



**FLORIDA'S ANNUAL
APPRENTICESHIP AND PREAPPRENTICESHIP REPORT
PROGRAM YEAR 2018-2019**

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In January 2019, Governor Ron DeSantis issued Executive Order 19-31 to chart a course for Florida to become number 1 in the nation for workforce education by 2030. Registered apprenticeship and preapprenticeship training programs are a key component of Florida's vision to ensure Florida has the best, most qualified workforce and that Florida's students have the opportunity to gain advanced skills and knowledge to find meaningful work and enjoy productive careers.

On the heels of that historic executive order, the Florida Legislature enhanced statutes governing registered apprenticeship with the passage of House Bill 7071. It included a provision that, by September 1 of each year, the FDOE publish an annual report on key fiscal, enrollment and programmatic aspects of Florida's registered apprenticeship and preapprenticeship programs. This report provides a retrospective look at the 2018-2019 program year and details key accomplishments related to participation and outcomes and federal and state investments in registered apprenticeship and preapprenticeship programs.

An Overview of Registered Apprenticeship and Preapprenticeship in Florida

Registered Apprenticeship

Registered Apprenticeship is an employer-driven, on-the-job workforce educational training program that connects job seekers looking to learn new skills and career opportunities with employers looking to create a pipeline of highly skilled individuals for their workforce. Through the implementation of a registered apprenticeship training and education model, employers can apply nationally recognized industry standards for apprentices, resulting in increased productivity, improving the quality of their workforce, retention of company knowledge, and reduction in turnover.

The key components of a Florida registered apprenticeship program are as follows:

- Registration of program standards of apprenticeship with the FDOE for federal purposes;
- Business Involvement – employers are the foundation of every Florida-registered apprenticeship program;
- Structured on-the-job training (OJT) - Apprentices receive OJT from an experienced journeyworker/mentor;
- Related technical instruction (RTI) - Apprentices combine OJT learning with RTI at Florida College System (FCS) institutions, school district technical colleges, apprenticeship training schools, union training facilities, or at the employer's facility and can be delivered in a classroom, on-line, correspondence, or any combination thereof;
- Guaranteed wage structure – Apprentices receive increases in wages as their skill levels and knowledge increase;



- Nationally recognized occupational credential – The successful completion of a registered apprenticeship program results in a nationally recognized credential issued by the FDOE, which confirms for potential future employers that the apprentice is fully qualified for the job; and
- Apprentices who complete a Florida-registered apprenticeship program may be accepted by their respective industry as a journey worker.

The key roles of those participating in a registered apprenticeship program are clearly defined and consist of the following:

Program sponsors – Sponsors are responsible for the administration of all aspects of a registered apprenticeship program. This can include, but is not limited to: administrative, outreach, education liaison, registrar, records management, apprenticeship committee administrator, compliance and quality assurance, complaints, etc. The following are examples of entities that may serve in the role of a program sponsor:

- Single employer;
- Trade association;
- Group of employers;
- Local workforce board;
- A public or private education provider;
- Community or faith-based organization; or
- Any other entity that complies with federal and state regulations.

Employers - These are the drivers of registered apprenticeship and are actively engaged by and through its own employees in the actual work of the occupation being apprenticed. The responsibility to hire, employ, and pay the progressive wage structure of the apprentice and the wages of the journeyworker/mentor training the apprentice rests with the employer. Employers also determine how the required RTI will be delivered and by whom. For some employers, starting a registered apprenticeship program may not be the best option. Instead, it may make sense to join an existing registered apprenticeship program as a participating employer. All it takes is for an employer to execute a single-page “Participating Employer Agreement” with the program sponsor and agree to abide by the training expectations set by the program sponsor for the apprentices. Participating employers benefit because all the paperwork and administrative duties are taken care of by the program sponsor. To become a participating employer in an existing registered apprenticeship program, employers should contact the apprenticeship training representative in their region for additional information and help determine which registered apprenticeship program best fits their particular occupation and training needs. (See the *FDOE Resource Summary for Registered Apprenticeship* section for more information on assistance and support provided by the FDOE.)

Apprentices - These are individuals who are at least 16 years of age and who have entered into an apprenticeship agreement with a registered apprenticeship sponsor. They are a hired employee of the participating employer in an “earn while you learn” model and engaged in learning the apprenticeable occupation through actual supervised work experience.



Apprentices enjoy the benefit of obtaining tangible, marketable skills through the tutelage of qualified journeyworkers/mentors in their field and working for an employer who has already invested in their success.

Every apprenticeship program registered with the FDOE is automatically recognized by the U.S. Department of Labor (USDOL) for federal purposes. This provides apprentices with credibility and marketability when they successfully complete their registered apprenticeship program from a nationally recognized program with a nationally recognized credential. This also gives registered apprentices the opportunity for mobility. According to the USDOL, Florida is ranked 10th amongst all the states and territories for the number of new apprentices, 13th for the total number of apprentices, and 15th for the number of successful completers.

Registered Preapprenticeship

Preapprenticeship is designed to prepare individuals to enter and succeed in a registered apprenticeship program. These programs promote a diverse and skilled workforce and prepare participants to meet the basic qualifications for entry into a registered apprenticeship program, through:

- An approved training curriculum based on industry standards,
- Academic and technical instruction and career services,
- Hands-on training in a simulated lab experience or through volunteer opportunities, and
- Assistance in applying to registered apprenticeship programs.

Registered preapprenticeship is authorized in section 446.052 Florida Statutes and Rule 6A-23.010, Florida Administrative Code and defined as an organized program of instruction offered in a public school system or elsewhere and is designed to prepare a person 16 years of age or older to become an apprentice. Preapprenticeship programs are registered with the FDOE and sponsored by a registered apprenticeship program. The program sponsors determine the length and breadth of knowledge needed to properly prepare individuals for becoming apprentices. Some programs incorporate OJT into the program while others focus on RTI delivered in a classroom or laboratory setting. These programs function as a pathway into registered apprenticeship. (See the *Pathways to Apprenticeship* section.)

Management and Oversight of Registered Apprenticeship and Preapprenticeship

The USDOL recognizes the FDOE as the authorized registration agency of apprenticeship programs and apprentices for federal purposes as found in Federal Regulation 29-CFR-29.13 – *Recognition of State Apprenticeship Agencies*. The Division of Career and Adult Education, Apprenticeship Section oversees the day-to-day management of Florida’s registered apprenticeship programs in compliance with federal regulations 29-CFR Part-29 - *Labor*



Standards for The Registration of Apprenticeship Programs, and 29-CFR Part-30 - Equal Employment Opportunity In Apprenticeship, as well as sections 446.011-092, Florida Statutes, and Rules 6A.23-001-011, Florida Administrative Codes.

The USDOL does not oversee preapprenticeship programs. Therefore, the FDOE is the authorized registration agency for registering, servicing, and providing technical assistance for preapprenticeship programs and preapprentices in Florida.

Current Program Status and Outcomes

As Florida’s economy has strengthened over the past several years, the number of registered apprentices and programs has dramatically increased. Between July 1, 2018 and June 30, 2019, the FDOE had 228 registered apprenticeship programs and 12,014 active apprentices during this same period¹. Between July 1, 2018 through June 30, 2019, 1,695 apprentices successfully completed their respective programs. Currently, there are over 4,500 participating employers training in 57 apprenticeable occupations.

Although white individuals make up the largest proportion of registered apprentices (54%), Hispanic and African American individuals comprise a sizeable portion of total registered apprentices participating in registered apprenticeship programs (43%).

Individuals participating in a registered apprenticeship program have an opportunity to attain a career in a profession that pays well throughout the registered apprenticeship process and even better upon successful completion. According to research conducted by USDOL, some registered apprenticeship completers enter a career and may begin earning an average salary of more than \$50,000 – in addition to potentially avoiding student loan debt.

Registered apprentices are set up with an excellent foundation to succeed and grow within their chosen careers in the future. It truly is a win-win situation for both the participating employers and the registered apprentices who choose to participate in a Florida-registered apprenticeship program.

Partnerships between Registered Apprenticeship Programs and Florida’s Public Educational Providers

Many registered apprenticeship programs partner with school districts and FCS institutions to provide the RTI for their programs. It is important to understand that it is not a requirement for registered apprenticeship and preapprenticeship programs to partner with a public educational provider to deliver RTI. (See *Florida’s Apprenticeship and Preapprenticeship Participation and Outcomes* section and Appendix D for additional information.)

¹ Based on data reported in the U.S. Department of Labor RAPIDS Registration system. This number includes apprentices who were active in the year but exited before June 30, 2019. See Appendix E-2 for detailed information.



Pathways into Apprenticeship

The most common pipeline of individuals into registered apprenticeship is through recruitment and outreach campaigns conducted by existing registered apprenticeship program sponsors, both joint (those who engage in collective bargaining) and non-joint (those who do not engage in collective bargaining) programs. Pathways into registered apprenticeship predominately include educational institutions, local workforce boards, and preapprenticeship programs. The preapprenticeship pathway model affords an individual the best opportunity to move into a registered apprenticeship program. Preapprenticeship programs are specifically designed and developed to provide additional workforce readiness skills for individuals who need additional skillsets in order to qualify and be selected into a registered apprenticeship program. Individuals who successfully complete a registered preapprenticeship program earn a preapprenticeship certificate issued by the FDOE and are afforded the same consideration as a military veteran during the registered apprenticeship program selection process. Registered preapprenticeship programs can be no less than six (6) months and no more than twenty-four (24) months in length.

In order to maintain a clear pathway from preapprenticeship to apprenticeship, all registered preapprenticeship programs must be sponsored by one or more registered apprenticeship programs in the same occupations. The minimum age to participate in a registered preapprenticeship program is 16 years of age. Registered preapprenticeship programs can be designed for high school students (typically juniors and seniors), out-of-school youth (ages 16 – 24), and adult (ages 25 and up).

In order to enhance pathways into apprenticeship, the FDOE created two new high school programs with associated courses (High School Apprenticeship and High School Preapprenticeship) in response to legislation that passed in 2018. These programs can be offered by any school district to high school students if they qualify for entry into a registered apprenticeship or preapprenticeship program. School districts enrolling students using either of these programs must ensure that the students and parents are fully aware of any and all federal and state regulations related to registered apprenticeship and preapprenticeship requirements. Students who complete courses in either program receive credit to satisfy the electives credit requirement for a standard high school diploma. The most recent program descriptions for the 2019-2020 school year may be accessed [here](#).

Key Initiatives in 2018-2019

The FDOE has been focused in the past year on initiatives to promote the value of registered apprenticeship, expand registered apprenticeship and preapprenticeship opportunities, and streamline the approval process for entities seeking to create new programs. In addition, barriers to registered apprenticeship in certain occupational areas were removed with the



passage of House Bill 7071. The following achievements represent the results of this focus on registered apprenticeship and preapprenticeship.

Reducing Barriers and Bureaucracy

The FDOE has reduced barriers to starting new registered apprenticeship and preapprenticeship programs by streamlining the approval process for programs. By reducing barriers and eliminating unnecessary bureaucratic processes, it is now easier and more efficient to register a program.

In the past, the department, on average, registered seven to nine new apprenticeship programs per year, with an average of nine to 12 months to complete the process. In 2018-2019, the Apprenticeship Section registered 24 new programs with an average registration time of three weeks. Some strategies that contributed to this improvement include the use of electronic documentation, elimination of redundant paperwork, and redesign of the Florida Standards of Apprenticeship documents to incorporate multiple occupations easier. Additionally, the Apprenticeship Section team provides extensive technical support to employers who are interested in starting a new program. Understanding the time constraints placed upon employers, works steadfastly to assist the employer with a seamless process, the success of which is evidenced by the metrics-based outcomes.

Diversification and Expansion in Non-Traditional Industry Sectors

The recent growth of registered apprenticeship includes the diversification and expansion into non-traditional industry sectors such as healthcare, manufacturing, aviation, and information technology that have typically not embraced registered apprenticeship as a viable workforce education solution. These sectors are now represented and serving as a model for other Florida employers. The following new programs represent the results of these ground-breaking efforts:

- CVS Pharmacy - The first statewide expansion of a registered apprenticeship program in the healthcare sector with the occupation of Lead Pharmacy Technician at CVS pharmacies throughout the state.
- Avocet Aviation (Orlando) - Florida's first Airframe and Powerplant Technician registered apprenticeship program, which has also been recognized by the Federal Aviation Administration.
- Sunshine Boats and Motors (Tallahassee) - The first Marine Service Technician registered apprenticeship program. Upon successful completion of the program, apprentices will receive a certificate of completion from the FDOE based on successful mastery of Yamaha's National Guidelines Standards.
- Piper Aircraft (Vero Beach) - In order to meet their specific workforce needs, Piper Aircraft developed one of the first cross-functional apprenticeable occupations (Aircraft Structure, Surfaces, Rigging, and Systems Assemblers) in Florida. In year one, apprentices receive foundational training in three manufacturing disciplines: CNC machining, sheet metal



fabrication, and mechatronics. During year two, apprentices identify one of the three manufacturing disciplines in which they receive advanced specialized training and instruction.

- Lively Technical College (Tallahassee) - The second Florida school district technical college to register as a sponsor, Lively Technical College, is operated by Leon County Public Schools and is a shining example of a public education provider championing the registered apprenticeship training model in their local community. The technical college serves as the program sponsor and administers the program on behalf of its participating employer partners (a local automotive dealership and a local technology firm). The occupations the apprentices are training for are Senior IT Network Consultant with 14 potential industry certifications structured within program, and Automotive Service Mechanic, including nine Automotive Service Excellence (ASE) industry certifications.
- Broward College (Fort Lauderdale) - Broward College became the third FCS institution to register as a program sponsor. Its participating employer partners include Wheelhouse IT and Hotwire Communications. The apprenticeable occupations include Information Technology Specialist and Telecommunications Technician.

Advancement efforts to diversify and expand registered apprenticeship were strengthened during the 2019 legislative session with the passage of House Bill 7071, which removed long-standing occupational prohibitions that restricted apprenticeship for occupations in three areas:

- 1) Selling, retailing, or similar occupations in the distributive field;
- 2) Managerial occupations; and
- 3) Professional and scientific vocations for which entrance requirements customarily require an academic degree.

The removal of these barriers is significant in that it opened doors for many more industries and occupations that can employ and use the registered apprenticeship training model to recruit, train, and retain a skilled workforce.

Integration into Florida's Workforce Development System

For the past three years, FDOE has worked closely with CareerSource Florida, Inc. (the state's Workforce Development Board) and the Department of Economic Opportunity to promote, expand and diversify registered apprenticeship. In February 2019, the CareerSource Florida Board of Directors adopted strategic policy 2019.02.13.A.1 that recognized registered apprenticeship as one of two viable sector strategies. The policy applies to CareerSource Florida, the Department of Economic Opportunity and all 24 local workforce development boards. As such, local workforce development boards are required to describe their approach to establishing, implementing and sustaining effective sector strategies, including registered apprenticeship expansion opportunities, in their local workforce development plans and should identify opportunities for new or expanded registered apprenticeships in targeted sectors.



Another highlight resulting from this partnership is the lead role local workforce development boards are taking by serving as a registered apprenticeship program sponsor on behalf of a group of local participating employers. This model will likely expand in the 2019-2020 year as it is replicated around the state.

State and Federal Grant Support for Program Development and Expansion

Executive Order 19-31 included a directive to the Commissioner of Education to secure \$10 million for the *Pathways to Career Opportunities Grant*. Thanks to the support of the Florida Legislature, the funding was allocated, and the Department will select proposals from high schools, school district career centers, charter technical career centers, FCS institutions, and other entities authorized to sponsor programs. Funds must be used for the creation of new or expansion of existing Florida registered apprenticeship or Florida registered preapprenticeship programs.

On May 3rd, 2019, USDOL announced the availability of funding for the Apprenticeship State Expansion grant program. Florida was awarded \$3,078,257, with a 36-month period of performance to commence July 1, 2019. These funds will be used to achieve the following goals:

1. Support the expansion of new and existing registered apprenticeship programs in all industry sectors;
2. Support the expansion of new registered apprentices in all registered apprenticeship programs;
3. Support and strongly encourage the diversity of registered apprentices from traditionally underrepresented populations (women, minorities, disabled, veterans, etc.) in new or expanding registered apprenticeship programs; and
4. Continue to build on previous successes with state partners such as CareerSource Florida, Department of Economic Opportunity, or any other Florida state agency in developing education and economic development strategies to ensure that the Florida registered apprenticeship system is a viable career path for Florida's citizens, as well as a valuable workforce development strategy for employers.

These new state and federal funds will help to expand opportunities for registered apprenticeship training for Floridians and provide a financial boost to help fill the demand for skilled workers for Florida's economy.

FDOE Resource Summary for Registered Apprenticeship

State Capacity and Structure

The Apprenticeship Section is comprised of eight positions, which are funded annually through the General Appropriations Act and then apportioned within the FDOE to fund the operation (salaries and expenses) of the Apprenticeship Section. Staff are located in Tallahassee and



strategically throughout the state to better serve current and future programs at a local level. The state director, government operations consultant I, and apprenticeship and training representative (ATR) that services Region 1B (ranging from Leon County to Escambia County) are based in Tallahassee at FDOE headquarters. The state is divided into six geographic regions with a local ATR who is responsible for the day-to-day management of servicing and providing technical assistance for existing apprenticeship and preapprenticeship programs, registration of new apprenticeship and preapprenticeship programs, as well as registration, completion and on occasion, cancellation of programs and apprentices in the USDOL Registered Apprenticeship Program Information Data System (RAPIDS). See **Appendix A** for state and regional program contact information for the Apprenticeship Section team.

Onboarding and Technical Support

The mission of Florida’s Apprenticeship Section is to advance registered apprenticeship and preapprenticeship as a workforce solution strategy. The regional ATRs function as a one-stop source for all-things apprenticeship—from assisting with basic inquiries to helping with new program creation to running a program – all requests are addressed and supported in each of the six regions. As a result, the team is ready to help potential program sponsors navigate the national and Florida-registered apprenticeship systems.

Since Florida’s registered apprenticeship and preapprenticeship programs serve both program sponsors and individuals participating in a program, the information and resources must be customized based on the roles of those participating in a registered program. Employers or other potentially eligible sponsors are looking for information on how to be involved in the registered apprenticeship system. Individuals are interested in potential employment opportunities. Sponsoring a registered apprenticeship or preapprenticeship program starts with a phone call or an e-mail inquiry to the Apprenticeship Section office in Tallahassee or through any one of the six regional ATR’s.

Recruitment and Outreach Efforts

All of the ATRs work, in varying capacities, with local workforce boards, community partners, veterans’ advocacy groups and with public and private education providers to bring awareness about registered apprenticeship and preapprenticeship programs. A large part of the responsibilities of the ATRs is to conduct and participate in various recruitment and outreach activities. These can range from presenting to groups of employers, participating in job fairs, providing information to local workforce boards, attending graduation and completion ceremonies, speaking at various annual conferences, etc. Emphasis is placed upon outreach efforts to attract diverse apprenticeship candidates from traditionally underrepresented populations (women, veterans, minorities, persons with disabilities) in order to help employers reach a larger and more diverse pool of candidates.



A further enhancement to existing recruitment and outreach efforts was created during the 2019 legislative session with the passage of House Bill 7071, requiring the FDOE to provide assistance to district school boards, FCS institution boards of trustees, program sponsors, and local workforce development boards in notifying students, parents, and members of the community of the availability of apprenticeship and preapprenticeship opportunities, including data provided in the economic security report pursuant to section 445.07. 260 (4)(2) Florida Statute. See **Appendix B** for a summary by region of the specific outreach activities and events conducted in 2018-2019.

Florida’s Apprenticeship and Preapprenticeship Participation and Outcomes

The following provides an at-a-glance summary of the 2018-2019 activity in registered apprenticeship and preapprenticeship programs with detailed information provided in the appendices section.

Registered Programs and Public Educational Partnerships

In 2018-2019,² FDOE had a total of 259 registered programs, of which 228 were registered apprenticeship programs and 31 were registered preapprenticeship programs. **Appendix D** is a registry of these programs and any affiliated partnerships with school districts or FCS institutions. The table is sorted by the educational provider of the RTI if applicable. The term educational provider is synonymous with the term local education agency (LEA), as used in **Appendix D**.

For the 259 registered programs with a registration at any time during the year:

- 115 programs were partnered with a school district or FCS institution for the RTI, 44% of total registered programs;
- 93 programs partnered exclusively with school districts for the RTI, 36% of total registered programs;
- 15 programs partnered exclusively with FCS institutions for the RTI, 6% of total registered programs; and
- 7 programs partnered with both school districts and FCS institutions for the RTI, 3% of total registered programs.

Program Participation

There are two methods for collection of statewide data by trade and occupation available for registered apprenticeship and preapprenticeship. The first method considers when registered apprenticeship and preapprenticeship is offered in partnership with a school district or FCS institution for RTI, the enrollment activity is reported to the FDOE for accountability and

² From July 1, 2018 to June 30, 2019



funding purposes by program.³ **Appendix E-1** provides enrollment by program for 2018-2019. The programs with the most enrollment was the following:

- Electrician
- Plumbing Technology
- Air Conditioning, Refrigeration and Heating Technology
- Early Childhood Education
- Preapprenticeships training for construction-related occupations

These programs represent seventy percent of total program enrollment. The limitation of this data source is that it does not capture all participation in registered apprenticeship and preapprenticeship, where the program sponsor is providing all of the RTI.

The second method of capturing program participation is to look at all apprentices registered in the program over a period of time. **Appendix E-2** provides the number of registered apprentices participating by trade and occupation. Between July 1, 2018 and June 30, 2019, there were 12,014 active apprentices in registered programs. This data does not include preapprenticeship information which is not captured in the federal data system (RAPIDS). Total preapprenticeship program participation, where RTI is being provided by the program sponsor, is only available through supplemental data collection and is not reported by trade and occupation. The occupations with the most associated registered apprenticeships was the following:

- Electrician
- Plumber & Pipe Fitter
- Heating & Air Conditioning Mechanic & Installer
- Child Care Development Specialist
- Elevator Constructor

These occupations represent seventy-five % of total participation in registered apprenticeship.

Program Outcomes

During the 2018-2019 program year, 1,695 apprentices completed their program and received an apprenticeship certificate. Of those completing, 846 apprentices (50%) completed their program during the appropriate timeframe. In 2018-2019, there were 885 preapprentices who exited their programs. Of those, 600 completed the program for a 68% completion rate. Information on whether the preapprentice completed on-time was not available for the reporting year.

State Investments in Registered Apprenticeship and Preapprenticeship Training

³ Program names are based on occupations.



Workforce education programs are defined in Florida Statutes to include registered apprenticeship and preapprenticeship programs as defined in s. 446.021.⁴ This provides school districts and FCS institutions authority to offer registered apprenticeship through their educational programs and to spend their state operating funds for the support of these programs.

School district operating funds are provided to 57 districts in the General Appropriations Act through the Workforce Development Funds category. FCS institution operating funds are provided annually to 28 colleges in the FCS Program fund category. Unlike other postsecondary programs, students participating in registered apprenticeship training through a district or FCS institution are exempt from the payment of tuition and fees for the RTI component of their registered apprenticeship program.⁵ The operating funds provided to district and FCS institutions may be used for the support of registered apprenticeship, but this is not a required expenditure of funds. As such, districts and colleges are not allocated a specific amount of funds that must be spent for the support of this type of program. Based on local demands and current resources, districts and college will enter into local agreements with the registered apprenticeship program sponsor. These agreements are not standardized statewide and will reflect the contributions of the district or college and the program sponsor toward the costs of supporting the program.

If a school district or FCS institution partners for the registered apprenticeship program, they are mandated to report the total amount of funds expended for that program in their annual cost reports. **Appendix C** provides the most recently available financial data on expenditures for registered apprenticeship and preapprenticeship programs for the 2017-2018 fiscal year. The total state expenditures for both school districts and FCS institutions was about \$22.8 million.

Conclusion: The Value of Apprenticeship and Preapprenticeship

The Value for Employers

Registered apprenticeship and preapprenticeship helps Florida employers develop highly-skilled employees. This training method is associated with a reduction turnover rates and associated costs, increased productivity and lower costs of recruitment.

Additional benefits include:

- **Customized training** that meets industry standards, tailored to the specific needs of employers, resulting in highly-skilled employees.
- **Increased knowledge** transfer through OJT from an experienced journeyworker/mentor, combined with RTI courses to support work-based learning.
- **Enhanced employee retention:** According to the USDOL, approximately 91% of apprentices that complete a registered apprenticeship program are still employed nine months later.

⁴ s. 1011.80(1), F.S.

⁵ s. 1009.25(1(b), F.S.



- **A safer workplace** that may reduce worker compensation costs, due to the program’s emphasis on safety training.
- **A stable and reliable pipeline** of qualified workers.
- **A systematic approach to training** that ensures employees are trained and certified to produce at the highest skill levels required for the occupation.

The Value for Apprentices and Preapprentices

Registered apprenticeship and preapprenticeship helps individuals seeking employment and training the opportunity to participate in a structured training program. Registered preapprentices have a pathway into registered apprenticeship and have received academic and technical instruction and in some cases, OJT making them highly competitive. Registered apprentices earn a paycheck from day one on the job that is guaranteed to increase as their training progresses. Registered apprentices also complete a combination of job-related instruction and hands-on training at the job site leading to a nationally-recognized, portable credential. Other benefits include:

Hands-on career training: Apprentices receive practical on-the-job training in a wide variety of occupations and industries, such as health care, construction, information technology, transportation, energy, and advanced manufacturing.

An education: Apprentices receive hands-on training resulting in improved skills and competencies as well as the potential to earn postsecondary credit toward a certificate or degree.

A career: Once the apprenticeship is complete, workers are on their way to a successful long-term career with a competitive salary and little or no student loan debt.

National credential: When an apprentice graduates from a registered program, he or she earns a certified portable credential accepted by industries and employers across the U.S.

The Value to the Workforce System

Connecting registered apprenticeship and preapprenticeship to Florida’s state and local workforce systems is a win-win partnership. The strategy helps Florida employers thrive by building a highly-skilled, highly-productive workforce, and it helps job seekers access and maintain stable careers with good wages.

By using registered apprenticeship as a talent development strategy, the workforce system can increase worker skills, meet employer needs, and enhance performance outcomes. Additionally, under the Workforce Innovation and Opportunity Act of 2014, registered apprenticeship is identified as a training strategy to assist individuals with barriers to employment. As such, registered apprenticeship programs are given automatic approval status



on a local workforce development board's eligible training provider list. Registered apprenticeship contributes to positive outcomes in the state and local workforce development system's WIOA performance measures:

Employment: Registered apprenticeship is a job. All registered apprentices enter employment with guaranteed wages when they begin an apprenticeship program.

Retention: Registered apprenticeship programs have high retention rates.

Earnings: Apprentices have progressive wage increases as they advance in skills and knowledge in the program

Credential Attainment: All registered apprenticeship graduates earn a national, industry-recognized credential.

In summary, the value of registered apprenticeship and preapprenticeship to Florida's employers, individuals seeking employment, the workforce development system and the economy cannot be overstated. It is an industry-driven, high quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction and a portable, nationally-recognized credential of value.



List of Appendices

Appendix A: State and Regional Apprenticeship Program Contact Information

Appendix B: State Apprenticeship Program Activities Overview

Appendix C: Summary of Fiscal Information for Registered Apprenticeship Programs in School Districts and Florida College System Institutions, 2017-18

Appendix D: List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership (if applicable), 2018-19

Appendix E-1: Registered Apprenticeship and Preapprenticeship Program Enrollment by Trade/Occupation and LEA Type, 2018-19

Appendix E-2: Registered Apprentices by Trade/Occupation



APPENDIX A

State and Regional Apprenticeship Program Contact Information

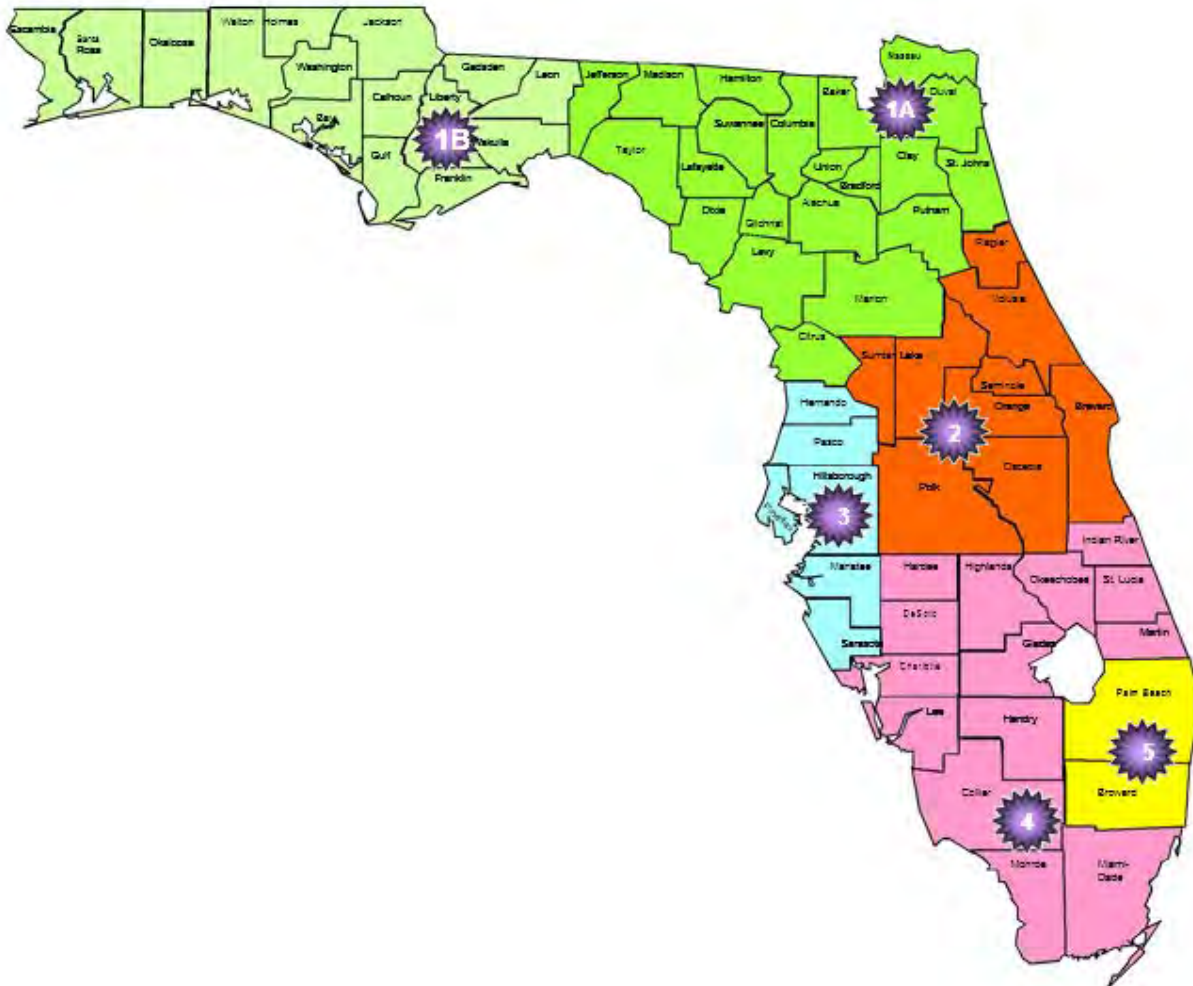
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 Apprenticeship: 850-245-0454
 Phone: 850-245-9039
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 Email: Richard.Norman@fldoe.org

Below is a table of the six (6) regions and contact information.

Region	Location	Current Address/Contact Information	Counties
1A	Jacksonville	Apprenticeship Office 215 N. Market Street, Suite 300 Jacksonville, Florida 32202-2851 Telephone: (904) 798-0060 Email: william.lauver@fldoe.org	Alachua; Baker; Bradford; Citrus; Clay; Columbia; Dixie; Duval; Gilchrist; Hamilton; Jefferson; Lafayette; Levy; Madison; Marion; Nassau; Putnam; St. Johns; Suwannee; Taylor; and Union
1B	Tallahassee	325 W. Gaines Street, Room 754 Tallahassee, Florida 32399-0400 Telephone: (850) 245-0454 Email: Richard.Norman@fldoe.org	Bay; Calhoun; Escambia; Franklin; Gadsden; Gulf; Holmes; Jackson; Leon; Liberty; Okaloosa; Santa Rosa; Wakulla; Walton; and Washington
2	Orlando	Apprenticeship Office 2900 W. Oak Ridge Road Orlando, Florida 32809 Telephone: (407) 251-2417 Email: Steven.Lindas@fldoe.org	Brevard; Flagler; Lake; Orange; Osceola; Polk; Seminole; Sumter; and Volusia
3	Sarasota	Apprenticeship Office 4748 Beneva Road Sarasota, Florida 34233 Telephone: (941) 924-1365 Email: Stephen.Seville@fldoe.org	Hernando; Hillsborough; Manatee; Pasco; Pinellas; and Sarasota
4	Miami	325 West Gaines Street, Room 754 Tallahassee, Florida 32399 Telephone: (850) 245-0454 Email: Richard.Norman@fldoe.org	Charlotte; Collier; Dade; DeSoto; Glades; Hardee; Hendry; Highlands; Indian River; Lee; Martin; Monroe; Okeechobee; and St. Lucie

5	Ft. Lauderdale	Apprenticeship Office 180 S.W. 2nd Street Pompano Beach, Florida 33060 Telephone: (754) 321-6780 Email: valvery.hillsman@fldoe.org	Broward; and Palm Beach
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Map of Apprenticeship Regions and Corresponding Counties



APPENDIX B

State Apprenticeship Program Activities Overview

The following activities were conducted by the FDOE Apprenticeship Section team responsible for the administration of registered apprenticeship and preapprenticeship programs in Florida during the 2018-19 program year.

Region 1A

- NE Florida Economic Development Roundtable – Strengthening Career Pathways Resource Fair
- College of Central Florida – 2018 Marion County Public Schools Careers & Colleges Expo
- Clay High School – 2018 Clay County College & Career Night
- CareerSource Northeast – Paycheck for Patriots Hiring Event/Fair
- North East Florida Builders Association – Pre-Apprenticeship Kick-Off event / National Apprenticeship Week
- Junior Achievement of North Florida – Ribault High School Career Fair
- Philip Randolph Academies Pre-apprenticeship – Construction academy advisory meeting
- Jacksonville Plumbers and Pipefitters JATT – 3rd Annual Union Career Fair
- Florida Youth Challenge Academy – 2018 College & Career Fair
- 70th Annual JGAA Graduation – Attended and participated in the nation’s largest and longest continuously running Apprenticeship Graduation and Awards Ceremony

Region 1B

- Leon Works – 2018 Annual College & Career Fair for all Leon County High Schools
- North West Florida Construction Career Day
- CareerSource Escarosa – Board Meetings
- CareerSource Okaloosa-Walton – Board Meetings and staff presentations
- CareerSource Gulf Coast – Board Meetings and staff presentations
- CareerSource Chipola – Board Meetings and staff presentations
- CareerSource Capital – Board Meetings and staff presentations
- Godby High School – Presentation on welding apprenticeship opportunities
- ACE Leon County – Presentation to adult high school students
- Vocational Rehabilitation – Fort Walton office meeting and presentation
- Big Bend Human Resource Management Conference – Exhibit booth
- Office of Indian Affairs – Meeting and presentation
- Minority Chamber of Commerce – Meeting and presentation

Region 2

- Orange County Public Schools – Implement Roofing Apprenticeship in various Orange County high schools
- CareerSource Central Florida – Meeting and presentation
- Orange County Public Schools – Presentation to high school seniors
- Northrup Grumman – Meeting and presentation
- ESSEI Conference – Presentation and break-out
- Orange County Public Schools – Presentation to high school counselors.
- FAAA Conference – Guest speaker
- Lockheed Martin and Orange County Public Schools – Meeting and presentation
- Guidance Counselors of Central Florida – Meeting and presentation
- Construction Career Days - Presentation

- 2019 STEM Expo - Presentation
- 2019 Job Fair Central Florida High Schools – Exhibit booth and presentation
- Osceola County Public Schools - High School Job Fair
- 2019 Apprenticeship Day on the Hill – Exhibit booth
- Orange County Technical College Directors – Information meeting and presentation
- Wildwood Florida Machinists – Meeting and presentation
- CareerSource Brevard – Information meeting and presentation
- Florida Apprenticeship Administrators Conference – Guest speaker, presenter
- Space Coast Consortium Apprenticeship Program – Signing Ceremony with Governor

Region 3

- Our Mothers House – Meeting and presentation
- Manufacturing Summit at Valuepak – Part of National Apprenticeship Week, presentation and panel
- CareerSource Suncoast – PGT Career Day, Presentation
- Career Edge Manufacturing Collaborative Summit – Presentation on starting apprenticeship program
- Forum on Engineering Technology – Presentation
- Farmworker Career Development Advisory Committee – PreApprenticeship presentation
- Hillsborough County Public Schools’ Career Counselor In-Service – Presentation, “The Apprenticeship Alternative”
- Florida Swimming Pool Association – Meeting and presentation
- Manasota PHCC Plumbing Graduation – Presentation and Ceremony
- American Mold Incorporated – Meeting and presentation
- Service Contracting Solutions – Meeting and presentation
- Toyota Dealers Association – Meeting and presentation
- Second Chance Tiny Homes – Apprenticeship presentation (second chance offenders program)
- RND CareerSource Business Development – Automation, presentation
- ABC Orientation at Suncoast Technical College – Presentation at orientation
- ACF Culinary endorsement meeting – ACF affiliation review

Region 4

- Miami-Dade County Public Schools – Career Day
- Innovative Holistic Public Housing – Meeting and presentation
- Florida Department of Veterans Affairs – Veterans Job Fair
- Miami Job Corp – Meeting and presentation
- CareerSource Florida – Apprenticeship Summit
- Marine Industries Association of South Florida – Joint meeting with Region 5 and Atlantic Tech College
- CareerSource Research Coast – Meetings and presentation regarding CVS Pharmacy Tech program
- Gang Alternative – Meetings and presentation

Region 5

- CareerSource Broward – Meeting and presentation
- The Idea, Inc. – Informational meeting
- Stemtide Solutions – Meeting and presentation at FAU

- Al Hendrick Toyota – Informational meeting
- Cooper City High School – Job Fair
- Broward College – Meeting and presentation
- Coast Line Marine – Informational meeting
- City of Miramar – Meeting and presentation
- Marine Industries Association of South Florida – Joint meeting with Region 4 and Atlantic Tech College
- Broward Housing & Community Development Task Summit – Meeting and presentation
- CareerSource Broward – Job Fair
- National Apprenticeship Week Activities – ABC Institute, Atlantic Technical College

Appendix C

Summary of Fiscal Information for Registered Apprenticeship Programs in School Districts and Florida College System (FCS) Institutions, 2017-18

Type of Agency	Agency Name	Total Costs ¹	Instructional Costs ²	Administrative Costs ³
District	Broward	\$ 1,472,645	\$ 1,450,394	\$ 22,251
District	Collier	15,731	15,570	161
District	Escambia	77,619	73,399	4,220
District	Flagler	213,168	183,110	30,058
District	Hillsborough	3,201,390	3,153,584	47,806
District	Lee	72,545	68,260	4,285
District	Manatee	385,965	376,136	9,829
District	Marion	249,965	237,838	12,127
District	Miami-Dade	3,801,114	3,477,206	323,908
District	Orange	2,716,400	2,551,810	164,590
District	Palm Beach	188,346	181,902	6,444
District	Pasco	419,763	407,376	12,387
District	Pinellas	1,865,908	1,802,794	63,114
District	Polk	28,360	27,892	468
District	St. Johns	188,660	186,951	1,709
District	Santa Rosa	95,048	89,935	5,113
District	Sarasota	1,213,567	1,162,479	51,088
FCS	Daytona State College	883,318	703,324	179,994
FCS	Hillsborough Community College	1,766,261	1,481,578	284,683
FCS	Indian River State College	638,185	553,353	84,832
FCS	Miami-Dade College	782,607	676,035	106,572
FCS	Palm Beach State College	1,067,487	985,108	82,379
FCS	Santa Fe College	526,518	407,563	118,954
FCS	Seminole State College	835,052	694,813	140,239
FCS	South Florida State College	94,345	72,352	21,993
DISTRICT TOTAL		\$ 16,206,194	\$ 15,446,636	\$ 759,558
FCS TOTAL		\$ 6,593,773	\$ 5,574,125	\$ 1,019,648
STATE TOTAL		\$ 22,799,967	\$ 21,020,761	\$ 1,779,206

Notes:

Source for district data is the annual cost report and for colleges is the annual cost analysis (detailed reports).

¹ District total costs are total program costs. College total costs are total instruction costs.

² District Instructional costs are the sum of direct costs and school costs. College instructional costs are the sum of total direct instruction and allocated instructional support costs.

³ District administrative costs are district indirect costs. College administrative costs are collegewide instructional support costs.

Appendix D

List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership, 2018-19

Includes Programs Active between July 1, 2018 to June 30, 2019

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	ABC Institute Line Erector Appren Program GNJ	FL007890024	Broward County	District	Broward
Apprenticeship	ABC Institute Roofing Apprenticeship Program GNJ	FL009157997	Broward County	District	Broward
Apprenticeship	Advanced Education Apprenticeship Training, Inc.	FL001950016	Broward County	District	Broward
Apprenticeship	Brevard Air Conditioning Contractors Assn Inc. GNJ	FL001970007	Brevard County	District	Broward
Apprenticeship	Brevard Electrical Apprenticeship Program GNJ	FL008850020	Brevard County	District	Broward
Apprenticeship	Broward County Plumbers & Pipefitters JAC	FL007460006	Broward County	District	Broward
Apprenticeship	City of Lake Worth Utilities Apprenticeship Pro IJ	FL009112199	Palm Beach County	District	Broward
Apprenticeship	Florida Automatic Sprinkler Trng NE Florida Chapter	FL013060001	Duval County	District	Broward
Apprenticeship	Florida Carpenters Apprenticeship Program, GNJ	FL015162204	St. Lucie County	District	Broward
Apprenticeship	Florida East Coast Electrical JATC	FL007460005	Palm Beach County	District	Broward
Apprenticeship	Florida Finishing Trades Institute JATC	FL008620001	Orange County	District	Broward
Apprenticeship	Florida Training Services, Inc. GNJ	FL009060001	Martin County	District	Broward
Apprenticeship	Internal Union of Elev Const (LUEC) LU#74 JAC	FL003030002	Hillsborough County	District	Broward
Apprenticeship	Palm Beach County Ironworkers JAC	FL007580001	Palm Beach County	District	Broward
Apprenticeship	Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Palm Beach County	District	Broward
Apprenticeship	School Board of Broward Co FL Physical Plant Operations	FL007740006	Broward County	District	Broward
Apprenticeship	South FL Carpenters JATC	FL007460011	Broward County	District	Broward
Apprenticeship	South Florida Ironworkers LU 272 JATTC	FL007540003	Broward County	District	Broward
Apprenticeship	South Florida Manufacturers Association GNJ	FL011090024	Broward County	District	Broward
Apprenticeship	South Florida Millwrights, Pile Drivers & Highway	FL007790004	Broward County	District	Broward
Apprenticeship	South Florida Operating Engineers JAC	FL007900016	Miami-Dade County	District	Broward
Apprenticeship	Space Coast Machinist Apprenticeship Program GNJ	FL001980005	Brevard County	District	Broward
Apprenticeship	United Service Training Corp GNJ	FL007840018	Broward County	District	Broward
Apprenticeship	Central Florida Carpenters JATC	FL008850019	Orange County	District	Broward, Hillsborough
Apprenticeship	SE FL Chapter Mason Assn of FL GNJ	FL009990001	Broward County	District	Broward, Miami Dade
Apprenticeship	ABC Institute Electrical Apprenticeship Program GNJ	FL007860018	Broward County	District and FCS	Broward, Miami Dade College
Apprenticeship	Northeast Florida Builders Association GNJ	FL008730002	Duval County	District	Broward, Nassau
Apprenticeship	A/C Contractors Association of Central FL GNJ	FL008910004	Seminole County	District	Broward, Orange
Apprenticeship	Masonry Assoc of Florida, Inc. GNJ	FL007930012	Orange County	District	Broward, Orange

Appendix D

List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership, 2018-19

Includes Programs Active between July 1, 2018 to June 30, 2019

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	Florida Sprinkler Fitters JATC	FL007530001	Palm Beach County	District and FCS	Broward, Orange, Hillsborough Community College
Apprenticeship	Florida Electrical Apprenticeship Association, Inc	FL001950008	Palm Beach County	District and FCS	Broward, Palm Beach State College
Apprenticeship	Housing Authority of the City of Ft Lauderdale INJ	FL001940005	Broward County	District	Broward, Pasco
Apprenticeship	Arthrex Manufacturing Apprenticeship Program INJ	FL006090032	Lee County	District	Collier
Apprenticeship	Sw Florida Chapter Masonry Assn. of FL Inc. GNJ	FL001950010	Collier County	District	Collier, Manatee
Apprenticeship	Daytona Bch Plum & Pipefitter JAC	FL008500001	Volusia County	FCS	Daytona State College
Apprenticeship	Daytona Beach Electrical JATC	FL008460002	Volusia County	FCS	Daytona State College
Apprenticeship	Mid-Florida Electrical GNJ	FL008780004	Volusia County	FCS	Daytona State College
Apprenticeship	Volusia County Child Care Apprenticeship Comm. GNJ	FL001940016	Volusia County	FCS	Daytona State College
Apprenticeship	Pensacola Electrical Apprenticeship College GNJ	FL007730001	Escambia County	District	Escambia
Apprenticeship	Flagler Child Care GNJ	FL008900012	Flagler County	District	Flagler
Apprenticeship	Flagler County Community Apprenticeship Progr GNJ	FL008880010	Flagler County	District	Flagler
Apprenticeship	Bay Area Diesel Technicians Association	FL007890010	Hillsborough County	District	Hillsborough
Apprenticeship	Central Florida Heat & Frost & Allied Workers JATT	FL007680001	Hillsborough County	District	Hillsborough
Apprenticeship	Central Florida Plumbing Academy GNJ	FL002080009	Hillsborough County	District	Hillsborough
Apprenticeship	Florida West Coast Carpenters JAC	FL007700001	Hillsborough County	District	Hillsborough
Apprenticeship	Florida West Coast Operating Engineers JAC	FL007900013	Hillsborough County	District	Hillsborough
Apprenticeship	Florida West Coast Trowel Trades JATC	FL007680002	Hillsborough County	District	Hillsborough
Apprenticeship	Gainesville Electrical JAC	FL008480002	Alachua County	District	Hillsborough
Apprenticeship	Gulf Coast Electric JAC	FL007720001	Escambia County	District	Hillsborough
Apprenticeship	Jacksonville Electrical JATC	FL008450001	Duval County	District	Hillsborough
Apprenticeship	Jacksonville Plumbers & Pipefitters JATT	FL008480001	Duval County	District	Hillsborough
Apprenticeship	Masonry Contactors Assn. of FL (Gulf Coast)	FL001950009	Hillsborough County	District	Hillsborough
Apprenticeship	North Central Florida Operating Engineers JAC	FL008570001	Duval County	District	Hillsborough
Apprenticeship	North Florida Carpenters JACTF	FL008510001	Duval County	District	Hillsborough
Apprenticeship	North Florida Ironworkers JAC	FL008890009	Duval County	District	Hillsborough
Preapprenticeship	North Florida Ironworkers JAC Preapprenticeship Program	P-078	Duval County	District	Hillsborough
Apprenticeship	North Florida Sheet Metal Workers JATC	FL008460001	Duval County	District	Hillsborough

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List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership, 2018-19

Includes Programs Active between July 1, 2018 to June 30, 2019

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	Sheet Metal Workers' Local 15 JATCTF	FL007690001	Seminole County	District	Hillsborough
Apprenticeship	Tampa Area Electrical JATC	FL007880004	Hillsborough County	District	Hillsborough
Apprenticeship	Tampa Ironworkers JATC	FL007570002	Hillsborough County	District	Hillsborough
Preapprenticeship	Tampa Ironworkers Preapprenticeship JATC	P-072	Hillsborough County	District	Hillsborough
Apprenticeship	Tampa Millwrights JATC	FL007670002	Hillsborough County	District	Hillsborough
Apprenticeship	Tampa Bay Pipe Trades JATC	FL007630001	Hillsborough County	FCS	Hillsborough Community College
Apprenticeship	Treasure Coast Manufacturers Association GNJ	2018-FL-70720	St. Lucie County	District	Indian River
Apprenticeship	American Culinary Federation GNJ	FL007900017	Indian River County	FCS	Indian River State College
Apprenticeship	Florida Construct App Trng Corp GNJ	FL009000002	St. Lucie County	FCS	Indian River State College
Apprenticeship	Tri County Apprenticeship Academy GNJ	FL004040001	Lee County	District	Lee
Apprenticeship	Childcare Apprenticeship Program of Manatee County	FL007900014	Manatee County	District	Manatee
Apprenticeship	Florida Electrical Assn. Tri-County Appren GNJ	FL008930001	Marion County	District	Marion
Apprenticeship	ABC Institute Pipefitter-Spinkler Fitter Appr Prog	FL007890028	Broward County	FCS	Miami Dade College
Apprenticeship	ABC Institute Plumbers Apprenticeship Program GNJ	FL009050002	Broward County	FCS	Miami Dade College
Apprenticeship	ABCI Heating & A/C Installer-Servicer GNJ	FL013020001	Broward County	FCS	Miami Dade College
Apprenticeship	ACRA-Local 725 JATC	FL007490002	Miami-Dade County	District	Miami-Dade
Apprenticeship	Asbestos Workers Local Union #60 JAC	FL007710001	Miami-Dade County	District	Miami-Dade
Apprenticeship	Miami Joint Electrical Apprenticeship Committee	FL007450001	Miami-Dade County	District	Miami-Dade
Apprenticeship	Miami-Dade County Plumbers Joint Apprentice & Educational Committee (JAEC)	FL007390001	Miami-Dade County	District	Miami-Dade
Apprenticeship	Sheet Metal Workers Local 32 JAC	FL007470002	Miami-Dade County	District	Miami-Dade
Apprenticeship	Central FL Child Care Educators Appren Prog GNJ	FL008920009	Orange County	District	Orange
Apprenticeship	Central Florida Building Maintenance Apprent. GNJ	FL005145192	Orange County	District	Orange
Apprenticeship	Central Florida Electrical JATC	FL008660001	Seminole County	District	Orange
Apprenticeship	Central Florida Mechanical JATC	FL005060002	Orange County	District	Orange
Apprenticeship	Mid Florida Ironworkers JAC	FL008640001	Orange County	District	Orange
Apprenticeship	Orlando Plumbers & Pipefitters JAC	FL008470001	Orange County	District	Orange
Apprenticeship	FL Electric Appren & Training GNJ	FL008870020	Orange County	District and FCS	Orange, Seminole State College Of Florida

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List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership, 2018-19

Includes Programs Active between July 1, 2018 to June 30, 2019

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	Plumbing Industry Professional Education GNJ	FL005070003	Orange County	District and FCS	Orange, Seminole State College Of Florida
Preapprenticeship	Florida Training Services, Inc. Preapprenticeship	P-074	Not Available	District	Palm Beach
Apprenticeship	Florida Air Conditioning Apprenticeship Assn. GNJ	FL009040001	Palm Beach County	FCS	Palm Beach State College
Apprenticeship	Child Care Apprenticeship Program of Pasco County	FL001940004	Pasco County	District	Pasco
Apprenticeship	Pasco County Child Care Apprenticeship IJW	FL007900011	Pasco County	District	Pasco
Apprenticeship	Independent Electrical Contractors, Inc (FWCC) GNJ	FL007820007	Pinellas County	District and FCS	Pasco, Pinellas, Polk, Hillsborough Community College
Apprenticeship	*Hernando Cnty Fire Rescue Dist. Appren Program IJ	FL006136741	Palm Beach County	District	Pinellas
Apprenticeship	Bay Area Building Maintenance Apprenticeship GNJ	FL007900005	Pinellas County	District	Pinellas
Apprenticeship	Bay Area Electrical Appren Program GNJ	FL006010005	Pinellas County	District	Pinellas
Apprenticeship	Child Care Apprenticeship Program of Pinellas GNJ	FL007890019	Pinellas County	District	Pinellas
Apprenticeship	City of St. Petersburg IJW	FL007860011	Pinellas County	District	Pinellas
Apprenticeship	Pinellas Assn of Plumb Heat & Cool GNJ	FL006990005	Pinellas County	District	Pinellas
Apprenticeship	Pinellas Cnty Schools Child Care INJ	FL001970009	Pinellas County	District	Pinellas
Apprenticeship	Pinellas Park Fire Department Appren Program IJ	FL006120148	Pinellas County	District	Pinellas
Apprenticeship	RACCA, Inc. GNJ	FL001960008	Hillsborough County	District	Pinellas
Apprenticeship	St. Petersburg Fire & Rescue IJ	FL007840013	Pinellas County	District	Pinellas
Apprenticeship	Tampa Bay Machining Apprenticeship GNJ	FL007900006	Hillsborough County	District	Pinellas
Apprenticeship	Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Hillsborough County	District and FCS	Pinellas, Sarasota, Hillsborough Community College
Apprenticeship	Builders Assn. of North Central FL Master Trade Co	FL013060003	Alachua County	FCS	Santa Fe College
Apprenticeship	Northwest Florida HVAC Contractors GNJ	FL010020001	Santa Rosa County	District	Santa Rosa
Apprenticeship	ACF Sarasota Bay Chef Assn. GNJ	FL007900025	Sarasota County	District	Sarasota
Apprenticeship	City of Venice Fire Department IJ	FL007830022	Sarasota County	District	Sarasota
Apprenticeship	MACCA Manasota AC Contract Assn GNJ	FL001970020	Sarasota County	District	Sarasota
Apprenticeship	Manasota PHCC Plumbing Apprenticeship Program Inc	FL001950012	Sarasota County	District	Sarasota
Apprenticeship	North Port Fire Rescue District IJ	FL007870016	Sarasota County	District	Sarasota
Apprenticeship	Sarasota Child Care Apprenticeship Program GNJ	FL007910008	Sarasota County	District	Sarasota
Apprenticeship	Sarasota Co Fire JATC	FL007830023	Sarasota County	District	Sarasota

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Includes Programs Active between July 1, 2018 to June 30, 2019

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	Florida Automatic Sprinkler Training, Inc. GNJ	FL005050002	Seminole County	FCS	Seminole State College Of Florida
Apprenticeship	Heartland A/C Apprenticeship Program GNJ	FL007920005	Polk County	FCS	South Florida State College
Apprenticeship	Peace River Electric Cooperative Inc. IJ	FL003050001	Hardee County	FCS	South Florida State College
Apprenticeship	First Coast Culinary Apprenticeship GNJ	FL013060002	St. Johns County	District	St. Johns
Apprenticeship	Gator Fire Extinguisher Company, Inc. INJ	FL013135193	Alachua County		
Apprenticeship	Arizona Chemical Apprenticeship Program IJ	FL010110022	Bay County		
Apprenticeship	Post Electric Inc - Electrical Apprenticeship Prog	FL013145194	Bay County		
Apprenticeship	ABO Apprenticeship INJ	FL005081357	Brevard County		
Preapprenticeship	Brevard Adult Education Pre-Apprenticeship Program	P-089	Brevard County		
Apprenticeship	CMS Mechanical Services, LLC, INJ	2018-FL-71824	Brevard County		
Apprenticeship	H.I.S. Painting, Inc. INJ	FL008092197	Brevard County		
Apprenticeship	Southeast Power Corporation Groundman To Lineman Apprenticeship Program INJ	2017-FL-316	Brevard County		
Apprenticeship	Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	Brevard County		
Apprenticeship	Adaptive Construction Solutions, Inc. GNJ	2018-FL-69774	Broward County		
Apprenticeship	Broward College IT Apprenticeship Program, GNJ	2019-FL-72848	Broward County		
Apprenticeship	Broward College Telecommunications Apprenticeship Program, GNJ	2019-FL-73554	Broward County		
Preapprenticeship	Career Launch IJ Preapprenticeship Program	P-087	Broward County		
Apprenticeship	Florida Finishing Trades Institute JATC	FL009142204	Broward County		
Apprenticeship	Shelby Erectors, Inc., INJ	2019-FL-72830	Broward County		
Apprenticeship	South Florida Laborers JATC	FL011030001	Broward County		
Apprenticeship	Masonry Association of Florida North Central Apprenticeship Program	2019-FL-72795	Clay County		
Preapprenticeship	Northeast Florida Builders Association/Clay County School Board Preapprenticeship	P-051	Clay County		
Preapprenticeship	Pedro Menendez High School Preapprenticeship	P-066	Clay County		
Apprenticeship	Collier County Government Apprenticeship Progr INJ	FL006110148	Collier County		

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List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership, 2018-19

Includes Programs Active between July 1, 2018 to June 30, 2019

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	Baker Hughes, a GE Company, INJ	2018-FL-71566	Duval County		
Apprenticeship	Black Knight, Inc., INJ	2019-FL-72221	Duval County		
Preapprenticeship	Duval County Construction Manufacturing Academy Preapprenticeship Program	P-055	Duval County		
Apprenticeship	International Union of Elevator Constructors #49	FL013030003	Duval County		
Preapprenticeship	Jacksonville Electrical JATC Preapprenticeship Program	P-084	Duval County		
Apprenticeship	Jacksonville Electrical Teledata JATC	FL014010001	Duval County		
Apprenticeship	Jacksonville Heat & Frost Insulators and Allied Trades JATC	FL008720001	Duval County		
Apprenticeship	Jacksonville Painters and Allied Trades JATC	FL008680001	Duval County		
Apprenticeship	JEA IJW	FL008910005	Duval County		
Apprenticeship	Mesco USA, Inc INJ	FL013169285	Duval County		
Apprenticeship	Milton J. Wood Fire Protection, Inc INJ	2018-FL-70821	Duval County		
Preapprenticeship	Northeast Florida Builders Association – Home Builders Institute-Jacksonville Job Corps Preapprenticeship	P-079	Duval County		
Apprenticeship	Northwest Florida Bricklayers GNJ	FL001970001	Escambia County		
Preapprenticeship	Flagler Child Care Preapprenticeship	P-030	Flagler County		
Preapprenticeship	Flagler County Community Program Preapprenticeship	P-032	Flagler County		
Apprenticeship	*Hardee County Fire Rescue INJ	FL007890012	Hardee County		
Apprenticeship	Glades Elec Coop IJ	FL007780009	Hendry County		
Preapprenticeship	*Masonry Association of Florida (South Central Area) Preapprenticeship	P-064	Highlands County		
Preapprenticeship	Central Florida Plumbing Academy Preapprenticeship	P-080	Hillsborough County		
Apprenticeship	Child Care Apprenticeship of Hillsborough County	FL007910010	Hillsborough County		
Preapprenticeship	Farmworker Pre-Apprenticeship Program	P-091	Hillsborough County		
Preapprenticeship	Florida Gulf Coast Chapter ABC, Inc. Preapprenticeship	P-048	Hillsborough County		
Apprenticeship	Power Design, Inc., INJ	2019-FL-73394	Hillsborough County		
Apprenticeship	Powertown Line Construction Apprenticeship INJ	FL006156743	Hillsborough County		
Preapprenticeship	RAMS, Inc. Preapprenticeship	P-065	Hillsborough County		

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Includes Programs Active between July 1, 2018 to June 30, 2019

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	Tampa Elect Residential Wireman JATC	FL003000002	Hillsborough County		
Apprenticeship	Tampa Elect Telecommunications JATC	FL003000001	Hillsborough County		
Apprenticeship	Tampa Electric Company IJW	FL003020002	Hillsborough County		
Apprenticeship	Tampa General Hospital INJ	2017-FL-712	Hillsborough County		
Apprenticeship	The Fishel Company INJ	FL003030005	Hillsborough County		
Preapprenticeship	*Treasure Coast Training Association Preapprenticeship	P-081	Indian River County		
Apprenticeship	City of Vero Beach IJ	FL008090194	Indian River County		
Apprenticeship	CVS Health, INJ	2019-FL-73331	Indian River County		
Apprenticeship	M.A. Ford Manufacturing INJ	FL002080193	Indian River County		
Apprenticeship	Piper Aircraft Apprenticeship Program, INJ	2018-FL-72032	Indian River County		
Apprenticeship	Florida Public Utilities IJ - Northwest Division	FL007850006	Jackson County		
Apprenticeship	City of Leesburg Electric Utility INJ	FL001950006	Lake County		
Preapprenticeship	*Independent Electrical Contractors Preapprenticeship	P-056	Lee County		
Preapprenticeship	*South Florida Preapprenticeship GNJ	P-052	Lee County		
Apprenticeship	Community Connection Services Apprenticeship Program GNJ	2018-FL-70790	Lee County		
Apprenticeship	LCEC - Lee County Electric Cooperative, Inc. IJ	FL006100147	Lee County		
Apprenticeship	Moorings Park Apprenticeship Program, INJ	2018-FL-71348	Lee County		
Preapprenticeship	Tri-County Apprenticeship Academy Preapprenticeship Association	P-075	Lee County		
Apprenticeship	City of Tallahassee Elect Prod Power Plant Ope	FL013135192	Leon County		
Apprenticeship	City of Tallahassee Electric Meter Installer Appre	FL010100020	Leon County		
Apprenticeship	City of Tallahassee Electric Utility INJ	FL010050001	Leon County		
Apprenticeship	City of Tallahassee Substation Electrician INJ	FL010100019	Leon County		
Apprenticeship	Florida Association of Rehabilitation Facilities (Florida ARF), GNJ	2019-FL-72689	Leon County		
Apprenticeship	George Speers Masonry, Llc	2017-FL-485	Leon County		
Apprenticeship	Lively Tech Apprenticeship Program	2019-FL-72613	Leon County		
Apprenticeship	Sunshine Boats & Motors, INJ	2019-FL-72732	Leon County		
Apprenticeship	Tallahassee Capitol Chapter Masonry Assn of Florida Inc	FL010040001	Leon County		
Apprenticeship	Guardian Angels Medical Service Dogs, Inc	2018-FL-71371	Levy County		

Appendix D

List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership, 2018-19

Includes Programs Active between July 1, 2018 to June 30, 2019

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	Nestle Waters North America, Inc. INJ - Lee Plant	FL013169287	Madison County		
Apprenticeship	CareerSource Suncoast Apprenticeship Program GNJ	2018-FL-71010	Manatee County		
Apprenticeship	Ocala Utility Services IJW	FL008810009	Marion County		
Apprenticeship	Florida Painters Apprenticeship Program	FL009030002	Martin County		
Apprenticeship	Florida Training Services, Inc GNJ (Geodetic Comp)	FL009132203	Martin County		
Apprenticeship	*Mechanical Equipment Service Appren JAC	FL011010001	Miami-Dade County		
Apprenticeship	Adrienne Arsht Center Technician Apprenticship, GJ	2019-FL-72533	Miami-Dade County		
Apprenticeship	Gang Alternative, Inc.	2019-FL-72411	Miami-Dade County		
Apprenticeship	International Union of Elevator Constructors	FL011030002	Miami-Dade County		
Apprenticeship	Kelly Tractor	FL007690003	Miami-Dade County		
Apprenticeship	MARS CDC Apprenticeship Program for Men and Women, GNJ	2019-FL-72311	Miami-Dade County		
Apprenticeship	Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Miami-Dade County		
Preapprenticeship	Miami-Dade Youth Pre-Apprenticeship Program	P-086	Miami-Dade County		
Apprenticeship	Plumbing Contractors Association Apprenticeship Program, Inc., GNJ	2018-FL-70707	Miami-Dade County		
Apprenticeship	Related Urban Apprenticeship Program, GNJ	2018-FL-71341	Miami-Dade County		
Preapprenticeship	Sister of NEW Pre-Apprenticeship of South Florida	P-090	Miami-Dade County		
Apprenticeship	Florida Keys Community College, GNJ	2018-FL-71225	Monroe		
Apprenticeship	Florida Public Utilities Co IJ -Northeast Division	FL008860004	Nassau County		
Apprenticeship	Nassau Building Trades Apprenticeship Council	2018-FL-71351	Nassau County		
Apprenticeship	Nassau County Board of County Commissioners IJ	FL013091932	Nassau County		
Apprenticeship	Rayonier Advanced Materials IJ	2019-FL-72528	Nassau County		
Preapprenticeship	Florida Training Services, Inc. Preapprenticeship	P-076	Not Available		
Preapprenticeship	Academy of Construction Technologies, Inc.	P-060	Orange County		
Apprenticeship	Adaptive Construction Solutions of Central Florida, Inc. GNJ	2018-FL-71810	Orange County		
Apprenticeship	iBuild Carpentry Apprenticeship Program, GNJ	2019-FL-73592	Orange County		
Apprenticeship	Orlando Laborers & North FL Apprenticeship Program	FL005135188	Orange County		
Apprenticeship	Tharp Plumbing Systems Apprenticeship Program INJ	FL005111363	Orange County		
Apprenticeship	Marriott Vacation Club Worldwide Apprenticeship Program INJ	2017-FL-68755	Osceola County		
Apprenticeship	Independent Electrical Contractors-FECC, Inc., GNJ	2019-FL-72858	Palm Beach County		
Preapprenticeship	SouthTech Academy Pre Apprenticeship Program	P-085	Palm Beach County		

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List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership, 2018-19

Includes Programs Active between July 1, 2018 to June 30, 2019

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	AmSkills Apprenticeship Program GNJ	FL006169119	Pasco County		
Apprenticeship	AmSkills Machine Apprenticeship Program, GNJ	2019-FL-72596	Pasco County		
Apprenticeship	Withlacoochee River Elect INJ	FL008870017	Pasco County		
Preapprenticeship	Withlacoochee River Electric Cooperative Inc.	P-021	Pasco County		
Preapprenticeship	*Pinellas Technical Careers Preapprenticeship Program	P-070	Pinellas County		
Apprenticeship	*West Coast Automotive Appren Program GNJ	FL007900012	Pinellas County		
Apprenticeship	FDOT District Seven Apprenticeship Program IJW	FL006040001	Pinellas County		
Preapprenticeship	Florida West Coast Preapprenticeship Program	P-083	Pinellas County		
Apprenticeship	Knight Enterprises Apprenticeship Program INJ	2018-FL-69814	Pinellas County		
Apprenticeship	Pinellas County Government Apprenticeship Program INJ	FL006030009	Pinellas County		
Preapprenticeship	Pinellas Technical Careers Preapprenticeship Program YouthBuild	P-077	Pinellas County		
Apprenticeship	T & D Solutions LLC Apprenticeship Program INJ	FL006156744	Pinellas County		
Apprenticeship	The People of Manufacturing Apprenticeship GNJ	2018-FL-70988	Pinellas County		
Apprenticeship	Air Conditioning Contractors Association of Polk County Apprenticeship Program, GNJ	2018-FL-71645	Polk County		
Apprenticeship	Circuit Electric Inc., INJ	2017-FL-790	Polk County		
Apprenticeship	City of Bartow IJ	FL005101362	Polk County		
Apprenticeship	Heartland Electrical Apprenticeship Program GNJ	FL007890015	Polk County		
Apprenticeship	Heartland Plumbers Apprenticeship Program GNJ	FL007920004	Polk County		
Apprenticeship	Lakeland Electric IJ	FL007930003	Polk County		
Apprenticeship	Lakeland Electric Substation Electrician IJ	FL005155193	Polk County		
Apprenticeship	Clay Electric Cooperative, Inc. INJ	FL008092195	Putnam County		
Apprenticeship	Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	Santa Rosa County		
Apprenticeship	Englewood Area Fire Control District IJ	FL007880008	Sarasota County		
Apprenticeship	Manasota Masonry Apprenticeship GNJ	FL001970018	Sarasota County		
Apprenticeship	Technical Education Council, LLC	2019-FL-72946	Sarasota County		
Apprenticeship	Venice Theatre INJ	FL003060001	Sarasota County		
Apprenticeship	Advanced Manufacturing Apprenticeship Program GNJ	2017-FL-68555	Seminole County		

Appendix D

List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership, 2018-19

Includes Programs Active between July 1, 2018 to June 30, 2019

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	Avocet Aviation Maintenance Technician Apprenticeship, INJ	2018-FL-72011	Seminole County		
Apprenticeship	Central Florida Elect Teledata JATC	FL005000002	Seminole County		
Apprenticeship	Internat'L Union of Elevator Constructors (LUEC) LU #13	FL005030004	Seminole County		
Apprenticeship	The Hartford Lake Mary Apprenticeship Program INJ	2018-FL-71262	Seminole County		
Apprenticeship	Northeast FL Chapter Masonry Association of FI GNJ	FL001960005	St. Johns County		
Preapprenticeship	Northeast Florida Builders Association/St. Johns County School Board Preapprenticeship	P-061	St. Johns County		
Apprenticeship	Florida Construct App Trng Corp GNJ	FL009000001	St. Lucie County		
Apprenticeship	Florida Construction Appren Training Prog (Lineman)	FL008092196	St. Lucie County		
Apprenticeship	Fort Pierce Utility Authority, INJ	FL008090195	St. Lucie County		
Apprenticeship	Masonry Assoc. of Florida	FL009050001	St. Lucie County		
Preapprenticeship	Treasure Coast Manufacturers Association Pre-Apprenticeship, GNJ (TCMAAP)	P-088	St. Lucie County		
Apprenticeship	Hudson Technologies Apprenticeship Program INJ	FL005135189	Volusia County		
Apprenticeship	Utilities Commission, City of New Smyrna Beach INJ	FL008700002	Volusia County		
Apprenticeship	CHELCO (Choctawhatchee Electric Cooperative) INJ	FL007860003	Walton County		

¹ An LEA is a local education agency such as a school district or state college

²Based on 2018-19 End of Year FCS and WDIS Data. If LEA Name field is blank, the registered program did not partner with a school district or FCS institution to deliver RTI instruction.

Appendix E-1

Registered Apprenticeship and Preapprenticeship Program Enrollment by Trade/Occupation and LEA Type ¹, 2018-19

Trade/Occupation	# Enrollments in Districts ²	# Enrollments in FCS Institutions ²	Total	% of Total
Electrician	3,752	1,456	5,208	37%
Plumbing Technology	1,431	325	1,756	12%
Air Conditioning, Refrigeration and Heating Technology	1,154	379	1,533	11%
Early Childhood Education	652	49	701	5%
Preapprenticeship	696		696	5%
Fire Sprinkler System Technology	194	296	490	3%
Structural Steel Work	447		447	3%
Carpentry	383	48	431	3%
Fire Fighter	351		351	2%
Electrical Line Service and Repair	323		323	2%
Industrial Pipefitter	118	173	291	2%
Elevator Constructor Mechanic	267		267	2%
Brick and Block Masonry	252		252	2%
Painting and Decorating	233		233	2%
Heavy Equipment Operation	224		224	2%
Sheet Metal Fabrication Technology	157	42	199	1%
Machining	170		170	1%
Heavy Equipment Mechanics	103		103	1%
Millwright	94		94	1%
Roofing	72		72	1%
Industrial Machinery Maintenance	68		68	<1%
Commercial Sign Design and Fabrication	50		50	<1%
Commercial and Industrial Insulation	48		48	<1%
Building Construction Technologies	42		42	<1%
Glazing	32		32	<1%
Commercial Foods and Culinary Arts	18		18	<1%
Culinary Operations		17	17	<1%
Roadway Technician	12		12	<1%
Surveying and Mapping Technology	<10		<10	<1%

Appendix E-1

Registered Apprenticeship and Preapprenticeship Program Enrollment by Trade/Occupation and LEA Type ¹, 2018-19

Trade/Occupation	# Enrollments in Districts²	# Enrollments in FCS Institutions²	Total	% of Total
Automotive Service Technology	<10		<10	<1%
Electrical and Instrumentation Technology	<10		<10	<1%
Information Technology	<10		<10	<1%
State Totals	11,359	2,785	14,144	

¹ An LEA is a local education agency such as a school district or state college

²Based on 2018-19 EOY FCS and WDIS Data. Enrollments less than 10 have been masked

Appendix E-2

Registered Apprentices by Trade/Occupation

Includes registered apprentices active between July 1, 2018 to June 30, 2019 and excludes preapprenticeship participants as they are not captured in RAPIDS.

Trade/Occupation	Total	% of Total
Electrician	5,606	36%
Plumber & Pipe Fitter	2,950	19%
Heating & Air Conditioning Mechanic & Installer	1,521	10%
Child Care Development Specialist	934	6%
Elevator Constructor	598	4%
Power-Line Distribution Erector	565	4%
Carpenter	532	3%
Fire Fighter & Emt	383	2%
Structural Steel Worker	379	2%
Sheet Metal Worker	331	2%
Heavy Construction Equipment Mechanic	229	1%
Line Installer-Repairer	167	1%
Bricklayers & Mason	148	<1%
Painter (Const)	124	<1%
Diesel Mechanic	119	<1%
Millwright	119	<1%
Maintenance Repairer, Industrial	115	<1%
Precision Machinist	80	<1%
Industrial Maintenance Mechanic	77	<1%
Roofer	77	<1%
Composite Plastic Fabricator	74	<1%
Drywall Finisher	53	<1%
Cnc Set-Up Prog - Milling And Turning	44	<1%
Construction Craft Laborer	43	<1%
Customer Service Represent	42	<1%
Glazier	36	<1%
Electrician, Substation	32	<1%
Direct Support Specialist	27	<1%
Electric Meter Repairer	27	<1%
Industrial Manufacturing Technician	25	<1%
Tradeshaw Worker	25	<1%
Network Support Technician	24	<1%
Application Developer	22	<1%
Cook (Hotel & Restaurant)	22	<1%
Decorator (Any Ind)	20	<1%
Mechatronics Technician	17	<1%
Telecommunications Technician	16	<1%
Numerical Control Machnist Oper	15	<1%
Tool And Die Maker (Die Manufacturer)	15	<1%
Animal Trainer	<10	<1%
Power-Plant Operator	<10	<1%
Landscape Technician	<10	<1%
Surveyor Assistant Instrument	<10	<1%
Aircraft Structure, Surfaces, Rigging, And Systems Assemblers	<10	<1%
Stage Technician	<10	<1%
Nutrition Care Specialist	<10	<1%
Cnc Operator - Milling And Turning	<10	<1%
Protective-Signal Installer	<10	<1%
Automotive Service Mechanic	<10	<1%
Reinforcing Ironworker Concrete	<10	<1%

Appendix E-2

Registered Apprentices by Trade/Occupation

Includes registered apprentices active between July 1, 2018 to June 30, 2019 and excludes preapprenticeship participants as they are not captured in RAPIDS.

Trade/Occupation	Total	% of Total
Instrument Mechanic-Hy - FI	<10	<1%
Senior Network Consultant	<10	<1%
Switchboard Operator (Utility)	<10	<1%
Health Information Management Hospital Coder	<10	<1%
Machine Builder	<10	<1%
Plasterer	<10	<1%
Outboard-Motor Mechanic	<10	<1%
Total	15,721	

Based on data reported into the U.S. Department of Labor RAPIDS Registration system as of August 5, 2019

Occupations with less than 10 registered apprentices have been masked