State Apprenticeship Expansion Survey

Date

INTRO BOX

The U.S. Department of Labor is conducting an evaluation of State Apprenticeship Expansion efforts and has asked Mathematica Policy Research and its partners, the Urban Institute and Social Policy Research Associates to assist with the study. As part of the evaluation, we are conducting a national survey of efforts to expand registered apprenticeship and asking states and territories to complete this brief survey about their current and planned efforts. Your participation will help DOL better understand how the registered apprenticeship system is being administered across the country.

The survey has four topic areas covering registered apprenticeships in your state: (1) administration and management, (2) apprenticeship activities, (3) apprenticeship expansion efforts, and (4) lessons learned. We know that the apprenticeship structure varies by state and may involve multiple agencies and organizations, but for the purpose of this survey, we are asking about <u>your</u> state agency's experience specifically.

Please note that the focus of this survey is on REGISTERED APPRENTICESHIPS in your state.

Individual responses to this survey will not be attributed to specific individuals or organizations. Responses to this data collection will be used only for research purposes. The reports prepared from the information provided as a part of this survey will be summarized across all respondents, and individual forms will not be available to DOL or anyone outside the study team, except as required by law.

The survey should take approximately 30 minutes to complete. <u>If there are questions you are not able to answer please feel free to draw on the expertise and knowledge of others within your state.</u> If quantitative data is requested, your best estimate is fine. You may also want to refer to program documentation, such as grant applications or yearly reports. If you have any questions as you complete this questionnaire or about the evaluation, please contact Alicia Harrington at Mathematica Policy Research at 1-609-945-3350 or <u>AHarrington@mathematica-mpr.com</u>.

Section A: Administration and Management

Q1	Please complete the following background information on the agency leading registered apprenticeship in the state:

LEAD AGENCY

LEAD OFFICE/DIVISION

Q2	What are the [LEAD AGENCY FROM Q1]'s responsibilities in the state for registered apprenticeship?

MARK ONE FOR EACH ROW

	Main responsibility	Some responsibility	None at all
Administration & Management:			
a. Program compliance and auditing	O_1	O_2	O_3
b. Fiscal monitoring	O_1	O_2	O_3
c. Performance reporting	O_1	O_2	O_3
d. Data analysis	O_1	O_2	O_3
e. Program registration/approval	O_1	O_2	O_3
f. Certification of training providers	O_1	O_2	O_3
Program Development:			
g. Outreach to sectors/employers/potential apprentices	O_1	O_2	O_3
h. Convening of sectors/employers/potential apprentices	O_1	O_2	O_3
i. Identifying employer needs	O_1	O_2	O_3
j. Designing programs and developing occupational standards	O_1	O_2	O_3
k. Working with training providers (in the workplace/Related and Supplemental Instruction (RSI)/Related Technical Instruction (RTI))	O_1	O_2	O_3
l. Tracking skills development/competency attainment	O_1	O_2	O_3
m. Tracking completion	O_1	O_2	O_3

Technical Assistance:

n. Helping stakeholders navigate the registered apprenticeship process and policy	○$_1$	○$_2$	○$_3$
o. Providing training on establishing or managing registered apprenticeship programs	○$_1$	○$_2$	○$_3$
p. Coordinating with workforce programs/partners	○$_1$	○$_2$	○$_3$
q. Other *(specify)*	○$_1$	○$_2$	○$_3$

Q3 **What is the total number of full time equivalent staff (FTEs) that perform the roles listed above in the [LEAD AGENCY FROM Q1]?**

TOTAL NUMBER OF FTES

Q4 **By how much has the number of FTEs grown in the past 2 years?**

NUMBER OF FTES **ADDED** IN THE PAST 2 YEARS

☐ Number of FTEs has not grown in the past 2 years
☐ Number of FTEs has decreased in the past 2 years

Q5 **How often does the [LEAD AGENCY FROM Q1] conduct a review of the quality of registered apprenticeship programs?**

If programs are reviewed upon renewal, please indicate how often renewals occur.

MARK ONE ONLY

○$_1$ Weekly

○$_2$ Bi-weekly

○$_3$ Monthly

○$_4$ Quarterly

○$_5$ Yearly

○$_6$ Every 1-2 years

○$_7$ Every 3-5 years

○$_8$ Other *(specify)*

$\bigcirc_9$	Never

Q6	Who are the [LEAD AGENCY FROM Q1]'s main partners for registered apprenticeships in the state? Please consider a partner group to be major if at least one member of the group is a major partner.			
		MARK ONE FOR EACH ROW		
		Major partner	Minor partner	Not a partner
a.	Other state entities (including State Workforce Board)	$\bigcirc_1$	$\bigcirc_2$	$\bigcirc_3$
b.	Community colleges	$\bigcirc_1$	$\bigcirc_2$	$\bigcirc_3$
c.	Local Workforce Development Boards	$\bigcirc_1$	$\bigcirc_2$	$\bigcirc_3$
d.	School districts/high schools	$\bigcirc_1$	$\bigcirc_2$	$\bigcirc_3$
e.	Unions	$\bigcirc_1$	$\bigcirc_2$	$\bigcirc_3$
f.	Professional associations	$\bigcirc_1$	$\bigcirc_2$	$\bigcirc_3$
g.	Employer associations	$\bigcirc_1$	$\bigcirc_2$	$\bigcirc_3$
h.	Other intermediaries	$\bigcirc_1$	$\bigcirc_2$	$\bigcirc_3$
i.	Other *(specify)*	$\bigcirc_1$	$\bigcirc_2$	$\bigcirc_3$

Section B: Apprenticeship Activities

Q7	**What are the state's main priorities for apprenticeship?**

MARK ALL THAT APPLY

- ☐₁ Increase number of sponsors for registered apprenticeships
- ☐₂ Increase retention of apprentices
- ☐₃ Increase apprentice pipeline (e.g. pre-apprenticeship or youth apprenticeship)
- ☐₄ Build apprenticeship in non-traditional industries or occupations (industries or occupations that traditionally do not have a registered apprenticeship presence)
- ☐₅ Increasing industry-sponsored or intermediary-sponsored apprenticeship
- ☐₆ Participation of women
- ☐₇ Participation of racial and ethnic minorities
- ☐₈ Participation of youth
- ☐₉ Participation of justice-involved individuals
- ☐₁₀ Participation of individuals with disabilities
- ☐₁₁ Participation of veterans
- ☐₁₂ Other *(specify)*

Q8 In the <u>state</u>, what incentives are available now to employers who sponsor registered apprenticeships? Of those available now, which are newly available in the past two years?

MARK ONE FOR EACH ROW	Available now	[ONLY SHOW IF AVAILABLE NOW SELECTED] New in the past two years	Not available
a. Tax cuts	○ 1	☐ 2	○ 0
b. State wage subsidies	○ 1	☐ 2	○ 0
c. Local wage subsidies	○ 1	☐ 2	○ 0
d. State funding for workforce training and education	○ 1	☐ 2	○ 0
e. State funding for apprenticeship related technical instruction (RTI)	○ 1	☐ 2	○ 0
f. Locally-subsidized RTI	○ 1	☐ 2	○ 0
g. RTI through public education system	○ 1	☐ 2	○ 0
h. Other (specify)	○ 1	☐ 2	

Q9 Which type of sponsor employs the most registered apprentices in the state? Your best estimate is fine.

MARK ONE ONLY

○ 1 Single business

○ 2 Consortium of businesses

○ 3 Industry or professional association

○ 4 Joint labor-management organization

○ 5 Community college or other institution of higher education

○ 6 Community-based organization or nonprofit

○ 7 Other (specify)

Q10 **What changes to the registered apprenticeship system in your state have come about because of the implementation of the Workforce Innovation and Opportunity Act (WIOA)?**

MARK ALL THAT APPLY

- ☐₁ RA now represented on state board
- ☐₂ RA now represented on local boards
- ☐₃ More WIOA funding for apprenticeship
- ☐₄ New RA programs now on state's eligible training provider list (ETPL)
- ☐₅ Other *(specify)*
- ☐₆ None

Q11 **Since 2016, how has direct or indirect financial support for registered apprenticeship from the following sources changed in your state?**

MARK ONE FOR EACH ROW

	Increased	Decreased	No change	Never available
a. State budget allocation	○₁	○₂	○₃	○₃
b. Funding from Individual Training Accounts (ITAs) and On-the-Job Training (OJT) through WIOA	○₁	○₂	○₃	○₃
c. Funding from the community college system	○₁	○₂	○₃	○₃
d. Other *(specify)*	○₁	○₂	○₃	○₃

Section C: Apprenticeship Expansion

Q12	**What were the state's primary activities under the State Apprenticeship Expansion Grant?** *//Question only appears for states with SAE grant//*

MARK ALL THAT APPLY

☐₁   Conduct outreach to potential sponsors

☐₂   Create standards for new apprenticable occupations

☐₃   Establish new registered apprenticeship programs

☐₄   Strengthen state infrastructure for apprenticeship

☐₅   Provide subsidies to apprenticeship sponsors

☐₆   Increase access for underrepresented groups

☐₇   Develop pre-apprenticeship programs

☐₈   Improve visibility and branding of apprenticeship

☐₉   Other *(specify)*

Q13	**What were the state's primary activities under the State Accelerator grant?** *//Question only appears for states with Accelerator grant//*

MARK ALL THAT APPLY

☐₁   Conduct outreach to potential sponsors

☐₂   Establish new registered apprenticeship programs

☐₃   Create standards for new apprenticable occupations

☐₄   Strengthen state infrastructure for apprenticeship

☐₅   Provide subsidies to apprenticeship sponsors

☐₆   Increase access for underrepresented groups

☐₇   Develop pre-apprenticeship programs

☐₈   Improve visibility and branding of apprenticeship

☐₉   Other *(specify)*

Q14	Have there been any major changes in your state's apprenticeship regulation or related legislation in the past 3 years?
O₁	Yes GO TO Q14A
O₀	No GO TO Q15

Q14A	What changes were made in the state to apprenticeship regulation or related legislation in the past 3 years?

Q15	Is there other state legislation that has been proposed and has strong support?
O₁	Yes GO TO Q15A
O₀	No GO TO SECTION D

Q15A	Please provide the name or number of the proposed state legislation:

Section D: Assessing Apprenticeships

Q16 **What have been the major barriers to expanding registered apprenticeship in your state?**

MARK ONE FOR EACH ROW	Major barrier	Minor barrier	Not a barrier
a. Delays in registering programs with the federal or state apprenticeship entities	○1	○2	○3
b. Lack of communication with the federal Office of Apprenticeship	○1	○2	○3
c. Lack of guidance or roadmaps for establishing apprenticeships	○1	○2	○3
d. Availability of developed occupational frameworks	○1	○2	○3
e. Limited availability of data on apprenticeship	○1	○2	○3
f. Lack of knowledge among employers about apprenticeship	○1	○2	○3
g. Challenge of collaboration between siloed agencies or divisions	○1	○2	○3
h. Lack of industry relationships	○1	○2	○3
i. Lack of champions or leaders	○1	○2	○3
j. Lack of interest among training providers	○1	○2	○3
k. Lack of understanding of how to enter the apprenticeship system in the broader public	○1	○2	○3
l. Challenge of recruiting qualified applicants	○1	○2	○3
m. Negative reputation for apprenticeship	○1	○2	○3
n. Lack of funding and capacity for marketing to employers or other potential sponsors	○1	○2	○3
o. Complications around access to tax credits or subsidies	○1	○2	○3
p. Lack of resources to support RSI/RTI or wages	○1	○2	○3
q. Low state staff knowledge/capacity	○1	○2	○3
r. Other *(specify)*	○1	○2	○3

Q17	Has growth in registered apprenticeship over the past <u>two years</u> met the state's expectations?
◯ 1	Growth exceeded expectations
◯ 1	Growth met expectations
◯ 1	Growth occurred, but did not meet expectations
◯ 0	No growth GO TO Q18

Q17 A	What are the main factors responsible for the growth in registered apprenticeship in your state? Please select or provide up to 5 answers.
MARK UP TO 5	
☐ 1	Strategic use of federal funding
☐ 2	Federal support and technical assistance
☐ 3	Financial backing from state budget
☐ 4	Political support of Governor
☐ 5	Political support of state legislature
☐ 6	Strong collaboration with educational sector
☐ 7	Outreach to non-traditional industries (industries that traditionally do not have a registered apprenticeship presence)
☐ 8	New intermediary or industry association support
☐ 9	New occupational standards developed
☐ 10	High level of standardization across apprenticeships
☐ 11	Leadership from business sector
☐ 12	Increasing demand from employers (for example, due to skills gaps)
☐ 13	Improved process to speed registrations
☐ 14	Other *(specify)*

Q18 | **In what areas would you benefit from further technical assistance or guidance?**
After selecting the areas, please rank your selections in order of importance.

MARK ALL THAT APPLY	RANKING
☐ 1 Navigating the apprenticeship registration process	_____ _
☐ 2 Developing occupational standards and frameworks	_____ _
☐ 3 Expanding the number of instructors/trainers for RSI/RTI	_____ _
☐ 4 Reaching out to and networking with industries and employers	_____ _
☐ 5 Developing partnerships for apprenticeship	_____ _
☐ 6 Increasing access to tax credits and other subsidies	_____ _
☐ 7 Identifying funding opportunities	_____ _
☐ 8 Reaching out to underserved populations	_____ _
☐ 9 Expanding to non-traditional industries or occupations	_____ _
☐ 10 Developing marketing strategies to advance registered apprenticeship	_____ _
☐ 11 Understanding federal oversight of the apprenticeship system	_____ _
☐ 12 Guidance on available data to assist in program development and monitoring	_____ _
☐ 13 m. Other *(specify)*	_____ _
☐ 14 n. Other *(specify)*	_____ _

Q19 | **What kind of data management system(s) does the state use for tracking data on registered apprenticeship programs and apprentices?**

MARK ALL THAT APPLY

☐ 1 A state-specific system used exclusively for registered apprenticeship programs and apprentices

☐ 2 A state or other system used by multiple offices or agencies for tracking information in addition to

registered apprenticeship programs and apprentices

☐ 3   Other *(specify)*

☐ 4   None

Q20	**Does the state track data on the outcomes of registered apprentices after they leave the program?**

◯ 1   Yes   GO TO Q20A

◯ 0   No   GO TO Q21

Q20A	**What are the sources of outcomes of registered apprentices?**

MARK ALL THAT APPLY

☐ 1   Wage records data

☐ 2   Employer reported data

☐ 3   Intermediary reported data

☐ 4   Survey of apprentices

☐ 5   Other *(specify)*

Q21	**Do you have any other comments to share about registered apprenticeships in your state? Specifically, how would you improve the system to promote apprenticeships and increase the scale of apprenticeships?**

Q22	**Who was primarily responsible for completing this form?** *This information will only be used if we need to contact you about your responses.*

FIRST NAME

LAST NAME
AGENCY
DIVISION/OFFICE
PHONE NUMBER
EMAIL ADDRESS

THANK YOU FOR COMPLETING THE SURVEY. If you have any questions about the survey, please contact Alicia Harrington at 1-609-945-3350 or AHarrington@mathematica-mpr.com.