1ST QUARTER REPORT TO:

STATE & TERRITORY APPRENTICESHIP AGENCIES AND COUNCILS

THANK YOU FOR THE OPPORTUNITY TO BRING YOU THIS UPDATE
OF APPRENTICESHIP NEWS AT THE FEDERAL LEVEL

RESPECTFULLY SUBMITTED BY:

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APPRENTICESHIP EVENTS & WEBINARS

8th Annual
National Apprenticeship Week

This year's National Apprenticeship Week (NAW) was the biggest one yet with over 371 proclamations and 1,397 events! Businesses are increasingly demonstrating their support for Registered Apprenticeship (RA) as a talent pipeline into their industry. Governors, mayors, tribal leaders, educators, and others have been spreading the word about the value of RA in transforming their communities. Find the NAW 2022 report here as well as event highlights and successes on the NAW landing page and on the social media wall.

Federal Advisory Committee on Apprenticeship (ACA) Public Meeting
Thursday, January 12, 2023   9am to 4pm MT

Please consider joining the ACA Public Meeting either in person at the Denver Metro Chamber of Commerce or virtually via WEBEX to hear the ACA subcommittee report-outs which will comprise of strategic framework and a 'Year 2' focus which will later be brought forth as formal recommendations to the Secretary of Labor, Marty Walsh. Subcommittees include Industry Engagement in New and Emerging Sectors, Apprenticeship Pathways, Apprenticeship Modernization, DEIA, and the Ex Officio Federal Workgroup. More information on the upcoming ACA meeting can be found here.

State Funding Opportunities and Expanding Teacher Apprenticeship
Wednesday, January 18, 2023   3pm to 4pm ET

The Office of Apprenticeship (OA) invites states to this webinar to learn about the Department's plans for an upcoming state formula funding opportunity to better support state capacity and state planning to create new RA Programs, while also driving system innovation and reform. **Register now** to learn about the five-year state apprenticeship expansion investment plan and ways states may use funding to support apprenticeship expansion efforts. This event will also share how this investment may be used to grow apprenticeship in in-demand sectors, including in the education industry for teacher apprenticeships. There will be an opportunity to hear from states on their lessons learned in the creation of Teacher Apprenticeships, and a discussion on common roadblocks to growing teacher apprenticeship programs across the country.

Registered Apprenticeship and the Eligible Training Provider List
Wednesday, January 25, 2023   1pm to 1:30pm CT

Register now to attend this webinar that is sure to enhance understanding of how an RA Program gets on the Eligible Training Provider List (ETPL) and why it's important. Our own Maria Remboulis Brady, Region 4 Multi-State Navigator and WIOA Subject Matter Expert unpacks the following:

- Whether the state ETPL includes a national RA program
- If extra steps need to be taken at the local level to include a RA program
- If WIOA funds can be used on RA if the RAP doesn't appear on the ETPL

If you would like to share future apprenticeship-related events with other Region 6 SAAs and OA-registered apprenticeship programs, email pereira.corinna.j@dol.gov.

Nursing Expansion Grant Program

Closing Date: **January 20, 2023**
FOA-ETA-22-16
https://www.grants.gov/web/grants/view-opportunity.html?oppId=341995

This Funding Opportunity Announcement (FOA) will address bottlenecks in training the nation's nursing workforce and expand and diversify the pipeline of qualified nursing professionals through two training tracks:

1st Track: **Nurse Education Professional Track** will increase the number of clinical and vocational nursing instructors and educators by training new or upskilling experienced current or former nurses (including retired nurses) into advanced postsecondary credentialing necessary for nurses to become clinical and vocational nursing instructors and educators. Applicants will propose strategies to improve nursing professional, clinical instructor, and educator recruitment, preparation, development, training, and retention.

2nd Track: **Nursing Career Pathway Track** will train frontline healthcare professionals and paraprofessionals, including direct care workers, to advance along a career pathway and attain postsecondary credentials for middle to high skilled nursing occupations during the grant period of performance. Grantees will develop training partnerships between clinical settings and education and training providers to support accelerated learning and expanded access to clinical residencies and specialty care rotations.

YouthBuild

Closing Date: **February 7, 2023**
FOA-ETA-23-17
https://www.grants.gov/web/grants/view-opportunity.html?oppId=343870

Under the YouthBuild FOA, DOL will award grants through a competitive process to organizations providing pre-apprenticeship services that support education, occupational skills training, and employment services to opportunity youth, ages 16 to 24, while performing meaningful work and service to their communities.

Agriculture and Food Research Initiative (AFRI) Education and Workforce Development (EWD) Program

Closing Date: **March 30, 2023**
USDA-NIFA-AFRI-009041
https://www.nifa.usda.gov/sites/default/files/2022-06/FY22-AFRI-EWD-RFA-508-MOD4.pdf

The AFRI EWD Program addresses projected shortfalls of qualified graduates in the agricultural, food, and renewable natural resources sectors of the U.S. economy. This request for applications (RFA) seeks applications for education and training that focus on further enhancing the distinct components of the pipeline for developing the workforce in the food and agricultural sciences. Thus, the AFRI EWD has four overarching goals:

- Growing Agricultural Literacy and Workforce Development for the Future
- Training or Retraining of Agricultural Workers
- Developing Pathways
- Advancing Science

Interested in upcoming U.S. Department of Labor grant opportunities?
Search here: https://www.dol.gov/grants

CIRCULARS, BULLETINS & OTHER GUIDANCE

EEO in Registered Apprenticeship Guidance: OA released OA Circular No. 2023-01, which provides guidance on the EEO in Registered Apprenticeship regulations at 29 CFR part 30 and emphasizes OA's commitment to diversity, equity, inclusion, and accessibility (DEIA) through robust enforcement of Equal Employment Opportunity (EEO) provisions for sponsors. OA Circular No. 2023-01 — Attachment A provides details on two methods to determine if there is a significant disparity between apprentices hired and the available recruitment pool for the occupation — a critical step in creating affirmative action programs (AAPs).

Apprenticeship Program Review (APR) Manual Revisions: As part of its continuous improvement efforts and in establishing effective program controls consistent with 29 CFR 29 and 30, OA revised the APR Manual in Bulletin 2023-36 to set clearer benchmarks for OA and State Apprenticeship Staff to facilitate apprenticeship program reviews. The timing of provisional program reviews as well as more consistent procedures in communicating the results of those reviews in a timely manner gives programs clearer notice of program findings, needed technical assistance, and resources to make timely adjustments to ensure they are operating in conformity with the regulations. To learn more about the program review process and the access the resource materials mentioned in Bulletin 2023-37, visit the Program Reviews page.

Announcement of Worker Organizing Resources and Knowledge Center: Bulletin 2023-35 introduces the Worker Organizing Resource and Knowledge (WORK) Center, a one-stop shop for information, resources, and appropriate responses in regard to labor unions and collective bargaining for workers, employers, unions, government agencies, students, and anyone interested in unions and collective bargaining. The WORK Center website can be found here: Worker Organizing Resource and Knowledge Center | U.S. Department of Labor.

Inflation Reduction Act Resources Announcement: Bulletin 2023-34 was released to inform interested parties of the apprenticeship provisions in the Inflation Reduction Act (IRA) of 2022, the U.S. Department of Treasury's *Prevailing Wage and Apprenticeship Initial Guidance under Section 45(b)(6)(B)(ii) and Other Substantially Similar Provisions*, and the launch of a dedicated website on Apprenticeship.gov to support OA and SAA staff, RA programs, and other RA stakeholders on these provisions. To visit the newly launched IRA website on Apprenticeship.gov, go to the IRA Resources Page.

40+ Years Revisited: Very few OA Circulars from over 40 years ago are still in effect today. However, there are two – dating back to 1982 – worthy of mentioning as both have played a vital role in the advancement of career training, wage equality, equity, and inclusion in apprenticeship over the last four decades.

On February 11, 1982 Circular 1982-02 – Women in Apprenticeship promoted the continuation of special emphasis on program activities aimed at increasing apprenticeship opportunities for women.

On May 14, 1982 Circular 1982-04 notified apprenticeship stakeholders the recognition in the U.S. Constitution that Indian Tribes are sovereign, establishing the precedent that Congress and the Federal Government controls all dealings with Indian Tribes. This special trust relationship is emphasized in the Indian Self-Determination and Education Act of 1973, clearly establishing the rights of Indian Tribes to request and receive Federal recognition of their education and training programs.

OA Region 6 would like to thank all State Apprenticeship Agencies (SAAs), State Apprenticeship Councils (SACs), apprenticeship program sponsors, employers, community-based organizations, and all other apprenticeship stakeholders for their relentless pursuit of apprenticeship excellence and expansion and their commitment to Diversity, Equity, Inclusion, and Accessibility (DEIA).

REGISTRATION AGENCY TOOLS & SUPPORT

Program Review Resources for Program Sponsors:

OA has also developed an online resources page that covers all aspects of the program review process including review checklists, a review manual, and a quick reference guide. The resources explain the different types of reviews, what to expect during a review, and how a sponsor can prepare for the review. To learn more about program reviews and to access these and other resource materials visit the Program Review Page.

Recruiting from Targeted Underrepresented Populations:

There are two new ways to help program sponsors recruit from targeted underrepresented populations:

o   Application of the *Recruit Talent* tool (RAPIDS users only)
o   Utilization of the online Universal Outreach Tool

Resources to Provide Harassment and Discrimination Training:

While sponsors may choose to develop their own training that meets the requirements of the EEO regulations, OA has developed this FREE set of resources that sponsors may customize and use to provide anti-harassment training. Resources include:

- The Guide to Using the Anti-Harassment Training Program provides instructions on using these materials.
- *In-person, facilitator-led training:* Sponsors may use the presentation – Unlawful Harassment in Apprenticeship Programs – to deliver the training in person and engage trainees in discussion.

- *Online self-directed training:* Sponsors can share the video – Introduction to Unlawful Harassment in Apprenticeship Programs – to trainees, and then ask them to take the Check Your Knowledge quiz. Trainees should also be instructed to review the Complaints Information page on the apprenticeship.gov site.

Apprenticeship EEO and Individuals with Disabilities:

OA Policy establishes a national aspirational goal of 7% of a sponsor's apprentices (for each major occupational group within the apprenticeship program) are to be qualified individuals with disabilities. This goal is not a quota; sponsors must not base employment decisions on an individual's disability status, and sponsors are not in violation of the regulations merely for falling short of the goal. Rather, the goal serves as a benchmark against which sponsors measure their inclusion of people with disabilities in their apprenticeships and as a tool to determine whether, and where, their practices may set up roadblocks to equal employment opportunity for individuals with disabilities. The 7% goal applies to apprenticeship sponsors that are required to maintain AAPs (programs with 5 or more apprentices).

To measure the rate of inclusion of individuals with disabilities, apprenticeship sponsors shall invite applicants for apprenticeships and current apprentices (on an annual basis), to self-identify whether they have a disability. Voluntary Disability Disclosure ETA Form 671 Section II is used for this purpose. Sponsors should rely only on self-identification as the method for capturing disability status within its apprenticeship workforce.

Learn more on how meet the national goal of 7% in OA's Disability Self-Identification: A Guide for Apprenticeship Sponsors.

OA's Continuous Improvement and Implementation of Resources:

OA is actively working to bring registered apprenticeship programs into compliance, develop and employ new tools, clean-up data, and prevent the duplication of data. Some of this work must include the assistance of our DOL-recognized SAA partners. **Here's how SAAs can help:**

➢ **Bringing Programs into Compliance**

- Ensure [Affirmative Action Programs](#) are in place for sponsors with 5 or more apprentices
- Complete [Program Reviews](#) for all programs having not been reviewed in the previous 5 years

➢ **Develop & Employ New Tools:**

- Introduce sponsors to the *[Recruit Talent Tool](#)*
- Educate sponsors on OA's online *[Universal Outreach Tool](#)*
- Guide sponsors with 5 or more apprentices in the development of their *[Affirmation Action Plans](#)* using the ***AAP Builder Tool*** (RAPIDS users only)
- Join OA's RAPIDS Power User Group. Contact schmitt.stephanie@dol.gov to be added to the invite for our bi-weekly, virtual meetings where you can learn about the latest RAPIDS enhancements, discuss development concerns, and report technical glitches

➢ **Clean-up of RAPIDS Data:**

- Extend overdue apprentices
- Delete incomplete employer registrations
- Clear out pending and incomplete apprentices

➢ **Duplication of Data:**

- Contribute to OA's data integration efforts, the improvement of new user tools, and the clearing of RAPIDS technical errors. OA welcomes all SAAs to join the RAPIDS 2.0 transformation experience!
- Encourage your leadership team or State Apprenticeship Council to adopt [RAPIDS](#) as your apprenticeship program database management system. For a RAPIDS demo, email schmitt.stephanie@dol.gov.

INTERMEDIARY
HIGHLIGHT

net.America is a U.S. Department of Labor-contracted Industry Intermediary for both youth and traditional apprenticeships in the healthcare, health IT and energy sectors. [net.America](#) serves as a conduit between OA, employers and other industry partners to accelerate apprenticeship program development and help create new sector-based apprenticeship partnerships at the state, regional and national levels. net.America can be an excellent resource for new program development among short-handed SAAs, relieving staff to attend to more pressing matters such as program compliance and overdue program reviews for existing RA programs.

net.America initiatives include https://discovernetamerica.com/, www.futureishealth.com, and www.workforceimpactnetwork.com and the intermediary has an entire video series on their [YouTube Channel](#). For more information about [net.America](#), email info@netamerica.net.

MESSAGE FROM OUR REGIONAL DIRECTOR

Happy New Year!

I hope everyone enjoyed the holidays and is ready for the new year.

Welcome to our newest SAA Directors, Toni Giddens of Nevada and Peter Guzman of Washington. Toni and Peter, we look forward to working with you and the other SAA directors as we forge ahead with expanding and increasing participation in the National Apprenticeship System.

Your OA liaison will keep you informed throughout the year of new developments in registered apprenticeship. What is currently on the front burner is the meeting of the Federal Advisory Committee on Apprenticeship (ACA) on January 12, 2023. The ACA Public Meeting is in Denver and its subcommittee's recommendations on ways to enhance and expand registered apprenticeship will be presented. Todd Berch, NASTAD President, represents you on the ACA and I can assure you that you have a strong, thoughtful voice on the committee. More information (including WEBEX logon information) on the upcoming ACA meeting can be found here.

I hope you find our website, www.apprenticeship.gov, helpful. Please visit the site and explore the various options available and the information that is stored on the site.

Wishing you every success in 2023 and thanking you for your support of registered apprenticeship.

Patricia Garcia
Regional Director, Office of Apprenticeship

Region 6

Alaska, American Samoa, Arizona, California, Federated States of Micronesia, Guam, Hawaii, Idaho, Marshall Islands, Nevada, Northern Mariana Islands, Oregon, and Washington

CONGRESSIONAL UPDATE

NO RECENT UPDATES

The National Apprenticeship Act of 2021 (H.R.447) passed the House on February 5th, 2021. On February 25, 2021, the bill was received in the Senate, read twice, and referred to the Committee on Health, Education, Labor, and Pensions. To date, there is no new movement. For more details about H.R. 447, stakeholders can review the full text or the bill's summary.

REGULATORY AGENDA

NO RECENT UPDATES

The latest regulatory agenda offers a snapshot of the roadmap for the future: **Regulatory Agenda**