

<b>TRAINING AND EMPLOYMENT NOTICE</b>	<b>NO.</b> 18-13
	<b>DATE</b> January 2, 2014

**TO:** STATE GOVERNORS  
STATE WORKFORCE AGENCIES  
STATE WORKFORCE LIAISONS  
STATE WORKFORCE INVESTMENT BOARDS AND STAFF  
LOCAL WORKFORCE INVESTMENT BOARDS AND STAFF  
STATE APPRENTICESHIP AGENCY DIRECTORS  
OFFICE OF APPRENTICESHIP FIELD STAFF  
OFFICE OF APPRENTICESHIP STATE AND REGIONAL DIRECTORS

**FROM:** ERIC M. SELEZNOW  
Acting Assistant Secretary

**SUBJECT:** 21<sup>st</sup> Century Registered Apprenticeship: A Shared Vision for Increasing Opportunity, Innovation, and Competitiveness for American Workers and Employers

**1. Purpose.** To promote innovative recommendations by the Secretary of Labor’s Advisory Committee on Apprenticeship (ACA) on the use of Registered Apprenticeship as a critical and timely solution to the nation’s workforce, economic, and education challenges; and to encourage the state, regional, and local leaders and the public workforce system to utilize the vision report as a resource for supporting apprenticeship opportunities in their own communities.

**2. Background.** The broad role of the ACA is to advise the U.S. Secretary of Labor on critical matters related to the National Registered Apprenticeship System in the U.S., and to offer related recommendations. The ACA is composed of a range of approximately 24-27 individuals appointed by the Secretary of Labor for one- or two-year terms. The membership includes representatives from the employer, public, and labor sectors.

Building on the work of the committee over the past few years and an outgrowth of a dialogue that was initiated during the recognition of the 75<sup>th</sup> anniversary of the National Apprenticeship Act, the ACA developed this leading-edge report entitled, *21<sup>st</sup> Century Registered Apprenticeship: A Shared Vision for Increasing Opportunity, Innovation, and Competitiveness for American Workers and Employers*. The report provides goals and strategies for states, localities, and the workforce system to look at the national Registered Apprenticeship system from an entirely new perspective and as an important career pathway for American workers. As one thought leader in the report stated: “Registered Apprenticeship has tremendous opportunity to help millions of individuals.” In particular, the report focuses on expanding apprenticeship into new and traditional industries and increasing pathways for under-represented populations.

In this report, the ACA shares their vision for Registered Apprenticeship, and why it is a critical component of the country's education and training systems. The report contains important actions and recommendations that policy leaders and the workforce investment system should consider – to better integrate Registered Apprenticeship into workforce, economic, and education systems and solutions. The report is a timely policy document as job seekers look for education and training options, and employers consider solutions to fill their skill requirements.

The report provides four major goals and related recommendations in order to achieve its future vision for Registered Apprenticeship:

**Goal 1:** An increasing number of businesses and additional industries will use and reap the advantages of quality Registered Apprenticeship programs.

**Goal 2:** Americans will seek and find Registered Apprenticeship as a valuable post-secondary pathway to rewarding careers.

**Goal 3:** Diverse populations in the U.S. workforce will have access to growing opportunities in Registered Apprenticeship.

**Goal 4:** Public policy will increasingly reflect the power and value of Registered Apprenticeship to address economic and workforce development challenges.

Among the challenges we face – worker skill shortages, gaps in educational attainment, credentialing or the aging workforce – all of these issues create challenges in keeping communities, employers, and the nation competitive. Frequently, American families, business, and students have looked to college as one of the only premiere tracks to reach the middle class and to gain the skills needed to compete in today's knowledge-based economy. However, there is a renewed national interest in work-based learning strategies, like Registered Apprenticeship. The rising cost of higher education and skills mismatches in critical industries and key occupations have led over 150,000 employers and labor management organizations and nearly 400,000 apprentices annually to utilize Registered Apprenticeship.

The ACA report explains that for many new and emerging industries, worker and skill shortages could be addressed through an expanded and enhanced 21<sup>st</sup> century national Registered Apprenticeship system and helps highlight innovative programs and practices. The apprenticeship model can now be found in all major industries, including building and construction, healthcare, information technology, advanced manufacturing, and transportation. The report provides the tools for leaders and the workforce system to understand the benefits of Registered Apprenticeship and to utilize it as a major tool in their workforce strategies.

The full report is available for download on the Apprenticeship Community of Practice (CoP) Web site. To access the full report, please click on the following link:

[https://21stcenturyapprenticeship.workforce3one.org/view/21st\\_Century\\_Vision\\_for\\_Registered\\_Apprenticeship\\_/info](https://21stcenturyapprenticeship.workforce3one.org/view/21st_Century_Vision_for_Registered_Apprenticeship_/info).

Also available for download, is a two page summary of the report. To access the summary, click on the following link:

<https://21stcenturyapprenticeship.workforce3one.org/view/2001333743506513528/info>

**3. Related Registered Apprenticeship Resource Materials.** In addition to the vision report, you may find it helpful to review these other products and resources to support Registered Apprenticeship expansion:

- TEN No. 02-12: Release and Availability of the Final Evaluation Report entitled, *An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States*. The vision report comes on the heels of a ground-breaking evaluation which showed that "...participants [of Registered Apprenticeship] had substantially higher earnings than did nonparticipants," and that the benefits look to be "...much larger than the costs." The results of the evaluation provide strong quantitative evidence to support the anecdotal success stories on the return on investment to apprenticeships and communities. To read more about the findings, click on the following link to find the abstract and complete report: [http://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=5249](http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=5249)
- TEN No. 13-12: *Defining a Quality Pre-Apprenticeship Program and Related Tools and Resources*. The TEN informs the public workforce system and partners about the pre-apprenticeship program definition and quality framework and promotes tools and materials to improve the consistency and quality of pre-apprenticeship programs. Please click on the following link to read more: [http://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=5842](http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=5842)
- *Pathways to Registered Apprenticeship: Partnering for Success* is a pre-apprenticeship toolkit with outreach materials to explain the benefits of pre-apprenticeship training and Registered Apprenticeship programs for a variety of potential partners, such as community colleges, students, parents, the American Job Center network, and industry. This resource will also aid the American Job Center network and other partners in identifying quality pre-apprenticeship programs and effectively building partnerships with such programs. The toolkit includes fliers, Frequently Asked Questions, and brochures targeted at particular audiences. The toolkit is available on-line on the 21<sup>st</sup> Century Registered Apprenticeship Community of Practice: <http://21stcenturyapprenticeship.workforce3one.org/>.
- TEN No. 44-11: *Encouraging Enhanced Partnerships and Collaboration between the Workforce Investment System and Registered Apprenticeship Programs*. The TEN encourages workforce investment system leaders to develop and enhance partnerships and resource-leveraging efforts with Registered Apprenticeship programs in order to increase job seekers' access to career pathways utilizing Registered Apprenticeship. Partnering with Registered Apprenticeship is a proven way to improve placements for job seekers looking for a sustainable career, and engage with employers seeking to improve the skills of their workforce. [http://wdr.doleta.gov/directives/corr\\_doc.cfm?docn=4843](http://wdr.doleta.gov/directives/corr_doc.cfm?docn=4843)

For more information regarding these resources and to find additional Registered Apprenticeship information, please visit [www.doleta.gov/oa](http://www.doleta.gov/oa) and the Apprenticeship Community of Practice (CoP) Web site at <http://21stcenturyapprenticeship.workforce3one.org/>. These resources provide a wealth of information about innovations in Registered Apprenticeship, successful partnerships with workforce, education, and Registered Apprenticeship programs.

**4. Action Requested.** States are requested to disseminate the vision report broadly to regional and local areas to build broader understanding of Registered Apprenticeship. We also encourage leaders to use the information within the report as a valuable action planning resource for supporting greater pathways to jobs within their communities.

**5. Inquiries.** Questions about this TEN should be directed to Michael Qualter of the Office of Apprenticeship at (202) 693-3014 or [qualter.michael@dol.gov](mailto:qualter.michael@dol.gov).