

Apprenticeship and Training Office (ATO) Goals & Priorities

Established in 2016, the Apprenticeship and Training Office (ATO) within the PA Department of Labor & Industry is responsible for guiding and promoting the expansion and compliance of all Registered Apprenticeship (RA) and Pre-Apprenticeship (Pre-RA) programs across the state. As the State Apprenticeship Agency (SAA), the ATO is responsible for overseeing the development and registration of all Registered Apprenticeship and Pre-apprenticeship related programs, agreements, policies, and ensures compliance of all registered programs with all regulations and standards. The ATO is working to embed a focus on apprenticeships within the state's workforce system and continues to place an emphasis on equal opportunity standards and equitable selection procedures as well as increasing quality assurance and compliance efforts.

The ATO's goals and activities reflect its priorities of expanding, modernizing and diversifying apprenticeship. It's growing staff helps sponsors expand the apprenticeship model to new sectors, recruit new populations of individuals, and engage new partners to support their programs.

Consistent ATO goals include:

- 1) Increase the number of Registered Apprenticeship (RA) opportunities in Pennsylvania.
- 2) Expand apprenticeship into new sector occupations and serve underrepresented populations.
- 3) Raise awareness about the benefits of Registered Apprenticeship and how to access them.
- 4) Advocate for apprenticeship as a premier solution to meeting workforce needs.
- 5) Provide programs the support and resources needed to align with PA standards and practices.
- 6) Assist existing apprenticeship programs and ensure compliance with all regulations, standards, and guidance.
- 7) Ensure apprenticeship opportunities are available to under-represented communities across the Commonwealth.

Why Registered Apprenticeship?

Registered apprenticeships are a proven strategy that benefits both employers and workers. Apprenticeships are employer-driven, on-the-job learning plans, developed and customized to meet the employer's business needs. Employers benefit from investment in their workforce—they gain a dedicated, highly-skilled and trained workforce, and they often reduce turnover rates, increase productivity, and draw a more diverse talent pool. Similarly, apprentices benefit by gaining specific skills, knowledge, and networks for advancement. Career pathways and built-in wage increases are usual components of apprenticeship programs. Apprentices receive national portable credentials upon program completion.

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The ATO serves to help program sponsors identify needs and build connections. It engages school districts and career and technical centers, business leaders, and post-secondary institutions to develop cohorts of classes for their apprentices, and to ensure more efficient usage of funds. The office also plays an important role in educating students about alternatives to college that lead to a prosperous and meaningful career. The use of pre-apprenticeship programs incorporate youth into job pipelines and help to build solid foundations for job skills.

Since being established in 2016, the ATO has helped sponsors register nearly 400 new occupations, increasing the number of Registered Apprenticeship programs by 30%.

Additionally, we are working to increase apprenticeship opportunities in new sectors, such as health care or IT occupations. Many workers and students may already realize that they can earn a living wage through a “traditional” building and construction trade apprenticeship model, and we continue to promote those important opportunities. However, there is often less information available about new sector programs, and the ATO is working to develop and support those opportunities. Moreover, we are working to develop more pathways for new participants, which include individuals from underserved communities — people with disabilities, veterans, and women — to access apprenticeship opportunities that are dominated by male participation.

Interesting Apprenticeship Statistics & Trends

- 38 new programs were presented to Council in 2023 and 32 were approved.
- The number of apprenticeship programs registered annually nearly doubled between 2022 and 2023, from 18 to 32.
- New apprentices registered grew 23% year-on-year, from 4,693 in 2022 to 5,766 in 2023.
- Based on data from the 2022 federal fiscal year report and compared to other states **in our region**, PA leads in the number of active apprentices, new apprentices, and apprenticeship completers.
- In 2023, Pennsylvania was 10th in the U.S. for completed apprenticeships and 11th for number of Registered Active Apprentices.
- The average journeyworker wage for the top 20 apprenticed occupations was \$26.96.
- The number of new sector apprenticeship programs is growing fast. For example, 8% of healthcare RAs, 26% of technology RAs, and 25% of agriculture RAs were registered over the past year alone.
- Apprentices in new sectors also grew rapidly over the past year. While the number of apprentices in the Building Trades and Manufacturing grew 21% and 30% respectively, the number of healthcare apprentices increased 86%, agricultural apprentices increased 120%, and education apprentices by an extraordinary 750%.
- The number of female apprentices also continues to grow, from 7.1% of all apprentices in 2022 to 10.4% in 2023. The 46% year-on-year increase was driven by the growth of new sector programs.

Accomplishments in 2023

The ATO continues to make substantial progress developing the apprenticeship ecosystem in PA. Highlights in 2023 include:

A Staffing Contingent Increase

The ATO's contingent of eight fulltime staff positions in the beginning of 2023 has increased to a total complement of 22 fulltime permanent positions. At the end of the calendar year, 17 of these positions remain filled with plans to fill all remaining positions by mid-2024, including two Pre-Apprenticeship and Training Representatives dedicated to supporting the Pre-Apprenticeship Division. As a result of the need for additional staff and complement growth, increased funding support, and the establishment of required audit and compliance efforts, the ATO has created 4 distinct divisions including the Administrative Division; Field Division; Pre-apprenticeship Division; and the Grants, Statistical Development, and Compliance Division.

Expanded Quality Assurance and Compliance Efforts

The ATO continued to expand its quality assurance and compliance efforts over the past year, beginning with the establishment of Operational Procedures to conduct required 1-year provisional program reviews and 5-year compliance reviews for Registered Apprenticeship. It also hired two Compliance ATRs to serve the eastern and western regions of the state. Over the last year, the new ATRs have been engaged in training, not only on the formal 1-year provisional and 5-year compliance reviews, but also on the general intricacies of program building and registration, program maintenance and requirements within the Registered Apprenticeship Partners Information Database System (RAPIDS). In March 2023, the compliance representatives also participated in an in-person training focusing on Equal Employment Opportunity (EEO) requirements and regulations pertaining to apprenticeship, which was provided by the US Department of Labor's Employment and Training Administration.

Historically, the ATO's ability to ensure program compliance has been hampered by low-staffing levels. As its capacity, staffing levels, and staff training increased over the last two years, the ATO has been able to conduct expedited provisional reviews using an interim process and present findings to the Council typically 13 months after a program's registration. Now that compliance efforts have increased, however, the ATO will be implementing its more expansive 1-Year provisional review process as it begins to review programs registered in December 2022 and beyond. For these formal, expanded Provisional reviews, the Compliance Team will begin the process one year after program registration. The new process requires additional program elements be thoroughly reviewed, as well as increased communication with the sponsor. From start to finish, the provisional review process will now take two to three months to complete.

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Commonwealth Data System of Record (CWDS) Pre-Apprenticeship Pathway Buildout Began

Following last year's successful integration of apprenticeship functionality into CWDS, the ATO has now begun building out the Commonwealth's workforce system of record to support Pre-Apprenticeship. Once complete in early 2025, the system will be a full Pre-Apprenticeship participant case management system that will allow sponsors to actively monitor and update their participant information. The system will also allow for reporting of information on pre-apprenticeships and pre-apprentices being supported by alternate discretionary grants and state funding, including PASmart, enabling the ATO to provide integral information related to outcomes of these initiatives.

Pennsylvania-Specific Knowledge Products Creation Progressed

The ATO continues to make progress developing knowledge products aimed at making it easier for potential sponsors to develop and register apprenticeship and pre-apprenticeship programs as well as see the benefits of the framework and speak to the Pennsylvania-specific guidelines and processes. Over the past year, the ATO created and/or further refined various apprenticeship/pre-apprenticeship related material for sponsors and partners, including registration guides, one-pagers, flow charts, veteran targeted material, and program templates. In total, 14 resources have been developed to help potential sponsors/employers develop and register their RA & Pre-RA programs, and four (4) resources have been created to help potential participants. An additional four (4) resources and nine (9) videos have been created to help sponsors manage their programs. Finally, the ATO has developed a Registered Apprenticeship Desk Guide for PA CareerLink® Staff that provides an overview of strategies to connect jobseekers and employers to Registered Apprenticeship (RA) programs.

Continued Concentration on Apprenticeship Integration into the Workforce System

The office supported efforts to further integrate Registered Apprenticeship and Pre-Apprenticeship into the Workforce System by launching a "Registered Apprenticeship Desk Guide for Workforce Professionals" and rolling out a comprehensive training on Registered Apprenticeship and Pre-apprenticeship to PA CareerLink® Staff, offered through a full one-day, onsite, Professional Development Day (PDD) resulting in reaching some 30 PA CareerLink® Offices to date. This PDD is geared to provide information to workforce staff including Workforce Development Boards, CareerLink® leadership and frontline staff on the ways to best interact and engage with job seekers, employers and the ATO. The ATO provides guidance and resources to introducing Apprenticeship and Pre-Apprenticeship to engage employers and jobs seekers as well as the benefits and information on how apprenticeship is one of the most effective strategies for engaging employers and increasing performance outcomes for the public workforce system. Apprenticeship programs can help states and local areas meet their targets on the Workforce Innovation and Opportunity Act (WIOA) primary indicators.

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Through an Apprenticeship Building America (ABA) grant, the ATO has also partnered with 10 local workforce development boards (LWDBs) in their efforts to expand RA and Pre-RA opportunities among underrepresented populations in their respective regions. As part of this work, the ATO has helped each LWDB develop or enhance an actionable Apprenticeship Strategic Plan for their workforce development area that also informs their WIOA Local and Regional Plans.

The chart on the next page outlines the number of counties and staff who have attended the PDD training to date, followed by the number of events scheduled in January 2024 which will wrap up the first phase of this initiative.

| Northern Region | | Southeast Region | | Central Region | | Western Region | |
|----------------------------|------------|------------------|------------|----------------|------------|----------------|------------|
| County # | Attendee # | County # | Attendee # | County # | Attendee # | County # | Attendee # |
| 33 | 274 | 1 | 21 | 1 | 45 | 17 | 219 |
| Scheduled for January 2024 | | | | | | | |
| 0 | | 4 | | 11 | | 0 | |

Pre-Apprenticeship Growth

The ATO's Pre-Apprenticeship Division expanded its work in 2023, and will expand its staff in early 2024. Pre-apprenticeship program priorities were refocused during the year due to the implementation of Act 158, raising heightened consideration for existing and new programs specifically targeting youth. *Act 158: Pathways to Graduation* allows for successful completion of a pre-apprenticeship program as a potential alternative assessment pathway to the Keystone Exams. The ATO further strengthened the relationship between the Department of Labor & Industry (L&I) and the Pennsylvania Department of Education (PDE) with cross-agency collaborative presentations between the Pre-Apprenticeship Division at the Integrated Learning Conference, Apprenticeship Expo, and SAS Institute. Beginning the 2024 school year, the Pre-Apprenticeship Division was included in the Career Ready PA REBoot Camp – a statewide series of trainings designed by the Career Ready PA Coalition for educators across the Commonwealth to learn about career readiness for their students while gaining Act 48 credits. The ATO's increased partnerships with Career and Technology Centers (CTCs) statewide resulted in a total registration of 45 Pre-Apprenticeship Programs either sponsored by or affiliated with CTCs.

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Career Ready PA Pre-RA Trainings in 2023

| Career Ready Region | Number of Districts | Number of Attendees |
|----------------------------------------------------------------------------------------------------------|---------------------|---------------------|
| Region 1 (Clarion, Crawford, Erie, Forest, Lawrence, Mercer, Venango, Warren) | 5 | 12 |
| Region 2 (Allegheny, Armstrong, Beaver, Butler, Fayette, Greene, Indiana, Washington, Westmoreland) | 34 | 39 |
| Region 3 (Cameron, Clearfield, Elk, Jefferson, McKean, Potter) | 2 | 4 |
| Region 4 (Bedford, Blair, Cambria, Fulton, Huntingdon, Somerset) | 22 | 40 |
| Region 5 (Tioga, Bradford, Susquehanna, Sullivan, Wyoming) | 9 | 5 |
| Region 6 (Centre, Clinton, Columbia, Juniata, Lycoming, Mifflin, Montour, Northumberland, Snyder, Union) | 11 | 22 |
| Region 7 (Carbon, Lackawanna, Luzerne, Monroe, Pike, Schuylkill, Wayne) | 7 | 9 |
| Region 8 (Lehigh, Northampton) | 14 | 23 |
| Region 9 (Adams, Cumberland, Dauphin, Franklin, Lancaster, Lebanon, Perry, York) | 26 | 59 |
| Region 10 (Berks, Bucks, Chester, Delaware, Montgomery, Philadelphia) | 15 | 22 |
| Total | 130 | 235 |

Increased Focus on Equity

The ATO continues to focus on creating more inclusive and equitable opportunities to serve individuals from populations traditionally underserved in apprenticeship. In addition to new collaborations with the PA Office of Vocational Rehabilitation (see next page), requirements around assisting underserved populations are now built into every grant opportunity offered. In June, the ATO also awarded approximately \$400,000 under its *Increasing Diversity, Equity and Inclusion in the Building and Construction Trades through Apprenticeships and Pre-Apprenticeships* initiative, which supports alignment, expansion and diversification of the apprenticeship model within the building and construction trades to reach underrepresented populations, including women, people of color, individuals with disabilities, veterans, socio-economic disadvantaged individuals, individuals who speak English as a second language, individuals who were previously incarcerated, or individuals experiencing multiple barriers to employment. The awarded grantees are in the early stages of project implementation, but the ATO expects to see significant project impacts during the 2024 calendar year.

Cross-Agency Collaboration

Collaborating across agencies helps the ATO expand its reach and more effectively support the expansion of apprenticeship. For example, the ATO is working with the PA Department of Education (PDE) to identify vocational programs within the Career and Technical Center (CTC) system that can and should be worked into pre-apprenticeship programs and create standardized templates to expedite growth across PA. The ATO is also partnering with PDE to develop a registered apprenticeship framework, create a pathway for paraprofessionals to become certified educators. And as previously highlighted, the ATO's collaboration with PDE resulted in pre-apprenticeship trainings provided to 235 individuals from 130 school districts across Pennsylvania. The ATO is also working with the PA Office of Vocational Rehabilitation (OVR) to offer the Disability Inclusion for Apprenticeships & Pre-Apprenticeships workshop through its Apprenticeship Building America (ABA) grant. Additionally, the ATO's Pre-Apprenticeship Division has been working closely with the PA Department of Corrections (DOC) for close to a year to create pre-apprenticeship programs when able

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to within the state's correction institutions. Part of these efforts has been collaborating with the DOC to incorporate Multi-Craft Core Curriculum (MC3) and trade futures into the programming, and the DOC has secured grant funding for this initial work. With support from L&I leadership, Pennsylvania Apprenticeship and Training Council (PATC) member Robert Bair, and the PA Building Trades, these efforts are beginning to come to fruition.

Expansion of Registered Apprenticeship into New Sectors

The majority of new programs the ATO helped register over the past year were in new sectors, further expanding the apprenticeship model beyond the building trades. Some new sector apprenticeships registered in 2023 include: Cosmetologist, Application Developer, Arborist, Wastewater Systems Operator, Peer Specialist, Youth Development Practitioner, Digital Marketer, Dairy Herd Manager, Cybersecurity Support Technician, Prototype Model Maker, Sourcing Recruiter, and IT Generalist. These sectors are growing fast. For example, 8% of healthcare RAs, 26% of technology RAs, and 25% of agriculture RAs were registered over the past year alone. Apprentices in new sectors also grew rapidly over the past year. While the number of apprentices in the Building Trades and Manufacturing grew 21% and 30% respectively, the number of healthcare apprentices increased 86%, agricultural apprentices increased 120%, and education apprentices by an extraordinary 750%.

National Apprenticeship Week (NAW) Success

In November 2023, the ATO promoted National Apprenticeship Week (NAW) in Pennsylvania, widely distributing the NAW Toolkit and Proclamation. NAW is a nationwide celebration where industry, labor, equity, workforce, education, and government leaders host events to showcase the successes and value of Registered Apprenticeship. Twenty-seven (27) events were held across Pennsylvania amongst 1,164 events across the nation, the majority of which included participation by ATO staff. In one event, Secretary Walker visited Philadelphia to highlight "Rosie's Girls", a Registered Pre-apprenticeship Program designed to expand opportunities, build diverse talent, and help increase the representation of women in the building and construction trades. "Rosie's Girls" is supported by Apprentice Training for the Electrical Industry (ATEI), in partnership with the International Brotherhood of Electrical Workers (IBEW) Local Union 98. In another NAW event, Governor Shapiro traveled to Butler County to highlight Steamfitters Local Union No 449's Registered Apprenticeship programs.

ApprenticeshipPA Sponsorship & Awards

The ATO was the Platinum Sponsor of the PA Workforce Development Association's (PWDA's) ApprenticeshipPA Collaborative and Expo, held during National Apprenticeship Week in Hershey, PA from November 13-14. The event brought together over 275 stakeholders from across PA that are interested in strengthening the apprenticeship and work-based learning models as part of its workforce development strategy. These included industry and business representatives, professionals from education institutions, employment and training providers, labor unions, economic

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development, and state agency staff. Attendees gained technical and practical knowledge on what it takes to launch an "earn and learn" model of talent, how to sustain and retain the apprenticeship program and recruit & engage a talent pipeline, highlights on existing program activities, and networking with peers eager to engage in the apprenticeship ecosystem. The ATO delivered remarks to the full conference and facilitated four workshops, including: 1) Apprenticeships: The PREMIER Alternative Career Pathway; 2) Your Place in the Apprenticeship Ecosystem; 3) Leveraging WIOA Funding for job seekers in Registered Apprenticeships; and 4) Apprenticeship Mechanics: Program Development, Technical Support, and Resources. It also led multiple "Table Talks" in the "CrossRoads Expo Hall" around resources for Diversity, Equity and Inclusion Initiatives and finding regional partners. Additionally, for the first time in ATO's history, it launched the voting for awards to recognize Outstanding Sponsors and Apprentices in the Commonwealth of Pennsylvania. Promoted during NAW, the final awardees include:

ApprenticeshipPA 2023 Outstanding Sponsors and Apprentice/Pre-Apprentice Awards

- **Outstanding Registered Apprenticeship Sponsor Award:** *The German American Chamber of Commerce*
Presented in recognition of a successful Pennsylvania registered apprenticeship program. The registered program chosen has exemplified embracing partnerships, apprenticeship ecosystem building and training successful journey workers.
- **Outstanding Registered Apprentice Achievement Award:** *Sierra Peebles, Child Development Specialist*
Presented in recognition of leadership qualities, problem solving, motivation and willingness to learn skills in completing a Pennsylvania registered apprenticeship program and achieving journey worker status.
- **Outstanding Registered Pre-Apprenticeship Sponsor Award:** *Breaking the Chains of Poverty*
Presented in recognition of a successful Pennsylvania registered pre-apprenticeship program. The program chosen is an integral part of the apprenticeship eco system and valued in assisting pre-apprentices achieve success.
- **Outstanding Registered Pre-Apprentice Achievement Award:** *Brandon Wolfe, Carpentry*
Presented in recognition of leadership qualities, problem solving, motivation and willingness to learn skills displayed during completion of a Pennsylvania registered pre-apprenticeship program and acceptance into a Pennsylvania registered program as an apprentice.

Apprenticeship Building America (ABA) Grant Progresses

The ATO and L&I was one of 30 initial recipients nationwide who was awarded grant funding through the U.S. Department of Labor's 2022 ABA initiative. The \$3.9 million grant will support at least 400 apprentices and 400 pre-apprentices in PA over four years. In 2023, the ATO partnered with 10 local workforce development boards (LWDBs) in their efforts to use these funds to expand apprenticeship and pre-apprenticeship opportunities among underrepresented populations in their respective

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regions. As part of this work, the ATO has helped each LWDB develop or enhance an actionable Apprenticeship Strategic Plan for their workforce development board area that also informs their WIOA Local and Regional Plans. In addition, the ATO helped LWDBs engage Career and Technical Centers (CTCs) within their areas to develop plans for Pre-RA to RA pipelines, and has supported LWDBs as they provide technical assistance around the development of new RA and Pre-RA programs.

State Apprenticeship Expansion Formula (SAEF) Grant Received

In July, the ATO received \$1.2 million in SAEF funding from the U.S. Department of Labor. With this funding, the ATO has worked to accelerate efforts to support the growing apprenticeship ecosystem in PA by building stronger partnerships with the State and local workforce and education system, improving data collection, establishing or expanding the role of the business service representative or apprenticeship navigators, building statewide capacity by hiring additional staff, improving employer engagement, and improving/developing marketing and advertising materials for apprenticeship. The SAEF grant program will also make formula funding available over the next four years with an additional opportunity to apply for competitive funding.

Nursing Pathway Funding Initiatives Released and Awarded

In February 2023, the ATO awarded funding to three LWDBs to support the convening of Nursing Pathway Apprenticeship Industry Partnerships in low- or moderate-income communities and guide the development and registration of healthcare apprenticeship programs, with an emphasis on nursing occupations, through group sponsorships. The goal is to blend the Apprenticeship and Industry Partnership models by supporting the creation of Nursing Pathway Apprenticeships using an Industry Partnership approach throughout the Commonwealth. Through these efforts, businesses will have the option to partner and form an industry partnership to build one overarching apprenticeship program serving multiple employers. This funding initiative is made possible through funding from the COVID-19 Nursing Workforce Initiative (NWI), which focuses on supporting and retaining nurses across the commonwealth as they continue to navigate numerous challenges brought on by the pandemic. The awarded LWDBs launched their initiatives locally in April and have primarily focused on the development, enhancement and convening of industry partnerships during the initial phase of their projects.

In April, the ATO released an additional round of NWI funding via its Creating Nursing Pathways in Pennsylvania through Apprenticeships initiative, awarding over \$503,000 in funding to support the development of new or expanded apprenticeship programs with emphasis on nursing occupations. While the first round of funding focused on supporting local workforce development boards, this opportunity expanded eligibility to include any interested and eligible organizations. Two organizations were awarded in December and grantees are currently in the process of launching their projects.

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PAsmart Apprenticeship & Pre-Apprenticeship Grants Progress

Since implementing the PAsmart initiatives in 2018, L&I has invested over \$28 million in PAsmart funding statewide to support 124 projects in the accommodation and food service, agriculture, forestry, fishing, and hunting, professional and business services, early childhood development, education, electric power generation, healthcare and social assistance, information technology, animal production, administrative and support services, transportation, building and construction, and manufacturing sectors. As a direct result of PAsmart funding, 85 new pre-apprenticeship and 102 new apprenticeship programs have been created, reaching a total of 2,116 apprentices and 2,110 pre-apprentices across the Commonwealth through grant-funded initiatives. Additionally, 3,926 employers and 1,565 training providers have been engaged through PAsmart.

PAsmart Broadband Initiative Announced

The PAsmart Supporting Broadband Infrastructure through Registered Apprenticeships and Pre-Apprenticeships initiative was released in April 2023, with approximately \$800,000 in funding awarded to four organizations to expand and support existing RA and/or Pre-RA Programs in broadband-related occupations with a specific focus on developing diverse talent pipelines and serving underrepresented populations. Projects under this initiative were recently launched.

Teacher Apprenticeship Initiative Announced

In September, L&I issued a Notice of Grant Availability (NGA) seeking proposals that will develop a registered apprenticeship (RA) framework, create a pathway for individuals (concentrating on paraprofessionals) to become certified educators, create a sustainable funding plan to support long-term programming, assist in conducting outreach, and create a package for school districts to adopt and utilize. The NGA was developed in partnership with the ATO and the Bureau of Workforce Development (BWDA). L&I also engaged the PDE to obtain feedback on the final NGA draft. The selected applicant was awarded recently and is expected to launch their project early in 2024. Upon the completion of the RA framework, a second NGA will be made available with the opportunity for school districts to apply and develop their local apprenticeship program and will include additional resources from a technical entity who will work hand-in-hand with the awardees. The technical advisor will support the awarded entities with the local RA program development and in the implementation of their local RA programming.

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Additional Notable Data and Outcome Achievements

Based on data from the 2022 federal fiscal year report and compared to other states in our region, PA leads in the number of active apprentices, new apprentices, and apprenticeship completers¹. Since 2020, Pennsylvania has seen a 5% increase in active apprentices. The number of female apprentices also continues to grow, from 7.1% of all apprentices in 2022 to 10.4% in 2023. The 46% year-on-year increase was driven by the expansion of new sector apprenticeships.

Of the 1,557 occupation-specific registered apprenticeship programs active in 2023, the Manufacturing sector remains the highest in the state at 698, with the Building Trades a close second at 586. Of the 21,980 apprentices active in 2023, the majority were employed in the Building Trades at 14,577 and Manufacturing at 2,121. There were 3,149 apprentices employed in the “Other” category, which is largely made up with Corrections Officers. The occupations with the most enrolled apprentices during the calendar year were electricians, carpenters, correctional officers and jailers, plumbers, pipefitters & steamfitters, and electrical power-line installers & repairers. Additional apprentice- and apprenticeship-specific data is available in the 2023 Pennsylvania Apprenticeship and Training Council Chairperson’s Report.

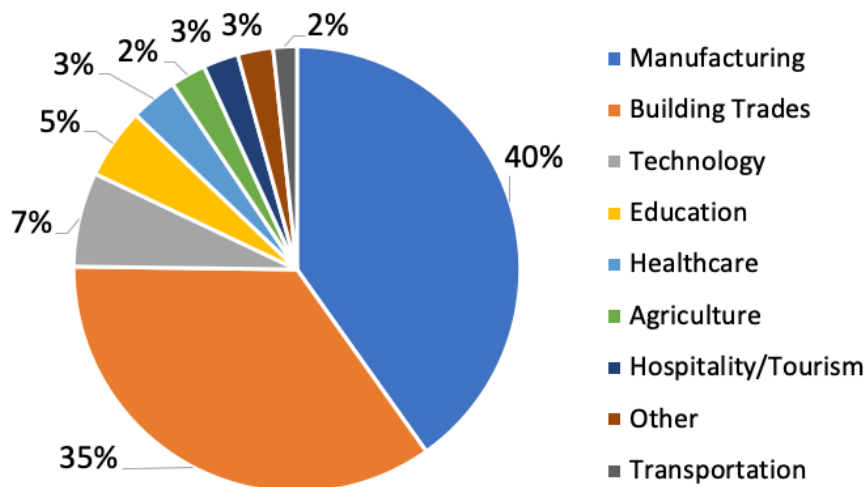
¹ FY 2022/2023 Region 2 Completions Rates: Delaware 42.88%, DC 30.68%, Maryland 42.00%, PA 52.75%, Virginia 40.13%, W. Virginia 44.87%

Pre-Apprenticeship Spotlight

2023 Pre-RA Highlights

- **117** Registered Pre-Apprenticeship Programs
- **60** Programs affiliated with Career & Technical Education (CTE)
- **81** Programs serving High School Youth
- **1,064** Active Pre-Apprentices at end 2023
- **325** Pre-Apprentices Completed during second half of year
- **100+** Trainings and Events attended by ATO's Pre-RA Division

Currently Registered Pre-Apprenticeship Programs by Sector



| | |
|---------------------|----|
| Manufacturing | 47 |
| Building Trades | 41 |
| Technology | 8 |
| Education | 6 |
| Healthcare | 4 |
| Agriculture | 3 |
| Hospitality/Tourism | 3 |
| Other | 3 |
| Transportation | 2 |

Pre-Apprenticeship Programs Registered in 2023

| Pre-Apprenticeship Program Name | Date Approved | Industry/Sector | Occupation |
|-----------------------------------------------|---------------|-----------------|-------------------------------------|
| Dairy Laborer | 12/27/2023 | Agriculture | Dairy Laborer |
| Medical Assistant | 12/27/2023 | Healthcare | Medical Assistant |
| IBEW Local 375 Pre-Apprenticeship Program | 12/22/2023 | Building Trades | Electrician |
| Electrical Occupations | 11/21/2023 | Building Trades | N/A |
| BAC Local 9 PA-Fayette CTI | 11/21/2023 | Building Trades | Stonemason |
| Industrial Skills for Manufacturing | 11/18/2023 | Manufacturing | Industrial Manufacturing Technician |
| Highly Qualified Teacher Aide | 11/18/2023 | Education | Highly Qualified Teacher Aide |
| Entry Level HVAC/R Fast Track | 11/15/2023 | Manufacturing | N/A |
| Industrial Welding Pre-Apprenticeship Program | 11/8/2023 | Manufacturing | Welder-Cutter-Fitter |

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| | | | |
|-------------------------------------------------------------------|------------|-----------------|-----------------------------------------|
| Bridge to Success | 11/1/2023 | Building Trades | N/A |
| Plumbing, Pipefitters, and Steamfitters Pre-Apprenticeship | 10/12/2023 | Building Trades | Plumbers, Pipefitters, and Steamfitters |
| Introduction to Masonry | 9/28/2023 | Building Trades | N/A |
| Plumbing - Trades Pre-Apprenticeship Consortium of Bucks County | 9/27/2023 | Building Trades | Plumber |
| Carpentry - Trades Pre-Apprenticeship Consortium of Bucks County | 9/27/2023 | Building Trades | Carpenter |
| Electrical - Trades Pre-Apprenticeship Consortium of Bucks County | 9/27/2023 | Building Trades | Electrician |
| HVAC - Trades Pre-Apprenticeship Consortium of Bucks County | 9/27/2023 | Building Trades | HVAC Technician |
| Welding - Trades Pre-Apprenticeship Consortium of Bucks County | 9/27/2023 | Manufacturing | Welder |
| Women in Nontraditional Careers (WINC) | 9/25/2023 | Building Trades | N/A |
| Keystone Central School District Career & Technical Center | 9/25/2023 | Manufacturing | Industrial Manufacturing Technician |
| Building Trades Pre-Apprenticeship | 9/20/2023 | Building Trades | N/A |
| Building and Construction Trades | 9/18/2023 | Building Trades | N/A |
| Montco Manufacturing | 9/18/2023 | Manufacturing | N/A |
| We Love Philly | 7/7/2023 | Other* | Digital Marketer |
| ICTC & JWFI | 7/3/2023 | Manufacturing | N/A |
| PACT Program - Welder | 6/15/2023 | Building Trades | N/A |
| Garage82 LLC | 4/20/2023 | Building Trades | Carpenter |
| Rosie's Girls | 3/3/2023 | Building Trades | N/A |
| Career Connections and Labor to Neighbor | 3/1/2023 | Building Trades | Carpentry |
| Dutch Manufacturing | 1/11/2023 | Manufacturing | Production Technician |
| Pathway 2 Build | 1/4/2023 | Building Trades | Construction Technology |

ATO Priorities in 2024

In the coming year, the ATO aims to accelerate its efforts to support the growing and equitable apprenticeship ecosystem in PA. Priorities in 2024 include:

Sector Strategies

Increased staff has allowed the ATO's field team led by Ms. Dewitt to more proactively and strategically work to grow apprenticeships across PA, including an increased focus on sector strategies. In the coming year, the ATO will make available targeted "Mini-grants" that will support the growth of new programs in specific sectors. They will also encourage the recruiting from populations that are traditionally underserved through RA, helping ensure that new apprenticeship opportunities are available to all Pennsylvanians. Some of the beginning sector concentrations will be in healthcare, agriculture, education, and technology, and the ATO has assigned specific ATRs to lead this work who will be consulting with Subject Matter Experts (SMEs) to determine what occupations are most in need and gather standard information needed to build successful apprenticeship programs in those occupations. The ATO has already involved some PATC members in this process (specifically related to healthcare), and is interested in hearing from other SMEs with an interest in being involved in this sector-focused work.

Sector-focused progress is already being made. To address the significant teacher shortage in Pennsylvania, for example, the *Building and Supporting a Certified Teacher Registered Apprenticeship Program in Pennsylvania* initiative made up to \$400,000 in funding available to a consulting organization or individual to develop a program framework and template for a Certified Teacher registered apprenticeship. This initiative, led by the ATO and BWDA in partnership with PDE, will allow local education agencies (LEAs) to build a pipeline of well-prepared teachers, with an emphasis on subject areas most impacted by local staffing shortages. The goal is for the framework to be replicated and tailored by LEAs to address specific regional needs. The application deadline for this grant was September 15 and awards are expected to be announced in early 2024. The Childcare Apprenticeship Initiative, another sector-specific program, is currently in the planning stages to expand Childcare and Early Learning Registered Apprenticeships across the state to continue addressing this barrier to the workforce. The goals are to increase the number of childcare workers, assure they are earning living wages, and serve the childcare needs of families participating in other registered apprenticeship programs.

Expansion of the Pre-Apprenticeship Division

The ATO's Pre-Apprenticeship Division will grow, with two Pre-Apprenticeship and Training Representatives expected to be brought on in early 2024. Interest in Pre-Apprenticeship continues to grow, and the increased staffing will allow for more rapid evaluation and approval of new Pre-RA programs.

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Cross-Agency Collaboration

Cross-agency collaboration will continue to be a priority for the ATO in the coming year. It will be working with the Bureau of Career and Technical Education to evaluate what vocation programs could be developed into pre-apprenticeships that matriculate directly into registered apprenticeships. Collaborations with the DOC will continue around building Pre-RAs in the state's correctional institutions. The ATO will also be working with the PA Department of Agriculture to incorporate its Centers of Excellence into future apprenticeship grant opportunities, and will be collaborating with the PA Office of Administration as they begin to sponsor their own Registered Apprenticeship programs for Pennsylvania state workers.

Targeted Workforce System Outreach and Education

The ATO will be expanding on its Professional Development Day training from 2023, offering all workforce development areas targeted training opportunities on RA and Pre-RA that cover topics such as: What is RA and Pre-RA; How to work with Job Seekers interested in Apprenticeship; How to use WIOA and other funds to support RA and Pre-RA; and How Business Services Teams can suggest RA as a strategic workforce development solution. Additional training topics will be developed with input from partners.