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Registered Apprenticeship

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APPRENTICESHIPUSA™
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TODAY WE WILL COVER:



Registered Apprenticeship Overview



Benefits of Registered Apprenticeship



How to Get Started



Resources



Apprenticeship Funding

REGISTERED APPRENTICESHIP (RA)





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 FY2022

832K+

Apprentices served

25K+

Active apprenticeship
programs

2,428

New apprenticeship
programs

70%

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 our [About Us fact sheet](#)

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



Structured 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.



A DIVERSE RANGE OF INDUSTRIES



Agriculture



Healthcare



Cybersecurity



Biotechnology



Transportation



Construction



Energy



Hospitality



**Financial
Services**



**Information
Technology**



Education



**Advanced
Manufacturing**



**Critical
Supply Chain**



Infrastructure



Engineering



Telecommunications

SUCCESSFUL ENGAGEMENT WITH MAJOR EMPLOYERS TO GROW APPRENTICESHIP



BENEFITS OF REGISTERED APPRENTICESHIPS



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

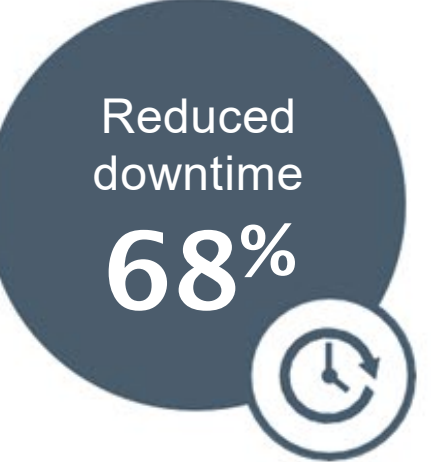
90% Of those that complete their apprenticeship retain employment after completion.

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

\$80K
Completers earn per year on average

\$300K+
Apprentices' lifetime earning advantage

EMPLOYERS HAVE REPORTED THE FOLLOWING **INDIRECT BENEFITS** FOR THEIR APPRENTICESHIP PROGRAMS:





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: [*Do Employers Earn Positive Returns to Investments in Apprenticeship? Evidence from Registered Programs under the American Apprenticeship Initiative*](#)

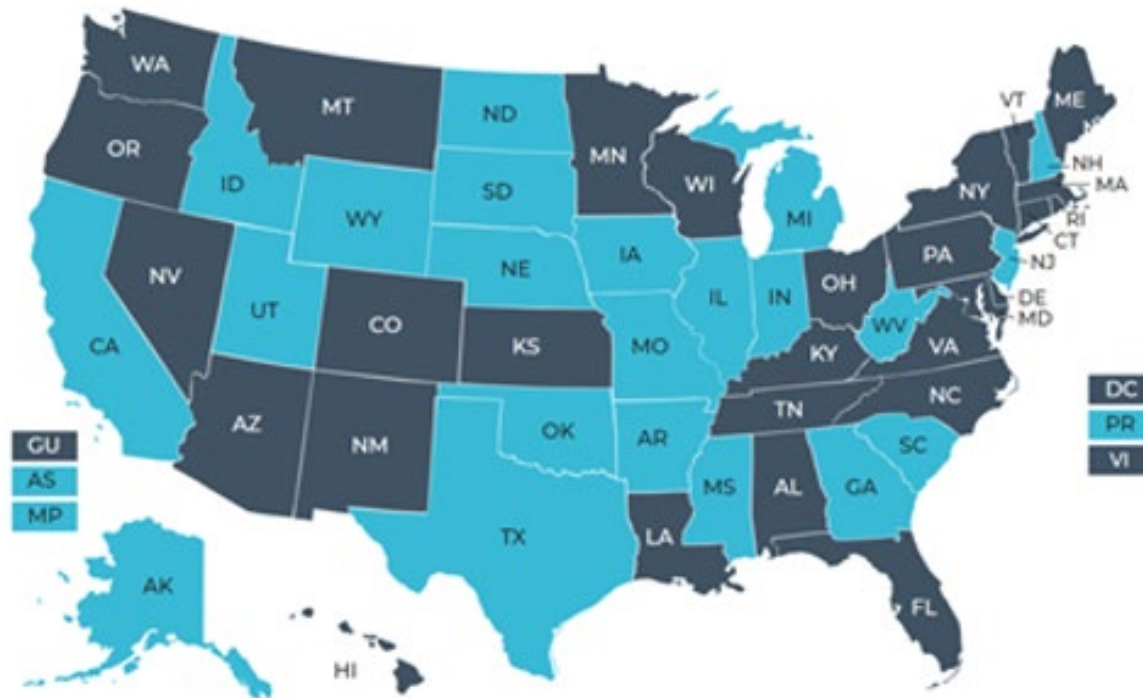


HOW TO GET STARTED



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.

Next Steps in Registering your program:

- **Contact the State Director in the OA or SAA office to register the standards in the state where the program will operate**
(To find your state contact, see this search feature on Apprenticeship.gov: <https://www.apprenticeship.gov/contact-us>)
- **Information to prepare and provide to the OA/SAA office**
 - National Guideline Standards (already approved)
 - Confirm information on wages and ratios in Appendix A of the National Guideline Standards
 - Names of participant Employers and draft Employer Acceptance Agreements (Appendix D – see next slide)
 - Outreach plan on how to recruit apprentices
- **Questions to ask the OA/SAA during your first meeting**
 - Review the standards and make sure specific state requirements are met
 - Ask about the availability of state tax credits and other state funding sources
 - Request contact for State Workforce Board
 - Ask about RAPIDS or similar platform for apprentice registration
- **Contact Local Workforce Boards to discuss collaboration and Workforce Innovation and Opportunity Act (WIOA) funds**
(See this search feature on Careeronestop.org: <https://www.careeronestop.org/LocalHelp/WorkforceDevelopment/find-workforce-development-boards.aspx>)

Employer Acceptance Agreement Form

The undersigned employer hereby subscribes to the provisions of the Apprenticeship Standards formulated and registered by the **Sponsor** and agree(s) to carry out the intent and purpose of said Standards for **(Insert occupation(s))** and accompanying Appendices and to abide by the rules and decisions of the Sponsor established under these Apprenticeship Standards. The undersigned employer further agrees to allow the **Sponsor** to access the employer's records to confirm compliance with the terms of the Apprenticeship Standards and requirements of 29 CFR Part 29, subpart A, and Part 30. **(Employer Name)** have been furnished a copy of the Standards and have read and understood them, and request certification to train apprentices under the provisions of these Standards. On-the-job, the apprentice is hereby assured qualified training personnel and adequate supervision during the apprenticeship. The training should follow the approved Work Process Schedule and Related Instruction Outline including the rotation of tasks. The employer further agrees to follow the selection procedures per the approved Standards consistent with the requirements set forth in 29 CFR § 30.10(b). This employer acceptance agreement will remain in effect until canceled voluntarily or revoked by the Sponsor, Employer, or the Registration Agency.

(Print Name of Employer Representative)

(Print Name of Sponsor Representative)

Signed: _____
(On Behalf of Employer)

Signed: _____
(Sponsor)

Date: _____ **Date:** _____

Employer Title: _____

Name of Company: _____

Address: _____

City/State/Zip Code: _____

Phone Number: _____

Fax: _____ Email: _____

NAICS Code (Optional): [Click or tap here to enter text.](#)

Employer Identification Number (Optional): [Click or tap here to enter text.](#)

cc: Registration Agency



What Sponsors can expect in overseeing program:

First Year

- Submit Program Standards with appendices
- During the 1st year, the program is on provisional status
- Register employers and apprentices and conduct periodic reviews with each of the employers
- Comply with EEO requirements (covered next)
- After the first year, OA/SAA will conduct the first apprenticeship program review

After the First Year

- After passing initial OA/SAA program review, program moves from provisional status
- Continue registering apprentices and conducting periodic reviews with each of the employers
- Every 3-5 years, OA/SAA will conduct an extensive program review
- Continued compliance with EEO requirements



What Employers can expect in participating in the program:

- Sign Employer Acceptance Agreement with sponsor
- Provide wages for apprentice(s)
- Provide journey-level mentorship to apprentice(s)
- Oversee apprentice progress on related training instruction
- Rotate apprentice(s) as appropriate to ensure they get experience in all skill sets
- Communicate with sponsor to ensure quality of the program

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

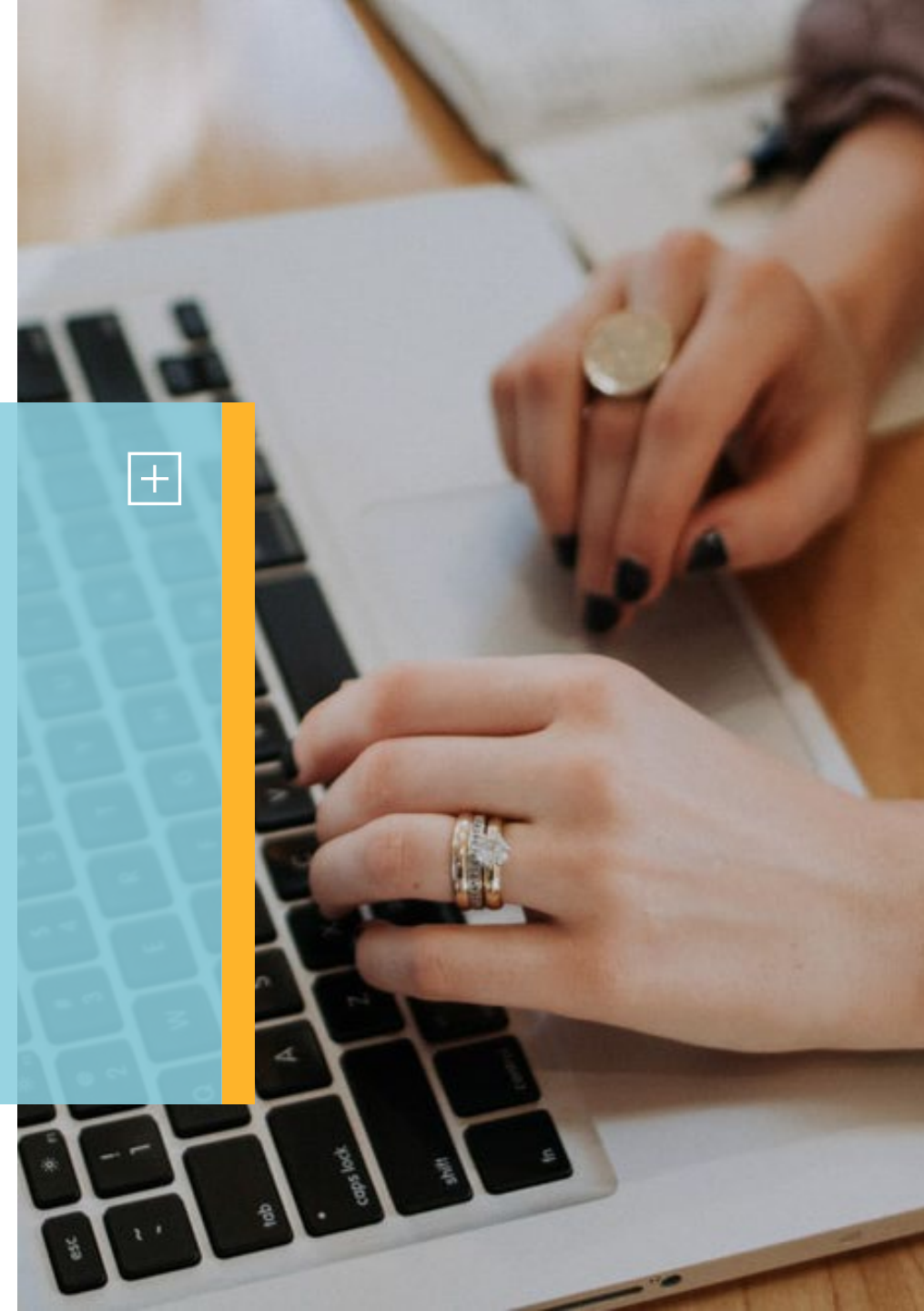
All Sponsors

- 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

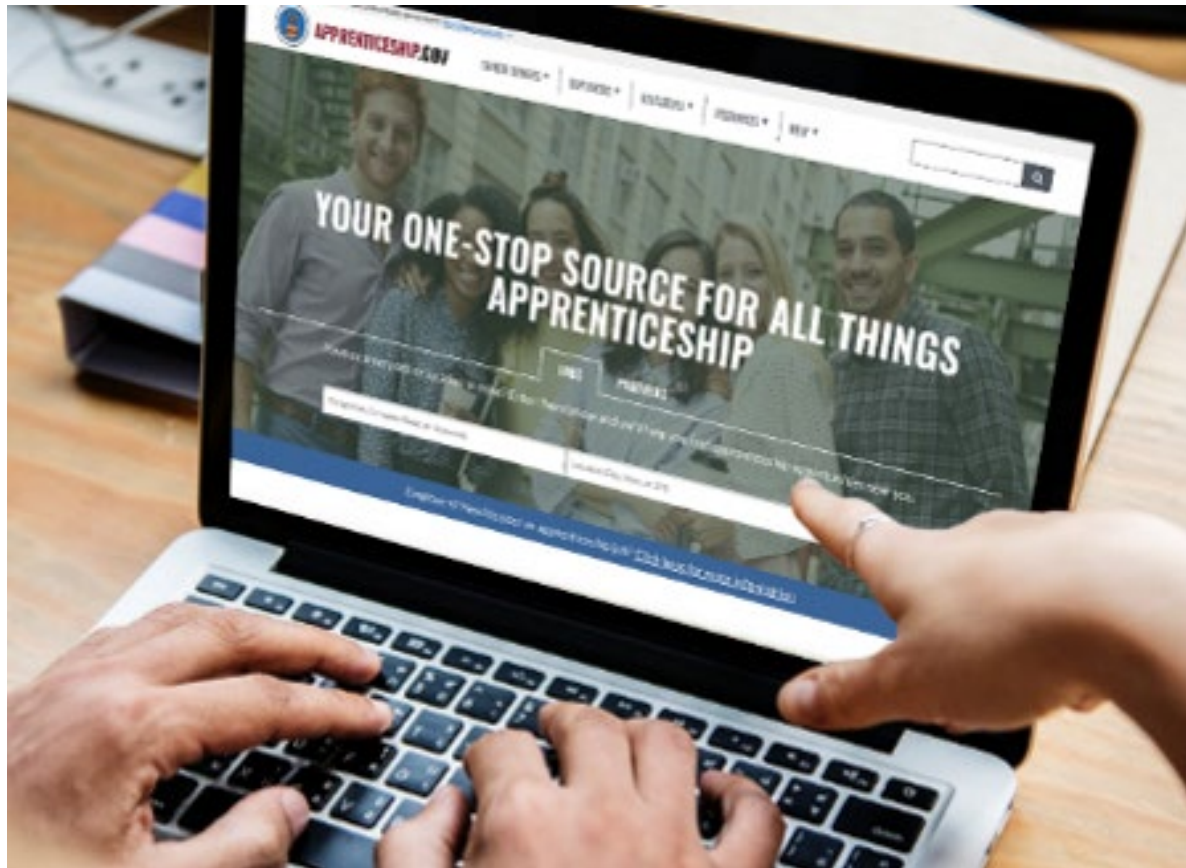
Sponsors with 5 or more apprentices

- 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 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.

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 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.

REGISTERED APPRENTICESHIP ACADEMY

The **Registered Apprenticeship Academy** is a catalog of **interactive apprenticeship resources**.

It aims to provide top-notch training, information, and resources to stakeholders interested in promoting, implementing, and expanding Registered Apprenticeship programs.

The academy supports program sponsors, apprentices, state apprenticeship agency partners, and other stakeholders.



Welcome to the Registered Apprenticeship Academy

The Future Begins Now

Resources


These are useful resources for State Apprenticeship Agency Staff.

Select any link for more information.

- [Addressing Harassment in Apprenticeship: A Fact Sheet for Those Who Manage, Train, and Mentor Apprentices](#)
- [Affirmative Action Reference Guide \(Appendix C\)](#)
- [Apprenticeship Data and Statistics](#)
- [Apprenticeship Legislation, Regulations, and Guidance](#)
- [Apprenticeship Program Review \(APR\) Quick Reference Guide for RAP Sponsors](#)
- [Conducting Demographic Analyses for Registered Apprenticeship Programs](#)
- [Developing and Implementing an Affirmative Action Plan \(AAP\)](#)
- [Manual for Registered Apprenticeship Program Reviews](#)
- [Occupation Finder](#)
- [RAPIDS](#) - NOTE: you must have a RAPIDS account to access this link.
- [Unlawful Harassment In Apprenticeship Programs](#)
- [WIOA Funding Information](#)
- [Workforce System Registered Apprenticeship Baseline Knowledge Assessment Report](#)


Find Your Catalog

Select the catalog that corresponds to your role for resources specific to you.




I am a Registered Apprentice
Explore apprentice FAQs, your rights as an apprentice, and more!

GET STARTED




I am a Registered Apprenticeship Sponsor
Explore RAPIDS user guide, sponsor orientation, and more!

GET STARTED




I am a DOL-funded Investment Partner
Explore roles & responsibilities, the Universal Outreach Tool, and more!

GET STARTED




I am a State Apprenticeship Agency
Explore SAA and labor standards, WIOA funding information, and more!

GET STARTED



I am a DOL Federal Partner
Explore the Apprenticeship System overview, state tax & tuition supports, and more!

GET STARTED



I am Office of Apprenticeship Staff
Explore understanding APRs, effective outreach and selection process, and more!

GET STARTED

APPRENTICESHIP FUNDING



FUNDING REGISTERED APPRENTICESHIP THROUGH WIOA

The workforce system supports the components of Registered Apprenticeship programs



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.

APPRENTICESHIP FUNDING – ACCESSING RESOURCES

Since the start of the Biden-Harris Administration, DOL has invested over **\$446M** in 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**
 - State Expansion Grants
- **Competitive Grants**
 - Pre-Apprenticeship
 - Equity in 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



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

Wendy Slee: slee.wendy@dol.gov

Michael Nelson: nelson.michael.j@dol.gov

