It's National Apprenticeship Week - The Celebrations are in Full Swing!

All across the 37 SAE grantees, we're seeing events that showcase programs, facilities, apprentices, and broad support for apprenticeship. Governors, mayors, and associations have issued proclamations. There are approximately 745 events, like apprenticeship graduations, appreciation events, signing ceremonies, employer forums, information sessions, open houses, statewide summits, apprenticeship job fairs, and more - all aimed at raising awareness of apprenticeship as a valuable solution to industries' diverse talent needs. For instance, the Kentucky Secretary of Labor is speaking about apprenticeship on Cincinnati talk radio. Michigan will deliver a webcast to high school students statewide. Massachusetts will unveil billboards across the state. Check out all the exciting events here.

Congratulations on being part of helping apprenticeship grow, and providing more opportunities to more American businesses and workers!

Apprenticeship Tools and Resources

Advancing Apprenticeship in Financial Services - Companies in the financial services sector face complex workforce challenges as they compete in domestic and global markets. A new Apprenticeship in Financial Services community of practice page offers successful tools, program examples, and other resources to help you explore apprenticeship as a talent solution for this industry.
New Diversity Toolkit - We know you’re working to expand apprenticeship opportunities for traditionally under-represented populations. This new toolkit from North America’s Building Trades Unions outlines a 5-step process to improve outreach, recruitment, and retention of target populations, and compiles best practices from organizations around the country with expertise in connecting under-represented groups like women and transitioning veterans with apprenticeship. And don’t forget - the Apprenticeship Community of Practice brings together a wide range of resources to help in your work with youth, women, minorities, people with disabilities, veterans, and ex-offenders.

**Spotlight on Pennsylvania: Universities and High Schools Expand Youth Apprenticeship**

The 14 smaller state universities that make up the Penn State System of Higher Education have a challenge: Many of their students need to be breadwinners for their families, which inhibits their ability to attend and complete college. They reached out to Apprenticeship and Training Director Eric Ramsay to explore apprenticeship’s "earn while you learn" model. Four universities are now exploring how to become sponsors for a youth apprenticeship program serving a consortium of employers. This program will provide 10 hours of paid work per week for 1 year while they are enrolled as full-time students - providing the income students need along with work experience. From employers' perspective, this program will fill a critical talent gap. "Pennsylvania has a robust manufacturing sector, but its workforce is aging," says Mr. Ramsay. "People in management and skilled positions are leaving. This program will build managers who have production or hands on experience that can be applied to their leadership."

To Mr. Ramsay, the beauty of apprenticeship is its flexibility. "We try to figure out what the employer is looking for and then we try to create a plan that can help them achieve their workforce needs." To further this goal, the state Apprenticeship and Training Office is hosting a series of gatherings that stress "Dialogue and Touchpoints." These bring together area high schools and colleges, Workforce Boards, Job Centers, Chambers of Commerce, employers, and intermediaries to identify employer talent needs, area resources, and strategies (including pre- and youth apprenticeship). The initial meeting was held in the Southwest Corner Region and featured speakers from Hanover - a town in south central Pennsylvania that is home to several international metalworking and food production companies that began a youth apprenticeship program this fall with a coalition of 4 employers, 3 occupations (welder, machinist, and mechatronics), 2 area high schools, and 1 sponsor (the Chamber of Commerce). Thirty students are enrolled, and are guaranteed job interviews after graduation, with credit for the classroom training and work experience they completed during high school.

For more information on any of these initiatives, contact the Pennsylvania Apprenticeship and Training Office at RA-LIATO-APPR-TRAIN@pa.gov.

**Spotlight: SAE Grantees Partner with DOL Industry and Equity Partners**

The U.S. Department of Labor is partnering with 10 National Industry and Equity Partners to grow and diversity apprenticeship across the country. These organizations are a potential resource for SAE grantees in your efforts to expand apprenticeship in your states. Contact your Maher & Maher coach if you have questions about the National Industry and Equity Partners and how connecting with
The partners might help advance your work.

The National Industry Partners are increasing awareness and interest in apprenticeship in their targeted industry sectors and launching national Registered Apprenticeship programs in high-demand occupations:

- **AFL-CIO Working for America Institute** - Advanced Manufacturing and Hospitality
- **FASTPORT, Inc.** - Transportation
- **H-CAP, Inc.** - Healthcare
- **Jobs For The Future, Inc.** - Advanced Manufacturing
- **National Restaurant Association Educational Foundation** - Restaurant and Hospitality
- **North America’s Building Trades Unions** - Construction
- **South Central Louisiana Technical College/TransPORTs** - Marine Transportation
- **Washington Technology Industry Association** (Apprenti) - Information Technology

The National Equity Partners are increasing participation of under-represented populations in apprenticeship through regional partnerships:

- **Chicago Women in Trades** - Women and People of Color (manufacturing, construction, and transportation sectors)
- **National Urban League** - Women and People of Color (telecommunications sector)

SAE grantees have benefitted from working with these partners in a variety of ways. Louisiana, for example, partnered with TransPORTs to grow apprenticeship programs in Able Seaman and Fireman/Oiler/Watertender occupations. Montana consulted with Jobs for the Future to explore opportunities in Advanced Manufacturing. Wisconsin brought Chicago Women in Trades to a State Apprenticeship Council Meeting to facilitate a conversation around the challenging topic of how to increase women in the construction industry.

### Apprenticeship in the News

- **U.S. Secretary of Labor Acosta Announces Membership of Task Force on Apprenticeship Expansion** (Read more about the task force [here](#))

- **DOL Blog: Apprenticeship and the American Dream**

- **Apprenticeships, Long Common in Blue-Collar Industries, are Coming to White-Collar Office Work**

- **Apprenticeship Programs Enjoy New Life as a Workplace Solution**

- **Trump Administration Moves to Expand Apprenticeship Programs**
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