



Education & Employment Committee

December 12, 2023

10:00 AM

Morris Hall (17 HOB)

Meeting Packet

**Paul Renner
Speaker**

**Ralph Massullo
Chair**

Committee Meeting Notice

HOUSE OF REPRESENTATIVES

Education & Employment Committee

Start Date and Time: Tuesday, December 12, 2023 10:00 am
End Date and Time: Tuesday, December 12, 2023 12:00 pm
Location: Morris Hall (17 HOB)
Duration: 2.00 hrs

Presentations on apprenticeship and pre-apprenticeship policy and programs — a national and state perspective

Panel discussion on expansion of Florida's apprenticeship programs

To submit an electronic appearance form, and for information about attending or testifying at a committee meeting, please see the "Visiting the House" tab at www.myfloridahouse.gov.

NOTICE FINALIZED on 12/05/2023 4:15PM by Pearson.Misty

Apprenticeships for America

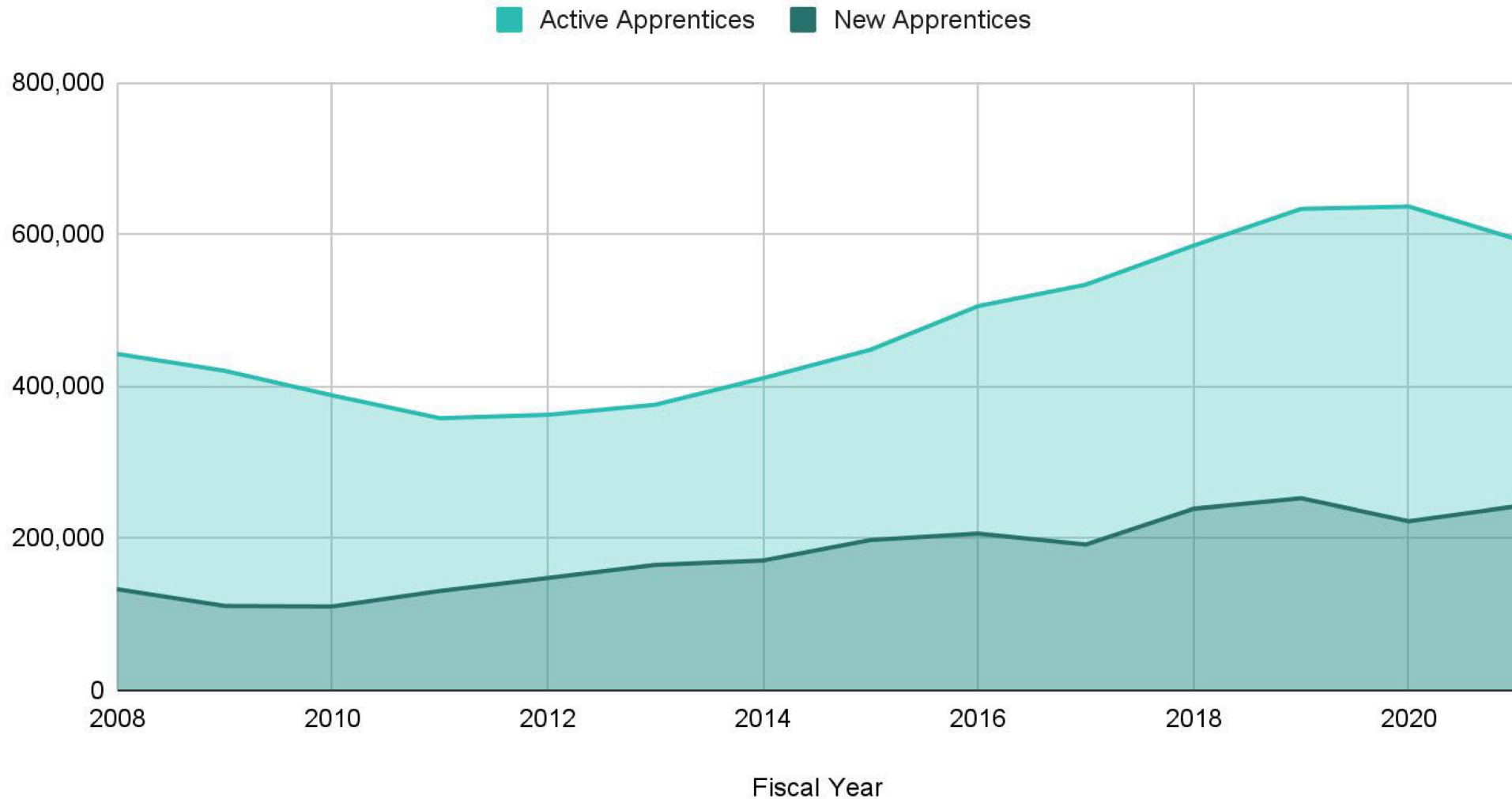


Education & Employment Committee Remarks

John Colborn, Executive Director
Apprenticeships for America

December 12, 2023

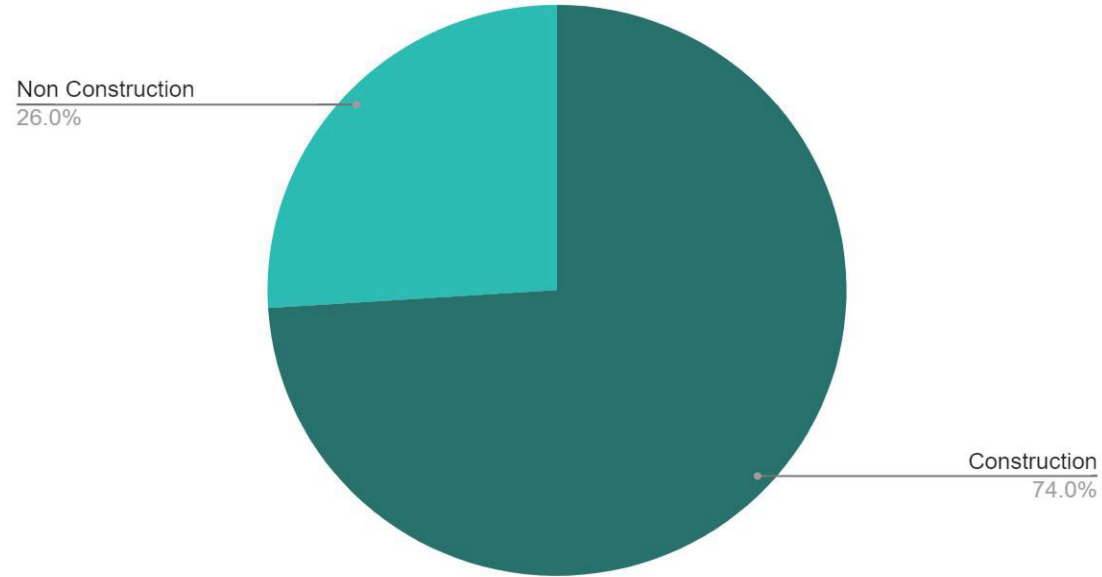
Registered Apprenticeship System, Active and New Apprentices



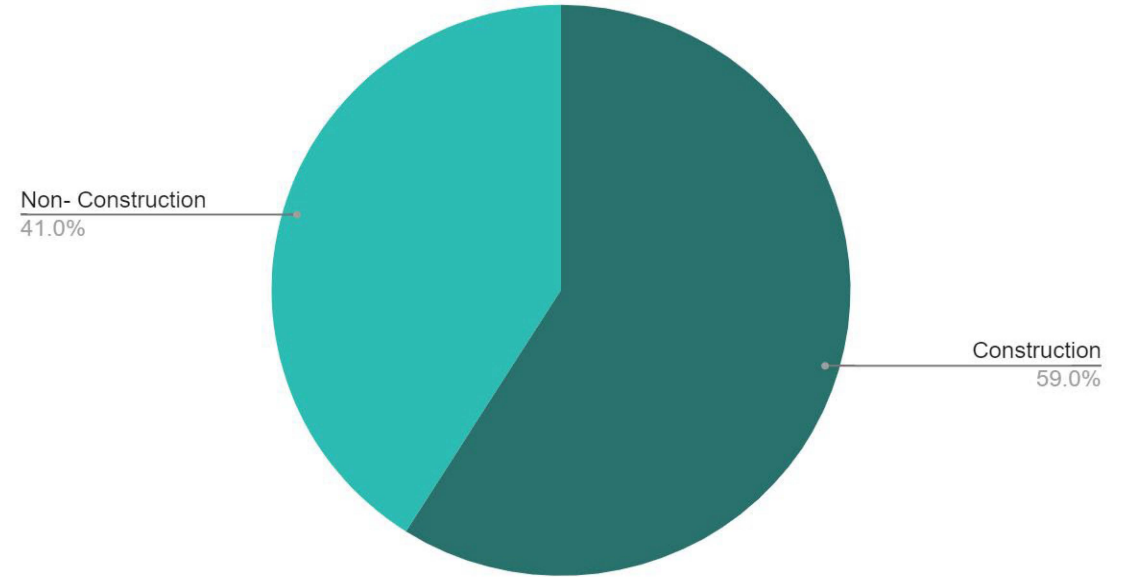
Data Source: New America/U.S. Department of Labor

New Apprentices: Share Outside of Construction

2009



2019



Apprenticeships in America

600,000 apprentices

0.3% of workforce

70% in construction trades

VERSUS



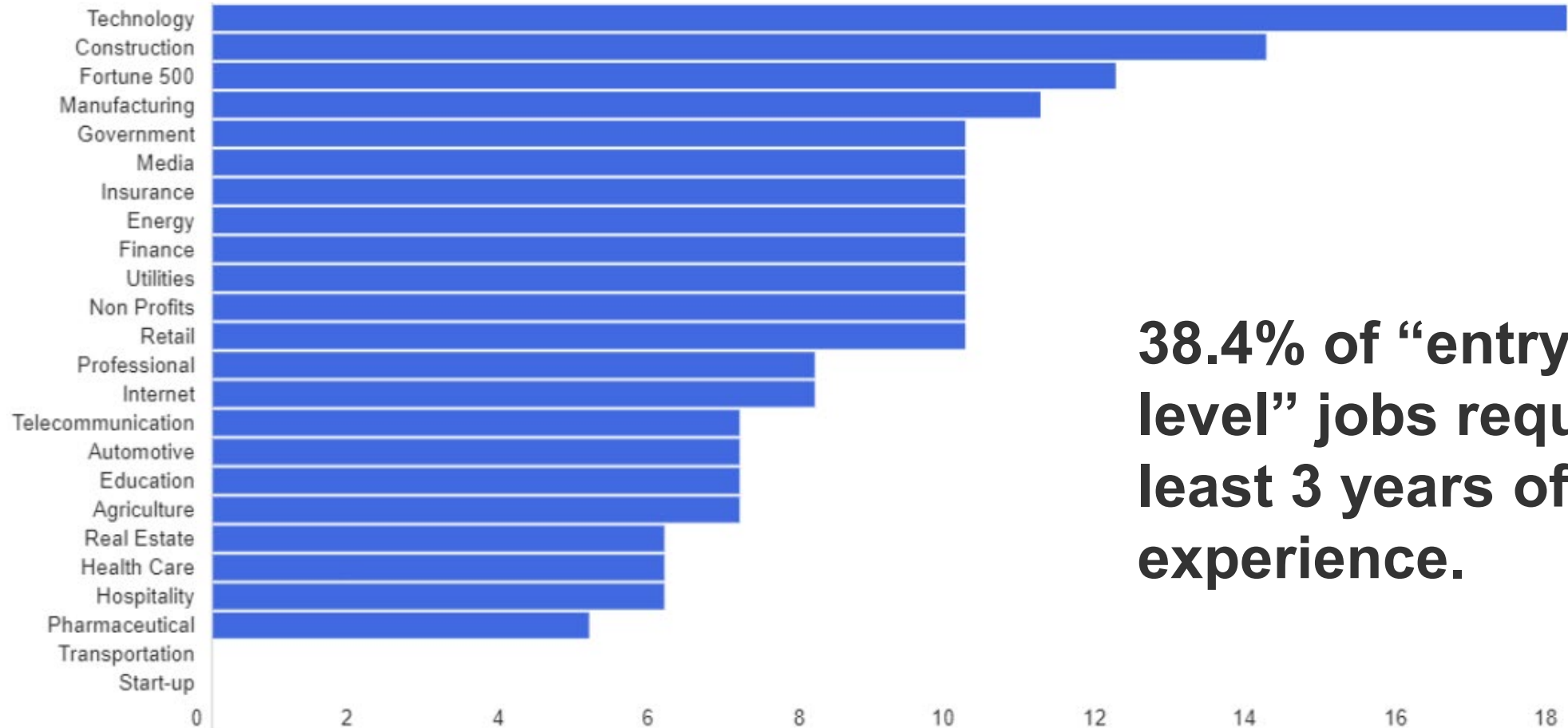
10-15x per capita



8x per capita

Spread across the economy

Amount of Experience Needed for Entry-Level Jobs



38.4% of “entry-level” jobs require at least 3 years of experience.

*In months, rounded to closest full month

Source: Zippia

**Apprentice
Florida**

APPRENTICE FLORIDA



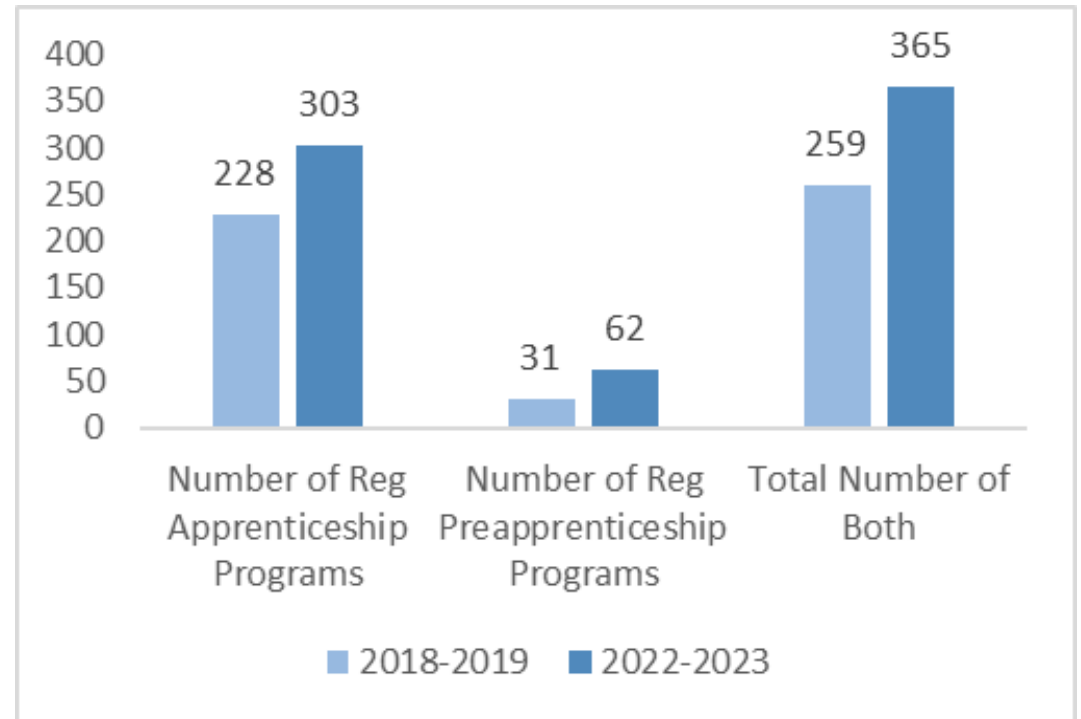
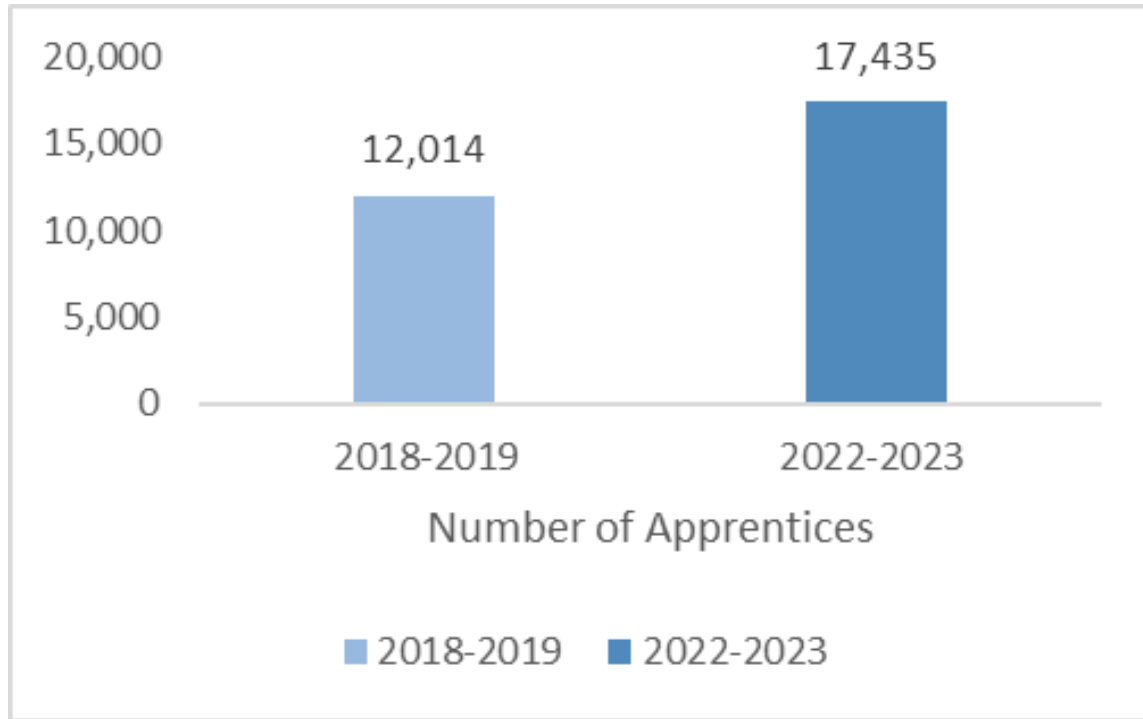
House Education and Employment Committee:
December 12, 2023

2022-2023 Apprenticeship Summary

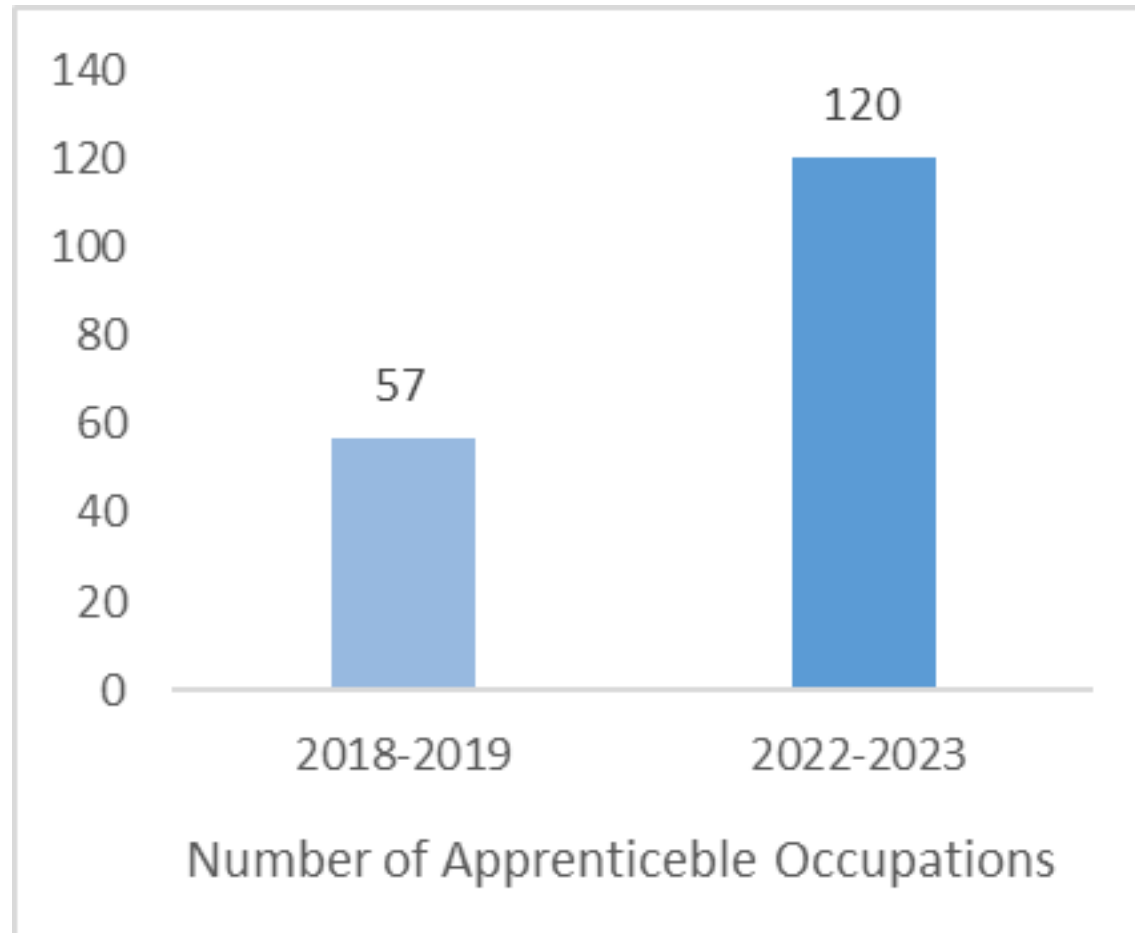
	Apprenticeship	Preapprenticeship
Number of Programs	303	62
Number of New Programs	36	12
Number of Participants	17,435	2,170

- **365** Registered Apprenticeship and Preapprenticeship Programs
- **19,605** Apprentices and Preapprentices Trained

Apprenticeship Overview 2018-2019 to Present



Apprenticeship Overview 2018-2019 to Present



Registered Apprenticeship Occupations

- Apprentices were trained in 120 occupations in 13 career clusters during the 2022-2023 program year.

Career Cluster	Number of Occupations
Agriculture, Food, and Natural Resources	3
Architecture & Construction	38
Arts, A/V Technology & Communication	5
Business Management and Administrative	5
Education & Training	3
Energy	9
Finance	1
Health Science	14
Hospitality & Tourism	1
Information Technology	7
Law, Public Safety & Security	2
Manufacturing	20
Transportation, Distribution & Logistics	12
TOTAL	120

Apprenticeship Sponsors

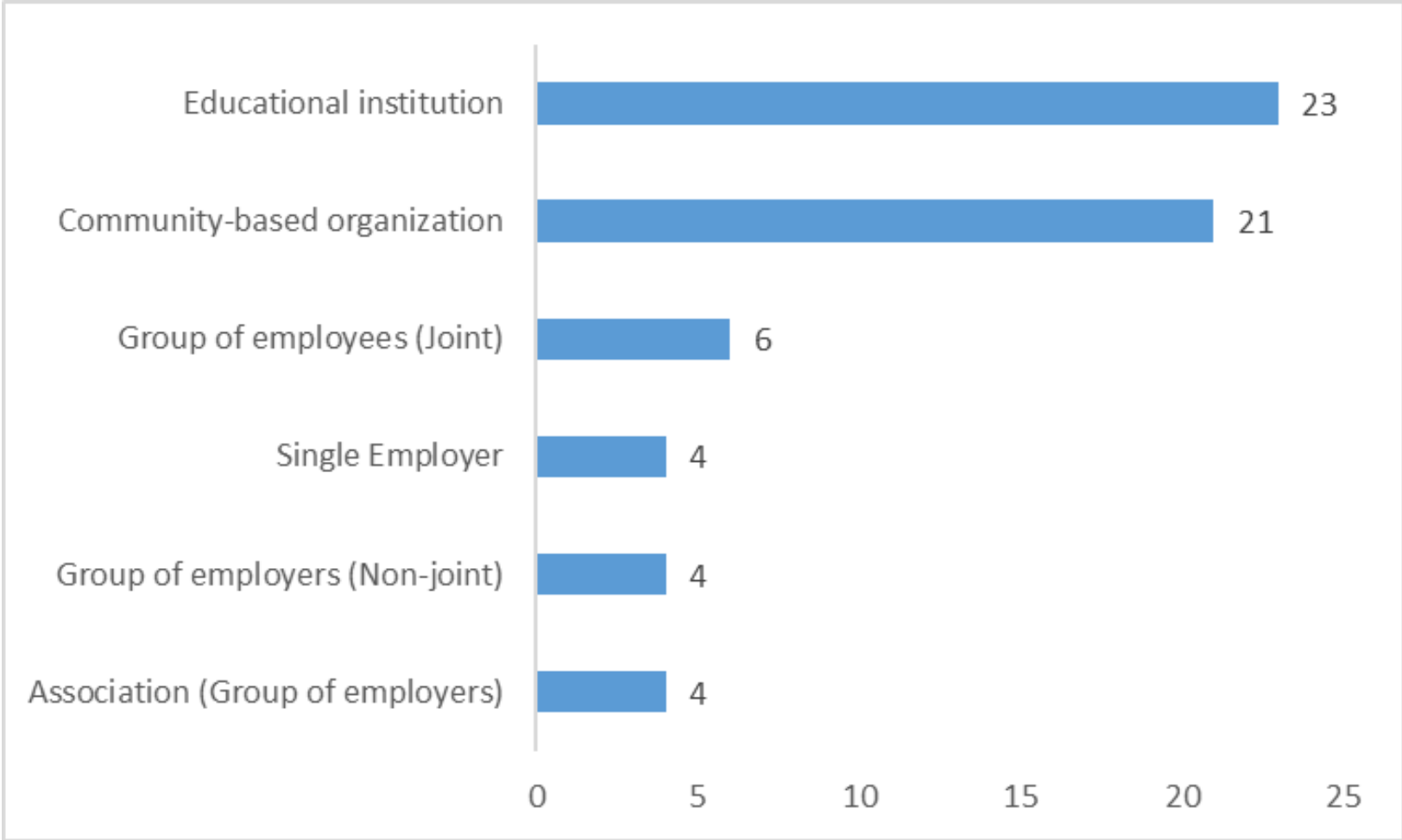
- Per 446.071(2) F.S., a local apprenticeship sponsor may be a committee, a group of employers, an employer, a group of employees, an educational institution, a local workforce board, a community or faith-based organization, an association, or any combination thereof.



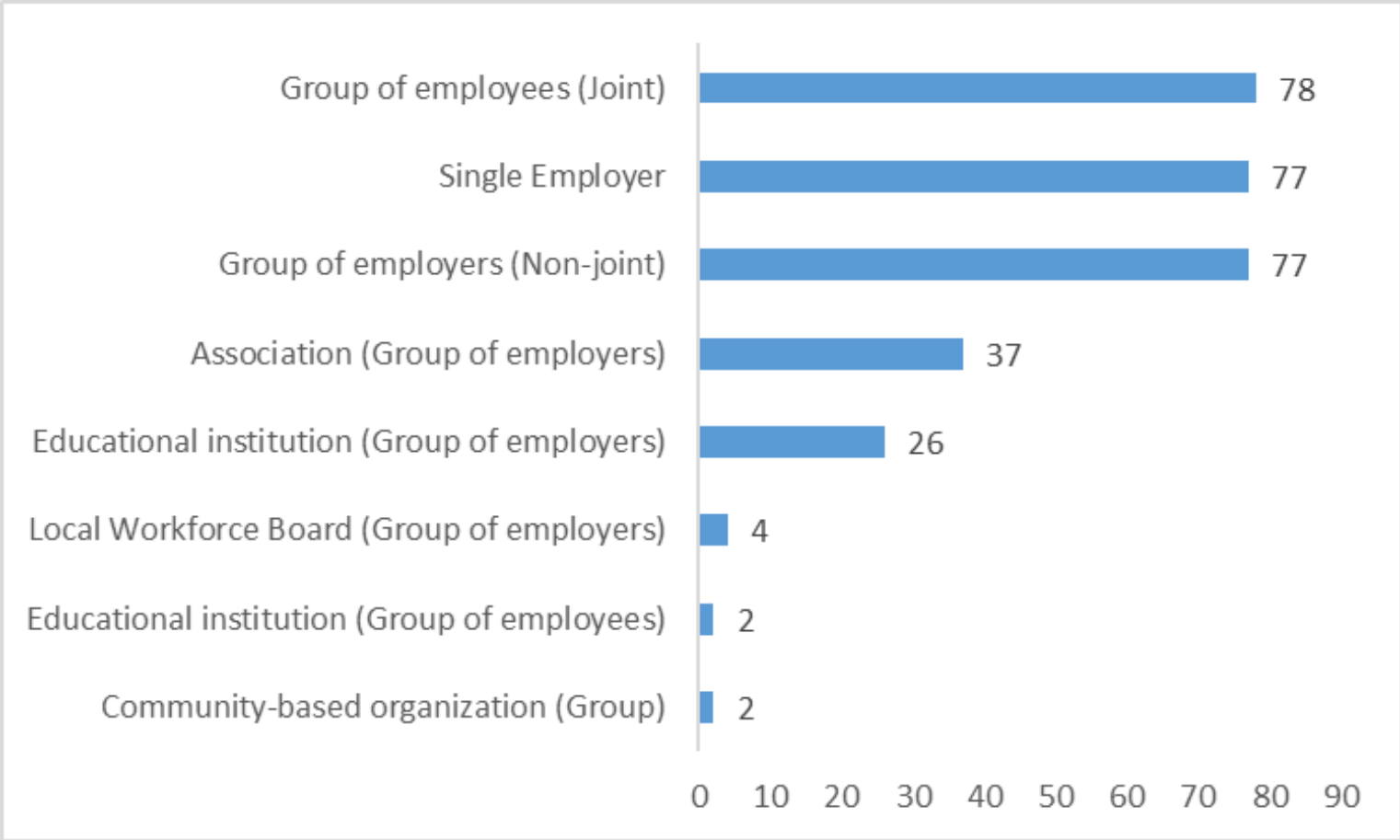
Experiential Learning Tax Credit

- SB 240 reimagined the Internship Tax Credit Program by renaming it the Experiential Learning Tax Credit Program and included apprentices and preapprentices to help encourage employers in the growth of apprenticeship programs.
- Per 220.198, F.S., for taxable years beginning during calendar years 2022 through 2025, the Florida Experiential Learning Tax Credit Program allows a tax credit against the Florida corporate income/franchise tax for up to five apprentices, preapprentices, or student interns per taxable year, per corporation.
- The credit amount is \$2,000 per apprentice, preapprentice, or student intern (maximum of \$10,000 for each taxable year). A total of \$2.5 million in credits is available for each of the four years of the Program.

2022-23 Preapprenticeship Programs by Sponsor Type



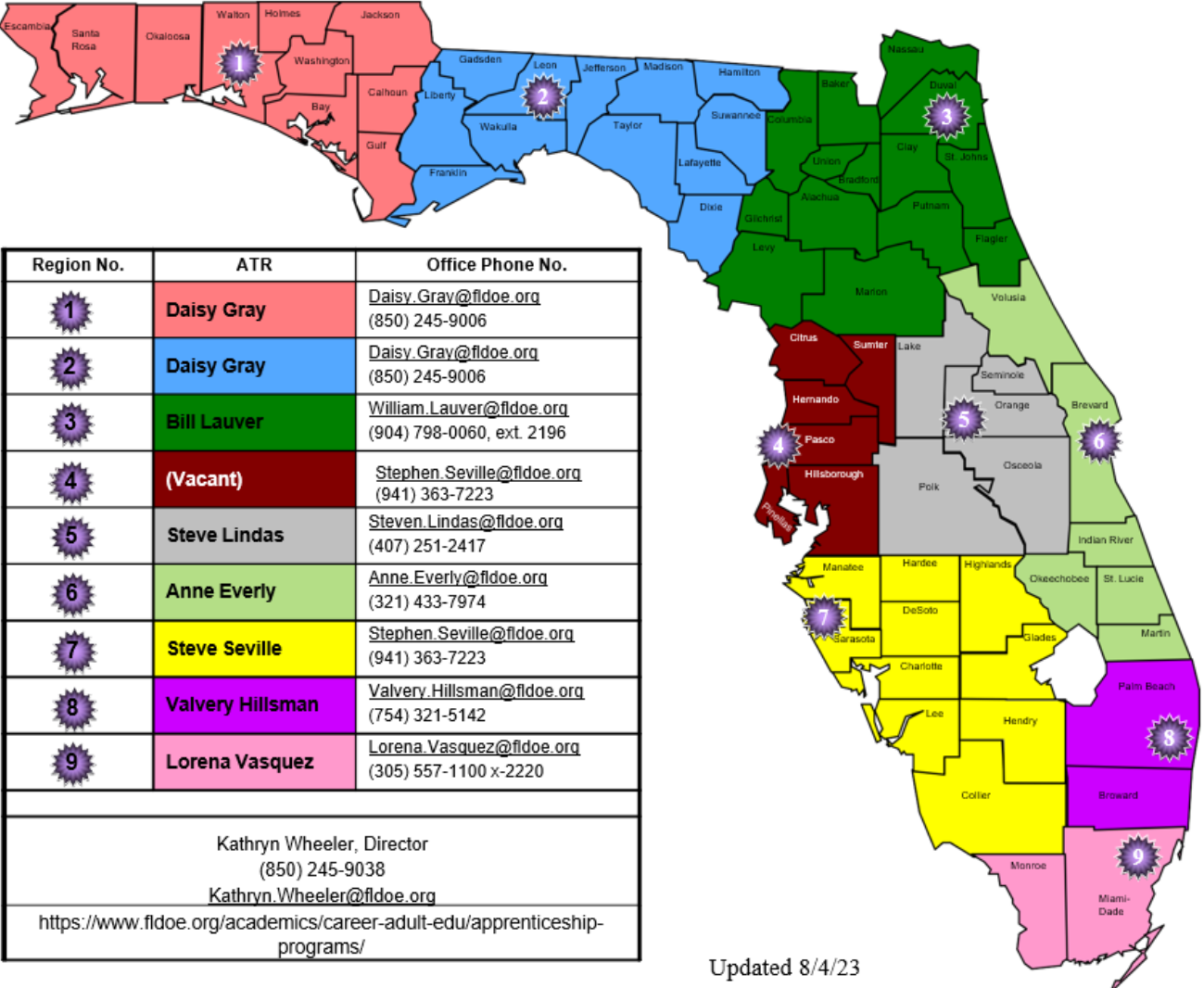
2022-23 Apprenticeship Programs by Sponsor Type



Pathways to Career Opportunities Grant (PCOG) Program

- PCOG has been the primary program for funding the creation, expansion and operation of preapprenticeship and apprenticeship programs.
- SB 240 made changes to the PCOG Program:
- Amends [s. 1011.802, F.S.](#), to provide flexibility for the administration of the Pathways to Career Opportunities Grant Program and includes the following provisions:
 - removes the requirement that the grant be awarded on a competitive basis;
 - adds the option of operational funding to establishment and expansion funding
 - prohibits the award from being used for administrative costs.
- Prohibits any individual applicant from receiving more than 10% of the total funds and provides potential fiscal incentives for programs to work together to share program resources.

Apprenticeship Training Representatives (ATRs)



Region No.	ATR	Office Phone No.
1	Daisy Gray	Daisy.Gray@fldoe.org (850) 245-9006
2	Daisy Gray	Daisy.Gray@fldoe.org (850) 245-9006
3	Bill Lauver	William.Lauver@fldoe.org (904) 798-0060, ext. 2196
4	(Vacant)	Stephen.Seville@fldoe.org (941) 363-7223
5	Steve Lindas	Steven.Lindas@fldoe.org (407) 251-2417
6	Anne Everly	Anne.Everly@fldoe.org (321) 433-7974
7	Steve Seville	Stephen.Seville@fldoe.org (941) 363-7223
8	Valvery Hillsman	Valvery.Hillsman@fldoe.org (754) 321-5142
9	Lorena Vasquez	Lorena.Vasquez@fldoe.org (305) 557-1100 x-2220
Kathryn Wheeler, Director (850) 245-9038 Kathryn.Wheeler@fldoe.org https://www.fldoe.org/academics/career-adult-edu/apprenticeship-programs/		

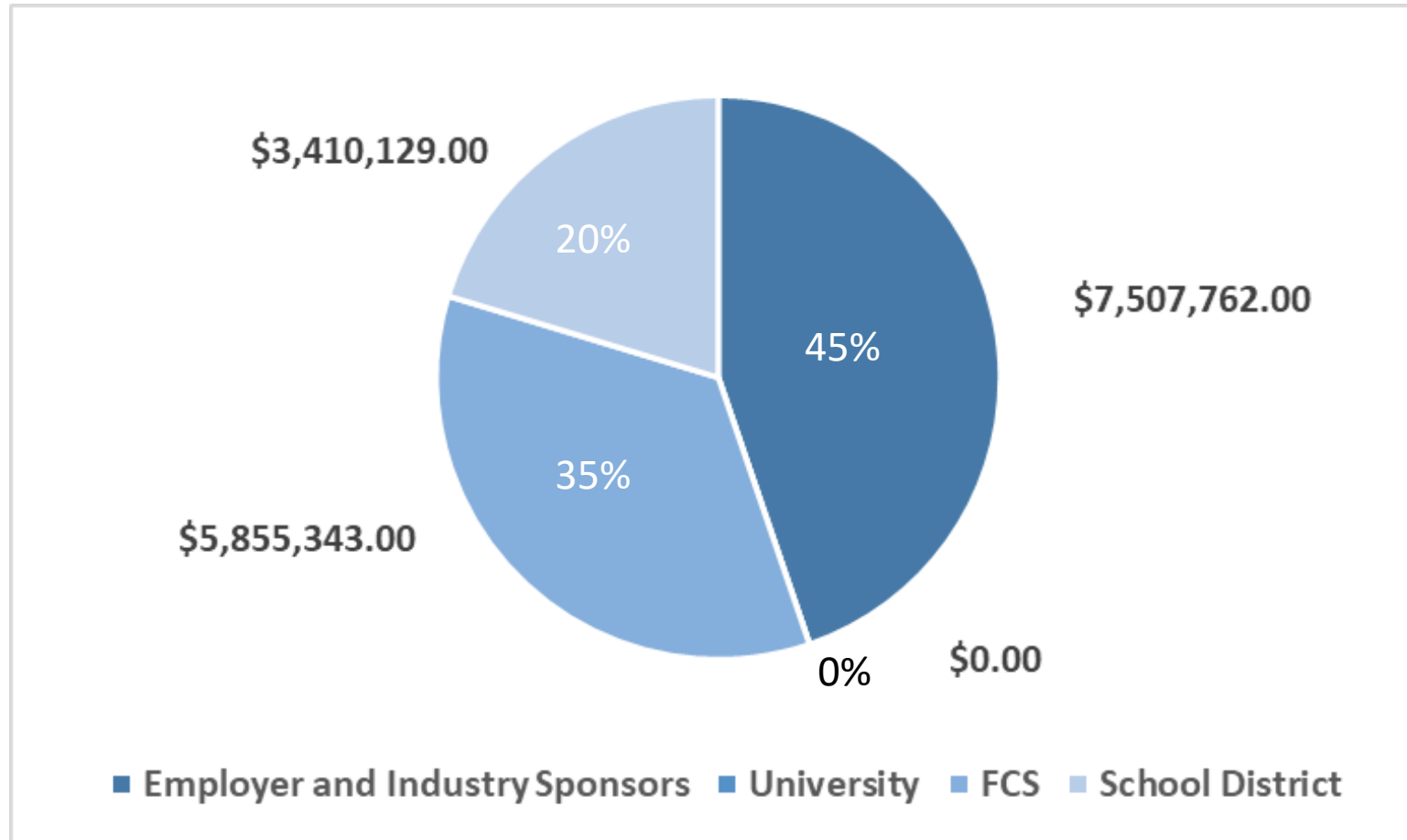
Updated 8/4/23

2022-23 PCOG Award Summary

By Region and Sponsor

22-23-Awarded	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Statewide
Employer and Industry Sponsors	\$-	\$369,735.00	\$1,375,297.00	\$1,015,334.00	\$-	\$1,289,856.00	\$-	\$489,444.00	\$314,945.00	\$2,653,151.00
University	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$455,875.00
FCS	\$-	\$117,469.00	\$163,426.00	\$-	\$-	\$3,731,665.00	\$930,078.00	\$-	\$456,830.00	\$-
School District	\$99,270.00	\$-	\$139,988.00	\$637,225.00	\$609,224.00	\$1,407,366.00	\$-	\$367,140.00	\$149,916.00	\$-

2022-23 PCOG Percentage of Award Funding By Sponsor

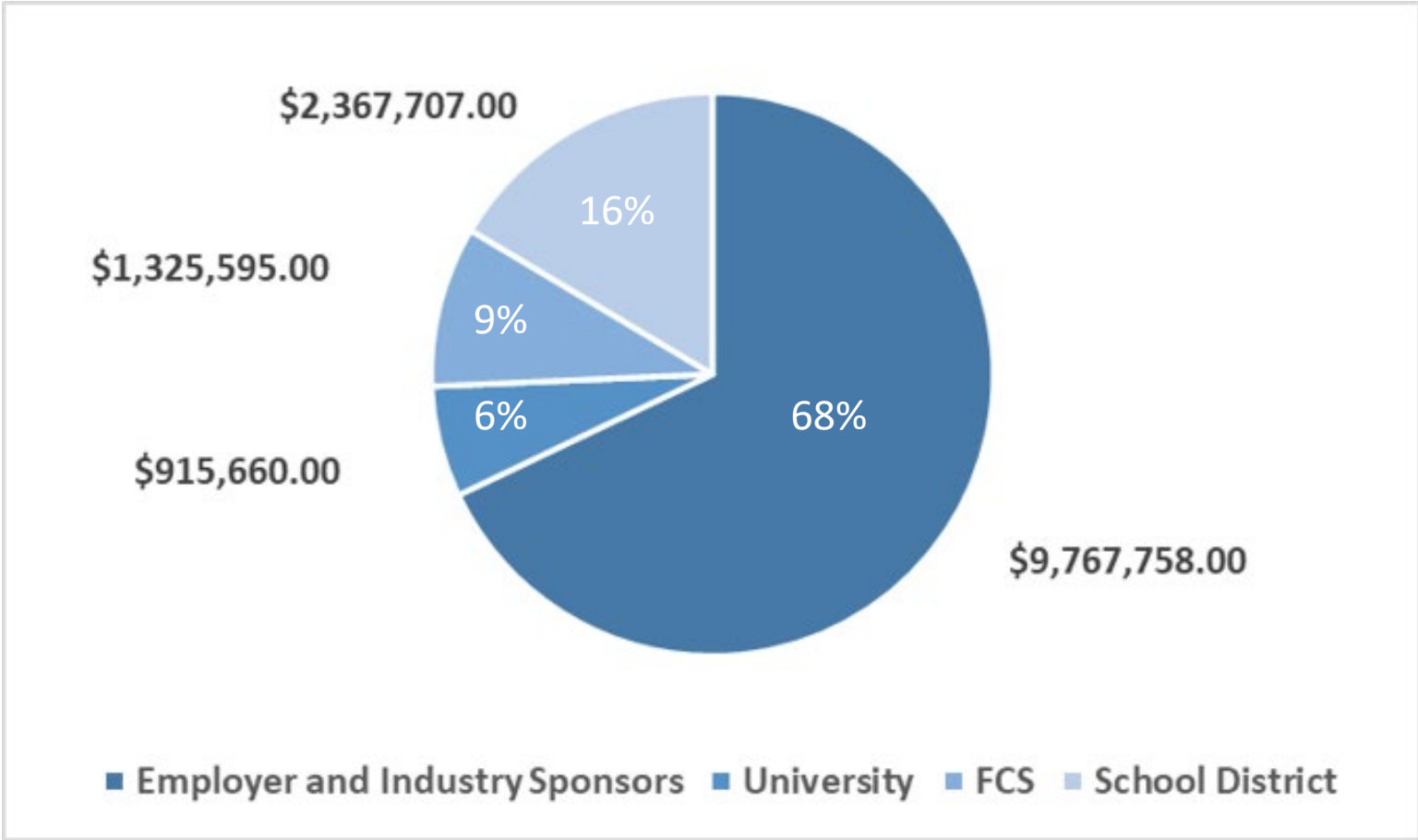


2023-24 PCOG Award Summary

By Region and Sponsor

23-24-Awarded	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Statewide
Employer and Industry Sponsors	\$0.00	\$40,000.00	\$1,211,000.00	\$1,671,106.00	\$616,330.00	\$71,480.00	\$400,000.00	\$58,279.00	\$151,370.00	\$5,548,193.00
University	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$670,000.00	\$245,660.00
FCS	\$0.00	\$122,708.00	\$0.00	\$227,943.00	\$36,480.00	\$0.00	\$312,980.00	\$350,000.00	\$275,484.00	\$0.00
School District	\$118,142.00	\$0.00	\$506,571.00	\$40,000.00	\$619,315.00	\$0.00	\$0.00	\$0.00	\$1,083,679.00	\$0.00

2023-24 PCOG Percentage of Overall Awarded Funding By Sponsor



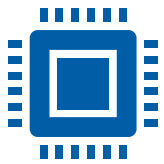
CAREERSOURCE FLORIDA NETWORK FUNDING OF APPRENTICESHIP EXPANSION

YEAR	FUNDING AMOUNT	FUNDING USE
2018-2019	\$1,750,000	Continued expansion efforts and statewide RAP summit
2019-2020	\$1,750,000	Expansion into non-traditional sectors
2020-2021	\$500,000	Apprenticeship Standards Builder Study (EY)
2021-2022	\$750,000	Apprenticeship Navigators at 7 LWDBs
2022-2023	\$1,500,000	Apprenticeship Navigators at 24 LWDBs
2023-2024	\$1,500,000	Apprenticeship Navigators at 24 LWDBs

Registered apprenticeships have emerged as an innovative talent development model, highlighting success across a spectrum of industries and diverse demographic groups.

This structured training approach not only addresses skill gaps within specific sectors but also caters to a broad range of individuals, contributing to a more inclusive and dynamic workforce.

Apprenticeship programs that support our goal to expand into non-traditional occupations, meeting specific and unique hiring requirements:



Semiconductor
Industry



Florida Division
of Blind Services



Law
Enforcement



Education



Electric Vehicle
(EV) Technology



Healthcare

Outlines the framework and guidelines for local workforce development boards to engage in allowable activities under the Workforce Innovation and Opportunity Act (WIOA).

These activities support quantitative outcomes for high-quality registered apprenticeships that:

- Align with industry needs
- Promote economic development
- Lead to high wages for apprentices

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