

10 YEARS OF ENGAGEMENT,
EXPANSION AND INNOVATION

10

National
APPRENTICESHIP WEEK
10 YEAR ANNIVERSARY

NOVEMBER 17-23, 2024
Celebrating 10 Years of Events

OVER
9,700
EVENTS

OVER
1,800,000
ATTENDEES

ALL
50
STATES &
TERRITORIES



APPRENTICESHIPUSA



Message from the Administrator

Thank you for participating in another exciting National Apprenticeship Week (NAW)! This year was extra special, as it was the 10th anniversary of this week-long celebration that amplifies the power of Registered Apprenticeship as a pathway to high-paying, family-sustaining jobs. The theme, *Celebrating 10 Years of Engagement, Expansion and Innovation*, reflects the transformative power of Registered Apprenticeship and its ability to bring together key national, regional, state and local partners to meet critical workforce needs. NAW 2024 featured approximately **1,600** apprenticeship events in all 50 states, the District of Columbia, the Federated States of Micronesia, Guam, Puerto Rico, and the Virgin Islands with more than **520,000** attendees and **909** proclamations, the most events, proclamations and attendees in NAW history!

Since NAW's inception in 2015, Registered Apprenticeship has played a critical role in expanding opportunities for all Americans, especially people who have been historically underrepresented and underserved, like low-income communities, women, youth and young adults, people of color and people with disabilities. This year offered a unique opportunity to spotlight the significant progress made not only nationally but also within individual regions and states, thanks to the hard work of so many federal, state, and local government agencies, State Apprenticeship Agencies, industry representatives, labor and community-based organizations, workforce partners, educational institutions, and other related employers, collectively referred to as ApprenticeshipUSA partners.

NAW festivities included an Apprentice Trailblazer Recognition Ceremony honoring the first cohort of youth and young adult Apprentice [Trailblazers](#), along with an Apprenticeship Ambassador Recognition Ceremony thanking our [Ambassadors](#) for their dedication to expanding Registered Apprenticeship. The third cohort of Ambassadors was also announced during these events for a total of over 400 Apprenticeship Ambassadors.

I would like to express my gratitude to the numerous NAW hosts, speakers, participants, and those who issued proclamations this year. I am truly amazed by the passion and enthusiasm demonstrated across the nation for Registered Apprenticeship. It is with great excitement that I share the NAW 2024 Report with our system partners. I invite you to read the report and learn about this year's record-breaking events and activities.

We look forward to celebrating with you again in 2025! Based on your feedback over the past decade and requests to move NAW earlier in the year, we are shifting NAW to the spring, starting with a single National Apprenticeship Day on April 30th, and picking back up with the week-long celebration in 2026. We encourage you to start planning your events now!

Sincerely,

John Ladd, Administrator

Employment and Training Administration
Office of Apprenticeship, U.S. Department of Labor

By the Numbers

During this year’s NAW (Nov. 17-23, 2024), more than 2,500 activities (events and proclamations) took place to celebrate the power of Registered Apprenticeship. ApprenticeshipUSA partners joined together with Federal and State Apprenticeship Agencies to showcase and promote high-quality, inclusive, in-demand career pathway opportunities through Registered Apprenticeship. Activities shined the spotlight on Registered Apprenticeship through the issuing of proclamations and events such as graduations, signing ceremonies, roundtables, open houses, inclusive conversations, career fairs, skills competitions, social media-related campaigns, webinars and livestreams, and more.

Total 2024 Activities



1,594 Events held

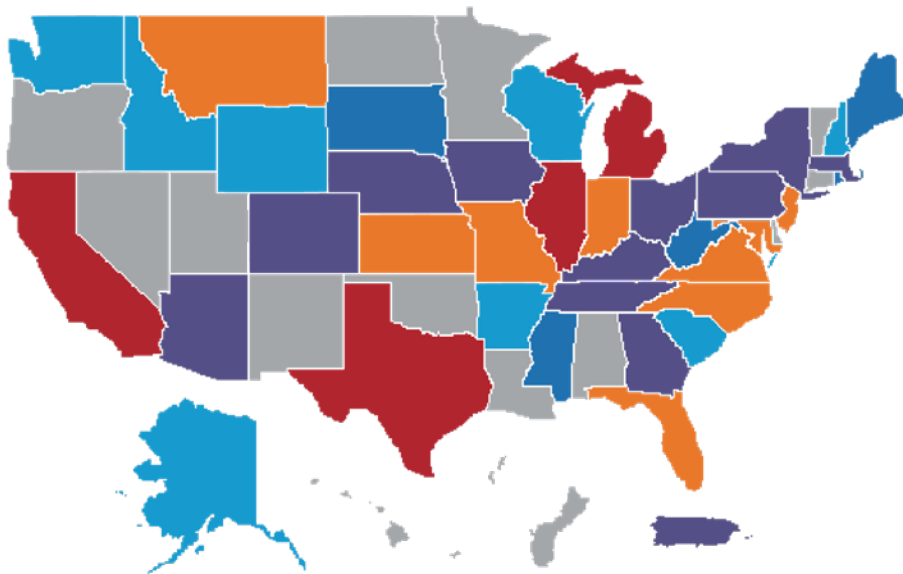


909 Proclamations issued



2,503 Activities

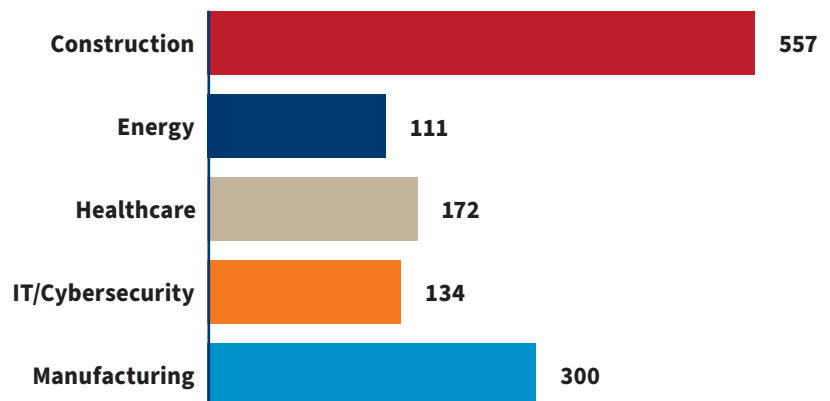
Activity Across the U.S. States and Territories



States/Territories:
All NAW Activities

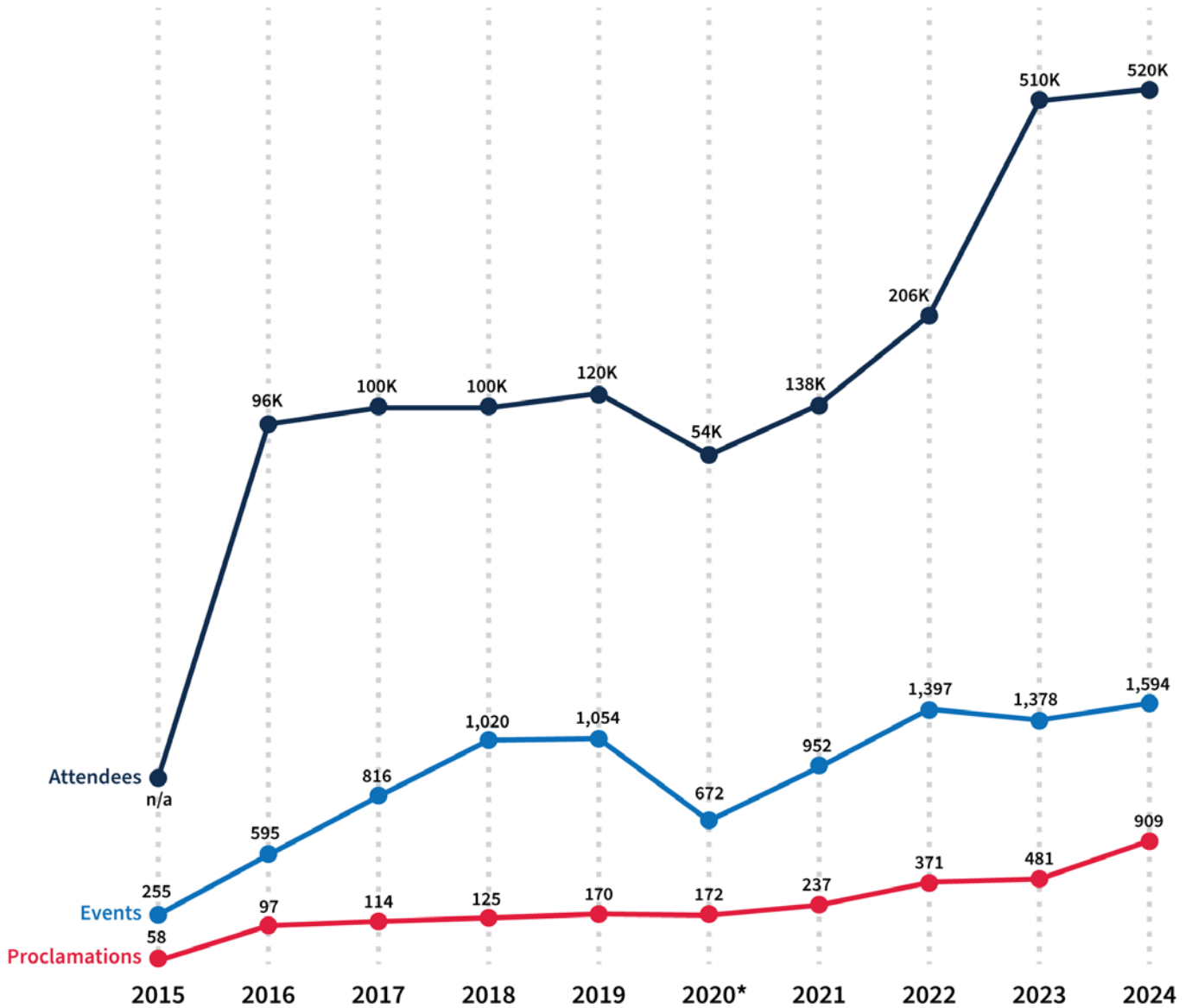
- 1-10
- 11-20
- 21-30
- 31-50
- 51-100
- 101+

In addition to all the events that were not industry-specific, there were a number of events that targeted specific occupations and industries:



A Decade of NAW Success!

Registered Apprenticeship has been and continues to be a critical tool in the growth of the U.S. economy and development of our workforce.



*2020 NAW event attendance was under-reported due to the sudden increase of virtual engagement as a result of the COVID-19 pandemic.

Leadership in Action

NAW 2024 was the biggest celebration yet. Leaders from all levels of government and representatives from the diverse partners that make up the National Apprenticeship System held webinars, signing ceremonies, graduations, career fairs, and other exciting events to mark 10 years of NAW, and amplify the true power of Registered Apprenticeship.

Event Highlights

- **The President** issued a [NAW Proclamation](#) for 2024 that emphasized how Registered Apprenticeship programs have produced some of America's most skilled workers for generations. The proclamation praises Registered Apprenticeships for giving people the opportunity to train for industries of the future—like clean energy and cybersecurity—with good-paying jobs, while also allowing them to provide for their families. Since 2021, more than \$730 million has been invested by the Administration to expand Registered Apprenticeships.
- **Acting Secretary of Labor Julie Su** kicked off this year's celebration with a [NAW welcome video](#) emphasizing how NAW has not only provided a platform for ApprenticeshipUSA partners to showcase the power of Registered Apprenticeship to change lives, but also catalyzed the growth of the entire National Apprenticeship System. She also [issued a news release](#) that highlighted the many events planned and encouraged people to get involved across the country.



Acting Secretary of Labor Julie Su kicks off the 10th Annual National Apprenticeship Week with a welcome video.

“Today, Registered Apprenticeships aren't just a career path. They're a strategy to strengthen American industry. They're the backbone of our efforts to modernize infrastructure, drive clean energy, secure our digital frontiers and support our care economy.”

-Acting Secretary Su

- NAW began with the **Apprentice Trailblazer Recognition Ceremony** at the White House. Acting Secretary Su was joined by Domestic Policy Advisor to President Biden, **Neera Tanden**; U.S. Department of Labor (U.S. DOL) Deputy Assistant Secretary for Employment and Training **Manny Lamarre**; U.S. Department of Education’s Acting Assistant Secretary for the Office of Career, Technical and Adult Education **Luke Rhine**; U.S. DOL Office of Apprenticeship Administrator **John Ladd**; U.S. DOL Office of Apprenticeship Division Director **Cierra Mitchell**; and Program Coordinator for the District of Columbia’s Department of Health **Morgan Russell**; to honor the first cohort of Apprentice Trailblazers. [The day also included a Trailblazer Instagram Takeover](#), which featured day-in-the-life videos from several Trailblazers.



From Left to Right: U.S. Department of Education Acting Assistant Secretary for the Office of Career, Technical and Adult Education Luke Rhine, Acting Secretary of Labor Julie Su, Apprentice Trailblazer Hussein Abukar (Lockheed Martin), U.S. DOL Deputy Assistant Secretary for Employment and Training Manny Lamarre, and U.S. DOL Office of Apprenticeship Administrator John Ladd.



From left to right: youth apprentice Day Covington, Mid Atlantic Carpenters Training Center Local 197; Apprentice Trailblazers Charley Villegas, Kudelski Security, and Tamia Mack, OpenClassrooms Inc./Merck, and Nolan Sanchez, apprentice graduate and chef at the Embassy of Switzerland, at the Trailblazer recognition ceremony at the White House.



Acting Secretary of Labor Julie Su and staff members from the Office of Apprenticeship share a moment with Apprentice Trailblazers at the White House.

- **Apprenticeship Ambassadors** were [honored at a recognition ceremony](#) at the White House to highlight their significant contributions to the Registered Apprenticeship ecosystem. U.S. DOL Office of Apprenticeship Administrator **John Ladd** was joined by U.S. DOL Assistant Secretary for Employment and Training **José Javier Rodríguez**; U.S. DOL Deputy Assistant Secretary for Employment and Training **Manny Lamarre**; National Economic Council Director **Lael Brainard**; U.S. Department of Education Acting Assistant Secretary for the Office of Career, Technical and Adult Education **Luke Rhine**, and Deputy Domestic Policy Advisor at the Office of the Vice President **Chris Fisk**. The third cohort of 138 Ambassadors was also announced for a total of 441 Ambassadors. During NAW 2024, Apprenticeship Ambassadors collectively hosted 297 events and issued 55 proclamations.



Representatives from the first cohort of Apprenticeship Ambassadors speak during the White House recognition ceremony.



- U.S. DOL Deputy Assistant Secretary for Employment and Training **Manny Lamarre** and Office of Apprenticeship Administrator **John Ladd** attended a working group meeting at the Embassy of Austria in Washington, D.C. to discuss the potential for Austrian companies to have Registered Apprenticeships in the U.S. and ways to raise awareness around Registered Apprenticeships for families.

U.S. DOL Deputy Assistant Secretary for Employment and Training Administration Manny Lamarre (Fourth from Left) and Office of Apprenticeship Administrator John Ladd (Far Right) attend a working group meeting at the Embassy of Austria.

- U.S. DOL Office of Apprenticeship Administrator **John Ladd** traveled to the Kansas Office of Registered Apprenticeship [NAW Summit](#) in Salina, Kansas to learn more about how the state is working hard to mitigate barriers to employment and set people up on a path to success.



U.S. DOL Office of Apprenticeship Administrator with KansasWorks Office of Apprenticeship Director Shonda Anderson.



HBCU representatives kick off the HBCU Registered Apprenticeship Collaborative.

- The U.S. DOL hosted the first meeting of the **Historically Black Colleges and Universities (HBCU) Registered Apprenticeship Collaborative**, during which 68 HBCU partners learned about the value, benefits, and success of implementing Registered Apprenticeship across their institutions.

- U.S. DOL Deputy Assistant Secretary for Employment and Training **Manny Lamarre** and Acting Deputy Administrator for the Office of Apprenticeship **Robin Fernkas** spoke at the Urban Institute event titled [“Vision 2030: Building the Future of Registered Apprenticeship.”](#) The event unveiled the Urban Institute’s [National Apprenticeship Resource Hub](#) and featured interactive sessions from Jobs for the Future, Safal Partners, and the Council for State Governments. A panel with the Alabama Office of Apprenticeship, the National Education Association, and Google explored the future of work.



U.S. DOL Office of Apprenticeship Acting Deputy Administrator Robin Fernkas (Seated at Right) speaks at the Urban Institute.



U.S. DOL Deputy Assistant Secretary for Employment and Training Brittany Stich speaks at the NGA Governors Apprenticeship Innovation Summit.

- U.S. DOL Deputy Assistant Secretary **Brittany Stich** spoke at the National Governors’ Association “Governors Apprenticeship Innovation Summit” in Phoenix, Arizona. Office of Apprenticeship Region 6 Director **Erica Johnson** also attended to hear from state and national experts about strengthening employer engagement across apprenticeships.

Registered Apprenticeship for Youth and Young Adults

On November 18th, the U.S. DOL celebrated the theme of **Registered Apprenticeship for Youth and Young Adults**. Registered Apprenticeships combine work and learning opportunities for young people ages 16–24 to jumpstart their careers. ApprenticeshipUSA partners across the nation planned events to spotlight Registered Apprenticeship pathways for youth and young adults.



Juniors from all thirteen high schools in Howard County participate in the Youth Apprenticeship Summit.

- A U.S. DOL Apprenticeship Ambassador, the **Howard County Public School System (HCPSS)** in Maryland in partnership with the **Howard County Office of Workforce Development** co-hosted more than 250 high school juniors at their Second Annual Youth Apprenticeship Summit. These [HCPSS](#) juniors heard from influential leaders such as Maryland Labor Secretary **Portia Wu** and Howard County Executive **Calvin Ball**. The summit included an Employer Fair during which students connected with local business partners. It was a day of learning, growth, and inspiration.

- In partnership with the **Center of Workforce Innovations (CWI)**, the **Construction Advancement Foundation (CAF) of Northwest Indiana** sponsored the 8th Annual Construction and Skilled Trades Day. Nineteen trade organizations brought their equipment and cutting-edge technology to the Lake County Fairgrounds in Crown Point, Indiana. They created mock worksites for youth and students from local high schools and career and technical programs to gain hands-on experience and introduce and expose young people to career opportunities and benefits related to the building trades.



Young adults in Indiana learn more about careers in the construction industry.



Arborist apprentices in Milwaukee demonstrate their skills.

- **The City of Milwaukee's Department of Public Works** hosted an [Urban Forestry Showcase](#) at Vincent High School of Agricultural Sciences. The [showcase highlighted](#) how collaboration between the state, city, and community organizations can create sustainable career paths, and foster workforce development and community resilience. Apprentices demonstrated their tree climbing, pruning, planting and dead tree removal skills. Additionally, City of Milwaukee Mayor **Cavalier Johnson** [signed](#) Alderman **DiAndre Jackson's** resolution and designated National Apprenticeship Day an official City event.

- **The North Carolina Triangle Apprenticeship Program (NCTAP)** sponsored the "Apprenticeship Discovery Night: Forge Your Future," a collaborative effort between [NCTAP](#), [Wake Tech](#), [WakeWorks](#), [ApprenticeshipNC](#), and other key partners that highlighted Registered Apprenticeships for youth and young adults. Attendees engaged with industry experts and participated in hands-on collaboration.



Attendees hear from current and graduated apprentices.



Attendees gather from across the state for Maine's first Apprenticeship Summit.

- **The Maine Department of Labor** hosted its Inaugural Maine Apprenticeship Summit in the state capital of Augusta. The event included a variety of information sessions that covered topics such as pre-apprenticeship, mentoring apprentices, and engaging women in non-traditional occupations. U.S. DOL Office of Apprenticeship Deputy Administrator **Michael Qualter** participated in a panel discussion that explored labor laws, the Inflation Reduction Act, and Registered Apprenticeship generally.

Registered Apprenticeship in New and Emerging Industries and Around the Globe

On November 19th, the U.S. DOL celebrated the theme of **Registered Apprenticeship in New and Emerging Industries and Around the Globe**.

NAW presents a chance to emphasize the growing importance of Registered Apprenticeship, an industry-driven, high-quality career pathway, as a workforce development strategy that extends to non-traditional occupations. Industry partners hosted events across the country that showcased the importance of Registered Apprenticeship in addressing critical workforce needs in high-growth industries such as clean energy, education, and cybersecurity. We also highlighted the importance of our vibrant international partnerships.



Seven individuals formally sign on as Registered Apprentices in Wisconsin's new teacher Registered Apprenticeship program.

- Wisconsin Governor **Tony Evers** and the Wisconsin Department of Workforce Development participated in the [Wisconsin Teacher Apprenticeship Celebration](#). This first cohort of teacher apprentices in Wisconsin signed contracts to participate in the new [Teacher Apprenticeship pilot program](#), announced in Gov. Evers' 2024 State of the State address. The sponsoring employer school districts (Appleton, Elmbrook, Greendale, and Wauwatosa) joined the event. U.S. DOL Office of Apprenticeship Deputy Administrator **Megan Baird** joined in the festivities.

- **The SEMI Foundation** is a U.S. DOL Apprenticeship Ambassador that hosted an in-person Apprenticeship 101 workshop. Attendees learned how the SEMI Foundation and other public/private entities have partnered together to create the [SEMI Career and Apprenticeship Network \(SCAN\)](#). Through SCAN, the Foundation builds customized trainings, from quick start programs to full Registered Apprenticeships, for microelectronics employers and companies within the semiconductor value stream.



Panelists highlighting pathways to careers in semiconductors with a focus on earn-and-learn opportunities. From left to right: Nick Irigoyen (SEMI Foundation), Michael Rosas (Arizona Commerce Authority), Scott Ellsworth (SEMI Foundation), Joan Bueno (Arizona Apprenticeship Office), James A. Montoya (ARIZONA@WORK), and Stephanie Varela (City of Phoenix).

- **The Embassy of the Federal Republic of Germany** hosted this year's German American Apprenticeship Conference. This annual event organized by the [German American Chambers of Commerce](#) convened key industry leaders, government officials, colleges, high schools, and companies from both Germany and the United States to share best practices, discuss challenges and opportunities, and learn about the latest trends and innovations in the field of Registered Apprenticeship. U.S. Department of Labor Deputy Assistant Secretary for Employment and Training **Manny Lamarre** spoke as part of a panel entitled "Policy Perspectives: Government Strategies for Shaping Apprenticeship Pathways."



U.S. DOL Deputy Assistant Secretary for Employment and Training Manny Lamarre (second from right) speaks during the German American Apprenticeship Conference.



Representatives from the American Institute of Certified Public Accountants and the U.S. DOL Office of Apprenticeship congratulate graduate Jeffrey Culp (second from right).

- **The American Institute of Certified Public Accountants (AICPA)** held its inaugural Apprenticeship Awards and Graduation. The organization was proud to celebrate **Jeffrey Culp**, the first graduate from its U.S. DOL national Registered Apprenticeship program for the occupation of finance business partner, as well as **Daniel Grufferman**, the first graduate of its Maryland DOL Registered Apprenticeship program. Additionally, the significant achievements of AICPA high school youth apprentices were recognized.

Expanding Registered Apprenticeship to Underserved Populations

On November 20th, the U.S. DOL celebrated the theme of **Expanding Registered Apprenticeship to Underserved Populations**. Registered Apprenticeship is a workforce solution that actively promotes broadening access for underserved and under-represented populations in the workplace. During NAW, many events celebrated the inclusivity of Registered Apprenticeship that helps ApprenticeshipUSA partners increase access to Registered Apprenticeships for all Americans.



DOES Director Dr. Unique Morris-Hughes (seated first on the left) delivers remarks alongside HBCU apprentices and District leaders, highlighting the impact of public service apprenticeships and the future of ApprenticeshipDC.

- **The District of Columbia’s Department of Employment Services (DOES)** hosted their Historically Black College and University (HBCU) Public Service Roundtable at the U.S. DOL’s DC headquarters. The roundtable promoted the newest [DOES](#) Public Service Registered Apprenticeship program that aims to connect eligible students from the University of the District of Columbia and Howard University to public service Registered Apprenticeships. This event provided an opportunity for District government agency Directors and Senior Managers to engage with first year HBCU participating agencies and apprentices to ultimately encourage new agencies to participate in its second year.

- **The U.S. DOL, the Blind Institute of Technology (BIT), and Safal Partners** hosted a [webinar](#) titled “Unlocking Apprenticeships for All Abilities” that highlighted how BIT applies the Registered Apprenticeship model to empower professionals with disabilities in the IT industry. The webinar also explored how a recent U.S. Department of Education grant awarded to BIT is driving change and creating opportunities for a more diverse and inclusive workforce, further expanding Registered Apprenticeship opportunities.



U.S. DOL Office of Apprenticeship Acting Deputy Administrator Robin Fernkas speaks at the Urban Institute.



The U.S. Department of Justice welcomes more than 2,500 attendees to the 2024 National Conference on Youth Justice held in Washington, D.C.

- **FHI 360** convened a panel entitled “Registered Apprenticeship: A Workforce Solution” while participating at the **U.S. Department of Justice’s Office of Juvenile Justice and Delinquency Prevention (OJJDP) National Conference on Youth Justice: Shaping the Next 50 Years**. The conference convened youth and families, grantees, leading researchers, practitioners, and other partners from across the U.S. who are working to transform juvenile justice. U.S. DOL Office of Apprenticeship Acting Deputy Administrator **Robin Fernkas** spoke on the panel.

- **The U.S. DOL Office of Disability Employment Policy (ODEP)** sponsored an informative webinar entitled “Paving Pathways to Careers and Advancement: Leveraging Registered Apprenticeship.” Speakers explored how the Registered Apprenticeship model is being used to address workforce shortages of Direct Support Professionals (DSPs). DSPs play a crucial role in supporting people with disabilities to participate fully in their communities, live in integrated settings, and seek competitive integrated employment. Registered Apprenticeship offers an effective solution to addressing the extreme shortage of DSPs and other in-demand professions.



- **The U.S. DOL Offices of Apprenticeship and Workforce Investment** held a Tribal Consultation to discuss access to U.S. DOL grants and solicit feedback on proposed guidance that effects the participation of Tribal nations in Registered Apprenticeships. Attendees of the consultation were welcomed by Assistant Secretaries **Carolyn Hornbuckle** and **José Javier Rodríguez**. After opening with a Tribal prayer led by Tribal and Tiwa language subject matter expert **Jose Ignacio Lujan**, more than 50 attendees of the consultation were invited ask questions and provide feedback to U.S. DOL staff.

Women in Apprenticeship

On November 21st, the U.S. DOL celebrated the theme of **Women in Apprenticeship**. Alongside the U.S. DOL Women’s Bureau and other ApprenticeshipUSA partners, the Office of Apprenticeship collaborates with employers to enhance the representation of women in the workforce. DOL assists in program development, facilitates connections with community-based organizations and intermediaries, offers technical assistance, and identifies investment opportunities to help women achieve their career objectives.



Maria Barnes (fourth from left), an Early Childhood Educator, Level 2 Apprentice at the Way to Grow Child Care Center, is recognized as an Apprentice Nominee for the Excellence in Apprenticeship Award at the Building Futures Awards Ceremony.

- **Building Futures** hosted a Reception and Awards Ceremony that convened 200 apprentices, sponsors, employers, and partners to celebrate how Registered Apprenticeship is raising incomes and creating opportunities for hundreds of Rhode Islanders while simultaneously equipping employers with access to the skilled workforce they need.

- **The Rochester Technology & Manufacturing Association (RTMA)** and the **Finger Lakes Youth Apprenticeship Program (FLYAP)** held the **3rd Annual Women in Manufacturing Summit**. The summit drew more than 125 students and educators in person, with dozens more attending virtually, and highlighted exciting career paths for women in manufacturing. Panelists emphasized the importance of employing women in a wide variety of roles in manufacturing facilities. To date, FLYAP has registered nearly 500 students for career exploration opportunities at 150 businesses in the region.



More than 100 young people attend the Third Annual Women in Manufacturing Summit in New York.

Highlights from the Field



Acting Secretary of Labor Julie Su (left), with Heartland Women in Trades Organizer, OPCMIA Local 518 Cement Mason Whitney Chandler (center) and Kansas City Mayor Quinton Lucas (right).

- Acting Secretary of Labor **Julie A. Su** traveled to Kansas City to visit the **Heartland Women in Trades**. A U.S. DOL grant awarded to the Heartland Women in Trades supports female workers affected by gender-based bias, violence, and harassment. Kansas City Mayor **Quinton Lucas** and Mayor Pro-Tempore **Ryana Parks-Shaw** also took part in the event.

- The **West Virginia Women Work, Inc.** celebrated the graduation of the **Step Up for Women Construction** North Central Fall 2024 cohort. These graduates completed an incredible pre-apprenticeship journey consisting of hands-on training and certifications and are ready to take the next steps toward careers in the skilled trades.



Pictured in this photo are (from Left to Right), Issac Oyer from the Lowe's Foundation and Samantha Branham and Chelsea Black - Step Up for Women Construction Pre-apprenticeship Fall 24 graduates.

- The **U.S. DOL Women's Bureau** hosted a webinar entitled "From Apprenticeship to Contractor: The Lifecycle of a Tradeswomen." This event featured insights from tradeswomen at various stages in their careers, including apprentices, journeypersons, forepersons, project managers, and contractors. Participants learned about the importance of and good practices for recruiting more women into pre-apprenticeship and Registered Apprenticeship programs.
- In Indiana, the **Manhattan Strategy Group** hosted an event entitled "**Apprenticeship Accelerator: Advancing Women in the Workforce.**" ApprenticeshipUSA partners gathered to discuss the benefits of integrating Registered Apprenticeship programs into various job sectors, including manufacturing, supply chain, hospitality, and early childhood education.

Federal Apprenticeship and Veterans in Apprenticeship

On Friday, November 22nd, the U.S. DOL recognized **Federal Apprenticeship and Veterans in Apprenticeship**. Countless events were hosted to honor members of the military or veterans and to celebrate the role of public sector agencies at the federal, state, and local levels in Registered Apprenticeship. For members of the military or veterans, Registered Apprenticeship is a unique and rewarding pathway that allows them to leverage important skills learned during military service, while also developing additional technical skills to help transition into civilian employment.



Attendees at the Hampton Roads Regional Apprenticeship Summit connect with grant partners and learn about the resources available to grow pre-apprenticeship and Registered Apprenticeship programs in their community.

- **The Hampton Roads Workforce Council** hosted its 10th annual Regional Apprenticeship Summit. [This year's event](#) focused on the activities of the city's regional workforce hub, funded by the [Apprenticeship Building America Round Two grants](#). The [Hampton Roads Regional Apprenticeship Hub](#) is helping to grow and expand pre-apprenticeship and Registered Apprenticeship programs in the region. U.S. DOL Investing in America Director Molly Bashay detailed the ways in which this initiative is already benefiting the regional workforce.

- **The City of Chicago** celebrated the success of its Laborer – Trainee Apprenticeship Program. In June 2024, under the direction of Mayor **Brandon Johnson**, the City of Chicago's [Department of Human Resources](#) and [Department of Streets and Sanitation](#) partnered with the [Chicago Public Schools](#) (CPS) and [LIUNA-1001 Laborers](#) to develop and implement the Program. This 12-week on-the-job training opportunity provided 70 CPS graduating students with job skills and safety training necessary to promote a productive and efficient workforce and connect them to public sector jobs.



Chicago Mayor Brandon Johnson joins the city's laborer Registered Apprentices.

Highlights from the Field



The team at Northwest Michigan Works! gather at the 2024 Apprenticeship Launch Network: Veteran Registered Apprenticeship event.

- [Northwest Michigan Works!](#) helped to coordinate the “2024 Apprenticeship Launch Network: Veteran Registered Apprenticeship” event held in Mount Pleasant, Michigan. This event allowed numerous stakeholders to come together to learn and share strategies to better serve our veterans through the Registered Apprenticeship program training model.

- In partnership with **Tuskegee University**, the **U.S. Department of Agriculture (USDA)** and the **U.S. DOL** celebrated the launch of the nation’s first federal sponsored [Student Apprenticeship program](#). The new program aims to increase the talent pipeline for USDA’s Agricultural Marketing Service from minority-serving institutions and provide students with practical job experience.



Attendees at the launch of Tuskegee University’s new Student Apprenticeship program.

- [Apprenticely](#), headquartered in Little Rock, Arkansas, presented a webinar for professionals that support veteran and military spouse transition back into the workforce. This virtual event, entitled “Helping Veterans Find Career Success through Apprenticeship,” convened a panel of experts to discuss where veterans and their families can find support, best practices for organizations working with veterans, and how to improve methods for assisting veterans.
- **The U.S. Department of the Treasury** and the **U.S. DOL** presented a webinar entitled, “Treasury-DOL Prevailing Wage and Apprenticeship ‘How to’ Webinar” and provided a practical overview of the [Inflation Reduction Act](#) and how to access its benefits. On June 18, 2024, the [Department of the Treasury](#) and the Internal Revenue Service released a final rule available for public inspection on the prevailing wage and Registered Apprenticeship provisions of the IRA.

NAW 2024

Profiles in Apprenticeship Courage

NAW 2024 provided an excellent opportunity to recognize the many amazing Registered Apprentices and apprentice graduates – both at events and through social media or published profiles. The six individuals highlighted here exemplify the dedicated professionals who have discovered promising career pathways through engagement with the National Apprenticeship System. Their courage in pursuing unique Registered Apprenticeship journeys serves as an inspiration to all regarding the true power of Registered Apprenticeship.

Monday: Youth and Young Adult Apprenticeship Day

Morgan Russell graduated from Howard University in May 2024 with a Bachelor of Science in Health Management. She is currently an apprentice working as a Program Coordinator for the District of Columbia Department of Health through the DC HBCU Public Service Apprenticeship Program. In her job, she works with the U.S. Centers for Disease Control (CDC) to distribute government funded vaccinations to healthcare providers, leads technical assistance and training sessions to healthcare providers, and performs site visits to ensure enrolled providers follow CDC guidelines. Morgan also has professional experience working as a Policy and Quality Intern for the Association for Community Affiliated Plans and previously worked as a Medical Assistant Intern for Calvert Medical Group, and as an Afterschool Site Manager for Children’s Defense Fund in Washington D.C.



Morgan Russell

Program Coordinator Apprentice
District of Columbia Department of Health



Nolan Sanchez Ramirez

Apprentice Graduate, Culinary
Residence of the Swiss Ambassador
in Washington, D.C.

Tuesday: Registered Apprenticeship in New and Emerging Industries and Around the Globe

Nolan Sanchez Ramirez is a Chef-in-Training at the Residence of the Swiss Ambassador in Washington DC, where he assists the head chef in all aspects of the culinary experience for the Ambassador’s guests. He is responsible for assisting the head chef in creating new menus and organizing events at the Residence. Born in Switzerland, he always held a strong passion for cooking and sharing joy through meals. He obtained his culinary arts diploma from the Professional School of Montreux where he learned theory, while working at two different restaurants during his apprenticeship. Nolan participates tirelessly with the Embassy to speak about the Swiss apprenticeship model and how it can be more fully integrated into the U.S hiring system.

Wednesday: Expanding Registered Apprenticeship to Underserved Populations

John Carroll’s teenage years were marked by a series of bad decisions that left him with few options. At 20 years old, John was arrested, convicted, and sent to serve his time in various correctional facilities. During his 25-year sentence, John dedicated himself to self-improvement and education became his passion. He spent his free time studying, reading, and learning. As a result of his hard work and the availability of educational programs in the facilities, he successfully completed his high school diploma. Post-release, John was awarded a coveted spot as a Registered Apprentice in the Ironworkers Local 5 JATC. John has shared that he credits his “apprenticeship for doing more to define me than anything else I have done in my life.”



John Carroll

Apprentice Graduate and Ironworker
Ironworkers Local 5



Mark Opatow

Database Technician Apprentice
The Blind Institute of Technology

Mark Opatow grew up in Philadelphia and New York and now lives in Miami Beach, Florida. He lost his hearing in 2015 following a career as a professional vocalist, guitarist, and cantor. He joined the Blind Institute of Technology's Registered Apprenticeship program in July 2023 and became a Salesforce Administrator a month later. He presently has a total of eight Salesforce certifications. Mark now serves as one of the Salesforce consultancy team's Project Leads, helping to develop and maintain top quality programs for wide array of clients.

Thursday: **Women in Apprenticeship**

Before becoming an apprentice, **Grecia Andrea Lopez** proudly served in the U.S. Navy, an experience that prepared her for her apprenticeship program which she found out about through Helmets to Hardhats. Helmets to Hardhats' (H2H) mission is to help transition our military heroes into successful civilian careers in the building trades. Grecia has been recognized not only for her great work as an apprentice, but also for her great public speaking skills and ability to uplift others around her and help the organization as a whole. She participated in the Trades Women Build Nations Conference in 2023 where she introduced Maria Ford, the President of Commercial Industrial Hardware at Stanley Black and Decker Incorporated.



Grecia Andrea Lopez

Third Year Apprentice
UA Local 5 Plumbers and Gasfitters Union

**Justin Shears-Hill**

First Year Apprentice

U. S. Department of Veterans Affairs

Friday: **Federal Apprenticeship and Veterans in Apprenticeship**

After earning his bachelor's degree in cyber security, **Justin Shears-Hill** was eager to dive into a cyber-focused role. Being accepted into the Department of Veterans Affairs Cyber Apprenticeship program placed him in a fast-paced, high-stakes environment where he could learn from seasoned cyber professionals. Throughout his time at the VA, Justin has had the privilege of receiving mentorship from dedicated individuals who are passionate about safeguarding veterans' data. The chance to work with real-world tools, processes, and procedures has been exactly what he was looking for. Justin looks forward to additional learning and practical application opportunities over the next two years.

In the News, Online, and in Social Media

Registered Apprenticeship was a hot topic on social media in the weeks leading up to, during, and after NAW. The activity on social media indicates a remarkable—and widespread—impact of Registered Apprenticeship in communities across the country. ApprenticeshipUSA partners shared highlights from events, media stories, and proclamations with followers on Facebook, Instagram, LinkedIn, X, and other platforms, as well as through the news media.

NAW social media¹ outreach resulted in:



Approximately 53 million potential social media impressions from November 17-23.

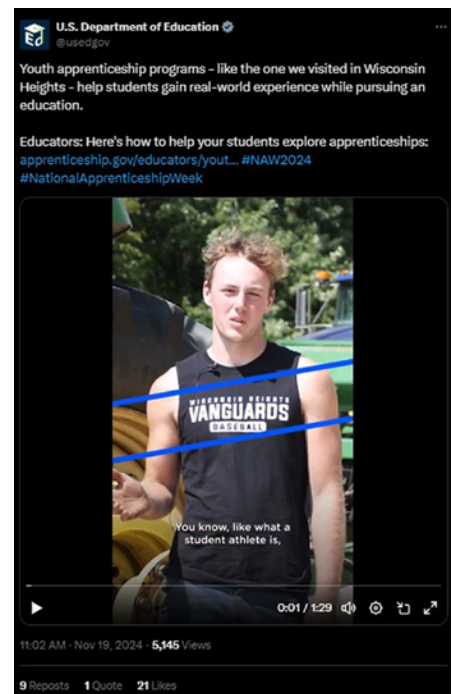
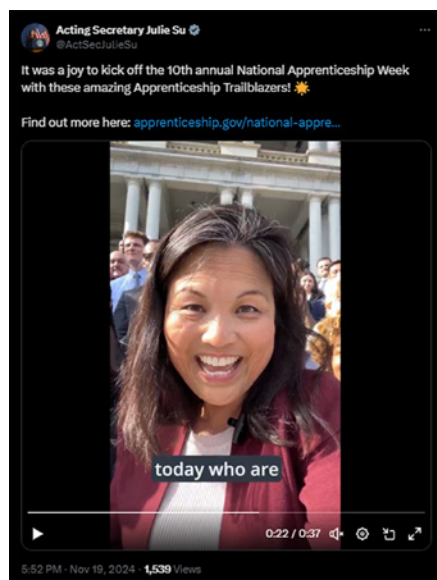


NAW was mentioned an average of **368 times a day** on X between November 17-23.



From November 1-25, there were **6,100+** NAW-themed social media posts, resulting in **65,500+ engagements**.

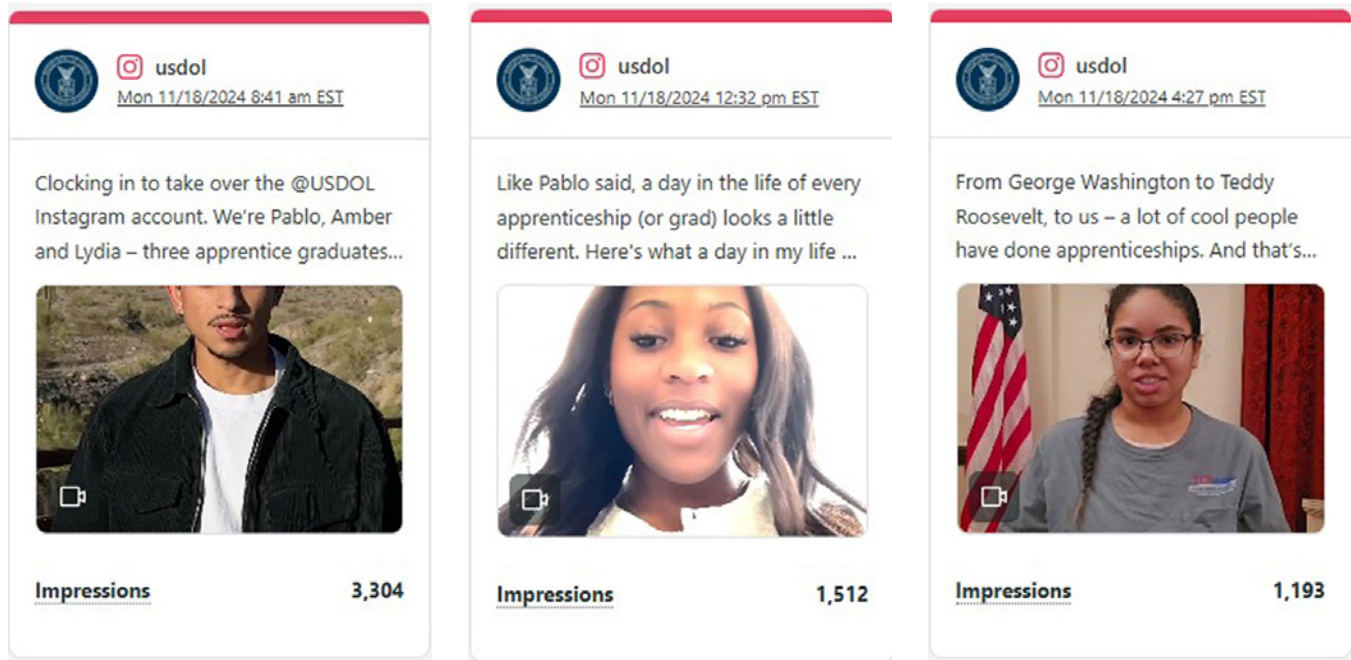
Some of the most popular posts on social media included:



¹ Data was collected from X, Facebook, Instagram, YouTube, LinkedIn, Reddit, Tumblr, and the web.

Trailblazer Takeover:

This year, U.S. DOL Apprentice Trailblazers [took over the department's Instagram account](#) to give viewers a behind-the-scenes look at the life of an apprentice and showcase how apprentices have been an important part of the American workforce for centuries. The Trailblazers were also [featured in an inspiring video](#) that showcased their accomplishments. They are committed to spreading the word about Registered Apprenticeship. Here is some of their activity:



The U.S. DOL published a series of blogs during NAW:

- [Celebrate the 10th anniversary of NAW!](#)
- [Apprenticeship Takes Off for Tech](#)
- [Access to Good Jobs for All Through Registered Apprenticeships](#)
- [Growing and diversifying the STEM/STEAM educator workforce through Registered Apprenticeship](#)
- [Registered Apprenticeship: 10 Years of Engagement, Expansion and Innovation](#)

**Over 900 Proclamations were issued in support of NAW!
Here are some images from signing events across the country:**



Maryland Governor Wes Moore issues a Proclamation and launches the Governor's Apprenticeship Pledge.



Guam Governor Lou Leon Guerrero streams their signing ceremony.



Independence County (Arkansas) Judge Kevin Jeffery, poses with FutureFuel Chemical Company representatives Judy Ferrell and Tim Hodge as they hold their Proclamation.



Full Service Chimney sign their first ever NAW Proclamation in Kansas.

Testimonials

DHR Health
Education Department

Apprentice TESTIMONIAL

Anita Saenz
RGV College Cohort #1

What is one piece of advice you might give to someone considering Registered Apprenticeship as a career pathway?
Do it! The flexibility the program allows you is unmatched. I love that I am able to apply what I learn or learned in class to on-the-floor situations.

National APPRENTICESHIP WEEK
NOVEMBER 17-23, 2024

THANK YOU FOR PARTICIPATING IN NATIONAL APPRENTICESHIP WEEK

MILLER ELECTRIC

"An apprenticeship isn't just training for a job; it's an investment in a career, a community, and a future."

~Michael Milanes, Miller Electric

Take a Chance: An IT Business Analyst Apprentice Success Story

Featuring Aaron Wilkins

MEET AN APPRENTICE

'After over two decades as a special education paraprofessional, supporting individuals with unique abilities in diverse settings—from independent living sites and ABA centers to respite houses, camps, and in-home care—I'm beyond thrilled to be stepping into the role of a special education teacher. Each experience has enriched my journey, preparing me to bring out the best in my future students. With Talent Together's apprenticeship, I'm learning the tools and skills to create a classroom where every student can reach their highest potential. I can't wait to make an even greater impact in their lives!'

ELIZABETH BOZNANGO
Apprentice Teacher,
East Lansing Public Schools

Talent Together | Michigan Educator Workforce Initiative

National APPRENTICESHIP WEEK
NOVEMBER 17-23, 2024

Women in Apprenticeship

Letoya Washington (left)
Graduate, Nontraditional Employment for Women
New York, NY

“As a teen mom, I needed a job that would allow me to provide for my family. An apprenticeship in the trades gave me exactly that: I came for the money, but stayed for the career. I also gained leadership opportunities in my union and was even able to buy my first home before age 30. **”**

dol.gov/wb

GET READY FOR 2025!

Now that NAW 2024 has concluded, we're already thinking about next year's celebration and how to keep the momentum going for Registered Apprenticeship. In response to ongoing feedback from our ApprenticeshipUSA partners regarding the challenges presented in November, including weather concerns, election season, and budget cycles, we are moving NAW to the spring. This will allow partners to leverage the warmer weather, and include planned graduation ceremonies and other end-of-year celebrations in their NAW plans. We will be holding a single National Apprenticeship Day on April 30, 2025 to ease the transition and plan to resume the week-long celebration in 2026. Mark your calendars for these dates and don't forget to check www.apprenticeship.gov for updates:

A graphic for National Apprenticeship Week. It features the word "National" in a white, cursive font with a blue outline, positioned above a red ribbon banner that contains the words "APPRENTICESHIP WEEK" in white, bold, uppercase letters. Below the banner is a dark blue rectangular area containing four dates in white text.

National APPRENTICESHIP WEEK

April 30, 2025

April 26-May 2, 2026

April 25-May 1, 2027

April 23-April 29, 2028



10 YEARS OF ENGAGEMENT,
EXPANSION AND INNOVATION



NOVEMBER 17-23, 2024



APPRENTICESHIPUSA
★★★