



REGISTERED APPRENTICESHIP FOR SNAP E&T

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OCTOBER 29-30, 2024 | TYSONS CORNER, VA

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 with a mentor, **receive progressive wage increases, classroom instruction**, and a portable, **nationally-recognized credential**.

Seven Components of Registered Apprenticeship

1. **Industry-Led**
2. **Paid Job**
3. **Structured 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 FY2023

- Apprentices Served: 886K+
- Active Registered Apprenticeship Programs: 23K+
- New Registered Apprenticeship Programs Since 2021: 7,454

Registered Apprenticeship Produces Strong Results for Employers and Workers

- **44.3%** – Employer return on investment in Registered Apprenticeship
- **94%** of registered apprentices are employed upon completion of their apprenticeship
- **\$28** in benefits for every \$1 invested by the government
- **\$80K** – Completers earn per year on average
- **\$300K+** Apprentices' lifetime earning advantage

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.

A Diverse Range of Industries involved in Registered Apprenticeship

- Agriculture
- Healthcare
- Tech
- Biotechnology
- Transportation
- Construction
- Energy
- Hospitality
- Financial Services
- Advanced Manufacturing
- Critical Supply Chain
- Infrastructure
- Engineering
- Telecommunications
- Public Service

Successful Engagement with Major Employers to Grow Apprenticeship



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

Want more info?

Visit the [Employer page on Apprenticeship.gov](https://www.apprenticeship.gov/employer)

Helpful reading:

Rural Apprenticeships for Young People – Challenges and Strategies for Success, Urban Institute, Aug. 2021.

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? 94% of apprentices who complete an apprenticeship retain employment, with an average salary of \$80,000

Benefits for Educators

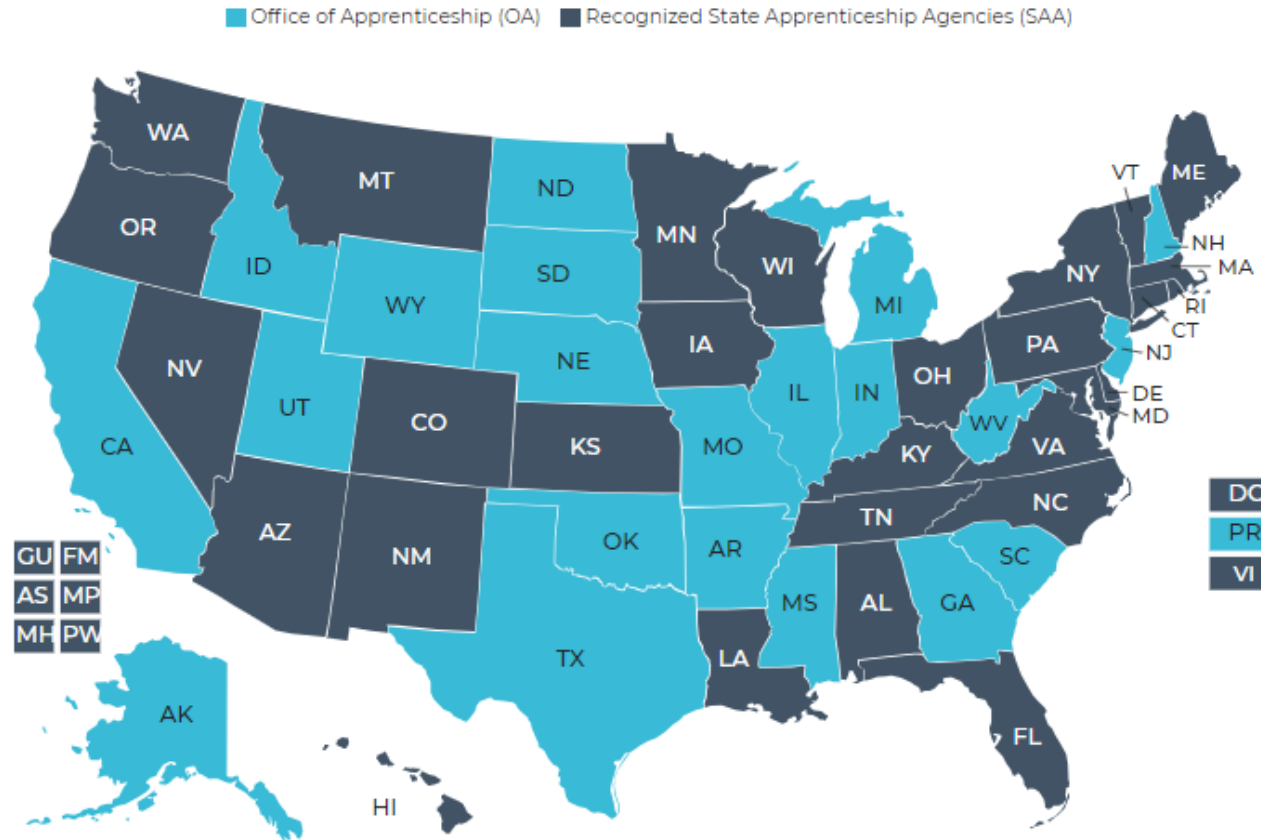
- Creates a revenue stream
- Fulfills mission
- Increases enrollment and number of completers
- Provides students hands-on learning opportunities
- Strengthens connection to employers
- State and tax credits may apply via WIOA and, possibly, FASFA

Want more info?

Visit the [Educator page on Apprenticeship.gov](#)

Watch the [Department of Labor's recent webinar with Apprenticeship Ambassador Lewis-Burke](#) on establishing registered apprenticeships at post-secondary institutions.

How to Get Started: The Registered Apprenticeship System



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

How it Works

Explore

Get to know Registered 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 a Registered Apprenticeship program, and the tools we offer to help you get started.

Partner

Collaborate with apprenticeship consultants, 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.

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 Department of Labor-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)

Create a 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](#)

Resources to Help You Explore Registered Apprenticeship

Apprenticeship.gov Overview

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.

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**.

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.**

1. 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.

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

3. Employers Connect with Partners: Employers can reach out directly to their chosen partner by phone or email to learn more about their services.

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/registered-apprenticeship-program/register

Apprenticeship Funding

Since the start of the Biden-Harris Administration, DOL has invested over **\$730M** 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/Pre-Apprenticeship
 - Youth Apprenticeship
 - Apprenticeship Hubs
- **National Infrastructure**
 - Industry 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](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.

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 **20 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

American Institutes for Research (AIR): IT

Appteon Inc.: Information Technology (IT)

Arbor E&T, LLC dba Equus Workforce Services (RWS):
Healthcare, Health IT

District 1199C Training and Upgrading Fund: Care Economy

Early Care & Education Pathways to Success (ECEPTS):
Early Childhood Education

Fastport, Inc.: Transportation and Logistics

Healthcare Career Advancement Program (H-CAP):
Healthcare

Interstate Renewable Energy Council (IREC): Clean Energy

Jobs For The Future, Inc.: Manufacturing

Manhattan Strategy Group: Supply Chain Automation

**National Institute for Innovation and Technology dba
National Institute for Industry and Career Advancement
(NIICA):** 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)

RTI International: Education

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

WRMA, Inc.: Early Childhood Education

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

Funding Registered Apprenticeship through WIOA

The workforce system supports the components of Registered Apprenticeship

On-The-Job Training:

On-The-Job Training (OJT) is funded through 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: Supportive Services:

Under WIOA, all classroom training is funded through ITAs. In order 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.

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

Current Landscape of Federal Registered Apprenticeship Programs

There are currently over **60** Registered Apprenticeship programs across the federal government with over **115,000** apprentices across multiple sectors and occupations including electrical and mechanical engineering techs, 15 cybersecurity occupations, fire fighters, police officers, program analysts, electric power distributors, chefs, real estate appraisers, machinists, Information Security Engineers, human resource specialists, and many more.

The following 10 Agencies currently have RA programs: Agriculture, Defense, Energy, Interior, Justice, Labor, NASA, Treasury, Transportation, and Veterans Affairs. More are in development.

See the Federal Apprenticeship page on [apprenticeship.gov](https://www.apprenticeship.gov) for more information.



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

Agriculture Industry Registered Apprenticeship Community of Practice

- Hosted by the U.S. Department of Labor Office of Apprenticeship (OA) in partnership with the U.S. Department of Agriculture (USDA).
- Group will focus on ways to strengthen, expand, modernize, and diversify Registered Apprenticeships in the agriculture industry.
- Members receive email invitations to quarterly virtual meetings with OA and USDA where members can share peer program updates, best practices, challenges, and lessons learned from others in the field.

Agriculture Industry Registered Apprenticeship Resources

Registered Apprenticeship: Harvesting Our Future e-newsletter

Agriculture Industry Webpage <https://www.apprenticeship.gov/apprenticeship-industries/agriculture>

Office of Apprenticeship [Calendar of Events](#)

The 10th Annual National Apprenticeship Week (NAW)

NOVEMBER 17-23, 2024

NAW Is A Nationwide Celebration That Brings Together Employers, Industry Associations, Labor Organizations, Community-based Organizations, Workforce Partners, Education Providers, And Government Leaders To Demonstrate Their Support For Registered Apprenticeship.

The Theme For Naw 2024 Is “**National Apprenticeship Week 2024: Celebrating 10 Years Of Engagement, Expansion, And Innovation.**”

This Theme Reflects The Transformative Power Of Registered Apprenticeship And Its Ability To Bring Together Key National, Regional, State, And Local Stakeholders Across The Country To Meet Critical Workforce Needs And Give Career Seekers A Jumpstart To Their Career.



A Decade Of Growth And Diversification

Since its inception in 2015, NAW has helped broaden public awareness of Registered Apprenticeship. The dedicated efforts of these partners working to expand the National Apprenticeship System has led to the following accomplishments over the past 9 years:



- **Over 21,300 new Registered Apprenticeship programs have been created by industry,** resulting in over 28% more active programs today than in 2015;
- **Over 2.3 million new apprentices started an apprenticeship,** representing over 80% growth of new apprentices including underrepresented populations such as women, people of color, youth ages 16 through 24, individuals with disabilities, and Veterans; and
- **Strong growth across all industries.** While construction apprenticeships continue to grow reaching an all-time high of over 332,000; non-traditional apprenticeships outside of construction, including almost 70,000 manufacturing apprenticeships, have reached over 333,000.

Daily Themes

Monday, November 18

Youth and Young Adult Apprenticeship Day

Tuesday, November 19

Registered Apprenticeship in New and Emerging Industries and Around the Globe

Wednesday, November 20

Expanding Registered Apprenticeship to Underserved Populations

Thursday, November 21

Women in Apprenticeship

Friday, November 22

Federal Apprenticeship and Veterans in Apprenticeship



Here's How You Can Get Involved

Spread The Word

Share information about NAW and encourage your stakeholders to get involved.

Find An Event Near You

Use our interactive NAW map to find an event near you to participate in.

Host An Event

Help plan and promote NAW events, and don't forget to submit details on the NAW website.

Submit Proclamations

Connect with local and state government, industry and educators and encourage them to support National Apprenticeship Week.

Share Your Event Highlights

Share photos, videos, blogs and more on social media with hashtags **#DecadeOfNAW**, **#NAW2024** and **#ApprenticeshipUSA**.



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

We want to hear from you!

Provide feedback on this session by scanning the QR code and filling out the survey



QR: <https://www.surveymonkey.com/r/F6HFLHH>