUCATION
Gain knowledge from on-the-job learning and job-related classroom training

CREDENTIALS
Earn a portable credential within your industry

Discover the **benefits of apprenticeship**, the **different types programs**, and what's involved to build your own or join an existing program.

The Role of Educators

APPRENTICESHIP.GOV CAREER SEEKERS * EMPLOYERS * EDUCATORS * RESOURCES * HELP

HOME / EDUCATORS / COMMUNITY COLLEGES

COMMUNITY COLLEGES

Be Heard! New Survey for Community Colleges

Take our survey to help us learn more about your Registered Apprenticeship Programs

COMPLETE THE SURVEY

Community Colleges

The Roles That Community Colleges Play in Apprenticeship

As a **training provider**, community colleges deliver academic instruction driven by industry standards.

Primary responsibilities include co-creating apprenticeship curriculum alongside local businesses, granting progressive credentials based on competency testing, and facilitating access to financial aid and other support resources (e.g., academic, tutoring, counseling).

Understand the role of educators – from middle school and high school to community colleges – read **case studies** and **hear from participant schools**.

Diversity & Inclusion

APPRENTICESHIP.GOV CAREER SEEKERS * EMPLOYERS * EDUCATORS * RESOURCES * HELP

HOME / EQUAL EMPLOYMENT OPPORTUNITY / PROTECTED CHARACTERISTICS

PROTECTED CHARACTERISTICS

Equal Employment Opportunity

Protected Characteristics

Sponsors

Learn About EEO

Recruit and Hire

Universal Outreach Tool

Inform Apprentices

Prevent Harassment

Create Your Plan

Record and Document

Access Pledge Poster

Understanding and Expanding Workforce Diversity

Apprenticeship helps employers attract and retain a skilled workforce, and American apprenticeship programs are most effective when they include individuals from all backgrounds. The apprenticeship Equal Employment Opportunity (EEO) regulations require that sponsors of apprenticeship programs avoid discrimination on the bases of race, color, national origin, religion, sex (including pregnancy, sexual orientation, and gender identity), disability, age (40 and older), sexual orientation and genetic information. Expanding diversity establishes a culture of inclusion and promotes success for both apprentices and businesses.

The pages depicted below include information on the characteristics protected from discrimination under the apprenticeship EEO regulations. Visit these pages to:

- Understand more about protections from discrimination
- Learn tips for avoiding discrimination, harassment and retaliation in apprenticeship programs
- Access resources to promote inclusion in recruiting, hiring and retaining apprentices

Protected Characteristics

Learn about the many ways that organizations are using apprenticeship as a strategy to create **more inclusive workforces**.



APPRENTICESHIP FINDER



The Apprenticeship Finder is the very first national repository of apprenticeship opportunities. It pulls data from several sources and uses AI to examine the data and identify apprenticeship programs.



This process results in an average of **20,000+ listings available** to potential apprentices.

PARTNER FINDER

Apprenticeship programs are customizable, and they largely rely on a strong partnership network to help meet business objectives. **The Partner Finder can connect you with the right partners to help you design, develop, or enhance your program.**

How the Partner Finder Works



Employers Search for Partners

Employers enter keywords relevant to their industry titles and geographic location. They can also filter the results on specific types of apprenticeship partners.



Partners Appear in Results

Apprenticeship.gov searches and aggregates active apprenticeship programs' contact information from the Registered Apprenticeship Partners Information Data System (RAPIDS)



Employers Connect with Partners

Employers can reach out directly to their chosen partner by phone or email to learn more about their services.



STANDARDS BUILDER

Explore

Program Comparison

Registered Apprenticeship Program

Build

Create a Program

Join a Program

Registering your apprenticeship program with the U.S. Department of Labor is now easier than ever. With our Standards Builder, you can quickly customize and register your program in a single centralized place.

We will ask a few questions about your organization, and ask you to identify the occupation(s) you wish to design your program around. Using this information, we generate a draft version of your Standards that will be reviewed for approval by the U.S. Department of Labor. Your Standards are the agreement (e.g., guidelines and requirements) that comprise foundational elements of your program.

If you would like to understand how to administer an apprenticeship program, please download the [Requirements for Apprenticeship Sponsors Reference Guide](#).

WE OFFER AN **ONLINE SELF-SERVICE TOOL** TO HELP YOU REGISTER YOUR PROGRAM

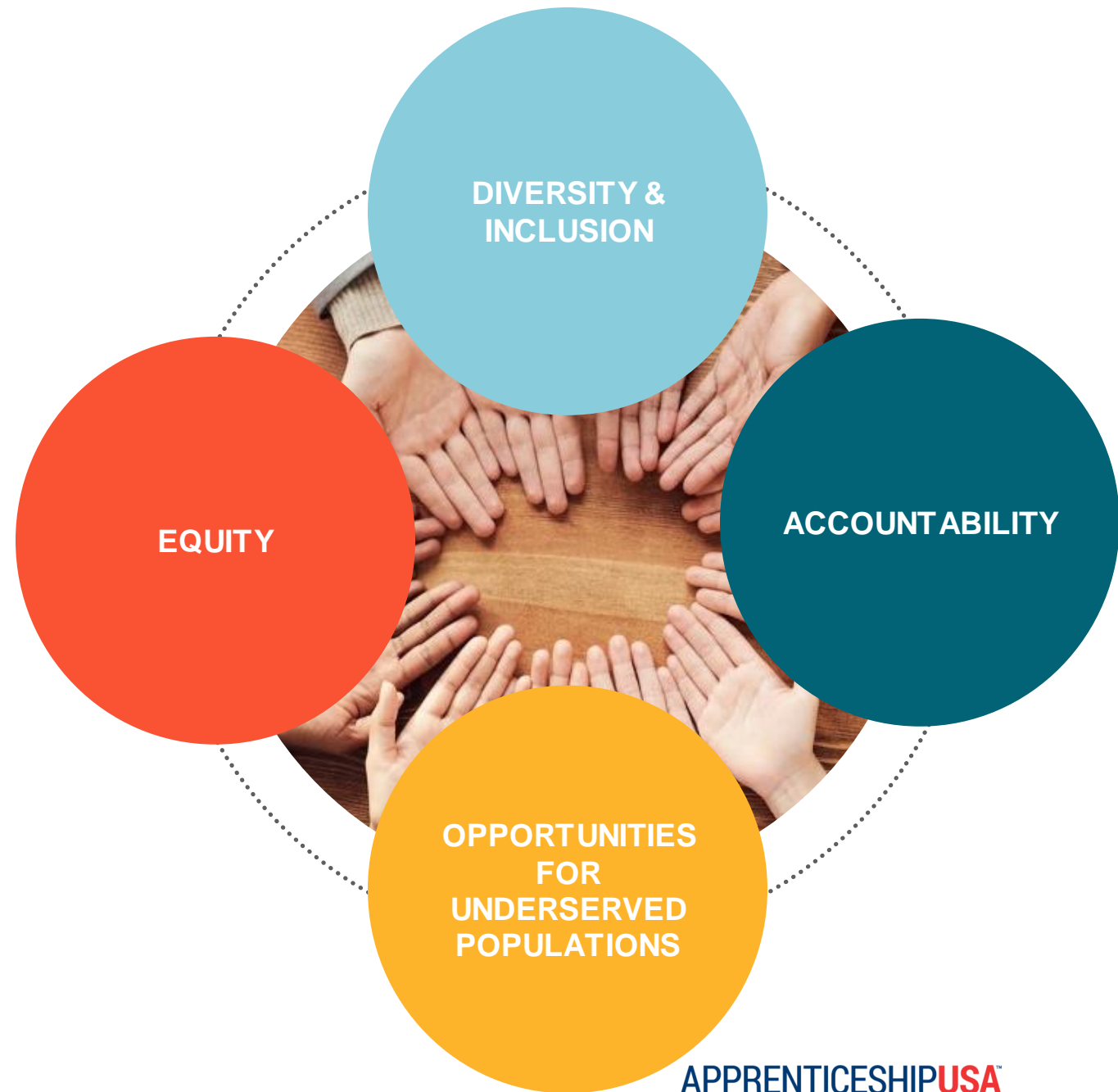
Our **Standards Builder** will help you gather all the information needed to generate the registration package for submission to the U.S. Department of Labor.

www.apprenticeship.gov/employers/register-ed-apprenticeship-program/register

REGISTERED APPRENTICESHIP'S 2016 EEO RULE

Protected Characteristics

- Race
- Color
- Religion
- National Origin
- Sex
- Sexual Orientation
- Age
- Genetic Information
- Disability
- Gender Identity





KEY EEO RESPONSIBILITIES FOR RA SPONSORS

All Sponsors

- Designate an individual to oversee EEO
- Maintain discrimination-free and harassment-free apprenticeships
- Ensure outreach and recruitment reaches all qualified applicants
- Communicate EEO policy and complaint procedures
- Maintain relevant EEO records

Sponsors with 5 or more apprentices

- Develop written affirmative action plans
- Engage in targeted outreach and recruitment activities
- Review all apprenticeship employment policies annually
- Invite apprentices and applicants to self-identify whether they have a disability

RESOURCES

ON THE EEO WEBSITE

- [Apprenticeship.gov/eoo](https://www.apprenticeship.gov/eoo)
- [Guide to Using the Anti-Harassment Training Program](#)
- [Unlawful Harassment in Apprenticeship Programs](#)
- [Introduction to Anti-Harassment in Apprenticeship Programs Video & Quiz](#)
- [Complaints Information](#)
- EEO Pledge & Complaints Information Poster
 - [Letter-size notice \(8 ½ x 11\)](#)
 - [Poster-size notice \(11 x 17\)](#)

Additional resource:

- [Crime Prevention for Truckers | FMCSA \(dot.gov\)](#)



SECTION SIX

APPRENTICESHIP FUNDING



APPRENTICESHIP FUNDING

– ACCESSING RESOURCES

Since the start of the Biden-Harris Administration, DOL has invested over **\$330M** federal funding to support efforts to **expand, modernize, and diversify Registered Apprenticeship** and the pathways into these proven earn-and-learn programs for all American workers, including those who have been historically underrepresented and underserved in apprenticeship.

Major Areas of Registered Apprenticeship Investment

- **Grants to States**
- **Competitive Grants**
 - Equity/Pre-Apprenticeship
 - Youth Apprenticeship
 - Apprenticeship Hubs
- **National Infrastructure**
 - Industry Intermediaries
 - Youth Apprenticeship Intermediaries
 - Registered Apprenticeship TA Centers of Excellence
 - Apprenticeship.gov and E-Tools



APPRENTICESHIP FUNDING – ACCESSING RESOURCES



Open Funding Opportunities:

Are you looking for open funding opportunities to promote and expand apprenticeship? All [DOL funding opportunities](#) are posted on the apprenticeship.gov website



Connecting with Existing Registered Apprenticeship Investments

Are you looking for an organization currently funded by the U.S. Department of Labor to help promote and expand apprenticeship? Visit DOL's [Registered Apprenticeship Awardee Search](#) for a Database of apprenticeship investments, searchable by industry, location, and organization name. You can also learn more about accessing WIOA funding, state credits and tuition support.

AWARDEE **SEARCH** FEATURE



Database of DOL investments aimed at promoting, diversifying, and expanding apprenticeship.

SEARCH BY:



Name of Awardee
Organization



Name of
Program



Geography



Industry

www.apprenticeship.gov/investments-tax-credits-and-tuition-support/awardee-search

APPRENTICESHIP FUNDING

– ACCESSING RESOURCES

Registered Apprenticeship Industry

Intermediaries: Through a partnership with DOL, these industry intermediaries offer expertise to help employers and labor organizations successfully launch, promote, and expand RA programs in growing industries.

There are **16 industry intermediaries** across multiple sectors to help organizations create and expand Registered Apprenticeships.

RESOURCES

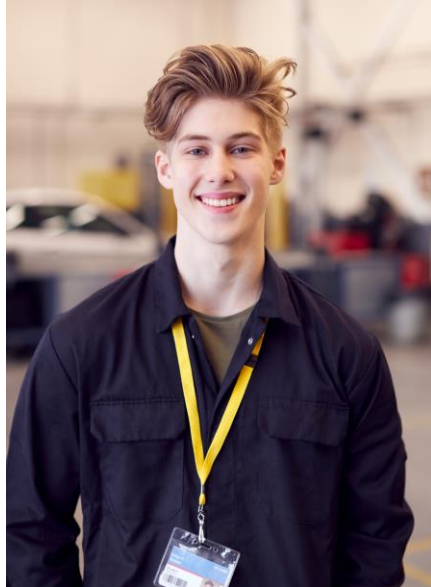
For more information, check out the [*Industry Intermediary fact sheet on Apprenticeship.gov*](#)



Contractor	Industry
Appteon Inc.	Information Technology (IT)
Arbor E&T, LLC dba ResCare Workforce Services (RWS)	Healthcare, Health IT
District 1199C Training and Upgrading Fund	Care Economy
Fastport, Inc.	Transportation & Logistics
Healthcare Career Advancement Program (H-CAP)	Healthcare
Jobs For The Future, Inc.	Manufacturing
Maher & Maher	Information Technology (IT)
Manhattan Strategy Group	Supply Chain Automation
National Institute for Innovation and Technology	Supply Chain (Nanotechnology and Semiconductors)
North America's Building and Trades Unions (NABTU)	Construction
Net.America Corporation	Healthcare
National Restaurant Association Educational Foundation (NRAEF)	Hospitality (Restaurant & Hotels)
Safal Partners	Cybersecurity
Virginia Manufacturers Association	Critical Supply Chain (Adv. Manufacturing)
Washington Technology Industry Associations (WTIA)	Information Technology (IT)
Wireless Infrastructure Association (WIA)	Telecom Wireless 5G

APPRENTICESHIP FUNDING

– ACCESSING RESOURCES



Youth Registered Apprenticeship

Intermediaries: Through a partnership with DOL, these intermediaries assist educational institutions, employers, industry associations, joint-labor management organizations, States, grantees, and other organizations to launch in- and out-of-school youth apprenticeship programs.

There are **4 youth apprenticeship intermediaries** across multiple sectors to help organizations create and expand youth apprenticeships.

Contractor	Industry
ICF	Cybersecurity and IT
Jobs for the Future (JFF)	Healthcare, Transportation and Logistics, Cybersecurity & IT, Hospitality, and Advanced Manufacturing
net.America	Healthcare and other non-clinical related occupations in healthcare setting
Urban Institute	Public Sector, Healthcare, Advanced Manufacturing, Automotive, IT, Accounting/Finance, and Construction
ICF	Cybersecurity and IT

RESOURCES



For more information, check out the [*Youth Apprenticeship Intermediaries on Apprenticeship.gov*](#)

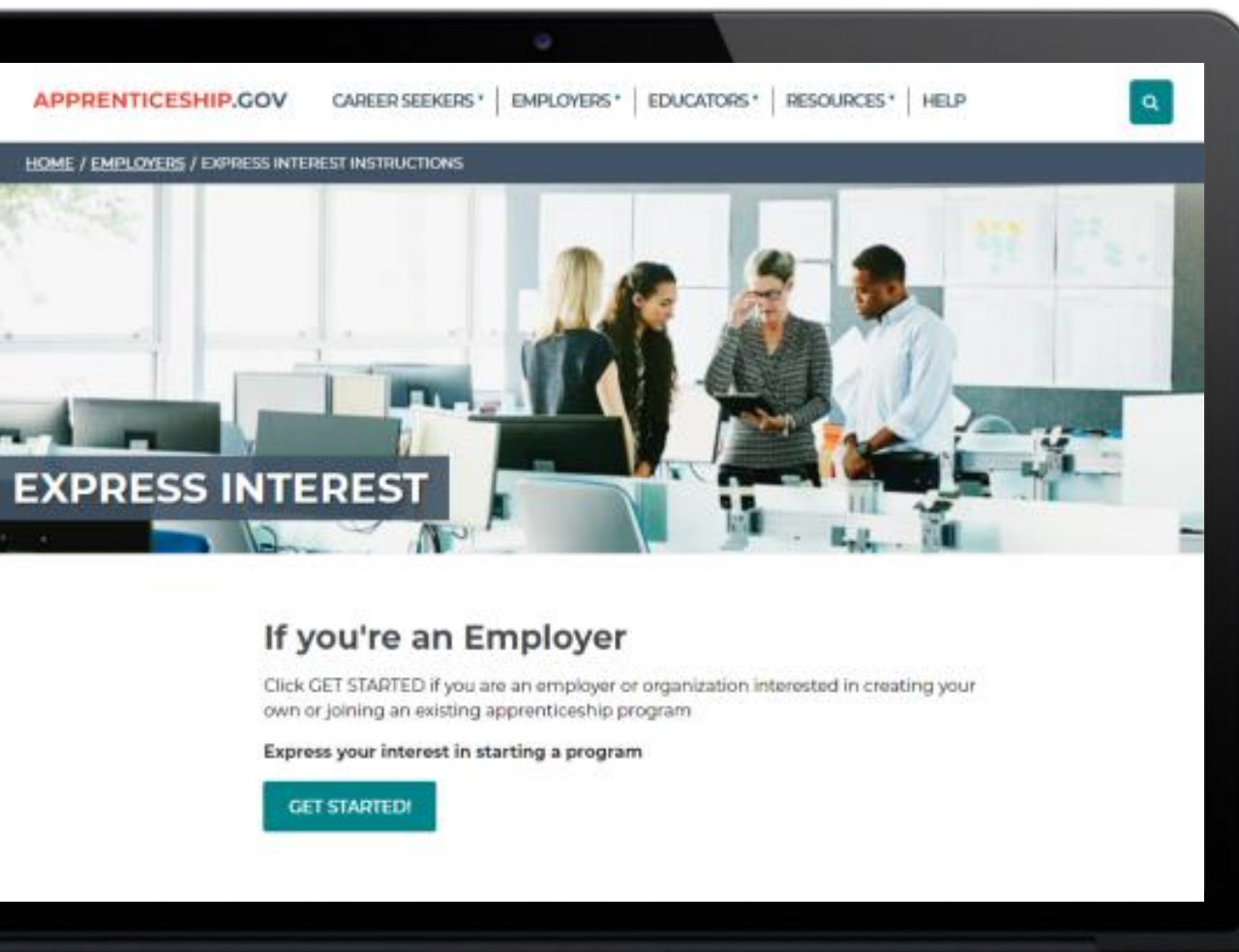


APPRENTICESHIP FUNDING

– ACCESSING RESOURCES

Registered Apprenticeship (RA) Technical Assistance (TA) Centers of Excellence: Through a partnership with DOL, These RA TA Centers of Excellence provide TA services on a national level in critical areas to boost the Registered Apprenticeship (RA) system. Interested stakeholders can connect with the RA TA Centers through their individual Center web pages below.

- [Center For Diversity and Inclusion](#), Jobs for the Future (JFF)
- [Center for Apprenticeship Occupations and Standards Center](#), Urban Institute
- [Data and Performance and Best Practices Center](#), The Council for State Governments
- [Center for Strategic Partnerships and System Alignment Center](#), Safal Partners



NOT SURE WHERE TO BEGIN? **EXPRESS YOUR INTEREST** AND WE'LL HELP YOU GET STARTED

Answer a few simple questions and we'll **connect you to an apprenticeship consultant** to help you get started.



<https://www.apprenticeship.gov/employers/express-interest>



Thank You

For Joining Us Today



Let's continue to **explore ideas**
to **grow Registered Apprenticeships**



Any Questions?

The Office of Apprenticeship is here to help!

Contact us at:

✉ apprenticeship@dol.gov

Or Visit:

🌐 www.apprenticeship.gov

