

**U.S. Department of Labor**  
**Employment and Training Administration**  
**Office of Apprenticeship**  
90-7<sup>th</sup> Street, Suite 17-100  
San Francisco, CA 94103



# Q-3 2024 REPORT TO:



## STATE & TERRITORY APPRENTICESHIP AGENCIES AND COUNCILS

THANK YOU FOR THE OPPORTUNITY TO BRING YOU THIS UPDATE  
FROM THE UNITED STATES DEPARTMENT OF LABOR  
OFFICE OF APPRENTICESHIP

RESPECTFULLY SUBMITTED BY:

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Region 6 Multi-State Navigator  
Office of Apprenticeship  
United States Department of Labor



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# OFFICE OF APPRENTICESHIP ANNOUNCEMENTS

## Advisory Committee on Apprenticeship

The June 4, 2024, the public meeting of the Advisory Committee on Apprenticeship (ACA) meeting took place in Washington D.C. The meeting's agenda, slide-deck and meeting photos can be found [online here](#) and your ACA representatives [HERE](#).



## IOWA Officially Recognized as a State Apprenticeship Agency

On June 28, 2024, Iowa State announced it has been officially recognized as a State Apprenticeship Agency by the U.S. Department of Labor. The Iowa Office of Apprenticeship (IOA), under Iowa's Workforce Development Agency, joins nearly 30 other states across the country acting as the statewide entity developing, monitoring, and representing apprenticeship programs. IOA's State Apprenticeship Director is Dane Sulentic who oversees an apprenticeship system of nearly 10,000 apprentices and 957 total active programs. The press release can be found [HERE](#).



## Youth Apprenticeship Week

Thank you to all who joined us in celebrating the first ever Youth Apprenticeship Week (YAW) from May 5<sup>th</sup> -11<sup>th</sup>, 2024. The nationwide celebration highlighted the benefits and value of Registered Apprenticeship program opportunities for youth, ages 16-24. Employers, educational institutions, community organizations, and other stakeholders came together to showcase successful apprenticeship models, share best practices, and engage with students, parents, and educators about the benefits of apprenticeships. Some 421 events were held nationally, and 128 proclamations were signed. See the press release [HERE](#).

# REGISTRATION AGENCY TOOLS & SUPPORT

## Costs and Benefits of Making Workplace Accommodations

The [Costs and Benefits of Accommodation: Low Cost, High Impact Report](#) summarizes findings from the Job Accommodation Network (JAN) surveys of nearly 4,500 employers about their experiences implementing workplace accommodations for their employees. This short report shares five key findings that highlight the effectiveness of accommodations, costs associated with implementation, and the direct and indirect benefits employers noticed after putting accommodations in place. Apprenticeship sponsors can use this information to support sponsors' understanding of how meeting their obligations for reasonable accommodations can have a positive overall impact on their programs.

## Webinar: Aligning the Workforce and Apprenticeship Systems

All are invited to the U.S. Department of Labor Registered Apprenticeship (RA) Technical Assistance Center of Excellence on Strategic Partnerships and System Alignment webinar, *Aligning the Workforce and Apprenticeship Systems: RA and the Workforce Innovation and Opportunity Act (WIOA) for Case Managers* scheduled for Thursday, July 25th from 1-2pm ET.

This Center of Excellence webinar will provide technical assistance for Case Managers and front-line staff to hear about the benefits and opportunities of co-enrolling WIOA career seekers with RA programs. Discover the myriad of benefits RA offers your region and the apprentices, understand the essentials of co-enrolling participants in RA and WIOA, and learn about how to leverage WIOA funding to support registered apprenticeships for sustainable workforce development. Please use this [this link to register](#).

If you would like to learn more about the Center's work and find resources, including more webinars, please visit [Center of Excellence website](#).



## More New Courses Added to the Registered Apprenticeship Academy

### [State Youth Labor Laws and Additional Federal Guidance for Sponsors:](#)

Youth labor laws differ from state to state. This training provides an overview of state labor laws pertaining to youth as sponsors should be aware of their state's requirements to assist in providing RA opportunities to youth. In this module, sponsors will learn federal restrictions on when and for how long youth can work, education program exemptions, and gain resources for employers and educators to support healthy and safe experiences for youth in pre-apprenticeships and registered apprenticeships.

### [Understanding Federal Youth Labor Laws for Sponsors](#)

This training provides Registered Apprenticeship Sponsors with a basic understanding of strategies that support registered apprenticeship opportunities for youth. The training answers questions regarding enrolling youth under age 18. It also discusses federal laws and regulations related to youth in the workplace, describes the Fair Labor Standards Act 17 hazardous occupations (HO) for minors and the 7 HOs with exceptions for apprenticeship, and differentiates between the types of occupations permitted for different age groups.

Visit the Registered Apprenticeship Academy today to find training under the Regulations and Compliance tab in the [Registered Apprenticeship Sponsor catalog](#).

# GRANTS & FUNDING OPPORTUNITIES

## Apprenticeship Building America, Round 2

Forty-three (43) Apprenticeship Building America Round 2 (ABA2) grants have been awarded and recipients will partner with employers and other stakeholders to launch programs that offer workers access to high-quality training through pre-apprenticeships and Registered Apprenticeships. The U.S. Department of Labor will continue to expand, diversify, and strengthen the Registered Apprenticeship system through support for public and private partnerships designed to serve a range of industries and individuals and promote Registered Apprenticeship Programs. The press release and list of grantees can be found [HERE](#) and ABA2 grantees and their project abstracts can be found here: [Apprenticeship Building America \(ABA2\) | Apprenticeship.gov](#)

## State Apprenticeship Expansion Formula, Round 2

The U.S. Department of Labor has awarded more than \$39 million in grants to expand and diversify registered apprenticeship programs with the State Apprenticeship Expansion Formula grants (SAEF2), supporting states in developing the talent pipeline needed to meet the needs of their local labor markets. The press release can be found [HERE](#) and a SAEF2 list of state awardees and project abstracts can be found at: [State Apprenticeship Expansion Formula \(SAEF2\) Grants | Apprenticeship.gov](#).

Interested in other funding opportunities? Search [www.dol.gov/grants](http://www.dol.gov/grants) or [grants.gov](http://grants.gov)

# APPRENTICESHIP EVENTS

## Registered Apprenticeship Programs and Tribal Workforce/College Career Centers for Apprentice Recruitment



WEBINAR  
**ENGAGE SERIES**  
Uniting Registered Apprenticeship Programs and Tribal Workforce/College Career Centers for Apprentice Recruitment  
June 6th, 13th, and 20th from 12:00pm - 1:00pm PT

The Division of Indian and Native American Programs

The Registered Apprenticeship Center of Excellence for Strategic Partnerships and Systems Alignment

Center of Excellence

To help bridge partnerships between registered apprenticeship programs and jobseeker-serving tribal organizations, The U.S. DOL Office of Apprenticeship (OA) and Division of Indian and Native American Programs (DINAP), co-hosted a three-part lunch-hour webinar series for tribal one-stops and tribal college career centers located throughout the Pacific Northwest titled *ENGAGE SERIES: Uniting Registered Apprenticeship Programs and Tribal Workforce/College Career Centers for Apprentice Recruitment*.

Attendees learned ways in which to connect their workforce program participants and students to nine vastly different federally registered apprenticeships in Washington State. Each webinar session consisted of 3 different sponsors sharing their program's occupations, application process, wages, cost, benefits, location, and other pertinent details. The webinar series was delivered as part of Safal Partners' U.S. Department of Labor Registered Apprenticeship Technical Assistance (RA TA) Center of Excellence on Strategic Partnerships and System Alignment. The three Engage Series recorded presentations are made available on the Center of Excellence website under their [Resources page](#).

## Arizona's SAA Highlights Manufacturing Career Pathways



The U.S. Department of Labor's Acting Secretary Su visited Buckeye, Arizona with a focus on CTE programs and linkages to manufacturing apprenticeships. The USDOL RA Intermediary National Institute for Industry and Career Advancement partnered with Western Maricopa Education Center and the State's Apprenticeship Agency under Joann Bueno to bring about the day's activities which included a closed roundtable of key industry stakeholders, and a campus tour.

Buckeye, Arizona is the site of a newly constructed battery cell manufacturing facility called KOREPlex that will tap into an apprentice workforce and employ 1,250 workers. KOREPlex was awarded an \$850 million loan by the U.S. Department of Energy to strengthen the advanced battery supply chain and increase cell manufacturing capacity for energy storage systems and electric vehicles. Commercial production is set to begin in late 2024 / early 2025. See the full story here: <https://bit.ly/PrNewsWireArticle>.

## Strategies for NV Building Trades to Build a Strong, Equitable, & Diverse Apprentice Workforce



On June 26th, 2024, the U.S. Department of Labor's Good Jobs Alliance Team came together with the Nevada Labor Commissioner's Office and Nevada's Department of Transportation to deliver an action-packed, in-person convening and training for Southern Nevada Building Trades Apprenticeship Programs.

The event was hosted by the [Electrical JATC of Southern Nevada](#) and led by Nevada State Apprenticeship Director, Toni Giddens and included a spectacular line up of speaker presentations from various federal departments and an encouraging panel of local talent pipeline experts.

Sessions also included topics on mega projects exclusive to the Sagebrush State, contemporary approaches to recruitment and retention in apprenticeship, hidden disabilities, attracting youth to good jobs, and an OA-led "EEO in Apprenticeship" training. An organized networking session for sponsors was attended by close partners [Sierra Nevada Job Corps Center](#), [Nevada Workforce Connections](#), [College of Southern Nevada Career Services Center](#), [State of Nevada Bureau of Vocational Rehabilitation](#). An impressive addition was the presentation by [Brightline West](#), contractor for the upcoming High-Speed Rail project that will move passengers from Las Vegas, NV to California's [Inland Empire](#) in just over 2 hours going 200 miles per hour!

# REGULATORY AGENDA

## National Apprenticeship System Enhancements

The Department of Labor issued a proposed rule to revise the regulation governing registered apprenticeship and the National Apprenticeship System by enhancing worker protections and equity, improving the quality of registered apprenticeship programs, revising the State governance provisions, and strengthening the link between post-secondary education and registered apprenticeship through the establishment of registered career and technical education apprenticeships.

On January 17, 2024, the Office of the Federal Register published the Notice of Proposed Rulemaking (NPRM) titled National Apprenticeship System Enhancements, which would update the regulations at 29 CFR part 29 addressing labor standards of apprenticeship and the governance of the National Apprenticeship System. The NPRM also proposes technical and conforming adjustments to the current text of 29 CFR part 30 (governing equal employment opportunity in apprenticeships). The NPRM received 2,115 comments through the 61-day comment period which ended on March 18, 2024. As of June 30<sup>th</sup>, no effective date has been announced the proposed rule. The NPRM may be accessed through the Federal e-Rulemaking portal at: [Federal Register: National Apprenticeship System Enhancements](#).

## Increased Amounts of Credit or Deduction for Satisfying Certain Prevailing Wage and Registered Apprenticeship Requirements

A proposed rule by the Internal Revenue Services was published on June 25, 2024, concerning the increased credit amounts or the increased deduction amount available for taxpayers satisfying prevailing wage and registered apprenticeship requirements established by the Inflation Reduction Act of 2022. The final rule, titled Increased Amounts of Credit or Deduction for Satisfying Certain Prevailing Wage and Registered Apprenticeship Requirements, becomes effective on August 26, 2024 and interested parties can access the rule at [Federal Register :: Increased Amounts of Credit or Deduction for Satisfying Certain Prevailing Wage and Registered Apprenticeship Requirements](#). The Office of Apprenticeship has established a website landing page for Inflation Reduction Act resources – including FAQs - for registration agencies, sponsors, employers, labor, and other apprenticeship stakeholders found [HERE](#).

## Infrastructure Investment and Jobs Act

President Biden sign the Infrastructure Investment and Jobs Act (IIJA) into law on November 15<sup>th</sup>, 2021. Also known as the Bipartisan Infrastructure Law (BIL), the IIJA is the largest long-term investment in our infrastructure and economy in our nation's history. It provides \$550 billion over five years in new federal investment in infrastructure, including in roads, bridges, mass transit, water infrastructure, resilience, and broadband. The Office of Apprenticeship has established a website landing page for IIJA resources – including fact sheets and guidebooks - for jobseekers, contractors, labor representatives, apprenticeship program sponsors, and others found [HERE](#).

# FINAL REGIONAL MESSAGE

Greetings Sponsors, Partners and Stakeholders,

The Office of Apprenticeship wishes to introduce Erica Johnson as our new Regional Director for Region 6 starting the week of July 15<sup>th</sup>.

Erica comes to OA from the Yolo County Workforce Innovation Board in California (CA) where she served as Director and sought to create greater integration with pre-apprenticeship, Registered Apprenticeship (RA), and Workforce Innovation and Opportunity Act (WIOA) while managing a \$4.6 million budget. She has helped build and lead large teams, advance employer engagement initiatives, and also has been a champion for workers by advancing economic mobility for people through re-entry programs, as well as creating on-ramps for persons with disabilities, low income, people of color, English as a Second Language, digital literacy, and other barriers to employment.

Erica has held multiple roles in workforce training and development, including responsibilities for expanding, modernizing, and diversifying the talent development strategies within the state of CA and building strong partnerships with labor, industry, k-12 and college systems, government agencies, and other organizations – all foundational partners in the RA ecosystem. Erica has recently provided oversight of federal and state grant allocations including WIOA and other large DOL Funded Federal grants and comes to OA with a background in performance management, understanding of labor market dynamics, and experience in implementing job training regulations.

Along with our OA Region 6 team, please welcome Ms. Erica Johnson.

*Corinna Pereira*

Region 6 Multi-State Navigator



Alaska, American Samoa, Arizona, California, Federated States of Micronesia, Guam, Hawaii, Idaho, Marshall Islands, Nevada, Northern Mariana Islands, Oregon, and Washington