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# Action Item 1

## CAREERSOURCE FLORIDA REGISTERED APPRENTICESHIP STRATEGIC POLICY

The Workforce Innovation and Opportunity Act (WIOA) and the National Apprenticeship Act clearly establish registered apprenticeships as an evidence-based model for job seekers, providing them with in-demand job opportunities, defined career pathways, quantifiable skills, and a nationally recognized credential. Title I of WIOA affirms a commitment to provide eligible participants with high-quality career and training services that lead to employment or postsecondary education, including training in targeted, in-demand industries and occupations. In February 2019, the CareerSource Florida Board of Directors approved CareerSource Florida Strategic Policy 2019.02.13.A.1 – Apprenticeship Policy defining the Florida Workforce Development Board's strategic vision for effective sector Registered Apprenticeship Programs including on-the-job learning, related instruction, supportive services, and apprenticeship expansion activities. That policy was updated in December 2021 to reflect changes in workforce related programs and services and to comply with the Reimagining Education and Career Help Act (REACH).

Florida Governor's Executive Order Number 19-31 charts a course for Florida to become number one in the nation in workforce education by 2030, ensuring Florida students are prepared for the jobs of the future. The CareerSource Florida Board of Directors and its partners support Registered Apprenticeships as a powerful tool for workforce education, combining on-the-job learning with related technical instruction to create a highly skilled workforce.

Statewide Registered Apprenticeship Program (RAP) expansion positions the Florida workforce development system to foster a robust and inclusive work-based training ecosystem focused on collaboration between business, workforce, and education. Apprenticeship strategies increase access to in-demand jobs and career pathways that drive economic growth and sustain the workforce demands of the future. Registered Apprenticeships help businesses reach a broader and more diverse pool of workers while creating new career pathways for Florida workers, and provide job seekers with a structured paid learning experience that results in a portable, nationally recognized, industry credential.

A network-wide Registered Apprenticeship strategy implemented by all local workforce development boards positions Florida to develop talent pipelines for Florida employers and establishes the state as a national leader in RAPs. This strategy fosters strong partnerships between local workforce development boards, economic developers, employers, educational institutions, and other key stakeholders.

This updated Registered Apprenticeship strategic policy replaces CareerSource Florida Strategic Policy 2019.02.13.A.1 and establishes that CareerSource Florida, in partnership with the Florida Department of Commerce and the Florida Department of Education, will include specific goals for apprenticeship expansion in the Workforce Innovation and Opportunity Act State Plan. Goals are to include, but not be limited to the following:

- Total number of new apprentices per year
- Total number of registered apprenticeship programs and program occupations
- Total number of registered pre-apprenticeship programs
- Expansion of registered apprenticeships and pre-apprenticeships into healthcare, advanced manufacturing, aviation and aerospace, information technology, and other emerging industries will take priority across the state.

Furthermore, this strategic policy outlines the framework, guidelines, and responsibilities of local workforce development boards to engage in allowable activities under WIOA to support the expansion of registered apprenticeships. These activities support quantitative outcomes for high-quality registered apprenticeships that align with industry needs, promote economic development, and lead to high wages for apprentices.

The CareerSource Florida Board of Directors and the Florida Department of Commerce will monitor progress and performance for this policy. CareerSource Florida shall implement regular reporting on the state's progress towards the goals set forth in this policy, which goes into effect upon action by the Board.

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## **FOR CONSIDERATION**

- **Approve CareerSource Florida Strategic Policy 2019.02.13.A.1 – Registered Apprenticeship Policy**