



# FLORIDA'S ANNUAL APPRENTICESHIP AND PREAPPRENTICESHIP REPORT

PROGRAM YEAR 2019-20



## INTRODUCTION

In January 2019, Executive Order 19-31 was issued. The order charts a course for Florida to become number one in the nation for workforce education by 2030. Registered apprenticeship and preapprenticeship training programs are a key component of Florida's workforce education ecosystem. Registered apprenticeship and preapprenticeship nearly guarantee the best, most qualified workforce for Florida's industries; they also nearly guarantee students the ability to acquire advanced skills and knowledge so they can find meaningful work and accelerate in and enjoy productive careers.

On the heels of Executive Order 19-31, the Florida Legislature enhanced statutes governing registered apprenticeship with the passage of House Bill 7071 (2019). It included a provision that, by September 1 of each year, the Florida Department of Education (FDOE) must 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 2019-20 program year and details key accomplishments related to participation, outcomes, and federal and state investments in registered apprenticeship and preapprenticeship programs.

We know that the vast majority of Florida's businesses have experienced greater than average declines in revenue, with many furloughing a portion or all of their employees. Many employees will want to find re-employment where their current skill sets match demand from employers whose products and services facilitate rapid relief and recovery to the COVID-19 emergency. Thankfully, registered apprenticeship and preapprenticeship remain a reliable workforce education model for engaging and upskilling Florida residents. The COVID-19 emergency has further exacerbated the divide between the skills and opportunities for reemployment or advancement in employment. While our state unemployment rate has stabilized, we are encouraged by the fact that employers and educational agencies have shown little attrition in the number of registered apprentices and preapprentices during this year. In fact, Florida has increased the number of registered apprentices by 4,100 since last year.

From an educational and economic development perspective, registered apprenticeship and preapprenticeship offer an innovative, flexible, yet reliable model for postsecondary education and training. If educational diversification matters just as much as economic diversification, and if we are to become number one in workforce education by 2030, the state should focus on both competency-based training and credential education. While the traditional four-year degree pathway has tremendous merit, we also know of more than 30 million mid- to high-wage jobs nationwide that are held by individuals with more than a high school diploma but less than a bachelor's degree. This important middle represents significant opportunities for growth in registered apprenticeship and preapprenticeship programs. This is also why Commissioner Corcoran, together with the State Board of Education, has prioritized skilled workforce training and increasing participation in meaningful career pathways in its Strategic Plan.<sup>1</sup> We hope the findings of this report both spark innovation within our education system and cultivate the conversations necessary to help expand access to meaningful education and training for Florida's residents.

## **AN OVERVIEW OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP IN FLORIDA**

### **REGISTERED APPRENTICESHIP**

Registered Apprenticeship (RA) combines employer-driven education and employment training with structured On the Job training and instruction to apprentices for specific occupations. Registered apprentices have access to an experienced on-site journeyworker (or mentor); engage in classroom, online or correspondence learning; have opportunities to attain an industry-recognized and/or postsecondary credential; earn progressively higher wages as the apprentice increases their skill levels; and, upon successful completion of the apprenticeship program, earn a nationally recognized, portable completion certificate issued by the FDOE.

The sponsor of the RA program may be a person, association, committee or organization operating an apprenticeship program and in whose name the program is registered or approved. Sponsors may elect to form a partnership with a school district technical college, Florida College System (FCS) institution, State University System (SUS) institution or a private training agency for the delivery of the related technical instruction (RTI). The sponsor may also elect to provide all the RTI without a public educational partner.

1. [HTTP://WWW.FLDOE.ORG/CORE/FILEPARSE.PHP/7734/URLT/STRATEGICPLAN19.PDF](http://www.fl DOE.org/core/fileparse.php/7734/urlt/strategicplan19.pdf)

Employers apply nationally recognized industry standards for apprentices, with the expectation of increased productivity, improved workforce quality, company knowledge retention and turnover reduction.

## CORE COMPONENTS OF REGISTERED APPRENTICESHIP

Florida’s registered apprenticeship programs require five core components: business involvement; structured on-the-job training; related technical instruction; rewards for skill gains; and a nationally recognized credential. These five components work together to provide the apprentice with a meaningful educational experience to jump start his or her career.

The five core components of all Florida registered apprenticeship programs are summarized in the following table.<sup>2</sup>

COMPONENT	DESCRIPTION
<b>BUSINESS INVOLVEMENT</b>	Employers are the foundation of every RA program and play an active and on-going role throughout the design and development process. Employers frequently work together through joint labor-management organizations, industry associations or other partnerships to share the administrative tasks involved in the operation and maintenance of the program.
<b>BUSINESS INVOLVEMENT</b>	RA always includes an OJT component. Apprentices receive hands-on training from an experienced mentor/ journeyworker. The structure of OJT focuses on the skills and knowledge an apprentice must learn during the program to be fully proficient in the apprenticeable occupation. This training is based on national industry standards and can be further customized to the needs of the employer. All registered apprenticeship programs must provide a minimum of 2,000 hours of OJT.

2. [HTTPS://WWW.DOL.GOV/APPRENTICESHIP/TOOLKIT/TOOLKITFAQ.HTM](https://www.dol.gov/apprenticeship/toolkit/toolkitfaq.htm)

<p><b>RELATED TECHNICAL INSTRUCTION</b></p>	<p>RA combines OJT with related instruction on the technical and academic competencies that apply to the occupation. Educational partners (public and private) are encouraged to collaborate with sponsors and participating employers to develop the curriculum, which often incorporates established national-level skill standards. The RTI may be provided by district technical colleges, FCS institutions, SUS institutions, apprenticeship training schools – or by the employer itself. It can be delivered at a school, online, at the job site or in any combination thereof. The recommended length of RTI each year is either 144 hours for clock-hour courses, or 3 credits for credit-hour courses.</p>
<p><b>REWARDS FOR SKILL GAINS</b></p>	<p>RA receive wages when they begin work and pay increases as they meet benchmarks for skill attainment. The benchmarks for skill attainment can be customized to the employer’s needs. Wage steps can be based on competency attainment, hours/experience on the job or a combination of both.</p>
<p><b>NATIONALLY RECOGNIZED CREDENTIAL</b></p>	<p>Every graduate of an RA program receives a nationally recognized, nationally portable credential (Certificate of Apprenticeship Completion) issued by the FDOE signifying to employers that the apprentice is fully qualified for the job.</p>



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;
- A public or private education provider;
- Group of employers;
- Local workforce development board;
- Labor and joint labor-management organizations;
- Community or faith-based organization; or
- Any other entity that complies with federal and state regulations.

**EMPLOYERS** – Employers are the drivers of registered apprenticeship and are actively engaged by and through their 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 who is 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. For those agencies partnering with existing programs, the simplified process requires an existing employer to execute a single-page “Participating Employer Agreement” with the program sponsor and agree to abide by the training and funding



expectations set by the program sponsor as found in Rule 6A-23.004(2)(x) Florida Administrative Code, *Standards of Apprenticeship*. This agreement includes a “funding formula providing for the equitable participation of each participating employer in funding of the program.” Participating employers benefit because all of 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 determining which registered apprenticeship program best fits their occupation and training needs. See the FDOE Resource Summary for Registered Apprenticeship section below for more information on assistance.

**APPRENTICES** – Apprentices 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 experiences.

Apprentices enjoy the benefit of obtaining tangible, marketable skills under the direction 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 9th amongst all the states and territories for the number of new apprentices, 11th for the total number of apprentices and 12th for the number of successful completers.



# REGISTERED PREAPPRENTICESHIP

A registered preapprenticeship program is designed to prepare individuals to enter and succeed in a Florida registered apprenticeship program. These programs promote a diverse and skilled workforce and prepare participants to meet the basic qualifications for entry into a Florida RA 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 OJT opportunities (if offered); 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 Florida registered apprenticeship program in the same occupation. 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.



# 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 the Code of Federal Regulation (CFR) 29 §29.13, Subpart A—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, Subpart A – 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 Rule 6A.23-001-011, Florida Administrative Code.

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 occupation(s). 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 adults (ages 25 and up).



The USDOL does not formally recognize or administer preapprenticeship programs in the state. FDOE is the authorized registration agency for registering, servicing and providing technical assistance for preapprenticeship programs and preapprentices in Florida.

## MODELS FOR DELIVERY OF REGISTERED APPRENTICESHIP PROGRAMS

RA and preapprenticeship programs are potentially transformative for Florida’s career pathway aims. Florida’s technical colleges, FCS institutions, SUS institutions and private institutions are uniquely positioned to help scale the number of RA programs into traditional and non-traditional industries needing a pipeline of qualified talent. Because most high-skill, high-wage jobs in Florida require a postsecondary degree, college-connected apprenticeships may provide a more affordable pathway to a meaningful career.

Below is a summary of the models of registered apprenticeship and preapprenticeship:

## PATHWAYS INTO REGISTERED APPRENTICESHIP

TRADITIONAL APPRENTICESHIPS		COLLEGE CONNECTED APPRENTICESHIPS		DEGREE APPRENTICESHIPS	
<b>NON-CREDIT</b>	<b>NON-CREDIT, FOR CREDIT HYBRID</b>	<b>CREDIT EVALUATION FOR NON-COLLEGE EXPERIENCE</b>	<b>FOR CREDIT</b>	<b>DEGREE</b>	<b>COMPETENCY BASED DEGREE</b>
A college, trade union, community-based or other training provider delivers technical instruction that does not result in postsecondary credit	An institution of higher education delivers technical instruction through a combination of for-credit and non-credit courses	An institution of higher education awards academic credit for an apprenticeship experience provided outside of a college setting	An institution of higher education delivers technical instruction through for-credit courses	An institution of higher education delivers for-credit technical instruction that culminates in a degree	An institution of higher education delivers for-credit technical instruction and/or awards credit for apprenticeship experience as part of a degree pathway



FDOE supports multiple methods to promote registered apprenticeship and educate potential participants to consider these programs as a pathway to a career. Among these options are the following:

### **RECRUITMENT AND OUTREACH CAMPAIGNS**

conducted by a variety of stakeholders, including existing registered apprenticeship program sponsors, educational institutions partners and local workforce development boards, are the most common outreach methods. See *Integration into Florida's Workforce Development System & Outreach and Recruitment* section for details.

### **PREAPPRENTICESHIP PROGRAMS**

provide a defined pathway for individuals to move into a registered apprenticeship program; FDOE has focused on encouraging the development of preapprenticeship programs to create these pathways.

### **EARLY PARTICIPATION AND EXPOSURE IN HIGH SCHOOL**

through secondary Career and Technical Education programs with associated courses (High School Apprenticeship and High School Preapprenticeship) was developed 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 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.

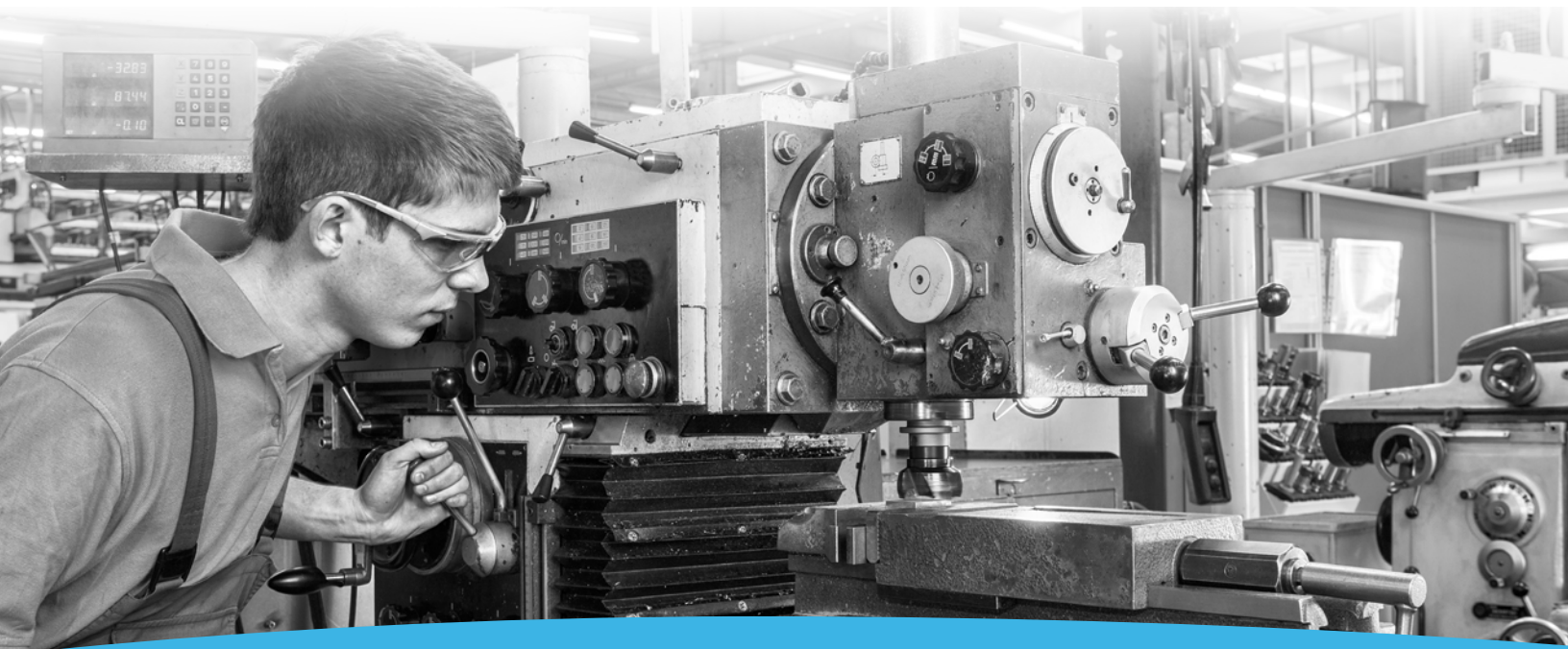
# KEY INITIATIVES IN 2019-20

In partnership with CareerSource Florida, the FDOE has focused on initiatives to promote the value of registered apprenticeship and on expanding access to registered apprenticeship and preapprenticeship opportunities. FDOE has also further streamlined the approval process for entities seeking to create new programs. The following achievements represent the results of these efforts on registered apprenticeship and preapprenticeship.

## REDUCING BARRIERS AND BUREAUCRACY

The FDOE has further reduced barriers to starting new registered apprenticeship and preapprenticeship programs by streamlining the approval process for programs. Prior to 2017, the Apprenticeship Section, on average, registered seven to nine new apprenticeship programs per year, with an average of nine to 12 months to complete the process. In 2019-20, the section registered 29 new apprenticeship programs with an average registration time of six weeks.

Strategies that contributed to this improvement include implementation of an electronic documentation system, elimination of redundant paperwork and a wholesale redesign of the Florida Standards of Apprenticeship documents to incorporate multiple occupations. The Apprenticeship Section team continues to provide improved and more efficient extensive technical support to sponsors and employers who are interested in starting a new program.



## EDUCATIONAL OPPORTUNITIES

FDOE has also focused on ensuring new pathways to registered apprenticeship are being made available, including increased use of college credit courses, as opposed to clock hour-based courses, and the creation and expansion of preapprenticeship opportunities.

### CREDIT COURSES

Apprentices can now be enrolled in credit-earning courses at an FCS or SUS institution to satisfy the minimum requirements for RTI. Historically, apprentices were enrolled in clock-hour courses or non-credit courses for their RTI. This made it very difficult for state colleges and state universities to embrace or work with RA programs and to calculate articulated credit for apprentices wishing to continue their education and earn a degree. By enrolling in credit-bearing courses at an FCS or SUS institution, apprentices can earn college credit at the same time they are working in their apprenticeship training program. Below are two examples:

#### **SOUTH FLORIDA STATE COLLEGE**

partnered with AdventHealth Sebring. Apprentices enroll in an 8 credit-hour course in Foundations of Nursing Practice.

#### **FLORIDA INTERNATIONAL UNIVERSITY**

sponsored a Registered Apprenticeship Program. Apprentices enroll in a 3 credit-hour course in Computer Security Fundamentals.

### HIGH SCHOOL PREAPPRENTICESHIP

RA program sponsors are now encouraged to sponsor preapprenticeship programs in high schools. High school students, who are enrolled in a CTE program of study that aligns with an occupation(s) of an RA program may be invited to register in a preapprenticeship program that can provide a pathway to employment after graduating high school. The FDOE's Apprenticeship Section has been actively working with school districts and apprenticeship program sponsors to design Standards of Preapprenticeship for 11th and 12th grade students. Below are a few examples:

#### **CLAY COUNTY SCHOOL BOARD PREAPPRENTICESHIP PROGRAM**

for the following occupations: Carpenter, Electrician and Heating & Air Conditioning Installer-Servicer<sup>3</sup>

#### **HILLSBOROUGH COUNTY PUBLIC SCHOOLS PREAPPRENTICESHIP PROGRAM**

for the following occupations: Ironworker and Carpenter<sup>4</sup>

#### **ST. LUCIE PUBLIC SCHOOLS PREAPPRENTICESHIP PROGRAM**

for the following occupations: Carpenter and Industrial Manufacturing Technician<sup>5</sup>

3. Through the following secondary CTE programs: Carpentry (8104300); Electricity (8727200); and Air Conditioning, Refrigeration & Heating Technology (8723000)

4. Through the following secondary CTE programs: Welding Technology Fundamental (9204400), Carpentry (8104300), Building Construction Technologies (8720300)

5. Through the following secondary CTE programs: Carpentry (8104300) and Advanced Manufacturing Technology (9200200)



## DIVERSIFICATION AND EXPANSION INTO NEW INDUSTRY SECTORS

The recent growth of registered apprenticeship includes diversification and expansion into new industry sectors such as healthcare, sales and marketing, marine, 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:

### APPRENTICESHIP TO CAREERS AT ADVENTHEALTH, INDIVIDUAL NON-JOINT (SEBRING)

A unique apprenticeship program that combines the skills of a nursing assistant, phlebotomist, home health aide and electrocardiograph technician to create the cross-functional occupation of Advanced Patient Care Technician. In partnership with South Florida State College. Apprentices attend an 8 credit-hour course in Foundations of Nursing Practice. The program uses an 18-month competency-based OJT approach.

### K-METHOD TRAINING GROUP, GNJ (PORT ST. LUCIE)

This apprenticeship program was made possible due to 2019 House Bill 7071 that removed restrictions on certain industries and occupations. This program is the first in the state to apprentice Automotive Sales Representatives. The program uses a 2,000-hour competency-based approach and is designed to meet the needs of high-end automotive dealerships.

### MARINE INDUSTRIES ASSOCIATION OF SOUTH FLORIDA, GROUP NON-JOINT (FT. LAUDERDALE)

This apprenticeship program is a shining example of the customization and flexibility of the apprenticeship training model. The marine industry needed a training program that met the needs of a specialized occupation called Yacht Service Technician. In partnership with Atlantic Technical College and subject-matter experts from Derektor, RMK-Merrill and Marine Max, an apprenticeship program was developed that is unique to the industry.

### FLORIDA INTERNATIONAL UNIVERSITY (FIU) APPRENTICESHIP PROGRAM (MIAMI)

FIU became the first four-year university in Florida to sponsor a registered apprenticeship program in the occupation of Cybersecurity Analyst. The program uses a 2,000-hour competency-based approach. Apprentices attend a 3 credit-hour Computer Security Fundamentals course and have the opportunity to earn CompTIA A+, N+, Security+, EC Council Certified Ethical Hacker (C|EH), Computer Hacking Forensic Investigator (CHFI) and Certified Information Systems Security Professionals (CISSP) industry certifications.

## INTEGRATION INTO FLORIDA'S WORKFORCE DEVELOPMENT SYSTEM & OUTREACH AND RECRUITMENT

For the past three years, FDOE has worked closely with CareerSource Florida and the Department of Economic Opportunity (DEO) 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 DEO 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 identify opportunities for new or expanded registered apprenticeships in targeted sectors.

In 2019, the DEO and CareerSource Florida, in partnership with FDOE, launched the "Apprentice Florida" marketing and outreach campaign. The purpose of the campaign is to increase awareness and improve messaging about the advantages of employing the registered apprenticeship training model for employers, with a primary focus on the Information Technology, Advanced Manufacturing, Healthcare, Construction, Distribution and Logistics, and Hospitality industries. CareerSource Florida is a leader in the promotion and expansion of registered apprenticeship and preapprenticeship programs.

Briefly, Phase One of the Apprentice Florida campaign (July 2019-January 2020) focused on strategic marketing and outreach designed to raise awareness of the Florida Registered Apprenticeship system. Phase Two (March-June 2020) focused on expanding a call to action for businesses in targeted industries.

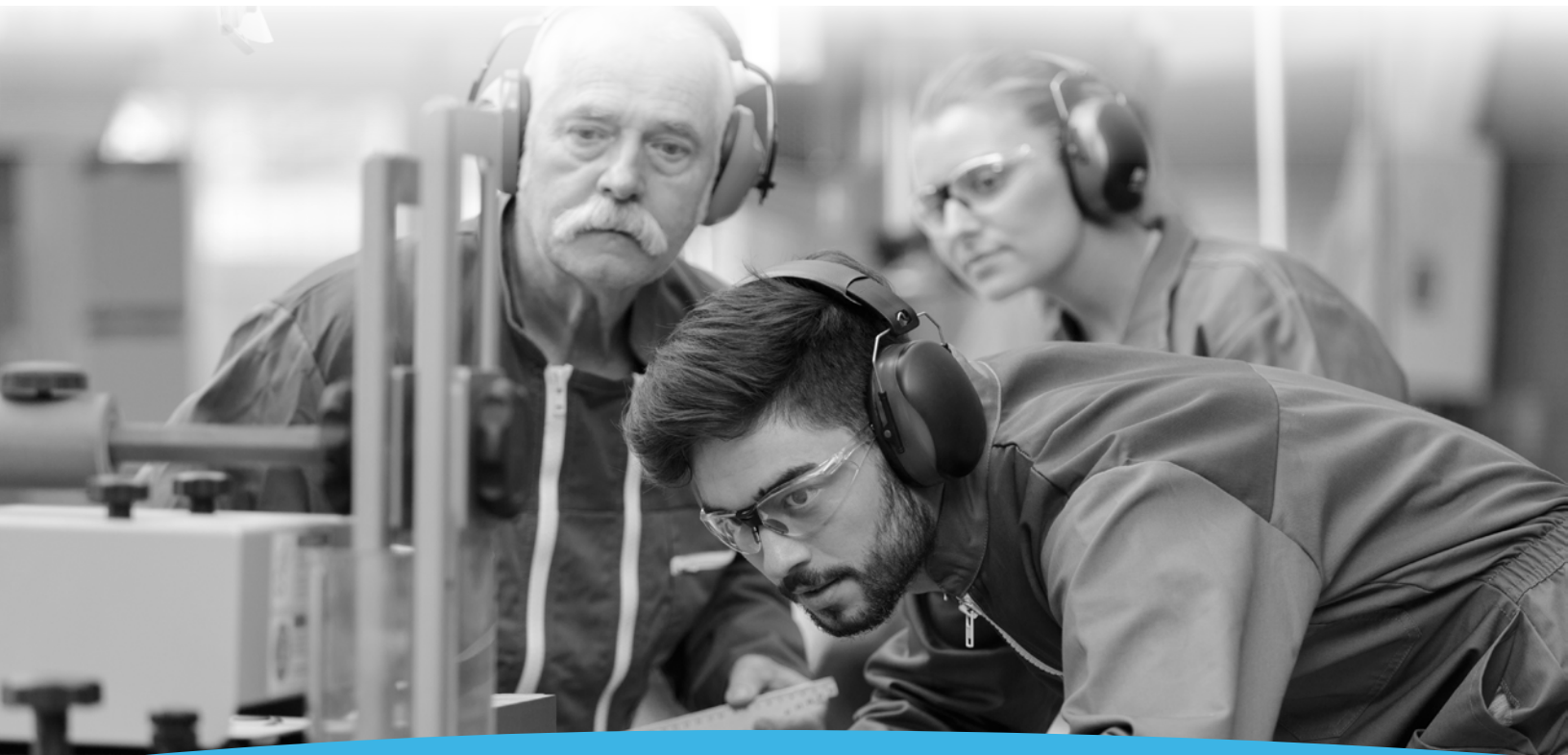
Phase Three is slated for roll-out in the fall of 2020 and will take advantage of interest generated through the website, targeted multi-media outreach and social media campaigns. This website



may be accessed at: <https://apprenticeflorida.com>. See Appendix B for a detailed overview of Apprentice Florida's achievements.

In addition to Apprentice Florida, all state apprenticeship regional training representatives (ATR) work in varying capacities with local workforce development 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 development 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 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(2) Florida Statutes. See Appendix B for a summary by region of the specific outreach activities and events conducted in 2019-20.







## STATE AND FEDERAL GRANT SUPPORT FOR PROGRAM DEVELOPMENT AND EXPANSION

In recent years, federal and state grants have supported program development and expansion. The following initiatives have been funded:

<b>1.</b> Pathways to Career Opportunities Grant (PCOG) (State)	<b>2.</b> State Apprenticeship Expansion Grant (SAE) (Federal USDOL)
<b>3.</b> Apprenticeship State Expansion Grant (ASE) (Federal USDOL)	<b>4.</b> Building State Capacity to Expand Apprenticeship through Innovation (Capacity) (Federal USDOL)

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

### PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)

For the 2019-20 and 2020-21 fiscal years, the FDOE was appropriated \$10 million each year for the development of new and expansion of registered apprenticeship and preapprenticeship programs through the PCOG. For the 2019-20 fiscal year, the department selected 55 proposals based upon two rounds of competitive proposals. See Appendix F for a summary of the funded projects. Information on the competitive proposals is available at: <http://www.fldoe.org/pathwaysgrant>.

## STATE APPRENTICESHIP EXPANSION GRANT (SAE) (FEDERAL USDOL)

In 2016, the DEO was awarded a USDOL Apprenticeship USA expansion grant, and subsequent Continuation Grant, which is scheduled to run through October 2020. The primary purpose of the grant is to forge a partnership between the DEO, CareerSource Florida and the FDOE to drive systems change involving employers, industry organizations, RA sponsors, state and local workforce development systems, secondary and postsecondary institutions, and non-profit agencies. Together, these strategic partners address Florida's critical need for a demographically diverse skilled workforce in high-demand occupation growth industries, with a particular focus on Building Trades, Health Services and Advanced Manufacturing, and Information Technology. For example:

### CAREERSOURCE CENTRAL FLORIDA.

in collaboration with Seminole State College and The Hartford, established the state's first insurance apprenticeship program to create a talent pipeline of disability analysts in the financial services industry.

### CAREERSOURCE BROWARD

partnered with the Marine Industries Association of South Florida to sponsor the Yacht Service Technician Apprenticeship. This cross-training opportunity allows apprentices to become credentialed as Yacht Service Technicians, earning high wages as they train with maritime industry employers MarineMax and Derecktor Marine.

As part of the Continuation Grant project, funds have been expended to develop and implement an outreach campaign to demonstrate effective methods to market and develop new RA programs in targeted sectors. The result was the development of the "Apprentice Florida" marketing and outreach campaign. Through print media, electronic media, social media and a website, the "Apprentice Florida" campaign has been very successful in creating awareness throughout Florida.



# APPRENTICESHIP STATE EXPANSION GRANT (ASE) (FEDERAL USDOL)

FDOE was awarded \$3,078,257 with a 36-month period of performance which began on July 1, 2019. These funds are used to achieve the following goals:

<p><b>1.</b></p> <p>Support the expansion of new and existing registered apprenticeship programs in all industry sectors;</p>	<p><b>2.</b></p> <p>Support the expansion of new registered apprenticeships in all registered apprenticeship programs;</p>
<p><b>3.</b></p> <p>Support and strongly encourage the diversity of registered apprentices from traditionally underrepresented populations (women, minorities, persons with disabilities, veterans, etc.) in new or expanding registered apprenticeship programs;</p>	<p><b>4.</b></p> <p>Build capacity through adding a grant manager, ATR and outreach specialist;</p>
<p><b>5.</b></p> <p>Develop and deliver outreach materials through awareness activities championed by the outreach specialist; and</p>	<p><b>6.</b></p> <p>Build on previous successes with state partners such as CareerSource Florida, DEO and other Florida state agencies 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.</p>

# BUILDING STATE CAPACITY TO EXPAND APPRENTICESHIP THROUGH INNOVATION GRANT (CAPACITY) (FEDERAL USDOL)

FDOE was awarded a \$450,000 Building State Capacity to Expand Apprenticeship through Innovation Grant (Capacity) with a 36-month performance period beginning on July 1, 2020, and concluding on June 30, 2023.

The funds will be used to bolster capacity to support existing state and federal grant projects by adding another ATR for the Central East Coast region of Florida and a grant manager.



# FDOE RESOURCE SUMMARY FOR REGISTERED APPRENTICESHIP

## STATE CAPACITY AND STRUCTURE

The FDOE Apprenticeship Section is comprised of eight positions, which are funded annually through the General Appropriations Act (GAA) and then apportioned within FDOE to support the operation (salaries and expenses). 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). The state director, program specialist, and apprenticeship and training representative who service Region 1B (Leon County to Escambia County) are located in Tallahassee. Staff are located strategically throughout the state to better serve current and future programs at a local level. 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 nationally and Florida-registered apprenticeship systems.

Since Florida's RA 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 typically want to understand how the registered apprenticeship system works while individuals are interested in potential employment opportunities. Sponsoring a registered apprenticeship or preapprenticeship program starts with a phone call or an email inquiry to the Apprenticeship Section office in Tallahassee or connecting with one of the six regional ATRs.

# FLORIDA'S APPRENTICESHIP AND PREAPPRENTICESHIP PARTICIPATION AND OUTCOMES

The following provides a summary of the 2019-20 activity in registered apprenticeship and preapprenticeship programs with detailed information provided in the appendices section.

## CURRENT PROGRAM STATUS AND OUTCOMES

As Florida's economy has strengthened over the past several years, the number of RA and preapprenticeship programs has increased. Between July 1, 2019, and June 30, 2020, the **FDOE registered 29 new apprenticeship programs, for a total of 251, and 4,196 new apprentices during this same period for a total of 15,823.**<sup>6</sup>

During this period, six apprenticeship programs were cancelled. **For preapprenticeship programs, FDOE has a total of 37 registered programs.** Of these, 10 were newly registered, and four were voluntarily cancelled.

Currently, **there are over 4,500 participating employers in 77 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 RA program have an opportunity to acquire a better career in a profession that pays well throughout the RA process, and even better upon successful completion. According to research conducted by USDOL, upon completion of the registered apprenticeship program, individuals enter a career and may begin earning **an average salary of more than \$50,000**

<sup>6</sup> Based on data reported in the USDOL RAPIDS registration system. This number includes apprentices who were active in the year but exited before June 30, 2020. See Appendix E-2 for detailed information.



– in addition to potentially avoiding student loan debt.<sup>7</sup>

## REGISTERED PROGRAMS AND PUBLIC EDUCATIONAL PARTNERSHIPS

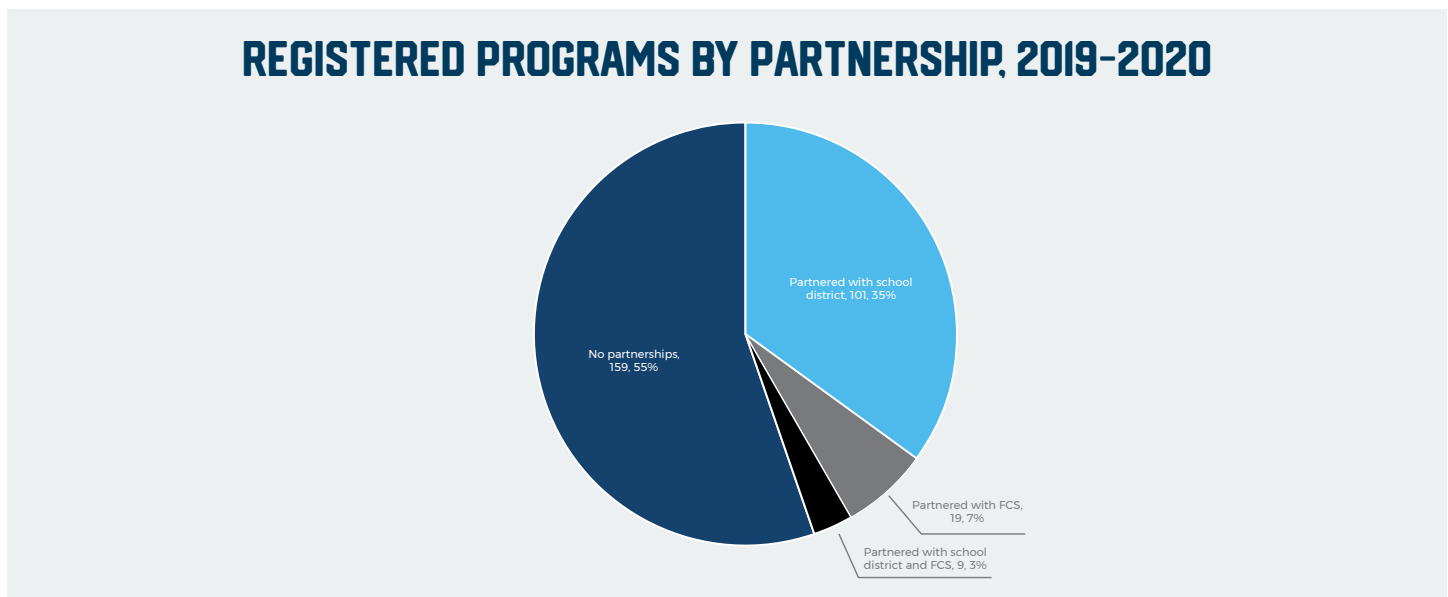
Overall, the **total number of registered programs increased by 11% from 2018-19 to 2019-20**. In 2019-20, FDOE had a total of 288 registered programs, of which 251 were RA programs and 37 were registered preapprenticeship programs.<sup>8</sup> During the 2019-20 year, six RA programs and four preapprenticeship programs were cancelled.

The overall total compares to 259 registered programs in 2018-19, of which 228 were RA 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.

For the 288 registered programs with a registration at any time during the year, 44% partnered with a school district or FCS institution for program delivery. Of those with a partnership,

- 101 programs partnered exclusively with school districts for the RTI (35% of total registered programs);
- 18 programs partnered exclusively with FCS institutions for the RTI (6% of total registered programs); and
- Nine programs partnered with both school districts and FCS institutions for the RTI (3% of total registered programs).

Fifty-six percent of programs (160 programs) were not partnered with a district or FCS institution but



7. USDOL, Apprenticeship Toolkit: Advancing Apprenticeship as a Workforce Strategy, [dol.gov/apprenticeship/toolkit/toolkitfaq.htm#2e](https://dol.gov/apprenticeship/toolkit/toolkitfaq.htm#2e).

8. Based on active programs from July 1, 2019 to June 30, 2020.

may have partnered with other education partners for instructional delivery.

## PROGRAM PARTICIPATION

There are two methods available for collecting statewide data by trade and occupation for RA and preapprenticeship. The first method considers when RA and preapprenticeship is offered in partnership with a school district or FCS institution for RTI. The enrollment activity is then reported to the FDOE for accountability and funding purposes by program.<sup>9</sup> Appendix E-1 provides enrollment by program for 2019-20. The top five programs reported with the most enrollment were:

Trade/Occupation	# Enrolled in School Districts	# Enrolled in FCS Institutions	Total	% of Total
Electrician	4,111	1,568	5,679	41%
Plumbing Technology	1,265	366	1,631	12%
Air Conditioning, Refrigeration and Heating Technology	1,045	400	1,445	10%
Preapprenticeship	674	n/a	674	5%
Carpentry	462	36	498	4%

These programs represent 72% of total program enrollment.<sup>10</sup> Since not all apprenticeship programs involve partnerships with Local Educational Agencies (LEAs), this summary does not reflect activity for non-LEA programs.

9. Program names are based on occupations.

10. Total program enrollment for 2019-20 for school districts and FCS combined was 13,792. The top 5 programs with enrollment encompassed 72% of this figure.



The second method of capturing program participation looks 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, 2019, and June 30, 2020, there were 15,823 registered apprentices. 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 top five occupations with the most associated registered apprenticeships were as follows:

Trade/Occupation	Total	% of Total
Electrician	7,060	35%
Plumber & Pipe Fitter	4,136	21%
Heating & Air Conditioning Mechanic & Installer	2,048	10%
Elevator Constructor	1,138	6%
Power-Line Distribution Erector	995	5%

These occupations represent 77% total participation in RA.

## PROGRAM OUTCOMES

During the 2019-20 program year, **1,603 apprentices completed their program and received an apprenticeship certificate with an average median exit wage of \$21.27 per hour or an annual salary of \$44,241.** Of those completing, 825 apprentices (51.5%) completed their program during the expected timeframe. This compares to 2018-19 performance with 50.3% of apprentices completing their program during the appropriate timeframe.

In 2019-20, there were 1,090 preapprentices enrolled in preapprenticeship programs; of that, 583 were newly registered. There were 275 completers for a 54% completion rate. In 2018-19, 885 preapprentices exited their programs. Of those, 600 completed the program for a 68% completion rate.<sup>11</sup> Information on whether the preapprentice completed on time was not available for the 2018-19 reporting year.

<sup>11</sup> Preapprenticeship programs range from 6 to 24 months and therefore will always have differing rates. Not all preapprenticeship programs start and end at the same time, and therefore there will always be varying completion, enrollment and cancellation rates.





## STATE INVESTMENTS IN REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP TRAINING

Workforce education programs are defined in Florida Statutes to include RA and preapprenticeship programs as defined in section 446.021, Florida Statutes.<sup>12</sup> This provides school districts and FCS institutions authority to offer RA 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 GAA 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 RA training through a district or FCS institution are exempt from the payment of tuition and fees for the RTI component of their RA program.<sup>13</sup>

The operating funds provided to district and FCS institutions may be used for the support of RA, 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 colleges enter into local agreements with RA program sponsors. These agreements are not standardized statewide and 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 RA 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 RA and preapprenticeship programs for the 2019-20 fiscal year. The total expenditures for both school districts and FCS institutions was about \$25.1 million.

<sup>12</sup> s. 1011.80(1), Florida Statutes.

<sup>13</sup> s. 1009.25(1)(b), Florida Statutes.

# CONCLUSION: THE VALUE OF APPRENTICESHIP AND PREAPPRENTICESHIP

## THE VALUE FOR EMPLOYERS

RA and preapprenticeship helps Florida employers develop highly skilled employees. This training method is associated with a reduction in 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 an RA program are still employed nine months later.

### **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

RA and preapprenticeship opens the door for individuals seeking employment and training with an opportunity to participate in a structured training program. Registered preapprentices can continue on a pathway into RA and obtaining academic and technical instruction – and in some cases OJT – making them highly desirable to employers in competitive markets. Registered apprentices earn a paycheck from day one on the job, 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 OJT training in a wide variety of occupations and industries such as healthcare, 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.



## THE VALUE TO THE WORKFORCE SYSTEM

Connecting registered apprenticeship and preapprenticeship to Florida's state and local workforce systems is an ideal 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 (WIOA), RA is identified as a training strategy to assist individuals in overcoming barriers to employment. As such, RA programs are given automatic approval status on a local workforce development board's eligible training provider list. RA contributes to positive outcomes in the state and local workforce development system's WIOA performance measures such as:

### EMPLOYMENT

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

### RETENTION

RA programs have high retention rates

### EARNINGS

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

### CREDENTIAL ATTAINMENT

All RA graduates earn a national, industry-recognized credential.

In summary, the value of RA and preapprenticeship to Florida's employers, individuals seeking employment, the workforce development system and the economy cannot be overstated. It is an employer-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 Outreach and Recruitment Overview

**APPENDIX C-1:** Summary of Fiscal Information for Registered Apprenticeship Programs by School District and Florida College System Institution, 2019-20

**APPENDIX C-2:** Summary of Fiscal Information for Registered Apprenticeship Programs in School Districts and Florida College System Institutions by Trade/Occupation, 2019-20

**APPENDIX C-3:** Summary of Fiscal Information for Registered Apprenticeship Programs by School District/Florida College System Institution and Trade/Occupation, 2019-20

**APPENDIX D:** List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership (if applicable), 2019-20

**APPENDIX E-1:** Registered Apprenticeship and Preapprenticeship Program Enrollment by Trade/Occupation and LEA Type, 2019-20

**APPENDIX E-2:** Number of Registered Apprentices by Trade/Occupation, 2019-20

**APPENDIX F:** Pathways to Career Opportunities Grant (PCOG) – List of funded projects and status

# APPENDIX A

## STATE AND REGIONAL APPRENTICESHIP PROGRAM CONTACT INFORMATION

Richard (Ted) Norman III, Ed.S.  
State Director of Apprenticeship  
Florida Department of Education  
325 W. Gaines Street, Room 754  
Tallahassee, Florida 32399-0400  
Phone: 850-245-9039  
Fax: 850-245-9010  
Email: Richard.Norman@fldoe.org

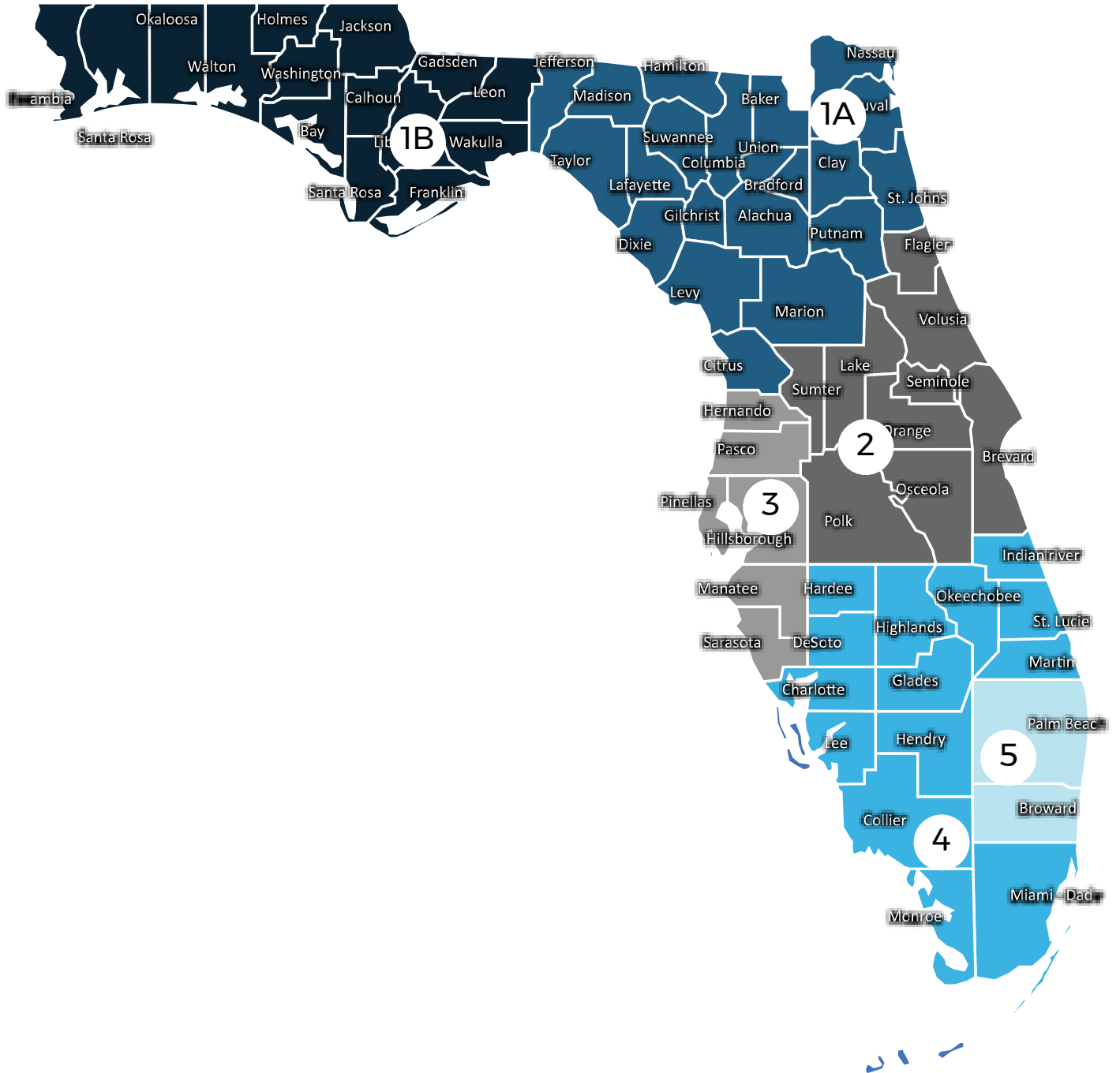
FDOE Apprenticeship Office Main Phone: 850-245-0454

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; 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; 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; 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; Sarasota
4	Miami	Apprenticeship Office 5780 NW 158th St., Bldg. 2, Rm 204 Miami Lakes, Florida 33014 Telephone: (305) 557-1100 Email: lorena.vasquez@fldoe.org	Charlotte; Collier; Dade; DeSoto; Glades; Hardee; Hendry; Highlands; Indian River; Lee; Martin; Monroe; Okeechobee; 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; Palm Beach

# MAP OF APPRENTICESHIP REGIONS AND CORRESPONDING COUNTIES





# APPENDIX B

## OUTREACH AND RECRUITMENT EFFORTS

Apprentice Florida ([www.apprenticeflorida.com](http://www.apprenticeflorida.com)) is an outreach campaign developed on behalf of the partnership that includes CareerSource Florida, FDOE and DEO. Established under the State Apprenticeship Expansion Grant awarded by the USDOL to Florida in 2016, the partnership seeks to expand registered apprenticeships and create a fortified talent pipeline in targeted sectors, driving economic development across the Sunshine State. Apprentice Florida launched in July 2019 with a primary focus on raising awareness and increasing engagement in registered apprenticeships among businesses. In support of this priority, CareerSource Florida, working with its strategic communications firm of record, The Moore Agency, and in collaboration with its grant partners, led the development and implementation of a strategic marketing outreach plan to raise awareness and use of registered apprenticeships among businesses and job seekers. The following is an overview of achievements to date.<sup>14</sup>

### PHASE I OVERVIEW

**Timing:** July 2019 – June 2020

**Strategy:** The launch of Apprentice Florida (Phase 1), was designed exclusively to raise awareness of registered apprenticeships among businesses in Florida. During this phase, leads were not actively sought. All advertising outreach drove interested individuals to [apprenticeflorida.com](http://apprenticeflorida.com) to learn more. A contact form is included on the website for best user experience. Individuals who completed this form provided their contact information to receive automatically generated emails with additional information. The resulting distribution list of contact information was made available to local workforce development boards via the CareerSource Florida brand portal.

#### Target Audiences:

- Businesses with an emphasis on the following industries:
  - Information technology
  - Healthcare
  - Hospitality
  - Trade/logistics
  - Advanced manufacturing
  - Construction (most current apprenticeships in Florida fall within the construction industry)

<sup>14</sup> The work with the Moore Agency is supported by the Apprenticeship USA State Expansion Grant (FOA-ETA-16-13) whose fiscal agent is the Florida Department of Economic Opportunity.

**Success:**

- Impressions<sup>14</sup>: 35,952,028
- Website Visits (Conversions): 32,714
  - Number of website visits is considered the conversion for Phase 1, as that aligns with the call to action to visit the website
  - Cost per Visit (Conversion): \$1.22
- Leads Generated: 701\*

\*This is the total number of contacts provided while Phase 1 advertising was in market.

## PHASE 2 OVERVIEW

**Timing:** April – June 2020

**Strategy:** Phase 2 advertising outreach ran exclusively in June 2020 and shifted from primarily raising awareness to a stronger call to action to generate business contacts. All messaging committed to the provision of a toolkit to help these individuals learn about and establish an apprenticeship program, which was provided in the form of an email nurture sequence. Leads were not promised any direct communication from an individual working on behalf of the campaign.

**Target Audiences:**

- Businesses, with an emphasis on those in the following industries:
  - Information Technology
  - Healthcare
  - Hospitality
  - Trade/Logistics
  - Advanced Manufacturing
  - Construction (most current apprenticeships in Florida fall within the construction industry)

**Success:**

- Impressions: 7,296,800
- Website Sessions: 5,908
- \*Leads Generated (Conversions): 397
  - Cost per Conversion (Lead): \$178.69
  - Cost per Visit: \$8.09

\*This is the total number of leads (employer contacts) generated while Phase 2 advertising was in market.

15. Impressions are the total number of times content has been seen, or had the opportunity to take an action, such as click on the advertisement to visit the webpage. The advertisement could have appeared in their social media feed or on a website.

NOTE: The cost per conversion in Phase 2 was higher than in Phase 1 due to the different goals of the campaign phases. In Phase 1, a website visit was counted as a conversion, and in Phase 2, provision of contact information was counted as a conversion. The more involved the “ask” of the audience, the more budget required to secure conversions or leads. Additionally, business leads historically cost more than career seeker leads, and Phase 1 advertising was in the market significantly longer than Phase 2, allowing for increased optimizations which served to keep cost per conversion low.

## **TOTAL LEADS GENERATED, PHASE 1 AND PHASE 2**

The number of leads generated referenced above is specific to the time framed during which advertising was in market; however, leads were also submitted outside of that timeframe.

- Businesses: 468
- Prospective Apprentices: 1,701

### **Budget**

Total outreach budget: \$500,000

Total advertising dollars spent: \$215,999.03 (43%)

- Phase 1: \$132,403.84
- Phase 2: \$83,595.19

### **Local Workforce Development Board Engagement**

To support promotion of apprenticeships regionally, the CareerSource Florida network’s 24 local workforce development boards were provided with a customized toolkit, including email and phone call scripts to use in reaching out to businesses, and additional materials such as fact sheets, a PowerPoint template and social media content. This information was provided in a webinar, which was attended by representatives of local workforce development boards from across the state.

### **Communications and Outreach Deliverables Completed to Date**

CareerSource Florida, working with The Moore Agency and in collaboration with the two grant partners, has:

- Managed a two-pronged, five-month marketing and awareness research project, with included one-on-one calls with apprentices and program sponsors, and a statewide survey of current and prospective apprentices and businesses
- Led presentation of research at first-ever Apprenticeship Summit in June 2018
- Developed Apprentice Florida brand, including:
  - Naming convention
  - Logo
  - Tagline
  - Brand style guide
  - Key messages

- Designed and published a website/landing page to support advertising outreach
- Coordinated development of testimonial videos including:
  - Miami Dade Public Schools Preapprenticeship (construction)
  - The Hartford (finance/insurance)
  - Inspired Technologies (information technology)
- Coordinated details of launch of Apprentice Florida at Florida Chamber Learners to Earners Conference in June 2019
- Launched initial advertising in July 2019
  - Included digital advertising and billboards in five targeted Florida markets
- Broadened advertising outreach in October 2019
- Managed the first apprenticeship awareness event/press conference in conjunction with National Apprenticeship Week in Nov. 2019, including event planning and media outreach
- Placed apprenticeship op ed in Orlando Sentinel
- Developed shareable digital and printed content including:
  - Social media graphics with statistics
  - “Apprenticeship 101” fact sheet
  - “Is an Apprenticeship Right for Your Business?” fact sheet
  - “How to Start an Apprenticeship Program” fact sheet
  - Social media guide with sample posts
- Developed and distributed a local workforce development board survey to uncover needs and next steps
- Developed Phase 2 content, including:
  - Updated key messaging
  - Video tutorial script and creative direction
  - Business toolkit
  - CareerSource Florida network toolkit
  - Updated advertising creative
  - Updated email nurture sequence strategy and content
  - News release template

# APPRENTICE FLORIDA



Apprentice Florida, a product of the partnership between CareerSource Florida, the Florida Department of Education and the Florida Department of Economic Opportunity, launched in June 2019. The following highlights the success of the campaign in its first year.



**43,048,554**  
TOTAL IMPRESSIONS



**42,527,926**  
PAID OUTREACH

**520,628** EARNED MEDIA

**42,527,926**  
PAID OUTREACH IMPRESSIONS



**468**  
BUSINESS LEADS\*

**1,701**  
APPRENTICE LEADS\*

\*Based on a total of 2,000 leads with 1,000 from 1,000+ in June 2020

## MEDIA RELATIONS



**520,628**  
IMPRESSIONS THROUGH MEDIA RELATIONS

### INCLUDED HITS IN:

- THE FLORIDA CHANNEL
- FLORIDA POLITICS SUNBURN

## WEB



**34,430**  
WEBSITE SESSIONS

**690** CONTENT DOWNLOADS

**528** REFERRALS TO PARTNERS

# APPRENTICE FLORIDA CREATIVE SAMPLES



The following activities were also conducted by the FDOE Apprenticeship Section team responsible for the administration of registered apprenticeship and preapprenticeship programs in Florida during the 2019-20 program year.

## REGION IA

- Attended, participated in and presented at the 2019 61st Annual Florida Apprenticeship Conference
- Met with the Florida Department of Business and Professional Regulation, Construction Industry Licensing Board
- Attended and participated as a vendor in College of Central Florida's College & Career Fair
- Florida Youth Challenge Academy – Attended and participated as a vendor in their Career Fair
- Attended and engaged in Baker Correctional Institution's open house for the plumbing and masonry trades
- Attended Frank H. Peterson Academy's College & Career Expo and promoted apprenticeship to 750 students
- Attended the "Sustaining Our Partnerships" program during National Apprenticeship Week at FSCJ
- Assisted in the North Florida Building Trades Apprenticeship Career Day during National Apprenticeship Week
- Judged at the women's masonry contest at Lowell Correctional Institution
- Judged at the men's masonry contest at Baker Correctional Institution
- Attended the 7th Annual Northeast Florida Construction Career Days event with 3,000 junior and senior high school students from 63 area schools in 12 counties
- Attended the Westside High School Career Fair and promoted apprenticeships
- Attended and engaged in the NEFBA Preapprenticeship Kick-Off Event 2019 during National Apprenticeship Week
- Assisted in the North Florida Building Trades Apprenticeship Career Day during National Apprenticeship Week

## REGION IB

- Attended Leon Works 2019 Annual College & Career Fair for all Leon County High Schools
- Attended Health Care Sector Round Table event in Tallahassee
- Attended Expansion of City of Tallahassee Utilities Apprenticeship meeting
- Chipola College regarding Apprenticeship Program start-up
- Presented at University of West Florida regarding Cybersecurity apprenticeship program
- Met with TruMont related to a Registered Nurse apprenticeship
- Presented at Big Bend Society of Human Resource Management meeting
- National Apprenticeship Week Inspired Technologies Event
- Presented at Pensacola Society of Human Resource Management meeting
- Attended Pathways to Career Opportunity Grant Kick-off meeting at Haney Technical College

- Attended Pathways to Career Opportunity Grant Kick-off meeting at Northwest Florida State College
- Presented at Florida Rehabilitation Council for the Blind Conference in Tallahassee
- Presented at CareerSource Capitol Region office
- Manufacturing Sector Roundtable event at Tallahassee Community College
- Developed of Utility Technician apprenticeship program with City of Tallahassee Utilities Gas

## REGION 2

- Speaker at the Florida Apprenticeship Administrators Association Conference
- Manned Resource Table at Florida Association for Career and Technical Educators, Inc. Trade Show/Conference
- Represented FDOE/Region in Registration process at OneWeb Space Coast Consortium
- Manned Booth and Presented at Workforce Professional Development Summit
- Manned Table and Presented at Career Fair at Public High Schools
- Presented at CareerSource Central Florida
- Presented at Orange County Public Schools Board Meeting
- Presented at High School Career Specialists
- Presented at 2019 National Apprenticeship Week Showcase
- Presented at ESSEI 2019 Conference
- Manned Table & Interviewed H.S. Students at C.F. Public Schools Construction Career Days
- Presented at Florida Dept. of Corrections
- Presented about Preapprenticeship at Non-Profit NeNe Corporation

## REGION 3

- Presented at Career Source Tampa Bay IT Forum
- Presented at Sarasota Auto Dealers Association
- Presented at Career Source Business Development Forum
- Presented at Project Transition Interagency Council of Lee County
- Presented at Education Foundation of Sarasota
- Presented at Construction Career Rodeo at Suncoast Technical College
- Presented at Tech Talent Solutions part of National Apprenticeship Week
- Presented at Apprenticeship Career Fair at Pinellas Technical College – part of National Apprenticeship Week
- Presented at Manatee County Building Industrial Trade Show at Manatee Technical College
- Presented at Line Worker Program Advisory Board meeting
- Presented at Career Edge on Intermediary Apprenticeship Program Sponsorship
- Presented at Farmworker Career Development Advisory Committee Meetings
- Presented at Career Source Building Industry Association Trade Show
- Presented at Technical Education Council orientation at Suncoast Technical College



## REGION 4

- Attended Monthly Meetings at United Joint Apprenticeship Committee of South Florida
- Attended Monthly Meetings at Miami Dade Youth Preapprenticeship Program
- Presented at Infrastructure and Workforce Development Meeting with Carmen Morris for Office of Commissioner Xavier L. Suarez
- Attended Virtual Meetings on New Apprenticeship Programs for Miami-Dade County Public Schools
- Attended Virtual Informational Meeting on Preapprenticeship for Florida Masonry Apprenticeship and Education Foundation
- Attended Virtual Informational Meeting on Apprenticeship for The 555 Club – Hospitality Industry
- Attended Virtual Informational Meeting on Apprenticeship for North Collier Fire Control and Rescue District
- Attended Virtual Meeting about understanding apprenticeship in Florida for National Flooring Apprenticeship Program

## REGION 5

- Presented Information on Apprenticeship at Career Source Broward meeting
- Attended the Tri-Regional Conference (Farm workers)
- Met with Commissioner Steve Geller on building trades
- Attended National Apprenticeship Appreciation luncheon at Atlantic Technical College
- Presented at South Plantation High School College and Career Fair
- Presented at Baker Concrete Construction Apprenticeship information meeting
- Presented at Broward College Apprenticeship information meeting
- Presented at Florida Metropolitan Transitional Academy Preapprenticeship office meeting
- Presented at Opportunities Industrialization Center Apprenticeship meeting
- Presented at Michelle's International Learning House Apprenticeship meeting
- Presented at City of Miramar Business Inclusion Diversity Program office meeting
- Presented at School Board of Broward County Florida, Physical Plant Operations meeting

# APPENDIX C-1

## SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS IN SCHOOL DISTRICTS AND FLORIDA COLLEGE SYSTEM (FCS) INSTITUTIONS, 2018-19

Type of Agency	Agency Name	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
District	Brevard <sup>4</sup>	\$5,742	\$5,742	\$-
District	Broward*	\$4,450,506	\$4,234,346	\$216,160
District	Collier	\$72,923	\$71,640	\$1,283
District	Miami-Dade	\$1,873,850	\$1,825,526	\$48,324
District	Escambia	\$93,013	\$87,806	\$5,207
District	Flagler*	\$134,844	\$119,370	\$15,474
District	Hillsborough	\$3,016,861	\$2,993,457	\$23,404
District	Indian River	\$33,608	\$29,104	\$4,504
District	Leon	\$89,409	\$86,356	\$3,053
District	Manatee	\$257,343	\$250,955	\$6,388
District	Marion	\$405,335	\$390,599	\$14,736

Type of Agency	Agency Name	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
District	Nassau	\$26,071	\$24,735	\$1,336
District	Orange	\$4,069,149	\$3,734,321	\$334,828
District	Palm Beach <sup>4</sup>	\$399,925	\$399,925	\$-
District	Pasco*	\$311,005	\$307,346	\$3,659
District	Pinellas	\$1,738,258	\$1,675,057	\$63,201
District	Polk	\$280,084	\$275,502	\$4,582
District	St. Johns*	\$17,437	\$16,610	\$827
District	Santa Rosa	\$130,527	\$124,351	\$6,176
District	Sarasota	\$1,414,256	\$1,344,636	\$69,620
FCS	Daytona State College	\$794,332	\$636,967	\$157,364
FCS	College of the Florida Keys	\$39,648	\$32,163	\$7,485
FCS	Florida State College at Jacksonville <sup>4</sup>	\$12,374	\$7,172	\$5,202
FCS	Hillsborough Community College	\$1,739,848	\$1,463,306	\$276,541
FCS	Indian River State College	\$604,228	\$523,576	\$80,652

Type of Agency	Agency Name	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
FCS	Miami Dade College	\$637,651	\$576,402	\$61,249
FCS	Palm Beach State College	\$839,180	\$754,283	\$84,897
FCS	Santa Fe College	\$595,136	\$470,719	\$124,416
FCS	Seminole State College	\$891,742	\$735,672	\$156,070
FCS	South Florida State College	\$128,585	\$96,975	\$31,609
	DISTRICT TOTAL	\$18,820,146	\$17,997,384	\$822,761
	FCS TOTAL	\$6,282,724	\$5,297,238	\$985,486
	STATE TOTAL	\$25,102,870	\$23,294,622	\$1,808,247

**Notes:**

Source for district data is the Annual Cost Report and for colleges is the Annual Cost Analysis (detailed reports) unless denoted by an \*, in which case costs are not reflective of the Annual Cost Report and were obtained in a supplemental format.

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 college-wide instructional support costs.
4. Information reported in August 2020 in a supplemental format.

## APPENDIX C-2

### SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS IN SCHOOL DISTRICTS AND FLORIDA COLLEGE SYSTEM (FCS) INSTITUTIONS BY TRADE/OCCUPATION, 2018-19

Trade/Occupation	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
Air Conditioning, Refrigeration and Heating Technology	\$3,249,652.42	\$3,022,289.55	\$227,362.88
Automotive Service Technology	\$78,326.00	\$75,651.00	\$2,675.00
Brick and Block Masonry	\$279,204.03	\$269,093.36	\$10,110.67
Building Construction Technologies	\$146,875.33	\$140,029.64	\$6,845.69
Carpentry	\$570,925.44	\$539,344.95	\$31,580.49
Commercial and Industrial Insulation	\$92,985.40	\$91,244.58	\$1,740.82
Commercial Foods and Culinary Arts	\$69,314.00	\$61,583.00	\$7,731.00
Commercial Sign Design and Fabrication	\$60,283.00	\$57,359.92	\$2,923.08
Culinary Operations	\$17,907.44	\$13,632.88	\$4,274.56
Early Childhood Education	\$1,814,204.36	\$1,703,286.50	\$110,917.85
Electrical and Instrumentation Technology	\$7,188.00	\$284.00	\$6,904.00

<b>Trade/Occupation</b>	<b>Total Costs<sup>1</sup></b>	<b>Instructional Costs<sup>2</sup></b>	<b>Administrative Costs<sup>3</sup></b>
Electrical Line Service and Repair	\$421,175.00	\$401,335.83	\$19,839.17
Electrician	\$9,434,378.14	\$8,615,694.15	\$818,683.99
Elevator Constructor Mechanic	\$184,950.00	\$174,846.49	\$10,103.51
Fire Fighter	\$778,885.25	\$770,221.32	\$8,663.93
Fire Sprinkler System Technology	\$1,084,802.94	\$948,389.12	\$136,413.81
Glazing	\$94,757.00	\$92,990.22	\$1,766.78
Heavy Equipment Mechanics	\$209,319.00	\$193,309.00	\$16,010.00
Heavy Equipment Operation	\$324,885.00	\$316,785.21	\$8,099.79
Industrial Machinery Maintenance	\$73,292.66	\$69,841.13	\$3,451.53
Industrial Pipefitter	\$630,573.01	\$555,222.17	\$75,350.84
Information Technology	\$11,083.00	\$10,705.00	\$378.00
Machining	\$304,259.46	\$292,814.15	\$11,445.31
Millwright	\$195,777.27	\$189,151.80	\$6,625.47
Painting and Decorating	\$139,733.00	\$131,032.60	\$8,700.40

<b>Trade/Occupation</b>	<b>Total Costs<sup>1</sup></b>	<b>Instructional Costs<sup>2</sup></b>	<b>Administrative Costs<sup>3</sup></b>
Plumbing Technology	\$3,137,287.38	\$2,923,512.09	\$213,775.29
Preapprenticeship	\$520,119.11	\$514,988.11	\$5,131.00
Roadway Technician	\$12,809.04	\$12,376.91	\$432.13
Roofing	\$70,525.00	\$67,339.09	\$3,185.91
Sheet Metal Fabrication Technology	\$539,339.00	\$517,621.02	\$21,717.98
Structural Steel Work	\$543,005.97	\$518,044.60	\$24,961.37
Surveying and Mapping Technology	\$5,046.00	\$4,601.56	\$444.44
<b>TOTAL</b>	<b>\$25,102,868</b>	<b>\$23,294,621</b>	<b>\$1,808,247</b>

Notes:

Source for district data is the Annual Cost Report and for colleges is the Annual Cost Analysis (detailed reports) and supplemental reporting for trade/occupation.

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 college-wide instructional support costs.

## APPENDIX C-3

### SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/OCCUPATION, 2018-19

LEA	Trade/Occupation	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
Brevard	Preapprenticeship	\$5,742	\$5,742	\$-
Broward*	Commercial Sign Design and Fabrication	\$60,283	\$57,360	\$2,923
Broward*	Surveying and Mapping Technology	\$5,046	\$4,602	\$444
Broward*	Brick and Block Masonry	\$39,182	\$37,149	\$2,033
Broward*	Carpentry	\$208,026	\$198,218	\$9,808
Broward*	Electrician	\$1,346,450	\$1,280,476	\$65,974
Broward*	Electrical Line Service and Repair	\$421,175	\$401,336	\$19,839
Broward*	Glazing	\$94,757	\$92,990	\$1,767
Broward*	Painting and Decorating	\$139,733	\$131,033	\$8,700
Broward*	Roofing	\$70,525	\$67,339	\$3,186



<b>LEA</b>	<b>Trade/Occupation</b>	<b>Total Costs<sup>1</sup></b>	<b>Instructional Costs<sup>2</sup></b>	<b>Administrative Costs<sup>3</sup></b>
Broward*	Building Construction Technologies	\$-	\$(248)	\$248
Broward*	Fire Sprinkler System Technology	\$200,206	\$190,958	\$9,248
Broward*	Plumbing Technology	\$854,005	\$811,841	\$42,164
Broward*	Air Conditioning, Refrigeration and Heating Technology	\$341,326	\$322,746	\$18,580
Broward*	Industrial Machinery Maintenance	\$63,421	\$60,304	\$3,117
Broward*	Elevator Constructor Mechanic	\$184,950	\$174,846	\$10,104
Broward*	Machining	\$153,147	\$146,043	\$7,104
Broward*	Sheet Metal Fabrication Technology	\$87,974	\$87,766	\$208
Broward*	Structural Steel Work	\$47,494	\$43,391	\$4,103
Broward*	Heavy Equipment Operation	\$132,806	\$126,196	\$6,610
Collier	Brick and Block Masonry	\$10,800	\$10,800	\$-
Collier	Machining	\$62,123	\$60,840	\$1,283
Escambia	Electrician	\$93,013	\$87,806	\$5,207

<b>LEA</b>	<b>Trade/Occupation</b>	<b>Total Costs<sup>1</sup></b>	<b>Instructional Costs<sup>2</sup></b>	<b>Administrative Costs<sup>3</sup></b>
Flagler*	Early Childhood Education	\$122,907	\$107,433	\$15,474
Flagler*	Air Conditioning, Refrigeration and Heating Technology	\$11,937	\$11,937	\$-
Hillsborough	Brick and Block Masonry	\$101,949	\$101,158	\$791
Hillsborough	Carpentry	\$235,154	\$233,330	\$1,824
Hillsborough	Electrician	\$1,239,764	\$1,230,146	\$9,618
Hillsborough	Commercial and Industrial Insulation	\$36,459	\$36,176	\$283
Hillsborough	Plumbing Technology	\$458,534	\$454,977	\$3,557
Hillsborough	Heavy Equipment Mechanics	\$15,556	\$15,435	\$121
Hillsborough	Millwright	\$183,403	\$181,980	\$1,423
Hillsborough	Sheet Metal Fabrication Technology	\$177,916	\$176,536	\$1,380
Hillsborough	Structural Steel Work	\$295,203	\$292,913	\$2,290
Hillsborough	Heavy Equipment Operation	\$192,079	\$190,589	\$1,490
Hillsborough	Preapprenticeship	\$80,844	\$80,217	\$627

<b>LEA</b>	<b>Trade/Occupation</b>	<b>Total Costs<sup>1</sup></b>	<b>Instructional Costs<sup>2</sup></b>	<b>Administrative Costs<sup>3</sup></b>
Indian River	Preapprenticeship	\$33,608	\$29,104	\$4,504
Leon	Information Technology	\$11,083	\$10,705	\$378
Leon	Automotive Service Technology	\$78,326	\$75,651	\$2,675
Manatee	Early Childhood Education	\$238,420	\$232,502	\$5,918
Manatee	Brick and Block Masonry	\$18,923	\$18,453	\$470
Marion	Electrician	\$405,335	\$390,599	\$14,736
Miami Dade	Brick and Block Masonry	\$36,742.03	\$35,797.05	\$944.98
Miami Dade	Electrician	\$539,827.09	\$525,904.95	\$13,922.14
Miami Dade	Commercial and Industrial Insulation	\$56,526.40	\$55,068.58	\$1,457.82
Miami Dade	Plumbing Technology	\$347,637.36	\$338,671.79	\$8,965.57
Miami Dade	Air Conditioning, Refrigeration and Heating Technology	\$717,885.28	\$699,371.02	\$18,514.26
Miami Dade	Sheet Metal Fabrication Technology	\$175,231.84	\$170,712.61	\$4,519.23
Nassau	Electrician	\$617	\$585	\$32

<b>LEA</b>	<b>Trade/Occupation</b>	<b>Total Costs<sup>1</sup></b>	<b>Instructional Costs<sup>2</sup></b>	<b>Administrative Costs<sup>3</sup></b>
Nassau	Air Conditioning, Refrigeration and Heating Technology	\$25,454	\$24,150	\$1,304
Orange	Early Childhood Education	\$367,560.57	\$347,551.47	\$20,009.10
Orange	Brick and Block Masonry	\$71,608.00	\$65,736.00	\$5,872.00
Orange	Electrician	\$2,246,701.46	\$2,053,836.00	\$192,865.46
Orange	Building Construction Technologies	\$24,557.00	\$22,507.00	\$2,050.00
Orange	Fire Sprinkler System Technology	\$65,290.00	\$59,936.00	\$5,354.00
Orange	Plumbing Technology	\$419,909.00	\$385,288.00	\$34,621.00
Orange	Industrial Pipefitter	\$61,077.00	\$56,069.00	\$5,008.00
Orange	Air Conditioning, Refrigeration and Heating Technology	\$418,374.00	\$383,783.00	\$34,591.00
Orange	Heavy Equipment Mechanics	\$193,763.00	\$177,874.00	\$15,889.00
Orange	Structural Steel Work	\$200,308.97	\$181,741.00	\$18,567.97
Palm Beach	Preapprenticeship	\$399,925	\$399,925	\$-
Pasco*	Early Childhood Education	\$288,144	\$285,228	\$2,916

<b>LEA</b>	<b>Trade/Occupation</b>	<b>Total Costs<sup>1</sup></b>	<b>Instructional Costs<sup>2</sup></b>	<b>Administrative Costs<sup>3</sup></b>
Pasco*	Electrician	\$22,861	\$22,118	\$743
Pinellas	Early Childhood Education	\$582,805	\$562,123	\$20,682
Pinellas	Fire Fighter	\$51,908	\$50,148	\$1,760
Pinellas	Electrician	\$268,201	\$258,412	\$9,789
Pinellas	Building Construction Technologies	\$122,318	\$117,771	\$4,547
Pinellas	Roadway Technician	\$12,809	\$12,377	\$432
Pinellas	Fire Sprinkler System Technology	\$21,128	\$20,405	\$723
Pinellas	Plumbing Technology	\$70,095	\$67,498	\$2,597
Pinellas	Industrial Pipefitter	\$164,935	\$158,895	\$6,040
Pinellas	Air Conditioning, Refrigeration and Heating Technology	\$345,198	\$331,960	\$13,238
Pinellas	Industrial Machinery Maintenance	\$9,872	\$9,537	\$335
Pinellas	Machining	\$88,989	\$85,931	\$3,058
Polk	Electrician	\$198,121	\$194,880	\$3,241

<b>LEA</b>	<b>Trade/Occupation</b>	<b>Total Costs<sup>1</sup></b>	<b>Instructional Costs<sup>2</sup></b>	<b>Administrative Costs<sup>3</sup></b>
Polk	Air Conditioning, Refrigeration and Heating Technology	\$81,963	\$80,622	\$1,341
Santa Rosa	Air Conditioning, Refrigeration and Heating Technology	\$130,527	\$124,351	\$6,176
Sarasota	Commercial Foods and Culinary Arts	\$51,877	\$44,973	\$6,904
Sarasota	Electrical and Instrumentation Technology	\$7,188	\$284	\$6,904
Sarasota	Early Childhood Education	\$17,429	\$10,525	\$6,904
Sarasota	Fire Fighter	\$726,977	\$720,073	\$6,904
Sarasota	Electrician	\$7,188	\$284	\$6,904
Sarasota	Plumbing Technology	\$332,117	\$311,762	\$20,355
Sarasota	Air Conditioning, Refrigeration and Heating Technology	\$271,480	\$256,735	\$14,745
St. Johns*	Commercial Foods and Culinary Arts	\$17,437	\$16,610	\$827
College of the Florida Keys	Carpentry	\$21,622	\$16,944	\$4,678
College of the Florida Keys	Electrician	\$11,539	\$10,136	\$1,403
College of the Florida Keys	Plumbing Technology	\$4,324	\$3,389	\$936

<b>LEA</b>	<b>Trade/Occupation</b>	<b>Total Costs<sup>1</sup></b>	<b>Instructional Costs<sup>2</sup></b>	<b>Administrative Costs<sup>3</sup></b>
College of the Florida Keys	Air Conditioning, Refrigeration and Heating Technology	\$2,162	\$1,694	\$468
Daytona State College	Electrician	\$379,395	\$304,233	\$75,161
Daytona State College	Plumbing Technology	\$217,997	\$174,810	\$43,187
Daytona State College	Early Childhood Education	\$196,939	\$157,924	\$39,015
Florida State College at Jacksonville	Millwright	\$12,374.27	\$7,171.80	\$5,202.47
Hillsborough Community College	Carpentry	\$49,109	\$41,303	\$7,806
Hillsborough Community College	Electrician	\$883,955	\$743,454	\$140,501
Hillsborough Community College	Fire Sprinkler System Technology	\$219,819	\$184,880	\$34,939
Hillsborough Community College	Industrial Pipefitter	\$404,561	\$340,258	\$64,303
Hillsborough Community College	Air Conditioning, Refrigeration and Heating Technology	\$84,186	\$70,805	\$13,381
Hillsborough Community College	Sheet Metal Fabrication Technology	\$98,217	\$82,606	\$15,611
Indian River State College	Electrician	\$357,289	\$306,397.34	\$50,891.48

<b>LEA</b>	<b>Trade/Occupation</b>	<b>Total Costs<sup>1</sup></b>	<b>Instructional Costs<sup>2</sup></b>	<b>Administrative Costs<sup>3</sup></b>
Indian River State College	Plumbing Technology	\$135,066	\$120,306.62	\$14,759.33
Indian River State College	Air Conditioning, Refrigeration and Heating Technology	\$93,966	\$83,239.17	\$10,726.73
Indian River State College	Culinary Operations	\$17,907	\$13,632.88	\$4,274.56
Miami Dade College	Electrician	\$316,795	\$286,365.57	\$30,429.25
Miami Dade College	Fire Sprinkler System Technology	\$190,889	\$172,553.61	\$18,335.57
Miami Dade College	Plumbing Technology	\$69,045	\$62,413.01	\$6,632.02
Miami Dade College	Air Conditioning, Refrigeration and Heating Technology	\$60,922	\$55,070.31	\$5,851.77
Palm Beach State College	Electrician	\$360,442	\$323,977	\$36,465
Palm Beach State College	Air Conditioning, Refrigeration and Heating Technology	\$478,738	\$430,306	\$48,432
Santa Fe State College	Carpentry	\$57,014	\$49,549.43	\$7,464.96
Santa Fe State College	Electrician	\$298,866	\$222,972.35	\$75,893.84
Santa Fe State College	Plumbing Technology	\$115,273	\$99,098.85	\$16,174.10



LEA	Trade/Occupation	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
Santa Fe State College	Air Conditioning, Refrigeration and Heating Technology	\$123,982	\$99,098.85	\$24,883.20
Seminole State College	Electrician	\$390,988	\$322,558	\$68,429
Seminole State College	Fire Sprinkler System Technology	\$387,470	\$319,656	\$67,814
Seminole State College	Plumbing Technology	\$113,285	\$93,458	\$19,827
South Florida State College	Electrician	\$67,032	\$50,554	\$16,478
South Florida State College	Air Conditioning, Refrigeration and Heating Technology	\$61,552	\$46,421	\$15,131
TOTAL		\$25,102,868	\$23,294,621	\$1,808,247

Notes:

Source for district data is the Annual Cost Report and for colleges is the Annual Cost Analysis (detailed reports) unless denoted by an \*, in which case costs are not reflective of the Annual Cost Report and were obtained in a supplemental format.

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 college-wide instructional support costs.

# APPENDIX D

## LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2019-20

Includes Programs Active Between July 1, 2019 and June 30, 2020

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
Preappren-ticeship	Brevard Adult Education Preapprenticeship Program	P-089	Brevard County	District	Brevard
Apprentice-ship	ABC Institute Line Erector Appren Program GNJ	FL007890024	Broward County	District	Broward
Apprentice-ship	ABC Institute Roofing Apprenticeship Program GNJ	FL009157997	Broward County	District	Broward
Apprentice-ship	Advanced Education Apprenticeship Training, Inc.	FL001950016	Broward County	District	Broward
Apprentice-ship	Brevard Air Conditioning Contractors Assn Inc. GNJ	FL001970007	Brevard County	District	Broward
Apprentice-ship	Brevard Electrical Apprenticeship Program GNJ	FL008850020	Brevard County	District	Broward
Apprentice-ship	Broward County Plumbers & Pipefitters JAC	FL007460006	Broward County	District	Broward

<b>Program Type</b>	<b>Registered Program Name</b>	<b>Program Number</b>	<b>County</b>	<b>LEA Type (District or FCS)<sup>1</sup></b>	<b>LEA Name (If Applicable)<sup>2</sup></b>
Apprenticeship	City of Lake Worth Beach Utilities Apprenticeship Program IJ	FL009112199	Palm Beach County	District	Broward
Apprenticeship	Florida Automatic Sprinkler Training NE Florida Chapter	FL013060001	Duval County	District	Broward
Apprenticeship	Florida Carpenters Apprenticeship Program, GNJ	FL015162204	Martin 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 Pile Drivers Joint Apprenticeship & Training Committee (JATC)	FL007790004	Broward County	District	Broward
Apprenticeship	Florida Training Services, Inc. GNJ	FL009060001	Martin County	District	Broward
Apprenticeship	Housing Authority of the City of Ft Lauderdale INJ	FL001940005	Broward County	District	Broward
Apprenticeship	International Union of Elevator Constructors(LUEC) LU74 JAC	FL003030002	Hillsborough County	District	Broward

<b>Program Type</b>	<b>Registered Program Name</b>	<b>Program Number</b>	<b>County</b>	<b>LEA Type (District or FCS)<sup>1</sup></b>	<b>LEA Name (If Applicable)<sup>2</sup></b>
Apprenticeship	Marine Industries Association of South Florida (MIASF) Apprenticeship Program, GNJ**	2019-FL-73865	Broward 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	Plumbing Contractors Association Apprenticeship Program, Inc., GNJ	2018-FL-70707	Miami-Dade County	District	Broward
Apprenticeship	School Board of Broward Co FL Physical Plant Operations	FL007740006	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 Operating Engineers JAC	FL007900016	Miami-Dade County	District	Broward

<b>Program Type</b>	<b>Registered Program Name</b>	<b>Program Number</b>	<b>County</b>	<b>LEA Type (District or FCS)<sup>1</sup></b>	<b>LEA Name (If Applicable)<sup>2</sup></b>
Apprenticeship	Space Coast Machinist Apprenticeship Program GNJ	FL001980005	Brevard County	District	Broward
Apprenticeship	United Service Training Corp GNJ	FL007840018	Broward County	District	Broward
Apprenticeship	Broward College IT Apprenticeship Program, GNJ	2019-FL-72848	Broward County	FCS	Broward College*
Apprenticeship	Broward College Telecommunications Apprenticeship Program, GNJ	2019-FL-73554	Broward County	FCS	Broward College*
Apprenticeship	South FL Carpenters JATC	FL007460011	Broward County	District	Broward, Hillsborough
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	Masonry Association of Florida, Inc. GNJ	FL007930012	Orange County	District	Broward, Orange
Apprenticeship	Florida Sprinkler Fitters JATC	FL007530001	Palm Beach County	District and FCS	Broward, Orange, Hillsborough Community College

<b>Program Type</b>	<b>Registered Program Name</b>	<b>Program Number</b>	<b>County</b>	<b>LEA Type (District or FCS)<sup>1</sup></b>	<b>LEA Name (If Applicable)<sup>2</sup></b>
Apprenticeship	Florida Electrical Apprenticeship Association, Inc	FL001950008	Palm Beach County	District and FCS	Broward, Palm Beach State College
Apprenticeship	Arthrex Manufacturing Apprenticeship Program INJ	FL006090032	Lee County	District	Collier
Apprenticeship	Daytona Beach Electrical JATC	FL008460002	Volusia County	FCS	Daytona State College
Apprenticeship	Daytona Beach Plumbers & Pipefitters JAC	FL008500001	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 Program GNJ	FL008880010	Flagler County	District	Flagler
Apprenticeship	Baker Hughes, a GE Company, INJ	2018-FL-71566	Duval County	FCS	Florida State College at Jacksonville*

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Apprenticeship	Bay Area Diesel Technicians Association	FL007890010	Hillsborough County	District	Hillsborough
Apprenticeship	Central Florida Carpenters JATC	FL008850019	Orange 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 JATC	FL008480002	Alachua County	District	Hillsborough
Apprenticeship	Guardian Angels Medical Service Dogs, Inc	2018-FL-71371	Levy County	District	Hillsborough
Apprenticeship	Gulf Coast Electric JAC	FL007720001	Escambia County	District	Hillsborough
Apprenticeship	Jacksonville Electrical JATC	FL008450001	Duval County	District	Hillsborough

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Apprenticeship	Masonry Contactors Association of FL, GNJ (Gulf Coast Area)	FL001950009	Hillsborough County	District	Hillsborough
Apprenticeship	North Central Florida Operating Engineers JAC	FL008570001	Duval County	District	Hillsborough
Apprenticeship	North Florida Carpenters JATC	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
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



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Apprenticeship	Tampa Bay Pipe Trades JATC	FL007630001	Hillsborough County	FCS	Hillsborough Community College
Apprenticeship	Jacksonville Plumbers & Pipefitters JATT	FL008480001	Duval County	District and FCS	Hillsborough, Tallahassee Community College
Apprenticeship	Florida Construction Apprenticeship Training Corporation, GNJ	FL009000002	St. Lucie County	FCS	Indian River State College
Apprenticeship	Piper Aircraft Apprenticeship Program, INJ	2018-FL-72032	Indian River County	FCS	Indian River State College
Apprenticeship	Tri County Apprenticeship Academy GNJ	FL004040001	Lee County	District	Lee
Apprenticeship	Lively Tech Apprenticeship Program	2019-FL-72613	Leon County	District	Leon
Apprenticeship	Childcare Apprenticeship Program of Manatee County	FL007900014	Manatee County	District	Manatee
Apprenticeship	SW Florida Chapter Masonry Association of Florida Inc., GNJ	FL001950010	Collier County	District	Manatee

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Apprenticeship	Florida Electrical Association Tri-County Apprenticeship, GNJ	FL008930001	Marion County	District	Marion
Apprenticeship	Masonry Association of Florida North Central Apprenticeship Program	2019-FL-72795	Clay County	District	Marion
Apprenticeship	ABC Institute Pipefitter-Spinker Fitter Apprenticeship Program	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

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Apprenticeship	Miami-Dade Plumbers Joint Apprentice & Educational Committee	FL007390001	Miami-Dade County	District	Miami-Dade
Apprenticeship	SE Florida Chapter Masonry Association of Florida, GNJ	FL009990001	Broward County	District	Miami-Dade
Apprenticeship	Sheet Metal Workers Local 32 JAC	FL007470002	Miami-Dade County	District	Miami-Dade
Apprenticeship	Nassau Building Trades Apprenticeship Council	2018-FL-71351	Nassau County	District	Nassau
Apprenticeship	A/C Contractors Association of Central FL GNJ	FL008910004	Seminole County	District	Orange
Apprenticeship	Central Florida Building Maintenance Apprenticeship, GNJ	FL005145192	Orange County	District	Orange
Apprenticeship	Central Florida Child Care Educators Apprenticeship Program, GNJ	FL008920009	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	iBuild Carpentry Apprenticeship Program, GNJ	2019-FL-73592	Orange County	District	Orange

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Apprenticeship	Mid Florida Ironworkers JAC	FL008640001	Orange County	District	Orange
Apprenticeship	Orlando Plumbers & Pipefitters JAC	FL008470001	Orange County	District	Orange
Apprenticeship	Florida Electric Apprenticeship & Training GNJ	FL008870020	Orange County	District and FCS	Orange, Seminole State College Of Florida
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	Martin County	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, Tallahassee Community College

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Apprenticeship	Manasota PHCC Plumbing Apprenticeship Program Inc	FL001950012	Sarasota County	District	Pasco, Sarasota
Apprenticeship	Bay Area Building Maintenance Apprenticeship GNJ	FL007900005	Pinellas County	District	Pinellas
Apprenticeship	Bay Area Electrical Apprenticeship 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 Association of Plumbing, Heating & Cooling Contractors, GNJ	FL006990005	Pinellas County	District	Pinellas
Apprenticeship	Pinellas County Schools Child Care Apprenticeship INJ	FL001970009	Pinellas County	District	Pinellas
Apprenticeship	Pinellas Park Fire Department Apprenticeship 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

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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, Hillsborough Community College
Apprenticeship	Air Conditioning Contractors Association of Polk County Apprenticeship Program, GNJ	2018-FL-71645	Polk County	District	Polk
Apprenticeship	Builders Assn. of North Central FL Master Trade Co	FL013060003	Alachua County	FCS	Santa Fe College
Apprenticeship	Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	Santa Rosa County	District	Santa Rosa
Apprenticeship	Northwest Florida HVAC Contractors GNJ	FL010020001	Santa Rosa County	District	Santa Rosa
Apprenticeship	City of Venice Fire Department IJ	FL007830022	Sarasota County	District	Sarasota
Apprenticeship	MACCA Manasota A/C Contractors Association, GNJ	FL001970020	Sarasota County	District	Sarasota
Apprenticeship	North Port Fire Rescue District IJ	FL007870016	Sarasota County	District	Sarasota

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Preapprenticeship	RAMS, Inc. Preapprenticeship	P-065	Hillsborough County	District	Sarasota
Apprenticeship	Sarasota County Fire Department JATC	FL007830023	Sarasota County	District	Sarasota
Apprenticeship	Technical Education Council, LLC	2019-FL-72946	Sarasota County	District	Sarasota
Apprenticeship	The People of Manufacturing Apprenticeship GNJ	2018-FL-70988	Pinellas County	District	Sarasota
Apprenticeship	American Culinary Federation GNJ	FL007900017	Indian River County	District and FCS	Sarasota, Indian River State College
Apprenticeship	Florida Automatic Sprinkler Training, Inc. GNJ	FL005050002	Seminole County	FCS	Seminole State College Of Florida
Apprenticeship	Heartland A/C Apprenticeship Program GNJ	FL007920005	Highlands 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	The College of the Florida Keys Apprenticeship Program, GNJ	2018-FL-71225	Monroe County	FCS	The College of the Florida Keys

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Apprenticeship	ABO Apprenticeship INJ	FL005081357	Brevard County	n/a	n/a
Preapprenticeship	"Academy of Construction Technologies, Inc. Preapprenticeship"	P-060	Orange County	n/a	n/a
Apprenticeship	ACF Sarasota Bay Chef Association, GNJ	FL007900025	Sarasota County	n/a	n/a
Apprenticeship	Adaptive Construction Solutions of Central Florida, Inc. GNJ	2018-FL-71810	Orange County	n/a	n/a
Apprenticeship	Adaptive Construction Solutions, Inc. GNJ	2018-FL-69774	Broward County	n/a	n/a
Apprenticeship	Adrienne Arsht Center Technician Apprenticeship, GJ	2019-FL-72533	Miami-Dade County	n/a	n/a
Apprenticeship	Advanced Manufacturing Apprenticeship Program GNJ	2017-FL-68555	Seminole County	n/a	n/a
Apprenticeship	AmSkills Apprenticeship Program GNJ	FL006169119	Pasco County	n/a	n/a
Apprenticeship	AmSkills Machine Apprenticeship Program, GNJ	2019-FL-72596	Pasco County	n/a	n/a
Preapprenticeship	AmSkills Preapprenticeship Program**	P-092	Pasco County	n/a	n/a



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Apprenticeship	Apprenticeships to Careers at AdventHealth, INJ**	2020-FL-75893	Highlands County	n/a	n/a
Apprenticeship	Argos - AI Apprenticeship Program, GNJ**	2020-FL-78246	Miami-Dade County	n/a	n/a
Apprenticeship	Arizona Chemical Apprenticeship Program IJ	FL010110022	Bay County	n/a	n/a
Apprenticeship	Avocet Aviation Maintenance Technician Apprenticeship, INJ	2018-FL-72011	Seminole County	n/a	n/a
Apprenticeship	Baker Concrete Construction, Inc. Apprenticeship Program, INJ**	2020-FL-78520	Broward County	n/a	n/a
Preapprenticeship	Big Bend Electrical Preapprenticeship Program**	P-102	Leon County	n/a	n/a
Apprenticeship	Black Knight, Inc., INJ	2019-FL-72221	Duval County	n/a	n/a
Preapprenticeship	Brevard Public Schools Preapprenticeship Program**	P-097	Brevard County	n/a	n/a
Preapprenticeship	Career Launch IJ Preapprenticeship Program	P-087	Broward County	n/a	n/a
Apprenticeship	CareerSouce Research Coast Apprenticeship Program, GNJ**	2019-FL-73838	St. Lucie County	n/a	n/a

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Apprenticeship	CareerSource Suncoast Apprenticeship Program GNJ	2018-FL-71010	Manatee County	n/a	n/a
Apprenticeship	Central Florida Electrical Teledata JATC	FL005000002	Orange County	n/a	n/a
Preapprenticeship	Central Florida PlumbingAcademy Preapprenticeship	P-080	Hillsborough County	n/a	n/a
Apprenticeship	CHELCO (Choctawhatchee Electric Cooperative) INJ	FL007860003	Walton County	n/a	n/a
Apprenticeship	Child Care Apprenticeship of Hillsborough County	FL007910010	Hillsborough County	n/a	n/a
Apprenticeship	Circuit Electric Inc., INJ	2017-FL-790	Polk County	n/a	n/a
Apprenticeship	City of Bartow IJ	FL005101362	Polk County	n/a	n/a
Apprenticeship	City of Leesburg Electric Utility INJ	FL001950006	Lake County	n/a	n/a
Apprenticeship	City of Tallahassee Apprentice Meter Technician II, INJ	FL010100020	Leon County	n/a	n/a
Apprenticeship	City of Tallahassee Electric Production / Power Plant Operator	FL013135192	Leon County	n/a	n/a

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Apprenticeship	City of Tallahassee Lineworker, INJ	FL010050001	Leon County	n/a	n/a
Apprenticeship	City of Tallahassee Substation Electrician INJ	FL010100019	Leon County	n/a	n/a
Apprenticeship	City of Tallahassee Utilities Apprenticeship Program, INJ**	2020-FL-78483	Leon County	n/a	n/a
Apprenticeship	City of Vero Beach IJ	FL008090194	Indian River County	n/a	n/a
Apprenticeship	Clay Electric Cooperative, Inc. INJ	FL008092195	Putnam County	n/a	n/a
Preapprenticeship	Clinical Medical Assistant Preapprenticeship Program**	P-099	Pinellas County	n/a	n/a
Apprenticeship	CMS Mechanical Services, LLC, INJ	2018-FL-71824	Brevard County	n/a	n/a
Apprenticeship	Collier County Government Apprenticeship Program INJ	FL006110148	Collier County	n/a	n/a
Apprenticeship	Community Connection Services Apprenticeship Program GNJ	2018-FL-70790	Lee County	n/a	n/a
Apprenticeship	CVS Health, INJ	2019-FL-73331	Indian River County	n/a	n/a

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Preapprenticeship	"Duval County Construction Manufacturing Academy Preapprenticeship Program"	P-055	Duval County	n/a	n/a
Apprenticeship	Englewood Area Fire Control District IJ	FL007880008	Sarasota County	n/a	n/a
Preapprenticeship	Farmworker Preapprenticeship Program	P-091	Hillsborough County	n/a	n/a
Apprenticeship	FDOT District Seven Apprenticeship Program IJW	FL006040001	Pinellas County	n/a	n/a
Preapprenticeship	Flagler Child Care Preapprenticeship	P-030	Flagler County	n/a	n/a
Preapprenticeship	"Flagler County Community Program Preapprenticeship"	P-032	Flagler County	n/a	n/a
Apprenticeship	FLNGA Nursery & Landscape Apprenticeship Program, GNJ**	2020-FL-78865	Orange County	n/a	n/a
Apprenticeship	Florida Association of Plumbing-Heating-Cooling Contractors, GNJ**	2020-FL-78177	Santa Rosa County	n/a	n/a
Apprenticeship	Florida Association of Rehabilitation Facilities (Florida ARF), GNJ	2019-FL-72689	Leon County	n/a	n/a

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Apprenticeship	Florida Construction Apprenticeship Training Corporation, GNJ	FL009000001	St. Lucie County	n/a	n/a
Apprenticeship	Florida Construction Apprenticeship Training Corporation, GNJ	FL008092196	St. Lucie County	n/a	n/a
Apprenticeship	Florida Finishing Trades Institute JATC	FL009142204	Broward County	n/a	n/a
Preapprenticeship	"Florida Gulf Coast Chapter ABC, Inc. Preapprenticeship"	P-048	Hillsborough County	n/a	n/a
Apprenticeship	Florida International University Apprenticeship Program**	2020-FL-78741	Miami-Dade County	n/a	n/a
Preapprenticeship	Florida International University Preapprenticeship Program**	P-093	Miami-Dade County	n/a	n/a
Apprenticeship	Florida Painters Apprenticeship Program	FL009030002	Martin County	n/a	n/a
Apprenticeship	Florida Public Utilities Co IJ -Northeast Division	FL008860004	Nassau County	n/a	n/a
Apprenticeship	Florida Public Utilities IJ - Northwest Division	FL007850006	Jackson County	n/a	n/a

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Apprenticeship	Florida Rural Water Association**	2020-FL-75090	Leon County	n/a	n/a
Apprenticeship	Florida Swimming Pool Association**	2020-FL-75282	Sarasota County	n/a	n/a
Apprenticeship	Florida Training Services, Inc GNJ (Geodetic Comp)	FL009132203	Martin County	n/a	n/a
Preapprenticeship	Florida Training Services, Inc. Preapprenticeship	P-076	Martin County	n/a	n/a
Preapprenticeship	Florida West Coast Preapprenticeship Program	P-083	Pinellas County	n/a	n/a
Apprenticeship	FloridaMakes Advanced Manufacturing Apprenticeship Program, GNJ**	2020-FL-78138	Orange County	n/a	n/a
Apprenticeship	Fort Pierce Utility Authority, INJ	FL008090195	St. Lucie County	n/a	n/a
Apprenticeship	Gang Alternatives, GNJ	2019-FL-72411	Miami-Dade County	n/a	n/a
Apprenticeship	Gator Fire Extinguisher Company, Inc. INJ	FL013135193	Alachua County	n/a	n/a
Apprenticeship	George Speers Masonry, Llc	2017-FL-485	Leon County	n/a	n/a
Apprenticeship	Glades Electric Coop IJ	FL007780009	Glades County	n/a	n/a

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Apprenticeship	H.I.S. Painting, Inc. INJ	FL008092197	Brevard County	n/a	n/a
Apprenticeship	Heartland Electrical Apprenticeship Program GNJ	FL007890015	Highlands County	n/a	n/a
Apprenticeship	Heartland Plumbers Apprenticeship Program GNJ	FL007920004	Highlands County	n/a	n/a
Preapprenticeship	Hillsborough County Public Schools Preapprenticeship Program**	P-095	Hillsborough County	n/a	n/a
Apprenticeship	Hudson Technologies Apprenticeship Program INJ	FL005135189	Volusia County	n/a	n/a
Preapprenticeship	iBuild Central Florida Preapprenticeship Corrections Program**	P-101	Orange County	n/a	n/a
Preapprenticeship	iBuild Central Florida Preapprenticeship Program**	P-100	Orange County	n/a	n/a
Apprenticeship	Independent Electrical Contractors-FECC, Inc., GNJ	2019-FL-72858	Palm Beach County	n/a	n/a
Apprenticeship	Indian River State College Apprenticeship Program, GNJ**	2020-FL-75885	St. Lucie County	n/a	n/a

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Apprenticeship	Inframark, LLC**	2019-FL-73754	St. Lucie County	n/a	n/a
Apprenticeship	International Union of Elevator Constructors #49	FL013030003	Duval County	n/a	n/a
Apprenticeship	Internat'L Union of Elevator Constructors(LUEC) LU #13	FL005030004	Seminole County	n/a	n/a
Apprenticeship	Internat'l Union of Elevator Constructors(LUEC) LU #71 JAC	FL011030002	Miami-Dade County	n/a	n/a
Preapprenticeship	"Jacksonville Electrical JATC Preapprenticeship Program"	P-084	Duval County	n/a	n/a
Apprenticeship	Jacksonville Electrical Teledata JATC	FL014010001	Duval County	n/a	n/a
Apprenticeship	Jacksonville Heat & Frost Insulators and Allied Trades JATC	FL008720001	Duval County	n/a	n/a
Apprenticeship	Jacksonville Painters and Allied Trades JATC	FL008680001	Duval County	n/a	n/a
Apprenticeship	JEA IJW	FL008910005	Duval County	n/a	n/a
Apprenticeship	Kelly Tractor	FL007690003	Miami-Dade County	n/a	n/a
Apprenticeship	KHS USA Apprenticeship, INJ**	2020-FL-75839	Sarasota County	n/a	n/a



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Apprenticeship	K-Method Training Group, GNJ**	2020-FL-75658	St. Lucie County	n/a	n/a
Apprenticeship	Knight Enterprises Apprenticeship Program INJ	2018-FL-69814	Pinellas County	n/a	n/a
Apprenticeship	Lake Technical College Apprenticeship Program, GNJ**	2020-FL-75959	Lake County	n/a	n/a
Apprenticeship	Lakeland Electric IJ	FL007930003	Polk County	n/a	n/a
Apprenticeship	Lakeland Electric Substation Electrician IJ	FL005155193	Polk County	n/a	n/a
Apprenticeship	LCEC - Lee County Electric Cooperative, Inc. IJ	FL006100147	Lee County	n/a	n/a
Apprenticeship	Lee County BoCC Apprenticeship Program, INJ**	2019-FL-73670	Lee County	n/a	n/a
Apprenticeship	Lorenzo Walker Technical College Apprenticeship Program, GNJ**	2020-FL-75938	Collier County	n/a	n/a
Apprenticeship	M.A. Ford Manufacturing INJ	FL002080193	Indian River County	n/a	n/a
Apprenticeship	Manasota Masonry Apprenticeship GNJ	FL001970018	Sarasota County	n/a	n/a
Apprenticeship	Marriott Vacation Club Worldwide Apprenticeship Program INJ	2017-FL-68755	Osceola County	n/a	n/a

<b>Program Type</b>	<b>Registered Program Name</b>	<b>Program Number</b>	<b>County</b>	<b>LEA Type (District or FCS)<sup>1</sup></b>	<b>LEA Name (If Applicable)<sup>2</sup></b>
Apprenticeship	MARS CDC Apprenticeship Program for Men and Women	2019-FL-72311	Miami-Dade County	n/a	n/a
Apprenticeship	Masonry Association of Florida	FL009050001	St. Lucie County	n/a	n/a
Apprenticeship	MCBIA Apprenticeship Program, GNJ**	2020-FL-75963	Alachua County	n/a	n/a
Apprenticeship	Metra Electronics Apprenticeship Program, INJ**	2019-FL-74238	Volusia County	n/a	n/a
Apprenticeship	Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Miami-Dade County	n/a	n/a
Preapprenticeship	Miami-Dade Youth Preapprenticeship Program	P-086	Miami-Dade County	n/a	n/a
Apprenticeship	Milton J. Wood Fire Protection, Inc INJ	2018-FL-70821	Duval County	n/a	n/a
Apprenticeship	Moorings Park Apprenticeship Program, INJ	2018-FL-71348	Lee County	n/a	n/a
Apprenticeship	Nassau County Board of County Commissioners IJ	FL013091932	Nassau County	n/a	n/a
Apprenticeship	Nestle Waters North America, Inc. INJ - Lee Plant	FL013169287	Madison County	n/a	n/a

<b>Program Type</b>	<b>Registered Program Name</b>	<b>Program Number</b>	<b>County</b>	<b>LEA Type (District or FCS)<sup>1</sup></b>	<b>LEA Name (If Applicable)<sup>2</sup></b>
Apprenticeship	North Florida Workforce Development Board., dba CareerSource North Florida Apprenticeship Program, GNJ**	2020-FL-75934	Madison County	n/a	n/a
Apprenticeship	Northeast FL Chapter Masonry Association of FL GNJ	FL001960005	St. Johns County	n/a	n/a
Preapprenticeship	"Northeast Florida Builders Association – Home Builders Institute-Jacksonville Job Corps Preapprenticeship Program"	P-079	Duval County	n/a	n/a
Preapprenticeship	Northeast Florida Builders Association/ Clay County School Board Preapprenticeship	P-051	Clay County	n/a	n/a
Preapprenticeship	Northeast Florida Builders Association/St. Johns County School Board Preapprenticeship	P-061	St. Johns County	n/a	n/a
Apprenticeship	Northwest Florida Bricklayers GNJ	FL001970001	Escambia County	n/a	n/a

<b>Program Type</b>	<b>Registered Program Name</b>	<b>Program Number</b>	<b>County</b>	<b>LEA Type (District or FCS)<sup>1</sup></b>	<b>LEA Name (If Applicable)<sup>2</sup></b>
Preapprenticeship	Northwest Florida Careers in Construction Preapprenticeship Program, GNJ**	P-096	Santa Rosa County	n/a	n/a
Apprenticeship	Northwest Florida State College Apprenticeship Program, GNJ**	2020-FL-74354	Okaloosa County	n/a	n/a
Apprenticeship	Ocala Utility Services IJW	FL008810009	Marion County	n/a	n/a
Apprenticeship	Orange Technical College - West Apprenticeship Program, GNJ**	2020-FL-76031	Orange County	n/a	n/a
Apprenticeship	Orlando Laborers & North Florida Apprenticeship Program, JATC	FL005135188	Orange County	n/a	n/a
Preapprenticeship	Pedro Menendez High School Preapprenticeship	P-066	Clay County	n/a	n/a
Apprenticeship	Peoples Gas System, IJW**	2020-FL-74484	Hillsborough County	n/a	n/a
Apprenticeship	Pinellas County Government Apprenticeship Program INJ	FL006030009	Pinellas County	n/a	n/a
Preapprenticeship	Pinellas Technical Careers Preapprenticeship Program YouthBuild	P-077	Pinellas County	n/a	n/a

<b>Program Type</b>	<b>Registered Program Name</b>	<b>Program Number</b>	<b>County</b>	<b>LEA Type (District or FCS)<sup>1</sup></b>	<b>LEA Name (If Applicable)<sup>2</sup></b>
Apprenticeship	Post Electric Inc - Electrical Apprenticeship Prog	FL013145194	Bay County	n/a	n/a
Apprenticeship	Power Design, Inc., INJ	2019-FL-73394	Hillsborough County	n/a	n/a
Apprenticeship	Powertown Line Construction Apprenticeship INJ	FL006156743	Hillsborough County	n/a	n/a
Apprenticeship	Rayonier Advanced Materials IJ	2019-FL-72528	Nassau County	n/a	n/a
Apprenticeship	Related Urban Apprenticeship Program, GNJ	2018-FL-71341	Miami-Dade County	n/a	n/a
Apprenticeship	Sarasota Child Care Apprenticeship Program GNJ	FL007910008	Sarasota County	n/a	n/a
Apprenticeship	Shelby Erectors, Inc., INJ	2019-FL-72830	Broward County	n/a	n/a
Preapprenticeship	Sister of NEW Preapprenticeship of South Florida	P-090	Miami-Dade County	n/a	n/a
Apprenticeship	South Florida Laborers JATC	FL011030001	Broward County	n/a	n/a
Apprenticeship	Southeast Power Corporation Groundman To Lineman Apprenticeship Program INJ	2017-FL-316	Brevard County	n/a	n/a

<b>Program Type</b>	<b>Registered Program Name</b>	<b>Program Number</b>	<b>County</b>	<b>LEA Type (District or FCS)<sup>1</sup></b>	<b>LEA Name (If Applicable)<sup>2</sup></b>
Preapprenticeship	SouthTech Academy Pre Apprenticeship Program	P-085	Palm Beach County	n/a	n/a
Apprenticeship	Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	Brevard County	n/a	n/a
Preapprenticeship	St. Lucie Public Schools Preapprenticeship Program**	P-098	St. Lucie County	n/a	n/a
Apprenticeship	St. Petersburg College Apprenticeship Program, GNJ**	2019-FL-73782	Pinellas County	n/a	n/a
Apprenticeship	Sunshine Boats & Motors, INJ	2019-FL-72732	Leon County	n/a	n/a
Apprenticeship	Tallahassee Capitol Chapter Masonry Assn of Florida Inc	FL010040001	Leon County	n/a	n/a
Apprenticeship	Tallahassee Refrigeration and Air Conditioning Contractors Association Apprenticeship Program, GNJ**	2020-FL-76027	Leon County	n/a	n/a
Apprenticeship	Tampa Electric Company IJW	FL003020002	Hillsborough County	n/a	n/a
Apprenticeship	Tampa Electrical Residential Wireman JATC	FL003000002	Hillsborough County	n/a	n/a
Apprenticeship	Tampa Electrical Telecommunications JATC	FL003000001	Hillsborough County	n/a	n/a

<b>Program Type</b>	<b>Registered Program Name</b>	<b>Program Number</b>	<b>County</b>	<b>LEA Type (District or FCS)<sup>1</sup></b>	<b>LEA Name (If Applicable)<sup>2</sup></b>
Apprenticeship	Tampa General Hospital INJ	2017-FL-712	Hillsborough County	n/a	n/a
Apprenticeship	Tharp Plumbing Systems Apprenticeship Program INJ	FL005111363	Orange County	n/a	n/a
Apprenticeship	The Fishel Company INJ	FL003030005	Hillsborough County	n/a	n/a
Apprenticeship	The Hartford Lake Mary Apprenticeship Program INJ	2018-FL-71262	Seminole County	n/a	n/a
Apprenticeship	The School District of Highlands County Apprenticeship Program, INJ**	2020-FL-75447	Highlands County	n/a	n/a
Apprenticeship	Treasure Coast Manufacturers Association GNJ	2018-FL-70720	St. Lucie County	n/a	n/a
Preapprenticeship	Treasure Coast Manufacturers Association Preapprenticeship, GNJ (TCMAAP)	P-088	St. Lucie County	n/a	n/a
Preapprenticeship	"Tri-County Apprenticeship Academy Preapprenticeship Association"	P-075	Lee County	n/a	n/a
Apprenticeship	Utilities Commission, City of New Smyrna Beach INJ	FL008700002	Volusia County	n/a	n/a

<b>Program Type</b>	<b>Registered Program Name</b>	<b>Program Number</b>	<b>County</b>	<b>LEA Type (District or FCS)<sup>1</sup></b>	<b>LEA Name (If Applicable)<sup>2</sup></b>
Apprenticeship	Utility Lines Construction Services, LLC, INJ**	2020-FL-78132	Suwannee County	n/a	n/a
Apprenticeship	Venice Theatre INJ	FL003060001	Sarasota County	n/a	n/a
Apprenticeship	Volt Power Company Apprenticeship Program INJ	FL006156744	Manatee County	n/a	n/a
Apprenticeship	Withlacoochee River Elect INJ	FL008870017	Pasco County	n/a	n/a
Preapprenticeship	Withlacoochee River Electric Cooperative Inc.	P-021	Pasco County	n/a	n/a

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

2. Based 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.

\*Enrollment information was obtained in a supplemental format in August 2020.

\*\*New program added in 2019-20.



# APPENDIX E-1

REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAM ENROLLMENT BY TRADE/OCCUPATION AND LEA TYPE <sup>1</sup> , 2019-20				
Trade/Occupation	# Enrollments in Districts	# Enrollments in FCS Institutions	Total	% of Total Enrollments
Electrician	4,111	1,568	5,679	41%
Plumbing Technology	1,265	366	1,631	12%
Air Conditioning, Refrigeration and Heating Technology	1,045	400	1,445	10%
Preapprenticeship	674	n/a	674	5%
Early Childhood Education	536	34	570	4%
Carpentry	462	36	498	4%
Fire Sprinkler System Technology	184	307	491	4%
Structural Steel Work	357	n/a	357	3%
Industrial Pipefitter	139	204	343	2%
Electrical Line Service and Repair	287	n/a	287	2%
Fire Fighter	273	n/a	273	2%

**REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAM ENROLLMENT BY TRADE/OCCUPATION AND LEA TYPE<sup>1</sup>, 2019-20**

<b>Trade/Occupation</b>	<b># Enrollments in Districts</b>	<b># Enrollments in FCS Institutions</b>	<b>Total</b>	<b>% of Total Enrollments</b>
Sheet Metal Fabrication Technology	189	31	220	2%
Heavy Equipment Operation	218	n/a	218	2%
Machining	155	n/a	155	1%
Brick and Block Masonry	152	n/a	152	1%
Elevator Constructor Mechanic	124	n/a	124	<1%
Millwright	110	<10	115	<1%
Painting and Decorating	106	n/a	106	<1%
Roofing	94	10	104	<1%
Heavy Equipment Mechanics	88	n/a	88	<1%
Building Construction Technologies	49	n/a	49	<1%
Industrial Machinery Maintenance	44	n/a	44	<1%
Commercial and Industrial Insulation	43	n/a	43	<1%
Culinary Operations	n/a	33	33	<1%

**REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAM ENROLLMENT BY TRADE/OCCUPATION AND LEA TYPE<sup>1</sup>, 2019-20**

<b>Trade/Occupation</b>	<b># Enrollments in Districts</b>	<b># Enrollments in FCS Institutions</b>	<b>Total</b>	<b>% of Total Enrollments</b>
Commercial Sign Design and Fabrication	31	n/a	31	<1%
Glazing	20	n/a	20	<1%
Information Technology	<10	19	20	<1%
Commercial Foods and Culinary Arts	19	n/a	19	<1%
Automotive Service Technology	<10	n/a	<10	<1%
Aviation Structures & Assembly Technician	n/a	<10	<10	<1%
Roadway Technician	<10	n/a	<10	<1%
Yacht Service Technician	<10	n/a	<10	<1%
Service Animal Trainer	<10	n/a	<10	<1%
Electrical and Instrumentation Technology	<10	n/a	<10	<1%
<b>STATE TOTALS</b>	<b>10,803</b>	<b>3,013</b>	<b>13,816</b>	

1. An LEA is a local education agency (school district or Florida College System institution).

# APPENDIX E-2

## REGISTERED APPRENTICES BY TRADE/OCCUPATION

Includes registered apprentices active between July 1, 2019 to June 30, 2020 in the USDOL RAPIDS registration portal and excludes preapprenticeship participants.

Trade/Occupation	Total	% of Total
Electrician	7,060	35%
Plumber & Pipe Fitter	4,136	21%
Heating & Air Conditioning Mechanic & Installer	2,048	10%
Elevator Constructor	1,138	6%
Power-Line Distribution Erector	995	5%
Child Care Development Specialist	736	4%
Structural Steel Worker	454	2%
Carpenter	442	2%
Line Installer-Repairer	343	2%
Sheet Metal Worker	303	2%
Heavy Construction Equipment Mechanic	251	1%

<b>Trade/Occupation</b>	<b>Total</b>	<b>% of Total</b>
Bricklayers & Mason	250	1%
Industrial Maintenance Mechanic	163	<1%
Drywall Finisher	161	<1%
Millwright	129	<1%
Fire Fighter & EMT	116	<1%
Painter (Construction)	114	<1%
Roofer	117	<1%
Maintenance Repairer, Industrial	82	<1%
CNC Set-Up Programmer - Milling And Turning	79	<1%
Composite Plastic Fabricator	74	<1%
Electrician, Substation	63	<1%
Construction Craft Laborer	61	<1%
Network Support Technician	60	<1%
Application Developer	34	<1%

<b>Trade/Occupation</b>	<b>Total</b>	<b>% of Total</b>
Pharmacy Technician	33	<1%
Cook (Hotel & Restaurant)	31	<1%
Customer Service Represent	27	<1%
Direct Support Specialist	27	<1%
Industrial Manufacturing Technician	27	<1%
Numerical Control Machinist Operator	26	<1%
Glazier	24	<1%
Precision Machinist	22	<1%
Electric Meter Repairer	21	<1%
Tool And Die Maker (Die Manufacturer)	21	<1%
Tradeshaw Worker	19	<1%
Stage Technician	18	<1%
Telecommunications Technician	16	<1%
Power-Plant Operator	16	<1%

<b>Trade/Occupation</b>	<b>Total</b>	<b>% of Total</b>
Aircraft Structure, Surfaces, Rigging, And Systems Assemblers	16	<1%
Gas Utility Worker	17	<1%
Cable Splicer	15	<1%
Mechatronics Technician	13	<1%
Field Service Engineer	13	<1%
Truss Design Technician	12	<1%
Nutrition Care Specialist	10	<1%
Airframe & Powerplant Mechanic	10	<1%
Animal Trainer	<10	<1%
CNC Operator - Milling And Turning	<10	<1%
Senior Network Consultant	<10	<1%
Information Technology Specialist	<10	<1%
Yacht Service Technician	<10	<1%
Diesel Mechanic	<10	<1%

<b>Trade/Occupation</b>	<b>Total</b>	<b>% of Total</b>
Automotive Service Mechanic	<10	<1%
Instrument Mechanic-Hybrid - Florida	<10	<1%
Mold Maker, Die-Cast & Plastic	<10	<1%
Community Health Worker	<10	<1%
Career Development Technician	<10	<1%
Reinforcing Ironworker Concrete	<10	<1%
Water Systems Operation Specialist	<10	<1%
Machine Builder	<10	<1%
Plasterer	<10	<1%
Distribution and Logistics Technician	<10	<1%
Load Dispatcher	<10	<1%
Protective-Signal Installer	<10	<1%
Outboard-Motor Mechanic	<10	<1%
Cyber Security Support Technician	<10	<1%



<b>Trade/Occupation</b>	<b>Total</b>	<b>% of Total</b>
Computer Support Specialist	<10	<1%
Information Assurance Specialist	<10	<1%
Database Technician	<10	<1%
Customs Broker	<10	<1%
Wastewater Systems Operator	<10	<1%
Decorator (Any Industry)	<10	<1%
Landscape Technician	<10	<1%
Surveyor Assistant Instrument	<10	<1%
Switchboard Operator (Utility)	<10	<1%
Health Information Management Hospital Coder	<10	<1%
TOTAL	20,018	

Based on data reported into the USDOL RAPIDS registration system as of August 5, 2020.  
Occupations with less than 10 registered apprentices have been masked

# APPENDIX F

## PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)

\*See bottom of table for explanation of statuses

### PHASE I - GRANTS AWARDS

Grantee (Phase 1)	Occupation(s) or Trade(s)	New or Expansion	Type	Status
Bay School District	Welding	New	Apprenticeship	In Development
Brevard School District – Adult Education	Machinist	Expansion	Preapprenticeship	Withdrew Application, but remains In Development
Brevard School District – Adult Education	Construction and Industrial Trades	Expansion	Preapprenticeship	Expansion Approved
Brevard School District – High School	Construction and Industrial Trades	New	Preapprenticeship	Standards Approved
Broward School District – Atlantic Technical College	Machinist	Expansion	Apprenticeship	Expansion Approved
Broward School District – Atlantic Technical College	Yacht Service Technician	Expansion	Apprenticeship	Expansion Approved
College of Central Florida	Hospitality Management	New	Apprenticeship	In Development
Collier School District – Lorenzo Walker Technical College	HVAC Refrigeration	New	Apprenticeship	Standards Approved

<b>Grantee (Phase 1)</b>	<b>Occupation(s) or Trade(s)</b>	<b>New or Expansion</b>	<b>Type</b>	<b>Status</b>
Daytona State College	Plumbing	Expansion	Apprenticeship	Expansion Approved
Flagler School District – Flagler Technical College	HVAC, Electrician	Expansion	Apprenticeship	Expansion Approved
Florida International University	Plumber, Electrician	New	Preapprenticeship	Standards Approved
Hillsborough Community College	Electrician	Expansion	Apprenticeship	Expansion Approved
Hillsborough County Schools – High Schools	Iron Worker	New	Preapprenticeship	Standards Approved
AmSkills	Manufacturing	Expansion	Apprenticeship	In Development
Indian River State College	Welding	New	Apprenticeship	Standards Approved
Indian River State College	Pharmacy Technician	Expansion	Apprenticeship	Expansion Approved
Indian River State College	Culinary Operations	Expansion	Apprenticeship	Expansion Approved
Indian River State College	Electrician	Expansion	Apprenticeship	Expansion Approved
Lake School District – High Schools	Construction	Expansion	Preapprenticeship	Expansion Approved

<b>Grantee (Phase 1)</b>	<b>Occupation(s) or Trade(s)</b>	<b>New or Expansion</b>	<b>Type</b>	<b>Status</b>
Lake School District – Lake Technical College	HVAC Refrigeration	New	Apprenticeship	Standards Approved
Marion School District – Marion Technical College	Carpentry	New	Apprenticeship	Standards Approved
Miami Dade College	Information Technology, Aviation, Manufacturing, Business Administration	Expansion	Apprenticeship	In Development
Northwest Florida State College	Machinist	Expansion	Apprenticeship	Expansion Approved
Northwest Florida State College	Plumbing	Expansion	Apprenticeship	Expansion Approved
Northwest Florida State College	Carpentry	Expansion	Apprenticeship	Expansion Approved
Orange Technical College – Westside Campus	Welding	New	Apprenticeship	Standards Approved
Orange Technical College – Westside Campus	Pharmacy Technician	Expansion	Apprenticeship	Expansion Approved
Osceola School District – High School	Automotive Service	New	Preapprenticeship	In Development
Osceola School District – Technical College	Automotive Service	New	Apprenticeship	In Development

<b>Grantee (Phase 1)</b>	<b>Occupation(s) or Trade(s)</b>	<b>New or Expansion</b>	<b>Type</b>	<b>Status</b>
Osceola School District – Technical College	Construction	Expansion	Apprenticeship	In Development
Palm Beach County School District	HVAC Installer-Repairer	Expansion	Apprenticeship	Expansion Approved
Pinellas School District	Teacher	New	Apprenticeship	Withdrew Application
Santa Rosa School District – Locklin Technical College	Industrial Trades	Expansion	Apprenticeship	Expansion Approved
Seminole School District – High Schools	Construction	Expansion	Preapprenticeship	Expansion Approved
South Florida State College – AdventHealth	Advanced Patient Care Technician	New	Apprenticeship	Standards Approved
St. Lucie School District – High School	Industrial Manufacturing Technician	New	Preapprenticeship	Standards Approved
St. Lucie School District – High School	Carpentry	Expansion	Preapprenticeship	Expansion Approved

## PHASE 2 - GRANTS AWARDS

Grantee (Phase 2)	Occupation(s) or Trade(s)	New or Expansion	Type	Status
ABC Institute, Inc.	Construction	Expansion	Apprenticeship	Expansion Approved
Broward County School District – Atlantic Technical College	Concrete Form	New	Apprenticeship	Standards Approved
Eastern Florida State College	Mechatronics, Advanced CNC/DNC Machinist, Advanced Manufacturing Fiber Composite Technician	Expansion	Apprenticeship	Expansion Approved
Florida Nursery, Growers and Landscape Association, Inc.	Landscape Technician, Horticulture Technician, Irrigation Technician	New	Apprenticeship	Standards Approved
Hillsborough School District – High Schools	Carpentry	Expansion	Preapprenticeship	Expansion Approved
iBuild Central Florida	Construction	New	Preapprenticeship	Standards Approved
iBuild Central Florida – Corrections	Construction	New	Preapprenticeship	Standards Approved

<b>Grantee (Phase 2)</b>	<b>Occupation(s) or Trade(s)</b>	<b>New or Expansion</b>	<b>Type</b>	<b>Status</b>
Jacksonville Electrical Joint Apprenticeship and Training Committee, Inc. JATC	Electrician	Expansion	Preapprenticeship	Expansion Approved
Lake-Sumter State College	Electrician	New	Apprenticeship	In Development
Manatee County Schools – Manatee Tech	Child Care	Expansion	Apprenticeship	Expansion Approved
Manatee County Schools – Manatee Technical College	Electrician	Expansion	Apprenticeship	Expansion Approved
Orange Technical College – Westside Campus	Medical Assistant	Expansion	Apprenticeship	Expansion Approved
Osceola School District – Technical College	Welding	Expansion	Apprenticeship	In Development
Palm Beach County Schools – North Technical Education Center	Welding	Expansion	Preapprenticeship	Expansion Approved
Palm Beach County Schools – West Technical Education Center	Welding	Expansion	Preapprenticeship	Expansion Approved
Pasco School District – Marchman Technical College	Electrician	Expansion	Apprenticeship	Expansion Approved

Grantee (Phase 2)	Occupation(s) or Trade(s)	New or Expansion	Type	Status
St. Petersburg College	Medical Assistant	New	Preapprenticeship	Standards Approved
Tallahassee Community College	Electrician	New	Preapprenticeship	Standards Approved

**\*Status Definitions:**

- Expansion Approved – Grantee project was an “expansion” project. Met all requirements of apprenticeship section to expand program for purposes of grant.
- In Development – Grantee is in the process of registering the program, and apprenticeship section is awaiting information from grantee.
- Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant.
- Withdrew Application – Grantee has voluntarily withdrawn application for funding.
- Withdrew Application but remains in development – Grantee has voluntarily withdrawn application for funding but is still actively moving forward with working with apprenticeship section.