

December  
2024



# Hub Happenings

## Happy Holidays from the Hub!

As we look back on the past year, we're proud to reflect on the remarkable achievements of the Hub in its third year. Supported by the U.S. Department of Labor, the Hub has continued to serve as a pivotal force in expanding Registered Apprenticeship (RA) programs across industries, reshaping the modern supply chain.

In 2024, we advanced several key goals: expanding RA programs, promoting diversity and inclusion, and simplifying registration processes for new sponsors. By leveraging strong partnerships with employers, educational institutions, workforce boards, and minority-serving organizations, we provided targeted technical assistance to help sponsors navigate and thrive in the rapidly evolving workforce landscape.

Through innovative strategies—such as developing customized TA tools, using data-driven insights to target high-growth occupations, and facilitating collaboration between sponsors and state/federal apprenticeship agencies—the Hub reduced administrative barriers, fostered inclusivity, and accelerated adopting agile, industry-responsive RA programs.

The results speak for themselves:

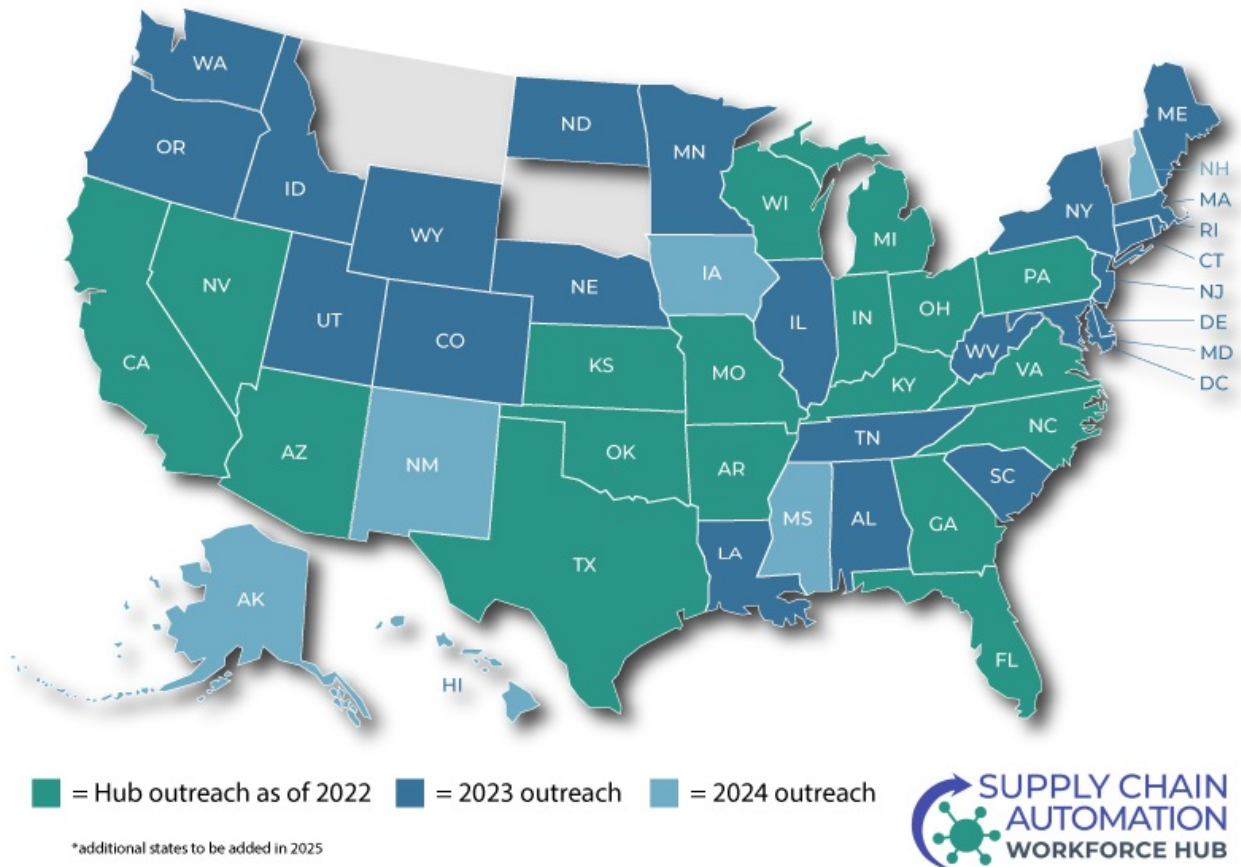
- 16 new RA program standards approved.
- 34 new partner agreements established.
- 1,176 new apprentices recruited and registered—exceeding our target by 143%.

This year, the Hub also implemented a targeted recruitment strategy, assigning outreach goals to staff with established networks to address persistent challenges in engaging workforce development boards and underserved populations. This outreach spanned 48 states and engaged 687 organizations, including 246 employers and 388 educational institutions. The team hosted five accelerator events, participated in five career fairs, and maintained strong virtual support models to ensure nationwide stakeholder engagement. We are proud of these milestones and look forward to building on this momentum in 2025 to create more opportunities for apprentices and



employers.

We extend our heartfelt gratitude to our RA sponsor partners, education and workforce stakeholders, the DOL Office of Apprenticeship, and our dedicated Hub team for their incredible contributions and commitment to advancing Apprenticeship. Cheers to another year of growth, innovation, and partnership!



## NAW 2024: Advancing Women in the Workforce Accelerator

Last month, the Hub proudly supported the U.S. Department of Labor’s 10th anniversary of National Apprenticeship Week (NAW) by organizing and hosting the “**Advancing Women in the Workforce**” Apprenticeship Accelerator at Ivy Tech Lawrenceburg Community College.

The event brought together over 70 stakeholders, including industry leaders, government representatives, educators, and workforce organizations, to share and learn actionable strategies for building and sustaining a diverse, well-qualified, and well-compensated female workforce.

This accelerator was a standout moment during NAW’s 10th-anniversary celebration. It showcased the transformative potential of Registered Apprenticeship (RA) programs in creating opportunities and advancing equity. The event highlighted career pathways for women in supply chain, advanced manufacturing, and early education while fostering valuable connections between attendees.

We’re excited to share a highlight video created by the Hub digital marketing team to showcase the impact of this incredible event.



## Meet Our Registered Apprentices, RA Sponsor Partners, and Stakeholders!

Explore inspiring success stories of how apprenticeships have reshaped careers, opened doors to new possibilities, and empowered individuals to reach their personal and professional aspirations. These journeys highlight the impact of our partnerships in fostering skill development, overcoming obstacles, and creating meaningful connections that drive progress for individuals and communities alike.

**LaShawn Adams**, Tidewater Electrical Joint Apprenticeship Training Committee (JATC). LaShawn Adams talks about her journey from call center jobs to becoming an apprentice electrician at Tidewater JATC. With support from mentors and her union, Local 80, she discovered a passion for hands-on work and built confidence. Now close to licensure, she dreams of starting her own business and encourages others to pursue trades if they love working with their hands.



**Devin Matherne**, a talented Ohio University graduate, and Kentucky native shares his journey from an apprenticeship to becoming a Technical Sales Engineer at Balluff. Devin reflects on his valuable experiences during his apprenticeship program and how he seamlessly transitioned his technical skills into the sales world.



**José Valor**, from the Latin American Association, shares how pre-apprenticeship and apprenticeship programs empower the Latin American community with essential skills for meaningful careers.



**Joshua Williams**, a Business Relations Specialist at Decide DeKalb and an economic development leader is driving community impact in DeKalb County, Atlanta, GA, through workforce initiatives like “Made in DeKalb” and skilled training programs such as Registered Apprenticeships.



## DOL and Industry News

### The Office of Apprenticeship December intermediary newsletter

Catch up with the DOL Intermediary newsletter, your go-to source for the latest updates, insights, and key information from the Department of Labor's intermediary programs.

Read the December 2024 edition [here](#).



### How States are Driving the Expansion of Apprenticeships

AFA is pleased to announce the release of our latest research report, [How States Are Driving the Expansion of Apprenticeships](#). As with many policies in the U.S., some of the most interesting



## How States are Driving the Expansion of Apprenticeships

State Apprenticeship Policy Scan

November 2024

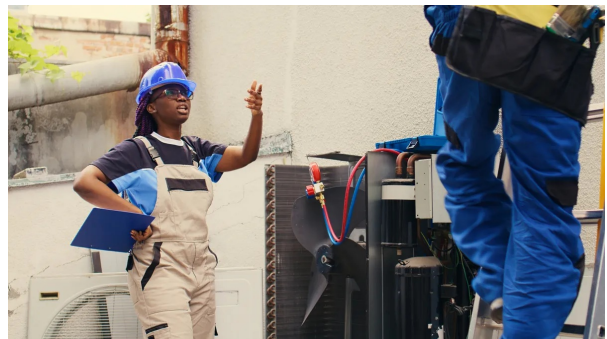
and innovative work on Apprenticeships is happening at the state level. This report tracks the rates of growth of Apprenticeship in different states and examines the characteristics and demographic changes of state apprenticeship systems. It provides a scan of the policies, practices, and actions that state governments are putting in place to grow and diversify Apprenticeships.

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## New Apprenticeship Program to Offer Options for Workers with Criminal Records

Checkr's Apprenticeship program will offer on-the-job training and mentorship for 12 months, according to the background check company.

[Read More](#)



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## Fact Sheet: White House Hosts "Classroom to Career" Summit, Celebrates Successful Efforts to Expand High-Quality Career Pathways and Workforce Development Programs in Every Community



On Nov. 13, 2024, President Joe Biden and First Lady Jill Biden welcomed approximately 200 education and workforce leaders to the White House for the Biden-Harris Administration's "Classroom to Career" Summit. The Summit will highlight record progress to expand career pathways to these good-paying jobs in infrastructure, clean energy, advanced manufacturing, and more.

[Read More](#)

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## How Federal Investments Strengthen Community College and Workforce Board Partnerships

Federal investments are improving partnerships between community colleges and public workforce boards funded by the U.S. Labor Department.

[Read More](#)



## Toward Resiliency in U.S. Critical Supply Chains



This paper explores recommendations for building resiliency in U.S. critical supply chains by embracing a new role for government, prioritizing strong partnerships, and increasing visibility of supply chain operations and participants.

[Read More](#)

## Hub Benefits & Resources

The Hub helps [employers](#), [education institutions](#), [workforce development boards](#) and [career seekers](#) — all at no cost:

- ▶ Offer [incentive funding](#) and [technical assistance](#) to RAP sponsors and employers
- ▶ Provide support for national and state registration of RAPs
- ▶ Conduct education and outreach to key stakeholders about benefits of RAPs in supply chain automation
- ▶ Connect interested employers with education and training providers, and workforce organizations
- ▶ Support education institutions offering applied learning aligned to in-demand careers and pathways to a college degree and/or certification
- ▶ Assist in outreach and marketing efforts to promote RAPs with a focus on equity and diversity
- ▶ Identify state and federal funding opportunities

[Click here for Hub Resources](#)

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