



**NEW JERSEY**  
APPRENTICESHIP TECHNICAL  
ASSISTANCE COLLABORATIVE

# Overview of the National and New Jersey State Apprenticeship Systems

Webinar 1 of the New Jersey Apprenticeship Technical Assistance Collaborative  
Apprenticeship Fundamentals Series

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# Notes on Virtual Platform

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<https://www.njccc.org/a-tac>

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If you are having challenges connecting, message or email **Darcee Simon: [dsimon@air.org](mailto:dsimon@air.org)**.

# Meet the Presenters



**Maria Heidkamp**

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*New Jersey Council of  
County Colleges  
Chief of Innovation and  
Policy*



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# New Jersey Apprenticeship Technical Assistance Collaborative

The New Jersey Apprenticeship-Technical Assistance Collaborative (NJ A-TAC) is a statewide initiative that supports technical assistance for the growth and expansion of Registered Apprenticeship programs.

NJ A-TAC has been developed through a partnership between the NJ Council of County Colleges, American Institutes for Research, and Jobs for the Future, and in consultation with the NJ Department of Labor.

# New Jersey A-TAC Webinars

You are here



Thursday, Dec. 7, Noon – 1 p.m.

Thursday, Jan. 25, Noon – 1 p.m.

## Webinar 1: Overview of the National & New Jersey Apprenticeship Systems

## Webinar 2: The Registered Apprenticeship Model & Program Design

## Webinar 3: Working with Businesses & Employers to Create Apprenticeship Opportunities

- National Apprenticeship Landscape
- National Registered Apprenticeship System
- Apprenticeship System in New Jersey

- Registered Apprenticeship Program (RAP) Model
- Three Apprenticeship Program Designs
  - Program Oversight
- Putting the Elements Together

- Business Engagement Strategies
- Partnering with Employers
- Aligning Programming

# Introduction

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The federal apprenticeship system in the U.S. began in 1937 with the passage of the **National Apprenticeship Act**, also known as the Fitzgerald Act, which gave the U.S. Department of Labor (DOL) the authority to issue regulations that protect the **health, safety, and well-being of apprentices** and to **prevent unlawful discrimination based on gender, race, ethnicity, religion, and age.**



# Topics



National Apprenticeship Landscape—Past and Present



National Registered Apprenticeship System

Federal/State System Administrative Structures

Federal Funding for Apprenticeship Expansion



Apprenticeship System in New Jersey

Registered Apprenticeship Programs

Participants

New Jersey Apprenticeship Grant Incentives



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# National Apprenticeship Landscape—Past and Present





# History of Apprenticeship in the U.S.

- Formalized in 1937—National Apprenticeship Act
- Protections against unlawful discrimination enacted in 1963
- Regulations for increasing access to Registered Apprenticeship Programs (RAPs) for women enacted in 1978
- Goals for participation for individuals with disabilities and updated affirmative action plans added in 2017

# The Value of Registered Apprenticeship

## Apprentices

- Receive paid on-the-job learning (OJL)
- Earn progressive wage increases
- Gain related classroom education that can result in a degree or certification
- Accrue little to no student debt
- Earn a portable, national credential

## Employers

- Recruit and develop a skilled workforce
- Create and customize flexible training to meet their needs
- Increase worker retention during and after apprenticeship training
- Receive tax credits and training incentives

## Communities

- Expand the talent pipeline of skilled workers
- Grow the workforce that builds community infrastructure
- Increase economic opportunities for community members
- Expand equitable pathways to the middle class
- Strengthen sector-focused workforce development strategies

# The Apprenticeship Landscape

## Past

- Primarily skilled trades
  - Ship building
  - Railroads
  - Building occupations
- Heavily influenced by organized labor
- Apprentices predominately young men

## Present

- Expansion into new industries
  - Healthcare
  - Information Technology
  - Advanced Manufacturing
- Union apprenticeships remain strong, increase in non-union training programs
- Emphasis on outreach, recruitment, and participation of diverse individuals (age, gender, ability status, race, ethnicity, etc.)



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# National Registered Apprenticeship System



# U.S. Department of Labor Office of Apprenticeship (OA)

- Oversees National Apprenticeship System
- Creates federal apprenticeship regulations
- Issues guidance and interpretation of regs
- Approves National Guideline and National Program Standards
- Approve Apprenticeable Occupations
- Recognizes State Apprenticeship Agencies
- Collects and analyzes national Apprenticeship data



# Registered Apprenticeship Entities

## Office of Apprenticeship (OA) States

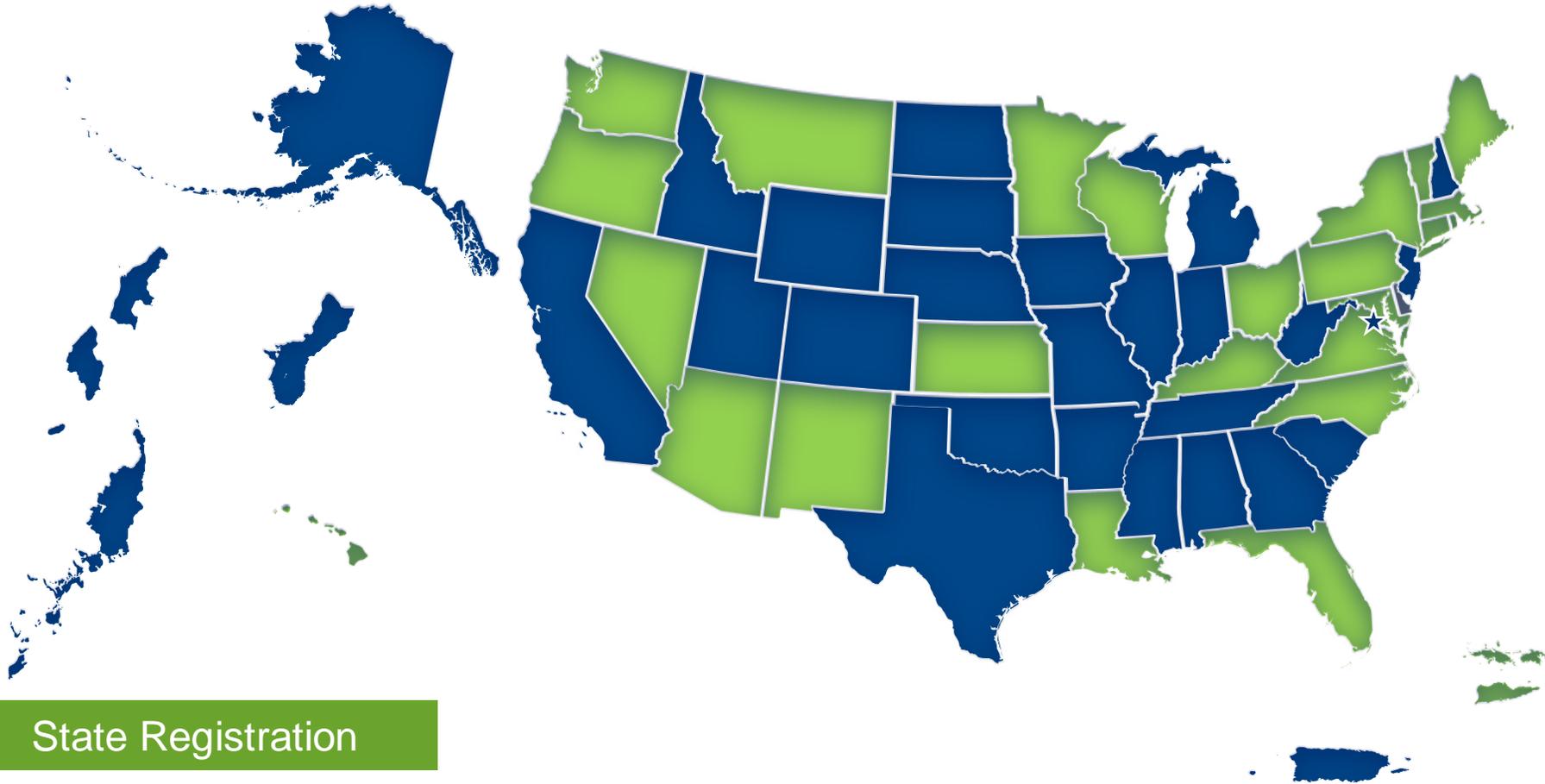
- State field office led by OA State Director
  - Apprenticeship staff are U.S. DOL employees
- Registers all programs through federal standard documentation
- Uses Registered Apprenticeship Partners Information Data System (RAPIDS) for registration, tracking, oversight of RAPs



## State Apprenticeship Agencies

- Recognized by OA as registration and oversight authority
- Staff are state employees
- May use federal standards or state specific documentation
- May use RAPIDS or other data management system for registration, tracking, oversight of RAPs

# Who Registers Programs?



State Registration

Federal Registration

# Federal Apprenticeship Expansion Grants

## Apprenticeship State Expansion (ASE, 2019)

- Integrate apprenticeship into state workforce and education systems
- Rapidly develop new RAPs, significantly grow existing RAPs
- Diversify apprentice pipeline
- Build capacity to support development and registration of new RAPs

## State Apprenticeship Expansion, Tier 1 (SAE 2020, 2020)

- National Apprenticeship System Building
- Build statewide capacity to increase alignment with education and workforce systems
- Improve data sharing and data Integrity

## State Apprenticeship Expansion Formula Funds (SAEF, 2023)

- Strengthen and modernize RAPs
- State capacity to create new RAPs
- System innovation and reform



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# Apprenticeship in New Jersey



# New Jersey Apprenticeship Ecosystem

## OVERSIGHT & SUPPORT

- U.S. DOL Office of Apprenticeship-NJ
- NJ Department of Labor & Workforce Development (NJDOL)
- NJ Apprenticeship Network (NJAN)

## IMPORTANT PARTNERS

- Community-Based Organizations
- Culturally-Specific Organizations
- Industry Associations
- TA Communities of Practice

## INDUSTRY

- Sponsors
- Employers
- Labor Unions

## EDUCATION

- NJ Council of County Colleges (NJCCC)
- Vocational Schools
- Career and Technical Education (CTE) programs

**BUSINESS AND INDUSTRY**

# New Jersey Registered Apprenticeship Industries

- Over 1,100 Registered Apprenticeship Programs
  - Construction trades
  - Healthcare
  - Information technology
  - Telecom
  - Energy
  - Advanced manufacturing
  - Finance and business
  - Hospitality
  - Transportation



# New Jersey Registered Apprenticeship Participants

- **Over 8,300 active apprentices**
  - 18% Female
  - 17% Hispanic/Latino
  - 14% Black
  - <2% Identify as Asian, Multiracial, Native Hawaiian/Pacific Islander, or American Indian/Alaska Native
  - 5% Veteran
  - 2% Individuals with Disabilities

Source: 2023 Apprenticeship Data. <https://www.apprenticeship.gov/data-and-statistics>.

# NJDOL State Apprenticeship Grant Programs

- On-the-Job Training/Related Technical Instruction
- Growing Apprenticeships in Nontraditional Sectors (GAINS)
- Pre-Apprenticeship in Career Education (PACE)
- Youth Transitions to Work (YTTW)
- NJ Pathways Leading Apprentices to a College Education (NJPLACE 2.0)
- New Jersey Builders Utilization Initiative for Labor Diversity (NJBUILD)
  - Women and Minorities in Construction Trades
  - Women and Minority Veterans in Construction Trades

# NJ Apprenticeship Contacts

For assistance registering programs with USDOL  
Office of Apprenticeship

USDOL Office of Apprenticeship, New Jersey

**Michael W. Blatt, State Director**

[blatt.michael.w@dol.gov](mailto:blatt.michael.w@dol.gov)

**Joseph Mancini, Apprenticeship Training Representative (ATR)**

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Area: Bergen, Essex, Hudson, Passaic, Union

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Area: Atlantic, Burlington, Camden, Cape May, Cumberland,  
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Area: Mercer, Morris, Warren, Sussex, Hunterdon, Somerset

General inquiries about apprenticeship, state grants,  
and program development

NJDOL Office of Apprenticeship

**James Manning, Chief, Apprenticeship and Work-Based Learning**

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For all inquiries, use the form below for expedited service:

[NJDOL Intake Form](#)

# Questions?





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# Session Review



# Knowledge Review

- ✓ The U.S. Registered Apprenticeship system was formalized in 1937
- ✓ The U.S. DOL Office of Apprenticeship oversees the federal apprenticeship system
- ✓ New Jersey is a Federal OA State—apprenticeship programs are registered through the USDOL — Office of Apprenticeship and apprenticeship staff are USDOL employees
- ✓ The apprenticeship ecosystem in New Jersey relies on strong partnerships between the New Jersey Apprenticeship Network, workforce development, and education providers
- ✓ New Jersey provides several incentive programs to promote access to Registered Apprenticeship opportunities, support employers to participate in RAPs, and expand the use of the apprenticeship models in non-traditional industries

# Additional Resources



Office of Apprenticeship Website:  
[apprenticeship.gov](http://apprenticeship.gov)



Online community of practice and technical assistance resources: [apprenticeship.workforcegps.org](http://apprenticeship.workforcegps.org)



Curated resources for frontline apprenticeship professionals: [apprenticeshipprofessionals.org](http://apprenticeshipprofessionals.org)



[NJDOl Apprenticeship Website](http://www.njdol.gov/apprenticeship)

[NJDOl Competitive Grant Announcements Website](http://www.njdol.gov/grants)



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<https://www.njccc.org/a-tac>

# Next Webinar: The Registered Apprenticeship Model & Program Design

**Thursday, December 7, Noon – 1 p.m.**

Registration link: [https://air-org.zoom.us/webinar/register/WN\\_qFtOxCLnRLe4bgXolkEgZw](https://air-org.zoom.us/webinar/register/WN_qFtOxCLnRLe4bgXolkEgZw)

- The Registered Apprenticeship (RA) program model
  - The seven elements of RA programs
- The three apprenticeship program designs
  - Time-based
  - Competency-based
  - Hybrid
- Program oversight
- Putting the pieces together



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## NJ A-TAC Project Contact:

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The New Jersey Apprenticeship Technical Assistance Collaborative is a partnership of the New Jersey Council of Community Colleges, the American Institutes for Research, and Jobs for the Future, with support from the New Jersey Department of Labor.

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