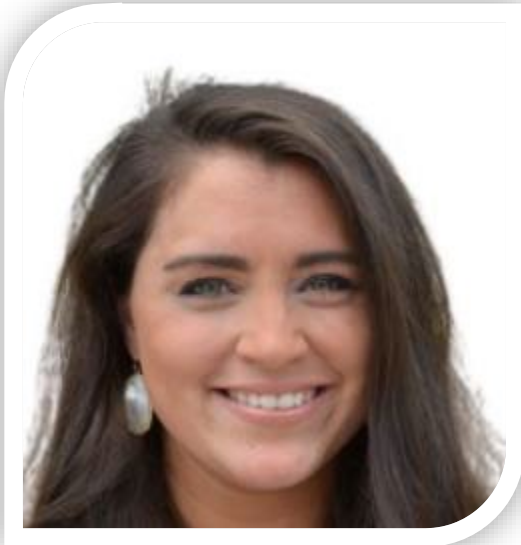


Equipping Chambers of Commerce to Engage in Registered Apprenticeship



January 2025

Presenters



Nicole Bentley

Subject Matter Expert

Safal Partners



Jeremy Faulkner

Subject Matter Expert

Safal Partners



Alan Dodkowitz

Subject Matter Expert

Safal Partners



Center of Excellence Overview



- U.S. DOL initiative to increase systems alignment across apprenticeship, education, and workforce
- Led by Safal Partners; 5 national partners
- We provide no-cost TA including:
 - Monthly webinars
 - Quarterly virtual office hours
 - Individual TA/coaching sessions
 - Online resources (desk aids, guides, frameworks, etc.)



[Visit our website, request TA](#)



Objectives

- Center of Excellence Overview
- An Overview of Registered Apprenticeship
- Why Registered Apprenticeship and Chambers of Commerce Work Well Together
- Current Involvement of Chambers in Registered Apprenticeship
- Examples of Chamber Involvement
- How Chambers can Engage in RA and Leverage Benefits to Enhance Workforce Strategy
- Questions



Getting to Know You

Are you a....

- Chamber of Commerce Executive
- Chamber of Commerce Member
- Business
- Workforce Board Director or Staff
- AJC / Career Center Partner
- Service Provider
- Educational Partner
- Board Member
- Other?



An Overview of Registered Apprenticeship



Assessing Your RA Knowledge

Basic

I know what it means, but I don't know how to utilize it and don't have significant experience with it.

Intermediate

I understand RA, I've had experience with RA in some capacity, and I feel comfortable educating internal and external stakeholders about it.

Expert

I have extensive knowledge and relevant experience developing and implementing programs and standards, recruiting apprentices, and convening stakeholders.



Registered Apprenticeship

Registered Apprenticeship is:

- a proven model of job preparation that combines paid on-the-job training (OJT) with related instruction to progressively increase workers' skill levels and wages;
- a proven business-driven model that provides an effective way for businesses to recruit, train, and retain highly skilled workers.



Spans all Sectors



Healthcare



Cybersecurity



Information
Technology



Education



Transportation



Construction



Financial
Services



Advanced
Manufacturing



Hospitality



Engineering



Energy



Tele-
communications



Core Components of RA



Industry Led



**Structured
On-the-Job
Learning &
Mentorship**



**Related
Instruction
(RI)**



**Paid Job &
Rewards for
Skill Gains**



**Quality &
Safety**



**National
Occupational
Credential**

Key Organizational Apprenticeship Roles



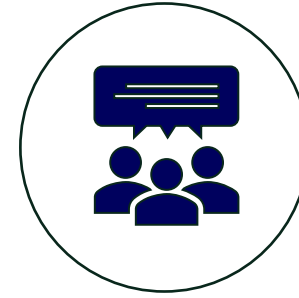
Sponsor

An organization that agrees to operate an apprenticeship program and in whose name the program is registered.



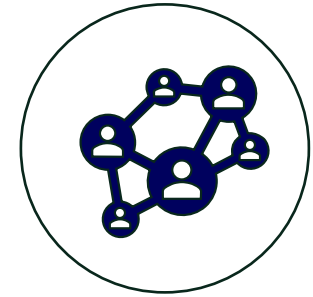
Employer

Hires and provides paid OJL for apprentices under supervision of a designated mentor who is a skilled professional in that occupation.



RI Provider

Entity that provides instruction to apprentices in the designated occupation's core knowledge, skills, and abilities.



Partner

Organizations committed to assisting RA programs. They can play one or more roles.

Benefits of Registered Apprenticeship

- ✓ **Reduced Turnover:** Registered Apprenticeship is estimated to have a 93% retention rate (USDOL)
- ✓ **Positive ROI:** Employers report earning on average \$1.44 for every \$1 invested in apprenticeship (USDOL)
- ✓ **Standardized Skillset:** Every apprentice that completes an employer's apprenticeship program becomes fully proficient in the same set of skills, creating a more agile workforce
- ✓ **Accessing Financial Benefits:** employers with apprenticeship programs can qualify for federal and state tax credits, workforce funding, and a network of partners to support program implementation
- ✓ **Earn and Learn Training Model:** Apprentices are paid for the duration of their apprenticeship term, allowing them to earn a wage while learning their new occupation.



Registered Apprenticeship and Chambers- A Match Made for Each Other



Presenter



Amy Shields

Executive Director of the
ACCE Foundation
& VP of Programs at ACCE



About ACCE and the ACCE Foundation





Goals of Workforce Development

Public Sector Perspective

- Equip workers with the skills and tools they need to succeed, navigate challenges and handle disruptions in the workplace¹
- Help businesses find qualified workers
- Education institutions, social service providers: sustainable economic security of an individual²
- Community and economic developers: sustainable economic growth of a community, region²

Private Sector Perspective

- Hire the best talent available
- Develop talent on general and industry-specific skills to increase productivity, revenue over time and remain competitive
- Invest in future talent
- Approach workforce dev. from an organizational perspective²

¹ [Workforce Development Solutions](#), U.S. Dept. of Labor, Employment and Training Admin.

² [What is Workforce Development?](#) Federal Reserve Bank of St. Louis

An Individual's Talent Journey



Work-Based Learning Framework



EXPOSURE

Learning about work

Career days, industry speakers, mentoring, workplace tours

EXPLORATION

Learning through work

Project-based learning, short-term internships

EXPERIENCE

Learning at work

Apprenticeships, reskilling, upskilling, long-term internships

Impact of Work-Based Learning

93%

of apprentices stay with an employer after completing an apprenticeship program¹

\$31

Average exit wage for youth apprentices of all genders and races, compared to about \$12 for all other youth. Differences were most pronounced for Black and Hispanic youth²

53%

of employers surveyed converted interns to full time hires from 2022-2023³

¹ [ApprenticeshipUSA Factsheet](#), Apprenticeship.gov

³ [Intern Conversion Rate Fell](#), National Association of Colleges and Employers

² [Youth Apprenticeships Growing, Disparities Remain](#), Education Week

Levels of Involvement in WBL



LOW ENGAGEMENT

Visiting classrooms to speak
or teach a session

Hosting challenges or awards

Funding and/or reviewing
scholarship applications



MEDIUM ENGAGEMENT

Career Fairs

Trade Days (e.g. manufacturing)

Events where education and
business are present (e.g.
summits, conferences)



HIGH ENGAGEMENT

Work-based learning efforts

Teacher or educator externships

Systems change (eg. committees,
councils, taskforces)

Advocacy



Benefits of Championing Apprenticeships

- Help address talent pipeline gaps in your region
- Provide pathways for economic mobility
- Connect employers with skilled talent
- Strengthen partnerships within the talent development ecosystem
- Position the chamber as a problem solver
- Potential non-dues revenue opportunity

What Registered Apprenticeship Offers Chambers

- **Enhanced Portfolio of Opportunities**
- **Stronger Contributions to the Local Community**
- **Improved Policy Advocacy**



What Registered Apprenticeship Offers Businesses

Standardized, Skilled Workforce

Improved Productivity

Reduction in Turnover

Positive ROI



What Registered Apprenticeship Offers Businesses (Continued)

- **Customizing Training**
- **Retaining Workers**



How Chambers are Currently Engaging in RA



Chamber Pulse Check

- Beginning in December 2023, Safal Partners began to speak with Chambers throughout the country to understand their involvement in registered apprenticeship and how they would like to get more involved.
- Working with the ACCE, the team also surveyed chambers throughout the country to understand their involvement in registered apprenticeship, their needs, and what resources could help them.



Chamber Survey Results

Knowledge and Engagement Levels:

- Around half of the respondents indicate having relationships with local employers, unions, workforce boards, or educational institutions that sponsor apprenticeship programs.
- Only a few chambers are currently sponsoring a registered apprenticeship program themselves.

Priorities and Involvement:

- For most chambers, apprenticeships are a moderate priority (rated 2-4 on a 5-point scale) within their broader workforce and talent strategies.
- Common ways chambers are involved include promoting apprenticeships to employers, convening employers to identify gaps, and working with school systems to support pre-apprenticeships.
- Some chambers are exploring becoming apprenticeship intermediaries or supporting regulatory changes related to apprenticeships.



Chamber Survey Results (Continued)

Barriers and Challenges:

- Lack of employer engagement, funding constraints, limited knowledge about apprenticeships, limited chamber capacity, and the complexity of navigating the apprenticeship process.
- Concerns about the ability to identify a sufficient talent pipeline to fill registered apprenticeships.

Resource Needs:

- Training on the basics of the registered apprenticeship, guidance on providing technical assistance to employers, sample outreach materials, and how-to guides on different aspects of apprenticeships.
- Resources on designing training curricula, promoting opportunities, and models for community collaboration around apprenticeships.

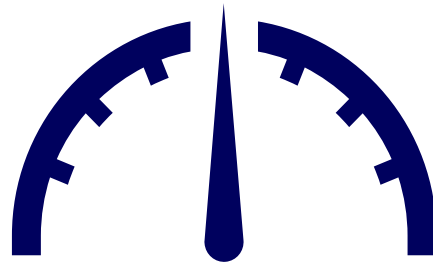


Engagement Poll

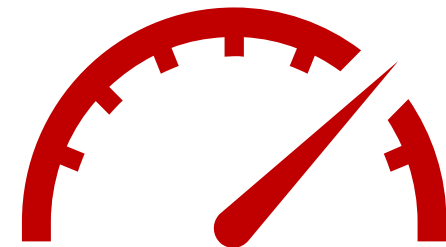
How would you rate your organization's level of RA engagement?



Low



Medium



High

Noteworthy Chambers



German-American Chamber of Commerce

- Implements German-style Registered Apprenticeship programs across the Midwest and Southern US.
- GACC works with 56 employers in fields like advanced manufacturing, pharmaceutical manufacturing, industrial electronics, and business operations (e.g., purchasing, marketing, HR, accounting).
- They train company instructors, assist with recruitment and outreach, connect with college providers, and liaise with stakeholders.
- Apprentices earn both a USDOL certification and a German journeyworker credential.
- GACC expands Registered Apprenticeship initiatives based on workforce needs identified by member companies, partnering with workforce development organizations, and aiming to scale programs to a self-sustaining level.



Kentucky Chamber Foundation



**Kentucky Chamber
Foundation**

- Partners with over 80 local chambers and 25,000 professionals, they advocate for Registered Apprenticeships to address labor shortages and workforce development.
- Provides tools and information to help member businesses establish Registered Apprenticeship programs by equipping smaller chambers through the process.
- They foster partnerships between educational institutions and the Registered Apprenticeship ecosystem, enabling students to earn both educational credentials and Registered Apprenticeship certificates.



Charleston Metro Chamber of Commerce

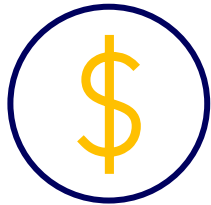
- Promotes Registered Apprenticeship growth through their talent development program.
- They helped to expand Registered Apprenticeship to nontraditional industries, recruit employers, arrange interviews, hosted signing days, and contributed private investment for related instruction at the local technical college through Accelerate Greater Charleston to over 200 employers across South Carolina.
- The Chamber recruits employers, shares information through outreach events, and aligns regional workforce boards and employers to access WIOA funding to offset training costs.



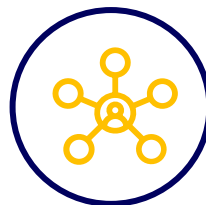
Driving growth. Defining tomorrow.



Greater Cleveland Partnership



ABA Category 4
Grant for \$5.8 Million



Established a RAP
Hub in Greater
Cleveland



Used for Staff and
for System
Support/Growth

GCP serves as the program sponsor and acts as an intermediary to provide mentor training and support, identify and connect to wrap around services, assist with data collection and reporting, and advocate for RA program supported policies at the local, state, and federal level.

14 *occupations registered*



How Can You Get Involved

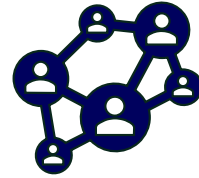


What Role Do/Could You Play in RA?



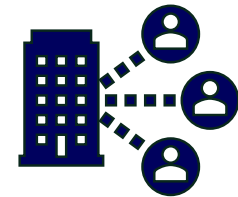
Convener

Engage community to share information about RA and maintain working knowledge of available resources



Partner

Actively promote RA, host events for RA stakeholders to present information, support through special initiatives



Sponsor

Register a group program and manage the related administrative duties for employers

Key Resources to Access

- Understanding of current state apprenticeship efforts
- Engagement with apprenticeship ecosystem and/or
- Where and how related apprenticeship funding is accessed
- Industries and employers already involved and using RA



Questions



Contact Us



Nicole Bentley

Subject Matter Expert
Safal Partners

Nicole.Bentley@safalpartners.com



Jeremy Faulkner

Subject Matter Expert
Safal Partners

Jeremy.Faulkner@safalpartners.com



Alan D. Dodkowitz

Subject Matter Expert
Safal Partners

Alan.Dodkowitz@safalpartners.com



Amy Shields

Executive Director of the ACCE
Foundation & VP of Programs at
ACCE

ashields@acce.org



No-Cost Resources



Guide to Identifying Partners



Thank You for Joining Us

Email us your questions at RA_COE@SafalPartners.com

For more information, visit: dolcoe.safalapps.com

