



AFA E-Digest: February 7th, 2024



AFA 2024 Summit on March 12th-13th

Please join Apprenticeships for America on March 12th and 13th for the 2024 AFA Summit on the campus of historic Gallaudet University in Washington, DC. We offer you the opportunity to learn, share, advocate and network from and with your colleagues and other experts in the field.

The Summit will have four plenary sessions featuring representatives from federal agencies (labor and education), business and labor leaders and innovators in the field. We will also host over 20 breakout sessions including a Boot Camp for new intermediaries, sessions on talking to employers and policymakers about apprenticeship, updates on innovations in the states, reports on key studies on apprenticeship and their implications for the field, smaller group roundtables on a few key sectors (IT, business services, education, health care) and special sessions on key topics like occupational segregation, apprenticeships for federal workers and using tech to better manage programs.

To register, please click [here](#).

AFA Members will receive a **discount**. Joining AFA is free, quick and easy. All we ask is that you respond to [this](#) brief, four questions survey. After you submit your answers an email will be generated, sending you a discount code.

There is lodging on site. To book a room through our room block at the Kellogg Conference Hotel, please visit [here](#).

Please contact Rene Bryce-Laporte with questions at: rene.bryce-laporte@apprenticeshipsforamerica.org.

We look forward to seeing you in March!

AFA Issues Report on Apprenticeship Registration Process

Growing registered apprenticeship requires registration processes that are efficient and predictable. In this field



report by [Stephen Hamilton of Cornell University](#), AFA describes how the registration process impedes the expansion of apprenticeship and leads to frustration for applicants. AFA's research identifies a few sources of complexity in the registration process. The most important including fragmented governance between state and federal approval processes, paperwork headaches, a word salad of acronyms and jargon, and overly-limited apprenticeable occupations list, and an under-developed set of occupational standards that fails to streamline and simplify registration applications.

AFA's recommendations for improving apprenticeship registration processes are particularly timely in light of the Department of Labor's proposed rules.

Featured Resource: Navigating Department of Labor's Proposed Rule Making

Explore AFA's comprehensive resources on the Department of Labor's Notice of Proposed Rule Making in AFA's now live [Action Center](#). Access recorded webinars, slide decks, and AFA's summary and analysis of the rules in the Action Center. Delve into the newly released Burden Analysis, examining the impact on various stakeholders. In the coming weeks, anticipate AFA's detailed report and recommendations, as well as opportunities for members and apprenticeship stakeholders to contribute comments to the Department of Labor. Your engagement and feedback are invaluable as we navigate this process together.

Members in the News

[Discover insights from Yvette Diamond, Executive Director at Maryland Apprenticeship Connector \(MAC\)](#), in an interview conducted by City Works' Lateefah Durant. With over 35 years of experience, Yvette is dedicated to promoting apprenticeships as a crucial pathway across industries, aiming to bring immediate operational benefits and future-proof the workforce. Learn about their efforts to unite the apprenticeship ecosystem in Maryland, creating sustainable hiring and training strategies for critical growth industries.

Apprenticeships in the News



State Initiatives and Investments

[Gov. Jared Polis unveils plans to enhance workforce development](#), proposing new tax credits for the quantum industry and increased funding for intermediaries connecting employers with apprenticeships. The initiative seeks to address talent shortages, with a \$60 million budget to train workers and create talent pipelines, including \$30 million in tax credits for apprenticeship

programs. Additional requests include \$20 million in tax credits for public-private partnerships in construction and manufacturing and \$2.5 million to support intermediaries fostering apprenticeship connections, aligning with federal grant programs to boost the state's workforce.

[Also in Colorado](#), the state is working to create a list of qualified apprenticeship intermediaries recognized by Apprenticeship Colorado for their pivotal role in expanding the state's Registered Apprenticeship System. These organizations, whether Industry or Talent-focused, will be eligible for competitive funding, statewide recognition, and exclusive training opportunities, contributing to the growth of high-quality job opportunities and talent attraction in the state.

[Local organizations in Springfield, Massachusetts, are set to bolster workforce development](#) as the Executive Office of Labor and Workforce Development grants \$275,000 to the Hampden County Workforce Board and \$128,239 to MassHire Hampden County Workforce Board for apprenticeship programs. Senator Adam Gomez applauds the initiative, emphasizing the diverse opportunities these programs offer in trades, tech, healthcare, and finance, providing a valuable alternative for residents seeking employment in Hampden County. The funds will support the creation of 65 healthcare apprenticeships.

Industry-Specific Apprenticeship Developments

[Phoenix launches one of the nation's first registered apprenticeship programs to support the semiconductor and advanced manufacturing sectors](#), with TSMC investing \$5 million to train 80 facility technicians over five years. The program, attracting White House attention, aims to expand the curriculum for manufacturing technicians, process engineering technicians, and equipment technicians, aligning with Phoenix's emergence as a workforce hub for growing industries. The initiative, announced during a visit by Biden administration officials, underscores the city's commitment to workforce development in collaboration with TSMC, the state, and local organizations.

[Duke Health, Durham Tech, and Durham Public Schools are collaborating on an innovative early college high school program](#), funded by a \$29.5 million grant from Bloomberg Philanthropies. The program, addressing critical healthcare workforce needs, will prepare students for careers in nursing, allied health, surgical tech, and clinical research, with an apprenticeship program through Duke University School of Medicine. Expected to open in fall 2025, the early college aims to graduate students with both a high school diploma and an associate degree or workforce credential, contributing to Durham's



healthcare talent pool and advancing health equity in the region.



Legislative Developments

[Nebraska considers the Apprenticeship Grant Act \(LB993\)](#), a proposed program that could grant up to \$37,000 per apprentice to businesses offering registered apprenticeship programs. Sen. Teresa Ibach aims to support underemployed individuals, inspired by the success of Ignite Nebraska, providing paid apprenticeships leading to full-time, high-demand careers. Advocates praise the potential life-changing impact on workforce development, while some propose modifications to increase the annual grant cap.

[Indiana leaders, including executives, university presidents, and government officials, have formed a coalition to address the state's workforce shortage through a modern youth apprenticeship program.](#) The initiative, inspired by Swiss best practices, aims to boost youth apprenticeships with a 10-month implementation lab, supported by a \$180,000 grant. Focused on industries facing talent shortages, the effort aligns with recent legislation, including House Enrolled Act 1002, establishing a Career Scholarship Account fund. Governor Eric Holcomb's "One Stop to Start" campaign further emphasizes workforce development in Indiana.

[Despite lingering concerns, the Indiana House has passed a work-based learning and education funding bill,](#) House Bill 1001, expanding options for students to use higher education grants for courses, certificates, or apprenticeships after high school. The bill faced amendments, delaying implementation to address uncertainties about changes to higher education grants. Lawmakers aim to guide students toward both academic and technical training opportunities. The bill passed the House 80 to 17 and now moves to the Senate.

And finally... Sisters Sophie and Melanie Soar in GEA Cheltenham's Dynamic Aerospace Apprenticeship Journey!



[Sophie and Melanie Markey are shaping their careers through the GE Aerospace's Cheltenham Apprentice Program](#), which offers a supply chain business degree apprenticeship. The rotational structure allows apprentices to explore various business functions while earning a degree, providing a well-rounded professional experience. The sisters appreciate the opportunity to develop separate identities at work and home, highlighting the program's emphasis on individual growth within the aerospace industry.

