

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



Q-1 2024 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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United States Department of Labor



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OFFICE OF APPRENTICESHIP ANNOUNCEMENTS

Publication of Notice of Proposed Rulemaking

On January 17th, the Office of the Federal Register published a [Notice of Proposed Rulemaking \(NPRM\)](#) from the Department of Labor, titled "National Apprenticeship System Enhancements" (Regulatory Identifier Number 1205-AC13) in the Federal Register. The proposed rule would update the regulations at 29 CFR part 29 addressing labor standards of apprenticeship and the governance of the National Apprenticeship System. The NPRM also proposes to make technical and conforming adjustments to the current text of the 29 CFR part 30 (governing equal employment opportunity in apprenticeships) as appropriate. The publication of the NPRM marks the beginning of a 60-day public comment period; to submit formal comments, visit [regulations.gov](https://www.regulations.gov) or click "Submit a formal comment" at the [Federal Register](https://www.federalregister.gov). Comments close on **March 18, 2024**.

Youth Apprenticeship Week

Building off the success of National Apprenticeship Week, Youth Apprenticeship Week (YAW) is a nationwide celebration that highlights the benefits and value of registered apprenticeship programs (RAP) for youth, ages 16–24. YAW is an opportunity for apprenticeship stakeholders and others to host events across the country to bring awareness of life-changing RAP career opportunities for youth that create a sustainable pipeline of skilled and diverse talent for the jobs of today and tomorrow for critical industries. Check out our [YAW Resources](#) and [join us](#) for YAW, **May 5-11, 2024**.



Apprentice Trailblazer Awardees

Congratulations to the first cohort of youth apprentices and recent apprenticeship graduates chosen to serve as Apprentice Trailblazers. [Apprentice Trailblazers](#), along with their Registered Apprenticeship sponsors, will work cooperatively with the Office of Apprenticeship and 303 Apprenticeship Ambassadors to help diversify and expand Registered Apprenticeship. View the Agency's [press release](#) and check to see if you know one of our [57 Trailblazers](#). We look forward to working with our local and state partners in showcasing these individuals.

National Apprenticeship Week

The Office of Apprenticeship wishes to thank all of our state apprenticeship agencies, program sponsors, intermediaries, and all other apprenticeship stakeholders for celebrating a successful 9th Annual National Apprenticeship Week. The [NAW 2023 Report](#) is now available for download on [apprenticeship.gov](https://www.apprenticeship.gov). We look forward to celebrating the 10th anniversary of National Apprenticeship Week in 2024. Save the date for **November 18-24, 2024**, and start planning your events now!

Registered Apprenticeship Academy

On Monday, November 13th, 2023, in commemoration of National Apprenticeship Week, the Office of Apprenticeship announced the official launch of the Registered Apprenticeship (RA) Academy. The RA Academy is an interactive learning hub designed to inform, educate, and assist RA Stakeholders succeed in their respective roles by providing vital learning pathways that are accessible, impactful, and relevant. RA catalogs have been designed to enhance stakeholders' knowledge and understanding by catering specifically to their individual needs. These catalogs are developed for the following stakeholder groups: RA program sponsors, registered apprentices, DOL-funded partners, federal partners, and state apprenticeship agency (SAA) and Office of Apprenticeship (OA) staff. Check out the [RA Academy](#) and its engaging learning modules today!

APPRENTICESHIP EVENTS & WEBINARS

National Apprenticeship System Enhancements 1205-AC13 Webinar

The Office of Apprenticeship hosted a Workforce GPS webinar on January 25, 2024, providing a roadmap for reviewing the NPRM and an overview of its contents. The recorded webinar can be found at [WorkforceGPS - A Listening Session for National Apprenticeship System Enhancements](#).

First Annual Youth Apprenticeship Week

Building off the success of National Apprenticeship Week, Youth Apprenticeship Week (YAW) is a nationwide celebration that highlights the benefits and value of registered apprenticeship programs (RAP) for youth, ages 16–24. YAW is an opportunity for apprenticeship stakeholders and others to host events across the country to bring awareness of life-changing RAP career opportunities for youth that create a sustainable pipeline of skilled and diverse talent for the jobs of today and tomorrow for critical industries. Check out our [YAW Resources](#) and [join us](#) for YAW, **May 5-11, 2024**.

Education and Youth Apprenticeship Training

Early Care & Education Pathways to Success (ECEPTS) is hosting a 2-day intensive training for individuals and teams seeking to understand the registered apprenticeship system, explore the ECEPTS model, and learn to design, implement, and sustain ECE apprenticeships. The event will be held on March 7th and 8th at the Inn & Spa at Loretto, Sante Fe, New Mexico. Enrollment limited to 40 participants. For more information, check out our [events page](#) and email: ECEPTS@ecepts.org.

Exploring Quality Pre-Apprenticeship Concepts Webinar

Apprenticeship Professionals Learning Network is hosting a webinar on Tuesday, February 20th that will dig into elements of quality programs, explore best practices for designing and implementing pre-apprenticeship, and look at real-world pre-apprenticeship models that serve different populations. [REGISTER HERE](#).

Oregon Tradeswomen's 2024 Career Fair

Oregon Tradeswomen's Career Fair offers a unique opportunity to connect with potential apprentices. The career fair will be held at the NECA/IBEW Electrical Training Center in Portland, OR on May 17th and 18th. Registration opens on January 25, 2024, and more information can be found on [Oregontradeswomen.org](#)

Tradeswomen Build Nations Conference

North America's Building Trades Unions (NABTU) hosted the largest ever [Tradeswomen Build Nations Conference](#) on December 1st through 3rd in Washington D.C. [The event](#) kicked off with a reception and an all-women's hike. Over the weekend, tradeswomen from throughout the country enjoyed the company of number of notable speakers and honored some outstanding tradeswomen. The conference also showcased a full banner parade that can be watched [HERE](#). Mark your calendars for next year's conference in New Orleans September 27th – 29th, 2024.

Engaging People with Disabilities as Registered Apprentices Webinar

[Safal Partners](#), a USDOL-funded intermediary, recorded an apprenticeship-focused webinar contributing to the celebration of National Disability Employment Awareness Month that provides a wealth of information to assist sponsors in recruiting disabled individuals and supporting them through their apprenticeship. That recorded webinar can be found [HERE](#).

More upcoming apprenticeship events can be found here: www.apprenticeship.gov/events

REGISTRATION AGENCY TOOLS & SUPPORT

Circular 2016-01 Guidelines for Apprenticeship Training Approaches

Circular 2016-01 includes a useful chart defined as *Table 1* comparing the characteristics of time, hybrid, and competency-based program approaches. Just as importantly, the Circular reads on page 6 under Certificate of Completion of Apprenticeship – Minimum Requirements that *apprentices are required to have worked under the program sponsor, as a registered apprentice for a minimum of six (6) months and a minimum of 1000 hours, exclusive of any prior experience granted*. It's important for state registration agencies to check for minimum program months and hours in their program compliance reviews and can refer to [Circular 2016-01](#) for this guidance.

RA Academy Modules Train State Recognition Agencies

A new training module has been released within the RA Academy covering the Code of Federal Regulations Title 29 CFR Part 29. It explains the importance for State Apprenticeship Agencies to conform with the federal regulatory requirements when building a Registered Apprenticeship Program. Click here to view the [SAAs and Labor Standards for Registered Apprenticeship](#) module and check out the other great [RA Academy](#) resources for state apprentices agencies.

Recruiting from Targeted Underrepresented Populations

Two valuable resources state registration agencies can utilize in helping program sponsors recruit from underrepresented populations and help to meet affirmative action goals are:

1. [Recruit Talent Tool](#): When utilizing this tool, apprenticeship job opportunities are announced on the [Apprenticeship Job-Finder](#) landing page at Apprenticeship.gov that is used by job-seekers, educators, workforce organizations, and more. Non-RAPIDS users can add apprenticeship job opportunities directly [HERE](#) and program sponsors with RAPIDS can access the tool from RAPIDS *Related Actions* section.
2. [Universal Outreach Tool](#): This online tool currently provides access to thousands of non-profit organizations serving that work with underserved populations. It also provides direct contact information for workforce agencies, public and private schools and school districts, university and community college career centers, and the list is continuously growing. How does it work? [Watch the tutorial](#).

National Occupational Frameworks: Building Blocks for RA Programs

Businesses and other organizations can use [National Occupational Frameworks](#) (NOFs) to fast-track their apprenticeship program development using thoroughly vetted and industry-consistent guidelines and practices. The frameworks, are developed by the Urban Institute, reviewed by industry experts, and approved by the US Department of Labor (DOL).

State Apprenticeship Expansion Case Studies

States are important leaders and drivers of the expansion of apprenticeship programs across the country. Supported by grants from the U.S. Department of Labor, states are investing in high-quality apprenticeship programs and raising the profile of apprenticeship as a talent solution in collaboration with state education and workforce development systems. Maine and Idaho have achieved substantial growth in expanding their state apprenticeship systems and AIR, in partnership with Social Policy Research Associates, document the successful strategies that have led to apprenticeship expansion in these states. See these full reports [HERE](#).

GRANTS & FUNDING OPPORTUNITIES

YouthBuild

FOA-ETA-24-36

Closing Date: February 01, 2024

The USDOL will award these 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, who are performing meaningful work and service to their communities.

State Apprenticeship Expansion Formula

FOA-ETA-24-03

FORECASTED

The USDOL will award the next round of SAEF grants for (1) Base Formula Funding to all states that apply (to be provided on an annual basis, subject to available funding and the submission of a responsive application), and in addition to the Base Formula Funding, (2) an opportunity to apply separately for additional competitive funding for states with the capacity and readiness to adopt and expand in key innovation priority areas.

FY24 Women in Apprenticeship and Nontraditional Occupations

FOA-WB-24-00

FORECASTED

The USDOL aims to support the success of women with another round of WANTO grants, encouraging the employment of women in both apprenticeable occupations and nontraditional occupations.

TradesFutures Cooperative Agreement Subawards

[TradesFutures](#) is advancing their “Scaling Apprenticeship Readiness Across the Building Trades Initiative” Cooperative Agreement goal to substantially increase the number of participants from underrepresented populations and underserved communities in registered apprenticeship programs within the construction industry sector.

In the last quarter they awarded 19 subgrants under their Cooperative Agreement in the following states:

Arizona (2)	Massachusetts	Ohio (2)
California	Missouri	Pennsylvania (3)
Georgia	New York	Tennessee (3)
Illinois (2)	North Dakota	Texas

Individual site project summaries and public points of contact are now posted on apprenticeship.gov at this link: [TradesFutures Subawardees Year 1 updated.pdf \(apprenticeship.gov\)](#).

Apprenticeship Building America Grant

To celebrate the progress that the 39 Apprenticeship Building America (ABA) grantees accomplished during the first year of the project, the ABA 2022-2023 Yearbook has been produced highlighting each grantee’s unique characteristics, challenges they overcame, innovations they introduced to help expand and diversify pre-RAPs and RAPs, and stories of their successes with program participants and partnerships. The ABA Yearbook is available in both interactive and accessible versions. Link to the Yearbook - [WorkforceGPS - Apprenticeship Building America 2022-2023 Yearbook](#)

Interested in other funding opportunities? Search www.dol.gov/grants or grants.gov



Q&A: National Program Sponsors & the Eligible Training Provider List

TEGL No. 13-16 Change 1 states that nationally registered apprenticeship programs should not be required to register as state-approved apprenticeship programs for access to the state's Eligible Training Provider List (ETPL). Below are some common responses to questions related to this ETA guidance:

- Q:** Must states automatically adopt national programs to their ETPL?
A: Most commonly, a national program requests to "opt in" to the state's ETPL. The state public workforce system should make this process minimally burdensome.
- Q:** Does a state apprenticeship agency (SAA) have some authority over national programs being granted access to the state public workforce system's ETPL?
A: The TEGL instructs WIOA administrators to provide nationally registered apprenticeship programs access to their state's ETPL without having to apply as a sponsor in the SAA state.
- Q:** Can the SAA still require reciprocal approval of a national program?
A: With a reciprocal process in place, the SAA can require out-of-state or national programs apply for reciprocity when working registered apprentices in the SAA state. However, reciprocity cannot be a requirement for ETPL access in the case of national programs.
- Q:** What is the most minimally burdensome way the state workforce office can verify the national program's registration status?
A: National programs can provide state workforce offices with their Certificate of Registration.
- Q:** How can the state's WIOA Administrator verify the national program's registration status is still active?
A: The USDOL state director or multi-state navigator can validate if the NPS program is still active.

The WIOA Credential Attainment Rate & Longer-Term Registered Apprenticeship Programs

The WIOA Credential Attainment Rate & Longer-Term Registered Apprenticeship Programs module was recently posted to the Registered Apprenticeship Academy. This training provides SAAs information on why WIOA-funded service providers should not be hesitant about supporting longer-term Registered Apprenticeship Programs due to perceptions of negative outcomes associated with the WIOA Credential Attainment Rate (CAR). This short presentation addresses interim credentials and industry-recognized credentials that count positively towards the CAR. Link: https://www.youtube.com/watch?v=Fdv_Z2jTlc8

Leveling Up Your Workforce Board's Alignment with RA

The RA Technical Assistance Center of Excellence has released a webinar recording called [Leveling Up Your Workforce Board's Alignment with Registered Apprenticeship](#), showcasing the Center's draft tool designed to help boards visualize "levels" of RA alignment and self-assess their current alignment status. The tool proposes "levels" of alignment, including indicators and next steps to help inform further development of the national workforce system.

WIOA TENS and TEGLS related to apprenticeship can be found on [Apprenticeship.gov](https://www.apprenticeship.gov)

REGULATORY AGENDA

Notice of Proposed Rulemaking National Apprenticeship System Enhancements

Summary – The Department of Labor issued this proposed rule to revise the regulation governing registered apprenticeship and the National Apprenticeship System by enhancing worker protections and equity, improving the quality of registered apprenticeship programs, revising the State governance provisions, and strengthening the link between post-secondary education and registered apprenticeship through the establishment of registered career and technical education apprenticeships. This proposed rule bolsters the capacity of the National Apprenticeship System to respond to evolving employer needs while ensuring that registered apprenticeship programs provide workers with equitable pathways to good jobs.

Background – On January 17, 2024, the Office of the Federal Register published the NPRM titled National Apprenticeship System Enhancements (Regulatory Identifier Number 1205-AC13), which would update the regulations at 29 CFR part 29 addressing labor standards of apprenticeship and the governance of the National Apprenticeship System. The NPRM also proposes technical and conforming adjustments to the current text of 29 CFR part 30 (governing equal employment opportunity in apprenticeships). This NPRM may be accessed through the Federal e-Rulemaking portal at: [Federal Register: National Apprenticeship System Enhancements](#)

Inquiries – The 61-day public comment period for this NPRM starts on January 17th, 2024, and ends on March 18th, 2024. During this period, the Department will accept all public comments through <https://www.regulations.gov/commenton/ETA-2023-0004-0001>. Once submitted, all comments, including any attachments or supporting documentation, become a matter of public record and will be posted, without change, to <https://www.regulations.gov/commenton/ETA-2023-0004-0001>.

MESSAGE FROM OUR REGIONAL DIRECTOR

As many are aware, the Office of Apprenticeship's Region 6 Director, Patricia Garcia, retired on December 31st, 2023, after 25 years of service with the USDOL's Employment and Training Department. The Office of Apprenticeship hosted a retirement celebration for Patty with overwhelming affection and admiration. She was a huge resource and a tireless advocate for apprenticeship. Patty will be dearly missed by her colleagues across the entire apprenticeship system.

In the interim, Aaron Wall will be Region 6's Acting Regional Director. The Region 6 team enthusiastically welcomes Aaron to this role.



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