



Apprenticeship Connections

A Resource for State Apprenticeship Expansion Grantees

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Apprenticeship Tools and Resources

Youth Apprenticeship - Are you exploring how apprenticeship can be used to start young people's careers off on the right foot? Searching for ideas or strategies for using pre-apprenticeship and Registered Apprenticeship programs for High School students and young adults? These [resources](#) can help.



Apprenticeship Marketing and Outreach -

Are you launching new ways to market apprenticeship programs to businesses and potential apprentices? Looking for examples of apprenticeship materials that can enhance your outreach efforts? Check out these [resources](#) that offer examples of marketing and outreach materials to help grow your apprenticeship programs.

Do you have good marketing and outreach materials that you can share with other SAE Grantees? Please send them to your TA coach and we will add them to the resource page.

New U.S. DOL Guidance on Registered Apprenticeship and the Workforce Innovation and Opportunity Act (WIOA) - Issued January 12th, this [guidance](#) provides information about using WIOA funding to support Registered Apprenticeship programs, Registered Apprenticeship sponsors as Eligible Training Providers, membership on State and Local Workforce Boards, how to coordinate with the Registered Apprenticeship system, and more.

New U.S. DOL EEO Regulations for Apprenticeship - Issued December 16th, updated apprenticeship Equal Employment Opportunity (EEO) Regulations will help today's businesses reach a larger and more diverse pool of workers. Check out DOL's apprenticeship EEO [webpage](#) to access a number of helpful resources, including fact sheets, FAQs, and tools companies and workforce partners can use to expand apprenticeship opportunities to traditionally underrepresented populations. If you missed the January 12th webinar, you can view the recording here.

The first in a series of State Apprenticeship Expansion (SAE) Grantee Technical Assistance Webinars, *Advancing Apprenticeship: Statewide Systems Alignment & Partnerships*, took place January 31st. Leaders from [Apprenticeship Carolina](#)



and South Carolina's technical college system highlighted how partnerships within the State collaborated to successfully promote apprenticeship in the state. The webinar recording and slides can be viewed [here](#).

Conversation centered on the keys to South Carolina's success - how has South Carolina grown from 90 apprenticeship programs in 2007 to over 800 today? Apprenticeship has been heavily promoted by multiple partners and systems - not just the apprenticeship agency, but through education, workforce, and economic development.

The state's [Apprenticeship Consultants](#) have been the drivers. These experts, assigned to each region of the state, bring economic development and community colleges together to talk with companies about how to help them get the skilled workers they need to thrive. It didn't happen overnight - it took several years for the consultants to grow awareness, bring in and coordinate new partners, and expand apprenticeship to new occupations and businesses. Partners in the state have also focused on growing [youth apprenticeship](#), with 130 companies now offering registered apprenticeships for youth. [Funds](#) to offset employer training costs also help - an Apprenticeship Tax Credit of \$1000 per employee per year and Lottery Tuition Assistance.

Spotlight on Arkansas, Iowa, and Alaska: Expansion Strategies in Action



Arkansas' Apprenticeship Expansion Launch Soars Beyond Expectations. In January, the Arkansas Department of Workforce Services hosted a working lunch at the Governor's Mansion for more than 90 leaders from industry, community college, economic development, and workforce development. Apprenticeship staff highlighted the apprenticeship basics and funding available, while senior business leaders from Nabholz Corporation, J.B. Hunt Transport, Inc., and Metova, Inc. testified to benefits they've seen, from a more skilled workforce to greatly reduced worker turnover. An IT apprenticeship expert from South Carolina sparked conversation on apprenticeship outside of the traditional construction trades that had participants lingering long after lunch. The outreach was promising - more than half of employers committed to explore registered apprenticeship opportunities. For more information, please contact Lisa Ferrell, Project Coordinator, Department of Workforce Services at lisa.ferrell@arkansas.gov.

Iowa Leverages Partner Expertise to Expand Apprenticeship's Reach. Iowa's Expansion Grant project - *Innovative Opportunities with Apprenticeships (IOWA)* - focuses on finding partners from industry, workforce, education and workforce development that bring expertise to expand and diversify apprenticeship in the state. Among other critical partners, the Iowa Department of Education, Iowa Vocational Rehabilitation, and Iowa Department of the Blind are WIOA partners working to institutionalize apprenticeship in their educational offerings. New or developing partnerships with the Iowa Department of Corrections, the Iowa Refugee Alliance, and the Meskwaki Nation bring valuable connections to the ex-offender,

refugee, and native populations. Each partner leverages its own communication and media platforms to get the word out about the value and availability of apprenticeship.

Iowa is working with each partner to develop a shared strategic plan with clearly defined goals and benchmarks. But how does the state help everyone stay coordinated and focused on their goals? They've developed a color-coded "dashboard" accessible to all grant partners. This assures that every partner has access to the same project information and data sets in real time, ranging from progress on communication and service integration strategies to quarterly progress against grant goals. Each partner can easily track their responsibilities and progress, and read the dashboard to understand how their success is contributing to the overall success of the project. For more information, please contact Amy Beller at amy.beller@iwd.iowa.gov.

Alaska Expands Apprenticeship Opportunities in Health Care. The Alaska Primary Care Association, Alaska Department of Labor and Workforce Development, and U.S. Department of Labor signed standards of apprenticeship to start four new non-traditional Registered Apprenticeship programs in health care occupations - Community Health Worker, Medical Administrative Assistant, Clinical Medical Assistant, and Medical Biller/Coder. "This represents a massive expansion of Registered Apprenticeship in the health care sector and in rural Alaska," said Alaska Labor Commissioner Heidi Drygas. Supported through the state's Apprenticeship Expansion grant, these apprenticeships will train 110 Alaskans. For more information, check out the [press release](#) or contact Ed Flanagan, Employment and Training Services Director, at ed.flanagan@alaska.gov.

Upcoming Events

March 28, 2:30-3:30pm ET - Save-the-date for the next SAE grantee webinar - focusing on youth apprenticeship.

May 4-5 - Apprenticeship Forward [Conference](#), Washington, D.C.

Please tentatively save-the-date for the SAE Grantee Conference in Washington, DC on May 3rd. U.S. DOL is exploring the possibility of holding the grantee conference in the days prior to the Apprenticeship Forward conference, to allow SAE grantees to attend both events. U.S. DOL will confirm meeting dates as soon as possible to enable grantees to make travel plans.

Apprenticeship in the News

[*Wanted: Factory Workers, Degree Required*](#)

[*Why Apprenticeships Are Taking Off*](#)

[*Amazon is Creating an Apprenticeship Program to Train Veterans for Tech Jobs*](#)

[*DOL Holds Graduation Ceremony for Offenders \(featuring the largest prison apprenticeship program in the nation\)*](#)

[*Our Strategy to Strengthen the Middle Class \(Op-Ed from Alaska's Commissioner of Labor and Workforce Development\)*](#)



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