



# Accessing the Benefits of Apprenticeship

SelectUSA Summit 2021

[www.apprenticeship.gov](http://www.apprenticeship.gov)

Facilitator: Angela McDaniel, Apprenticeship Diversity & Inclusion Lead

# The Public Workforce Development System Overview

Robin Fernkas  
Deputy Administrator  
Office of Workforce Investment



Employment  
and Training  
Administration

# Workforce Development System

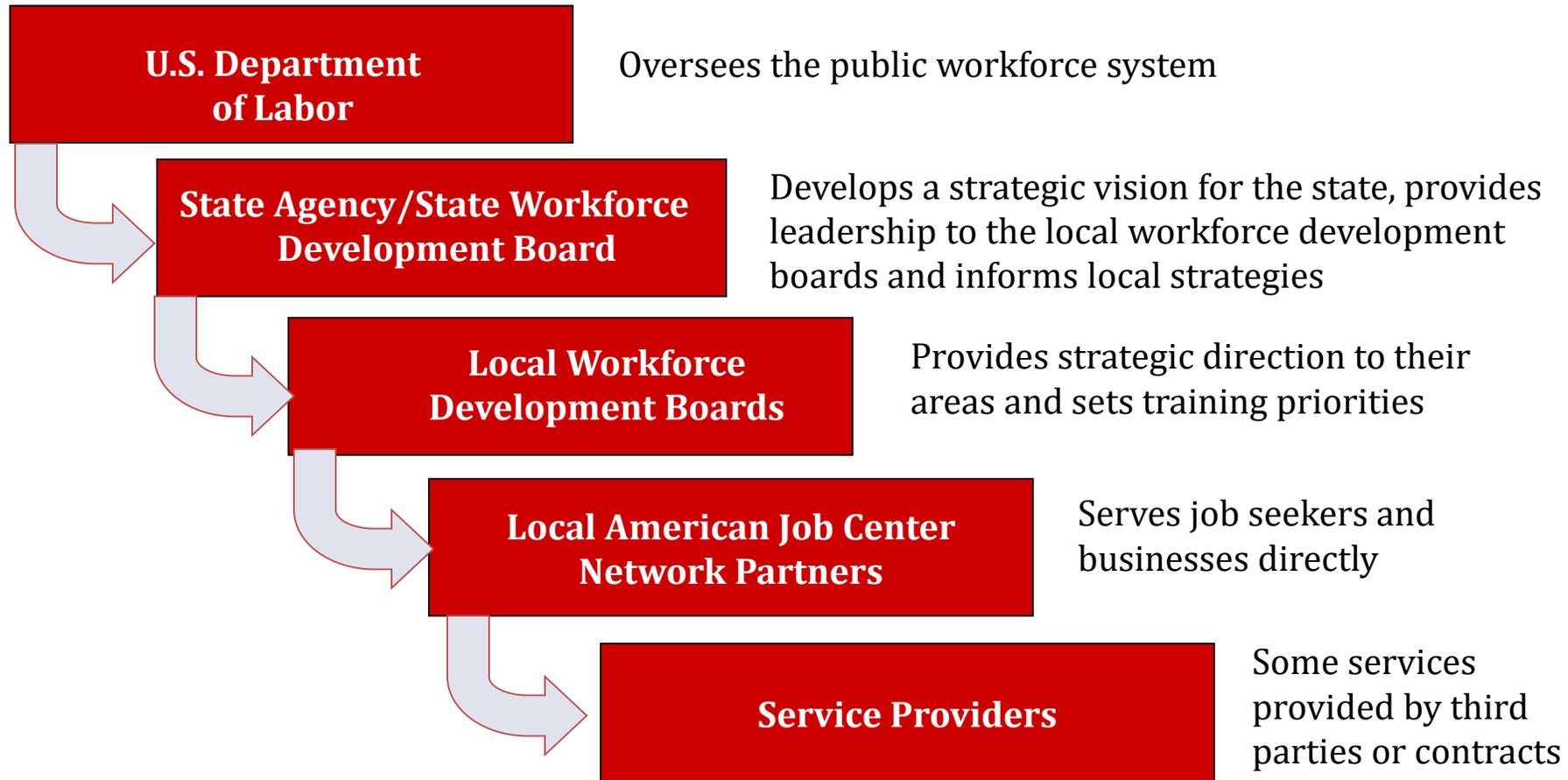
## Purpose

The publicly-funded workforce system is a locally and **business led** network of federal, state, regional, and local agencies and organizations that provide a range of employment, education, training, and related services and supports to help **all jobseekers secure good jobs** while providing **businesses with the skilled workers** they need to compete in the global economy.



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# Workforce Development System



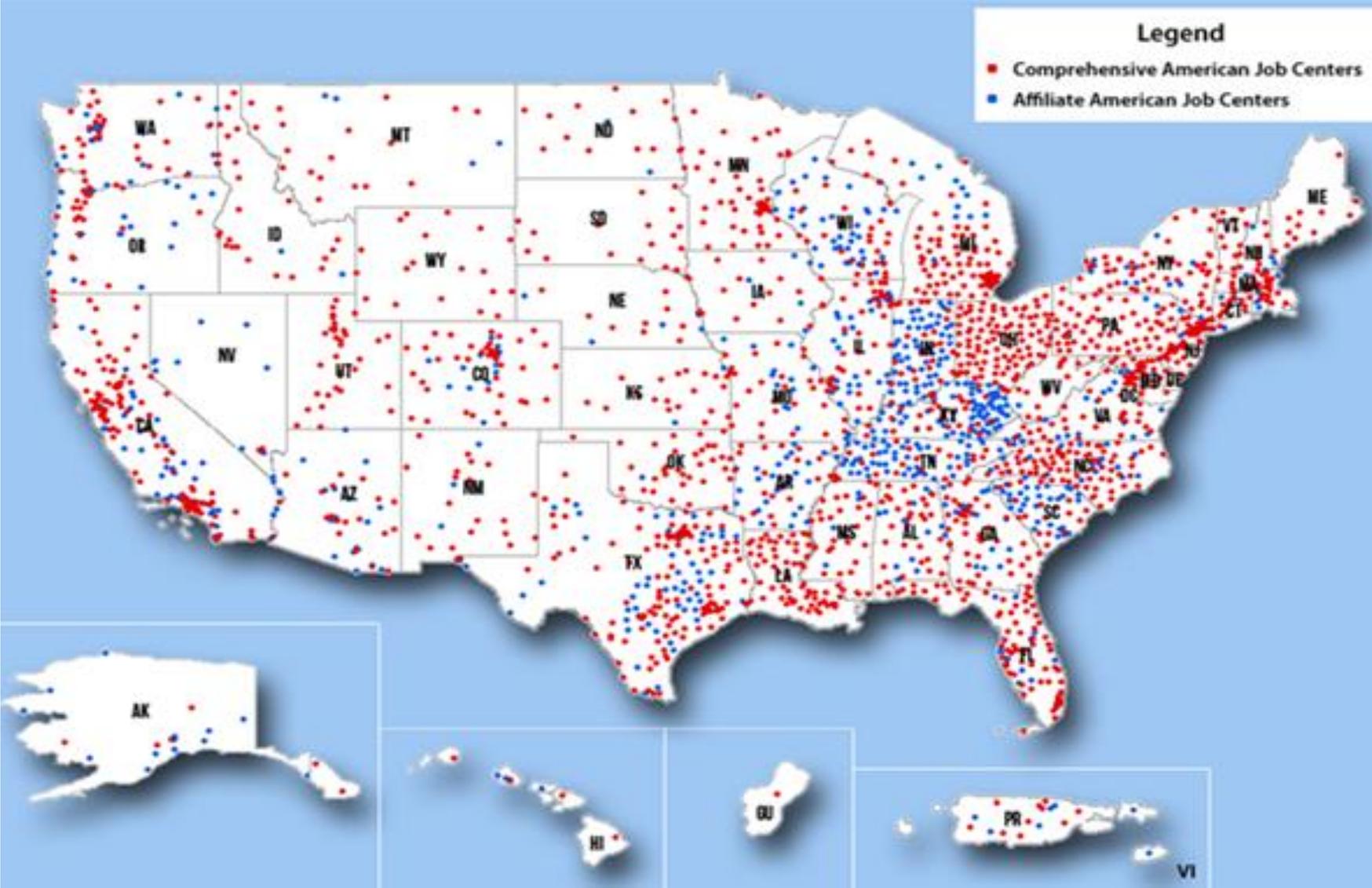
**Decentralized Public Workforce System**



Employment and Training Administration

# americanjobcenter

Nearly 2,400 nationwide



# In an American Job Center

## **Recruitment and Screening:**

- Recruit, screen, and refer job seekers, from entry level workers to highly-skilled professionals
- Recruit full-time, part-time, and seasonal workers
- Host job fairs and providing office space for on-site screening and interviewing
- Offer workforce information about wages, employment trends, and national comparisons

## **Retention and Up-Skilling:**

- Develop on-the-job and workplace training and providing training services to retool incumbent workers
- Support employee retention by offering services such as transportation, childcare assistance, and mentoring programs to individuals engaged in training
- Assist businesses in applying for Work Opportunity Tax Credits
- Assist with lay-off aversion strategies

# In an American Job Center

## **Job Training Focus on Skills and Credential Attainment**

- Occupational Training
- On-the-job training
- Customized training
- Entrepreneurial training
- Incumbent Worker Training
- Job readiness training
- Adult education and literacy
- Registered Apprenticeship



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# Tools and Resources from USDOL

- **Career One-Stop Business Center** is your source for help to hire, train, and retrain a strong workforce:
  - <http://www.careeronestop.org/BusinessCenter/index.aspx>
- **American Job Center Locator** provides contact information for the nearest American Job Center:
  - <http://www.careeronestop.org/LocalHelp/local-help.aspx>



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# Apprenticeship 101 Overview

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**Presenter:** Angela McDaniel, Apprenticeship Diversity & Inclusion Lead

# A Proven Workforce Solution

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, **classroom instruction**, and a portable, **nationally-recognized credential**.

# Five Components of Apprenticeship



Apprenticeships are jobs



On-the-job learning in a work setting



Job-related classroom training



Learning with the help of a mentor



Industry-recognized 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](#)  
Helpful reading: [Department of Commerce Study: The Benefits and Costs of Apprenticeship: A Business Perspective](#)



# Benefits for Career Seekers

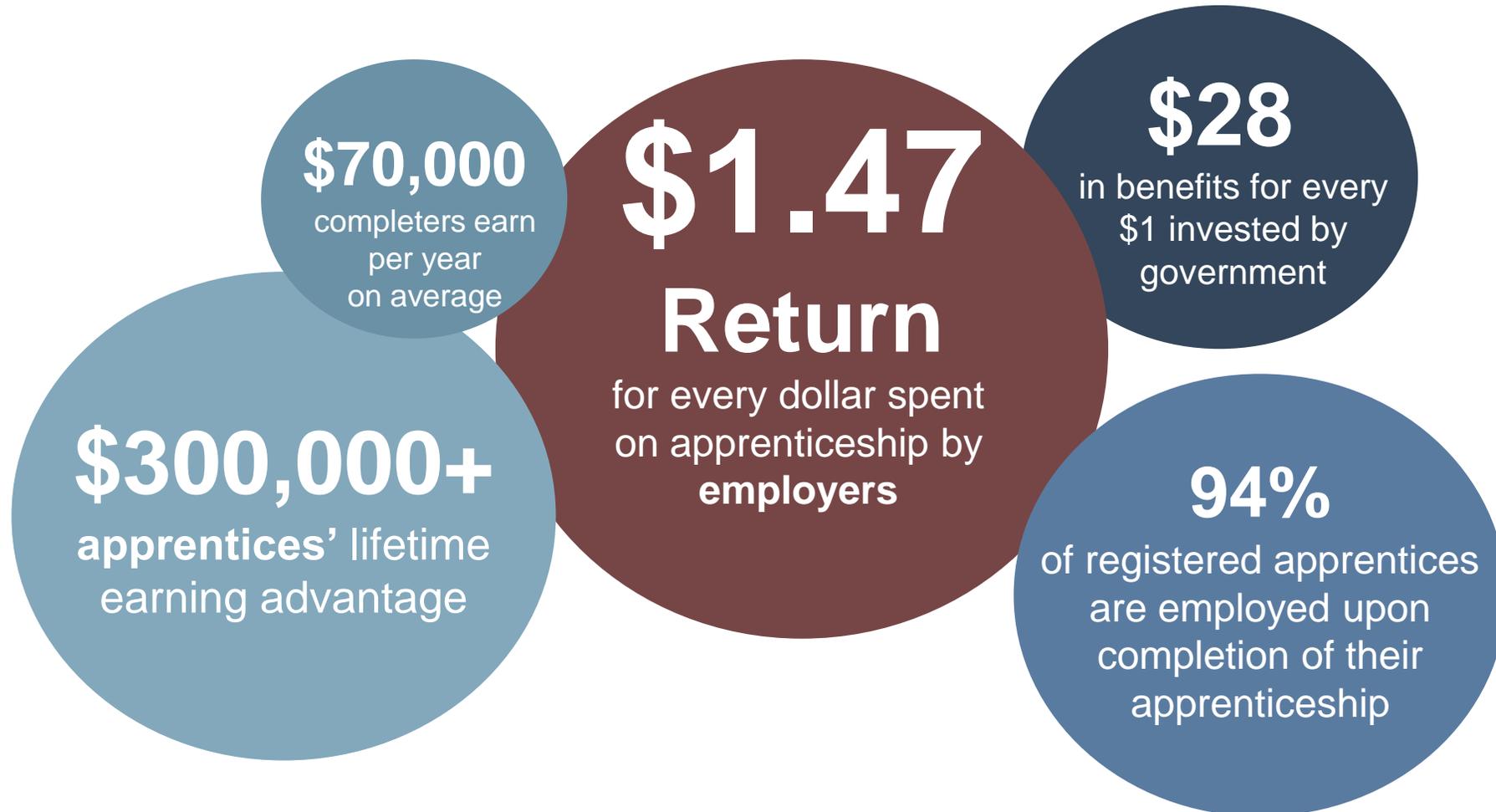
- ▶ Earn as you learn
- ▶ Avoid student debt
- ▶ Gain workplace-relevant skills in the field of their choice
- ▶ Ease the transition from school to career
- ▶ Receive an industry-recognized and nationally-portable credential and/or college credits
- ▶ Jump start your career

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



# Registered Apprenticeship Has a Proven Track Record of Producing Strong Results for Employers and Workers

Impressive Individual – Employee – Public Benefits



# APPRENTICESHIP CONTINUES TO DEMONSTRATE STRONG GROWTH

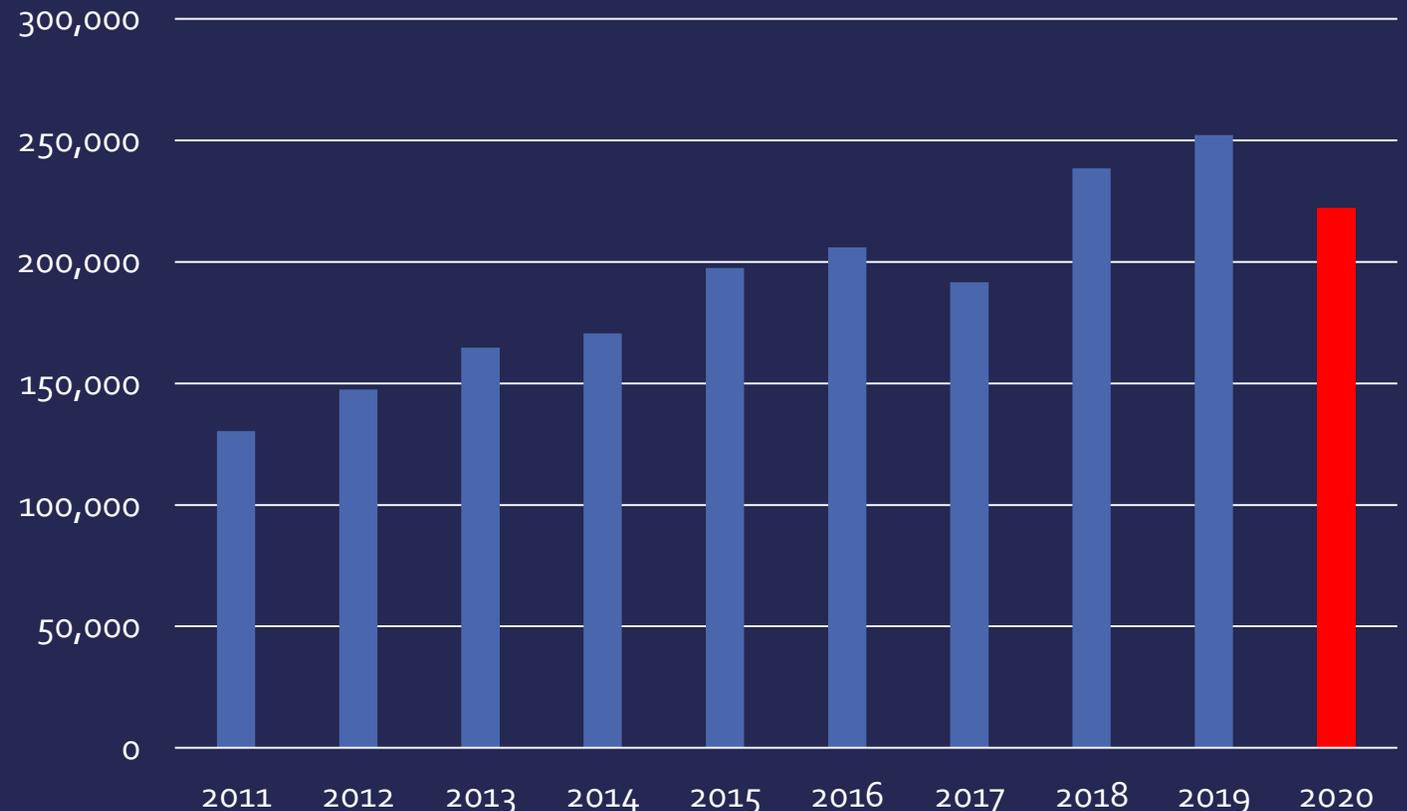
# 70%

Growth in New Apprentices Since 2011

## Key Facts

- 713,000+ new apprentices since 10/1/17
- 38% more active apprentices than the previous 10-year average (636,000 vs. 459,000)
- 349,000+ participants completed an apprenticeship in the last five years
- 13,500+ new apprenticeship programs created in last five years

## Annual New Apprentices



# A Diverse Range of Industries



Healthcare



Cybersecurity



Information  
Technology



Biotechnology



Transportation



Construction



Financial  
Services



Advanced  
Manufacturing



Hospitality



Engineering



Energy



Telecommunications

# Partner Finder

Apprenticeship programs are customizable, and they largely rely on a strong partnership network to help meet business objectives. The [Partner Finder](#) can connect you with the right partners to help you design, develop, or enhance your program.

## How the Partner Finder Works



### Employers search for Partners

Employers enter keywords relevant to their industry titles and geographic location. They can also filter the results on specific types of apprenticeship partners.



### Partners appear in results

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

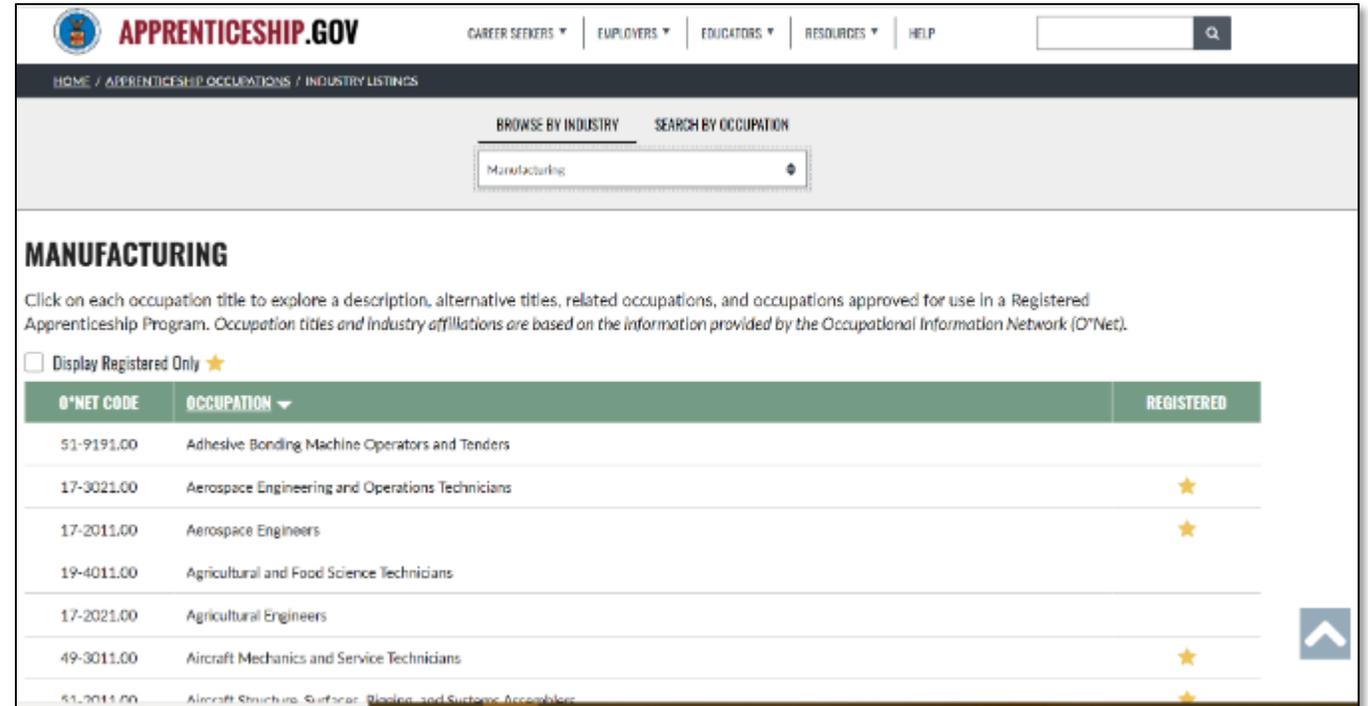


### Employers connect with Partners

Employers can reach out directly to their chosen Partner by phone or email to learn more about their services

# Occupation Finder

The [Occupation Finder](#) allows employers, sponsors, and career seekers to explore **hundreds of occupations** and identify those that are approved for use in a Registered Apprenticeship Program.



The screenshot shows the Apprenticeship.gov website interface. At the top, there is a navigation bar with the logo and menu items: CAREER SEEKERS, EMPLOYERS, EDUCATORS, RESOURCES, and HELP. Below the navigation bar, there is a breadcrumb trail: HOME / APPRENTICESHIP OCCUPATIONS / INDUSTRY LISTINGS. The main content area has two tabs: BROWSE BY INDUSTRY and SEARCH BY OCCUPATION. The BROWSE BY INDUSTRY tab is active, and a dropdown menu shows 'Manufacturing' selected. Below the tabs, the heading 'MANUFACTURING' is displayed. A sub-heading explains that users can click on occupation titles to explore descriptions and related information. A checkbox labeled 'Display Registered Only' is checked. Below this, a table lists various occupations with their O\*NET codes and whether they are registered for use in a Registered Apprenticeship Program.

O*NET CODE	OCCUPATION	REGISTERED
51-9191.00	Adhesive Bonding Machine Operators and Tenders	
17-3021.00	Aerospace Engineering and Operations Technicians	★
17-2011.00	Aerospace Engineers	★
19-4011.00	Agricultural and Food Science Technicians	
17-2021.00	Agricultural Engineers	
49-3011.00	Aircraft Mechanics and Service Technicians	★
51-3011.00	Aircraft Structures, Surface, and Systems Assemblers	★

# Industry Intermediary Contacts

Intermediary Name	Industry	Contact Info
Appteon	Information Technology (IT)	<a href="mailto:Steve.Satwah@appteon.com">Steve.Satwah@appteon.com</a>
Equus Workforce Solutions	Healthcare and Healthcare IT	<a href="mailto:MichelleDay@equusworks.com">MichelleDay@equusworks.com</a>
Fastport, Inc.	Transportation, Distribution, and Logistics	<a href="mailto:Dave.Harrison@fastport.com">Dave.Harrison@fastport.com</a>
H-CAP	Healthcare	<a href="mailto:Daniel.Bustillo@hcapinc.org">Daniel.Bustillo@hcapinc.org</a>
Jobs for the Future	Advanced Manufacturing	<a href="mailto:Mgenua@jff.org">Mgenua@jff.org</a>
Maher and Maher	Information Technology (IT)	<a href="mailto:Ayoung@mahernet.com">Ayoung@mahernet.com</a>
National Restaurant Association Educational Foundation	Hospitality	<a href="mailto:Ewalden@nraef.org">Ewalden@nraef.org</a>
Net.America Corporation	Healthcare, Health IT	<a href="mailto:ClareHines@netamerica.net">ClareHines@netamerica.net</a>
North America's Building and Trades Union	Construction	<a href="mailto:Tkriger@nabtu.org">Tkriger@nabtu.org</a>
Safal Partners	Cybersecurity	<a href="mailto:Katie.Adams@safalpartners.com">Katie.Adams@safalpartners.com</a>
Washington Technology Industry Association	Information Technology (IT)	<a href="mailto:Aanderson@washingtontechnology.org">Aanderson@washingtontechnology.org</a>
Wireless Infrastructure Association (WIA)	Telecommunications, Wireless, 5G, Broadband	<a href="mailto:Tim.House@wia.org">Tim.House@wia.org</a>



# Industry Intermediary Panel

[www.apprenticeship.gov](http://www.apprenticeship.gov)

Facilitator: Angela McDaniel, Apprenticeship Diversity & Inclusion Lead ([McDaniel.Angela@dol.gov](mailto:McDaniel.Angela@dol.gov))

## Industry Intermediaries:

- Jennifer Carlson, Co-Founder and Executive Director, WTIA Workforce Institute & Apprenti ([jcarlson@apprenticareers.org](mailto:jcarlson@apprenticareers.org))
- Eric Seleznow, Senior Advisor, Jobs for the Future ([eseleznow@jff.org](mailto:eseleznow@jff.org))
- Tony Swoope, Consultant, North America's Building Trades Union ([aswoope@mac.com](mailto:aswoope@mac.com))
- Rebecca Loewenfeldt, Associate Director, Healthcare Career Advancement Program ([rebecca.vonloewenfeldt@hcapinc.org](mailto:rebecca.vonloewenfeldt@hcapinc.org))

# Thank You for Joining Us Today

Let's continue to explore ideas to grow apprenticeship

**Any Questions? The Office of Apprenticeship is here to help!**  
**Contact us at [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov), or visit [www.apprenticeship.gov](http://www.apprenticeship.gov).**

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