



Resources To Support Rural Communities

Jacki Ponti-Lazaruk, USDA Rural Development

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Chris Stever, USDA Rural Development



USDA Rural Development Innovation Center

Chief Innovation Officer
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Rural Workforce – Best Paying Rural Jobs

- Registered Nurse
- Accountant
- Farmers, ranchers, and other agriculture managers
- Teacher
- Construction Manager
- Petroleum Engineer
- Computer and Information Research Scientist
- Entrepreneur
- Veterinarian
- Civil Engineer

Rural Workforce - New and Growing Jobs Opportunities

- Wind turbine service technicians (4,300 new jobs)
- Nurse practitioners (110,700 new jobs)
- Solar photovoltaic installers (6,100 new jobs)
- Statisticians (14,400 new jobs), and
- Occupational therapy assistants (16,300 new jobs).
- Home health and professional care aides (1,159,500 new jobs)
- Fast food and counter workers (460,900 new jobs)
- Cooks, restaurant (327,300 new jobs)
- Software developers and software quality assurance analysts and testers (316,000 new jobs), and
- Registered nurse (221,900 new jobs)

Rural Development Supporting Rural Workforce

- Rural Workforce Innovation Network (RWIN)
 - www.rd.usda.gov/rwin
- Partnership with National Rural Water Association and Environmental Protection Agency in the development of Water Utility Apprentice Program

Agenda:

- **Sasha Cooper-Morrison**

Business Engagement Team Lead

Office Of Apprenticeship, Employment and Training Administration

US Department of Labor

- **Aileen Edwards Harris, MSA**

Executive Director, Area Health Education Center (AHEC) Capital Region

Immediate Past-President, National AHEC Organization

- **Chris Stever**

Branch Chief, Strategic Engagement Division, Innovation Center

US Department of Agriculture Rural Development

- **Question and Answer Segment**





REGISTERED APPRENTICESHIP OVERVIEW

Sasha Cooper-Morrison, Business Engagement
Lead, Office of Apprenticeship, Employment &
Training Administration, Department of Labor

What is Registered Apprenticeship?

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**.

Seven Components of Registered Apprenticeship

1. Industry-Led

2. Paid Job

3. On-the-Job
Learning/Mentorship

4. Supplemental Education

5. Diversity

6. Quality & Safety

7. Nationally-Recognized
Credentials

About the Office of Apprenticeship

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.

FAST FACTS AS OF FY2021

- Apprentices Served: 808K+
- Active Registered Apprenticeship Programs: 27K+
- New Registered Apprenticeship Programs: 2,879



Registered Apprenticeship Produces Strong Results for Employers and Workers

- **\$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

A Diverse Range of Industries involved in Registered Apprenticeship

- Healthcare
- Cybersecurity
- Biotechnology
- Transportation
- Construction
- Energy
- Hospitality
- Financial Services
- Information Technology
- Advanced Manufacturing
- Critical Supply Chain
- Infrastructure
- Engineering
- Telecommunications

Successful Engagement with Major Employers to Grow Apprenticeship



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

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

Helpful reading: [*Rural Apprenticeships for Young People – Challenges and Strategies for Success*](#), Urban Institute, Aug. 2021.

AAI Evaluation - Benefits to Employers through Registered Apprenticeship

Employers reported the following indirect benefits for the Registered Apprenticeship program:

- **96%** - Improved company culture
- **91%** - Improved pipeline of skilled workers
- **91%** - Improved employee loyalty
- **81%** - Reduced turnover
- **78%** - Product or process innovation
- **76%** - Future manager development
- **74%** - More on-time delivery
- **68%** - Reduced downtime

For more information: see recent [American Apprenticeship Initiative \(AAI\) evaluation reports](#) that include an employer return-on-investment study that documents the costs to employers and benefits of Registered Apprenticeship programs.



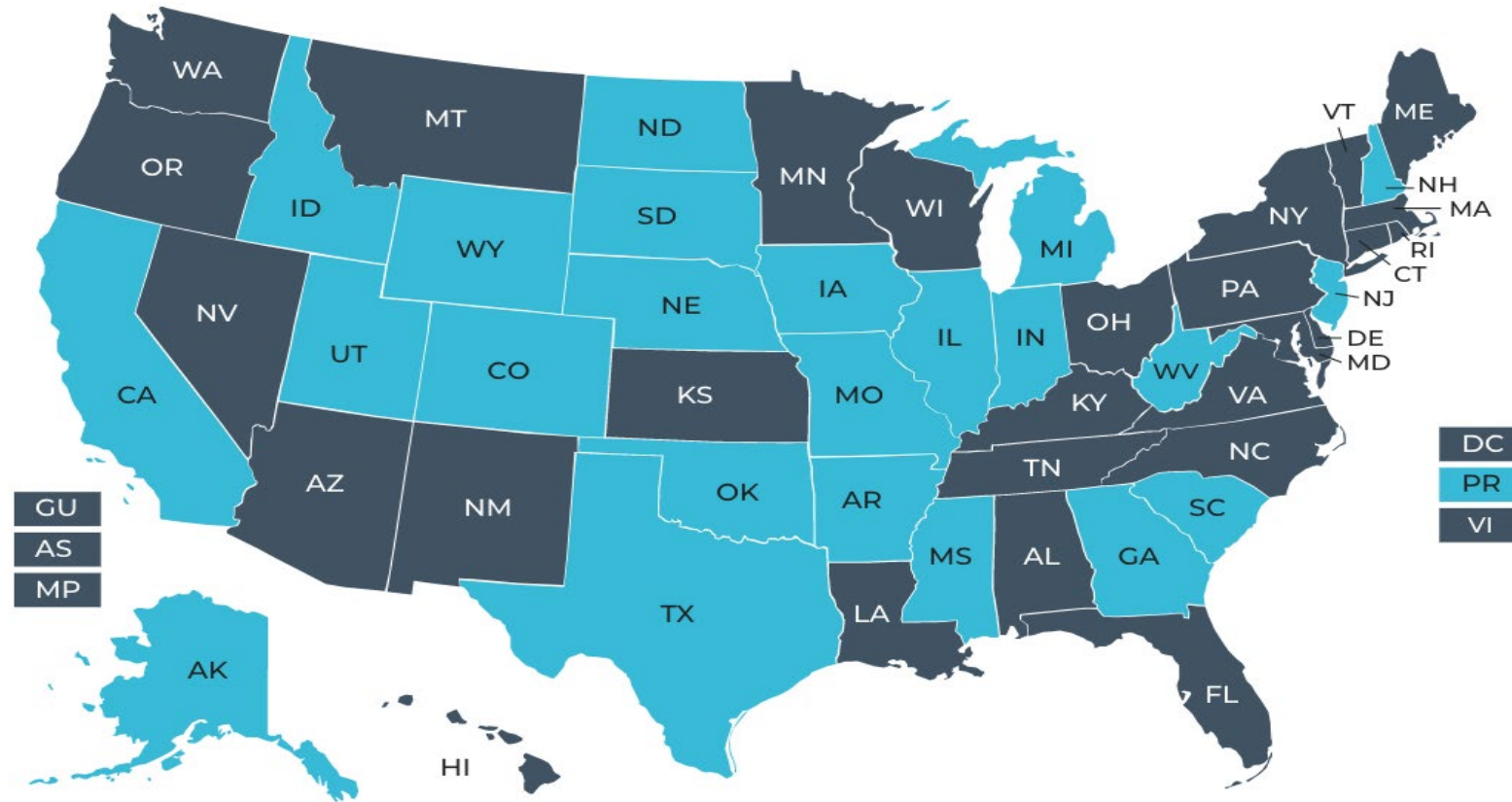
Benefits for Career Seekers

- ▶ 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

Want more info? Visit the [Career Seeker page on Apprenticeship.gov](https://www.apprenticeship.gov/career-seeker)

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

The Registered Apprenticeship System



List of State Directors Available at: <https://www.apprenticeship.gov/about-us/state-offices>

Apprenticeship Funding

Since the start of the Biden-Harris Administration, DOL has invested over **\$300M** 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.

Apprenticeship Funding – Accessing Resources (continued)

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.

For more information, check out the *Industry Intermediary fact sheet on Apprenticeship.gov*

DOL Industry Intermediaries

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 and 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

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.

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

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



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.

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





AHEC Update

SNAP E&T National Forum

Dec. 14, 2022



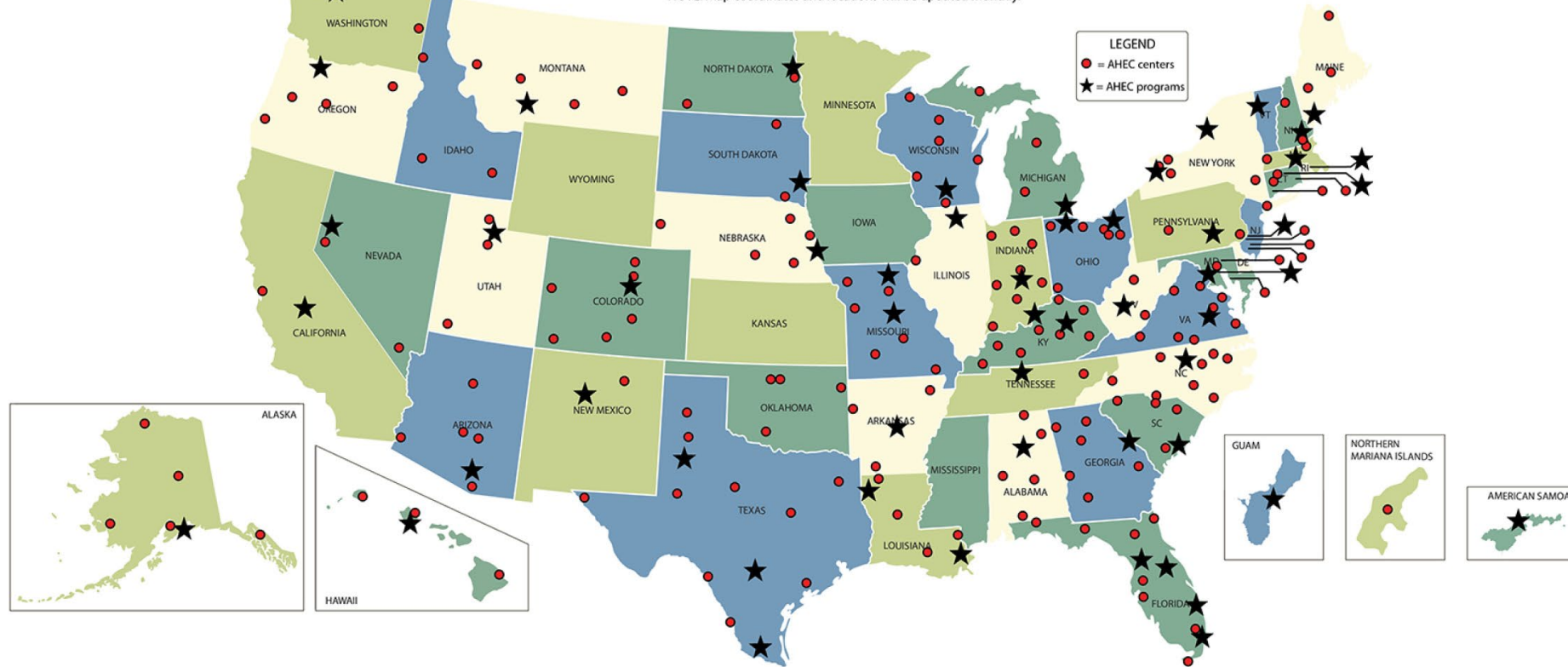
National AHEC Organization (NAO)

- Member organization
- Started in 1997
- Represents network of 300 AHEC program offices and centers
- Mission: advocacy, education, partnerships



Area Health Education Centers (AHEC)

NOTE: Map coordinates and locations will be updated monthly.



The AHEC Mission

- To enhance access to quality health care, particularly primary and preventive care, **by improving the supply and distribution of healthcare** professionals via strategic partnerships with academic programs, communities, and professional organizations.

CONNECTING...

Students to Careers

Professionals to Communities

and Communities to Better Health



AHEC Programming

- AHEC Scholars
- Pipeline Programs
- Clinical Rotations
- Continuing Education



AHEC Scholars

2021-22 highlights:

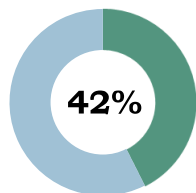
- 8,362
- 9+ disciplines
- 2,198 medical students



Pipeline Programs

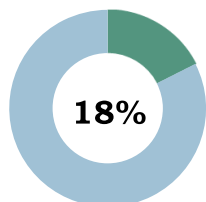
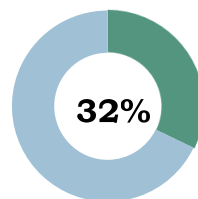
Pipeline programs expose students to health careers and develop intent to pursue post-secondary education in primary healthcare professions.

248,361 health career participants



from disadvantaged backgrounds

from rural backgrounds



underrepresented minorities



Pipeline – undergrads

Manhattan Staten Island AHEC Summer Health Internship Program (SHIP)

- Six-week hospital placements
- College freshmen and sophomores
- Students learn in the gross anatomy lab of the City College of New York (CUNY) in Harlem



Pipeline -- undergrads



Southern KY AHEC's
**FUTURE
DOCS**
Pre-med Prep Program

Let us make your medical
school application more
competitive.

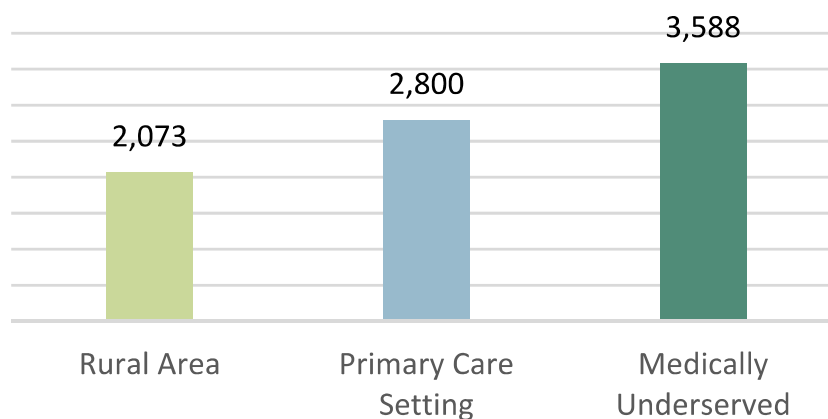


Clinical rotations

Clinical training improves readiness, willingness, and ability of health professions trainees to serve in primary care, rural, and underserved community settings.

Facilitated **25,385** rotations

Clinical Training Sites by Location



NATIONAL AHEC ORGANIZATION



Continuing Education

377,184

Continuing Education participants



NAO Partnerships

AMERICAN COLLEGE
of RHEUMATOLOGY
Empowering Rheumatology Professionals

 **NCEED**
National Center of Excellence
for Eating Disorders


UT Health
San Antonio
Center for Research to
Advance Community Health

Rockpointe[®]
CME = QUALITY

 AMERICAN ACADEMY OF
HIV MEDICINE



 **Maternal Health**
Learning & Innovation Center[™]

 **EPILEPSY**
FOUNDATION[®]
END EPILEPSY[®] TOGETHER

LUPUS[™]
FOUNDATION OF AMERICA

 **A H E C** NATIONAL AHEC ORGANIZATION

Community Health Workers

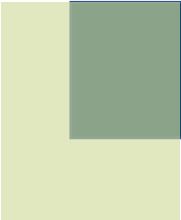
- **Now part of HRSA funding language:**

“The center supports the capacity to train and **develop CHWs** and other paraprofessionals to serve as a bridge to the community to address the social determinants of health.”

- **Robust AHEC CWH work:**

FL, NV, PA, UT, NH, AL



The logo consists of three overlapping squares: a light green one on the left, a darker green one in the middle, and a dark blue one on the right. The text 'AHEC Scholars' is written in white on the dark blue square.

AHEC Scholars

<https://www.youtube.com/watch?v=DTslbIPUCh4&t=1s>



Thank you!

Aileen Harris
NAO Immediate Past President
a.harris@capahec.org



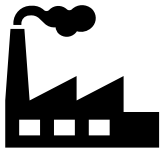
nationalahec.org



USDA Rural Development Programs

**Chris Stever, Branch Director, Strategic
Engagement Division, Innovation Center.
USDA Rural Development**

USDA Rural Development



Business and Cooperative

- Business Loans
- Technical Assistance Grants
- Renewable Energy



Housing

- Single Family Housing
- Multi-Family Housing



Community Facilities

- Public Services
- Healthcare
- Education



Rural Utilities

- Water and Sewer
- Broadband
- Electric and Telephone

www.rd.usda.gov

Rural Business Development Grant

What does this program do:

Support targeted technical assistance, training, and other activities leading to the development or expansion of small and emerging private businesses in rural areas that have fewer than 50 employees and less than \$1 million in gross revenues.

Who can apply:

Public bodies (local and state government and federally recognized Tribes),
Nonprofit Organizations, Higher Education Institutions

How may funds be used:

Training and Technical Assistance, Revolving Loan Funds, Rural Business Incubators, Distance Adult Learning, and many others.

Rural Microentrepreneur Assistance Program (RMAP)

What does this program do:

Provide microloans for microenterprise startups and growths through a Rural Microloan Revolving Fund and Provide technical assistance microloan borrowers and microentrepreneurs.

Who can apply:

Federally recognized Tribes, Nonprofit Organizations, Higher Education Institutions

Microbusinesses:

Located in an eligible area with 10 or fewer full-time employees. Microloan up to \$50,000

Rural Community Development Initiative Grants

What does this program do:

Provide funding to help non-profit housing and community development organizations support housing, community facilities, and community and economic development projects.

Who can apply:

Public Bodies (local and state) Federally recognized Tribes, Nonprofit Organizations,

How may funds be used:

Proving technical assistance to sub-grantees on developing successful childcare facilities, creating training tools, such as videos, workbooks, and reference guides, strategic plan development, and other uses.

Distance Learning and Telemedicine Grants

What does this program do:

Helps rural residents tap into the enormous potential of the internet to improve education and health care; two of the most crucial keys to successful rural economic and community development.

Who can apply:

Public Bodies (local and state) Federally recognized Tribes, Nonprofit Organizations, Incorporated, for-profit businesses, groups of eligible entities working together.

How may funds be used:

Audio, video, and interactive video equipment; broadband facilities used for distance learning or telemedicine; computer hardware, network components and software, instructional programming.



Rural Placemaking Innovation Challenge

What does this program do:

Provides funding to support planning, technical assistance, and training to encourage placemaking activities in rural communities. .

Who can apply:

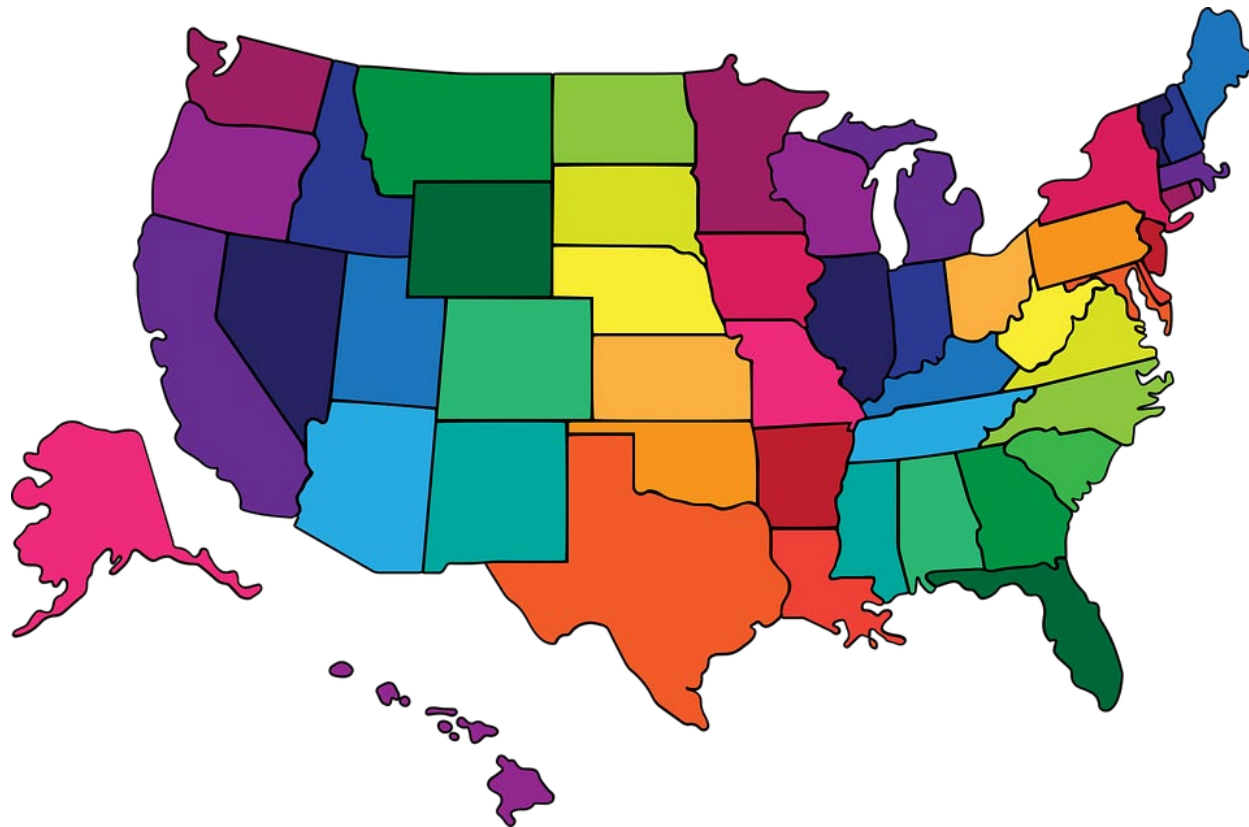
Public Bodies (local and state) Federally recognized Tribes, Nonprofit Organizations, Incorporated, small private businesses, Institutions of Higher Education.

How may funds be used:

Technical assistance and training to help rural communities identify and gather partners, establish community needs, and develop multijurisdictional or multisectoral basis placemaking plans.

RD Contact:

<https://www.rd.usda.gov/about-rd/state-offices>



Thank You for Joining Us Today

USDA Rural Development Contact

Contact us at: RD.Innovation@usda.gov

Or Visit: www.rd.usda.gov



Question and Answer Segment

Thank you

