



Advisory Committee on Apprenticeship (ACA) Meeting

June 4, 2024





Call to Order



Robert Cherry, Jr.
ACA Chairperson
Partner4Work
CEO



Introduction of ETA Leadership



John V. Ladd

US Department of Labor

Administrator | Office of Apprenticeship
Employment and Training Administration
Designated Federal Official (DFO)





ETA Remarks



José Javier Rodríguez
US Department of Labor

Assistant Secretary
Employment and Training Administration





Apprentice Trailblazer Testimonial



Jose Florian Gudiel

Maintenance Mechanic

Metropolitan Washington Airport Authority
(MWAA)



Apprentice Trailblazer Testimonial



Alexa Dominguez
Industrial Engineering
Technician

Lockheed Martin Corporation



Departmental Welcome



Julie A. Su
US Department of Labor
Acting Secretary





Group Photo



Member Roll Call – Employer Representatives

- **Noel D. Ginsburg**, CEO, CareerWise USA
- **Melissa (Missy) Henrikson**, Executive Director, Center for Energy Workforce Development
- **Amy Kardel**, Vice President of Strategic Workforce Relationships, The Computing Technology Industry Association (CompTIA)
- **Mario Kratsch**, Vice President, German American Chamber of Commerce of the Midwest, Inc.
- **Karmela Malone**, Senior Vice President, The Hartford



Member Roll Call – Employer Representatives

- **Michael (Mike) Russo**, President and CEO, National Institute for Innovation and Technology
- **Kelly M. Schulz**, CEO, Maryland Tech Council
- **David (Dave) Scott**, Construction Industry Advocate, Encore Electric, Inc.
- **Daniel Serota**, Vice President of Government and Public Affairs, Aon
- **Randi Beth Wolfe, PhD**, Executive Director, Early Care & Education Pathways to Success



Member Roll Call – Labor Representatives

- **Raymond (Ray) W. Boyd**, Training Director, United Association
- **Daniel Bustillo**, Deputy Executive Director, 1199 SEIU Training and Employment Funds
- **Jamaine L. Gibson**, Director of Apprenticeships and Workforce Development, Amalgamated Transit Union, AFL-CIO/CLC
- **Stephanie Harris-Kuiper**, Executive Director of the Training & Development Fund District 1199J, American Federation of State County and Municipal Employees
- **Janis (Jan) Hochadel**, Vice President, American Federation of Teachers, and Connecticut State Senator



Member Roll Call – Labor Representatives

- **Shannon McCann**, Executive Committee Member, National Education Association
- **Bernadette (Bernie) Oliveira-Rivera**, Assistant Executive Director, LIUNA Training
- **Anton Peter Ruesing V**, Executive Director LMC/FTI, International Union of Painters and Allied Trades
- **Todd W. Stafford**, Executive Director, Electrical Training ALLIANCE
- **Liz Weiss**, Deputy Director, AFL-CIO Working for America Institute



Member Roll Call – Public Representatives

- **Cristina Barillas-McEntee**, Director, National Center Tradeswomen Building Infrastructure
- **Todd Berch**, President, National Association of State and Territorial Apprenticeship Directors (NASTAD)
- **Karen Dove**, Executive Director, ANEW
- **Kate Kreamer**, Executive Director, Advance CTE
- **Lee D. Lambert**, Chancellor, Foothill-De Anza Community College District



Member Roll Call – Public Representatives

- **Shana Peschek**, Executive Director, Machinists Institute
- **Traci R. Scott**, Vice President of Workforce Development, National Urban League
- **Taylor C. White**, Director, Partnership to Advance Youth Apprenticeship & Postsecondary Pathways for Youth, New America
- **Orrian Elijah Willis**, Senior Workforce Development Specialist, City and County of San Francisco



Member Roll Call – Ex Officio Representatives

- **Betony Jones**, Labor Advisor to Secretary Granholm – Office of Energy Jobs, U.S. Department of Energy
- **Amy Loyd**, Assistant Secretary, Office of Career, Technical, and Adult Education (OCTAE), U.S. Department of Education
- **David Langdon**, Deputy Director, Office of the Secretary/Policy and Strategic Planning, U.S. Department of Commerce
- **Latonia Page**, Deputy Associate Director for Talent Acquisition, Classification, Veterans Programs, U.S. Office of Personnel Management



Member Roll Call – Ex Officio Representatives

- **Kimberly A. Steide (primary)**, Associate Deputy Assistant Secretary - Human Capital, and **Johnathan J. Gardner (secondary)**, Chief Learning Officer, U.S. Department of Health and Human Services
- **Diane Shelley**, Regional Administrator for Region 5, U.S. Department of Housing and Urban Development
- **Paige Shevlin**, Strategic Advisor for Infrastructure Workforce Development, U.S. Department of Transportation



1-Minute Member Introductions



Agenda Overview – Day 1

1:15 p.m. – 2:15 p.m. ACA Meeting Kickoff

Official Call to Order and Welcome

- Robert L. Cherry, CEO, Partner4Work and ACA Chairperson

Introduction of ETA Leadership

- John Ladd, Administrator, Office of Apprenticeship and ACA Designated Federal Official (DFO)

ETA Remarks

- José Javier Rodríguez, Assistant Secretary, Employment and Training Administration
-



Agenda Overview – Day 1

1:15 p.m. – 2:15 p.m.
continued

Apprentice Trailblazer Testimonials

- Jose Florian Gudiel, Maintenance Mechanic, Metropolitan Washington Airport Authority (MWAA)
- Alexa Dominguez, Industrial Engineering Technician, Lockheed Martin Corporation

Departmental Welcome

- Julie A. Su, Acting Secretary of Labor

Group Photo

- With Acting Secretary, Julie A. Su
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Agenda Overview – Day 1

2:15 p.m. – 3:00 p.m.

Official Member Roll Call

- Robert L. Cherry, CEO, Partner4Work and ACA

1-Minute Member Introductions

- Member and Ex Officio members introduce themselves

Agenda Overview

- John Ladd, Administrator, Office of Apprenticeship and ACA DFO
-

3:00 p.m. – 3:45 p.m.

Update on the Registered Apprenticeship System in 2024:

- John Ladd, Administrator, Office of Apprenticeship and ACA Designated Federal Official (DFO)
- Todd Berch, President, National Association of State and Territorial Apprenticeship Directors (NASTAD)

DOL's Office of Apprenticeship (OA)

- Background & Current State of Play
- Update on 2023 ACA Recommendations
- Year One – The Road Ahead

State Apprenticeship Agencies (SAA)

- SAA Perspective
- Understanding the SAA Role in the RAS



Agenda Overview – Day 1

3:00 p.m. – 3:45 p.m.
continued

ACA Members Feedback and Open Dialogue

3:45 p.m. – 4:00 p.m.

Break

4:00 p.m. – 4:45 p.m.

Landscape of International Apprenticeship Partnerships

Introduction of DOL's ILAB

Panel Discussion with Invited Panelists

- Olivia Gachoud, Head of Science Office, Embassy of Switzerland in the United States of America
- Yasmin Hilpert, Counsellor for Labour and Social Affairs, Embassy of the Federal Republic of Germany
- Matthew Keller, Senior Advisor; Government Relations and Public Diplomacy, Embassy of Liechtenstein
- Georg-Christian Lack, Head of Economic and Trade Affairs, Embassy of Austria

Moderators: Wood Powell and Margaret Scotti, Europe and South Asia Area Advisor, Bureau of International Labor Affairs (ILAB), U.S. DOL

ACA Members Feedback and Open Dialogue



Agenda Overview – Day 2

- 9:00 a.m. – 9:15 a.m. Official Call to Order, Welcome**
- Robert L. Cherry, CEO, Partner4Work and ACA Chairperson

Agenda Overview

- John Ladd, Administrator, Office of Apprenticeship and ACA Designated Federal Official (DFO).

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- 9:15 a.m. -10:15 a.m. Facilitated Open Discussion**
- Recap of Day 1
 - Impressions/Takeaways about International Panels/Visits
 - Potential Issues for future Exploration

-
- 10:15 a.m. – 10:30 a.m. Break**
-



Agenda Overview – Day 2

10:15 a.m. – 11:00 a.m. Panel: Expanding Public Sector Apprenticeships

Moderator: Manny Lamarre, Deputy Assistant Secretary, ETA

Panel: Registered Apprenticeship Interagency Working Group

- Kyle deCant, Director of Labor Policy, National Economic Council
- Robert Shriver, Deputy Director, or Theo Chang, Senior Advisor, OPM (invited)
- Karen Miller, HR Specialist, NASA Langley Research Center
- Melora McVicker, Director, Credentialing, OASD Readiness (Force Education and Training), The Pentagon

Open Discussion

- ACA Members Feedback and Open Dialogue

11:00 a.m. – 11:15 a.m. Break



Agenda Overview – Day 2

11:15 a.m. – 12:00 p.m.

Facilitated Federal Agency Panel

Facilitators: John Ladd and Chairperson Cherry

Panelists: Ex-Officio Members

- **Education: Amy Loyd**, Assistant Secretary, OCTAE
- **HUD: Diane Shelley**, Regional Administrator for Region 5 (invited)
- **HHS: Kimberly A. Steide** (primary), DPA – Associate Deputy Assistant Secretary- Human Capital and **Johnathan J. Gardner** (secondary), Chief Learning Officer
- **Transportation: Ross Templeton**, Labor Policy Advisor
- **Energy: Betony Jones**, Labor Advisor to Secretary Granholm, Director, Office of Energy Jobs
- **OPM: Latonia Page**, Deputy Associate Director for Talent Acquisition, Classification, Veterans Programs

ACA Members Feedback and Open Dialogue

12:00 p.m. – 1:30 p.m.

LUNCH (ON YOUR OWN)



Agenda Overview – Day 2

1:30 p.m. – 2:30 p.m.

Sector Caucus Breakouts

- Employer Reps (5th Floor Conference Room – Room 1A)
 - Labor Reps (5th Floor Conference Room – Room 1B)
 - Public Reps (5th Floor Conference Room – Executive Board Room)
-

2:30 p.m. – 3:00 p.m.

Closing Session

- Co-Chair Elections Report Out
 - Next Meeting – Mid-September
 - Public Comment
 - Adjourn
-



Update on the National Apprenticeship System in 2024



John V. Ladd

US Department of Labor
Administrator | Office of Apprenticeship
Employment and Training Administration



Todd Berch

National Association of State and Territorial
Apprenticeship Directors (NASTAD)
President



Overview

- **John Ladd, Office of Apprenticeship**
 - National Apprenticeship System Updates for 2024
 - Progress on Implementing ACA Recommendations
 - Year 1 ACA – The Road Ahead
- **Todd Berch, CT SAA Director and NASTAD President**
 - Critical Role of SAAs
 - Unique Aspects and Challenges for SAAs
 - Examples of Innovation



Key Goals for Expanding, Diversifying and Modernizing Registered Apprenticeship

- **Expansion:** Overall expansion of the system (1 million annually served by 2026)
 - *Key Measures: Total Served, Active Apprentices, New Apprentices*
 - *Key Activities: State Funding, Apprenticeship Building America Grants*
- **Diversification (Equity):** Increasing access for under-represented populations
 - *Key Measures: Extent to which RA reflect the communities in which it operates*
 - *Key Activities: DEIA TA Center, Partnership with TradesFutures, Data Dashboards, ABA: Equity/Pre-Apprenticeship*
- **Industry Penetration:** Expansion of apprenticeship into non-traditional industries and occupations
 - *Key Measures: Number of New/Active Apprentices/Programs in Non-Traditional Industries/Occupations*
 - *Key Activities: National Industry Intermediaries, Hubs, Sector Sprints*





Key Goals for Expanding, Diversifying and Modernizing Registered Apprenticeship

- **Quality:** Ensure continued strong outcomes and benefits of Registered Apprenticeship for Career Seekers and Industry
 - *Key Measures: Completion Rates, Wages, Employment and Retention Rates, ROI*
 - *Key Activities: Registered Apprenticeship Academy, Data Dashboards, Technical Assistance, and Oversight*
- **Modernization (Innovation):** Ability of system (and related processes) to evolve and be responsive to emerging industry needs and changing economic conditions
 - *Key Measures (Harder to Measure): Emergence of New Models, Improved/ Streamlined Processes, Upgraded Systems, E-Tools and Resources, etc.*
 - *Key Activities: Regulatory Enhancements, Electronic Tools and Resources, RAPIDS Upgrades*

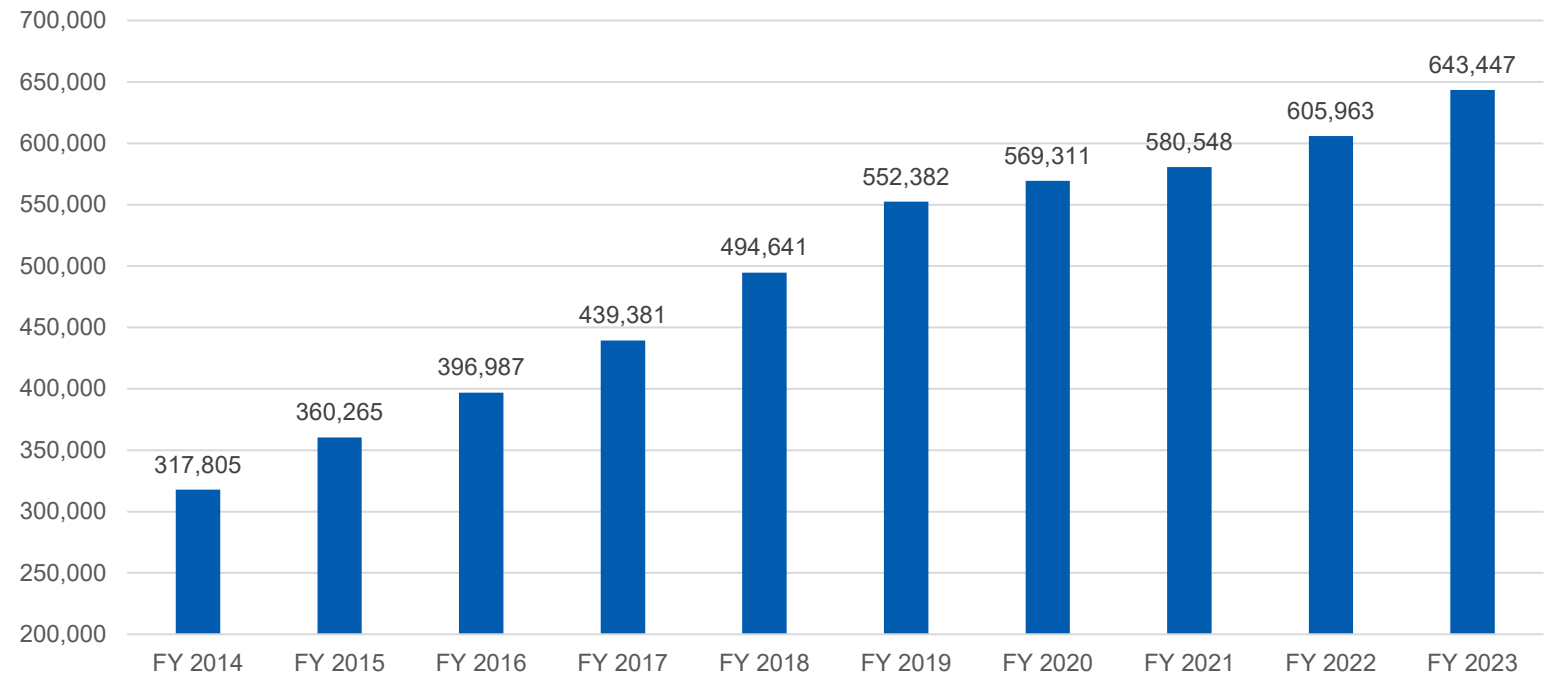


Expansion: A Decade of Sustained Growth

102%

**Increase in active
apprentices over the
past decade**

Active Apprentice Count | FY 2013 - FY 2023



KEY FACTS

Over 25,000 Active Programs; 11,000+ new apprenticeship programs created in the last five years

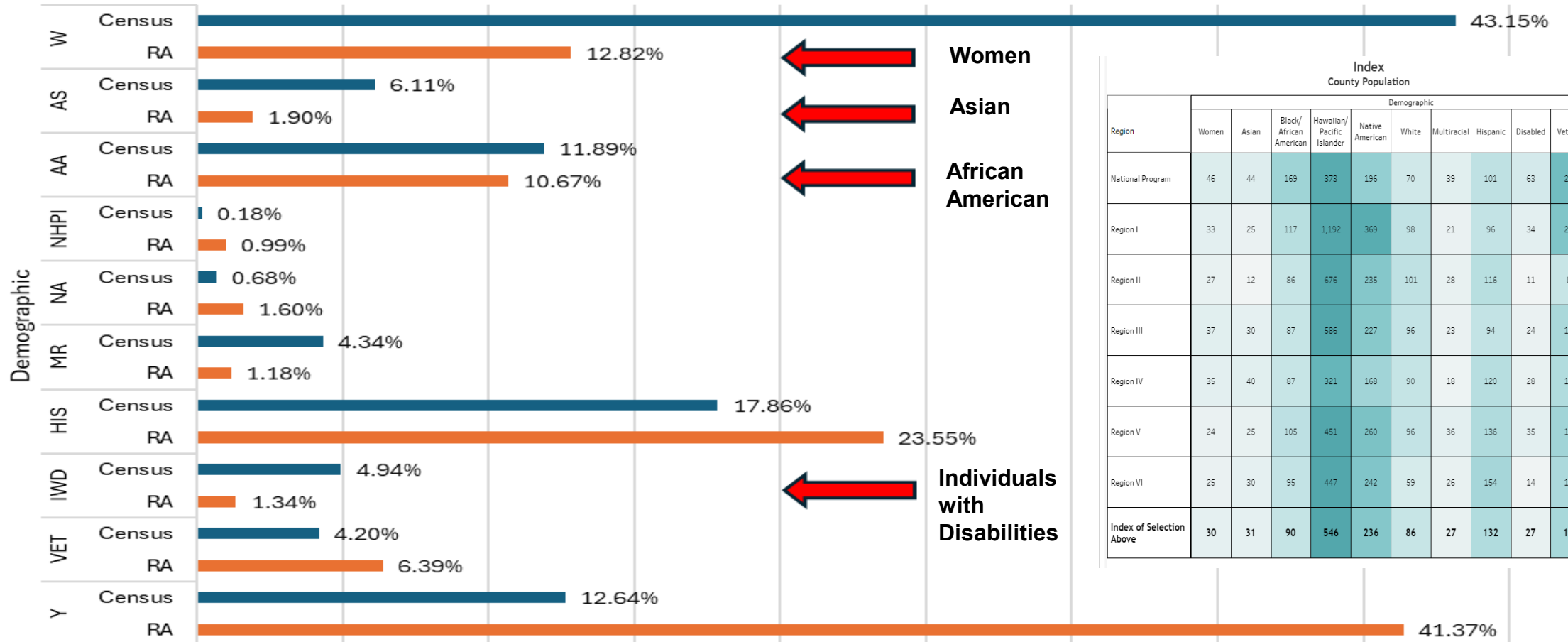
Approaching 300,000 New Apprentices Annually; 2.5 million+ new apprentices since FY13



Diversification: Under-Representation of Targeted Populations

Source: <https://www.apprenticeship.gov/data-and-statistics>

Availability in Workforce (Census) vs Participation in RA



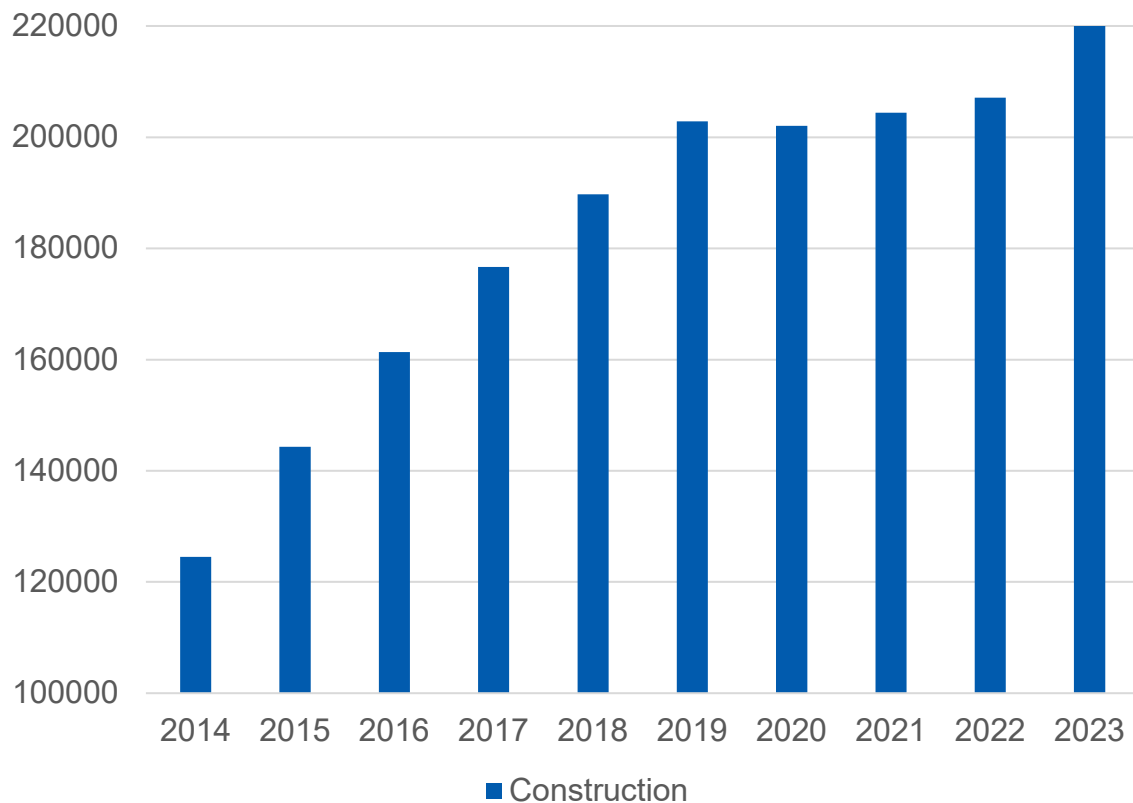
Index County Population

Region	Demographic										
	Women	Asian	Black/ African American	Hawaiian/ Pacific Islander	Native American	White	Multiracial	Hispanic	Disabled	Veteran	Youth
National Program	46	44	169	373	196	70	39	101	63	287	238
Region I	33	25	117	1,192	369	98	21	96	34	247	344
Region II	27	12	86	676	235	101	28	116	11	87	402
Region III	37	30	87	586	227	96	23	94	24	146	371
Region IV	35	40	87	321	168	90	18	120	28	131	326
Region V	24	25	105	451	260	96	36	136	35	167	326
Region VI	25	30	95	447	242	59	26	154	14	141	286
Index of Selection Above	30	31	90	546	236	86	27	132	27	152	327

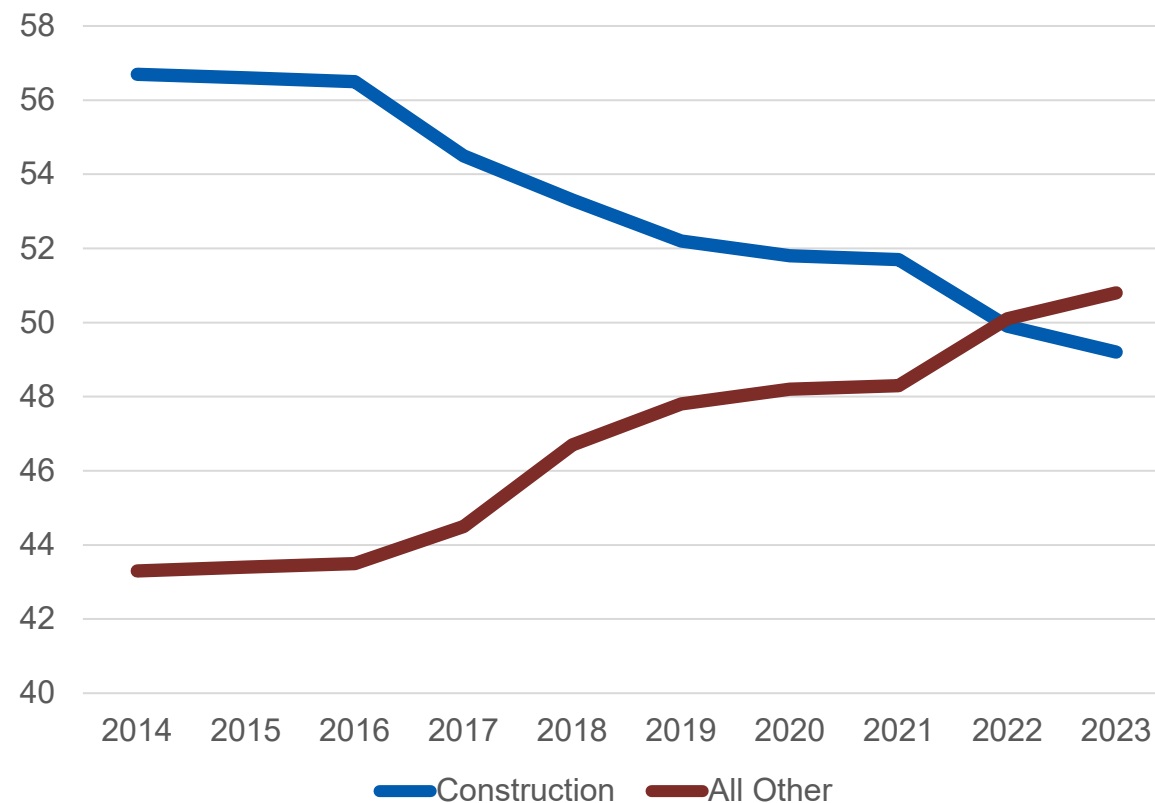


Industry Penetration: Growth In Both Traditional And Non-traditional Industries

Active Apprentices - Construction
77% Growth since 2014



Share of Active Apprentices
Construction vs. All Other Industries





Quality: Registered Apprenticeship Has A Proven Track Record Of Producing Strong Results For Employers And Workers

IMPRESSIVE INDIVIDUAL – EMPLOYEE –
PUBLIC RETURN ON INVESTMENT



44%

Employer return on investment in Registered Apprenticeship

90%

Of those that complete their apprenticeship retain employment after completion.

46%

Fewer than half of those that start an apprenticeship complete their apprenticeship.

\$80K

Completers earn per year on average

\$300K+

Apprentices' lifetime earning advantage for completers



Secretary's Advisory Committee on
Apprenticeship (ACA)

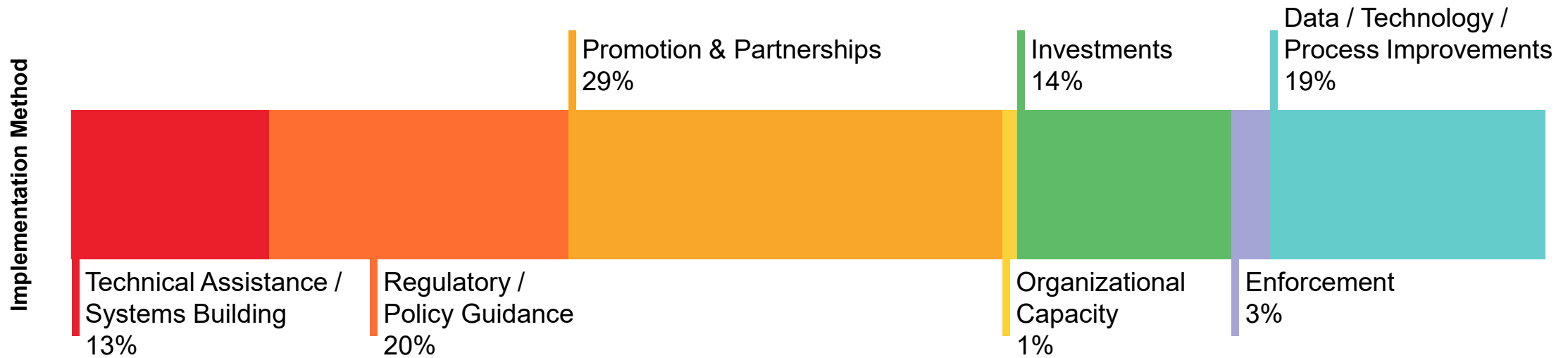
Update on ACA Recommendations

June 2024 Report Out to ACA



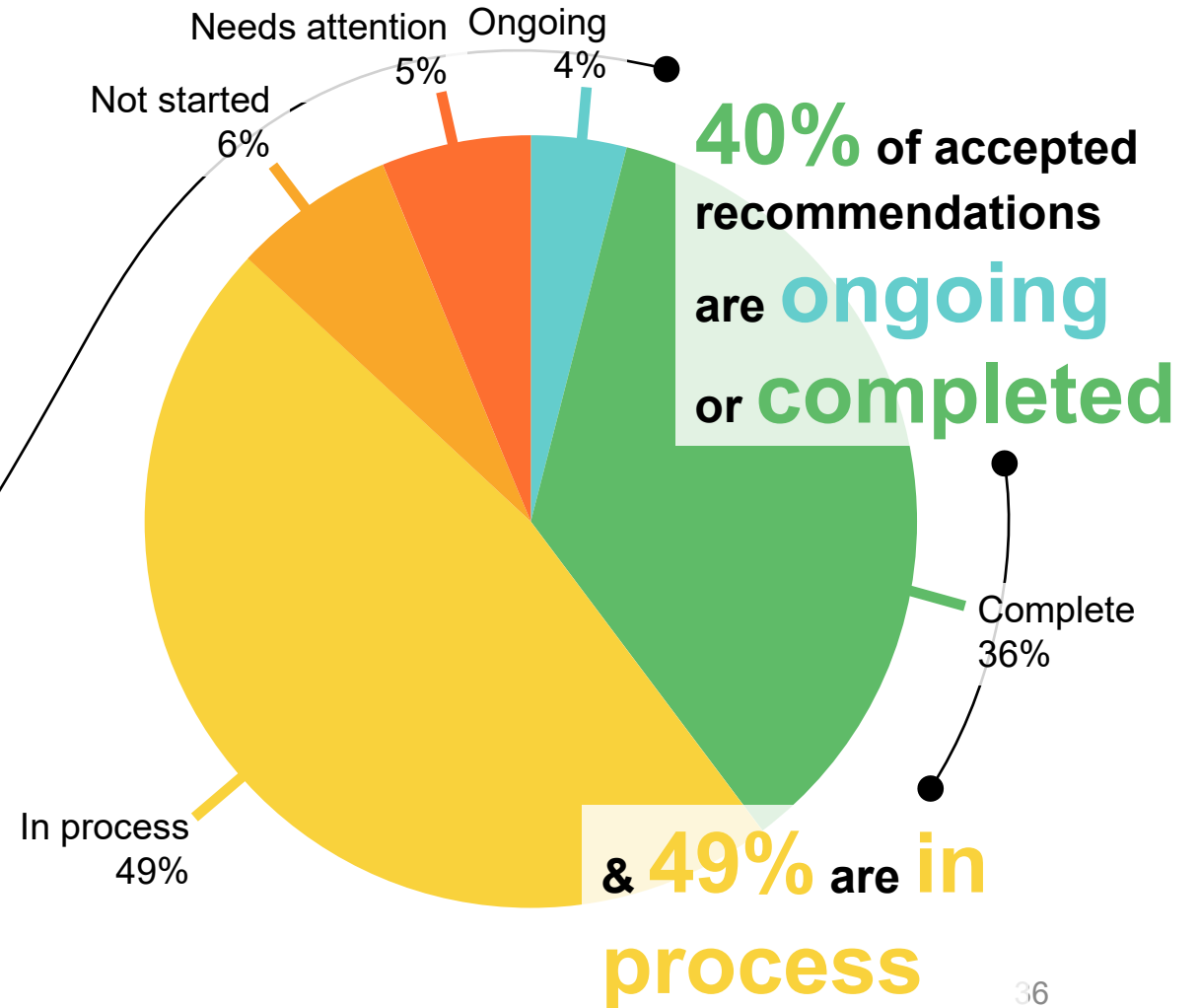
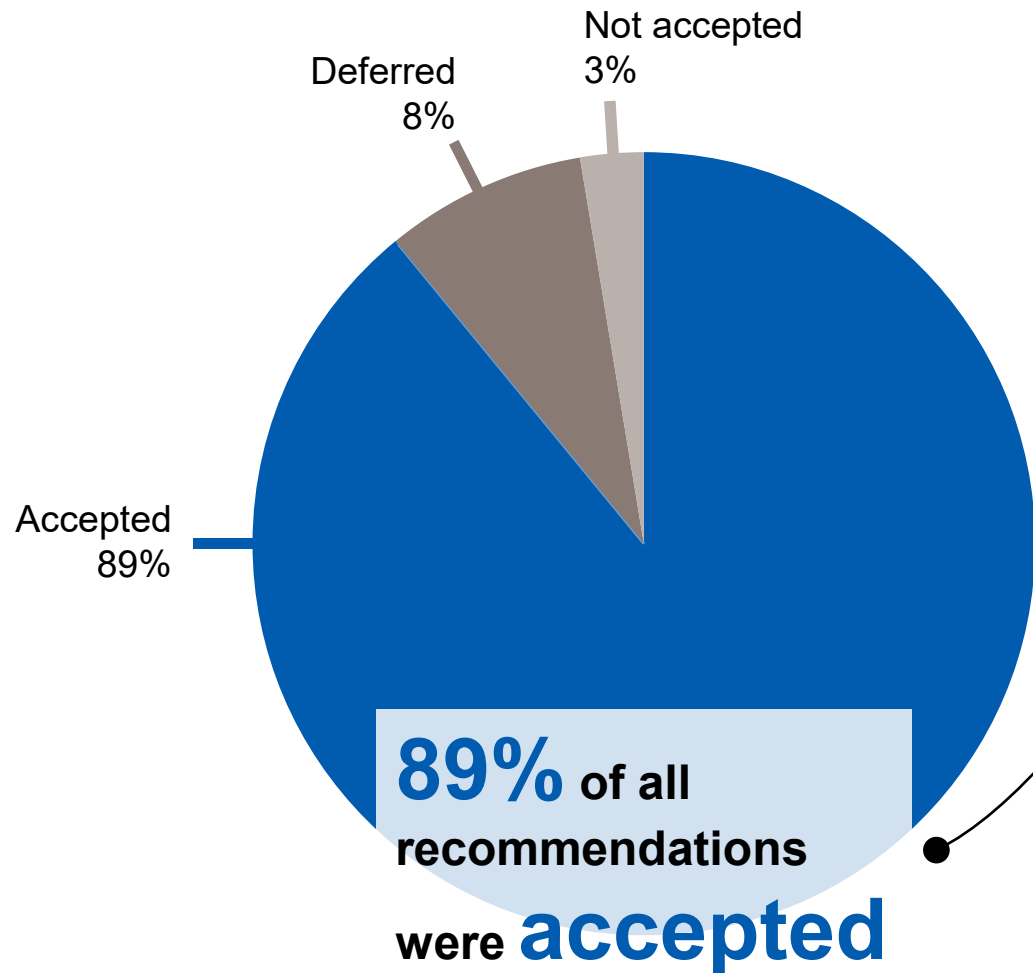
2021-2023 ACA Recommendations Status Update: Implementation Methods

96% of recommendations were related to **Data / Technology / Process Improvements, Investments, Promotion & Partnerships, Regulatory / Policy Guidance, or Technical Assistance / Systems Building** implementation methods





2021-2023 ACA Recommendations Status Update





Highlights of Actions Taken to Date

- Notice of Proposed Rulemaking (NPRM): National Apprenticeship System Enhancements (Regulatory)
- Executive Order on Expanding Registered Apprenticeship: Federal Procurement and Federal Apprenticeships (Investments and Partnerships)
- State Apprenticeship Expansion Grants, Apprenticeship Building America Grants, Pre-Apprenticeship Partnership with TradesFutures, New Intermediaries (Investments)
- Launched Trailblazers and Youth Apprenticeship Week (Promotion and Partnerships)



Highlights of Actions Taken to Date (cont.)

- Issued Pre-Apprenticeship TEN (Policy/Technical Assistance)
- Registered Apprenticeship Academy (Tech Assistance)
- Issued Populations Dashboard and Other Updates on Apprenticeship.gov (Data/Technology/Systems)
- Continue to Increase Staff and Expand Enforcement Efforts (increased program reviews and SAA State Reviews)



Plan for ACA Activities

The Road Ahead

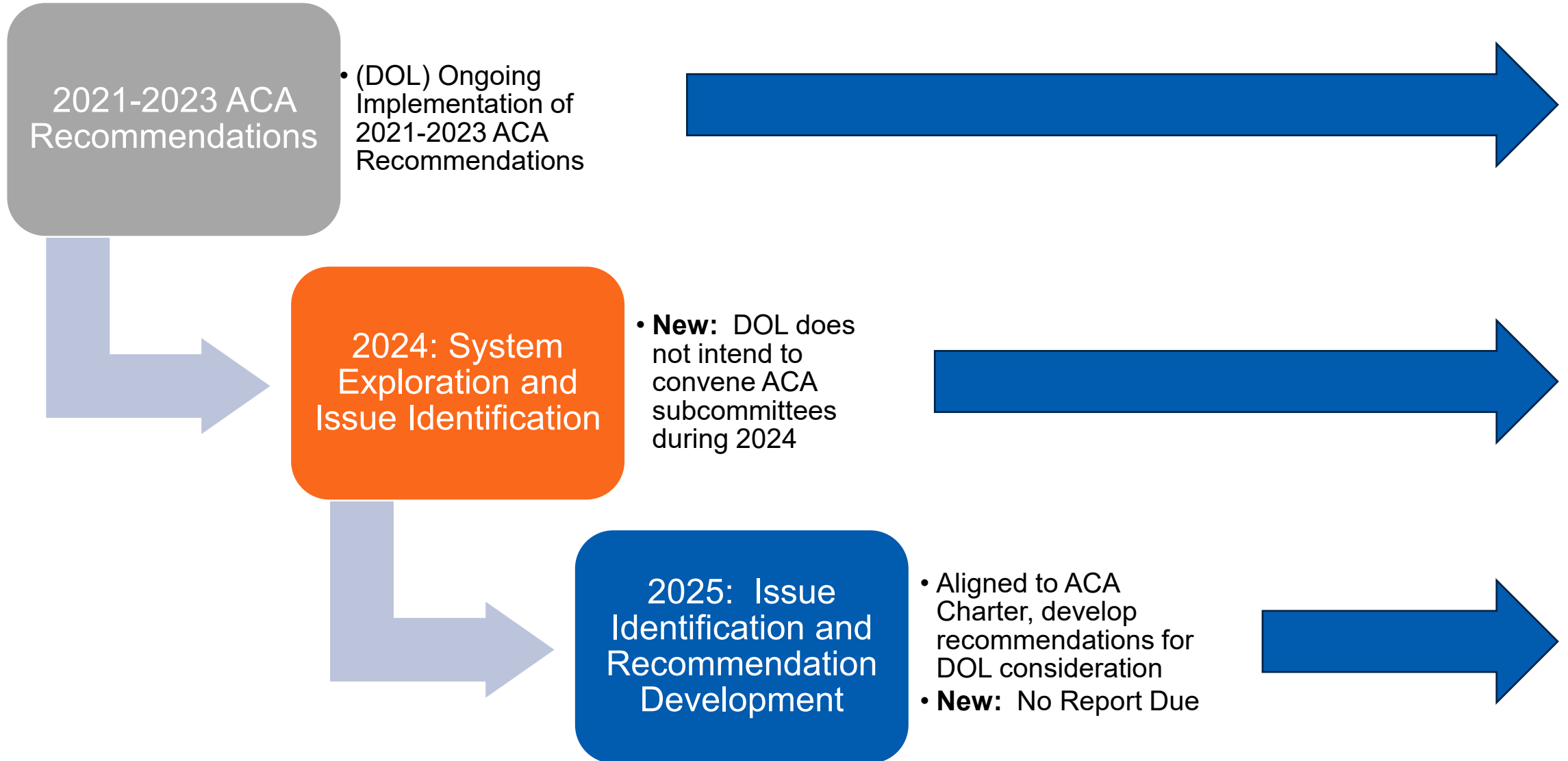
ACA Charter

The objective and scope of the ACA is to provide advice and recommendations to the Secretary on ways to **better utilize the apprenticeship training model to provide equitable career pathways that advance the dignity of work for everyone**, emphasizing four strategic areas as follows.

- a. **the modernization** of the Registered Apprenticeship model and **the promotion of innovation** across the National Apprenticeship system;
- b. the **expansion and diversification** of apprenticeships into **new industries and sectors**;
- c. the establishment of **apprenticeship pathways, inclusive of pre-apprenticeship and youth apprenticeship**, that promote **career pathways to good jobs with family sustaining wages**; and
- d. **equitable access for all workers to participate and succeed** in the National Apprenticeship system.



High Level Overview of Planned ACA Activities





ACA 2024 Activities: Meeting Focus Areas

First Meeting: Washington, DC

Resources and Best Practices to Inform System Building

- International Best Practices
- Federal Resources and Activities
- State Leadership and Innovation

Second Meeting: Local Site Visit

Integration of Resources and System Alignment at the State, Local and Regional Level

- Site Visit(s): Integrating Resources at State/Regional/Local Level with focus on Apprenticeship System Building (e.g IIA Site, Workforce Hub, ABA Grant)
- System Alignment: Alignment of Workforce/Education systems with Registered Apprenticeship



Critical Role of State Apprenticeship Agencies

Todd Berch, CT SAA and NASTAD President





ACA Members Feedback and Open Dialogue



**Break
15 Minutes**



Landscape of International Apprenticeship Partnerships

Moderators: Wood Powell and Margaret Scotti, Europe and South Asia Area Advisor, Bureau of International Labor Affairs (ILAB), U.S. DOL



Yasmin Hilpert
Counsellor for Labour
and Social Affairs,
Embassy of the Federal
Republic of Germany



Olivia Gachoud
Head of Science Office,
Embassy of Switzerland
in the United States of
America



Georg-Christian Lack
Head of Economic and
Trade Affairs, Embassy
of Austria



Matthew Keller
Senior Advisor;
Government Relations
and Public Diplomacy,
Embassy of
Liechtenstein



ACA Members Feedback and Open Dialogue



Adjourn



Advisory Committee on Apprenticeship (ACA) Meeting

June 5, 2024





Call to Order, Welcome



Robert Cherry, Jr.
ACA Chairperson
Partner4Work
CEO



Agenda Overview



John V. Ladd

US Department of Labor

Administrator | Office of Apprenticeship
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Agenda Overview – Day 2

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Agenda Overview

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Agenda Overview – Day 2

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Moderator: Manny Lamarre, Deputy Assistant Secretary, ETA

Panel: Registered Apprenticeship Interagency Working Group

- Kyle deCant, Director of Labor Policy, National Economic Council
- Robert Shriver, Deputy Director, or Theo Chang, Senior Advisor, OPM (invited)
- Karen Miller, HR Specialist, NASA Langley Research Center
- Melora McVicker, Director, Credentialing, OASD Readiness (Force Education and Training), The Pentagon

Open Discussion

- ACA Members Feedback and Open Dialogue

11:00 a.m. – 11:15 a.m. Break



Agenda Overview – Day 2

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Facilitators: John Ladd and Chairperson Cherry

Panelists: Ex-Officio Members

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ACA Members Feedback and Open Dialogue

12:00 p.m. – 1:30 p.m.

LUNCH (ON YOUR OWN)



Agenda Overview – Day 2

1:30 p.m. – 2:30 p.m.

Sector Caucus Breakouts

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 - Labor Reps (5th Floor Conference Room – Room 1B)
 - Public Reps (5th Floor Conference Room – Executive Board Room)
-

2:30 p.m. – 3:00 p.m.

Closing Session

- Co-Chair Elections Report Out
 - Next Meeting – Mid-September
 - Public Comment
 - Adjourn
-



Facilitated Discussion

Recap of Day 1 & Impressions/Takeways



Expanding Public Sector Apprenticeships

Moderator: Manny Lamarre, Deputy Assistant Secretary, ETA

Panel: Registered Apprenticeship Interagency Working Group

- Kyle deCant, Director of Labor Policy, National Economic Council
- Robert Shriver, Deputy Director, or Theo Chang, Senior Advisor, Office of Personnel Management (OPM) (invited)
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**Break
15 Minutes**



Federal Agency Panel: Ex-Officio Members

- **Education: Amy Loyd**, Assistant Secretary, Office of Career, Technical, and Adult Education
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Lunch (On Own)
12:00 p.m. – 1:30 p.m.



Sector Caucus Breakouts

(Meeting Recap will resume at 2:30 p.m. Eastern Time)



Meeting Recap and Wrap Up



Co-Chair Elections Report Out



Next Meeting – Mid-September

Public Comment



Adjourn