



2019.02.13.A.1

Strategic Policy

Title:	Apprenticeship Policy
Adopted:	02/13/2019
Effective:	02/13/2019

I. PURPOSE AND SCOPE

The Workforce Innovation and Opportunity Act (WIOA) clearly establishes sector strategies as a primary approach for meeting employer needs while simultaneously building and defining career pathways for individuals. This Apprenticeship Policy defines CareerSource Florida's vision for apprenticeship. Apprenticeship expansion presents opportunities for innovation of this time-tested and trusted method of skills development for Florida's targeted industries. Through this policy, the CareerSource Florida Board supports and encourages the continued expansion of apprenticeship opportunities in Florida.

II. BACKGROUND

Apprenticeships combine rigorous, high-quality education with on-the-job training and other services that:

- Provide paid earn and learn opportunities;
- Ensure a talent pipeline and strategies to retain high-skilled employees and promote organizational and industry-specific knowledge;
- Align with the skills needs of industries in state or regional economies;
- Offer individuals a full range of educational options;
- Include counseling to support individuals in achieving education and career goals;

- Include, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation;
- Organize education, training and other services to meet the needs of individuals in a manner that accelerates the educational and career advancement of the individual to the extent practicable;
- Enable an individual to attain a secondary school diploma or its recognized equivalent, and at least one nationally recognized credential;
- Help an individual enter or advance within a specific occupation or occupational cluster; and
- Provide opportunities to job seekers with barriers to employment and in underrepresented populations including women, veterans, ex-offenders, minorities, individuals with disabilities, youth and young adults.

There are two distinct approaches for apprenticeship training in Florida that may be used to meet employer needs while simultaneously building and defining career pathways for individuals. The first is the Registered Apprenticeship model and the second is Industry-Recognized Apprenticeship Programs (IRAPs).

Registered Apprenticeships

Registered Apprentices, who successfully complete their apprenticeship, graduate with a nationally recognized Completion of Apprenticeship Certificate issued by the Florida Department of Education that validates proficiency in an apprenticeable occupation. In addition, Registered Apprentices have the opportunity to earn third-party industry certifications. Registered Apprenticeships are registered with the Florida Department of Education, Office of Apprenticeship for federal purposes. These programs must meet parameters established under the National Apprenticeship Act designed to protect the welfare of the apprentice. The Act and its promulgating regulations (29-CFR-29 and 29-CFR-30) are administered by the USDOL Office of Apprenticeship or a State Apprenticeship Agency approved by the Secretary of Labor for federal purposes.

The Florida Department of Education, Office of Apprenticeship, has responsibility for the development of the Registered Apprenticeship and pre-apprenticeship uniform minimum standards for apprenticeable occupations. The department also has responsibility for assisting district school boards and community college district boards of trustees in developing pre-apprenticeship programs. The Registered Apprenticeship program and duties of the department are described in detail in Chapter 446, Florida Statutes and Chapter 6A-23.001-011, Florida Administrative Code.

Industry-Recognized Apprenticeship Programs

Industry-Recognized Apprenticeship Programs (IRAPs) are high-quality apprenticeship programs that include a paid work component and an educational or instructional component with workplace-relevant knowledge and skills. IRAPs are supported or sponsored by trade and professional associations, employers, educational institutions, unions, labor management organizations and other third parties, and may be offered and certified by third parties that receive

a favorable determination from the U.S. Department of Labor. IRAPs are not registered with the Florida Department of Education, Office of Apprenticeship.

Implementation

CareerSource Florida Strategic Policy 2018.02.14.A.2 defines the CareerSource Florida Board's strategic vision for effective sector strategies. Local workforce development boards are required to describe their approach to establishing, implementing and sustaining effective sector strategies, including apprenticeship expansion opportunities, in their local workforce development plans. Pursuant to that policy, and empowered through this Apprenticeship Policy, local workforce development boards should identify opportunities for new or expanded apprenticeships in targeted sectors.

The CareerSource Florida network has a variety of activities to support apprenticeships that can be funded through WIOA or other program funds: Individual Training Accounts, on-the-job training wage reimbursement, customized training, incumbent worker training, pre-apprenticeships, and supportive services. Local workforce development boards may use any allowable activities to support apprenticeships and pre-apprenticeships to supply the talent pipeline needed in their local areas.

This policy applies to CareerSource Florida, the Department of Economic Opportunity and all 24 local workforce development boards.

III. AUTHORITY

- [Public Law 113-128, Workforce Innovation and Opportunity Act \(2014\)](#)
- [29 U.S.C. 50, Promotion of Labor Standards of Apprenticeship](#)
- [Presidential Executive Order 13801 – Expanding Apprenticeships in America](#)
- [Chapter 445.004, Florida Statutes](#)
- [Chapter 446, Florida Statutes](#)
- [Chapter 6A-23.001-011, Florida Administrative Code](#)
- [Training and Employment Guidance Letter No. 13-16](#)
- [Training and Employment Notice No. 3-18 Creating Industry-Recognized Apprenticeship Programs to Expand Opportunity in America](#)
- [29-CFR-29 - Labor Standards for The Registration of Apprenticeship Programs](#)
- [29-CFR-30 - Equal Employment Opportunity in Apprenticeship](#)

IV. HISTORY

Date	Description
02/13/2019	Approved by CareerSource Florida Board of Directors

V. ATTACHMENTS

- [CareerSource Florida Administrative Policy Number 90 – WIOA Eligible Training Provider List](#)
- [AWI Final Guidance 00-009 On-the-Job Training Program](#)
- [CareerSource Florida Administrative Policy Number 074 – Individual Training Account Expenditure Requirements and Waiver Request Process](#)
- [Using Workforce Funds to Support Apprenticeship](#)

VI. OTHER RESOURCES

- [Apprenticeship.gov](#)
- [Industry-Recognized Apprenticeship Program](#)
- [WorkforceGPS - Apprenticeship](#)
- [Florida Department of Education's Apprenticeship Programs](#)