Introduction

This DOL YouthBuild Registered Apprenticeship Resource Guide provides a list of nine Federal Registered Apprenticeship resources including best practices and tools for pre-apprenticeship programs like YouthBuild, contact information for offices of apprenticeship and apprenticeship sponsors, and general information about the Registered Apprenticeship pathway.

Apprenticeship is an earn-while-you-learn training model in which YouthBuild graduates can gain valuable work experience while receiving related technical instruction. Apprenticeships may last from one to six years. For each year of apprenticeship, the apprentice normally receives 2,000 hours of on-the-job training and a recommended minimum of 144 hours of related classroom instruction. There are over 1,000 apprentice-able occupations. Although apprenticeships are heavily utilized in the construction industry, the expansion of apprenticeship into other industries has been underscored by President Trump’s Executive Order of June 15, 2017 that named manufacturing, infrastructure, cybersecurity and health care as areas in which to increase apprenticeship opportunities. The Executive Order can be viewed here.

Under the Workforce Innovation and Opportunity Act (WIOA) Department of Labor Only Final Rule § 688.120, YouthBuild programs funded by the Department of Labor are considered pre-apprenticeship programs. The Final Rule further defines pre-apprenticeship programs as those providing the following important elements:

- Approved training and curriculum that aligns with the skill needs of employers;
- Access to appropriate supportive services;
- Meaningful hands-on learning activities that are connected to education and training activities;
- Opportunities to attain at least one industry-recognized credential; and
- A partnership with one or more Registered Apprenticeship programs that assists with placing individuals into Registered Apprenticeships.

The goal of this Resource Guide is to assist DOL YouthBuild grantees in creating and strengthening meaningful partnerships with Registered Apprenticeship sponsors.
Best Practices and Tools for Pre-Apprenticeship

DOL YouthBuild Registered Apprenticeship Toolkit
https://youthbuild.workforcegps.org/resources/2016/02/26/14/20/Registered-Apprenticeship-Toolkit

This pre-apprenticeship and Registered Apprenticeship toolkit was designed to support YouthBuild programs offering Registered Apprenticeships as a placement opportunity for their young people in the construction industry. This foundational resource provides case studies from YouthBuild sites leveraging partnerships with apprenticeship sponsors to obtain placements; a toolbox of key documents, references, and resources; a step-in training and PowerPoint presentation for acclimating staff and youth to pre-apprenticeship and Registered Apprenticeship; and e-learning videos on pre-apprenticeship and Registered Apprenticeship including the step-in introduction, accessing support services, and preparing YouthBuild participants for pre-apprenticeship and Registered Apprenticeship.

National Center for Women’s Equity in Apprenticeship and Employment
http://womensequitycenter.org/

The National Center for Women’s Equity in Apprenticeship and Employment at Chicago Women in Trades (CWIT) provides strategies and practical applications to increase the number of women entering and being retained in registered apprenticeship. This website offers downloadable curricula; training manuals; outreach and career education materials; assessment, training, and retention tools; information on planning, evaluation and best practices; and other content geared towards Registered Apprenticeship programs and employers to help them successfully recruit and retain female Registered Apprentices.

Examples: Pre-apprenticeship and Apprenticeship Retention Practices

This document offers a list of best practices for retaining participants in Registered Apprenticeship.

Competency Model Clearinghouse
https://www.careeronestop.org/competencymodel/home.aspx

This site provides essential competencies for success in high-demand industries critical to the American economy. Competencies are presented as building blocks that include foundational competencies, industry-related competencies, and occupation-specific competencies.
The Federal Resources Playbook for Registered Apprenticeship

This quick guide provides information for apprenticeship sponsors (business associations, individual companies and labor management organizations) and community-based organizations, on using federal funds and resources to support individuals entering Registered Apprenticeship.

Contact Information for Offices of Apprenticeship and Apprenticeship Sponsors

ApprenticeshipUSA
https://www.dol.gov/featured/apprenticeship

This ApprenticeshipUSA section features searchable databases of apprenticeship sponsors, information on federal apprenticeship programs and apprentice-able occupations, an employer toolkit, and additional resources to help you research and structure your YouthBuild program’s Registered Apprenticeship pathway.

ApprenticeshipUSA: Sponsor Database
https://oa.doleta.gov/bat.cfm

This site offers a searchable database of Registered Apprenticeship program sponsors and types of career pathways currently offered. You can search by state and occupation (click on the “Apprenticeship Programs” link). Note: this map is not optimized for Internet Explorer and may not display; it is preferable to use Chrome or another browser.

ApprenticeshipUSA: State Offices
https://www.doleta.gov/oa/stateoffices.cfm

This page lists the directors of state offices of apprenticeship and their contact information.

General Information about Registered Apprenticeship Pathways

Apprenticeship Forward Conference Highlights
https://www.youtube.com/playlist?list=PLOeUPXe4SXcVAC-8xPlxGEi11sWL8_UdV

On May 4th and 5th, 2017, New America and its sponsoring partners hosted the Apprenticeship Forward Conference, bringing together policymakers, industry, labor and education and workforce practitioners to share insights and ideas about
the state and future of apprenticeship in the United States. This series of YouTube videos provides conference highlights.

**ApprenticeshipUSA: Success Stories**
https://www.doleta.gov/OA/new_stories.cfm

This ApprenticeshipUSA link provides case studies, success stories, and featured Registered Apprenticeship occupation content along with links to starting your own specialized Registered Apprenticeship pathway or program, including featured occupation programs such as truck driver, health support specialist, application developer, electrician, and tower technician.

**ApprenticeshipUSA: LEADER**
https://www.dol.gov/apprenticeship/leaders.htm

This site provides fact sheets and videos from Registered Apprenticeship LEADERs (Leaders of Excellence in Apprenticeship, Development, Education and Research) highlighting the benefits of Registered Apprenticeship for employers and individual workers.