



# WORKFORCE READINESS

## Apprenticeships

*Establish clearly defined program guidance for state-promoted apprenticeships outlining prerequisites, requirements, funding, stakeholder incentives and participant outcomes.*



### Colorado

The Colorado Department of Labor and Employment partners with regional and local communities, the U.S. Department of Labor, and corresponding state agencies to develop and implement registered apprenticeship programs throughout the state. In addition, over the past several years CareerWise Colorado has leveraged state, federal, business and philanthropic funding to create and implement youth apprenticeship programs. Based on the Swiss and German apprenticeship models, students split time between their traditional high school classes and employer worksites. CareerWise Colorado currently focuses on occupations within nine identified pathways: business operations, education and training, advanced manufacturing, health care, financial services, real estate management, information technology (IT), hospitality, and maintenance technology. For business partners, it serves as an intermediary with education institutions and as a recruiter for student talent.

In addition, the U.S. Department of Labor recently authorized Industry Recognized Apprenticeship Programs, which expand the authorizing bodies for apprenticeships to support their growth in nontraditional industries. Also authorized was the Colorado Collegiate Apprenticeship Program, which is focused on creating a streamlined, efficient and direct pipeline of trained, qualified talent while working to reimagine modern efficiencies in higher education. Finally, the state's community college system received authorization to develop an IT and cybersecurity apprenticeship program between 2020 and 2024.

#### OPPORTUNITY TO STRENGTHEN

To build on its formidable progress, Colorado can consider an incentive fund program for students who are in registered apprenticeship programs to be eligible for reimbursement of tuition, books, required tools and other approved expenses required for participation in the program.

#### RESOURCES

- [Colorado Talent Pipeline Report](#)
- [CareerWise Colorado Annual Report 2019](#)
- [Colorado Department of Labor and Employment](#)
- [CO-TECH and Cybersecurity Apprenticeship Program](#)
- [Colorado Collegiate Apprenticeship Program](#)

#### POLICIES

N/A



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### Iowa

In 2014, the Iowa Legislature enacted the Iowa Apprenticeship Act, creating Chapter 15B of the Iowa Code. Its purpose is to increase the number of registered apprentices in Iowa by assisting eligible apprenticeship programs in the form of training grants. Building off this legislation, the 2018 Future Ready Iowa Act established a registered apprenticeship program and provides training grant funding for employers.

Additionally, school districts can partner with local businesses to create a registered apprenticeship program in certain designated occupational fields such as health care, information technology, advanced manufacturing, finance, hospitality, construction and energy. As of 2019, 26 secondary schools were operating youth registered apprenticeships in Iowa, with 19 distinct high schools, career academies or school districts serving as program sponsors.

In 2020, Governor Reynolds announced two new Registered Apprenticeship Expansion Grant opportunities funded by the Coronavirus Relief Fund. The grant is a short-term funding opportunity to incentivize the creation or expansion of registered apprenticeship programs.

### OPPORTUNITY TO STRENGTHEN

While most of the associated costs are paid by the employer, Iowa can consider an incentive program for students who are in registered apprenticeship programs to be eligible for reimbursement of tuition, books, required tools and other approved expenses required for participation in the program. This could increase equitable opportunities for all students by ensuring that financial barriers are removed. Iowa can also consider implementing a yearly audit to align the registered apprenticeship program with high-demand, high-wage career pathways.

### RESOURCES

- [Earn and Learn: Iowa's Registered Apprenticeship Programs](#)

### POLICIES

- [IA Code Chapter 15B](#). Apprenticeship Training Program
- [IA Code Chapter 15C](#). Future Ready Iowa Apprenticeship Program
- [IA Administrative Code Chapter 12](#). Apprenticeship Training Program



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### Kentucky

Under state statute (343), the state establishes requirements for apprenticeship programs. The state has also codified an incentive program for students who are in registered apprenticeship programs to be eligible for the Kentucky Educational Excellence Scholarship, which includes reimbursement of tuition, books, required tools and other approved expenses required for participation in the program.

Complementary to this work is the Kentucky Education and Workforce Development Cabinet. The cabinet is chaired by the lieutenant governor and consists of 11 state agencies. The cabinet provides oversight of several statewide initiatives including the state's registered apprenticeship program.

At the K–12 level, Kentucky promotes the Tech Ready Apprentices for Careers in Kentucky (TRACK) Pre-Apprenticeship or Youth Apprenticeship program. TRACK is a partnership between the Kentucky Department of Education's Office of Career and Technical Education and the Kentucky Office of Apprenticeship to provide secondary students with career pathway opportunities into registered apprenticeship programs.

#### OPPORTUNITY TO STRENGTHEN

Kentucky can conduct an audit of both TRACK and the Kentucky Educational Excellence Scholarship to ensure that they are meeting intended outcomes and to identify and analyze any potential gaps in terms of outcomes or student groups who may be underrepresented.

#### RESOURCES

- [TRACK Program](#)
- [TRACK Program Process](#)
- [Kentucky Educational Excellence Scholarship](#)
- [Kentucky Education and Workforce Development Cabinet](#)
- [Kentucky Education and Workforce Development Cabinet Apprenticeship](#)

#### POLICIES

- [KRS § 343.020](#). Kentucky Apprenticeship Council
- [KRS § 164.7884](#). Eligibility of Student in a Registered Apprenticeship Program for a Kentucky Educational Excellence Scholarship
- [KAR § 787.3.010](#). Registration of Apprenticeship Programs



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### South Carolina

In 2007, South Carolina created Apprenticeship Carolina through the SC Technical College System. Apprenticeship Carolina supports employers to create, maintain and maximize apprenticeships that will yield positive economic impact in the state. South Carolina offers employers a \$1,000 tax credit, which is renewable for up to four years, for each participating apprentice to incentivize employer participation and offset costs for establishing the program. Apprenticeship Carolina offers consultants that help employer participants develop individual programs and provide training and best practice resources when needed at no cost to employers. The program also includes preapprenticeship and youth apprenticeship components. Additionally, apprentices may be eligible for lottery tuition assistance if they are enrolled in a degree, diploma or certificate program at a state technical college.

In addition to the tax credit, the state provides support to employers for items such as instruction, training and wages through the workforce investment area funding and job retraining tax credit (E-Zone Program).

#### OPPORTUNITY TO STRENGTHEN

To build on its steady progress, South Carolina can consider an incentive program for students who are in registered apprenticeship programs to be eligible for reimbursement for books, required tools and other approved expenses required for participation in the program.

#### RESOURCES

- [Apprenticeship Carolina](#)
- [Apprenticeship Standards](#)

#### POLICIES

- [H 4593](#). Apprenticeship Tax Credit