



Apprenticeship in the States

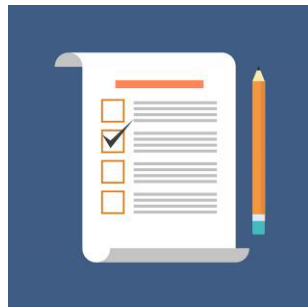
Landon Jacquinet, NCSL

Differences in Structure

Department of Labor – Office of Apprenticeship

- Registers and oversees programs in states without an SAA
- Staff members are all federal employees
- All programs comply with federal guidelines
- Utilizes a DoL system for registration, oversight, compliance and apprentice progress

Standardization



State Apprenticeship Agency

- Registers and oversees programs in their individual state
- Staff members are state employees
- Most programs comply with state and federal guidelines
- May utilize the DoL system for tracking or may use a separate, unique state system

Flexibility



Degree Apprenticeships in the US



Teachers and Education

- In 2022, Tennessee became the first state to have a registered Teacher Apprenticeship Program
- Accelerated programs where students are employed in schools while earning a bachelor's degree
- Examples:
 - [UC Colorado Springs](#)
 - [Tennessee Grow Your Own](#)

Nursing and Health

- Some programs provide RN licensure alongside Associate or Bachelor degrees
- Promoted to ease nursing shortages
- Examples:
 - [South Texas College](#)
 - [Fairview Health Services](#)

Other Degree Apprenticeships



JP Morgan Chase

Technology Degree
Apprenticeship

OpenClassrooms

Partnership with
University of Maryland
Global Campus



Aon

Apprenticeship
program leads to a
two-year Associate
Degree



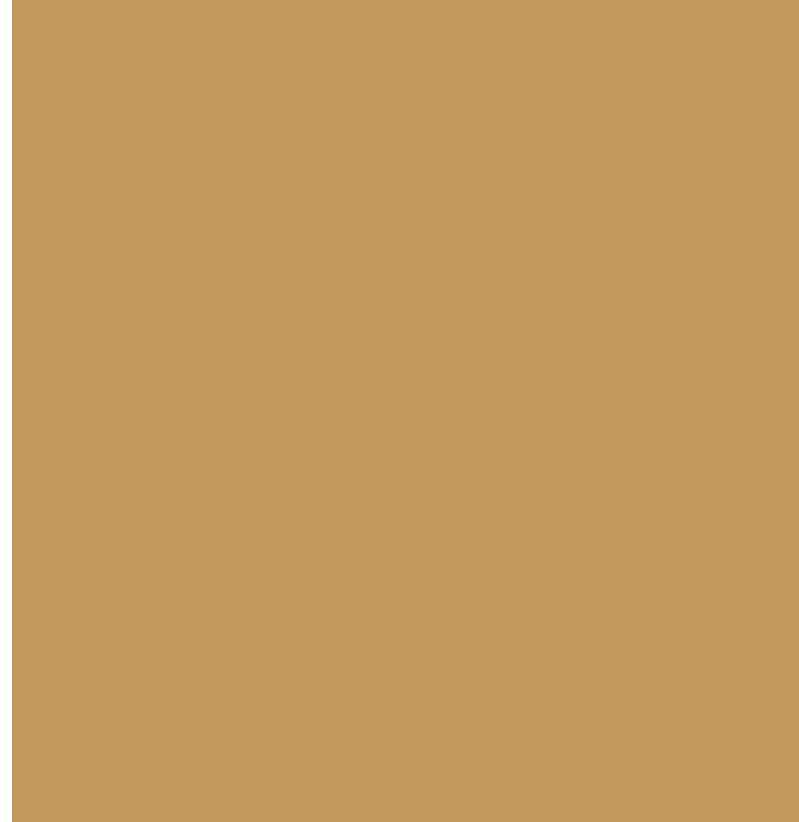
Ohio

Goal: 65% of adults will have a degree or credential by 2025

Ohio Apprenticeships

Legislation, Outreach and New Programs

- **Helmets to Hardhats** – Apprenticeship programs for veterans.
- **Choose Ohio First Scholarship** – Tuition assistance for students entering in-demand fields.
- **Ohio Vocational Apprentice Program** – Provides students with disabilities the opportunity to access state government work through apprenticeship.
- **Office of Workforce Transformation** – Creates state workforce plans for growing industries.
- **Union Led Apprenticeships** – Most traditional trade apprenticeships are taught by Unions.



Ohio Apprenticeships

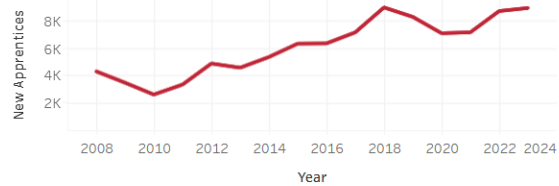
Registered Apprenticeship Dashboard

Statewide Registered Apprenticeship Dashboard

[Find an Apprenticeship Here!](#)

- [ApprenticeOhio Regions Map](#)
- [JobsOhio Regions Map](#)
- [Workforce Areas Map](#)
- [Methodology](#)

New Apprentices by Year



Completers by Year



Active Apprentices by Industry

Administrative and Support and Waste Mana..	5
Agriculture, Forestry, Fishing and Hunting	2
Construction	14,306
Educational Services	1,378
Health Care and Social Assistance	661
Manufacturing	1,431
Other Services (except Public Administration)	93
Professional, Scientific, and Technical Services	50
Public Administration	3,456
Transportation and Warehousing	45

Active Apprentices

21,552

Active Sponsors

642

Active Apprenticeship Occupations

182

Active Apprentices by Occupation

Animal Trainers	239
Automotive Body and Related Repairers	1
Automotive Service Technicians and Mec..	16
Bakers	1
Brickmasons and Blockmasons	164
Bus and Truck Mechanics and Diesel Engi..	44
Butchers and Meat Cutters	38
Carpenters	2,221
Cement Masons and Concrete Finishers	202
Chemical Technicians	3

Demographics Counts

Demographic Makeup



List of Current Sponsors

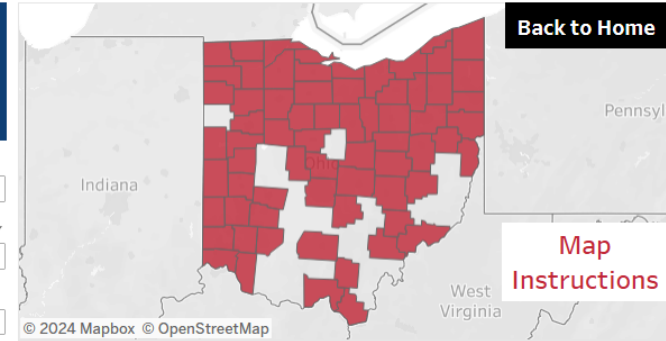
Sponsor County

(All)

Apprenticeships Offered

(All)

Search Apprenticeships



Sponsor Program Name	Address	City	State	Zip Code	Apprenticeships Offered
360Water, Inc	965 West Third Avenue	Columbus	OH	43212	Water and Wastewater Treatment Plant and System Operators
A E ELECTRIC	10483 HENRY COUNTY ROAD	GRAND RAPIDS	OH	43522	Electricians
A-1 HEATING COMPANY	3263 MONROE STREET	TOLEDO	OH	43606	Heating, Air Conditioning, and Refrigeration Mechanics and Inst..
A.E.C. / I.E.C. CENTRAL OHIO	3128 EAST 17TH AVENUE, SUITE H	COLUMBUS	OH	43219	Electricians
AAM MOLD & MACHINE CO.	4636 VALLEYVIEW BLVD. - PO BOX 1540	ASHTABULA	OH	44005	Tool and Die Makers
AAM-Minerva	461 Knox Ct,	Minerva	OH	44657	Electricians Industrial Machinery Mechanics





Michigan

Goal: 60% of Working Adults with a certificate or degree by 2030

Michigan Apprenticeships

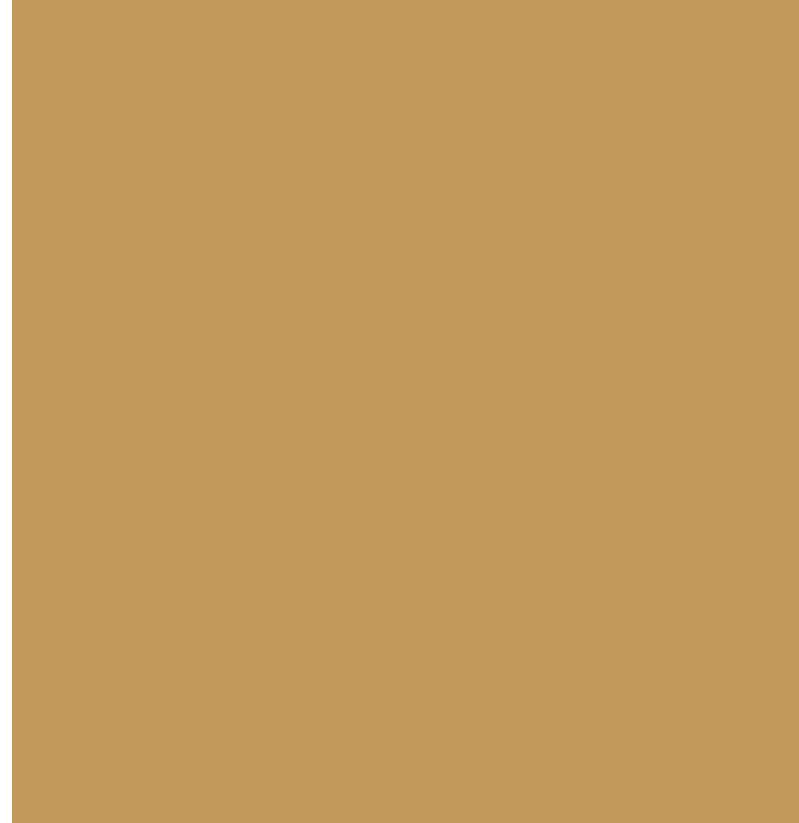
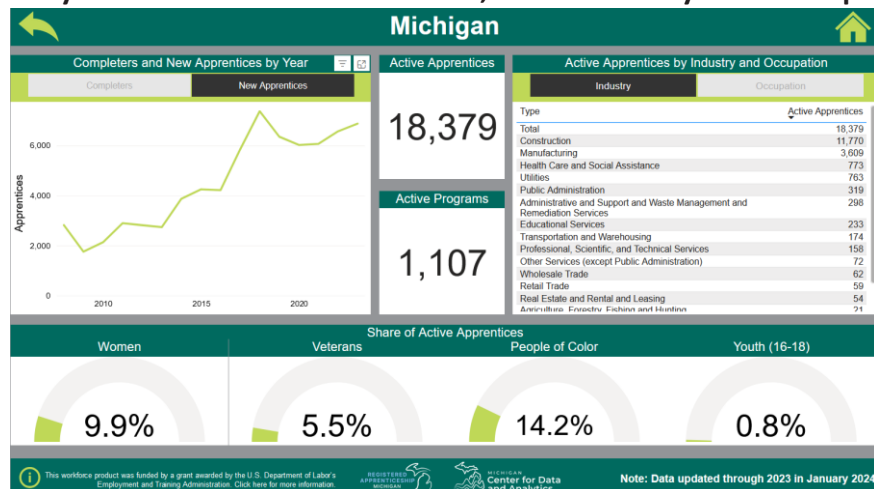
Federal Funding

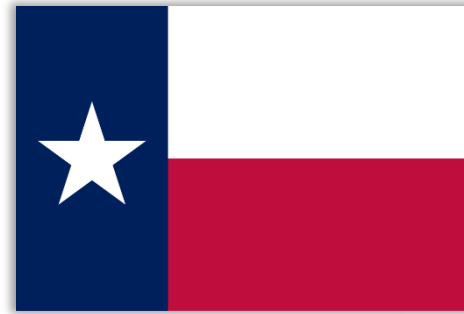
Workforce Hub – Funded by the Inflation Reduction Act to train workers for EV manufacturing. Includes scaling pre-apprenticeship programs.

Semiconductor Career and Apprenticeship Network – \$1.5 million from the federal CARES Act to the microelectronics industry to support and grow the semiconductor industry in MI.

State Apprenticeship Expansion Program – \$6.1 million from the State Apprenticeship Expansion 2023 Grant Program is going towards apprenticeship intermediaries.

Registered Apprenticeship Michigan Dashboard – The state created a data tracking and publicly available dashboard, funded by the Department of Labor.





Texas

Goals:

- 60% of adults to have a postsecondary credential by 2030
- 550,000 students to complete postsecondary credentials each year

Texas Apprenticeships

[Apprenticeship Initiatives](#)

- **Related Instruction Grants** – Programs must register with the DOL Office of Apprenticeship to receive state funding for classroom instruction.
- **Healthcare Apprenticeship Initiative** – Provides grant funding to apprenticeship sponsors in the healthcare field. Priority is given to sponsors with nursing shortages.
- **Pre-Apprenticeship Pathways** – Provides grant funding for preparatory apprenticeship instruction. Grantees must have partnerships that allow participants to directly enter an RA program.
- **Apprenticeship Tax Refund Pilot** – Employers can receive a tax refund of up to \$2,500. Refunds are based on employer contributions to sales and use taxes.





California

Goal: 500,000 active
apprentices by 2029

California Apprenticeships

Five Point Action Plan

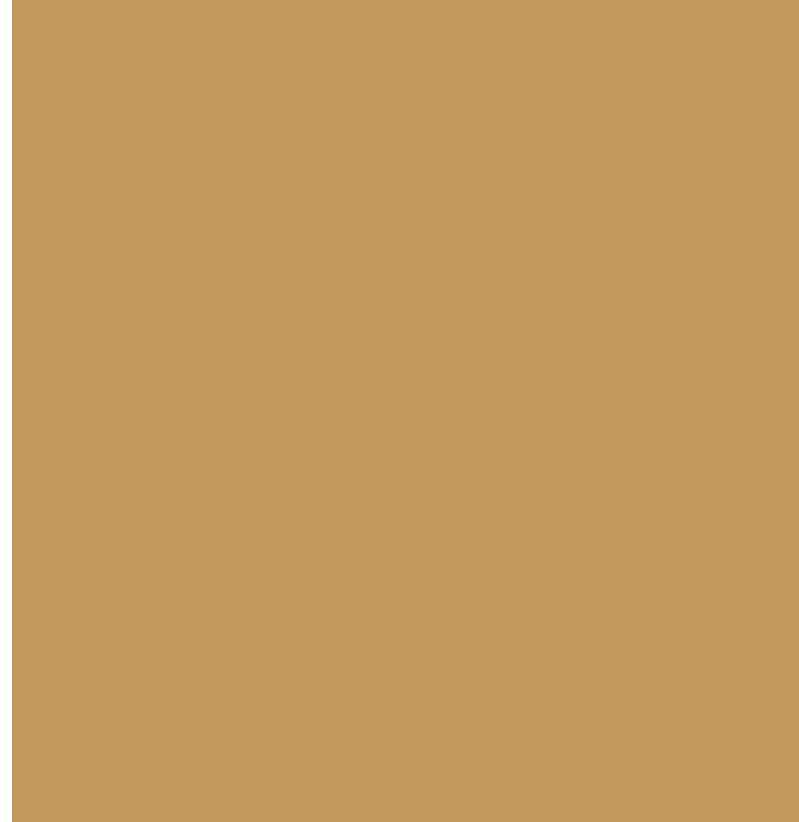
- 1. Support Regional and Sectoral Apprenticeship Intermediaries**
- 2. Expand New and Innovative Apprenticeships**
- 3. Grow and Expand Access to Traditional Construction Apprenticeships**
- 4. Support Youth Apprenticeship for In-School and Out of School Youth**
- 5. Expand State and Local Public Sector Apprenticeships**



California Apprenticeships

Legislation and New Programs

- **California Apprenticeship Initiative New and Innovative Grant** – Provides grant funding for sponsors and intermediaries to grow apprenticeship programs in the state, connect with new employers and help students be employed after completing an apprenticeship. Funds are awarded by California Community Colleges.
- **California Opportunity Youth Apprenticeship Grant** – Grants for sponsors and intermediaries to develop or implement programs for opportunity youth. This grant is supposed to help with wraparound services and transportation as well.
- **California Youth Apprenticeship Committee** – Created to provide statewide recommendations on youth apprenticeship.



California Apprenticeships

Proposed Outreach

Career Apprenticeship Bridge Program

- Creates more opportunities for apprenticeship in high school and integrates the Career and Technical Education into the youth apprenticeship system.
- CAB programs should include at least 300 hours of paid, on-the-job training.

College Connected Apprenticeship Model

- Apprenticeship models that allows apprentices to complete coursework while completing an apprenticeship.
- Could be aligned with CAB programs.

Utilizing School Based Programs

- Explore using existing programs, such as Work Experience Education, to facilitate students into paid apprenticeship opportunities.

NCSL Resources

- [Strategies for Youth Employment](#)
- [Workforce Development Trends Webpage](#)
- [Nondegree Credential State Policy Framework](#)
- [Postsecondary Legislation Database](#)





Thank you for joining today!

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