90% of apprenticeship completers are retained by the company they apprenticed with

U.S. Department of Labor
Measuring Apprenticeship Completions

December 6, 2018
What is WDQC?
Overview

• Counting Apprenticeships Towards Postsecondary Attainment Goals

• The Value of Apprenticeships

• How To Get and Share Apprenticeship Data Between Agencies

• How Washington and Iowa are Using Data to Drive Policy
Panelists

Greg Wilson
Team Leader, Division of Performance Accountability, at the Employment and Training Administration

Ryan Murphy
Bureau Chief at Iowa Workforce Development

Dave Wallace
Research Manager at Washington Workforce Training and Education Coordinating Board
States Should Count Registered Apprenticeships Toward Attainment Goals

- Many states have established postsecondary attainment goals to narrow the skills gap
- Most states need to find workers for middle skill jobs
- Apprenticeships are naturally tailored to the needs of particular employers and have strong employment outcomes
States should collect data about Registered Apprenticeships

- 27 states have most or all in a state agency

States should add data about Registered Apprenticeships to SLDS

- 9 states incorporate most or all in SLDS
For every dollar invested in apprenticeship training, employers receive an average benefit of $1.47.
**Apprenticeship Investments**

- Congress appropriated programmatic funding in the last 4 budgets FY16-19; $90M, $95M, $145M, and $160M (proposed)

- Policy themes have tended to focus on industry expansion; increasing opportunities for underrepresented pops including women, youth, and minorities; and investments to help make it easier for employers and jobseekers

- These funds have supported:
  - State apprenticeship expansion grants to provide new capacity to states and align systems
  - Industry and equity intermediaries to shore up targeted technical assistance and provide incentives in starting apprenticeship programs
  - National education campaigns to increase awareness of apprenticeship as post secondary education and benefits to employers and young people
  - Apprenticeship Powered by Industry and Research to determine prevalence of apprenticeship
  - Funds have also allowed us to launch apprenticeship.gov and an apprenticeship finder tool which we continue to refine (plug for employers to share their opportunities on this portal); and we are also creating new tools around pre-apprenticeship which is an area that can drive new pipelines to apprenticeship.
  - Over this next year, the Department will be announcing additional opportunities.

- In other funding news:
  - the Department announced H-1B funding for the “Scaling apprenticeship sectors” Funding Opportunity Announcement which closed in mid-October with those awards being made in the new year.
  - Stay tuned...check out the latest at apprenticeship.gov
The number for new apprentices in FY 18 was **238,549**.
Our Apprenticeship Numbers Continued to Show Strong Growth in FY 2018.

56% GROWTH SINCE 2013

Key Facts
- The annual average of active apprentices for the last 20 years = 434,110.
- Our current number of active apprentices is 135% higher than the 20 year annual average (585,026/434,110).
- Over 282,000 participants completed their apprenticeship in the last five years.
- Over 10,800 new apprenticeship programs created in the last five years.
One Goal...with two products (Roads) to get there.

**Job Creation: Apprenticeship Expansion**

Department of Labor FY 2018-2022 Strategic Plan Priority Goal

Enroll 1 million new apprentices (including registered programs, industry-recognized apprenticeships, and other non-registered programs) over the next five years to enable more Americans to obtain jobs that pay a family-sustaining wage through high quality earn-and-learn opportunities. By September 30, 2019, DOL will enroll 280,000 new apprentices as part of the agency’s broader efforts to promote and expand apprenticeship.
Apprenticeship.Gov Update

What’s New?

▪ Apprenticeship Finder Updates
  ▪ Improved quality of listings with enhanced Apprenticeship Finder algorithm
  ▪ Connect to popular local and national apprenticeship listings by cross-walking user location
  ▪ Get listings from dynamic autosuggest feature based on user input

▪ Apprenticeship News
  ▪ Gain access to recent apprenticeship news

▪ 20 Content Creation Templates
  ▪ Reusable web components for rapid webpage creation

What’s Coming Next?

▪ IRAPs Accreditation Process
▪ New Brand
▪ Employer Track and Tools
Counting Apprenticeship Completions

Greg Wilson
Lead Program Analyst
Office of Apprenticeship
Employment and Training Administration
U.S. Department of Labor
December 6, 2018

FUTURE READY IOWA & REGISTERED APPRENTICESHIP

Ryan Murphy, Labor Market Information Bureau Chief
U.S. DEPARTMENT OF LABOR – EMPLOYMENT & TRAINING ADMINISTRATION DATA SHARING MOU

- IOWA DATA SHARING AGREEMENT 2009
- STATE DIRECTOR OF APPRENTICESHIP
- GREG WILSON, OFFICE OF APPRENTICESHIP D.C.

- INTERCONNECTION SECURITY AGREEMENT
- DOL & ETA REGISTERED APPRENTICESHIP DATA MOU

- RAPIDS 2.0 (APPRENTICESHIP DATA MANAGEMENT SYSTEM)
- 3-YEAR MOU
- QUARTERLY DATA REQUESTS
Iowa Registered Apprentice Stats in September, 2018
Select occupation(s) in the table to filter the map, line chart

<table>
<thead>
<tr>
<th>Occupation Title</th>
<th>F</th>
<th>Active</th>
<th>New</th>
<th>New Completions</th>
</tr>
</thead>
<tbody>
<tr>
<td>ELECTRICIAN (Alternate Title: Interior Electrician)</td>
<td>1954</td>
<td>59</td>
<td>15</td>
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<tr>
<td>PLUMBER</td>
<td>1255</td>
<td>56</td>
<td>79</td>
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<tr>
<td>LINE MAINTAINER (Alternate Title: High Voltage Line)</td>
<td>801</td>
<td>53</td>
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<tr>
<td>TRUCK DRIVER, HEAVY (Alternate Title: Motor Truck)</td>
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<tr>
<td>HEATING &amp; AIR-CONDITIONER INSTALLER</td>
<td>610</td>
<td>45</td>
<td>7</td>
<td></td>
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<tr>
<td>CARPENTER</td>
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<td>14</td>
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<tr>
<td>SHEET METAL WORKER</td>
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<td></td>
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<tr>
<td>STRUCTURAL STEEL WORKER (Alternate Title: Welder)</td>
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<td>10</td>
<td>10</td>
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<tr>
<td>PIPE FITTER (Construction)</td>
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<td></td>
<td></td>
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<tr>
<td>MILLWRIGHT</td>
<td>143</td>
<td>4</td>
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<tr>
<td>OPERATING ENGINEER</td>
<td>123</td>
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</tr>
</tbody>
</table>

Number of Occupations to Show in Table: 20

# Active Apprentices in September, 2018
Select a county to filter the table, line chart

# Active Apprentices by Month

Iowa Workforce Development, Labor Market Information Division, Registered Apprenticeship Statistics from RAPIDS.
FUTURE READY IOWA INITIATIVE & REGISTERED APPRENTICESHIP EMPLOYMENT

- 70% OF IOWANS COMPLETING POST-SECONDARY EDUCATION OR TRAINING BY 2025

- 2012 REGISTERED APPRENTICESHIP COMPLETERS (4-YEARS POST COMPLETION)
  - ANNUAL MEDIAN EARNINGS: $65,164
  - EMPLOYMENT %: 88.9% MATCH TO EMPLOYMENT

- *HIGHEST EARNING RA OCCUPATIONS (MEDIAN)
  - LINE MAINTAINER
  - PIPEFITTER
  - MAINTENANCE MECHANIC
  - PLUMBER

*SOURCE: DEPARTMENT OF LABOR OFFICE OF REGISTERED APPRENTICESHIP & IOWA WORKFORCE DEVELOPMENT UNEMPLOYMENT INSURANCE WAGE RECORDS, INCLUDES OCCUPATIONS WITH 10 OR MORE COMPLETERS
Counting Apprenticeship Completions

Research Manager at Washington Workforce Training and Education Coordinating Board
Wrap Up/ Next Steps

• States should include Registered Apprenticeships within their postsecondary attainment goals

• States should add registered apprenticeship data into their SLDS so they can measure progress and ensure equitable attainment

• Data drives policy!
States are facing a skills gap, whereby not enough workers are adequately trained for available jobs. In order to meet this demand, many states are establishing statewide postsecondary attainment goals for the number of people with postsecondary credentials. Achieving these goals can help states ensure they have a well-trained workforce and can improve living standards for residents.

However, these goals cannot be met by simply helping high school students to receive a four-year college degree. Between 2004-2024 nearly half of job openings across the country are middle skill positions that require training beyond high school, but not a four-year degree. In order to train enough workers to meet anticipated middle-skill demand, states must pass equitable policies that help a variety of residents, particularly those with barriers to employment, receive training for in-demand careers.

Training for middle-skill positions includes certificates resulting from the completion of a registered apprenticeship program. Registered apprenticeships allow students to earn while they learn, by combining on-the-job training with job-related academic instruction. These programs must meet certain national standards, and the resulting certificates are nationally recognized as certifying a particular set of skills in an occupation.

In 2018, Congress appropriated $1.15 billion to expand registered apprenticeships. Since 2017, the United States Department of Labor (DOL) has allocated over $160 million to thirty-six states to help them expand innovative apprenticeship approaches. Considering the significant federal investment in apprenticeships, states should take care to effectively align how they are spending this funding with their broader workforce and education goals. One way to do this is to collect data that allows them to connect registered apprenticeship certificates within their postsecondary attainment goals, thereby showing how registered apprenticeships can help narrow the skills gap.