



Accessing the Benefits of Apprenticeship

SelectUSA Summit 2021

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

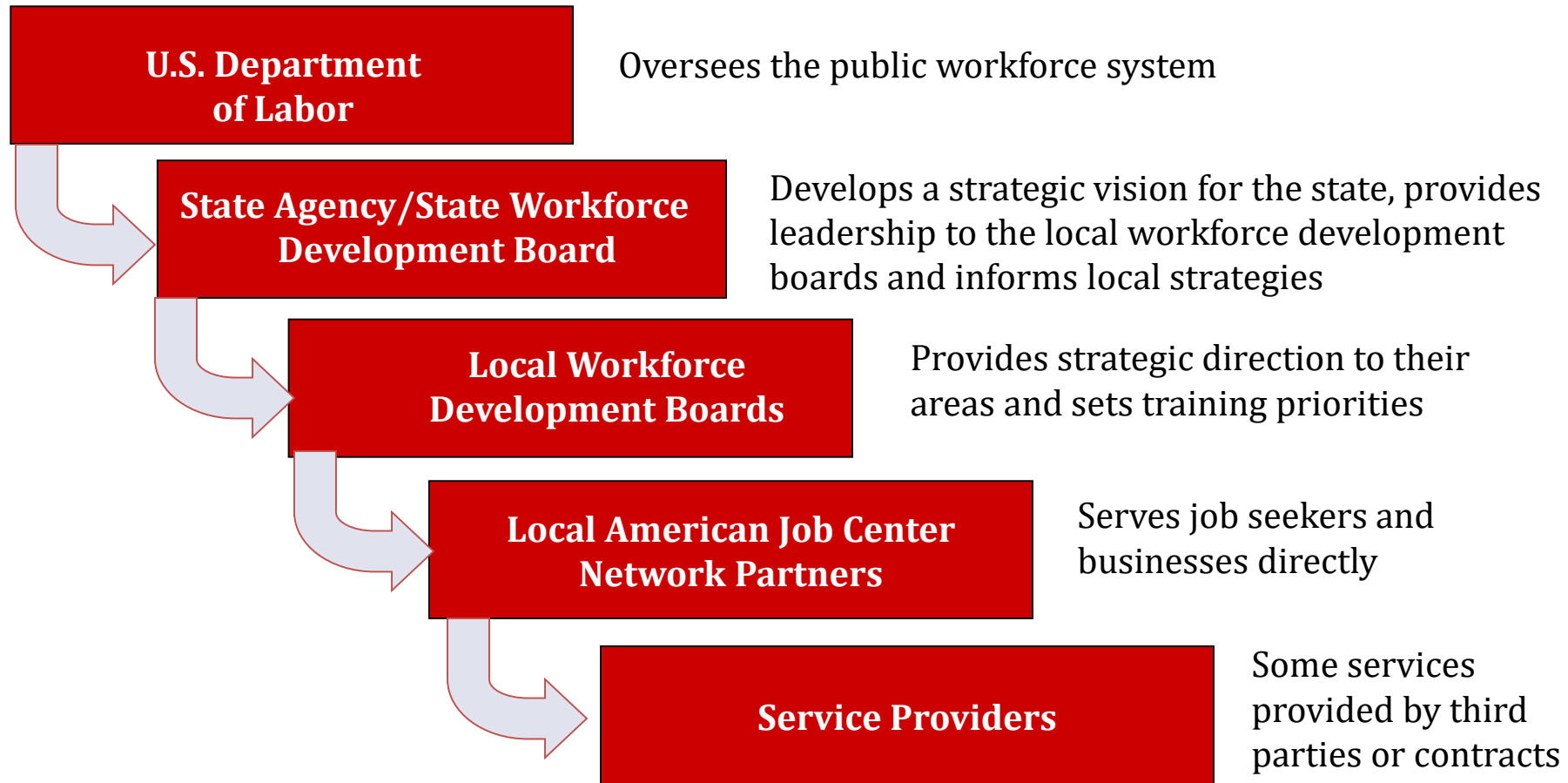
Purpose

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



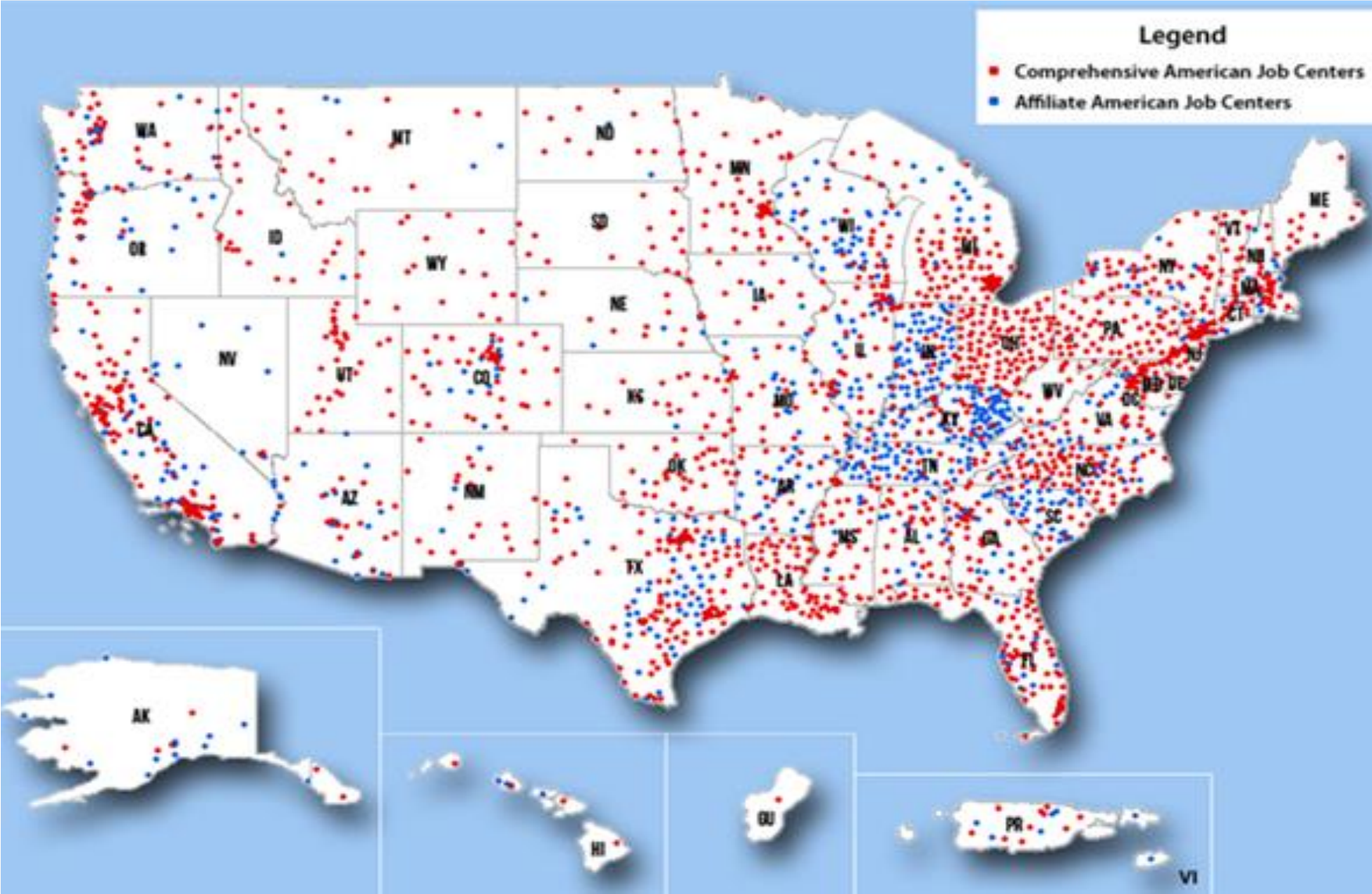
Decentralized Public Workforce System



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american**job**center

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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www.apprenticeship.gov

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

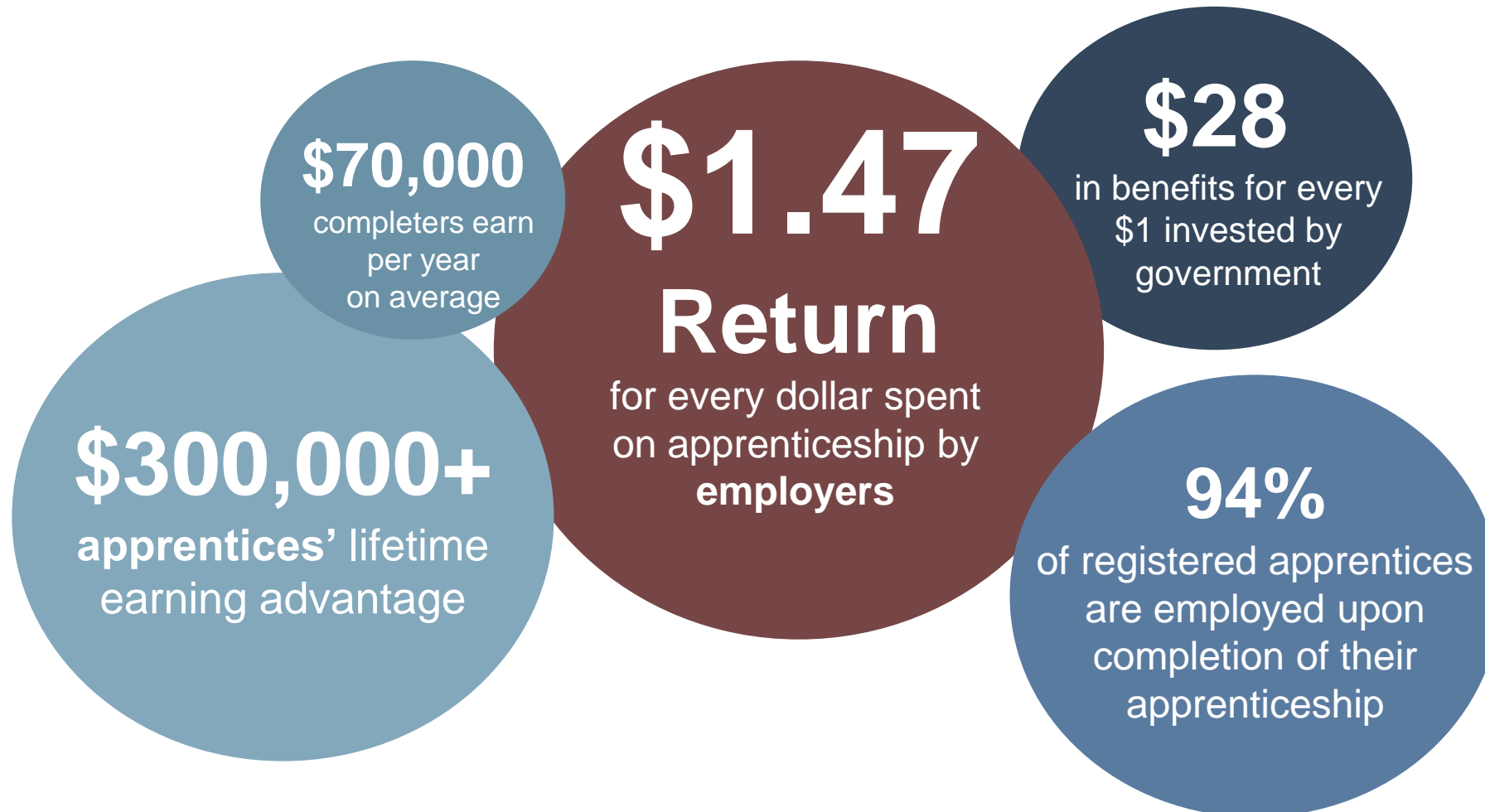
- ▶ Earn as you learn
- ▶ Avoid student debt
- ▶ Gain workplace-relevant skills in the field of their choice
- ▶ Ease the transition from school to career
- ▶ Receive an industry-recognized and nationally-portable credential and/or college credits
- ▶ Jump start your career

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

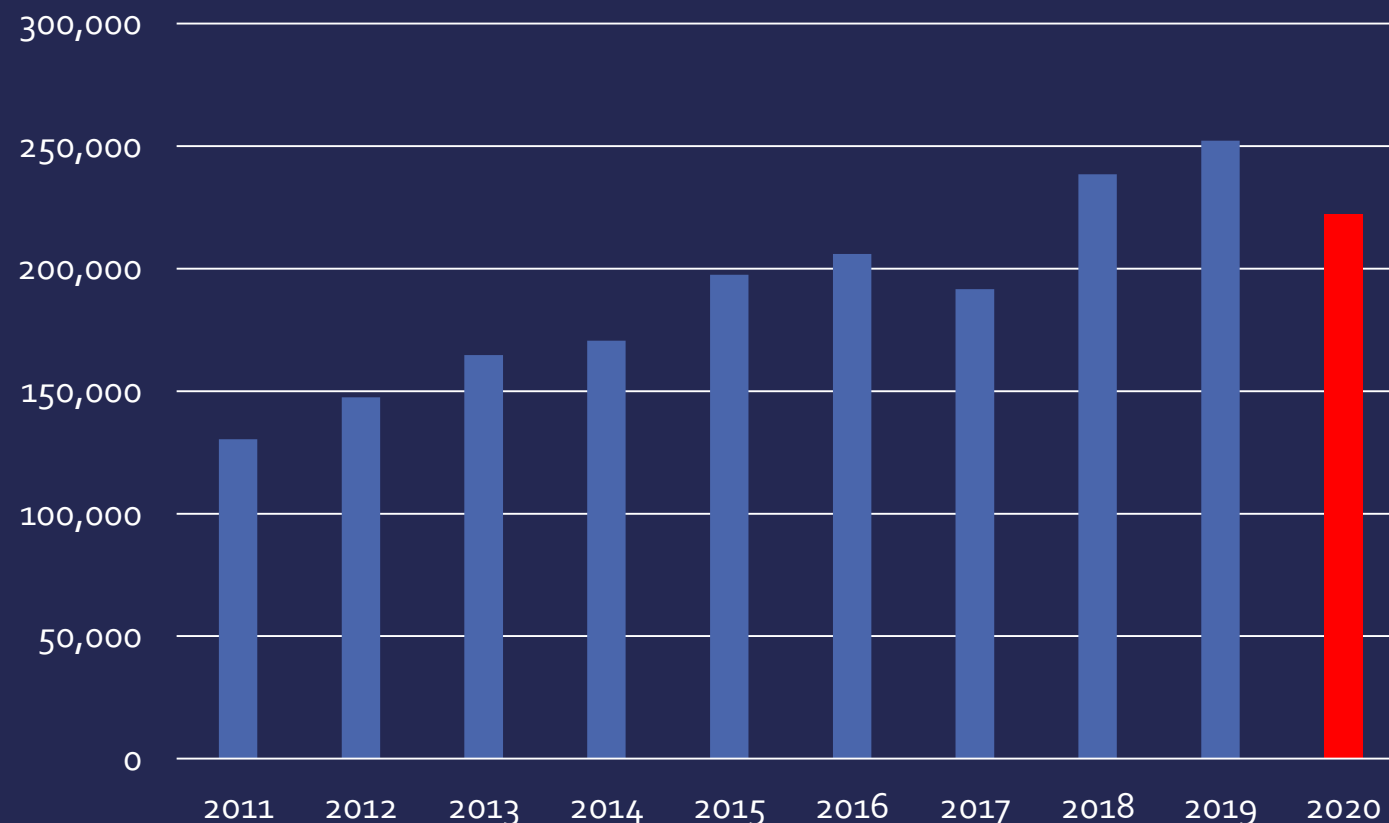
70%

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)

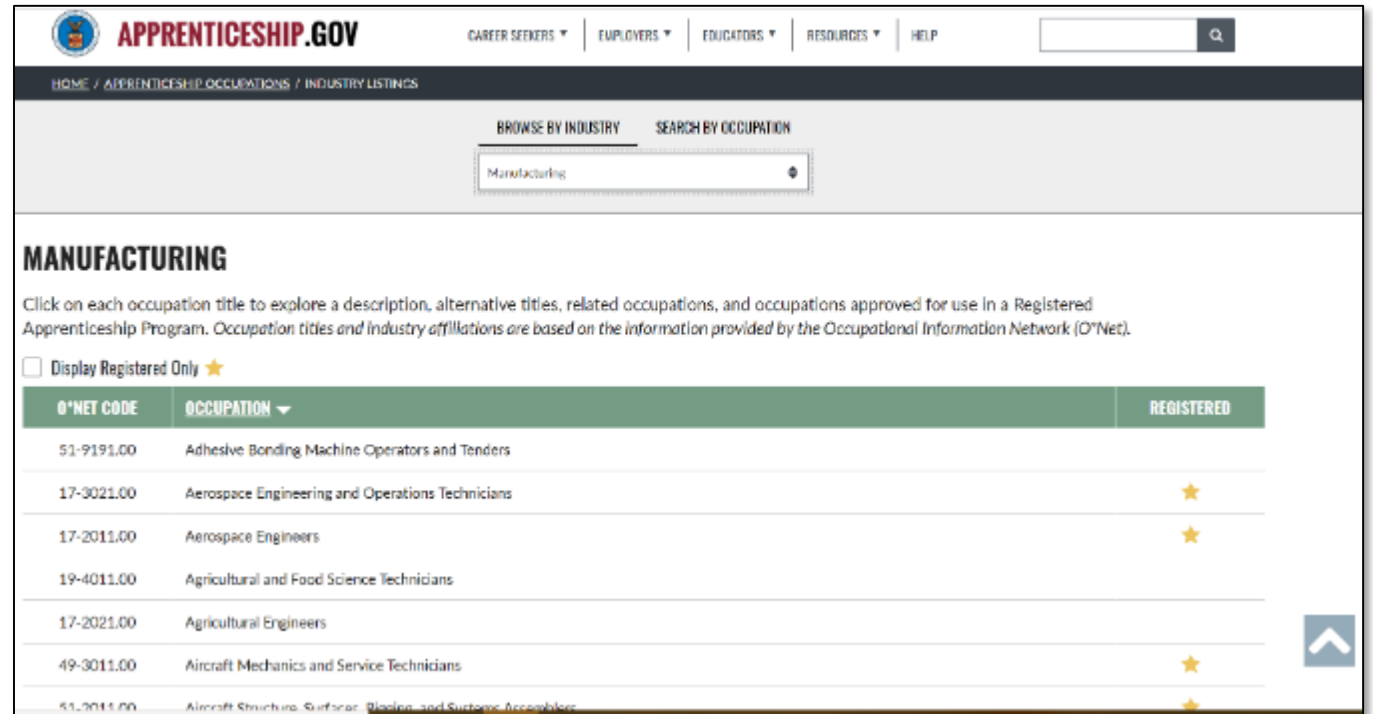


Employers connect with Partners

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. The header includes navigation links for CAREER SEEKERS, EMPLOYERS, EDUCATORS, RESOURCES, and HELP, along with a search bar. The main content area is titled 'MANUFACTURING' and lists various occupations with their O*NET codes. A checkbox for 'Display Registered Only' is present. The table below lists the occupations and their registration status.

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	★
51-2011.00	Aircraft Structures, Surface, and Systems Assemblers	★

Industry Intermediary Contacts

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



Industry Intermediary Panel

www.apprenticeship.gov

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

Industry Intermediaries:

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

A chalkboard with a lightbulb and chalk drawings of circles and lines.

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, or visit www.apprenticeship.gov.

Angela McDaniel | 202-693-2789 | McDaniel.Angela@dol.gov