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Registered Apprenticeship: A Dynamic Workforce Solution

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UNITED STATES DEPARTMENT OF LABOR**

- Economic Context
- Workforce Investment System
- Workforce System Transformation
- Registered Apprenticeship
- Looking Ahead
- Conclusion

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Economic Context

- Global Transformation and Today's Innovation Economy
- Need for a Regional Approach
- High Growth and High Skilled Occupations
- Address the Skilled Worker Shortage

- Job Growth: Between 2004-2014, total employment projected to increase by 18.9 million jobs or by 13%
- Specialized skills are needed
 - 90% of the fastest growing jobs require education and training past high school
 - 63% of all new jobs in the next decade will require a college degree; only 30% of the population has a college degree
- Search for Talent is Global and Regional

- Economic development must establish the conditions for innovation.
- CoC's report *Innovate America* identified three requirements for innovation:
 - Infrastructure (transportation, technology)
 - Investment (availability of capital)
 - Talent
- Conditions should be maximized at the regional level – forces of the economy combine to spur growth.

Construction Industry Nation-Wide

- Between 2002 and 2012:
 - Construction industry will add approximately one million new jobs, a 15% increase (source: BLS)
- Total employment by 2012:
 - 7.8 million
 - Among the economy's top 10 largest sources of job growth

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Workforce Investment System

- \$15 billion for employment and job training programs
- Operates at Federal, State, Regional and Local levels
- Promotes strategic partnerships between industries, the public workforce system, and education partners, and Registered Apprenticeship
- 3,200 One-Stop Career centers nationally

- Workforce Investment Boards (WIBs)
- One-Stop Career Centers
<http://www.careeronestop.org/>
- 17 Federal Funded Programs including:
 - Job Corps
 - Trade Adjustment Assistance
 - Community Services Block Grants
 - Unemployment Insurance
 - Post-Secondary Vocational Education

Three Key Initiatives are:

- High Growth Job Training Initiative
- Community-Based Job Training Initiative (Community College Initiative)
- WIRED: Workforce Innovation in Regional Economic Development

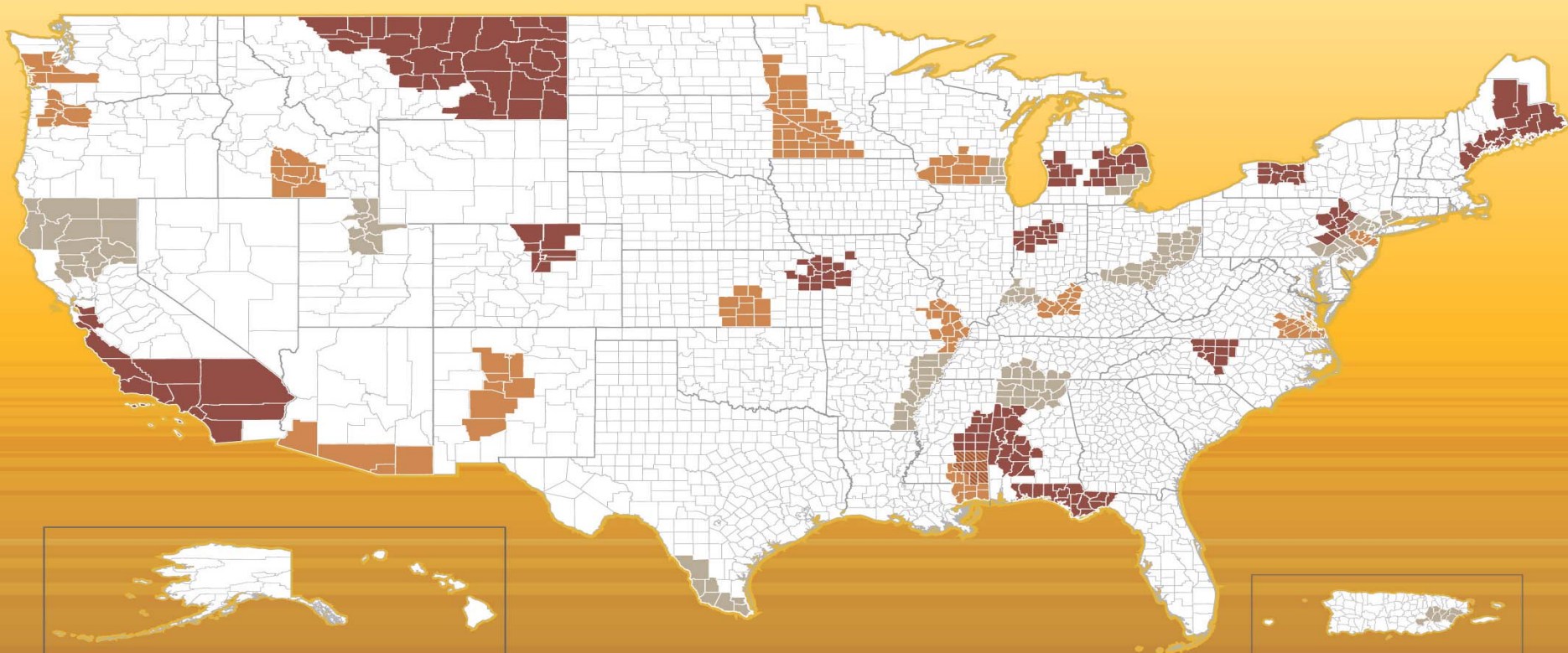
WIRED and Regional Economic Development

- WIRED is focusing on the talent development part of building a regional economy.
- The Goal: Expand employment and advancement opportunities for workers while simultaneously catalyzing the creation of high-skill, high-wage jobs.
- Resources to the 39 Selected Regions:
 - \$325 million investment over 3 years, acting as seed capital.
 - To date, \$572 million dollars have been leveraged or aligned in WIRED regions.
 - Access to technical assistance and expert-led Institutes.

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WIRED and Regional Economic Development

WIRED Initiative



■ First Generation ■ Second Generation ■ Third Generation

Registered Apprenticeship

- As economy grows and new jobs are created, Registered Apprenticeship can provide a mechanism for businesses to train, develop, and retain talent
- Highly flexible and proven method for talent development

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Registered Apprenticeship System

Business/Employee Needs

- Provides a system and an integrated process that can be designed to meet human resource development needs

Benefits

- Reduces variances in performance and improves quality of our workforce/promotes national portability

Business Solutions

- Provides a select method for the training and development of key occupations and reduces variances in performance and profits

Apprentices Nationwide,

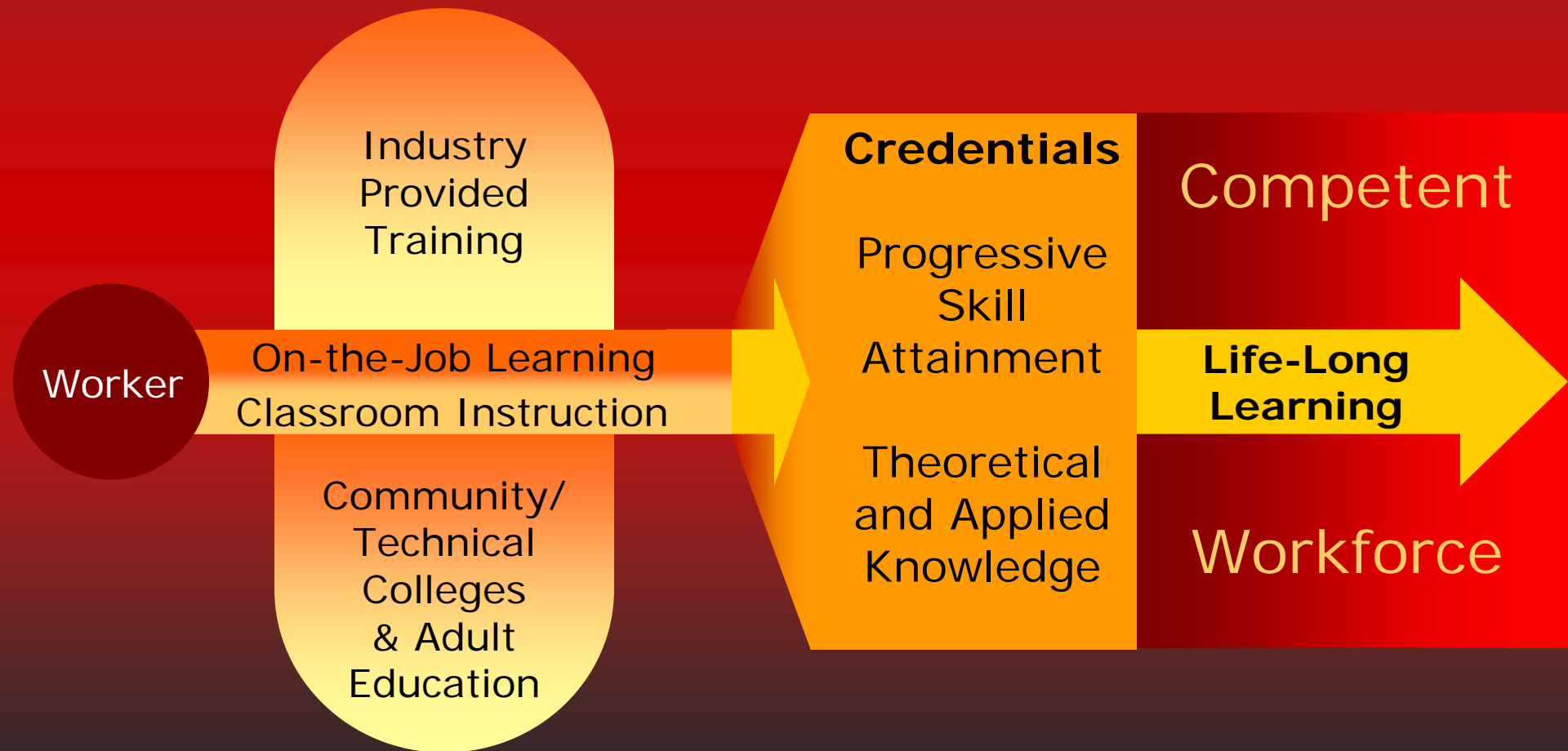
October 2006 – September 2007

- More than 465,000 apprentices currently in the system
- 181,700 individuals entered the apprenticeship system
- Nearly 36,000 graduated from the apprenticeship system
- 28,000 registered program sponsors
- 225,000 separate employers

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Registered Apprenticeship System

Creates a competitive advantage that strategically prepares businesses & their employees for the 21st century marketplace



Registered Apprenticeship System

- Over 850 Apprenticeable Occupations
 - **Highly technical or skilled and clearly identified occupations commonly recognized throughout an industry**
- Over 1,500 programs in High Growth Industries*
 - **Advanced manufacturing, aerospace, automotive, biotechnology, energy, financial services, geospatial technology, health care, homeland security, hospitality, information technology, transportation**

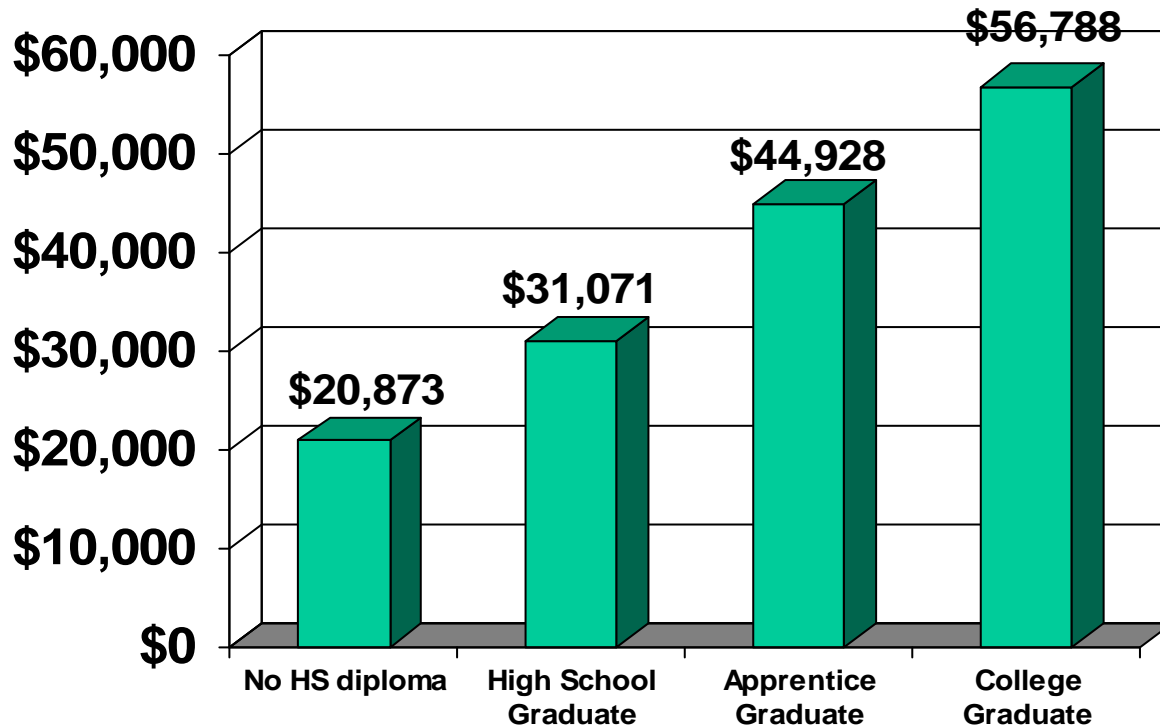
* Excludes Construction Industry

Apprenticeship: Present and Future

- Apprenticeship as a partner in the Workforce Investment System
- Regional and local talent development
- Responding to business and industry needs
- The use of technology in talent development
- Training a highly-motivated global, regional, and local workforce

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Apprenticeship Increases Wages for American Workers



■ Annual Wages per 2006 U. S. Census data, RAPIDS

Registered Apprenticeship: 21st Century Innovations

- Industry competency-based models with interim credentials that validate the acquired skill levels
- Apprenticeship programs with two- and four-year colleges that allow apprentices to earn Associate and Bachelor degrees
- Linkages with the workforce system, community colleges, universities, and One-Stop Career Centers

Updating Federal Regulations Governing Apprenticeship (NPRM)

- In the past 30+ years there have been significant changes in workforce needs, driven by technological advances, demographic shifts, and globalization.
- Proposed rule addresses these changes by:
 - Making the procedures for apprenticeship program registration more flexible;
 - Strengthening oversight of program performance; and
 - Incorporating gender neutral terms and technological advances in the provisions that address related technical instruction.

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Registered Apprenticeship

Office of Apprenticeship

- Administers the National Registered Apprenticeship System
- Partnerships with State Apprenticeship Agencies
- Registration, Certification and Credentialing of Skilled Occupations
- Partnerships with Businesses and Industry Associations
- Consultative Services/Technical Assistance

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Contact Information

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