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# Registered Apprenticeship Overview

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APPRENTICESHIPUSA<sup>™</sup>  
★★★





# TODAY WE WILL COVER



**Registered Apprenticeship  
Overview**



**How to Get Started**



**Apprenticeship Funding**



**Shipbuilding Apprenticeships**



**Promotional Initiatives**

# ABOUT US

## FY 2023 FAST FACTS

**886K+**

Apprentices served

**23K+**

Active apprenticeship  
programs

**7,454**

New apprenticeship  
programs since 2021

**85%**

Growth of new apprentices  
over the past decade



## 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.

Learn more at [Apprenticeship.gov](https://www.Apprenticeship.gov)





# 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**.



DISTINGUISHING FACTORS

# SEVEN COMPONENTS OF REGISTERED APPRENTICESHIP



Industry-Led



Paid Job



Structured On-the-Job  
Learning/Mentorship



Supplemental  
Education



Diversity



Quality & Safety



Nationally-Recognized  
Credentials

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

IMPRESSIVE INDIVIDUAL – EMPLOYEE –  
PUBLIC RETURN ON INVESTMENT



**44.3%** Employer return on investment in Registered Apprenticeship

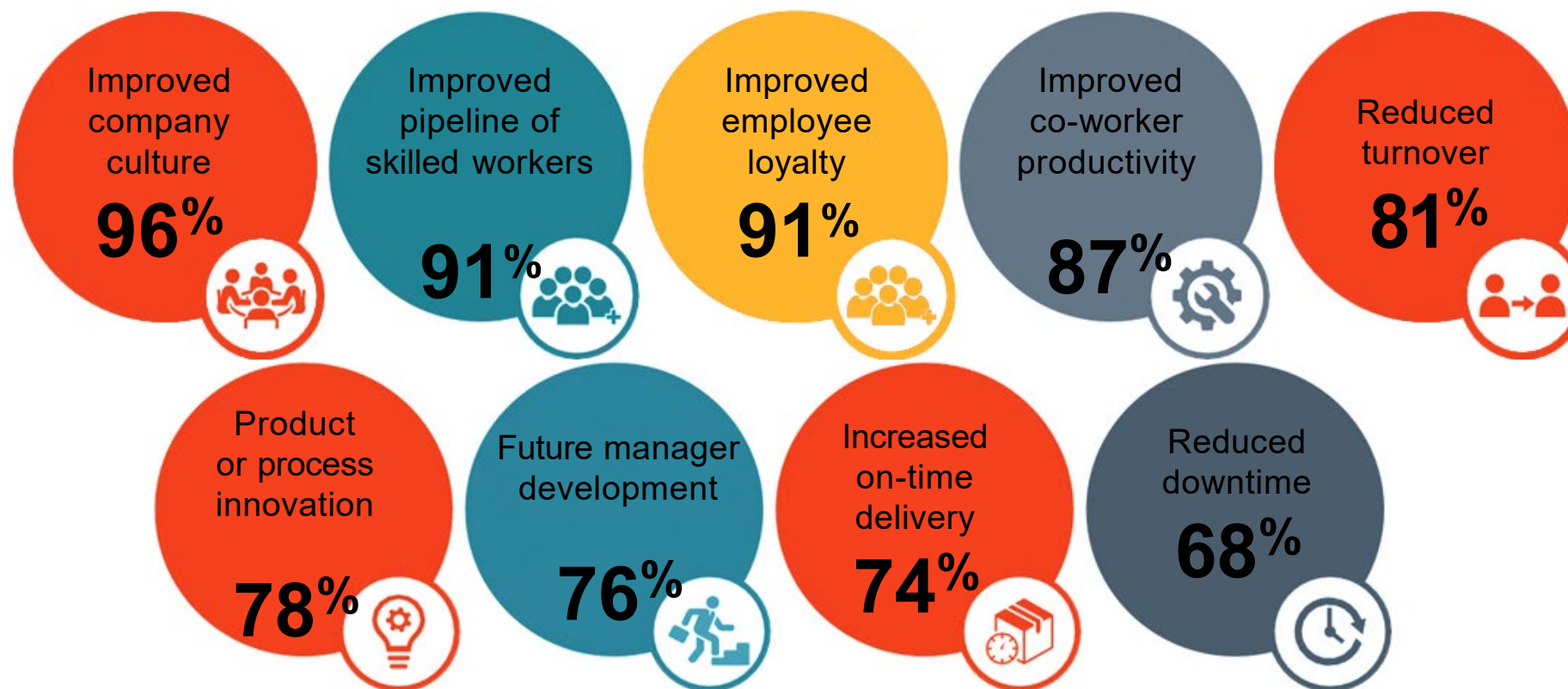
**94%** Of those that complete their apprenticeship retain employment after completion.

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

**\$80K**  
Completers earn per year on average

**\$300K+**  
Apprentices' lifetime earning advantage

# EMPLOYERS REPORT THESE **INDIRECT BENEFITS** OF THEIR APPRENTICESHIP PROGRAMS





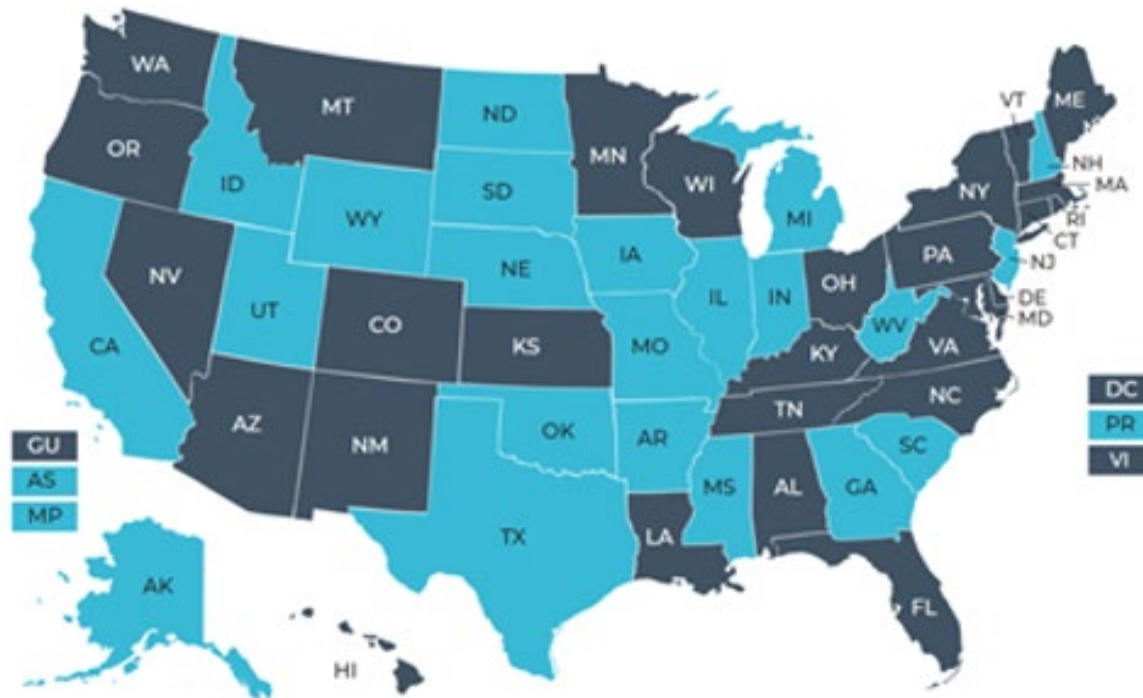
GET YOUR  
RA PROGRAM  
STARTED





# THE REGISTERED APPRENTICESHIP SYSTEM

■ Office of Apprenticeship (OA) ■ Recognized State Apprenticeship Agencies (SAA)



The Office of Apprenticeship oversees the National Registered Apprenticeship System, which involves employers, industry associations, labor, education providers, Apprenticeship Industry Intermediaries, State Apprenticeship Agencies, and other Registered Apprenticeship stakeholders and sponsors. There are Registered Apprenticeship experts in every state who are available to assist organizations interested in developing Registered Apprenticeship programs.

Find the State Director who oversee Registered Apprenticeship in the state: <https://www.apprenticeship.gov/contact-us>

# 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.



# What is a Registered Apprenticeship Industry Intermediary?

## Core Functions:

*RA intermediaries offer expertise to help employers and labor organizations successfully launch, promote, and expand RA programs in growing industries, and are uniquely positioned to carry out the following core activities:*

### RESOURCES

For more information and to learn about the 20 industry intermediaries, visit [Apprenticeship.gov](https://www.apprenticeship.gov)



#### Convene Employers and Industry Partners

- Hold Apprenticeship Accelerators
- Outreach to employers, unions, and others to promote the benefits.

#### Rapid RA program development

- Offer industry expertise and ability to build RA programs that help workers meet industry skill needs.
- Develop curriculum, related instruction outlines, and competency-based RA program models.

#### TA, Resources and Equitable Partnership Building

- Leverage partnerships and resources to support a sustainable, diverse and inclusive talent pipeline to help businesses stay competitive in global economy.
- Assist employers and partners to offset the costs of developing, launching, and sustaining RA programs (i.e. incentives)
- Leverage partner's resources, expertise and ability to provide outreach and needed supportive services
- Promote system alignment with a particular focus on pre-apprenticeship and alignment to post-secondary credit.

# Advanced Manufacturing Industry Intermediaries

- **Virginia Manufacturers Association (VMA):** Dr. Victor Gray: [vgray@vamanufacturers.com](mailto:vgray@vamanufacturers.com)  
<http://www.vamanufacturers.com>
- **Jobs for the Future (JFF):** Melissa MacGregor: [mmacgregor@jff.org](mailto:mmacgregor@jff.org)  
<https://www.jff.org/>
- **Manhattan Strategy Group (MSG):** James Price: [jprice@manhattanstrategy.com](mailto:jprice@manhattanstrategy.com)  
<https://www.manhattanstrategy.com>



# APPRENTICESHIP FUNDING



# APPRENTICESHIP FUNDING – ACCESSING RESOURCES

<https://www.apprenticeship.gov/investments-tax-credits-and-tuition-support>



## 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](https://www.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](http://www.apprenticeship.gov/investments-tax-credits-and-tuition-support/awardee-search)

# FUNDING REGISTERED APPRENTICESHIP THROUGH WIOA

The workforce system supports the components of Apprenticeship programs: [WIOA Funding](#)



## On-The-Job Training / On-The-Job Learning

On-The-Job Training (OJT) is funded through a contract, not Individual Training Accounts (ITAs). OJT contracts can cover one or multiple apprentices and, in some circumstances, OJT reimbursement under WIOA has increased from 50% to 75%.



## Related Training & Instruction

Under WIOA, all classroom training is funded through ITAs. To take advantage of potential funding, programs must be on the state's eligible training provider list. In addition to ITAs for individual apprentices, utilizing contracts for cohort training is also possible.



## Supportive Services

e.g., transportation & childcare

WIOA formula funds can be utilized to provide a range of supportive services. If an ITA is used to fund the related training and instruction, the ITA can also be used to provide supportive services.





# SHIPBUILDING INDUSTRY<sup>+</sup> REGISTERED APPRENTICESHIPS







## Registered Apprenticeship Programs

- General Dynamics Bath Iron Works, Maine
- Portsmouth Naval Shipyard, New Hampshire
- General Dynamics Electric Boat, Connecticut and Rhode Island
- HII - Newport News Shipbuilding, Virginia
- BAE Systems Ship Repair, Virginia
- Colonna's Shipyard, Inc., Virginia
- Philly Shipyard, Pennsylvania
- HII - Ingalls Shipbuilding, Mississippi
- Austal Shipyard, Alabama



# New Registered Apprenticeship Programs

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- Gulfship in Gulfport, Mississippi that currently has over 60 apprentices and expanding to sister shipyards in . . .
- Tampa Ship, Tampa, Florida
- LaShip, Houma, Louisiana







# Scaling Apprenticeship Programs

- Obtain Leadership Buy-In
- Build the structure within the organization to support the expansion
  - Need dedicated staff to administer a large program
  - Focus on selecting good and reliable mentors
  - Plan for Related Training Instruction

## *Comments from the field:*

- Effectively scaling a program takes time.
- Organizations going through the process of scaling their program will learn lessons along the way.
- Flexibility and willingness to adjust is crucial to success.



# RECRUITING TALENT

## The Apprentice School, Newport News Shipbuilding



Signing Ceremonies



Pre-Apprenticeship



Athletics & Events

# AWARENESS AND PROMOTIONAL INITIATIVES





# APPRENTICESHIP AMBASSADOR



The **Apprenticeship Ambassador Initiative** creates a national network of employers, labor organizations, industry associations, program sponsors, educators, workforce intermediaries, apprentices, community-based organizations, and other stakeholders to serve as **champions for expanding and diversifying Registered Apprenticeship.**

For more information check out the [Apprenticeship Ambassador page](https://www.apprenticeship.gov/ambassadors) on [Apprenticeship.gov](https://www.apprenticeship.gov)





## APPRENTICESHIP AMBASSADORS PARTNER WITH DOL TO:



**Promote and expand** awareness of the benefits of Registered Apprenticeship



**Identify and scale** innovative practices and partnerships



**Increase access and support** for underrepresented and underserved populations



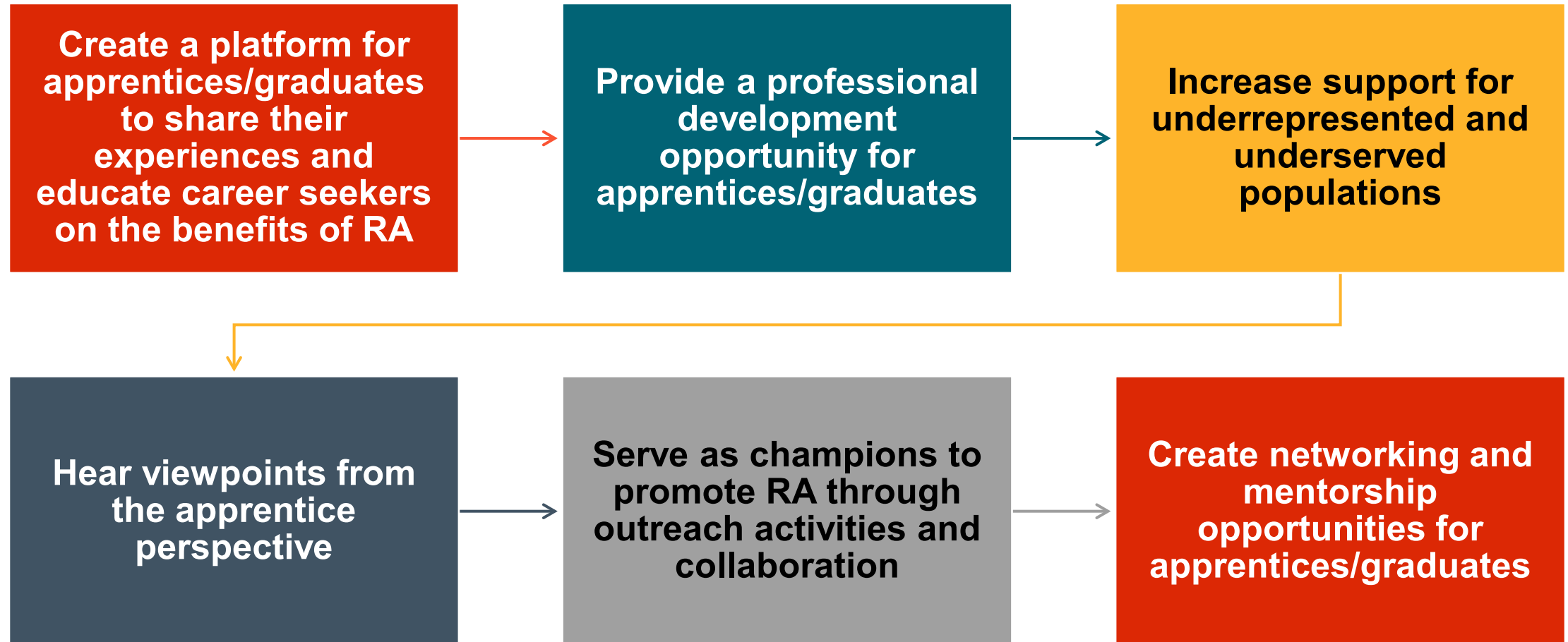
**Communicate the business case** for Registered Apprenticeship as a mainstream workforce strategy



The **Apprentice Trailblazer Initiative** is designed to create a national network of diverse apprentices and apprenticeship graduates of all ages and backgrounds to feature their stories and hear their perspectives, show how Registered Apprenticeships increase opportunities for underserved populations, and bring awareness to other career seekers who may be interested in becoming apprentices.

**The first cohort of 57 Trailblazers was announced during National Apprenticeship Week, 2023.**

# DOL **PARTNERS** WITH APPRENTICE TRAILBLAZERS TO:





# NATIONAL APPRENTICESHIP WEEK

## 2023 By the Numbers



1,845  
Activities

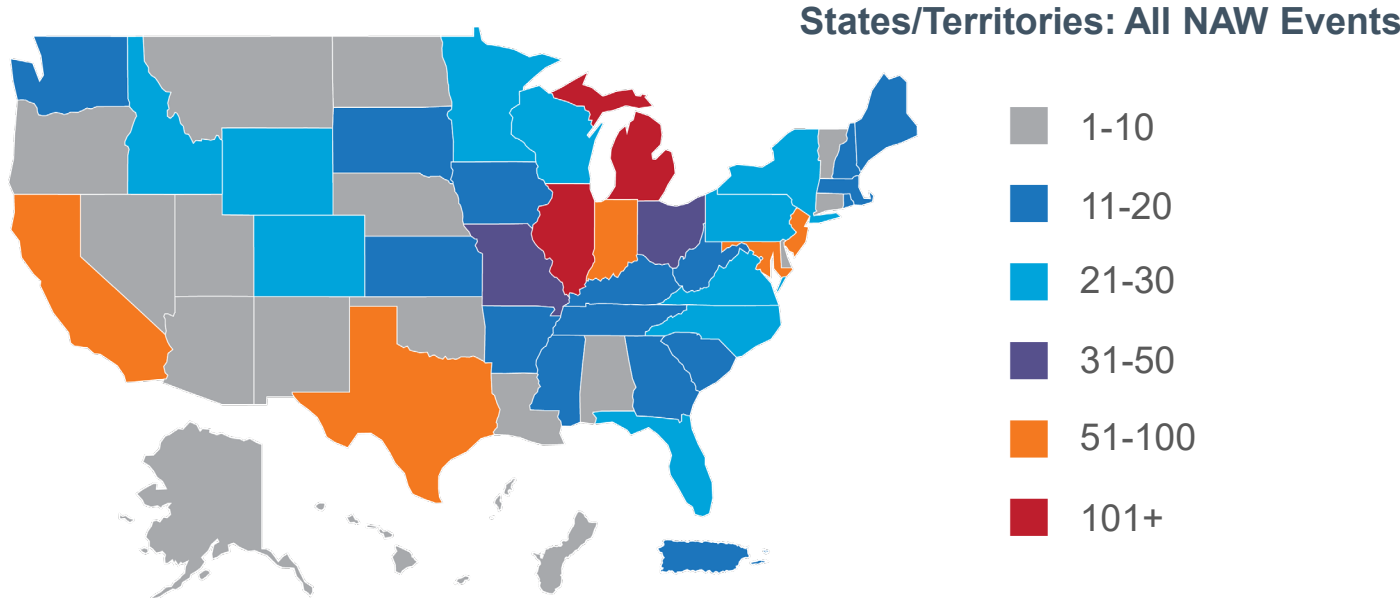


472  
Proclamations



1,373  
Events

## Events Across the U.S. States and Territories



The 10<sup>th</sup> Annual National Apprenticeship Week (NAW) will take place from November 18-24, 2024!

The theme of this year's celebration is **"National Apprenticeship Week: 10 years of Engagement Expansion, and Innovation."**

NAW is a nationwide celebration that brings together business leaders, career seekers, labor, educational institutions, and other critical partners to demonstrate their support for apprenticeship.

Get involved by hosting or attending an event or signing and submitting a proclamation!

Visit [www.apprenticeship.gov/NAW](http://www.apprenticeship.gov/NAW) for resources!



# 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](mailto:apprenticeship@dol.gov)

Wendy Slee: [slee.wendy@dol.gov](mailto:slee.wendy@dol.gov)

