

Task Force on Apprenticeship Expansion Subcommittees

Expanding Access, Equity and Career Awareness

In order for apprenticeship to meet current and future workforce demands, it must attract employers and qualified apprentices who see this form of postsecondary education and training as a valued pathway to an exciting and financially rewarding career. Potential apprentices must be made aware of the large number of careers and career pathways available to them through apprenticeship, and we must ensure that all Americans have equal access to these opportunities.

Subcommittee Charge: This subcommittee will recommend steps that could be taken to reduce the stigmatization of non-college pathways, to broaden awareness of the many different kinds of careers that pay a family-sustaining wage, to expand access to apprenticeship and to ensure equity in the opportunity to prepare for these jobs and careers.

Subcommittee Members:

- American Association of Community Colleges
- American Hotel and Lodging Association
- Associated Builders and Contractors
- Dow Chemical Company
- Governor, South Dakota
- John Ratzenberger
- Manpower Inc.
- National Urban League
- North America's Building Trades Unions
- United Brotherhood of Carpenters

Administrative and Regulatory Strategies to Expand Apprenticeship

Apprenticeship provides a well-proven pathway to prepare individuals for career entry and career mobility, but until now the Registered Apprenticeship program has been the only option for most employers seeking government approval or support. While Registered Apprenticeship serves a number of industries well and has for decades, we hear from many employers that the bureaucracy associated with the program is too burdensome and that there is insufficient flexibility to meet the varying needs of many industries. Industry-recognized apprenticeships provide more autonomy and authority to enable employers to expand high quality apprenticeship programs in a wider range of sectors and occupations.

Subcommittee Charge: This subcommittee will make recommendations regarding the structure of the new industry-recognized apprenticeship system, the processes for identifying qualified third parties to recognize high-quality programs, and the overarching guidelines for ensuring that industry-recognized apprenticeships meet industry-relevant

quality standards. The subcommittee will also identify administrative or regulatory provisions that would encourage more industries and employers to participate in apprenticeship and to more efficiently take apprenticeships to scale.

Subcommittee Members:

- Association of Public and Land-Grant Universities
- Business Roundtable
- U.S. Chamber of Commerce
- E3 Engage Educate Employ
- Governor, Iowa
- International Association of Sheet Metal, Air, Rail and Transportation Workers
- National Association of Manufacturers
- National Institute for Metalworking Skills
- North America’s Building Trades Unions
- Northrup Grumman

Attracting Business to Apprenticeship

Apprenticeships are a business investment since apprentices are an employee of the sponsoring company, are paid wages during their on-the-job training (and often times during their classroom training), and typically receive related instruction that is paid for by the employer. Employment is a unique and critical element that distinguishes apprenticeship from other kinds of training or education, and both apprentices and employers enter into the arrangement with the expectation of continuing employment after the apprenticeship is over. In order to grow apprenticeship more rapidly, we need to attract more employers to serve as sponsors and to value apprenticeship-related credentials in their hiring, promotion and talent management policies and strategies.

Subcommittee Charge: This subcommittee will briefly catalog the multiple barriers that prevent many American companies from considering or embracing apprenticeship as part of their workforce development strategy. It will then outline priority actions that government and the private sector could take to build commitment and support for taking apprenticeship to scale and further diversifying the industries and sectors that participate in apprenticeship.

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Education and Credentialing

While paid, on-the-job training is a hallmark of apprenticeship opportunities, also important to the apprenticeship experience is classroom instruction, whether delivered by the employer, a 2-year or 4-year institution or a trade association. Not only does this education provide theoretical knowledge to support technical skills and practices, it also facilitates the development of strong interpersonal communication and problem-solving skills. While traditional education systems issue certificates and degrees to indicate a student's success in meeting pre-determined learning objectives, what kinds of credentials are important to raising the visibility of apprenticeship and to signal to employers and potential apprentices that apprenticeships result in career-advancing credentials?

Subcommittee Charge: This subcommittee will explore educational opportunities available or needed to prepare more individuals to successfully enroll in and complete an apprenticeship; strategies for increasing consistency among institutions regarding the delivery of related technical instruction and college credit awarded for on-the-job learning experiences; strategies for making related technical instruction more affordable for apprentices and employers; and strategies for relying on portable, industry-recognized credentials as a key element of quality assurance and accountability reviews.

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