U.S. Department of Labor
Employment and Training Administration
Office of Apprenticeship
90-7th Street, Suite 17-100
San Francisco, CA 94103

2nd QUARTER REPORT TO:

STATE & TERRITORY APPRENTICESHIP AGENCIES AND COUNCILS

THANK YOU FOR THE OPPORTUNITY TO BRING YOU THIS UPDATE
FROM THE UNITED STATES DEPARTMENT OF LABOR
OFFICE OF APPRENTICESHIP

RESPECTFULLY SUBMITTED BY:

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Office of Apprenticeship
United States Department of Labor

APPRENTICESHIP.GOV

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Advancing Equity for Women in Construction

The U.S. Department of Labor, Women's Bureau – Western Region, and the Office of Federal Contract Compliance Program (OFCCP) is hosting a 3-part webinar series, Advancing Equity for Women in Construction. This series will increase attention to equity issues for women in the trades, create an opportunity for leaders to apply successful outreach and retention strategies, and influence transformation to the job site culture. REGISTER HERE

- **Wednesday, April 19th, 12:00 - 1:00 PM PT** - Effective Strategies for Outreach
- **Wednesday, April 26th, 12:00 - 1:00 PM PT** - Incorporating Supportive Services
- **Wednesday, May 3rd, 12:00 - 1:30 PM PT** - Policy & Practice to Increase Retention and Improvement of Job Site Culture

Department of Labor – Construction Forum
April 19th, 2023: 6:30am – 9:30am Pacific Time

The USDOL's Office of Federal Contract Compliance Programs (OFCCP), the Occupational Safety and Health Administration (OSHA), the Wage and Hour Division (WHD), Office of Apprenticeship (ETA), and the Women's Bureau (WB) proudly invite the construction industry to attend our upcoming virtual informational session. "Understanding Your Regulatory Requirements". REGISTER HERE

Partnering with Purpose: Building Partnerships to Drive Equitable RA
May 4th, 2023: 10am – 1pm Pacific Time

Partnerships are the key to building well-run, equitable apprenticeships that prepare workers of all ages for rewarding careers. Learn how to forge and sustain these critical collaborations from successful partnership stakeholders in this 3-hour virtual event and training. Learn more about it and REGISTER HERE.

Horizons Annual Summit | June 14-15 | New Orleans, LA

The Horizons Annual Summit is the premier national platform for ideas and action to drive equitable economic advancement for all. It's the place where we explore without limits to find innovative practices and scalable solutions to transform our education and workforce systems. The Horizons summit is JFF's flagship national event, where the workforce and education landscape is reimagined through inspiring conversations and interactive experiences with thought leaders in our fields. Learn more and register here: EVENT PAGE

RAPIDS 101 – Training for New State Apprenticeship Agency Staff

Region 6 State Apprenticeship Agencies interested in RAPIDS training for their staff can schedule a half-day virtual training which shall cover the following:

Dashboard Tips **–** Performing Apprentice Program Reviews (the APR) **–** Standards Builder
Establishing Affirmative Action Plans **–** RAPIDS Revisions **–** Adding New Occupations
Adding and Inactivating Users **–** Recruitment Talent Tool for Sponsors **–** Requirements for ETA-671 Forms
Conducting Extended Apprentice Program Reviews (the EAPR) **–** Compliance with the Davis Bacon Act
Downloading and Analyzing RAPIDS Reports **–** Evaluating a Program's Workforce Demographics

Reach out to me at pereira.corinna.j@dol.gov to schedule. Small groups welcome!

More upcoming apprenticeship events can be found here: www.apprenticeship.gov/events
If you would like to share other future apprenticeship-related events email pereira.corinna.j@dol.gov

GRANTS & FUNDING OPPORTUNITIES

Beginning Farmer and Rancher Development Program
Closing Date: April 27, 2023

USDA-NIFA-BFR-009746

USDA is offering $28M in simplified standard grants that can be utilized to develop action plans to address societal challenges, strengthen program ideas, curriculum development; apprenticeship program advancement, hands-on materials, as well as development an advisory committee to strengthen future program activities. The Beginning Farmer and Rancher Development Program contact can be reached at: denis.ebodaghe@usda.gov. For more information on Apprenticeships in Agriculture please see our new Agriculture Industry Page and feel free to reach out to our OA Region 6 Agriculture Industry Liaison, Abigail Allen, at allen.abigail.l@dol.gov.

State Apprenticeship Expansion Formula
Closing Date: May 01, 2023

FOA-ETA-23-09

The State Apprenticeship Expansion Formula Funding Opportunity Announcement (FOA) intends to award a total of $85,000,000 to states and territories to increase their ability to serve, improve, and strategically expand the National Apprenticeship system. $40,000,000 through 54 formula-funded base grants, also referred to as the Base Formula Funding in this FOA and an additional $45,000,000 through competitive funds, also referred to as Competitive Funding in the FOA. Competitive funds will be awarded through 8-10 grants, with individual grants ranging from $1,000,000 up to $6,000,000. Questions should be directed to: SAEF_FOA-ETA-23-09@dol.gov.

Employer Engagement Program
Closing Date: May 08, 2023

HHS-2023-ACF-ORR-ZN-0018

The Administration for Children and Families (ACF) invites eligible entities to submit competitive grant applications for the Office of Refugee Resettlement Employer Engagement Program. Program recipients will enter into formal partnerships to develop training curricula, provide career counseling, and strengthen opportunities for workplace-based training, apprenticeships, and internships for refugee participants. FOA contact is: ryan.foster@acf.hhs.gov.

Workforce Pathways for Youth
Closing Date: May 19, 2023

FOA-ETA-23-06

The USDOL announced the availability of $15 million in grant funding to support programs that help youth overcome obstacles to educational and workforce success. Workforce Pathways for Youth places an emphasis on workforce readiness programming including soft skill development, career exploration, job readiness and certification, and work-based learning opportunities and work experiences such as summer jobs, year-round job opportunities, pre-apprenticeship and Registered Apprenticeships. FOA contact is: WPY.FOA-ETA-23-06@dol.gov.

Building Pathways to Infrastructure Jobs Grant Program
Closing Date: June 07, 2023

FOA-ETA-23-31

The Building Pathways to Infrastructure Jobs Grant Program funds public-private partnerships in the development, strengthening, and scaling promising and evidence-based training models in H-1B industries and occupations critical to meeting the goals of the Bipartisan Infrastructure Law (BIL). Questions on this grant program should be directed to: IN_FOA-ETA-23-31@dol.gov

Interested in these and other grant opportunities? Search here: www.dol.gov/grants

ED-OCTAE Memo 23-1: Perkins for RA

As part of Federal Agency collaboration to expand and diversify Registered Apprenticeship, the U.S. Department of Education/OCTAE recently published a memo affirming that funds for Perkins may be used to develop, improve, and support RA ED-OCTAE Memo_23-1_Apprenticeship.pdf. For questions, please reach out to our OA Education Industry Liaison Lauren Smith at smith.lauren.m@dol.gov.

OA Bulletin 2023-59: 2023 HIRE Vets Medallion Award

The USDOL is accepting applications for the 2023 HIRE Vets Medallion Award, which recognizes employers that meet standards for excellence in the recruitment, hiring and retention of America's military veterans. The HIRE Vets Medallion Award is based on a number of criteria ranging from veteran hiring and retention to providing veteran-specific resources, leadership programming, dedicated human resources, and compensation and tuition assistance programs. Over 1,650 employers have been recognized to date, and in the past year, 28 of the Awardees were also sponsors or employer partners of Registered Apprenticeship programs!

OA Bulletin 2023-37: New Apprenticeship Program Review Resources

As per Bulletin 2023-37, the Office of Apprenticeship has developed key resources to facilitate reviews of Registered Apprenticeship programs. Each resource covers all aspects of the program review process, including timing of reviews, types of reviews, what to expect during a review, and how to prepare for the review. To learn more about program reviews, and to access OA's resource materials, visit OA's landing pages for EEO and Apprenticeship Program Reviews.

Bulletin 2020-64: List of Occupations Officially Recognized as Apprenticeable by the Office of Apprenticeship (OA)

As many program sponsors are preparing for full program standards revisions, it is important to reintroduce Bulletin 2020-64. Within the Bulletin, is an Excel spreadsheet that shares both apprenticeable occupation length requirements and what program type flexibility exists (time-based, hybrid, competency-based) for all OA-approved occupations. However, since recent OA bulletins have superseded some occupation restrictions and new occupations have recently become OA-approved, State Apprenticeship Agencies and program sponsors should refer to the continuously updated Apprenticeship Occupations Worksheet found HERE. It is important to note that RAPIDS allows for up to a 25% deviation of the term lengths. Also, with an active Login.gov account, new apprenticeable occupations can be submitted for OA review and consideration by using the Occupation Request Tool.

Apprenticeship Final Rule (2008)

To ensure that apprenticeship remained a highly successful talent development strategy, in 2008 the USDOL and other key stakeholders worked closely to revise the regulations governing the National Apprenticeship System. The revised regulations published in the *Federal Register* on October 29, 2008 (becoming effective on December 29, 2008) update Title 29 CFR part 29 and provide a framework that supports an enhanced, modernized apprenticeship system. The **Regulations Fact Sheet** describes key changes in the final rule as they pertain to apprentices, program sponsors, State Apprenticeship Agencies and other stakeholders. See a copy of the published **Final Rule** containing the revised regulations.

REGISTRATION AGENCY TOOLS & SUPPORT

Federal Agency Apprenticeship Programs:

The Office of Apprenticeship (OA) is designated as the formal registration agency for U.S. Federal Government Agency apprenticeship programs. Federal agencies, like private employers and management and labor groups, use Registered Apprenticeship as an effective human resources strategy to increase diversity, equity, inclusion, and accessibility, recruit quality candidates, train employees to the specific agency needs, and retain and grow a highly skilled workforce. Want to know more about federal agency apprenticeship programs registered with the Office of Apprenticeship? Check it all out HERE.

RAPIDS for Administrators Training

OA's RAPIDS Technical Team presented and recorded a 3-part webinar training for the Minnesota Department of Labor & Industry's apprenticeship staff in February. The webinar links (below) total less than 2 hours of RAPIDS for Administrators new state apprenticeship agency staff training. If interested in a RAPIDS for Administrators virtual training for your SAA staff, reach out me at pereira.corinna.j@dol.gov.

MN Training Part 1
MN Training Part 2
MN Training Part 3

Expanding Apprenticeship for Formerly Incarcerated Persons:

Registered Apprenticeship offers a new opportunity and a pathway to a long-lasting career for individuals that have been incarcerated or have a criminal record. Workforce GPS provides an entire resource page for those interested in offering apprenticeships and other job training opportunities to this underrepresented group. If your organization is looking for ideas, tools, and promising practices on helping justice-involved individuals participate and succeed in registered apprenticeship programs, dive into Workforce GPS's research found at: Expanding Apprenticeship for Formerly Incarcerated Persons.

WIOA Desk Reference for Registered Apprenticeships:

The WIOA Desk Reference for Registered Apprenticeship (RA) was developed by the USDOL Office of Workforce Investment in 2020. More information on tying WIOA and RA can also be found HERE.

Mentorship Training Program:

USDOL-OA Intermediary H-CAP has developed an innovative Mentorship Training Program that prepares mentors for important leadership roles. The program's goals are to:

- Ensure high quality apprentice training by providing mentors with the knowledge, skills, and tools to be successful.

- Mentors have a chance to practice techniques and approaches that support the apprentice while also cultivating their own personal and professional growth.

- Build reflective learning and critical thinking skills - a highly valued practice in today's healthcare system. Reflection allows learning from experience, addressing patient issues, and improving professional practice.

H-CAP's website provides a program facilitator's guide and program curriculum that covers a full 8 sessions of mentor leader training for FREE. Check it out HERE.

OA's Continuous Improvement and Implementation of Resources:

OA is actively working to bring registered apprenticeship programs into compliance, develop and employ new tools, and clean-up data. Some of this work requires the assistance of our SAA partners to ensure optimum RA efficiency and effectiveness. **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](#)* to help program sponsors recruit from underrepresented populations;
- Educate sponsors on OA's online *[Universal Outreach Tool](#)* for developing recruitment resource lists and expanding applicant pools;
- Guide sponsors with 5 or more apprentices in the development of their *[Affirmation Action Plans](#)* using the **AAP Builder Tool** (RAPIDS users only) or the boilerplate AAP template.

➢ **Clean-up of RAPIDS Data:**

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

➢ **Prevent Duplication of Data:**

- Contribute to OA's data integration efforts, the improvement of new user tools, and the clearing of RAPIDS technical errors by joining OA's RAPIDS Power User Group. Contact schmitt.stephanie@dol.gov to be added to the invite for our regularly scheduled virtual meetings where you can learn about the latest RAPIDS enhancements, report programmatic glitches, and discuss any technical concerns.
- Encourage your leadership team or State Apprenticeship Council to adopt [RAPIDS](#) as your primary platform for managing apprenticeship programs and, for RA programs, the management of registered apprentices. RAPIDS, otherwise known as the Registered Apprenticeship Partners Information Database System, is a no-cost, case-management system that offers a multitude of tools for program sponsors such as:

  - AAP Builder
  - Workforce Analysis
  - Program Status Reports
  - Recruit Talent Resource
  - Wage Schedule Updates
  - Apprentice Status Reports
  - Employer-Partner Database

  - Documents Upload/Cloud Storage
  - RAPIDS User Enabling/Disabling
  - Davis-Bacon Certificate Generation
  - New Occupation Standards Expansion
  - Apprentice Completion Certificate Generation
  - ETA-Form 671 Apprentice Agreement Origination

  In addition, State Apprenticeship Agencies benefit from using RAPIDS to perform online program reviews, develop new standards, revise standards, develop Affirmative Action Plans, and more.

  Get your staff back some of their workday by alleviating tasks that can be delegated to program sponsors and/or generated through RAPIDS. OA welcomes all SAAs to join the RAPIDS 2.0 transformation experience! For a RAPIDS demo, email schmitt.stephanie@dol.gov.

MESSAGE FROM OUR REGIONAL DIRECTOR

Greetings Sponsors, Partners and Stakeholders,

The Federal Advisory Committee on Apprenticeship (ACA) met March 30, 2023, in Emeryville CA. In addition to delivering recommendations on ways to enhance and expand registered apprenticeship, several apprenticeship programs made outstanding presentations. The theme of the ACA meeting was Registered Apprenticeship in New and Emerging Industries. Some of the most innovative programs in the Region impressed the ACA and members of the public with outstanding presentations. As always, the apprentices and graduates were the highlight of the day's events. Their stories were moving and instructive. Thanks to sponsors Aon, City and County of San Francisco/Laborers Local 261 JATC, Santa Clara Valley Transportation Authority, Early Care & Education Pathways to Success (ECEPTS), Golden Gate Golden Gate Bridge, Highway & Transportation District and ATU Local 1575 for making the apprentices available to tell their compelling stories.

More information about the ACA can be found on OA's Apprenticeship.gov website at Advisory Committee on Apprenticeship.

The Office of Apprenticeship looks forward to our continued collaboration.

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**