

June Newsletter

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Welcome to the June 2023 Newsletter!

In this month's newsletter you will find information on the launch of several new apprenticeship initiatives and programs including the U.S. Department of Labor's

Registered Apprenticeship Academy and Apprenticeship Ambassador program, and Urban Institute's Registered Apprenticeship Standards Library.



Join the ABA LinkedIn Group

The ABA team is encouraging all grantees to join the [ABA Coaching and Technical Assistance Support](#) group on LinkedIn where ABA staff will post relevant resources and events and also serve as an online discussion board for topics that may come up at peer to peers, monthly meetings or coaching sessions. Additionally, this group will serve as a space to continue conversation after webinars and events. Please use this group in the way that serves you best and feel free to post your own events, resources, questions, or thoughts!

Department of Labor Announces the Launch of the Registered Apprenticeship Academy

The U.S. Department of Labor Office of Apprenticeship (OA) is thrilled to announce the inaugural launch of the **Registered Apprenticeship Academy (RA Academy)**, which is accessible via the RA Academy tab on [apprenticeship.gov](https://www.apprenticeship.gov). The RA Academy has been designed to provide first class information, education, training and resources to apprentices, sponsors, DOL-funded investment partners, State Apprenticeship Agencies and OA Staff to share best practices and knowledge around the work of Registered Apprenticeship. The RA Academy offers a wide range of courses, videos, and other resources to help you succeed in your respective roles.



Urban Institute Launches the Registered Apprenticeship Standards Library

On May 22, 2023, The Urban Institute, in partnership with the U.S. Department of Labor launched the [Registered Apprenticeship Standards Library](#), which is a part of the Urban Institute's Registered Apprenticeship Occupations and Standards Center of Excellence. In addition to the standards library which currently allows for users to upload their approved registered apprenticeship standards and already has hundreds of standards, the Urban Institute is in the process of developing 80 National Occupational Frameworks.



U.S. Department of Labor Announces the Second Cohort of Apprenticeship Ambassadors

On May 17th, 2023, the Department of Labor [announced the second cohort of Apprenticeship Ambassadors](#), which represent key industries such as information technology/cyber security, education, healthcare, and clean energy. This cohort joins the inaugural cohort of 205 ambassadors and have committed to developing over 300 registered apprenticeship programs, hosting outreach and recruitment activities, and training and technical assistance sessions, including ones that target marginalized communities.

ABA Grantee Chabot-Las Positas Community College District, who is a part of the second cohort of ambassadors states that "our ABA grant and the Apprenticeship Ambassador initiative work hand-in-hand. Both are asking that we promote apprenticeship and expand awareness of the

opportunity to grow in a career through the apprenticeship model. As an ambassador, we are committed to expanding apprenticeship opportunities across industries. Though our ABA grant focuses specifically on the fiber optic technician occupation, we are working to bring awareness to this trade, to grow and expand it throughout the state - all of which are also the values behind the Ambassador initiative."

ABA Grantees Chabot-Las Positas Community College District, Ivy Tech Community College, and the North Carolina Community College System join cohort 1 ABA grantees Dallas College, Jobs for the Future, and the Texas Workforce Commission as apprenticeship ambassadors. The initiatives work will culminate during National Apprenticeship Week which falls from November 13-19th this year.

RAPS Produce Higher Wage Earners Amid Worldwide Cost-of-Living Crisis

Registered Apprenticeship (RA) may become a cornerstone of the mitigation tactics used by the U.S. Government over the next two years as the nation navigates its way through economic risks like inflation, dramatic increases in the cost-of-living, and emerging markets.

Though nearly half of all risks were environmental in nature, the [World Economic Forum's Global Risks report for 2023](#) ranked by severity the number one threat to the world within the next two years as a cost-of-living crisis. The United States is not new to crises of this nature and has started to respond to this by facilitating the pivot from the traditional career progression – where seniority should correspond to earnings – to adopt a more open-ended career mindset that excludes the previously prescribed life steps dictating education, work, then retirement.

The Global Risks report for 2023 alludes to a world with “widespread debt distress in the next 10 years” that will be “felt most acutely by the most vulnerable parts of society and already-fragile states, contributing to rising poverty, [and] hunger.”

“Governments will continue to face a dangerous balancing act between protecting a broad swathe of their citizens from an elongated cost-of-living crisis without embedding inflation – and meeting debt servicing costs as revenues come under pressure from an economic downturn” reads the report.



There is no one answer, but Registered Apprenticeship Programs (RAPs) offer an opportunity to create new pathways to economic mobility as RAPs are already divergent of the traditional education, work, retirement model so many American families have relied on in the past.

There is limited data and existing research about the effects of RAP usage on economic mobility in the U.S. However, a 2022 study from Bocconi University, utilizing longitudinal administrative data over three decades from Germany, compared the wage growth of workers who underwent apprenticeship training before entering the labor market to those who did not receive any further training. The study demonstrated that while

apprentices' wages are initially low during the training period, a sharp wage increase followed upon completion, rapidly grew over a two-year duration, and ultimately earned wages 15% higher than workers outside of apprenticeship programs.

Researchers of the study determined apprenticeship training offered access to jobs with higher growth potential which led to sustained wage growth and career retainment, as employers were reticent to release long held apprentices. It was determined by researchers that the cause for retainment could be attributed to the hefty investment for companies and taxpayers to adopt and onboard apprenticeship programs as well as the enhanced job mobility provided by apprenticeship programs which allowed workers the flexibility to find positions within the company.



The study pinpoints that job mobility accounted for nearly one-third of wage increases within the first five years of employment and researchers were able to surmise the overall societal rate of return was around 10 percent. "We find that dynamic complementarities through sector specific experience and occupational upgrading are more important sources of advantage for trained workers than the immediate initial wage benefits, although they do not yield returns until a later stage of the lifecycle. We also find that workers sort into vocational training programs according to their unobserved productivity, but even accounting for this reveals that these programs generate positive returns both for individuals and society, at an internal rate of about 10 percent," reads the study.

Bocconi University's study helps support the idea that apprenticeship programs undoubtedly produce overarching benefits that go beyond the apprentice and help stabilize communities through their societal investment. American workers and the U.S. economy could greatly benefit from widespread implementation of apprenticeship programs that aim to teach individuals the necessary skills to be successful and experience significant upward mobility in crucial industries.

South Dakota Launches a Teaching Apprenticeship Program for the 2023-2024 School Year

The South Dakota Department of Education in partnership with Dakota State University, Northern State University, the South Dakota Board of Regents, and ABA Grantee, the South Dakota Department of Labor have launched a two-year registered teacher apprenticeship pathway. The apprenticeship program will culminate with apprentices earning both their teaching certificate and a bachelor's degree in elementary, special, or secondary education.

This program was created in response to the nationwide shortage of teachers, where there are close to 550 unfilled teaching positions in the state of South Dakota alone.

The pilot of this program will accommodate 60 participants who at the time of application were employed as a paraprofessional (also known as an aide, educational assistant, or teacher's aide) at a South Dakota Public School. During their apprenticeship, the apprentices will continue to be compensated by the district which employees them.



Apprentice Trailblazer Initiative

The information about the upcoming Apprentice Trailblazer Initiative was recently shared, aiming to establish a national network of diverse apprentices and apprenticeship graduates from various high-growth industries, regardless of age or background. An update has been provided that the launch of the Apprentice Trailblazer Initiative, along with the online application, is now scheduled for July instead of today. Exciting developments are underway to raise awareness about Registered Apprenticeship and this new initiative. Please stay tuned for further updates.



For inquiries regarding the Apprentice Trailblazer Initiative, please contact apprenticetrailblazers@dol.gov. The Apprentice Trailblazer application becomes available on the www.apprenticeship.gov webpage next month. Your ongoing support and promotion of Registered Apprenticeship are greatly appreciated.

Publicly Available National Apprenticeship Data

The Office of Apprenticeship publishes disaggregated data publicly on [apprenticeship.gov](https://www.apprenticeship.gov) through the Department's Enterprise Data Platform. The [Enterprise Data Platform](#) (EDP) integrates data from existing reporting and case management systems (Registered Apprenticeship Partners Information Database System – RAPIDS).

This modern analytics-focused architecture connects internal and external data sets (mix of structured and unstructured data) to support diverse use cases for legacy data analysis, ongoing statistical, routine business reporting, trend, and pattern evaluation, for participants in registered apprenticeship. The platform enables users to disaggregate data by race and ethnicity, industry, occupation, from a state or national perspective.



Upcoming Events

[National Apprenticeship Week](#): November 13th -19th, 2023



Relevant Resources

Additionally, here is a curated list of several resources to check out:

1. [CareerWise & JFF's Apprenticeship Decision Making Diagram](#)
2. [Registered Apprenticeship Standards Library](#)
3. [Creating a Gold-Standard National Occupational Standards Development System](#)
4. [ETA Vision 2030 Workforce Convening Recording, May 16 -YouTube](#)
5. [ETA Vision 2030 Workforce Convening Recording, May 17 -YouTube](#)
6. [Changing Workforce Development Systems to Improve Outcomes for Young People of Color | MDRC](#)
7. [Workplace Stress - Overview | Occupational Safety and Health Administration \(osha.gov\)](#)
8. [Job Accommodations for Individuals in Recovery Webinar Recording](#)
9. [Yes, WIOA Can! A Review of Youth Training and Employment Guidance Letter \(TEGL\) 09-22 Webinar Recording](#)
10. [Beginner's Toolkit for Community Colleges: Implementing Apprenticeship Programs](#)



Apprenticeship in the News

- ▶ [Teacher apprenticeship pilot program to launch next fall in South Dakota](#)
- ▶ [Career Scholarship Accounts will connect Indiana students to employers](#)
- ▶ [Everyone Earns an Industry Certification and Most Go to College in This CTE Program](#)
- ▶ [Rural schools set to receive millions for workforce ready CTE programs](#)
- ▶ [California apprenticeships offer alternative to college](#)
- ▶ [Teacher Apprenticeship aims to help with staffing shortages](#)
- ▶ ['Checks And Balances and Oversight': Donald Norcross Calls for Apprenticeship Regulations](#)
- ▶ [Acting DOL chief focuses on apprenticeships, partnerships](#)
- ▶ [West Point classmates, now members of Congress, push bill to help veterans get into apprenticeship programs](#)