



Virtual Meeting of the Task Force on Apprenticeship Expansion

February 6, 2018 | Virtual Meeting

Opening Remarks



R. Alexander Acosta

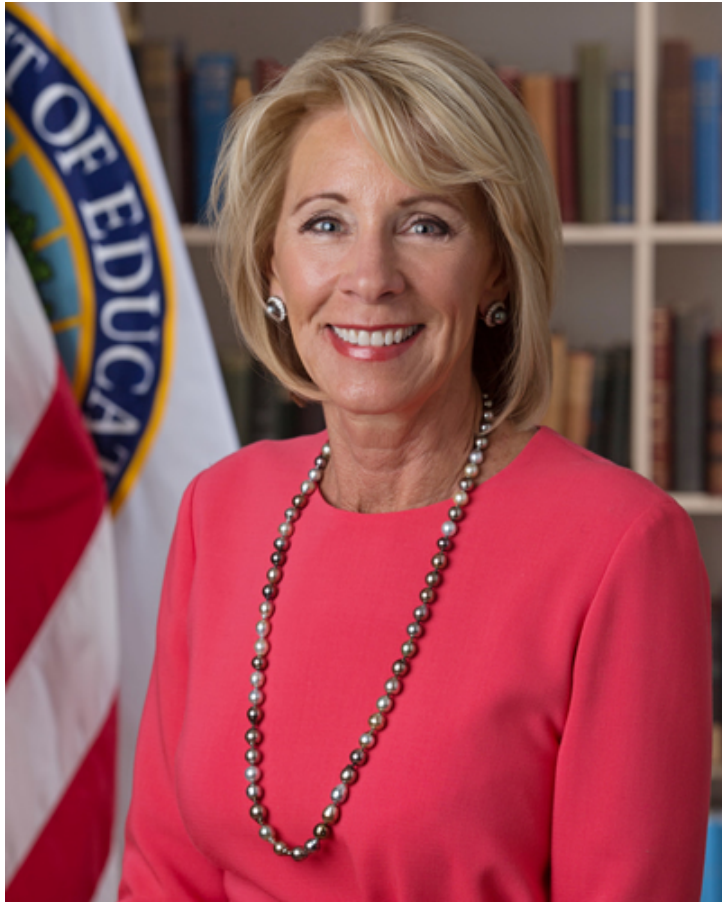
Secretary

U.S. Department of Labor



Task Force on Apprenticeship Expansion | Virtual Meeting | February 6, 2018

Co-Chair Remarks



Betsy DeVos

Secretary

U.S. Department of Education



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Task Force Member Remarks

Marc H. Morial
National Urban League



Overview of Subcommittees

- 1. Subcommittee on Education and Credentialing**
- 2. Subcommittee on Attracting Business to Apprenticeship**
- 3. Subcommittee on Access, Equity, and Career Awareness**
- 4. Subcommittee on Administrative and Regulatory Strategies to Expand Apprenticeship**



Subcommittee Progress Report

Education and Credentialing Subcommittee



Subcommittee Members

Member	Organization	Principal
Emily Stover DeRocco (Chair)	E3	Emily Stover DeRocco
Brenezza DaParre Garcia	APLU	Mark Rosenberg
Stephanie Groen	Governor, State of Iowa	Gov. Kim Reynolds
Catherine Ross	NIMS	Montez King
Jennifer Worth	AACC	Walter Bumphus
Rob Gifford	NRA	Dawn Sweeney
William Irwin	Carpenters	Douglas McCarron
Dane Linn	BRT	Josh Bolten
Ron Marlow	Urban League	Marc Morial
Joseph Powell	SMART	Joe Sellers
Mike Wooten	ED	Secretary DeVos
Laurie Rowe	DOL	Secretary Acosta

Subcommittee Discussion Guide

- Critical to the work of the full Task Force is an understanding of, and an agreement to, a set of terms and definitions to guide our deliberations.
- The subcommittee on Education and Credentialing has created a glossary of terms for discussion by the full Task Force today.



Glossary

- **Apprenticeship:** An arrangement that includes a paid-work component and an educational or instructional component, wherein an individual obtains workplace-relevant knowledge and skills.
- **Industry-Recognized Apprenticeship:** A high-quality apprenticeship program that includes a paid-work component and an educational or instructional component, wherein an individual obtains workplace-relevant knowledge and skills. Programs will be developed by third parties and may include trade and industry groups, companies, non-profit organizations, unions, and joint labor-management organizations. Developed programs are those that can be certified as a high-quality program by a third-party certifier that has received favorable determination from DOL.
- **Job Training Programs:** A Federal program designed to promote skills development or workplace readiness and increase the earnings or employability of workers, but does not include Federal student aid or student loan programs.



Glossary

- **Blended Learning:** Multiple learning modes are available to engage an individual, including theory-based classroom instruction, simulations and online or distance learning, and other innovative learning modes. This is coupled with, and supplemented by, performance-based or “hands-on” learning in the work environment.
- **Credit for Prior Knowledge & Experience:** Individuals who have developed knowledge and skills through prior educational and work experience can receive credit for their demonstrated abilities.
- **Industry Skill Standards & Credentials:** Curriculum/training is based on industry skill standards, while third-party assessments (including industry credentials) measure and acknowledge individual proficiency.



Glossary

- **Mentorship:** Employer mentors support an individual during his/her work-based learning experience, providing guidance on company culture, specific position functions, and workplace policies and procedures. In many cases, mentors help develop learning objectives for a mentee and assist in measuring his/her progress and proficiency.
- **Paid-Work Experience & Advancement Opportunity:** An individual will earn a wage during the work based learning portion of the program. Work, full or part-time, is usually paid and tied to an academic credit from a secondary or post-secondary school partner. Wages/workplace responsibilities will often increase at defined milestones as determined by an employer based on the individual's advancement.
- **Program Completion Certificates:** Individuals who complete the program receive nationally portable, industry recognized credentials, program certificates and/or degrees that have demonstrable consumer and labor market value.

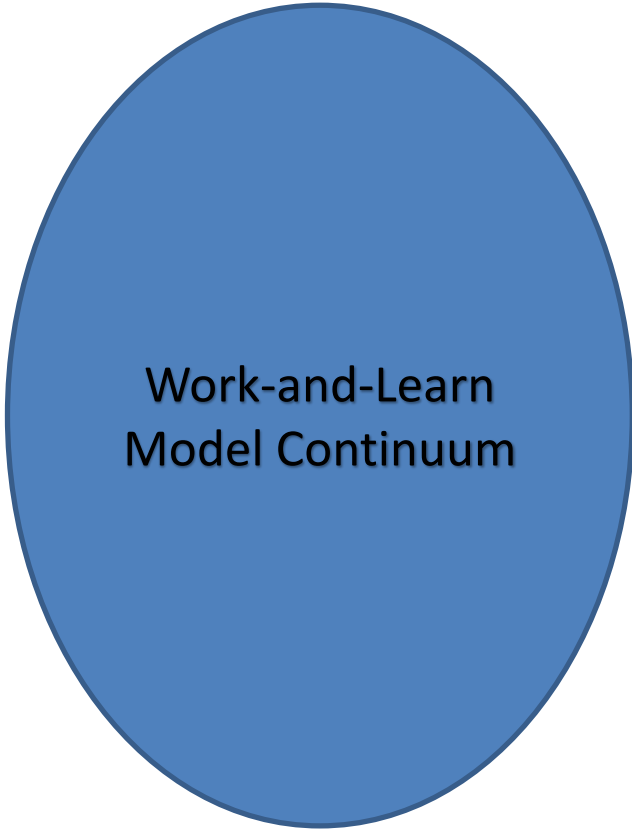


Subcommittee Progress Report – Recommendations

- Better connect employers and learning providers to ensure competency-based instruction is aligned to the knowledge, skills, and abilities needed on the job.
- Industry credentials integrated into apprenticeship must be standards-based, industry recognized, and nationally portable.
- Work with industry certifiers to ensure industry recognized apprenticeships incorporate the key criteria of:
 - blended learning,
 - credit for prior knowledge and experience,
 - industry skill standards and credentials,
 - mentorship,
 - paid-work experience and advancement opportunities, and
 - program completion certificates.

Subcommittee Progress Report – Recommendations

- Industry recognized apprenticeship must include work based learning and performance assessment to ensure the individual can apply knowledge, skills, and abilities related to the job.
- Recognizing the Work and Learn Model Continuum, the goal is to expand more traditional work and learn models to incorporate the criteria of modern apprenticeship and to ensure better outcomes for workers and employers.
- Reform Registered Apprenticeship program to modernize the system and encourage greater involvement by employers and industry sectors.



Work-and-Learn Model Continuum

LOW TOUCH Work-and-Learn

- Less structured
- Low engagement/ resources needed from the employer
- General career knowledge for the working learner

Career Fair, Career Expo/Job Fair

Industry Tour

Job Shadowing

Externship

Pre-Apprenticeship

Mentorship

Clinical Training/ Practicum

Returnship

On-the-Job Training

Internship

Cooperative Education/Co-Op

Apprenticeship

Registered Apprenticeship

HIGH TOUCH Work-and-Learn

- Very structured
- High engagement/ resources needed from the employer
- Full immersion and career/industry knowledge for the working learner

Subcommittee Progress Report

Attracting Business to Apprenticeship Subcommittee



Subcommittee Members

Member	Organization	Principal
Shelly Weir (Co-Chair)	AHLA	Katherine Lugar
Carrie Houtman (Co-Chair)	DOW	Andrew Liveris
Greg Sizemore	ABC	Mike Bellaman
Gardner Carrick	NAM	Jay Timmons
Jason Tyszko	US Chamber	Thomas Donohue
Denise Peppard	Northrop	Wesley Bush
Patrick Weber	Governor, State of South Dakota	Gov. Dennis Daugaard
Rob Gifford	NRA	Dawn Sweeney
Adam Jones	Actor	John Ratzenberger
Richard Wahlquist	Manpower, Inc.	Cari Dominguez
Diane Auer Jones	DOL	Secretary Acosta
David Langdon	DOC	Secretary Ross

Subcommittee Progress Report – Recommendations

- To recruit more businesses to apprenticeship, we need to identify precisely what problems a business or sector is trying to solve and then provide data and case studies to demonstrate how apprenticeship can help.
- Challenges addressed by apprenticeship include:
 - Diversifying the workforce
 - Improving employee retention
 - Upskilling incumbent workers
 - Reaching new communities of potential employees
 - Retaining institutional knowledge of the aging workforce
 - Financial Return On Investment

Subcommittee Progress Report – Recommendations

- In order to attract more employers to apprenticeship – and in particular smaller and medium sized businesses – industry groups must develop and make centralized resources readily available.
- These resources include:
 - Industry-developed, competency-based apprenticeship standards
 - Curricula that align with those standards (made available through a central provider or a network of providers)
 - Instruction and resource guides for trainers/educators
 - Instruction and resource guides for mentors
 - Industry-developed occupational competencies

Subcommittee Progress Report – Recommendations

- Companies need to understand how to optimize their training investments (including current expenditures) to yield desired outcomes
 - Need to better understand how employers currently invest training dollars
 - what are their goals, how much do they spend, what are the outcomes?
 - Case studies or other tools could be developed to help industries quantify their current expenditures and evaluate the effectiveness of those investments.

Subcommittee Progress Report - Recommendations

- Companies are attracted by risk-sharing opportunities
 - Government risk sharing tools include Federal and State financial incentives such as start-up grants, tax credits, and other workforce development investments.
 - If apprenticeship is achieving better outcomes than other workforce development programs (as determined through more robust data collection and analysis efforts), then Federal and State resources should be reallocated to apprenticeship.
 - Income sharing agreements provide a new tool that could help businesses fund apprenticeship training costs. Investors sponsor apprentices by investing in their training, and in return they take an equity stake in the apprentice's wages over a certain period of time.

Subcommittee Progress Report

Administrative and Regulatory Strategies to Expand Apprenticeship Subcommittee



Subcommittee Members

Member	Organization	Principal
Gardner Carrick	NAM	Jay Timmons
Dane Linn	BRT	Josh Bolten
Tom Kriger (Chair)	NABTU	Sean McGarvey
Joseph Powell	SMART	Joe Sellers
Jason Tyszko	US Chamber	Thomas Donohue
Brenezza DaParre Garcia	APLU	Mark Rosenberg
Emily Stover DeRocco	E3	Emily Stover DeRocco
Stephanie Groen	Governor, State of Iowa	Gov. Kim Reynolds
Denise Peppard	Northrop Grumman	Wesley Bush
Catherine Ross	NIMS	Montez King
Diane Auer Jones	DOL	Secretary Acosta
Dave Langdon	DOC	Secretary Ross

Subcommittee Progress Report

Expanding Access, Equity, and Career Awareness Subcommittee



Subcommittee Members

Member	Organization	Principal
Cari Dominquez	Manpower, Inc.	Cari Dominquez
William Irwin	Carpenters	Douglas McCarron
Carrie Houtman	DOW	Andrew Liveris
Adam Jones	Actor	John Ratzenberger
Ron Marlow (Chair)	Urban League	Marc Morial
Tom Kriger	NABTU	Sean McGarvey
Greg Sizemore	ABC	Michael Bellaman
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Shelly Weir	AHLA	Katherine Lugar
Jennifer Worth	AACC	Walter Bumphus
Laurie Rowe	DOL	Secretary Acosta
Ebony Lee	ED	Secretary DeVos

Wrap Up



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Next Meeting and Next Steps

