

November
2024



Hub Happenings



Celebrating National Career Development Month and National Apprenticeship Week!

November is National Career Development Month, a time dedicated to promoting personal and professional growth while highlighting the impact of Registered Apprenticeship (RA) programs.

Every year, this month emphasizes career development by encouraging individuals at every career stage to build new skills, explore diverse pathways, and plan for a meaningful future. National Career Development Month events provide essential resources and guidance for students navigating educational and career paths and professionals seeking advancement or career shifts. They highlight how RA programs offer structured environments with hands-on learning, mentorship, and skill-building opportunities, empowering participants to pursue fulfilling, growth-oriented careers.

We were especially thrilled to celebrate the 10th Anniversary of National Apprenticeship Week (NAW) from November 17-23, 2024. This milestone event, themed "10 Years of Engagement, Expansion, and Innovation," marked a decade of transformative NAW activities that have allowed countless individuals to experience the life-changing impact of apprenticeships. Since NAW's inception, thousands of events have showcased how RA programs create invaluable pathways for job seekers and employers.



In celebration of NAW’s 10th anniversary, the Hub team marked a decade of engagement, expansion, and innovation in RA programs. On November 18, we kicked off NAW with the Advancing Women in the Workforce Apprenticeship Accelerator in partnership with the Indiana Department of Workforce Development, Ivy Tech Community College Lawrenceburg, and the Early Childhood Workforce Connector. Hosted at Ivy Tech, the event featured speakers from the government, including the Commissioner of the Indiana Department of Workforce Development and other stakeholders, highlighting career pathways for women in fields like supply chain, advanced manufacturing, and early education.

Read the full press release [here](#) and check out Hub's NAW webpage for events, apprentice success stories, and more!

Visit our NAW Page

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Autumn in Action: From WIOA's Perspective: A Registered Apprenticeship Potpourri

Thursday, November 7, 2024 3:00 PM - 4:00 PM (EST)
[Join the Event](#) [https://www.zoom.us/j/95339380908](#)

This exciting, information-packed webinar will feature highlights of the WIOA-Registered Apprenticeship (RA) connection, including the WIOA funding "buckets," ETPC requirements, contracting to support RA, working with unions, performance on the Colonial Apprenticeship Rate, and more. Each of the topics covered will be linked to a resource available through the site, online *Registered Apprenticeship Academy*, located at [www.apprenticeship.gov](#). [Start your request!](#)

For More Information:

Maria Remboulis Brady is a Multi-State Strategist in the Office of Apprenticeship, where one of her primary responsibilities is working with the region's State Apprenticeship Agencies to expand Registered Apprenticeship (RA) programs and opportunities. Ms. Brady is also a national expert on WIOA as pertains to RA, including federal policy on the Eligible Training Provider List, due to her heavy involvement writing the federal regulations, as well as policy guidance that includes TIGER 3.0 Changes.

Prior to the creation of this new position in 2015, Ms. Brady was a Performance Management and Reporting Specialist, where she spent some twenty-five years focused on accountability and performance measurement, working in three different regional offices. Before her ETA career, Ms. Brady was a research assistant.

National Association of Workforce Boards (NAWB) WIOA Funding Webinar

When: November 7, 2024

Where: Virtual

Hub’s partner, NAWB, hosted an information-packed webinar discussing the WIOA funding "buckets" and contracting requirements needed to support RAs. The [webinar](#) was led by Maria Remboulis Brady, from the

U.S. Department of Labor's Office of Apprenticeship.

Community Colleges of Appalachia Fall 2024 Conference

When: November 7, 2024

Where: Huntington, WV

Hub Senior Advisor Dorinda Buyers led a breakout session on RA programs at the Conference, held at Mountwest Community & Technical College. The conference focused on regional education transformation through initiatives like

apprenticeships and micro-credentialing, bringing together educators to share impactful strategies.



Ohio Manufacturing Association Summit

When: November 14, 2024

Where: Columbus, OH

Hub team members Brandy Porter and Cathy Metcalf attended Ohio's seventh annual Manufacturers' Workforce Summit, the premier event for Ohio manufacturers. With the theme "Stellar Employer Strategies for Eclipsing the Competition," the summit provided a day of

learning, networking, and best practice sharing focused on meeting the state's manufacturing workforce needs and preparing for a competitive future.

Advancing Women in the Workforce Apprenticeship Accelerator

When: November 18, 2024

Where: Lawrenceburg, IN

The Hub team and its partners brought together stakeholders, industry leaders, educators, and workforce organizations to explore the benefits of integrating RA programs across manufacturing, supply chain, hospitality, and early childhood education (ECE). Discover opportunities for women, including veterans and minorities, in Apprenticeships.



National Association of Workforce Development Professionals Youth Symposium

When: November 18, 2024

Where: Phoenix, AZ

Dorinda Byers, Hub's Senior Advisor, attended and led a workshop titled *Best Practices for Recruiting in Registered*

Apprenticeship Programs. The Youth Symposium has become one of the largest

annual gatherings of workforce development professionals serving youth, with more than 900 attendees nationwide.

Launch Your Future Registered Apprenticeship Career Fair

When: November 18-19, 2024

Where: Erlanger, KY

Brandy Porter, Hub Advisor, attended the hiring event and met with employers interested in developing RA programs at the KY RA Career Fair. Brandy also met many students interested in joining apprenticeship programs after high school graduation.



CEWD Workforce Development Summit

When: November 20, 2024

Where: Washington, D.C.

Melissa Zervos, the Hub's Program Registration Lead, and Dina Igoe, the Hub's Business Development and Marketing Lead, attended the Summit. Ms. Zervos participated in a panel discussion titled "Our Step-by-Step Experiences of Creating a DOL Registered Apprenticeship Program," where Hub employer partners shared their experiences and provided insights and resources to help energy employers set up successful RA programs.

DOL and Industry News

The Office of Apprenticeship November 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 November 2024 edition [here](#).



Fact Sheet on Basics of Registered Apprenticeship Programs for Adult Education Administrators

Apprenticeship is a flexible industry-driven career pathway where adult learners can obtain new skills and career advancement without financial interruptions or job search efforts.

What is Apprenticeship?

Registered Apprenticeship (RA) is a flexible training model that is created in collaboration with program sponsors (employers) to meet the needs of both students and businesses within a variety of industries. It can be a valuable upskilling and reskilling tool.

Apprentices can learn at their own pace with a employer and mentors invested in their success. The structure of an RA program is flexible and depends on occupation, industry, and employer.



RA programs with the U.S. Department of Labor must meet national standards and award apprentices an industry credential upon completion.

Designed through collaboration with industry, RA separates adults from the competition with new advanced skills and leadership networking.

The Hub team has developed and published a new fact sheet on how RAs provide adult learners with a debt-free pathway to gain in-demand skills, earn while they learn, and advance their careers through hands-on training and classroom instruction.

[Download Fact Sheet](#)

Apprenticeships Help Workers See Construction as Their First Choice

To address the ongoing labor shortage, John Mielke, Senior Director of Apprenticeship at ABC, emphasizes the need for contractors to create more pathways into the construction industry.

In this Q&A, he discusses the value of registered apprenticeships, his vision for the future, and insights into the emerging workforce.

[Read More](#)



Fixing the “Supply-Side” of Career Education: The Role of Apprenticeship



In a recent New America blog post, they discuss the critiques and ideas presented by Harvard economist David Deming in his piece in *The Atlantic*. Deming explores how “supply-side education” programs can create pathways to the middle class for individuals without a bachelor’s degree.

[Read More](#)

My Career Success Started with an Apprenticeship

In this opinion piece, New Jersey ironworker and business leader Joseph Merlino argues that young people need more pathways into the trades. He shares, "At the end of my training, a lucrative career was waiting for me, and I achieved it all without accumulating college debt."



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

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