



# FLORIDA'S ANNUAL APPRENTICESHIP AND PREAPPRENTICESHIP REPORT

PROGRAM YEAR 2021-22

# KEY TERMS & ABBREVIATIONS

Provided below are key terms, abbreviations, and definitions that are used throughout the Annual Apprenticeship and Preapprenticeship Report. Moving forward, abbreviations will be used for the key terms referenced. Refer to this page when necessary while reading through Florida's Annual Apprenticeship and Preapprenticeship Report.

**Apprentice** – Any person at least 16 years of age who is engaged in learning a recognized skilled trade through actual work experience under the supervision of a journeyworker, which training should be combined with properly coordinated studies of related technical and supplementary subjects, and who has entered into a written agreement, which may be cited as an apprentice agreement, with a registered apprenticeship sponsor who may be either an employer, an association of employers, or a local joint apprenticeship committee.

**Apprenticeship Year** – July 1 to June 30.

**Employer** - Employers are the drivers of registered apprenticeship and are actively engaged in the 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 related training and instruction will be delivered and by whom.

**Florida Department of Education (FDOE)** - The Florida Department of Education is the state education agency of Florida. It governs public education and manages funding and testing for local educational agencies.

**Florida College System (FCS)** – The FCS is the primary access point to higher education for Floridians, including recent high school graduates and returning adult students. The 28 member colleges of the FCS respond quickly and efficiently to meet the demand of employers by aligning certificate and degree programs with regional workforce needs.

**Journeyworker** – A worker who has attained a level of skills, abilities, and competencies recognized within an industry as mastery of the skills and competencies required for the occupation. The term may also refer to a mentor, technician, specialist, or other skilled worker who has documented sufficient skills and knowledge of an occupation, either through formal apprenticeship or through practical on-the-job experience and formal training.

**Local Educational Agency (LEA)** – An LEA may be an FCS institution or school district. Such educational entities, when in partnership with a Registered Apprenticeship (RA) program, provide the related technical instruction for the RA program. Some LEAs serve as a program sponsor and administer RA programs on behalf of participating employers.

**On-the-Job Training (OJT)** – A formalized system of job processes which may be augmented by related instruction that provides the experience and knowledge necessary to meet the training objective of learning a specific skill, trade, or occupation. The training approach of the OJT component may be competency-based, time-based or a hybrid of both. The OJT must be delivered through structured, supervised work experience under the tutelage of a journeyworker.

**Preapprentice** – Any person 16 years of age registered in a preapprenticeship program with the department and receiving academic and technical instruction foundational for entry into a registered apprenticeship program.

**Preapprenticeship Program** – An organized program of instruction that is designed to prepare a person 16 years of age or older to become an apprentice.

**Program Sponsor** – Any person, association, committee, or organization that operates a registered apprenticeship program, irrespective of whether such entity is an employer; and in whose name the program is registered that assumes the full responsibility for administration and operation of the program.

**Registered Apprenticeship Program Standards** – An organized, written plan (program standards) embodying the terms and conditions of employment, training and supervision of one or more apprentices in an apprenticeable occupation and registered with FDOE.

**Related Technical Instruction (RTI)** – An organized and systematic form of instruction designed to provide the apprentice with knowledge of the theoretical and technical subjects related to the apprentice's specific occupation or trade.

**Registered Apprenticeship (RA)** – Registered apprenticeships are industry-driven, high-quality career pathways where employers can develop and prepare their future workforce and individuals can obtain paid work experience, classroom instruction, mentorship, and a portable credential for specific occupations. To complete an RA program, an apprentice must complete two components: OJT and RTI.

**Registered Apprenticeship Partners Information Database System (RAPIDS)** – A federal system hosted by the United States Department of Labor that provides for the automated collection, retention, updating, retrieval, and summarization of information related to apprentices and RA programs.

**State University System (SUS)** - a system of twelve public universities in the U.S. state of Florida.

**United States Department of Labor (USDOL)** – federal agency responsible for registering and overseeing apprenticeship programs.

**Wages** – Apprentices receive wages when they begin work and pay increases as they meet skills benchmarks. Wage steps can be based on competency attainment, hours/experience on the job, or a combination of both.

- Best wages – Highest wage earned across four quarters expressed in an annual rate.
- Exit wages – Wages earned by registered apprentices near the end of their RA program. Each RA program sponsor must outline an exit wage for each RA program and occupation within their RA Program Standards.
- Starting wages – Wages earned by registered apprentices at the beginning of their RA program. Each RA program sponsor must outline a starting wage for each RA program and occupation within their RA Program Standards.

**Workforce Education** – Includes adult general education programs designed to improve the employability skills of the state’s workforce, career certificate programs, applied technology diploma programs, continuing workforce education courses, degree career education programs, and apprenticeship and preapprenticeship programs.





## INTRODUCTION

In January 2019, Governor Ron DeSantis issued Executive Order 19-31. 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 secure the best, most qualified workforce for Florida's industries; they also provide 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 (HB) 7071 (2019). It included a provision that, by September 1 of each year, the 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 2021-22 program year and details key accomplishments related to participation and outcomes and federal and state investments in registered apprenticeship and preapprenticeship programs.

Florida's Annual Apprenticeship and Preapprenticeship Report provides a retrospective look at the 2021-22 program year and details key accomplishments related to participation and outcomes and federal and state investments in registered apprenticeship and preapprenticeship programs. During the 2021-22 program year, we have seen continued success in apprenticeship and preapprenticeship programs statewide. Highlights of the report include:

- Twenty-seven new registered apprenticeship programs, for a total of 275 active apprenticeship programs;
- Sixteen new registered preapprenticeship programs, for a total of 53 active preapprenticeship programs;
- Nine percent increase in the total number of registered apprenticeship and preapprenticeship

programs from last year;

- Seven percent increase in the total number of newly registered apprentices from last year;
- Six percent increase in the on-time completion rate of apprentices from last year;
- Three thousand seven hundred and fifty-seven new apprentices registered for a total of 15,479 active apprentices (17,179 active apprentices and preapprentices);
- One thousand nine hundred and seventeen apprentices completed their program, an increase of 42 from last year;
- Approximately 300 additional participating employers were added, for a total of 3,600 participating employers;
- Eight more apprenticeable occupations used for training were registered, for a total of 99 apprenticeable occupations;
- The apprentices who completed their program and received an apprenticeship certificate of completion, earned an average exit wage of \$23.86 per hour which equates to an annual salary of \$49,629.

By 2030, the state will be home to 26 million residents with one of the most diverse populations in the United States. Now the third most populous state in the nation and home to the 15th largest economy in the world, Florida is witnessing rapid technological disruption and innovation across all sectors of life. Earlier this year, the Florida Chamber Foundation surveyed Florida businesses about their future workforce needs and found that nearly 72% of workforce leaders still struggle to find qualified talent. The COVID-19 pandemic further exacerbated the divide between the skills and opportunities for reemployment or advancement in employment. While our state unemployment rate has stabilized and is lower than the national unemployment rate, 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.

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 important middle is also why Commissioner Manny Diaz Jr., 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 the 2021-22 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 through registered apprenticeship and preapprenticeship.

<sup>1</sup> Florida Department of Education, 2020 - 2025 Strategic Plan  
<http://www.fldoe.org/core/fileparse.php/7734/urlt/StrategicPlan19.pdf>

# ACHIEVEMENTS FOR APPRENTICESHIP PROGRAM YEAR 21-22



The State of Florida had  
**328 REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS**  
active during 2021-2022 for a total of  
**17,179 APPRENTICES AND PREAPPRENTICES TRAINED**



During the 2021-2022 program year,  
**1,917 APPRENTICES**  
completed their program and received an apprenticeship certificate and average exit wage of  
**\$23.86/HOUR OR \$49,629/YEAR**



Apprentices can earn a salary of  
**\$49,000+**  
upon completion of a registered apprenticeship program



FDOE registered  
**27 NEW APPRENTICESHIP PROGRAMS**  
for a total of  
**275 PROGRAMS**  
training  
**15,479 APPRENTICES**



FDOE registered  
**16 NEW PREAPPRENTICESHIP PROGRAMS**  
for a total of  
**53 PREAPPRENTICESHIP PROGRAMS**



**3,600+**  
participating employers training  
**99 APPRENTICEABLE OCCUPATIONS**

# APPRENTICE FLORIDA GRANTS



Pathways to Career Opportunities  
State Grant (PCOG)

**\$9,766,000**

in funding was awarded through PCOG in 2021-22.  
With these dollars,

**42 APPRENTICESHIP AND  
PREAPPRENTICESHIP PROGRAMS**

were added or expanded and anticipated to serve  
over

**3,225 APPRENTICES AND  
PREAPPRENTICES STATEWIDE**



Expansion of Registered Apprenticeship and  
Preapprenticeship (ERAP)

**\$10,439,353**

in funding was awarded through ERAP in 2021-22.  
With these dollars,

**13 APPRENTICESHIP AND  
PREAPPRENTICESHIP PROGRAMS**

were added or expanded and anticipated to serve  
over

**1,700 APPRENTICES AND  
PREAPPRENTICES STATEWIDE**



Apprenticeship State  
Expansion Grant (ASE)

**\$463,000**

in funding was awarded to

**23 APPRENTICESHIP PROGRAMS**

to support capacity building and outreach and  
recruitment efforts and

**700 PARTICIPANT APPRENTICES**

through Program Support Grant

**\$848,217**

in funding was awarded to

**23 APPRENTICESHIP PROGRAMS**

to support approximately

**900 PARTICIPANT APPRENTICES**

through Participant Support Grant





# AN OVERVIEW OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP IN FLORIDA

## REGISTERED APPRENTICESHIP

RA combines employer-driven education and employment training with structured OJT 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, FCS institution, State University System (SUS) institution or a private training agency for the delivery of the RTI. The sponsor may also elect to provide all the RTI without a public educational partner.

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 RA programs require five core components: (1) business involvement, (2) structured OJT, (3) RTI, (4) rewards for skill gains, and (5) 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 RA 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>ON-THE-JOB TRAINING</b>	RA always includes an OJT component. Apprentices receive hands-on training from an experienced journeyworker/mentor. 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.

<sup>2</sup> USDOL Apprenticeship Toolkit  
<https://www.dol.gov/agencies/odep/program-areas/apprenticeship>

COMPONENT	DESCRIPTION
<b>RELATED TECHNICAL INSTRUCTION</b>	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 school 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 three credits for credit-hour courses.
<b>REWARDS FOR SKILL GAINS</b>	Apprentices 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.
<b>NATIONALLY RECOGNIZED CREDENTIAL</b>	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.



## CORE COMPONENTS OF REGISTERED APPRENTICESHIP, CONTINUED

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 an RA program. This can include, but is not limited to: administrative, outreach and recruitment, 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 RA 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 an RA program may not be the best option. Instead, it may make sense to join an existing RA 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 funding expectations set by the program sponsor as found in Rule 6A-23.004(2) (x), Florida Administrative Code (F.A.C.), 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 the administrative duties are taken care of by the program sponsor. To become a participating employer in an existing RA program, employers should contact the apprenticeship training representative (ATR) in their region for additional information and help determining which RA program best fits their occupation and training needs.

**APPRENTICES** – Apprentices are individuals who are at least 16 years of age and who have entered into an apprenticeship agreement with an RA 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 USDOL for federal purposes. This provides apprentices with credibility and marketability when they successfully complete their RA program from a nationally recognized program with a nationally recognized credential. This also gives registered apprentices the opportunity for mobility. According to the USDOL<sup>3</sup>, Florida is ranked 10th 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.

<sup>3</sup> USDOL FY 2021 Data & Statistics - <https://www.dol.gov/agencies/eta/apprenticeship/about/statistics/2021>



## REGISTERED PREAPPRENTICESHIP

A registered preapprenticeship program is designed to prepare individuals to enter and succeed in a Florida RA 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).



**ASSISTANCE**  
in applying to registered apprenticeship programs.

Registered preapprenticeship is authorized in Section (s.) 446.052, Florida Statutes (F.S.), and Rule 6A-23.010, F.A.C., 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 RA program in the same occupation. The program sponsors determine the length and breadth of knowledge needed to properly prepare individuals for becoming apprentices. While not required, some programs incorporate OJT into the program, most focus on RTI delivered in a classroom or laboratory setting. These programs function as a pathway into RA.

During the 2021-22 performance year, 16 new preapprenticeship programs were registered with the FDOE for a total of 53 active preapprenticeship programs.

## MANAGEMENT AND OVERSIGHT OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP

The USDOL recognizes the FDOE as the authorized registration agency of apprenticeship programs and apprentices for federal purposes as found in Federal Regulation 29-CFR-29.13, 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 RA 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 s. 446.011-092, F.S., and Rules 6A.23-001-011, F.A.C.

Preapprenticeship programs are specifically designed and developed to provide additional workforce readiness skills for individuals who need additional skill sets in order to qualify and be selected into an RA 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 RA 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 RA 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, 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 school district 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. Opportunity to scale college-connected or degree apprenticeship programs are significant and are the focus of Governor DeSantis’ Pathway to Career Opportunity Grant Program.

Below is a summary of the models of RA and preapprenticeship:

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, 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 and/or awards credit for apprenticeship experience as part of a degree pathway	An institution of higher education delivers for-credit technical instruction and/or awards credit for apprenticeship experience as part of a degree pathway





## **PATHWAYS INTO REGISTERED APPRENTICESHIP**

FDOE supports multiple methods to promote RA 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 RA program sponsors, educational institutions partners and local workforce development boards, are the most common outreach methods.

### **PREAPPRENTICESHIP PROGRAMS**

provide a defined pathway for individuals to move into an RA 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 (CTE) programs with associated courses (High School Apprenticeship and High School Preapprenticeship), developed in response to HB 577 that passed in 2018. These programs can be offered by any school district to high school students if they qualify for entry into an RA program 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 RA 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 2021-22

In partnership with CareerSource Florida, the FDOE has focused on initiatives to promote the value of RA and on expanding access to RA 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 RA and preapprenticeship.

### **HARNESSING THE EXPERTISE OF INDUSTRY INTERMEDIARIES**

In recent years, the USDOL has awarded funds to industry intermediaries to assist states to expand the number of apprenticeship opportunities in growing sectors across the country. This effort aims to further advance RA expansion strategies in high growth industries including information technology, cybersecurity, telecommunications and 5G advanced manufacturing, hospitality, healthcare, healthcare information technology, transportation and logistics and energy.

Industry Intermediaries are uniquely positioned to convene employers within an industry or sub-sector to determine skill needs and workforce trends and to work with employers on a regional, statewide and national level to develop apprenticeship programs with the goal of increasing the number of apprenticeship opportunities. They serve as a conduit between employers and other industry partners and FDOE's efforts to accelerate apprenticeship program development and help create new sector-based apprenticeship partnerships in Florida.

During the past performance year, FDOE has worked with Appeteon, Inc. to advance information technology and 5G telecommunications-related apprenticeship programs. In addition to hosting informational webinars, Appeteon has been working directly with existing RA programs to help expand those programs into information technology occupations. In the area of cybersecurity,



FDOE has worked with Safal Partners to develop a cybersecurity apprenticeship program at Polk State College and most recently co-hosted an RA accelerator event with Safal Partners representatives in Polk and surrounding counties to accelerate the development and expansion of cybersecurity RA programs in that region.

FDOE has also partnered with Health Career Advancement Program (HCAP) to advance RA in the healthcare sector. A second statewide healthcare accelerator event was held in Tallahassee in April 2022 and regional healthcare accelerator events are planned for next performance year. HCAP has been instrumental in assisting to develop new healthcare programs, including the surgical technology apprenticeship program sponsored by Flagler Health+.

FDOE has been actively promoting the apprenticeship model in the manufacturing sector. To that end, a manufacturing accelerator was hosted in April 2022 in partnership with FloridaMakes, CareerSource Florida and Jobs for the Future (USDOL industry intermediary). The event brought together national subject matter experts and highlighted RA employers and sponsors who shared their journey through the paradigm shift of a new way of training and retaining employees in the manufacturing sector.

On the heels of the manufacturing accelerator, FDOE partnered with FASTPORT, a USDOL intermediary to host a transportation and logistics accelerator in May 2022.

## **REDUCING BARRIERS AND BUREAUCRACY**

The FDOE has further reduced barriers to starting new RA programs 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 2021-22, the Apprenticeship Section registered 27 new apprenticeship programs and 16 new preapprenticeship programs with an average registration time of four 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 and multiple wage schedules. The Standards of Apprenticeship templates are in the process of being integrated into the federal RAPIDS Standards Builder web-based solution to allow potential sponsors to develop their standards online, which will accelerate time to registration. 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 and partner with USDOL industry intermediaries to assist with new program development in nontraditional sectors of healthcare, information technology, and manufacturing.

## EDUCATIONAL OPPORTUNITIES

FDOE has also focused on ensuring new pathways to RA 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-bearing 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 FCS and SUS institutions 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 just two examples of college credit being awarded as a component of the related instruction:

#### **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 RA 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:

#### **MIAMI-DADE COUNTY PUBLIC SCHOOLS YOUTH PREAPPRENTICESHIP PROGRAM**

for the following occupations: Bricklayer, Carpenter, Electrician, and Heating & Air Conditioning Installer-Servicer, Pipefitter, Drywall Finisher/Painting, Glazier, Elevator Constructor, Insulation Worker, Operating Engineer, Sheet Metal Worker and Plumber.

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

for the following occupations: Ironworker and Carpenter.

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

for the following occupations: Carpenter and Industrial Manufacturing Technician.

#### **VOLUSIA COUNTY SCHOOLS PREAPPRENTICESHIP PROGRAM**

for the following occupations: Heating and Air Conditioning Installer-Servicer.

## DIVERSIFICATION AND EXPANSION INTO NEW INDUSTRY SECTORS

The recent growth of RA includes diversification and expansion into new industry sectors such as healthcare, sales and marketing, manufacturing and information technology that have typically not embraced RA as a viable workforce education solution. These sectors are now represented and serving as a model for other Florida employers. The following new programs (programs or occupations registered during the past performance year) represent the results of these ground-breaking efforts in diversification.

### **POLK STATE COLLEGE CYBERSECURITY APPRENTICESHIP PROGRAM**

Responding to a critical and growing need for cybersecurity workers, Polk State College launched its Cybersecurity Technician Apprenticeship Program in October 2021 in partnership with Safal Partners, a USDOL intermediary.

According to Cyberseek, there are currently nearly 30,300 open cybersecurity jobs in the state of Florida, up from just 22,000 in November 2021.

Polk State became an RA program sponsor to make apprenticeship easier and more accessible for employers. The Polk State RA program offers 5 courses: Cisco Certified Network Associate, Cybersecurity Operations, Computer Forensics, Cybersecurity Analyst, System Security Certified Practitioner, and Ethical Hacking. It also includes approximately 12 months of competency-based, OJT training. Students receive three credits for each eight week, online, self-paced course toward a Polk State certificate or degree. Program completers will receive a portable, national credential from the FDOE and be qualified to earn additional industry certifications.

Polk State worked closely with the FDOE and Safal Partners to develop the program. Safal Partners will provide employers participating in Polk State's program with direct incentive funding and ongoing support.

### **FLORIDA SOLAR ENERGY CENTER - THE FLORIDA SOLAR ENERGY APPRENTICESHIP PROGRAM, GNJ**

The Florida Solar Energy Center (FSEC) partnered with the Florida Solar Energy Industries Association to develop the Florida Solar Energy Apprenticeship Program, GNJ, to meet the demand for one of the fastest growing occupations in the clean energy sector. Approved by the FDOE in February 2022, the program was the first and only solar apprenticeship in the country registered with the USDOL at the time of registration. The program will provide a pipeline of skilled workers to the solar industry who will gain proficiency in the installation of both photovoltaic (solar electric) and solar thermal water heating systems. Solar energy technicians will embark on two years of OJT training and technical instruction, working one-on-one with a solar energy journeyworker. The program is intended to provide a pathway to the State Certified Solar Contractor license, and industry recognized credentials will be awarded as the apprentice successfully progresses through the program. The technical instruction will initially be available online and eventually expand to in person learning at colleges throughout the state. The program is currently working with St. Petersburg College to support the development of classroom training while FSEC develops the online training modules.

## NET SYNERGY VIRTUAL SOLUTIONS APPRENTICESHIP GNJ AND UPTOWN PREAPPRENTICESHIP FOR INNOVATION AND TECHNOLOGY

Net Synergy (NetSVS) sponsors registered preapprenticeship programs in software development (coding), supply chain/logistics technology (automation), cybersecurity, and helpdesk across the state, all of which articulate to occupations in NetSVS' program which align with Statewide Targeted Occupation Lists. The preapprenticeship program was registered in December 2021, and preapprentices are hired while trained, combining industry certifications with 6 months of real hands-on job experience. A unique instructor-led approach allows for live engagement and feedback over simple self-paced asynchronous sessions commonly used within other tech bootcamps. The RA program was registered in June 2020 as a solution stemming from the industry needs of tech companies looking to hire, train, and retain local talent. RA program curriculum not only includes skills-based training, but also highlights transferrable professional skills such as communication, mentorship, and leadership training. Learning Tomorrow's Technologies Today (LT3) is the workforce arm of NetSVS founded on community-driven workforce development and is opening training hubs in economic opportunity zones across the state. LT3 collaborates with several Local Workforce Development Boards (LWDBs), the FEDC, and other community-based organizations to source candidates who are looking for employment in the tech industry, but the programs are available to anyone. This allows individuals from underserved populations access to a sustainable wage so they can remain in their local communities, combating displacement and retaining Florida talent. LT3 runs a program in partnership with CareerSource Florida exposing disadvantaged youth to technology-based careers that also acts as a pipeline to the preapprenticeship and RA program.



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

Integration of RA into Florida's workforce development system is prolific. For the past five years, FDOE has worked closely with CareerSource Florida and the Department of Economic Opportunity (DEO) to promote, expand and diversify RA. In the Fall of 2016, CareerSource Florida integrated RA into its statewide sector strategy initiative by leveraging its selection as one of 36 states to receive an Apprenticeship USA grant and joined forces with the FDOE's Office of Apprenticeship, Local Workforce Development Boards (LWDBs), industry intermediaries and a host of strategic partners to expand RA in advanced manufacturing, healthcare, information technology and construction/building trades industries. To champion and advance these efforts, FDOE, CareerSource Florida and DEO representatives meet on a bi-weekly basis to strategize on how to continue to bolster the RA model as a talent development solution for Florida employers.

Visionary in scope, the strategic alignment also reflects system integration mandates outlined in the Workforce Innovation Opportunity Act (WIOA) and Florida's Unified State Plan that was initially adopted in 2016 with subsequent adoptions every two years. In February 2018, the CareerSource Florida Board of Directors unanimously passed the state's first apprenticeship policy, further supporting the time-tested learn and earn model. One month later, the State Apprenticeship Expansion partners made \$500,000 available in grant funds to LWDBs to diversify apprenticeships while capitalizing on emerging opportunities in other sectors of the states' economy. In a promising show of interest, 17 of 24 LWDBs submitted proposals to build new or expand existing RA programs or preapprenticeship programs, with five boards selected for funding in June 2018.

In May 2018, the CareerSource Florida Board of Directors approved \$1.75 million in funding to mobilize LWDBs to further integrate RA into their sector strategy and career



pathway initiatives. This was followed in May 2019 with an additional \$1.75 million to LWDBs to support apprenticeship expansion. Building on these strategic investments, the CareerSource Florida Board again allocated funding directed to LWDBs to support capacity needs of business services representatives/sector strategists serving employers in key sectors as they evolve into apprenticeship navigators. These navigators highlight the value of this talent pipeline development tool while helping to de-mystify apprenticeships and encouraging business participation.

Shortly thereafter, in February 2019, the CareerSource Florida Board of Directors adopted strategic policy 2019.02.13.A.1 that recognized RA as one of two viable sector strategies. The policy applies to CareerSource Florida, the DEO and all 24 local workforce development boards. As such, LWDBs are required to describe their approach to establishing, implementing and sustaining effective sector strategies, including RA expansion opportunities, in their local workforce development plans and identify opportunities for new or expanded RA in targeted sectors.

The following year, the CareerSource Florida Board of Directors approved funding for work-based learning and apprenticeships totaling \$750,000. Neighboring LWDBs were encouraged to partner together for regionalized collaboration. This strategic investment aimed to offset the costs to identify appropriate professional team members (including current business service representatives/sector strategists) at the LWDB level to serve as apprenticeship navigators. The LWDB-based navigators work with industry, educational and other identified stakeholders, to identify and develop RA programs in consultation with FDOE ATRs that meet industry needs.

The other major integrated outreach and recruitment initiative, Apprentice Florida, was advanced during the past performance year. Launched 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 RA 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 RA. Their efforts are to be recognized and commended.

Phase one of the Apprentice Florida campaign (July 2019-January 2020) focused on strategic marketing and outreach designed to raise awareness of the RA system. Phase two (March-June 2020) focused on expanding a call to action for businesses in targeted industries. Phase three was rolled-out in the fall of 2020 and took advantage of interest generated through the website, targeted multi-media outreach and social media campaigns. Phase four followed in the spring of 2021 with a very strategic run in specific markets targeting only relevant industries based on the sponsors available in those markets. This more targeted effort focused slightly more on lead generation than the previous campaigns. Phase 5 occurred during the 2021-22 performance period and built upon key learnings from expertise and historical performance, specific tactics were used to drive awareness and action with prospective apprentices, specifically underrepresented populations. Additional information on the Apprentice Florida achievements may be found in **Appendix A**.

In addition to the Apprentice Florida outreach and recruitment campaign, all FDOE ATRs work in varying capacities with LWDBs, community partners, veterans' advocacy groups and with public and private education providers to bring awareness about the RA system. A large part of the responsibilities of the ATRs are 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 LWDBs, 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 diverse pool of apprentice candidates.

A further enhancement to existing recruitment and outreach efforts was created during the 2019 legislative session with the passage of House Bill (HB) 7071, requiring FDOE to provide assistance to district school boards, FCS institution boards of trustees, program sponsors and LWDBs 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 (s.) 445.07.260 (4)(2) Florida Statutes (F.S.). In response to this, FDOE brought on an outreach and recruitment specialist in the Fall of 2020 to work with the ATRs to bolster these efforts. See **Appendix A** for examples of specific outreach activities and events conducted in 2021-22.



## 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> Apprenticeship State Expansion Grant (ASE) (Federal USDOL)
<b>3.</b> Building State Capacity to Expand Apprenticeship through Innovation (Capacity) (Federal USDOL)	<b>4.</b> Expansion of Registered Apprenticeship and Preapprenticeship (ERAP) (Federal)

These state and federal funds aim to expand opportunities for RA 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)**

Since 2019-20, the FDOE has been appropriated \$10 million each year for the development of new and expansion of existing RA and preapprenticeship programs through the PCOG. For the 2019-20 fiscal year, FDOE awarded 54 proposals based upon two rounds of competitive proposals of which 36 projects focused on RA development or expansion and 18 projects focused on preapprenticeship development or expansion.

For the 2020-21 fiscal year, FDOE awarded 49 proposals of which 28 projects focused on RA development or expansion and 21 projects focused on preapprenticeship development or expansion.

For the 2021-22 grant year, FDOE was appropriated \$10 million for the development of new or expansion of existing apprenticeship or preapprenticeship programs. This grant year, there were 70 applicants for PCOG funding. Of those 70 PCOG applicants, 42 were awarded funding with 20 expansion programs and 22 new programs. Of these, 28 were for apprenticeship and 14 were for preapprenticeship programs. For the 2021-22 grant year, the awarded PCOG programs is projected to train 3,225 new apprentices and preapprentices in high-wage high-demand industries critical to Florida's growth and economic success. Examples of the occupations the programs are training for include home health aide, computer support specialist, software developer, solar photovoltaic installers, and licensed nurse practitioner.

The following showcases the efficacy of the PCOG program.

**Locklin Technical College Apprenticeship Program, GNJ** – Registered in 2019 to train electricians for several area businesses such as Marathon Electrical Contractors, ICE Contractors, Peaden Air Conditioning, Plumbing, and Electrical, Casey Electric, and DeGraaf Systems Inc., Locklin Technical College (Santa Rosa County School District) is providing the RTI for the 16 apprentices registered in this three-and-a-half-year program.

The RA program credits the PCOG program to assist them to develop, train, and recruit talent for North Florida's rapidly expanding electrical needs. The PCOG funding ensures that a well-trained pipeline of electricians is always ready to fill the needs of the booming construction trades of Florida.

**TruMont LLC** – Registered in 2020 to train Home Health Aides and Registered Nurse Residents for 12 employers located throughout the state, from Lakeland Regional Health in Lakeland, Florida, Sarasota Medical Pregnancy Center in Sarasota, Florida, to Gainesville Agency Catholic Charities in Gainesville, Florida, in addition to nine other locations throughout the state. These employers provide the RTI in these high-demand occupations which creates a pipeline of well-trained and highly qualified medical personnel in Florida, where they are critically needed in an occupation that is also critically short staffed.

See **Appendix B** for a summary of the funded projects in 2021-22. Information on the competitive proposal is available at the following link: [www.fldoe.org/pathwaysgrant](http://www.fldoe.org/pathwaysgrant).

## **EXPANSION OF APPRENTICESHIP AND PREAPPRENTICESHIP (ERAP) (FEDERAL)**

FDOE released ERAP funding to eligible postsecondary LEAs to start new or expand existing apprenticeship or preapprenticeship programs in high-wage and high-demand occupations, including information security analyst, teacher assistant, maintenance workers, automotive service technicians and mechanics, diesel engine specialists, solar thermal installers and solar photovoltaic installer, and K-12 teacher. For the 2021-22 ERAP competitive funding opportunity, 18 postsecondary LEA's submitted Concept Pitches to be funded by ERAP. Ultimately 13 LEAs were awarded funding, with the projects estimated to serve 1,700 additional apprentices and preapprentices. Of the 13 LEAs that received funding, 11 focused their efforts on apprenticeship, while two are starting/expanding two preapprenticeship programs. FDOE is utilizing the Governor's Emergency Education Relief Fund under the Coronavirus Response and Relief Supplemental Appropriations Act 2021 to fund this initiative.

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

FDOE was awarded \$3,078,257, with a 48-month period of performance which began on July 1, 2019, and closes on June 30, 2023. These funds are used to achieve the following goals:

1. Support the expansion of new and existing RA programs in all industry sectors;
2. Support the expansion of new occupations in all RA programs;
3. Support and strongly encourage the diversity of registered apprentices from traditionally underrepresented populations (women, minorities, persons with disabilities, veterans, etc.) in new or expanding RA programs;
4. Build capacity through adding a grant manager, ATR and outreach specialist;
5. Develop and deliver outreach materials through awareness activities championed by the outreach specialist; and
6. 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 RA system is a viable career path for Florida's citizens, as well as a valuable workforce development strategy for employers.

To that end, during the second year of the grant, FDOE developed and launched a two-pronged sub-recipient approach to distributing ASE Grant funds to RAs. The first, entitled "Mini-Grant #1, Program Grant" was made available for eligible RA programs to fund program level expansion in awards up to \$20,000. The Mini-Grant #1 model used a competitive application process to award funds to new (registered on or after July 1, 2019) RA programs towards the program-level goals of capacity building and outreach efforts to underrepresented populations. Applicants demonstrated how the funds would be used towards both goals to continue or grow existing initiatives and/or begin new initiatives focused on these goals. It also required information on plans for braided funding and sustainability so that the programs could begin working on a plan

to ensure these expansion efforts remain after the ASE Grant concluded. During the first round, a total of \$236,000 was awarded to 12 RA programs. Four hundred and thirteen participants impacted by these expansion funds were identified. During the second round, a total of \$227,500 was awarded to 11 RA programs with 300 participants impacted by these expansion funds.

The second approach, known as the “Mini-Grant #2: Participant Support Grant” also used a competitive application process and the funds were awarded to RA programs with newer participants (programs that registered new apprentices on or after July 1, 2019) towards the goals of removing barriers to program access and retention. Allowable expenses fall into the categories of: (1) OJT expenses, (2) expenses related to RTI, and/or (3) support services. The goal is to both reduce out of pocket required costs for apprentices and provide services to support all aspects of the requirements for completing the program. Programs were allocated up to \$700 in allowable expenses for each eligible participant based on their application and budget narrative. During the first round a total of \$358,217 was awarded to 12 RA programs in direct support of an additional 398 apprentices. During the second round of funding \$490,000 was awarded to 11 RA programs in direct support of 491 apprentices.

## **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 are used to bolster the 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 10 positions, which are funded annually through the General Appropriations Act (GAA) and then apportioned within FDOE to support the operation (salaries and expenses). Two additional positions are augmented positions associated with the aforementioned federal grants. The state is divided into 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 RAPIDS. The state director and three program specialists are in Tallahassee. Staff are located strategically throughout the state to better serve current and future programs at a local level. See **Appendix C** 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 RA 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 regions. As a result, the team is ready to help potential program sponsors navigate the national and Florida-RA 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 RA system works while individuals are interested in potential employment opportunities. Sponsoring an RA 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 regional ATRs.

# FLORIDA'S APPRENTICESHIP AND PREAPPRENTICESHIP PARTICIPATION AND OUTCOMES

## OVERVIEW

As Florida's economy has strengthened over the past several years, the number of RA and preapprenticeship programs has dramatically increased. Between July 1, 2021, and June 30, 2022, the **FDOE registered 27 new apprenticeship programs making a total of 275 active apprenticeship programs with 3,757 new apprentices registered during this same period for a total of 15,479 active apprentices.**<sup>4</sup> In this same period, six apprenticeship programs were cancelled during the program year.

**For preapprenticeship programs, FDOE has a total of 53 registered programs.** Of these, sixteen were newly registered, and three were voluntarily cancelled during the program year.

Overall, the total number of RA programs included 328 apprenticeship and preapprenticeship programs, a one-year increase of 9%, and the total number of newly registered apprentices increased by 7% from the 2020-21 to 2021-22 apprenticeship program year. The totals for 2021-22 compares to 300 registered programs in 2020-21, of which 258 were RA programs and 42 were registered preapprenticeship programs and 3,500 newly registered apprentices during that same cohort.

When it comes to program cancellations, it is important to note that single employer programs occasionally opt to cancel their own program and join an existing RA program as a participating employer and continue to use the RA training method.

Currently, there are over **3,600 participating employers training in 99 apprenticeable occupations.** These employers support Florida apprenticeship programs by hiring and training their apprentices. In terms of apprentice demographics, although white individuals make up the largest proportion of registered apprentices (68%), Hispanic and African American individuals jointly comprise a sizeable portion of total registered apprentices participating in RA programs (42%); 25% and 17% respectively. Additionally, males make up 91% of RA enrollment while females comprise 9% of overall program participation.

Individuals participating in an RA program have the opportunity to enter well paid careers that pay even more upon successful program completion. Using the average starting and exit wages of 2021-22 RA program completers in the RAPIDS registration system, **the average starting**

<sup>4</sup> This is a count of apprentices who were active in a RA program at any time between July 1, 2020, and June 30, 2021, based on data reported in RAPIDS. See Appendix E-2 for detailed information on the number of apprentices by trade and occupation.

**salary was more than \$35,000, and the average exit wage was more than \$49,000.** This is of increased economic impact because in addition to a guaranteed wage increase during program participation, Florida apprentices are also likely to potentially avoid student loan debt. In accordance with s. 1009.25, F.S., tuition and fees for apprenticeship programs cannot be assessed for Florida's registered apprentices when RTI is provided by a public LEA. As a result of this exemption, apprentices may only be responsible for items such as uniforms, tools, and RTI if not provided by a public LEA.

During the 2021-22 apprenticeship program year, **1,917 apprentices completed their program and received an apprenticeship certificate with an average exit wage of \$23.86 per hour which equates to an annual salary of \$49,629.** Of those completing, 1,173 apprentices completed their program during the expected timeframe (61%). This is a 6% increase compared to the 2020-21 on-time completion rate of 55%.<sup>5</sup>

### EXPANDED PERFORMANCE MEASURES

For the first time, information on apprentice wage progression and RA program retention rates is presented. HB 1507 (2021) amended s. 446.302(2)(b), F.S., to require the reporting of additional performance measures on wage progression, retention rates, and completion rates.<sup>6</sup> In this year's report, completion rates for RA and preapprenticeship programs will not be provided due to data and methodology limitations. For the same reason, retention rates of preapprenticeship programs will also not be reported.<sup>7</sup> It is important to note that due to the differences between RA and preapprenticeship programs, wage data is not presented for preapprenticeship programs. As previously mentioned, the purpose of preapprenticeship programs is to serve as a pipeline into RA programs. As such, OJT is not a required component of preapprenticeship programs and there are no associated wages.

Performance measures data are explored in detail within the Performance Outcomes section below.

- 5 On-time completion rates are calculated using the expected program completion date for each apprentice as listed in the RAPIDS registration system.
- 6 See also Rule 6A-23.011(3), F.A.C., Program Performance Standards for performance metric details.
- 7 FDOE is currently working on a supplemental data collection method for preapprenticeship programs with established survey windows for the 2022-23 performance year. Preapprenticeship programs outcomes data is not presently collected in a centralized manner that allows for the calculation of the retention and completion rates outcome measures. Future iterations of the Annual Apprenticeship Report will include retention and completion rates of preapprenticeship programs. Previously stated enrollment and completion outcomes from preapprenticeship programs were derived from self-reported data by Districts.



## REGISTERED PROGRAMS AND PUBLIC EDUCATIONAL PARTNERSHIPS

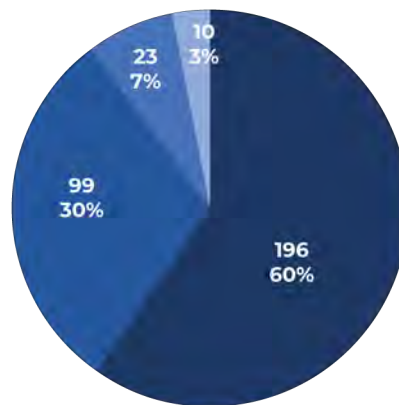
Across Florida the number of newly registered apprentices has increased by more than 7% compared to last year. In 2021-22, FDOE had a total of 328 registered programs, of which 275 were RA programs and 53 were registered preapprenticeship programs.<sup>8</sup> **Appendix D** details each of these programs by affiliated LEA partnerships with school districts or FCS institutions. The table is sorted by the educational provider of the RTI (the LEA), if applicable.

In summary, of the 328 registered programs with an active registration at any time during the 2021-22 apprenticeship year, 40% partnered with a school district or FCS institution for related training and instruction. Of those 40% of programs with an LEA partnership,

- 99 programs partnered exclusively with school districts for the RTI (30% of total registered programs),
- 23 programs partnered exclusively with FCS institutions for the RTI (7% of total registered programs), and
- 10 programs partnered with both school districts and FCS institutions for the RTI (3% of total registered programs).

Sixty percent of programs (196 programs) were not partnered with a district or FCS institution for related training and instruction but may have partnered with other non-state reporting education partners for instructional delivery.

### RA and Preapprenticeship Programs by Partnership, 2021-22



- No partnership
- Partnered with school district
- Partnered with FCS
- Partnered with school district and FCS

<sup>8</sup> Based on active programs from July 1, 2021 to June 30, 2022.



## PROGRAM PARTICIPATION BY TRADE/OCCUPATION

There are two methods available for collecting statewide participation data by trade and occupation for RA and preapprenticeship programs. The first method considers when RA and preapprenticeship programs are offered in partnership with a school district or FCS institution for RTI, also defined as the LEA partner. The enrollment activity is reported to the FDOE for accountability and funding purposes by the LEA partner. The LEA must report each apprentice's enrollment by trade/occupation which allows for participation by trade and occupation to be calculated. **Appendix E-1** provides this enrollment by trade/occupation as reported by LEAs for the 2021-22 academic year.

The top five trade/occupations by enrollment are outlined in Table 1 below. These five trade/occupations represent 74% of total RA and preapprenticeship program enrollment by trade/occupation.<sup>9</sup> Since not all RA and preapprenticeship programs have partnerships with an LEA, this summary does not reflect activity for non-LEA partnered RA and preapprenticeship programs.

**TABLE 1**

Trade/Occupation	# Enrolled in School Districts	# Enrolled in FCS Institutions	Total	% of Total Enrollments
Electrician	4,682	1,326	6,008	44%
Plumbing Technology	1,283	177	1,460	11%
Air Conditioning, Refrigeration and Heating Technology	1,053	312	1,365	10%
Pre-Apprenticeship	647	68	715	5%
Fire Sprinkler System Technology	247	249	496	4%

The second method of capturing program participation looks at all apprentices registered in the program over a period of time, regardless of LEA partnership status, using RAPIDS. **Appendix E-2** provides the number of all registered apprentices by their trade and occupation of training. Per RAPIDS, between July 1, 2021, and June 30, 2022, there were 15,479 registered apprentices.

<sup>9</sup> Total program enrollment for 2021-22 for school districts and FCS combined was 13,722. The top 5 programs with enrollment encompassed 74% of this figure.

This data does not include preapprenticeship information, however, because preapprenticeship programs are not captured in the federal RAPIDS system. Additionally, preapprenticeship program participation where RTI is being provided by a non-LEA partnered program sponsor is captured by the FDOE through supplemental data collection and is currently not reported to the state by trade and occupation. Preapprenticeship program participation by trade/occupation will be included in future iterations of this report as preapprenticeship data collection is improved. The top five trade/occupations with the most registered apprentices is outlined in Table 2 below. These occupations represent 66% of total participation in RA, as reported in RAPIDS.<sup>10</sup>

**TABLE 2**

Trade/Occupation	Registered Apprentices	% of Total Registered Apprentices
Electrician	6,152	40%
Plumber	1,403	9%
Heating and Air Conditioning Technician and Installer	1,400	9%
Pipe Fitter (Sprinkler Fitter Specialization)	686	4%
Elevator Constructor	672	4%

## PROGRAM OUTCOMES

### APPRENTICESHIP WAGES

Apprenticeship programs utilize a “learn as you earn” model which allows for the earning of wages upon program enrollment and through program completion. Each RA program sponsor provides a starting and exit wage which varies by trade and occupation. Starting and exit wages always reflect an increase which allows for wage gains as competency and/or experience increase. All starting and exit wages expressed in this report are based on current year starting and exit wages as listed in each RA program’s program standards for each respective program and occupation/trade.<sup>11</sup> The wage schedule is a component of the RA program standards and is entered into RAPIDS by the FDOE. Program sponsors are responsible for amending their wage schedules to accurately reflect apprentice wages. FDOE processes and approves wage amendment requests and updates wage schedules in RAPIDS. To get an understanding of how wages sustain over time, this section also details wage data one and five years after program completion.<sup>12</sup>

A new appendix in this year’s report, **Appendix F**, presents, by program sponsor and trade/occupation, starting and exit wages and the wage progression of apprentices at one and five years after program exit.

10 Total program enrollment for 2021-22 per the RAPIDS data system was 15,479. The top 5 programs with enrollment encompassed 66% of this figure.  
 11 Starting and exit wages obtained from the RAPIDS system and based on RA program standards. Starting and exit wages are as of August 2022.  
 12 One and five-year post program completion wage data obtained by the Florida Education and Training Placement Information Program (FETPIP).

## STARTING & EXIT WAGES

When it comes to starting and exit wages, compensation varies greatly by occupation and trade. The lowest starting and exit wage is associated with the Stage Technician occupation/trade coming in at \$9,360.00 and \$17,680.00 annually, respectively. FDOE staff analyzed the wages of specific RA programs associated with low wage occupations/trades and found that wage schedules had not been updated as required. In the coming year, FDOE will work closely with all program sponsors to ensure wages in RAPIDS accurately reflect the real-time starting and exit wages of the associated occupations. On the other end of the spectrum, the highest starting wage belongs to the Instrumentation and Controls Technician occupation/trade with a starting wage of \$52,998.40 annually and the highest exit wage belongs to the Electrician (Substation) occupation/trade with an annual wage of \$88,670.40. The tables below outline the top and lowest five occupation/trades based on starting and exit wage amounts.

Since starting and exit wages vary across RA programs even for the same occupation/trades; all reported wages in the tables below are averages of each trade/occupation instance listed in **Appendix F**.<sup>13</sup>

### TOP 5 OCCUPATION/TRADES BY STARTING WAGE

Occupation/Trade	Start Wages
Instrumentation and Controls Technician	\$52,998.40
Electric Meter Installer	\$47,642.40
Power Line Repairer	\$46,737.60
Elevator Constructor	\$44,844.80
Electrician (Substation)	\$44,824.00

### LOWEST 5 OCCUPATION/TRADES BY STARTING WAGE

Occupation/Trade	Start Wages
Stage Technician	\$9,360.00
Meter Repairer	\$12,480.00
Residential Wireman	\$13,520.00
Painter	\$14,040.00
Child Care Development Specialist	\$14,578.72

<sup>13</sup> See **Appendix F** footnote that outlines the cohort of apprentices included in the table.

## TOP 5 OCCUPATION/TRADES BY EXIT WAGES

Occupation/Trade	Start Wages
Electrician (Substation)	\$88,670.40
Power Line Repairer	\$87,886.93
Elevator Constructor	\$83,735.60
Electric Meter Installer	\$82,971.20
Cable Splicer	\$78,998.40

## LOWEST 5 OCCUPATION/TRADES BY EXIT WAGES

Occupation/Trade	Exit Wages
Stage Technician	\$17,680.00
Child Care Development Specialist	\$21,829.60
Direct Support Specialist	\$22,880.00
Meter Repairer	\$25,105.60
Residential Wireman	\$27,726.40

## POST PROGRAM COMPLETION WAGES

Wage data one and five years after program completion shows promising economic futures for Florida apprentices. Across all occupations and trades, the average wage one year after program completion is \$65,304.35. Five years after program completion, the average wage across all occupations and trades is \$67,799.33. Most notably, the occupation/trade with the highest wage progression at one year after program completion is Powerline Repairer and the occupation with the highest wage at five years after program completion is Cable Splicer.

All post program completion wages in the tables below are average wages of apprenticeship program completers within their respective one- or five-year cohort by trade/occupations.<sup>14</sup>

<sup>14</sup> Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2019 to June 30, 2020 and were found employed in Florida during the tracking period of one-year post program completion. The average of each apprentices best four quarter wage is reported.

Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2015 to June 30, 2016 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.

Post program completion wage data was obtained by The Florida Education and Training Placement Information Program (FETPIP).



**TOP 5 OCCUPATION/TRADES 1 YEAR AFTER PROGRAM COMPLETION WAGE**

<b>Occupation/Trade</b>	<b>Start Wages</b>
Power Line Repairer	\$168,310.55
Cable Splicer	\$166,104.67
Elevator Constructor	\$132,364.04
Load Dispatcher	\$104,836.00
Power-Plant Operator	\$103,164.00

**LOWEST 5 OCCUPATION/TRADES 1 YEAR AFTER PROGRAM COMPLETION WAGE**

<b>Occupation/Trade</b>	<b>Start Wages</b>
Child Care Specialist	\$31,609.23
Stage Technician	\$34,504.00
Decorator	\$37,782.00
Direct Support Specialist	\$39,638.15
Carpenter (Framing and Finishing)	\$40,560.00

**TOP 5 OCCUPATION/TRADES 5 YEARS AFTER PROGRAM COMPLETION WAGE**

<b>Occupation/Trade</b>	<b>Start Wages</b>
Cable Splicer	\$159,593.09
Power-Plant Operator	\$144,020.00
Power Line Repairer	\$134,230.89
Power Line Erector	\$124,065.87
Elevator Constructor	\$123,375.15

**BOTTOM 5 OCCUPATION/TRADES 5 YEARS AFTER PROGRAM COMPLETION WAGE**

<b>Occupation/Trade</b>	<b>Start Wages</b>
Painter (Industrial Coating and Lining Specialist)	\$25,808.00
Composite Plastic Fabricator	\$ 29,808.00
Child Care Development Specialist	\$ 31,733.32
Painter	\$ 44,073.00
Refrigeration Mechanic	\$ 44,197.00



## RETENTION RATES

Retention rates are often a strong predictor of potential completion rates. The higher the retention rate, statistically, the higher the completion rates. With RA programs specifically, retention rates highlight workforce pipelines by occupation and trade and the likelihood of program providers meeting workforce demands. New to this year’s report as well are **Appendices G-1 and G-2**. These appendices detail RA program retention rates by program sponsor (**G-1**) and by program sponsor and occupation (**G-2**). Retention rates are calculated as the percentage of apprentices still participating in the RA program or completed using start and exit dates and apprentice registration status’ in RAPIDS.<sup>15</sup> It should be noted that dates may be amended in RAPIDS at any time. Dates used for calculation were the most recently reported therefore start dates used for the retention rate calculation may not reflect the original start date in the program.

Overall, the data shows that Florida RA program retention rates are strong. Of the 164 RA programs presented in **Appendix G-1**, more than half have a retention rate of 90% or higher. Regarding specific trade/occupations, the highest retention rates currently reported belong to the trade/occupations of Advanced Machinist, Carpenter, Fire Medic and Instrumentation and Controls Technician. In the below tables, a high-level analysis of retention rates by RA program and by trade/occupation are presented. In the tables, programs and trade/occupations with less than three apprentices are not included to account for statistically sound retention rates that reflect the likelihood of program success. All programs are accounted for, however, in their respective appendices with denotations of programs with small apprentice counts.

## RETENTION RATE BY QUARTILE RANGE

This table reflects the percentage of RA programs with retention rates within the retention rate quartiles.

Retention Rate Bands	Percentage of RA Programs
0% – 25% retention rate	2%
26% – 50% retention rate	3%
51% – 75% retention rate	21%
76% – 100% retention rate	74%

<sup>15</sup> Retention and completion are determined using data in the RAPIDS system as of May 2022.

## OCCUPATION/TRADES WITH RETENTION RATES ABOVE 90%

Occupation/Trade	Retention Rate
Advanced Machinist	100%
Carpenter	100%
Fire Medic	100%
Instrumentation and Controls Technician	100%
Gas Utility Technician	94%
Wastewater Systems Operator	94%
Fire Fighter	93%
Machinist	93%
Power Line Erector	93%
Direct Support Specialist	93%
Millwright	91%

In future iterations of this report, completion rate data will follow. As previously mentioned, due to data collection limitations, completion rates of RA programs and trades/occupations are not included in the 2021-22 report.







## STATE INVESTMENTS IN REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP TRAINING

Workforce education programs are defined in Florida law to include RA and preapprenticeship programs as defined in s. 446.021, F.S.<sup>16</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 56 districts in the GAA through the Workforce Development Funds category. Of these, 23 districts supported programs in 2021-22 with these funds.

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>17</sup>

The non-categorical 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 may 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 with an 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 2020-21 fiscal year. The total expenditures for both school districts and FCS institutions were about \$25.7 million.

<sup>16</sup> s. 1011.80(1), F.S.

<sup>17</sup> s. 1009.25(1)(b), F.S.

# 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 open 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 obtain 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 RA 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 RA as a talent development strategy, the workforce system can increase worker skills, meet employer needs and enhance performance outcomes. Additionally, under 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. Employers and apprentices agree to compensation commensurate with gained competencies as apprentices advance through the program.

### RETENTION

RA is an investment in an employer's workforce which is especially important when skilled labor is scarce. RA employers experience 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:** 2021-22 State Apprenticeship Outreach and Recruitment Overview

**APPENDIX B:** Pathways to Career Opportunities Grant (PCOG) – List of Funded Projects and Status

**APPENDIX C:** State and Regional Apprenticeship Program Contact Information

**APPENDIX D:** List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership, 2021-22

**APPENDIX E-1:** Enrollments in Registered Apprenticeship and Preapprenticeship Programs with LEA Partners, 2021-22

**APPENDIX E-2:** Number of Registered Apprentices by Trade/Occupation, 2021-22

**APPENDIX F:** Wage Progression by Program Sponsor and Trade/Occupation at 1 Year and 5 Years after Program Completion, 2020-21

**APPENDIX G-1:** Registered Apprenticeship Program Retention Rates by Program Sponsor, 2020-21

**APPENDIX G-2:** Registered Apprenticeship Program Retention Rates by Sponsor and Trade/Occupation, 2020-21

**APPENDIX H-1:** Program Costs for Registered Apprenticeship Programs by School District and Florida College System Institution, 2020-21

**APPENDIX H-2:** Program Costs for Registered Apprenticeship Programs in School Districts and Florida College System Institutions by Trade/ Occupation, 2020-21

**APPENDIX H-3:** Program Costs for Registered Apprenticeship Programs by LEA and Trade/Occupation, 2020-21

# APPENDIX A

## 2021-22 STATE APPRENTICESHIP OUTREACH AND RECRUITMENT OVERVIEW

### OUTREACH AND RECRUITMENT EFFORTS

Apprentice Florida is an outreach campaign developed on behalf of the partnership that includes CareerSource Florida, the FDOE and the DEO. Established under the State Apprenticeship Expansion Grant awarded by the U.S. Department of Labor 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 advertising dollars spent for each phase are laid out below:

- Phase 1: \$132,403.84
- Phase 2: \$83,595.19
- Phase 3: \$80,000
- Phase 4: \$73,450
- Phase 5: \$73,450

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 on a webinar, which was attended by representatives of local workforce development boards from across the state. The following is an overview of achievements to date.<sup>1</sup>

### COMMUNICATIONS AND OUTREACH NOTEWORTHY ACHIEVEMENTS

- 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

<sup>1</sup> The work with the Moore Agency was supported by the Apprenticeship USA State Expansion Grant (FOA-ETA-16-13) whose fiscal agent is the Department of Economic Opportunity as well as the Apprenticeship State Expansion Grant (FOA-ETA-17-18) whose fiscal agent is the Department of Education.

## APPENDIX A CONTINUED

- 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 Pre-Apprenticeship (construction)
  - » The Hartford (finance/insurance)
  - » Inspired Technologies (information technology)
- Coordinated details of launch of Apprentice Florida at Florida Chamber Learners to Earners 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 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
  - » Animated video promoting apprenticeships

### PHASE 1 OVERVIEW

Budget: CareerSource Florida

Timing: July –December 2020

Strategy: The launch of Apprentice Florida, phase 1, was designed exclusively to raise awareness of registered apprenticeships among businesses in Florida.

#### SUCCESS:

Impressions<sup>2</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

### PHASE 2 OVERVIEW

Budget: CareerSource Florida

Timing: April –June 2020 (advertising outreach occurred exclusively in June)

Strategy: Phase 2 advertising outreach ran in June 2020 and shifted from primarily raising awareness to a stronger call to action to generate business contacts.

#### SUCCESS:

Impressions: 7,296,800

Website Sessions: 5,908

Leads Generated (Conversions): 397

Cost per Conversion (Lead): \$178.69

Cost per Visit: \$8.09

### PHASE 3 OVERVIEW

Budget: CareerSource Florida and Florida Department of Education

Timing: September 1 –December 15, 2020

Strategy: Building upon key learnings from the first lead generation outreach effort (phase 2), phase 3 featured a broader advertising approach to generate more business contacts.

#### SUCCESS:

Impressions: 5,548,412

Website Sessions: 9,812

Leads Generated: 293

Cost per Lead: \$271.66

Cost per Visit: \$8.11

<sup>2</sup> 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.



### PHASE 4 OVERVIEW

Budget: Florida Department of Education

Timing: April 4 –May 15, 2021

Strategy: Building upon key learnings from previous phases, Phase 4 ran in specific markets targeting only relevant industries based on the sponsors available in those markets. This more targeted effort focused slightly more on lead generation than the previous campaigns.

#### **SUCCESS:**

Impressions: 7,565,745

Website Sessions: 6,888

Leads Generated: 75

Cost per Lead: \$875

### PHASE 5 OVERVIEW

Budget: Florida Department of Education

Timing : July 22 –Sept 3, 2021

Strategy: Building upon key learnings from expertise and historical performance, specific tactics were used to drive awareness and action with prospective apprentices, specifically underrepresented populations.

#### **SUCCESS:**

Impressions: 5,081,092

Website Sessions: 14,583

Leads Generated: 1,851

Cost per Lead: \$38

**WEBSITE**

Phase 3 Visits	Phase 4 Visits	Phase 5 Visits
9,812	6,888	14,583
Users	Users	Users
8,140	6,225	12,741
Engagement Rate	Engagement Rate	Conversion Rate
% of visits with an Engagement	% of visits with an Engagement	% of users submitting a Lead
22% 6.1% benchmark for Job Training/ Vocational pages	44% 6.1% benchmark for Job Training/ Vocational pages	10.2% 6.1% benchmark for Job Training/ Vocational pages

**TRAFFIC**

Phase 3 Total			Phase 4 Total			Phase 5 Total		
6,397 clicks	\$10.88 cpc		7,465 clicks	\$12.86 cpc				
Breakdown by Channel			Breakdown by Channel			Breakdown by Channel		
Display	4,844	\$6.34 cpc	Display	4,393	\$7.06 cpc	Display	5,522	\$3.35 cpc
LinkedIn	1,439	\$15.19 cpc	LinkedIn	3,072	\$21.16 cpc	LinkedIn	3,926	\$6.37 cpc
Programmatic Audio	114	\$149.12 cpc				Paid Search	5,294	\$4.91 cpc

**IMPRESSIONS**

Phase 3 Total			Phase 4 Total			Phase 5 Total		
5,548,412	\$13.22 cpm		7,565,745	\$12.69 cpm		5,081,092	\$13.87 cpm	
Breakdown by Channel			Breakdown by Channel			Breakdown by Channel		
Display	4,450,616	\$7.03 cpm	Display	6,989,620	\$4.44 cpm	Display	4,306,334	\$4.53 cpm
LinkedIn	173,252	\$125.92 cpm	LinkedIn	576,125	\$112.82 cpm	LinkedIn	716,178	\$34.89 cpm
Programmatic Audio	924,252	\$16.87 cpm				Paid Search	58,580	\$443.84 cpm

### OFFICE OF APPRENTICESHIP OUTREACH EFFORTS

During the 2021-22 performance year the FDOE Apprenticeship Section team (ATRs, outreach and recruitment specialist and director) was responsible for the administration of registered apprenticeship and preapprenticeship programs in Florida. The team provides support both virtually as well as in person. The following are examples of the outreach and support activities made during 2021-2022.

#### STATEWIDE EFFORTS:

Florida Apprenticeship Conference  
Florida Association for Career and Technical Education  
Florida Workforce Summit  
Pathways to Career Opportunities Grant Webinar Series  
HCAP Registered Apprenticeship Accelerator for Health Care Apprenticeship Programs  
SAFAL Partners Cybersecurity Employer Accelerator  
Manufacturing Employer Accelerator  
FASTPORT Transportation Employer Accelerator  
Society for Human Resource Management – Florida Chapter Presentations  
Apprenticeship Accelerator events for Healthcare and Transportation

#### Regions 1 and 2:

- CareerSource Okaloosa/Walton Apprenticeship Career Fair
- Leon County and City of Tallahassee Information and Outreach Meeting
- City of Tallahassee Utilities Apprenticeship Expansion Meeting
- LEON Works Career Fair

#### Region 3:

- Florida Youth Challenge Academy Career Day
- Robert E. Lee High School College and Career Summer Information Session
- Communities in Schools Preapprenticeship Outreach Event
- Marion County Career & College Expo 2021
- Northeast Florida Educational Consortium Career Fair
- Frank H. Peterson 18th Annual College & Career Expo
- CareerSource Northeast Florida Virtual Career Fair
- Terry Parker High School Career Fair
- 2022 Construction Career Days
- AMI Kids Jacksonville Career Fair
- Northeast Florida Educational Consortium College & Career Fair
- Baker County Career Fair
- Nassau District Schools Construction Trades Advisory Board Semi-Annual Meeting
- 2022 Plumbers & Pipefitters State Competition

- Clay County School District - Senior Career Fair

### Regions 4 and 7:

- Career Source Navigator Apprenticeship 101 - Virtual
- Venice Performing Arts in person Pre-apprentice presentation
- Career Edge Manufacturing Forum apprentice panel
- Manatee Technical College Career Day
- Collier County Schools virtual pre-apprentice presentation
- Job fair Career Source Suncoast
- Health Care forum Career Edge
- Manatee County Public Works Academy Presentation
- Sarasota County Fire Officers apprenticeship presentation
- Suncoast Technical College Career Fair
- Veterans Administration Career Day Charlotte County
- Hillsborough County Public Schools High School Career Fair
- Mayor of Tampa Workforce Advisory Board

### Region 5:

- Lake County Corrections Reentry Seminar Presentation
- DEO - Veterans Assoc. Apprenticeship 101 Presentation
- Florida Municipal Power Apprenticeship 101 Presentation
- Orange County Schools High School Presentation
- National Apprenticeship Week Celebration-Masonry Assoc.
- Orange County Schools Guidance Counselors Presentation
- Osceola County Apprenticeship Expansion Presentation
- Mid-Florida Ironworkers Competition

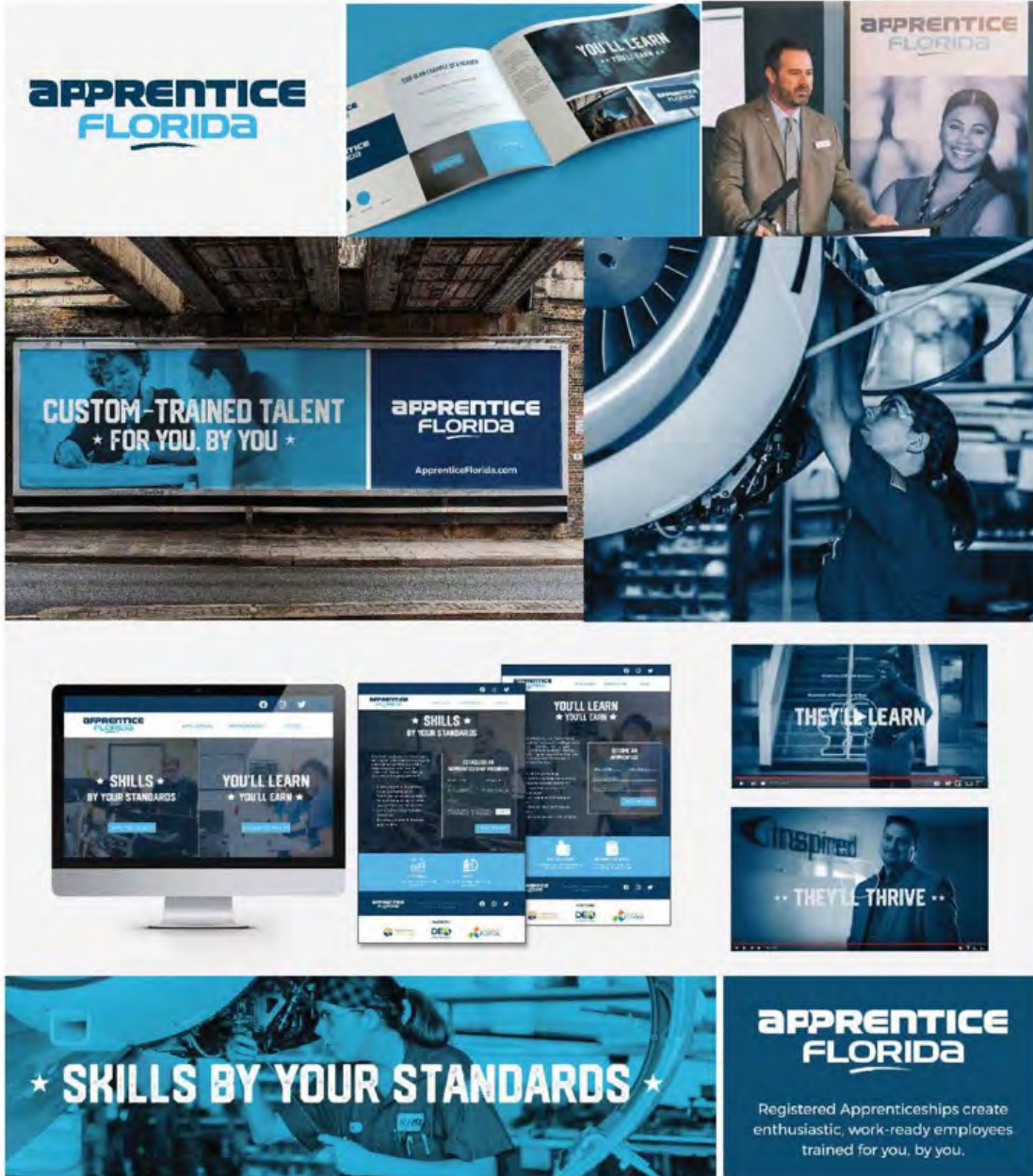
### Region 8:

- Atlantic Technical College Pre-Apprenticeship Information Meeting
- Brevard CareerSource IT Accelerator-Online
- City of Miramar Virtual Job & Education Fair
- Broward County Office of Economic and Small Business Meeting on Expanding Apprenticeship
- Commissioner Geller's Building Trades Apprenticeship Expansion Meeting
- My Next Move Job Fair

### Region 9:

- Plumbing Contractor Association Trade Expo
- Preapprenticeship CareerDay Miami Dade County Public Schools
- Miami Dade County Public Schools High School Career Fairs

# APPRENTICE FLORIDA CREATIVE SAMPLES



# APPENDIX B

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) PHASE 1 – 2019-20 GRANTS AWARDS*						
Grantee (Phase 1)	Occupation(s) or Trade(s)	New or Expansion	Type	Status	2019-20 Grant Enrolled (Registered) Actual	Award Amount
Bay School District	Welding	New	Apprenticeship	Standards Approved	0	\$198,930.00
Brevard School District – Adult Education	Construction and Industrial Trades	Expansion	Preapprenticeship	Expansion Approved	22	\$3,520.00
Brevard School District – High School	Construction and Industrial Trades	New	Preapprenticeship	Standards Approved	30	\$68,940.00
Brevard School District – High School	Construction and Industrial Trades	Expansion	Preapprenticeship	Expansion Approved	20	\$73,520.00
Broward School District – Atlantic Technical College	Machinist	Expansion	Apprenticeship	Expansion Approved	23	\$518,117.00
Broward School District – Atlantic Technical College	Yacht Service Technician	Expansion	Apprenticeship	Expansion Approved	22	\$65,989.00
College of Central Florida	Hospitality Management	New	Apprenticeship	In Development	0	\$80,000.00
Collier School District – Lorenzo Walker Technical College	HVAC/ Refrigeration	New	Apprenticeship	Standards Approved	18	\$100,000.00
Daytona State College	Plumbing	Expansion	Apprenticeship	Expansion Approved	41	\$107,650.00
Flagler School District – Flagler Technical College	HVAC, Electrician	Expansion	Apprenticeship	Expansion Approved	7	\$99,950.00
Florida International University	Plumber, Electrician	New	Preapprenticeship	Standards Approved	0	\$400,372.00

\*The timing of the 2019-20 award notification coincided with statewide closures associated with the COVID-19 emergency. Several awardees were delayed in serving actual apprentices or preapprentices within the period of performance due to the pandemic but subsequently saw increases in apprentice or preapprentice registration as the economy returned to pre-pandemic status.

## APPENDIX B CONTINUED

<b>PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) PHASE 1 – 2019-20 GRANTS AWARDS*</b>						
<b>Grantee (Phase 1)</b>	<b>Occupation(s) or Trade(s)</b>	<b>New or Expansion</b>	<b>Type</b>	<b>Status</b>	<b>2019-20 Grant Enrolled (Registered) Actual</b>	<b>Award Amount</b>
Hillsborough Community College	Electrician	Expansion	Apprenticeship	Expansion Approved	50	\$85,376.00
Hillsborough County Schools – High Schools	Iron Worker/ Carpentry	New	Preapprenticeship	Standards Approved	26	\$625,580.00
AmSkills	Manufacturing	Expansion	Apprenticeship	Standards Approved	8	\$559,203.00
Indian River State College	Welding	New	Apprenticeship	Standards Approved	1	\$61,629.00
Indian River State College	Pharmacy Technician	Expansion	Apprenticeship	Expansion Approved	7	\$6,134.00
Indian River State College	Culinary Operations	Expansion	Apprenticeship	Expansion Approved	3	\$79,979.00
Indian River State College	Electrician	Expansion	Apprenticeship	Expansion Approved	155	\$96,000.00
Lake School District – High Schools	Construction	Expansion	Preapprenticeship	Expansion Approved	65	\$250,000.00
Lake School District – Lake Technical College	HVAC, Refrigeration	New	Apprenticeship	Standards Approved	13	\$262,154.00
Marion School District – Marion Technical College	Carpentry	New	Apprenticeship	Standards Approved	0	\$185,276.00
Miami-Dade College	Information Technology, Aviation, Manufacturing, Business Administration	Expansion	Apprenticeship	Standards Approved	27	\$533,208.00
Northwest Florida State College	Machinist	Expansion	Apprenticeship	Expansion Approved	0	\$241,032.00

\*The timing of the 2019-20 award notification coincided with statewide closures associated with the COVID-19 emergency. Several awardees were delayed in serving actual apprentices or preapprentices within the period of performance due to the pandemic but subsequently saw increases in apprentice or preapprentice registration as the economy returned to pre-pandemic status.

## APPENDIX B CONTINUED

### PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG)

#### PHASE 1 – 2019-20 GRANTS AWARDS\*

Grantee (Phase 1)	Occupation(s) or Trade(s)	New or Expansion	Type	Status	2019-20 Grant Enrolled (Registered) Actual	Award Amount
Northwest Florida State College	Plumbing	Expansion	Apprenticeship	Expansion Approved	3	\$10,798.00
Northwest Florida State College	Carpentry	Expansion	Apprenticeship	Expansion Approved	0	\$23,223.00
Osceola School District – Technical College	Construction	Expansion	Apprenticeship	Expansion Approved	3	\$146,000.00
Palm Beach County School District	HVAC Installer-Repairer	Expansion	Apprenticeship	Expansion Approved	34	\$164,475.00
Pinellas School District	Teacher	New	Apprenticeship	Withdrew Application	0	\$286,933.00
Santa Rosa School District – Locklin Technical College	Industrial Trades	Expansion	Apprenticeship	Expansion Approved	66	\$84,773.00
Seminole School District – High Schools	Construction	Expansion	Preapprenticeship	Expansion Approved	65	\$150,000.00
South Florida State College – AdventHealth	Advanced Patient Care Technician	New	Apprenticeship	Standards Approved	8	\$78,556.00
St. Lucie School District – High School	Industrial Manufacturing Technician	New	Preapprenticeship	Standards Approved	2	\$154,954.00
St. Lucie School District – High School	Carpentry	Expansion	Preapprenticeship	Expansion Approved	35	\$246,294.00

\*The timing of the 2019-20 award notification coincided with statewide closures associated with the COVID-19 emergency. Several awardees were delayed in serving actual apprentices or preapprentices within the period of performance due to the pandemic but subsequently saw increases in apprentice or preapprentice registration as the economy returned to pre-pandemic status.



## APPENDIX B CONTINUED

<b>PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) PHASE 2 – 2019-20 GRANTS AWARDS*</b>						
<b>Grantee (Phase 2)</b>	<b>Occupation(s) or Trade(s)</b>	<b>New or Expansion</b>	<b>Type</b>	<b>Status</b>	<b>2019- 20 Grant Enrolled (Registered) Actual</b>	<b>Award Amount</b>
ABC Institute, Inc.	Construction	Expansion	Apprenticeship	Expansion Approved	137	\$260,149.00
Broward County School District – Atlantic Technical College	Concrete Form	New	Apprenticeship	Standards Approved	3	\$5,373.00
Eastern Florida State College	Mechatronics, Advanced CNC/DNC Machinist, Advanced Manufacturing Fiber Composite Technician	Expansion	Apprenticeship	Expansion Approved	19	\$394,700.00
Florida Nursery, Growers and Landscape Association, Inc.	Landscape Technician, Horticulture Technician, Irrigation Technician	New	Apprenticeship	Standards Approved	3	\$70,000.00
Hillsborough School District – High Schools	Pipefitter	Expansion	Preapprenticeship	Expansion Approved	1	\$625,580.00
iBuild Central Florida	Construction	New	Preapprenticeship	Standards Approved	16	\$75,890.00
iBuild Central Florida – Corrections	Construction	New	Preapprenticeship	Standards Approved	16	\$297,410.00
*The timing of the 2019-20 award notification coincided with statewide closures associated with the COVID-19 emergency. Several awardees were delayed in serving actual apprentices or preapprentices within the period of performance due to the pandemic but subsequently saw increases in apprentice or preapprentice registration as the economy returned to pre-pandemic status.						

## APPENDIX B CONTINUED

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) PHASE 2 – 2019-20 GRANTS AWARDS*						
Grantee (Phase 2)	Occupation(s) or Trade(s)	New or Expansion	Type	Status	2019- 20 Grant Enrolled (Registered) Actual	Award Amount
Jacksonville Electrical Joint Apprenticeship and Training Committee, Inc. JATC	Electrician	Expansion	Preapprenticeship	Expansion Approved	41	\$75,890.00
Lake-Sumter State College	Electrician	New	Apprenticeship	Standards Approved	13	\$299,840.00
Manatee County Schools – – Manatee Technical	Child Care	Expansion	Apprenticeship	Expansion Approved	48	\$23,000.00
Manatee County Schools – Manatee Technical	Electrician	Expansion	Apprenticeship	Expansion Approved	0	\$32,500.00
Orange Technical College – Westside Campus	Medical Assistant	Expansion	Apprenticeship	Expansion Approved	14	\$206,684.00
Palm Beach County Schools – North Technical Education Center	Welding	Expansion	Preapprenticeship	Expansion Approved	10	\$199,678.00
*The timing of the 2019-20 award notification coincided with statewide closures associated with the COVID-19 emergency. Several awardees were delayed in serving actual apprentices or preapprentices within the period of performance due to the pandemic but subsequently saw increases in apprentice or preapprentice registration as the economy returned to pre-pandemic status.						

## APPENDIX B CONTINUED

<b>PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) PHASE 2 – 2019-20 GRANTS AWARDS*</b>						
<b>Grantee (Phase 2)</b>	<b>Occupation(s) or Trade(s)</b>	<b>New or Expansion</b>	<b>Type</b>	<b>Status</b>	<b>2019- 20 Grant Enrolled (Registered) Actual</b>	<b>Award Amount</b>
Palm Beach County Schools – West Technical Education Center	Welding	Expansion	Preapprenticeship	Expansion Approved	9	\$199,678.00
Pasco School District – Marchman Technical College	Electrician	Expansion	Apprenticeship	Expansion Approved	34	\$180,928.00
St. Petersburg College	Medical Assistant	New	Preapprenticeship	Standards Approved	18	\$199,739.00
Tallahassee Community College	Electrician	New	Preapprenticeship	Standards Approved	39	\$118,913.00

\*The timing of the 2019-20 award notification coincided with statewide closures associated with the COVID-19 emergency. Several awardees were delayed in serving actual apprentices or preapprentices within the period of performance due to the pandemic but subsequently saw increases in apprentice or preapprentice registration as the economy returned to pre-pandemic status.

<b>PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE) PHASE 3 – 2020-21 GRANTS AWARDS</b>						
<b>Grantee (Phase 3)</b>	<b>Occupation(s) or Trade(s)</b>	<b>New or Expansion</b>	<b>Type</b>	<b>Status</b>	<b>2020- 21 Grant Enrolled (Registered) Actual*</b>	<b>Award Amount</b>
ABC Institute, Inc.	Line Erector, Electrician, Sprinkler Fitter, Plumber, HVA/C Installer/Service	Expansion	Apprenticeship	Expansion Approved	200	\$341,500.00
AmSkills, Inc.	Machinist	New	Preapprenticeship	Standards Approved	0	\$540,813.00

\*Final apprentice and preapprentice registration reports were not available at the time of publication of this report and counts identified were compiled from an interim registration report and subject to change.

## APPENDIX B CONTINUED

<b>PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)</b>						
<b>PHASE 3 – 2020-21 GRANTS AWARDS</b>						
<b>Grantee (Phase 3)</b>	<b>Occupation(s) or Trade(s)</b>	<b>New or Expansion</b>	<b>Type</b>	<b>Status</b>	<b>2020- 21 Grant Enrolled (Registered) Actual*</b>	<b>Award Amount</b>
AmSkills, Inc.	Machinist	Expansion	Preapprenticeship	Expansion Approved	4	\$601,463.00
Brevard County School District	Machinist	Expansion	Preapprenticeship	Expansion Approved	12	\$120,000.00
Broward College	Computer User Support Specialist	New	Preapprenticeship	Standards Approved	18	\$333,735.00
Broward College	Tele-Com and Computer System Admin.	Expansion	Preapprenticeship	Expansion Approved	35	\$330,985.00
Broward County School District	Carpentry	New	Preapprenticeship	Standards Approved	14	\$41,000.00
Broward County School District	Carpentry	Expansion	Apprenticeship	Expansion Approved	19	\$439,500.00
Broward County School District	Security and Fire Alarm System Installers	New	Apprenticeship	Standards Approved	0	\$186,300.00
College of the Florida Keys	Carpentry, Electrician, and Plumber	Expansion	Apprenticeship	Expansion Approved	9	\$57,252.00
Collier County School District	Heating and Air Conditioning Installer	New	Preapprenticeship	Standards Approved	16	\$146,000.00
Daytona State College	Automotive Service	New	Apprenticeship	Standards Approved	6	\$73,145.00
Flagler County School District	Electricians, HVAC, and Plumbers	Expansion	Preapprenticeship	Expansion Approved	10	\$100,650.00
Flagler County School District	Electricians, HVAC, and Plumbers	Expansion	Apprenticeship	Expansion Approved	13	\$72,000.00

\*Final apprentice and preapprentice registration reports were not available at the time of publication of this report and counts identified were compiled from an interim registration report and subject to change.

## APPENDIX B CONTINUED

<b>PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)</b>						
<b>PHASE 3 – 2020-21 GRANTS AWARDS</b>						
<b>Grantee (Phase 3)</b>	<b>Occupation(s) or Trade(s)</b>	<b>New or Expansion</b>	<b>Type</b>	<b>Status</b>	<b>2020- 21 Grant Enrolled (Registered) Actual*</b>	<b>Award Amount</b>
Florida International University	IT Security, Solar, Plumbing, and Construction	Expansion	Preapprenticeship	Expansion Approved	310	\$428,417.00
Florida Makes, Inc.	Manufacturing	Expansion	Apprenticeship	Expansion Approved	9	\$117,088.00
Florida Nursery Growers and Landscape Association, Inc.	Horticulture, Landscape, and Plumbing	Expansion	Apprenticeship	Expansion Approved	8	\$35,000.00
Hillsborough Community College	Electrician	Expansion	Apprenticeship	Expansion Approved	88	\$34,500.00
Hillsborough County School District	Electrician	Expansion	Preapprenticeship	Expansion Approved	4	\$92,611.00
iBuild Central Florida	Electricians, Carpenters, and Plumbers	New	Preapprenticeship	Standards Approved	58	\$86,100.00
iBuild Central Florida	Construction, Highway Maintenance, and Plumber	New	Apprenticeship	Standards Approved	46	\$271,980.00
Independent Electrical Contractors-Florida West Coast Chapter 1	Electrician	Expansion	Apprenticeship	Expansion Approved	50	\$120,000.00
Indian River State College	Yacht Service Technician	New	Apprenticeship	Standards Approved	0	\$269,855.00
Indian River State College	Surgical Technology	New	Apprenticeship	Standards Approved	8	\$505,755.00
Jacksonville Electrical Joint App. and Training	Electrician	Expansion	Preapprenticeship	Expansion Approved	104	\$64,495.00

\*Final apprentice and preapprentice registration reports were not available at the time of publication of this report and counts identified were compiled from an interim registration report and subject to change.

## APPENDIX B CONTINUED

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)						
PHASE 3 – 2020-21 GRANTS AWARDS						
Grantee (Phase 3)	Occupation(s) or Trade(s)	New or Expansion	Type	Status	2020-21 Grant Enrolled (Registered) Actual*	Award Amount
Lee County School District	Software Developer	New	Apprenticeship	Standards Approved	0	\$24,666.00
Lockheed Martin Corporation	Inspectors, Rigging, Accounting, Auditing, and IT Management	Expansion	Apprenticeship	Expansion Approved	226	\$574,660.00
Manasota Air Conditioning Contractors Association	Heating and Air Conditioning Installer	Expansion	Apprenticeship	Expansion Approved	15	\$92,251.00
Miami-Dade County School District	IT Security, Computer Systems Support and Network Services	New	Preapprenticeship	Standards Approved	87	\$292,072.00
Miami-Dade County School District	Automotive Service	New	Apprenticeship	Standards Approved	33	\$100,280.00
Northeast Florida Builders Association	Carpenter, Electrician, HVAC Installer, Plumber, and Sheet Metal	Expansion	Apprenticeship	Expansion Approved	24	\$61,250.00
Orange County School District	Solar Installer/Maintenance and Repair Workers	New	Preapprenticeship	Standards Approved	13	\$300,461.00
Orange County School District	IT Security Analyst	New	Apprenticeship	Standards Approved	3	\$200,000.00
Palm Beach County School District	Electrician	Expansion	Preapprenticeship	Expansion Approved	19	\$236,745.00

\*Final apprentice and preapprentice registration reports were not available at the time of publication of this report and counts identified were compiled from an interim registration report and subject to change.

## APPENDIX B CONTINUED

<b>PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)</b>						
<b>PHASE 3 – 2020-21 GRANTS AWARDS</b>						
<b>Grantee (Phase 3)</b>	<b>Occupation(s) or Trade(s)</b>	<b>New or Expansion</b>	<b>Type</b>	<b>Status</b>	<b>2020-21 Grant Enrolled (Registered) Actual*</b>	<b>Award Amount</b>
Pasco-Hernando State College	Maintenance and Repair Workers	New	Apprenticeship	Standards Approved	6	\$45,030.00
Power Design, Inc.	Electrician	Expansion	Apprenticeship	Expansion Approved	52	\$220,949.00
Santa Rosa County School District	Plumbers and HVAC Installer	Expansion	Apprenticeship	Expansion Approved	82	\$97,613.00
South Florida State College	Nursing Assistant and Medical Technology	Expansion	Apprenticeship	Expansion Approved	18	\$126,474.00
SpaceTEC Partners, Inc. Space Coast Consortium	Machinist	Expansion	Apprenticeship	Expansion Approved	19	\$161,544.00
St. Lucie County School District	Marine Service Technician	Expansion	Preapprenticeship	Expansion Approved	5	\$85,325.00
St. Lucie County School District	Truss Designer	Expansion	Preapprenticeship	Expansion Approved	22	\$218,053.00
St. Lucie County School District	Pharmacy Technician and Pharmacy Aide	Expansion	Preapprenticeship	Expansion Approved	140	\$88,260.00
Sumter County School District	HVAC and Electrician	New	Preapprenticeship	Standards Approved	2	\$150,000.00
Tallahassee Community College	Electrician	Expansion	Preapprenticeship	Expansion Approved	37	\$114,386.00
TruMont, LLC.	Registered Nurse Resident	Expansion	Apprenticeship	Expansion Approved	159	\$351,488.00
University of Miami	HVAC Mechanics	New	Apprenticeship	In Development	0	\$355,385.00
Indian River State College	Automotive Service	New	Apprenticeship	Withdrew Application	-	Funds not awarded

\*Final apprentice and preapprentice registration reports were not available at the time of publication of this report and counts identified were compiled from an interim registration report and subject to change.

## APPENDIX B CONTINUED

<b>PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)</b>						
<b>PHASE 3 – 2020-21 GRANTS AWARDS</b>						
<b>Grantee (Phase 3)</b>	<b>Occupation(s) or Trade(s)</b>	<b>New or Expansion</b>	<b>Type</b>	<b>Status</b>	<b>2020-21 Grant Enrolled (Registered) Actual*</b>	<b>Award Amount</b>
Technical Education Council, LLC	Electrician	Expansion	Apprenticeship	Expansion Approved	196	\$171,991.00
Air Conditioning Contractors Association of Central Florida	HVAC Servicer and Installer	Expansion	Apprenticeship	Expansion Approved	0	\$50,000.00
Volusia County School District	HVAC Mechanics and Installers	New	Preapprenticeship	Standards Approved	20	\$531,457.00

\*Final apprentice and preapprentice registration reports were not available at the time of publication of this report and counts identified were compiled from an interim registration report and subject to change.

<b>PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)</b>						
<b>PHASE 4 2021-22 GRANTS AWARDS</b>						
<b>Grantee (Phase 4)</b>	<b>Occupation(s) or Trade(s)</b>	<b>New or Expansion</b>	<b>Type</b>	<b>Status</b>	<b>2021-22 Grant Enrolled (Registered) Anticipated</b>	<b>Award Amount</b>
ABC Institute, Inc.	Electrical, HVAC, Line Erector, Plumbing, Roofer	Expansion	Apprenticeship	Expansion Approved	731	\$443,165.00
AmSkills Youth	Mechatronics/ Robotics Technician	Expansion	Apprenticeship	Expansion Approved	11	\$444,540.00
Clay CSD	Carpenters, HVAC	Expansion	Preapprenticeship	Expansion Approved	7	\$223,567.00
Collier CSD	Electromechanical Equipment Assembler	New	Apprenticeship	Standards Approved	40	\$122,633.00
Community Health IT	Information Security Analyst	New	Apprenticeship	Standards Approved	7	\$199,708.00
Crisis Center of Tampa Bay	EMT	New	Apprenticeship	Standards Approved	50	\$391,912.00



## APPENDIX B CONTINUED

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE) PHASE 4 2021-22 GRANTS AWARDS						
Grantee (Phase 4)	Occupation(s) or Trade(s)	New or Expansion	Type	Status	2021-22 Grant Enrolled (Registered) Anticipated	Award Amount
Daytona State College	Electrician	Expansion	Apprenticeship	Expansion Approved	30	\$82,374.00
Flagler CSD-1	HVAC Mechanic/ Installer	Expansion	Apprenticeship	Expansion Approved	12	\$87,200.00
Flagler CSD-2	HVAC Mechanic/ Installer	New	Preapprenticeship	Standards Approved	34	\$44,000.00
Florida Alcohol and Drug Abuse Association	Mental Health Technician	New	Apprenticeship	Standards Approved	75	\$200,180.00
Florida Gulf Coast Chapter ABC, Inc.	Electrical, Sprinkler Fitter, HVAC, Plumbing, Pipefitter	Expansion	Apprenticeship	Expansion Approved	378	\$198,505.00
Florida International University	Solar Photovoltaic Installers	New	Apprenticeship	Standards Approved	25	\$355,630.00
Florida Training Services	Plumbers, Electricians, HVAC	New	Apprenticeship	Standards Approved	30	\$491,420.00
GE Aviation Systems	Technicians, Assemblers, and Safety Coordinators	New	Apprenticeship	In Development	5	\$314,883.00
Hamilton-Ryker-1	Nursing Assistant	New	Apprenticeship	Standards Approved	240	\$296,836.00
Hamilton-Ryker-2	Culinary Training	New	Apprenticeship	Standards Approved	100	\$118,082.00
Hamilton-Ryker-3	Licensed Nurse Practitioner	New	Apprenticeship	Standards Approved	31	\$53,523.00
Hamilton-Ryker-4	Long Term Nursing Care	New	Apprenticeship	Standards Approved	33	\$46,024.00
IBuild of Central Florida	Carpenter, Electrician, and Plumbers	Expansion	Preapprenticeship	Expansion Approved	40	\$278,985.00

## APPENDIX B CONTINUED

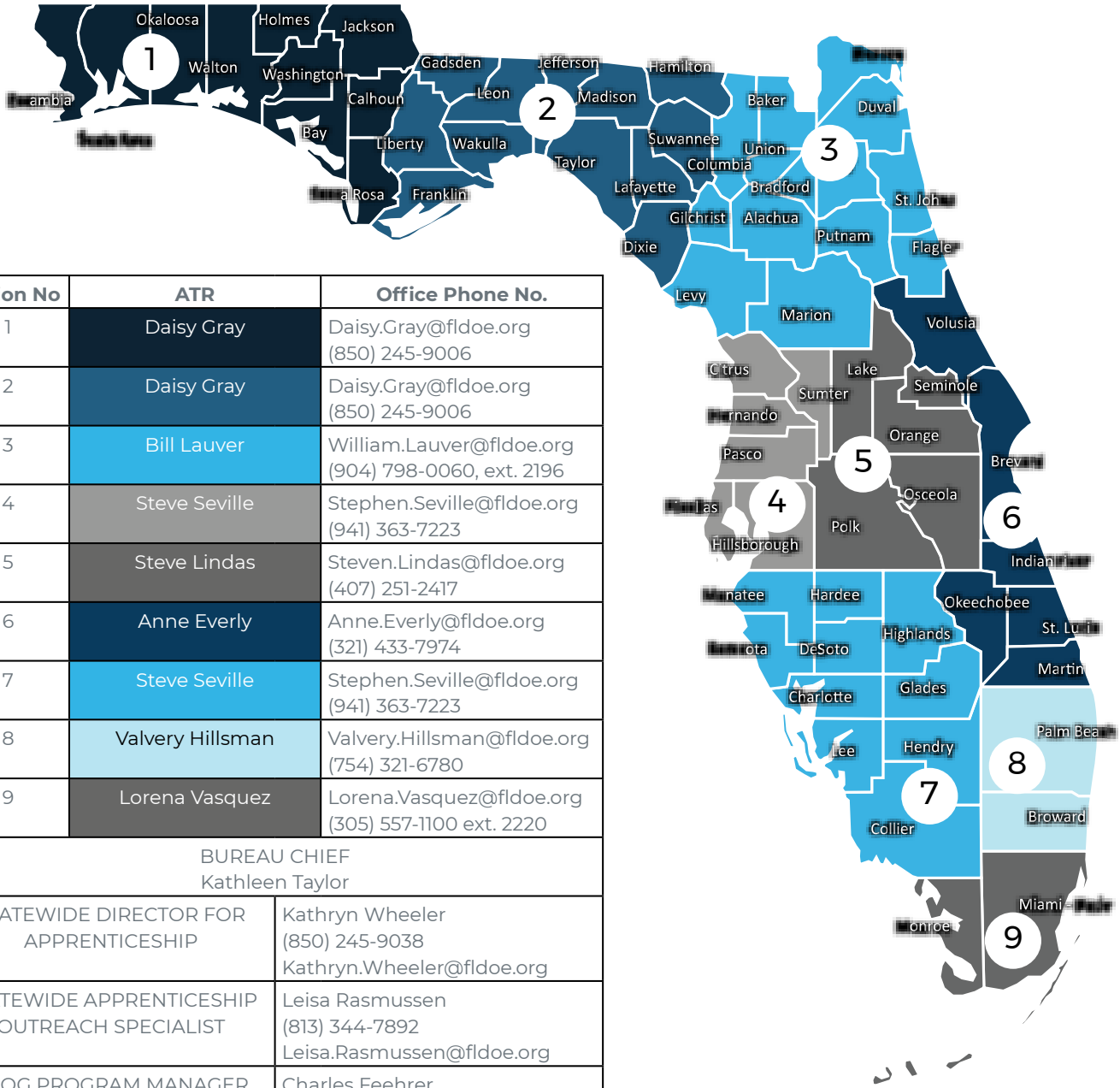
PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE) PHASE 4 2021-22 GRANTS AWARDS						
Grantee (Phase 4)	Occupation(s) or Trade(s)	New or Expansion	Type	Status	2021-22 Grant Enrolled (Registered) Anticipated	Award Amount
Indian River State College	Medical Assistant	New	Apprenticeship	Standards Approved	10	\$431,716.00
Jacksonville Electrical	Electrician	Expansion	Preapprenticeship	Expansion Approved	80	\$395,094.00
Junior Achievement of South Florida	Motorboat Mechanic	New	Preapprenticeship	Standards Approved	25	\$232,500.00
Lockheed Martin Corporation	Assemblers, Computer Programmers, Information Security Analysts	New	Apprenticeship	Standards Approved	75	\$103,750.00
Miami-Dade College	Computer User Support Specialist	Expansion	Apprenticeship	Expansion Approved	50	\$208,325.00
Miami-Dade CSD-1	Diesel Systems Technician	Expansion	Apprenticeship	Expansion Approved	10	\$123,109.00
Miami-Dade CSD-2	Computer Support Specialist	Expansion	Preapprenticeship	Expansion Approved	200	\$142,749.00
Net Synergy Virtual Solutions	Software Developers	New	Preapprenticeship	Standards Approved	15	\$398,998.00
Northwest Florida State College	Computer Support Specialist and Network Support Specialist	New	Apprenticeship	Standards Approved	10	\$116,954.00
Osceola CSD	Construction Laborers	Expansion	Apprenticeship	Expansion Approved	5	\$100,000.00
Palm Beach CSD-1	HVAC/R Mechanics	Expansion	Apprenticeship	Expansion Approved	214	\$167,621.00
Palm Beach CSD-2	Electrician	Expansion	Apprenticeship	Expansion Approved	260	\$281,985.00
Pasco-Hernando State College	Maintenance	Expansion	Apprenticeship	Expansion Approved	16	\$178,292.00

## APPENDIX B CONTINUED

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE) PHASE 4 2021-22 GRANTS AWARDS						
Grantee (Phase 4)	Occupation(s) or Trade(s)	New or Expansion	Type	Status	2021-22 Grant Enrolled (Registered) Anticipated	Award Amount
Santa Rosa CSD	Electrician	New	Apprenticeship	Standards Approved	20	\$112,746.00
Seminole CSD	Aircraft Mechanics, Pilots, and Engineers	New	Apprenticeship	Standards Approved	30	\$170,641.00
SpaceTEC	Mechatronics Technician, Advanced Machinist	Expansion	Apprenticeship	Expansion Approved	31	\$180,540.00
St. Lucie CSD-1	Cooks, Food Prep	Expansion	Preapprenticeship	Expansion Approved	5	\$145,239.00
St. Lucie CSD- 2	Healthcare Support and Nursing Assistants	Expansion	Preapprenticeship	Expansion Approved	10	\$129,763.00
Sumter CSD	HVAC Mechanics/ Installers, Helpers Electricians	Expansion	Preapprenticeship	Expansion Approved	20	\$88,000.00
Tallahassee Community College	Electrician/ Residential Wireman	Expansion	Preapprenticeship	Expansion Approved	30	\$169,901.00
TruMont LLC-1	Home Health Aide	Expansion	Apprenticeship	Expansion Approved	160	\$624,200.00
TruMont LLC-2	Home Health Aide, Medical Assistant	New	Preapprenticeship	Standards Approved	100	\$303,417.00
Volusia CSD	Helper Electrician and Electrician	New	Preapprenticeship	Standards Approved	10	\$567,293.00

# APPENDIX C

## STATE AND REGIONAL APPRENTICESHIP PROGRAM CONTACT INFORMATION



Region No	ATR	Office Phone No.
1	Daisy Gray	Daisy.Gray@fldoe.org (850) 245-9006
2	Daisy Gray	Daisy.Gray@fldoe.org (850) 245-9006
3	Bill Lauver	William.Lauver@fldoe.org (904) 798-0060, ext. 2196
4	Steve Seville	Stephen.Seville@fldoe.org (941) 363-7223
5	Steve Lindas	Steven.Lindas@fldoe.org (407) 251-2417
6	Anne Everly	Anne.Everly@fldoe.org (321) 433-7974
7	Steve Seville	Stephen.Seville@fldoe.org (941) 363-7223
8	Valvery Hillsman	Valvery.Hillsman@fldoe.org (754) 321-6780
9	Lorena Vasquez	Lorena.Vasquez@fldoe.org (305) 557-1100 ext. 2220
BUREAU CHIEF Kathleen Taylor		
STATEWIDE DIRECTOR FOR APPRENTICESHIP	Kathryn Wheeler (850) 245-9038 Kathryn.Wheeler@fldoe.org	
STATEWIDE APPRENTICESHIP OUTREACH SPECIALIST	Leisa Rasmussen (813) 344-7892 Leisa.Rasmussen@fldoe.org	
PCOG PROGRAM MANAGER	Charles Feehrer (850) 245-0915 Charles.Feehrer@fldoe.org	
PROGRAM SPECIALIST III	Juanita Warren 850-245-9950 juanita.warren@fldoe.org	
PROGRAM SPECIALIST IV	Julie Nichols (850)-245-9460 Julie.Nichols@fldoe.org	

Updated 5/07/21

# APPENDIX D

## LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
Preapprenticeship	Brevard Adult Education Pre-Apprenticeship Program	P-089	Brevard County	District	Brevard
Apprenticeship	Brevard Air Conditioning Contractors Assn Inc. GNJ	FL001970007	Brevard County	District	Broward
Apprenticeship	Brevard Electrical Apprenticeship Program GNJ	FL008850020	Brevard County	District	Broward
Apprenticeship	Space Coast Machinist Apprenticeship Program GNJ	FL001980005	Brevard County	District	Broward
Apprenticeship	ABC Institute Line Erector Appren Program GNJ	FL007890024	Broward County	District	Broward
Apprenticeship	ABC Institute Roofing Apprenticeship Program GNJ	FL009157997	Broward County	District	Broward
Apprenticeship	Broward County Plumbers & Pipefitters JAC	FL007460006	Broward County	District	Broward
Preapprenticeship	Broward Schools Preapprenticeship	P-106	Broward County	District	Broward
Apprenticeship	Housing Authority of the City of Ft Lauderdale INJ	FL001940005	Broward County	District	Broward
Apprenticeship	Marine Industries Association of South Florida (MIASF) Apprenticeship Program, GNJ	2019-FL-73865	Broward 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

\*Enrollment information was obtained in a supplemental format in August 2022.

\*\*New program added in 2021-22.

- LEA partnerships for the purposes of apprenticeship reporting are defined as an agreement between apprenticeship program sponsors and an LEA where apprentices enroll in the LEA for associated related training and instruction (RTI). This table reflects LEA partnerships during the 2021-22 academic year. LEA partnerships that are new, under development or not reported as having enrollment to the state may not be represented.
- Enrollments based on 2021-22 End of Year FCS and District Data.
- *Italicized* indicates that the program was cancelled during the 2021-22 apprenticeship program year and are no longer in operation.
- The column "County" represents the physical location of the Registered Apprenticeship Program, not where the program is in operation.

## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
Apprenticeship	South Florida Manufacturers Association GNJ	FL011090024	Broward County	District	Broward
Apprenticeship	United Service Training Corp GNJ	FL007840018	Broward County	District	Broward
Apprenticeship	Florida Automatic Sprinkler Training NE Florida Chapter	FL013060001	Duval County	District	Broward
Apprenticeship	International Union of Elevator Constructors (IUEC) LU74 JAC	FL003030002	Hillsborough County	District	Broward
Apprenticeship	Internat'L Union of Elevator Constructors (LUEC) LU #13	FL005030004	Seminole County	District	Broward
Apprenticeship	Florida Carpenters Apprenticeship Program, GNJ	FL015162204	Martin County	District	Broward
Apprenticeship	Plumbing Contractors Association Apprenticeship Program, Inc., GNJ	2018-FL-70707	Miami-Dade County	District	Broward
Apprenticeship	South Florida Operating Engineers JAC	FL007900016	Miami-Dade County	District	Broward
Apprenticeship	Florida Finishing Trades Institute JATC	FL008620001	Orange County	District	Broward
Apprenticeship	Florida East Coast Electrical JATC	FL007460005	Palm Beach 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

\*Enrollment information was obtained in a supplemental format in August 2022.

\*\*New program added in 2021-22.

- LEA partnerships for the purposes of apprenticeship reporting are defined as an agreement between apprenticeship program sponsors and an LEA where apprentices enroll in the LEA for associated related training and instruction (RTI). This table reflects LEA partnerships during the 2021-22 academic year. LEA partnerships that are new, under development or not reported as having enrollment to the state may not be represented.
- Enrollments based on 2021-22 End of Year FCS and District Data.
- *Italicized* indicates that the program was cancelled during the 2021-22 apprenticeship program year and are no longer in operation.
- The column "County" represents the physical location of the Registered Apprenticeship Program, not where the program is in operation.

## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
Apprenticeship	Broward College IT Apprenticeship Program, GNJ*	2019-FL-72848	Broward County	FCS	Broward College
Preapprenticeship	Broward College Preapprenticeship Program*	P-105	Broward County	FCS	Broward College
Apprenticeship	Broward College Telecommunications Apprenticeship Program, GNJ*	2019-FL-73554	Broward County	FCS	Broward College
Apprenticeship	ABC Institute Electrical Apprenticeship Program GNJ	FL007860018	Broward County	District and FCS	Broward, Miami Dade College
Apprenticeship	ABC Institute Pipefitter-Spinkler Fitter Appr Prog	FL007890028	Broward County	District and FCS	Broward, Miami Dade College
Apprenticeship	ABC Institute Plumbers Apprenticeship Program GNJ	FL009050002	Broward County	District and FCS	Broward, Miami Dade College
Apprenticeship	ABCI Heating & A/C Installer-Servicer GNJ	FL013020001	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

\*Enrollment information was obtained in a supplemental format in August 2022.

\*\*New program added in 2021-22.

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
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	Space Coast Consortium Apprenticeship Program, GNJ*	2019-FL-72905	Brevard County	FCS	Eastern Florida 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	Gainesville Electrical JATC	FL008480002	Alachua County	District	Hillsborough
Apprenticeship	South FL Carpenters JATC	FL007460011	Broward County	District	Hillsborough
Apprenticeship	Jacksonville Electrical JATC	FL008450001	Duval County	District	Hillsborough
Preapprenticeship	Jacksonville Electrical JATC Preapprenticeship Program	P-084	Duval 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

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
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	Gulf Coast Electric JAC	FL007720001	Escambia County	District	Hillsborough
Apprenticeship	Bay Area Diesel Technicians Association	FL007890010	Hillsborough County	District	Hillsborough
Apprenticeship	Central Florida Heat & Frost & Allied Workers JATT	FL007680001	Hillsborough County	District	Hillsborough
Apprenticeship	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
Preapprenticeship	Hillsborough County Public Schools Preapprenticeship Program	P-095	Hillsborough County	District	Hillsborough
Apprenticeship	Masonry Contractors Association of FL, GNJ (Gulf Coast Area)	FL001950009	Hillsborough County	District	Hillsborough
Apprenticeship	Tampa Area Electrical JATC	FL007880004	Hillsborough County	District	Hillsborough
Apprenticeship	Tampa Ironworkers JATC	FL007570002	Hillsborough County	District	Hillsborough

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
Preapprenticeship	Tampa Ironworkers Preapprenticeship JATC	P-072	Hillsborough County	District	Hillsborough
Apprenticeship	Tampa Millwrights JATC	FL007670002	Hillsborough County	District	Hillsborough
Apprenticeship	Guardian Angels Medical Service Dogs, Inc	2018-FL-71371	Levy County	District	Hillsborough
Apprenticeship	Central Florida Carpenters JATC	FL008850019	Orange County	District	Hillsborough
Apprenticeship	Sheet Metal Workers' Local 15 JATCTF	FL007690001	Seminole County	District	Hillsborough
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	Piper Aircraft Apprenticeship Program, INJ	2018-FL-72032	Indian River County	FCS	Indian River State College
Apprenticeship	Indian River State College Apprenticeship Program, GNJ	2020-FL-75885	St. Lucie County	FCS	Indian River State College
Apprenticeship	Lake Technical College Apprenticeship Program, GNJ	2020-FL-75959	Lake County	District	Lake
Apprenticeship	Lake Sumter State College Apprenticeship Program, GNJ*	2021-FL-80240	Lake, Sumter County	FCS	Lake-Sumter State College
Apprenticeship	Tri County Apprenticeship Academy GNJ	FL004040001	Lee County	District	Lee

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
Apprenticeship	Lively Tech Apprenticeship Program	2019-FL-72613	Leon County	District	Leon
Apprenticeship	Tallahassee Refrigeration and Air Conditioning Contractors Association Apprenticeship Program, GNJ	2020-FL-76027	Leon County	District	Leon
Apprenticeship	Childcare Apprenticeship Program of Manatee County	FL007900014	Manatee County	District	Manatee
Apprenticeship	Masonry Association of Florida North Central Apprenticeship Program	2019-FL-72795	Clay County	District	Marion
Apprenticeship	Florida Electrical Association Tri-County Apprenticeship, GNJ	FL008930001	Marion County	District	Marion
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	M-DCPS Apprenticeship Program, GNJ	2021-FL-81435	Miami-Dade County	District	Miami-Dade
Apprenticeship	Miami Joint Electrical Apprenticeship Committee	FL007450001	Miami-Dade County	District	Miami-Dade
Apprenticeship	Miami-Dade Plumbers Joint Apprentice & Educational Committee	FL007390001	Miami-Dade County	District	Miami-Dade
Apprenticeship	Sheet Metal Workers Local 32 JAC	FL007470002	Miami-Dade County	District	Miami-Dade

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
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 Mechanical JATC	FL005060002	Orange County	District	Orange
Apprenticeship	iBuild Carpentry Apprenticeship Program, GNJ	2019-FL-73592	Orange County	District	Orange
Apprenticeship	Mid Florida Ironworkers JAC	FL008640001	Orange County	District	Orange
Apprenticeship	Orlando Plumbers & Pipefitters JAC	FL008470001	Orange County	District	Orange
Apprenticeship	A/C Contractors Association of Central FL GNJ	FL008910004	Seminole County	District	Orange
Apprenticeship	Central Florida Electrical JATC	FL008660001	Seminole County	District	Orange
Apprenticeship	Plumbing Industry Professional Education GNJ	FL005070003	Orange County	District	Orange
Apprenticeship	Florida Electric Apprenticeship & Training GNJ	FL008870020	Orange County	District and FCS	Orange, Seminole State College Of Florida
Apprenticeship	Carpentry Apprenticeship Program of Osceola County, INJ	2021-FL-81121	Osceola County	District	Osceola
Apprenticeship	Florida Air Conditioning Apprenticeship Assn. GNJ	FL009040001	Palm Beach County	FCS	Palm Beach State College

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
Apprenticeship	Independent Electrical Contractors-FECC, Inc., GNJ	2019-FL-72858	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
Apprenticeship	Pasco-Hernando State College Apprenticeship Program, GNJ*	2021-FL-87901	Hernando, Pasco County	FCS	Pasco-Hernando State College
Apprenticeship	RACCA, Inc. GNJ	FL001960008	Hillsborough County	District	Pinellas
Apprenticeship	Tampa Bay Machining Apprenticeship GNJ	FL007900006	Hillsborough County	District	Pinellas
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

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
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	St. Petersburg Fire & Rescue IJ	FL007840013	Pinellas 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	Polk State College Cybersecurity Apprenticeship Program, GNJ***	2022-FL-104043	Polk County	FCS	Polk State College
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	The People of Manufacturing Apprenticeship GNJ	2018-FL-70988	Pinellas County	District	Sarasota
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

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

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Apprenticeship	Manasota PHCC Plumbing Apprenticeship Program Inc	FL001950012	Sarasota County	District	Sarasota
Apprenticeship	North Port Fire Rescue District IJ	FL007870016	Sarasota County	District	Sarasota
Apprenticeship	Sarasota County Fire Department JATC	FL007830023	Sarasota County	District	Sarasota
Apprenticeship	Technical Education Council, LLC	2019-FL-72946	Sarasota County	District	Sarasota
Apprenticeship	American Culinary Federation GNJ	FL007900017	Indian River County	District and FCS	Sarasota, Indian River State College
Preapprenticeship	Academy of Construction Technologies, Inc. Preapprenticeship	P-060	Orange County	District	Seminole
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	Apprenticeships to Careers at AdventHealth, INJ	2020-FL-75893	Highlands County	FCS	South Florida State College
Apprenticeship	Heartland Electrical Apprenticeship Program GNJ	FL007890015	Highlands County	FCS	South Florida State College
Apprenticeship	First Coast Culinary Apprenticeship GNJ	FL013060002	St. Johns County	District	St. Johns
Apprenticeship	Powertown Line Construction Apprenticeship INJ	FL006156743	Hillsborough County	FCS	St. Petersburg College

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## APPENDIX D CONTINUED

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Apprenticeship	The College of the Florida Keys Apprenticeship Program, GNJ	2018-FL-71225	Monroe County	FCS	The College Of The Florida Keys
Apprenticeship	<i>MCBIA Apprenticeship Program, GNJ</i>	2020-FL-75963	Alachua County	n/a	n/a
Preapprenticeship	<i>Baker County Preapprenticeship Program</i>	P-111	Baker County	n/a	n/a
Apprenticeship	<i>Haney Tech Apprenticeship Program, GNJ</i>	2020-FL-79724	Bay County	n/a	n/a
Apprenticeship	Post Electric Inc - Electrical Apprenticeship Prog	FL013145194	Bay County	n/a	n/a
Apprenticeship	ABO Apprenticeship INJ	FL005081357	Brevard County	n/a	n/a
Preapprenticeship	Brevard Public Schools Preapprenticeship Program	P-097	Brevard County	n/a	n/a
Apprenticeship	CMS Mechanical Services, LLC, INJ	2018-FL-71824	Brevard County	n/a	n/a
Apprenticeship	H.I.S. Painting, Inc. INJ	FL008092197	Brevard County	n/a	n/a
Apprenticeship	Southeast Power Corporation Groundman To Lineman Apprenticeship Program INJ	2017-FL-316	Brevard County	n/a	n/a
Apprenticeship	Florida Solar Energy Apprenticeship Program, GNJ**	2022-FL-111515	Brevard County	n/a	n/a
Apprenticeship	Technology and Health Apprenticeship Program (THAP), GNJ**	2022-FL- 111571	Brevard County	n/a	n/a

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

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Apprenticeship	<i>ABC Institute, Inc.</i>	2021-FL-88396	Broward County	n/a	n/a
Apprenticeship	Baker Concrete Construction, Inc. Apprenticeship Program, INJ	2020-FL-78520	Broward County	n/a	n/a
Apprenticeship	Florida Pile Drivers JATC	FL007790004	Broward County	n/a	n/a
Apprenticeship	<i>SE Florida Chapter Masonry Association of Florida, GNJ</i>	FL009990001	Broward County	n/a	n/a
Apprenticeship	Shelby Erectors, Inc., INJ	2019-FL-72830	Broward County	n/a	n/a
Apprenticeship	South Florida Laborers JATC	FL011030001	Broward County	n/a	n/a
Apprenticeship	Moss Solar (Utility Scale) Apprenticeship, INJ**	2022-FL-111604	Broward County	n/a	n/a
Apprenticeship	FB Marine Group Apprenticeship Program, GNJ**	2022-FL-111640	Broward County	n/a	n/a
Preapprenticeship	JA Marine Service Technician Pre-Apprenticeship Program**	P-124	Broward County	n/a	n/a
Preapprenticeship	Clay County School Board Preapprenticeship	P-051	Clay County	n/a	n/a
Preapprenticeship	Lorenzo Walker Technical College Preapprenticeship Program**	P-112	Collier County	n/a	n/a
Apprenticeship	Collier County Government Apprenticeship Program INJ	FL006110148	Collier County	n/a	n/a

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## APPENDIX D CONTINUED

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Apprenticeship	Lorenzo Walker Technical College Apprenticeship Program, GNJ	2020-FL-75938	Collier County	n/a	n/a
Apprenticeship	SW Florida Chapter Masonry Association of Florida Inc., GNJ	FL001950010	Collier County	n/a	n/a
Apprenticeship	Coastline K9 Apprenticeship Program, INJ**	2022-FL-103943	Collier County	n/a	n/a
Preapprenticeship	Jacksonville Electrical JATC, Baker County Youth Preapprenticeship Program**	P-116	Duval County	n/a	n/a
Preapprenticeship	Jacksonville Electrical JATC, Nassau County Youth Preapprenticeship Program**	P-121	Duval County	n/a	n/a
Preapprenticeship	<i>A. Philip Randolph Career Academies Preapprenticeship Program</i>	P-055	Duval County	n/a	n/a
Apprenticeship	Black Knight, Inc., INJ	2019-FL-72221	Duval County	n/a	n/a
Apprenticeship	International Union of Elevator Constructors #49	FL013030003	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	JEA IJW	FL008910005	Duval County	n/a	n/a
Apprenticeship	Miller Electric Company, INJ	2021-FL-87897	Duval County	n/a	n/a
Apprenticeship	Milton J. Wood Fire Protection, Inc INJ	2018-FL-70821	Duval County	n/a	n/a

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
Preapprenticeship	Northeast Florida Builders Association – Home Builders Institute-Jacksonville Job Corps Preapprenticeship Program	P-079	Duval County	n/a	n/a
Apprenticeship	Lutheran Services of Florida, Inc. d/b/a LSF Health Systems GNJ**	2022-FL-111805	Duval County	n/a	n/a
Apprenticeship	Northwest Florida Bricklayers GNJ	FL001970001	Escambia County	n/a	n/a
Apprenticeship	TruMont Apprenticeship Program, GNJ	2020-FL-78997	Escambia County	n/a	n/a
Preapprenticeship	TruMont Healthcare Preapprenticeship Program	P-120	Escambia County	n/a	n/a
Preapprenticeship	Flagler County Community Program Preapprenticeship	P-032	Flagler County	n/a	n/a
Preapprenticeship	Flagler County Community Adult Preapprenticeship Program**	P-118	Flagler County	n/a	n/a
Apprenticeship	Glades Electric Coop IJ	FL007780009	Glades County	n/a	n/a
Apprenticeship	Solutions of Substance, GNJ	2021-FL-87921	Gulf County	n/a	n/a
Apprenticeship	Peace River Electric Cooperative Inc. IJ	FL003050001	Hardee County	n/a	n/a
Apprenticeship	Heartland Plumbers Apprenticeship Program GNJ	FL007920004	Highlands County	n/a	n/a
Apprenticeship	The School District of Highlands County Apprenticeship Program, INJ	2020-FL-75447	Highlands County	n/a	n/a

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
Apprenticeship	Central Florida Plumbing Academy GNJ	FL002080009	Hillsborough County	n/a	n/a
Preapprenticeship	AMIkids, Inc. - Florida Preapprenticeship Program	P-103	Hillsborough County	n/a	n/a
Preapprenticeship	Farmworker Pre-Apprenticeship Program	P-091	Hillsborough County	n/a	n/a
Apprenticeship	Learning Alliance Corporation Apprenticeship, GNJ	2021-FL-80626	Hillsborough County	n/a	n/a
Apprenticeship	Net Synergy Virtual Solutions, INJ	2021-FL-80037	Hillsborough County	n/a	n/a
Apprenticeship	Paragon Cyber Solutions, INJ	2020-FL-79545	Hillsborough County	n/a	n/a
Apprenticeship	Peoples Gas System, IJW	2020-FL-74484	Hillsborough County	n/a	n/a
Apprenticeship	Power Design, Inc., INJ	2019-FL-73394	Hillsborough County	n/a	n/a
Preapprenticeship	RAMS, Inc. Preapprenticeship	P-065	Hillsborough 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
Apprenticeship	Tampa General Hospital INJ	2017-FL-712	Hillsborough County	n/a	n/a
Apprenticeship	The Fishel Company INJ	FL003030005	Hillsborough County	n/a	n/a

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
Preapprenticeship	Uptown Preapprenticeship for Technology & Innovation**	P-117	Hillsborough County	n/a	n/a
Apprenticeship	TradeUp Academy HVAC Apprentice Program, GNJ**	2022-FL-111520	Hillsborough County	n/a	n/a
Apprenticeship	TransCare EMT Apprenticeship Program, INJ**	2022-FL-112367	Hillsborough County	n/a	n/a
Preapprenticeship	Florida Trade Academy**	P-126	Hillsborough County	n/a	n/a
Apprenticeship	Tampa Ship Apprenticeship Program, INJ**	2022-FL-112759	Hillsborough County	n/a	n/a
Apprenticeship	Net Synergy Virtual Solutions, LLC GNJ**	2022-FL-112712	Hillsborough County	n/a	n/a
Apprenticeship	City of Vero Beach IJ	FL008090194	Indian River County	n/a	n/a
Apprenticeship	CVS Health, INJ	2019-FL-73331	Indian River County	n/a	n/a
Apprenticeship	M.A. Ford Manufacturing INJ	FL002080193	Indian River County	n/a	n/a
Apprenticeship	Florida Public Utilities IJ - Northwest Division	FL007850006	Jackson County	n/a	n/a
Preapprenticeship	TCC – Jefferson Correctional Preapprenticeship Program**	P-125	Jefferson County	n/a	n/a
Apprenticeship	City of Leesburg Electric Utility INJ	FL001950006	Lake County	n/a	n/a
Apprenticeship	Lee County Registered Apprenticeship Program, GNJ	2021-FL-88323	Lee County	n/a	n/a

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
Apprenticeship	Community Connection Services Apprenticeship Program GNJ	2018-FL-70790	Lee County	n/a	n/a
Preapprenticeship	Community Connection Services Preapprenticeship Program	P-109	Lee 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	Moorings Park Apprenticeship Program, INJ	2018-FL-71348	Lee County	n/a	n/a
Preapprenticeship	Tri-County Apprenticeship Academy Preapprenticeship Association	P-075	Lee County	n/a	n/a
Preapprenticeship	TCC - Gadsden Re-Entry Preapprenticeship Program	P-104	Leon County	n/a	n/a
Preapprenticeship	Big Bend Electrical Preapprenticeship Program	P-102	Leon 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
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

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

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Apprenticeship	City of Tallahassee Utilities Apprenticeship Program, INJ	2020-FL-78483	Leon County	n/a	n/a
Apprenticeship	Coaxis International Apprenticeship Program, INJ	2021-FL-88016	Leon County	n/a	n/a
Apprenticeship	Florida Association of Rehabilitation Facilities (Florida ARF), GNJ	2019-FL-72689	Leon County	n/a	n/a
Apprenticeship	Florida Rural Water Association	2020-FL-75090	Leon County	n/a	n/a
Apprenticeship	George Speers Masonry, Llc	2017-FL-485	Leon County	n/a	n/a
Apprenticeship	PCG Apprenticeship Program, INJ	2021-FL-88018	Leon 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	Florida Behavioral Health Association, Inc.**	FL-2022-111479	Leon County	n/a	n/a
Apprenticeship	Nestle Waters North America, Inc. INJ - Lee Plant	FL013169287	Madison County	n/a	n/a
Apprenticeship	North Florida Workforce Development Board., dba CareerSource North Florida Apprenticeship Program, GNJ	2020-FL-75934	Madison County	n/a	n/a
Apprenticeship	CareerSource Suncoast Apprenticeship Program GNJ	2018-FL-71010	Manatee County	n/a	n/a
Apprenticeship	Volt Power Company Apprenticeship Program INJ	FL006156744	Manatee County	n/a	n/a
Apprenticeship	CE Academy, INJ	2021-FL-87932	Marion County	n/a	n/a

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## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

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Apprenticeship	Ocala Utility Services IJW	FL008810009	Marion County	n/a	n/a
Apprenticeship	Florida Training Services Apprenticeship Program, GNJ**	2022-FL-104101	Martin County	n/a	n/a
Preapprenticeship	Florida Training Services, Inc. Preapprenticeship	P-074	Martin County	n/a	n/a
Preapprenticeship	M-DCPS Preapprenticeship Program	P-108	Miami-Dade County	n/a	n/a
Preapprenticeship	M-DCPS Adult Pre-Apprenticeship Program**	P-123	Miami-Dade County	n/a	n/a
Apprenticeship	Adrienne Arsht Center Technician Apprenticeship, GJ	2019-FL-72533	Miami-Dade County	n/a	n/a
Apprenticeship	Argos - AI Apprenticeship Program, GNJ	2020-FL-78246	Miami-Dade 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	Gang Alternatives, GNJ	2019-FL-72411	Miami-Dade County	n/a	n/a
Apprenticeship	Internat'l Union of Elevator Constructors (LUEC) LU #71 JAC	FL011030002	Miami-Dade County	n/a	n/a
Apprenticeship	<i>Kelly Tractor</i>	FL007690003	Miami-Dade County	n/a	n/a

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Apprenticeship	MARS CDC Apprenticeship Program for Men and Women	2019-FL-72311	Miami-Dade 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 Pre-Apprenticeship Program	P-086	Miami-Dade County	n/a	n/a
Apprenticeship	Related Urban Apprenticeship Program, GNJ	2018-FL-71341	Miami-Dade County	n/a	n/a
Preapprenticeship	Sister of NEW Pre-Apprenticeship of South Florida	P-090	Miami-Dade County	n/a	n/a
Apprenticeship	Media Arts and Creative Technologies Apprenticeship Program, INJ**	2022-FL-110528	Miami-Dade County	n/a	n/a
Preapprenticeship	Argos-AI Cyber Warrior Pre-Apprenticeship Program**	P-122	Miami-Dade County	n/a	n/a
Apprenticeship	Nassau Building Trades Apprenticeship Council	2018-FL-71351	Nassau County	n/a	n/a
Apprenticeship	Florida Public Utilities Co IJ -Northeast Division	FL008860004	Nassau County	n/a	n/a
Apprenticeship	Nassau County Board of County Commissioners IJ	FL013091932	Nassau County	n/a	n/a
Apprenticeship	Rayonier Advanced Materials IJ	2019-FL-72528	Nassau County	n/a	n/a
Apprenticeship	Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	Okaloosa, Walton County	n/a	n/a

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### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

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Preapprenticeship	Orange County Public Schools Preapprenticeship Program**	P-114	Orange County	n/a	n/a
Apprenticeship	Bloem Living Tool Maker Apprenticeship Program, INJ**	2022-FL-11292	Orange County	n/a	n/a
Apprenticeship	Emerging Technology Apprenticeship Program, GNJ	2021-FL-81322	Orange County	n/a	n/a
Apprenticeship	Central Florida Electrical Teledata JATC	FL005000002	Orange County	n/a	n/a
Apprenticeship	FLNGA Nursery & Landscape Apprenticeship Program, GNJ	2020-FL-78865	Orange County	n/a	n/a
Apprenticeship	FloridaMakes Advanced Manufacturing Apprenticeship Program, GNJ	2020-FL-78138	Orange 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	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

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Apprenticeship	Tharp Plumbing Systems Apprenticeship Program INJ	FL005111363	Orange County	n/a	n/a
Apprenticeship	Bee2Bee Network Apprenticeship Program INJ**	2021-FL-93447	Orange County	n/a	n/a
Apprenticeship	Orange Technical College - Winter Park Apprenticeship Program GNJ**	2021-FL-93604	Orange County	n/a	n/a
Preapprenticeship	Promising People Electrical Preapprenticeship Program**	P-119	Orange County	n/a	n/a
Preapprenticeship	Osceola Carpenters Preprenticeship Program**	P-128	Osceola County	n/a	n/a
Apprenticeship	City of Lake Worth Beach Utilities Apprenticeship Program IJ	FL009112199	Palm Beach County	n/a	n/a
Apprenticeship	Hamilton-Ryker TalentGro**	2021-FL-93867	Palm Beach County	n/a	n/a
Preapprenticeship	AmSkills High School Preapprenticeship Program**	P-113	Pasco County	n/a	n/a
Apprenticeship	AmSkills Apprenticeship Program, GNJ	2019-FL-72596	Pasco County	n/a	n/a
Preapprenticeship	AmSkills Pre-Apprenticeship Program	P-092	Pasco 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

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Preapprenticeship	Pinellas County Schools Machining Preapprenticeship Program	P-110	Pinellas County	n/a	n/a
Apprenticeship	Pinellas Technical College Facilities Maintenance Apprenticeship Program, GNJ**	2022-FL-110600	Pinellas County	n/a	n/a
Preapprenticeship	Clinical Medical Assistant Preapprenticeship Program	P-099	Pinellas County	n/a	n/a
Apprenticeship	FDOT District Seven Apprenticeship Program IJW	FL006040001	Pinellas County	n/a	n/a
Apprenticeship	Pinellas County Government Apprenticeship Program INJ	FL006030009	Pinellas County	n/a	n/a
Apprenticeship	Pinellas Park Fire Department Apprenticeship Program IJ	FL006120148	Pinellas County	n/a	n/a
Apprenticeship	St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	Pinellas County	n/a	n/a
Apprenticeship	Armstrong Elevator Apprenticeship Program, INJ**	2022-FL-111495	Pinellas 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	Lakeland Electric IJ	FL007930003	Polk County	n/a	n/a
Apprenticeship	Lakeland Electric Substation Electrician IJ	FL005155193	Polk County	n/a	n/a
Apprenticeship	GMF Innovation Lab, INJ**	2022-FL-112325	Polk County	n/a	n/a

\*Enrollment information was obtained in a supplemental format in August 2022.

\*\*New program added in 2021-22.

- LEA partnerships for the purposes of apprenticeship reporting are defined as an agreement between apprenticeship program sponsors and an LEA where apprentices enroll in the LEA for associated related training and instruction (RTI). This table reflects LEA partnerships during the 2021-22 academic year. LEA partnerships that are new, under development or not reported as having enrollment to the state may not be represented.
- Enrollments based on 2021-22 End of Year FCS and District Data.
- *Italicized* indicates that the program was cancelled during the 2021-22 apprenticeship program year and are no longer in operation.
- The column "County" represents the physical location of the Registered Apprenticeship Program, not where the program is in operation.

## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
Apprenticeship	Florida Association of Plumbing-Heating-Cooling Contractors, GNJ	2020-FL-78177	Santa Rosa County	n/a	n/a
Preapprenticeship	Northwest Florida Careers in Construction Preapprenticeship Program, GNJ	P-096	Santa Rosa County	n/a	n/a
Apprenticeship	ACF Sarasota Bay Chef Association, GNJ	FL007900025	Sarasota County	n/a	n/a
Apprenticeship	Bartelt Packaging, LLC Apprenticeship, INJ	2020-FL-75839	Sarasota County	n/a	n/a
Apprenticeship	Englewood Area Fire Control District IJ	FL007880008	Sarasota County	n/a	n/a
Apprenticeship	Florida Swimming Pool Association	2020-FL-75282	Sarasota County	n/a	n/a
Apprenticeship	Manasota Masonry Apprenticeship GNJ	FL001970018	Sarasota County	n/a	n/a
Apprenticeship	Sarasota Child Care Apprenticeship Program GNJ	FL007910008	Sarasota County	n/a	n/a
Apprenticeship	Venice Theatre INJ	FL003060001	Sarasota County	n/a	n/a
Apprenticeship	New Town Healthcare Apprenticeship Program, GNJ**	2022-FL-112662	Sarasota County	n/a	n/a
Preapprenticeship	iBuild Pinellas Construction Trades Preapprenticeship Program**	P-115	Seminole County	n/a	n/a
Preapprenticeship	SCPS Aviation Maintenance Preapprenticeship**	P-127	Seminole County	n/a	n/a

\*Enrollment information was obtained in a supplemental format in August 2022.

\*\*New program added in 2021-22.

- LEA partnerships for the purposes of apprenticeship reporting are defined as an agreement between apprenticeship program sponsors and an LEA where apprentices enroll in the LEA for associated related training and instruction (RTI). This table reflects LEA partnerships during the 2021-22 academic year. LEA partnerships that are new, under development or not reported as having enrollment to the state may not be represented.
- Enrollments based on 2021-22 End of Year FCS and District Data.
- *Italicized* indicates that the program was cancelled during the 2021-22 apprenticeship program year and are no longer in operation.
- The column "County" represents the physical location of the Registered Apprenticeship Program, not where the program is in operation.

## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
Apprenticeship	Advanced Manufacturing Apprenticeship Program GNJ	2017-FL-68555	Seminole County	n/a	n/a
Apprenticeship	Avocet Aviation Maintenance Technician Apprenticeship, INJ	2018-FL-72011	Seminole County	n/a	n/a
Apprenticeship	Fire & Life Safety America, Inc.**	2022-FL-111900	Seminole County	n/a	n/a
Apprenticeship	Flagler Health+ Apprenticeship Program, INJ**	2022-FL-112713	St. Johns County	n/a	n/a
Apprenticeship	Florida Construction Apprenticeship Training Corporation, GNJ	FL009000002	St. Lucie County	n/a	n/a
Apprenticeship	CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	St. Lucie County	n/a	n/a
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	Fort Pierce Utility Authority, INJ	FL008090195	St. Lucie County	n/a	n/a
Apprenticeship	Inframark, LLC	2019-FL-73754	St. Lucie County	n/a	n/a
Apprenticeship	K-Method Training Group, GNJ	2020-FL-75658	St. Lucie County	n/a	n/a
Apprenticeship	Masonry Association of Florida	FL009050001	St. Lucie County	n/a	n/a

\*Enrollment information was obtained in a supplemental format in August 2022.

\*\*New program added in 2021-22.

- LEA partnerships for the purposes of apprenticeship reporting are defined as an agreement between apprenticeship program sponsors and an LEA where apprentices enroll in the LEA for associated related training and instruction (RTI). This table reflects LEA partnerships during the 2021-22 academic year. LEA partnerships that are new, under development or not reported as having enrollment to the state may not be represented.
- Enrollments based on 2021-22 End of Year FCS and District Data.
- *Italicized* indicates that the program was cancelled during the 2021-22 apprenticeship program year and are no longer in operation.
- The column "County" represents the physical location of the Registered Apprenticeship Program, not where the program is in operation.

## APPENDIX D CONTINUED

### LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2021-22

Includes Programs Active Between July 1, 2021 and June 30, 2022

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) <sup>1</sup>	LEA Name (If Applicable) <sup>2</sup>
Preapprenticeship	St. Lucie Public Schools Preapprenticeship Program	P-098	St. Lucie County	n/a	n/a
Preapprenticeship	<i>Treasure Coast Manufacturers Association Pre-Apprenticeship, GNJ (TCMAAP)</i>	P-088	St. Lucie County	n/a	n/a
Apprenticeship	SECO Energy, INJ**	2022-FL-111641	Sumter County	n/a	n/a
Apprenticeship	<i>Utility Lines Construction Services, LLC, INJ</i>	2020-FL-78132	Suwanee County	n/a	n/a
Apprenticeship	Daytona Toyota, INJ	2021-FL-87900	Volusia County	n/a	n/a
Apprenticeship	Halifax Health Apprenticeship Program, INJ**	2022-FL-112592	Volusia County	n/a	n/a
Preapprenticeship	Volusia County Schools Preapprenticeship Program	P-107	Volusia County	n/a	n/a
Apprenticeship	Hudson Technologies Apprenticeship Program INJ	FL005135189	Volusia County	n/a	n/a
Apprenticeship	Metra Electronics Apprenticeship Program, INJ	2019-FL-74238	Volusia County	n/a	n/a
Apprenticeship	Utilities Commission, City of New Smyrna Beach INJ	FL008700002	Volusia County	n/a	n/a
Apprenticeship	CareerSource Flagler Volusia Apprenticeship Program, GNJ**	2022-FL-104127	Volusia County	n/a	n/a
Apprenticeship	CHELCO (Choctawhatchee Electric Cooperative) INJ	FL007860003	Walton County	n/a	n/a

\*Enrollment information was obtained in a supplemental format in August 2022.

\*\*New program added in 2021-22.

- LEA partnerships for the purposes of apprenticeship reporting are defined as an agreement between apprenticeship program sponsors and an LEA where apprentices enroll in the LEA for associated related training and instruction (RTI). This table reflects LEA partnerships during the 2021-22 academic year. LEA partnerships that are new, under development or not reported as having enrollment to the state may not be represented.
- Enrollments based on 2021-22 End of Year FCS and District Data.
- *Italicized* indicates that the program was cancelled during the 2021-22 apprenticeship program year and are no longer in operation.
- The column "County" represents the physical location of the Registered Apprenticeship Program, not where the program is in operation.

# APPENDIX E-1

## ENROLLMENTS IN REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS WITH LEA PARTNERS, 2021-22

Includes Occupations of Programs Active Between July 1, 2021 and June 30, 2022

Trade/Occupation	# Enrollments in Districts	# Enrollments in FCS Institutions	Total	% of Total Enrollments
Electrician	4,682	1,326	6,008	44%
Plumbing Technology	1,283	177	1,460	11%
Air Conditioning, Refrigeration and Heating Technology	1,053	312	1,365	10%
Pre-Apprenticeship	552	68	620	5%
Fire Sprinkler System Technology	247	249	496	4%
Electrical Line Service and Repair	338	128	466	3%
Early Childhood Education	415	<10	419	3%
Structural Steel Work	332	n/a	332	2%
Carpentry	304	18	322	2%
Industrial Pipefitter	139	154	293	2%
Elevator Constructor Mechanic	285	n/a	285	2%
Heavy Equipment Operation	249	n/a	249	2%
Firefighter	248	n/a	248	2%
Sheet Metal Fabrication Technology	184	16	200	1%
Machining	153	10	163	1%
Millwright	125	n/a	125	1%
Brick and Block Masonry	84	n/a	84	1%
Automotive Service Technology	72	n/a	72	1%
Diesel Mechanic	67	n/a	67	<1%
Painting and Decorating	54	n/a	54	<1%
Roofing	52	n/a	52	<1%
Building Construction Technologies	31	12	43	<1%
Yacht Service Technician	40	n/a	40	<1%
Medical Assisting	33	<10	38	<1%
Commercial and Industrial Insulation	36	n/a	36	<1%
Patient Care Technician	n/a	22	22	<1%
Commercial Foods and Culinary Arts	<10	11	15	<1%

- An LEA is a local education agency (School District or Florida College System institution).
- LEA partnership for the purposes of apprenticeship reporting is defined as an agreement between apprenticeship program sponsors and an LEA where apprentices enroll in the LEA for associated related training and instruction (RTI).
- Based on 2021-22 end of year data reported to the state by districts and FCS institutions as well as supplemental information obtained in July 2022. Enrollments less than 10 have been masked and published in this table as <10.



## APPENDIX E-1 CONTINUED

### ENROLLMENTS IN REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS WITH LEA PARTNERS, 2021-22

Includes Occupations of Programs Active Between July 1, 2021 and June 30, 2022

Trade/Occupation	# Enrollments in Districts	# Enrollments in FCS Institutions	Total	% of Total Enrollments
Aviation Structures & Assembly Technician	n/a	<10	<10	<1%
Glazing	<10	n/a	<10	<1%
Industrial Machinery Maintenance	<10	n/a	<10	<1%
Information Technology	<10	n/a	<10	<1%
Roadway Technician	<10	n/a	<10	<1%
Service Animal Trainer	<10	n/a	<10	<1%
Electrical and Instrumentation Technology	<10	n/a	<10	<1%
Applied Welding Technologies	<10	n/a	<10	<1%
Information Technology	<10	n/a	5	<1%
Pharmacy Technician	<10	<10	5	<1%
Applied Welding Technologies	<10	<10	3	<1%
Service Animal Trainer	<10	n/a	3	<1%
Automotive Service Technology	<10	n/a	2	<1%
Electrical and Instrumentation Technology	<10	n/a	2	<1%
Patient Care Technician	n/a	<10	2	<1%
Information Technology Specialist and Network Support Technician	n/a	n/a	0	<1%
CNC Operator and Programmer	n/a	n/a	0	<1%
Maintenance Repair Worker (Multi-Family Facilities)	n/a	n/a	0	<1%
Advanced Manufacturing Fiber Composite Technician	n/a	n/a	0	<1%
<b>State Totals</b>	<b>11,106</b>	<b>2,521</b>	<b>13,627</b>	

- An LEA is a local education agency (School District or Florida College System institution).
- LEA partnership for the purposes of apprenticeship reporting is defined as an agreement between apprenticeship program sponsors and an LEA where apprentices enroll in the LEA for associated related training and instruction (RTI).
- Based on 2021-22 end of year data reported to the state by districts and FCS institutions as well as supplemental information obtained in July 2022. Enrollments less than 10 have been masked and published in this table as <10.

# APPENDIX E-2

## NUMBER OF REGISTERED APPRENTICES BY TRADE/OCCUPATION, 2021-22

Includes registered apprentices active between July 1, 2021 to June 30, 2022 in RAPIDS and excludes preapprenticeship participants.

Trade/Occupation	Registered Apprentices	% of Total Registered Apprentices
Electrician	6,152	40%
Plumber	1,403	9%
Heating and Air Conditioning Technician and Installer	1,400	9%
Pipe Fitter (Sprinkler Fitter Specialization)	686	4%
Elevator Constructor	672	4%
Pipe Fitter	518	3%
Power Line Erector	465	3%
Child Care Development Specialist	451	3%
Carpenter	357	2%
Structural Steel Worker/Ironworker	353	2%
Power Line Repairer	320	2%
Heavy Equipment Mechanic	268	2%
Sheet Metal Worker	262	2%
Industrial Maintenance Mechanic	208	1%
Registered Nurse Resident	148	<1%
Fire Medic	143	<1%
Millwright	127	<1%
Bricklayer	125	<1%
Fire Fighter	119	<1%
Gas Utility Technician	80	<1%
Machinist	80	<1%
Painter	73	<1%
Roofer	68	<1%
Diesel Mechanic	62	<1%
Construction Craft Laborer	60	<1%
Composite Plastic Fabricator	47	<1%
Infrastructure Specialist	47	<1%
CNC Programmer - Milling and Turning	45	<1%

Based on data reported in RAPIDS registration system as of June 30, 2022. Occupations with subspecialties are aggregated and reported under the title of the main occupation.

Occupations with less than 10 registered apprentices have been masked and published in this table as <10.

## APPENDIX E-2 CONTINUED

### NUMBER OF REGISTERED APPRENTICES BY TRADE/OCCUPATION, 2021-22

Includes registered apprentices active between July 1, 2021 to June 30, 2022 in RAPIDS and excludes preapprenticeship participants.

Trade/Occupation	Registered Apprentices	% of Total Registered Apprentices
Automotive Service Mechanic	42	<1%
Yacht Service Technician	39	<1%
Wastewater Systems Operator	32	<1%
Cook	28	<1%
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	27	<1%
Field Service Engineer	26	<1%
Instrumentation and Controls Technician	26	<1%
Refrigeration Mechanic	24	<1%
Advanced Patient Care Technician	23	<1%
Cable Splicer	23	<1%
Pile Driver	23	<1%
Operations Management	22	<1%
Certified Nurse Assistant	20	<1%
Numerical Control Machinist and Operator	19	<1%
Cyber Security Support Technician	18	<1%
Direct Support Specialist	18	<1%
Medical Assistant	18	<1%
Power-Plant Operator	18	<1%
Application Developer	17	<1%
Meter Repairer	17	<1%
Automotive Technician	16	<1%
Electric Meter Installer	14	<1%
Telecommunications Technician	14	<1%
Industrial Manufacturing Technician	13	<1%
Advanced Machinist	11	<1%
Glazier	11	<1%
Certified Recovery Peer Specialist	10	<1%
Mechatronics Technician	<10	<1%
Stage Technician	<10	<1%
Community Health Worker	<10	<1%
Reinforcing Metal Worker	<10	<1%

Based on data reported in RAPIDS registration system as of June 30, 2022. Occupations with subspecialties are aggregated and reported under the title of the main occupation.

Occupations with less than 10 registered apprentices have been masked and published in this table as <10.

## APPENDIX E-2 CONTINUED

### NUMBER OF REGISTERED APPRENTICES BY TRADE/OCCUPATION, 2021-22

Includes registered apprentices active between July 1, 2021 to June 30, 2022 in RAPIDS and excludes preapprenticeship participants.

Trade/Occupation	Registered Apprentices	% of Total Registered Apprentices
Information Assurance Specialist	<10	<1%
Landscape Technician	<10	<1%
Pharmacy Technician	<10	<1%
Senior Network Consultant	<10	<1%
Tool and Die Maker	<10	<1%
Animal Trainer	<10	<1%
Die-cast and Plastic Technician	<10	<1%
Truss Design Technician	<10	<1%
Bricklayer and Mason	<10	<1%
Career Development Technician	<10	<1%
Home Health Aide	<10	<1%
Licensed Practical Nurse	<10	<1%
Relay Technician	<10	<1%
Surgical Technologist	<10	<1%
Computer Support Specialist	<10	<1%
Building Inspector	<10	<1%
Network Support Technician	<10	<1%
Residential Wireman	<10	<1%
Airframe & Powerplant Mechanic	<10	<1%
Distribution and Logistics Technician	<10	<1%
Machine Builder	<10	<1%
Protective-Signal Installer	<10	<1%
Storage and Distribution Manager	<10	<1%
Addictions Counselor	<10	<1%
Customs Broker	<10	<1%
Horticulture Technician	<10	<1%
Load Dispatcher	<10	<1%
Peer Specialist	<10	<1%
Swimming-Pool Servicer	<10	<1%
Welder	<10	<1%
Cement Mason	<10	<1%

Based on data reported in RAPIDS registration system as of June 30, 2022. Occupations with subspecialties are aggregated and reported under the title of the main occupation.

Occupations with less than 10 registered apprentices have been masked and published in this table as <10.

## APPENDIX E-2 CONTINUED

### NUMBER OF REGISTERED APPRENTICES BY TRADE/OCCUPATION, 2021-22

Includes registered apprentices active between July 1, 2021 to June 30, 2022 in RAPIDS and excludes preapprenticeship participants.

Trade/Occupation	Registered Apprentices	% of Total Registered Apprentices
CNC Operator - Milling and Turning	<10	<1%
Drywall Finisher	<10	<1%
Fire Suppression Technician	<10	<1%
Help Desk Technician	<10	<1%
Irrigation Technician	<10	<1%
Multimedia Producer	<10	<1%
Substation Operator	<10	<1%
Switchboard Operator (Utility)	<10	<1%
<b>Total</b>	<b>15,479</b>	

Based on data reported in RAPIDS registration system as of June 30, 2022. Occupations with subspecialties are aggregated and reported under the title of the main occupation.

Occupations with less than 10 registered apprentices have been masked and published in this table as <10.

# APPENDIX F

## WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
A/C Contractors Association of Central FL GNJ	FL008910004	Heating and Air Conditioning Technician and Installer	\$22,880.00	\$45,760.00	\$55,617.60	\$48,905.07
ABC Institute Electrical Apprenticeship Program GNJ	FL007860018	Electrician	\$21,840.00	\$44,179.20	\$58,147.21	\$64,327.14
ABC Institute Line Erector Appren Program GNJ	FL007890024	Power Line Erector	\$29,120.00	\$57,324.80	\$82,316.89	\$135,700.80
<i>ABC Institute Pipefitter-Spinkler Fitter Appr Prog</i>	<i>FL007890028</i>	<i>Pipe Fitter</i>	\$19,760.00	\$39,790.40	\$ -	
ABC Institute Pipefitter-Spinkler Fitter Appr Prog	FL007890028	Pipe Fitter (Sprinkler Fitter Specialization)	\$19,760.00	\$39,790.40	\$56,643.67	
ABC Institute Plumbers Apprenticeship Program GNJ	FL009050002	Plumber	\$28,080.00	\$55,328.00	\$ -	

- Starting and Exit wages are expressed in annualized hourly wages as listed in the registered apprenticeship program standards obtained in RAPIDS for respective programs and occupation/trades.
- Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2019 to June 30, 2020 and were found employed in Florida during the tracking period of one-year post program completion. The average of each apprentices best four quarter wage is reported.  
Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2015 to June 30, 2016 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.

Post program completion wage data was obtained by FETPIP.

\$- = This value represents masked wages in compliance with FDOE data suppression rules. Cohort less than 3 apprentices. Blank wages mean that there was no wage data to report. Either there were no completers within the cohort year, the program did not exist during the cohort year, or no wages were found by FETPIP.

Asterisked (\*) trade/occupations denote occupation subspecialties. The main occupation/trade is followed by the subspecialty in parenthesis. In Appendix E-2, all subspecialties are aggregated and reported under the main occupation/trade title. Italicized programs and/or occupations were cancelled and are no longer in operation.

## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
ABC Institute Roofing Apprenticeship Program GNJ	FL009157997	Roofer	\$18,720.00	\$37,232.00	\$ -	
ABCI Heating & A/C Installer-Servicer GNJ	FL013020001	Heating and Air Conditioning Technician and Installer	\$20,800.00	\$42,182.40	\$66,750.40	\$ -
ABO Apprenticeship INJ	FL005081357	Sheet Metal Worker	\$25,105.60	\$40,185.60	\$ -	
ACRA-Local 725 JATC	FL007490002	Heating and Air Conditioning Technician and Installer	\$34,320.00	\$54,204.80	\$84,590.35	
ACRA-Local 725 JATC	FL007490002	Pipe Fitter	\$34,320.00	\$54,204.80	\$94,622.80	\$94,537.20
<i>Advanced Education Apprenticeship Training, Inc.</i>	<i>FL001950016</i>	<i>Heating and Air Conditioning Technician and Installer</i>	\$24,960.00	\$41,600.00	\$59,987.00	
AmSkills Apprenticeship Program, GNJ	2019-FL-72596	Mechatronics Technician	\$20,966.40	\$37,440.00	\$ -	

- Starting and Exit wages are expressed in annualized hourly wages as listed in the registered apprenticeship program standards obtained in RAPIDS for respective programs and occupation/trades.
- Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2019 to June 30, 2020 and were found employed in Florida during the tracking period of one-year post program completion. The average of each apprentices best four quarter wage is reported.  
Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2015 to June 30, 2016 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.

Post program completion wage data was obtained by FETPIP.

\$- = This value represents masked wages in compliance with FDOE data suppression rules. Cohort less than 3 apprentices. Blank wages mean that there was no wage data to report. Either there were no completers within the cohort year, the program did not exist during the cohort year, or no wages were found by FETPIP.

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Arthrex Manufacturing Apprenticeship Program INJ	FL006090032	Numerical Control Machinist and Operator	\$18,720.00	\$37,440.00	\$ -	\$87,098.67
Asbestos Workers Local Union #60 JAC	FL007710001	Composite Plastic Fabricator	\$28,246.40	\$44,824.00		\$ -
Bay Area Building Maintenance Apprenticeship GNJ	FL007900005	Industrial Maintenance Mechanic	\$10,400.00	\$20,800.00	\$43,281.60	\$106,584.00
Bay Area Diesel Technicians Association	FL007890010	Diesel Mechanic	\$11,440.00	\$22,880.00	\$ -	\$48,469.33
Bay Area Electrical Apprenticeship Program GNJ	FL006010005	Electrician	\$22,796.80	\$45,593.60	\$53,925.82	\$50,903.43
Brevard Air Conditioning Contractors Assn Inc. GNJ	FL001970007	Heating and Air Conditioning Technician and Installer	\$17,680.00	\$35,360.00	\$ -	\$53,174.00
Brevard Electrical Apprenticeship Program GNJ	FL008850020	Electrician	\$24,960.00	\$49,920.00	\$59,979.58	\$ -

1. Starting and Exit wages are expressed in annualized hourly wages as listed in the registered apprenticeship program standards obtained in RAPIDS for respective programs and occupation/trades.
2. Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2019 to June 30, 2020 and were found employed in Florida during the tracking period of one-year post program completion. The average of each apprentices best four quarter wage is reported.  
Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2015 to June 30, 2016 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.

Post program completion wage data was obtained by FETPIP.

\$- = This value represents masked wages in compliance with FDOE data suppression rules. Cohort less than 3 apprentices. Blank wages mean that there was no wage data to report. Either there were no completers within the cohort year, the program did not exist during the cohort year, or no wages were found by FETPIP.

Asterisked (\*) trade/occupations denote occupation subspecialties. The main occupation/trade is followed by the subspecialty in parenthesis. In Appendix E-2, all subspecialties are aggregated and reported under the main occupation/trade title. Italicized programs and/or occupations were cancelled and are no longer in operation.



## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Broward County Plumbers & Pipefitters JAC	FL007460006	Plumber	\$28,080.00	\$55,640.00	\$81,147.33	\$64,404.00
Builders Association of North Central Florida Apprenticeship Program GNJ	FL013060003	Electrician	\$26,894.40	\$48,880.00	\$70,129.82	
Builders Association of North Central Florida Apprenticeship Program GNJ	FL013060003	Heating and Air Conditioning Technician and Installer	\$26,312.00	\$47,840.00	\$62,920.67	
Builders Association of North Central Florida Apprenticeship Program GNJ	FL013060003	Plumber	\$25,168.00	\$45,760.00	\$68,256.00	
Builders Association of North Central Florida Apprenticeship Program GNJ	FL013060003	Carpenter	\$22,152.00	\$36,920.00	\$35,178.00	

1. Starting and Exit wages are expressed in annualized hourly wages as listed in the registered apprenticeship program standards obtained in RAPIDS for respective programs and occupation/trades.
2. Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2019 to June 30, 2020 and were found employed in Florida during the tracking period of one-year post program completion. The average of each apprentices best four quarter wage is reported.  
Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2015 to June 30, 2016 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.

Post program completion wage data was obtained by FETPIP.

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Central Florida Carpenters JATC	FL008850019	Carpenter	\$31,387.20	\$52,312.00	\$ -	
Central Florida Child Care Educators Apprenticeship Program, GNJ	FL008920009	Child Care Development Specialist	\$24,273.60	\$29,120.00	\$34,961.45	\$26,960.57
Central Florida Electrical JATC	FL008660001	Electrician (Interior Electrician)*	\$23,920.00	\$47,632.00	\$55,097.52	\$63,414.00
Central Florida Electrical JATC	FL008660001	Electrician (Maintenance)*	\$16,640.00	\$32,968.00	\$57,990.44	\$72,721.33
Central Florida Electrical JATC	FL008660001	Residential Wireman	\$13,520.00	\$27,726.40	\$ -	
Central Florida Electrical Teledata JATC	FL005000002	Telecommunications Technician	\$15,600.00	\$31,200.00		\$ -
Central Florida Heat & Frost & Allied Workers JATT	FL007680001	Composite Plastic Fabricator	\$15,600.00	\$30,264.00	\$ -	
Central Florida Mechanical Joint Apprenticeship Training Committee IJ	FL005060002	Diesel Mechanic	\$32,240.00	\$45,260.80	\$52,794.57	\$64,915.16

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Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2015 to June 30, 2016 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Central Florida Plumbing Academy GNJ	FL002080009	Plumber	\$19,760.00	\$38,875.20		\$55,811.00
CHELCO (Choctawhatchee Electric Cooperative) INJ	FL007860003	Power Line Erector	\$39,520.00	\$54,600.00		\$78,186.40
Child Care Apprenticeship Program of Pasco County	FL001940004	Child Care Development Specialist	\$8,320.00	\$16,640.00	\$30,904.56	\$29,747.88
Child Care Apprenticeship Program of Pinellas GNJ	FL007890019	Child Care Development Specialist	\$16,640.00	\$22,880.00	\$29,308.68	\$30,798.64
Child Care Apprenticeship Program of Manatee County	FL007900014	Child Care Development Specialist	\$9,360.00	\$18,720.00	\$31,589.78	\$29,860.67
City Of Lake Worth Beach Utilities Apprenticeship Program IJ	FL009112199	Power Line Erector	\$57,137.60	\$81,619.20	\$125,750.67	\$ -

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
City of St. Petersburg IJW	FL007860011	Industrial Maintenance Mechanic	\$15,600.00	\$31,262.40	\$-	
City of St. Petersburg IJW	FL007860011	Meter Repairer	\$12,480.00	\$25,105.60	\$ -	
City of St. Petersburg IJW	FL007860011	Pipe Fitter	\$14,560.00	\$28,080.00	\$69,146.86	\$56,842.00
City Of Tallahassee Apprentice Meter Technician II, INJ	FL010100020	Electric Meter Installer	\$44,054.40	\$74,089.60	\$ -	\$ -
City of Tallahassee Electric Production / Power Plant Operator	FL013135192	Power-Plant Operator	\$37,003.20	\$63,481.60	\$ -	\$ -
City of Tallahassee Lineworker, INJ	FL010050001	Power Line Erector	\$44,054.40	\$74,089.60	\$ -	\$140,872.00
City of Tallahassee Substation Electrician INJ	FL010100019	Electrician	\$44,054.40	\$74,089.60	\$ -	\$ -
City of Venice Fire Department IJ	FL007830022	Fire Fighter	\$29,806.40	\$43,201.60	\$ -	
<i>Clay Electric Cooperative, INC. INJ</i>	<i>FL008092195</i>	<i>Power Line Erector</i>	\$23,920.00	\$47,860.80	\$83,622.67	

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Daytona Beach Electrical JATC	FL008460002	Electrician	\$27,040.00	\$54,683.20	\$37,835.20	\$67,580.00
Daytona Beach Plumbers & Pipefitters JAC	FL008500001	Pipe Fitter	\$32,718.40	\$59,488.00	\$91,324.00	\$82,465.00
Daytona Beach Plumbers & Pipefitters JAC	FL008500001	Plumber	\$24,897.60	\$40,809.60	\$99,928.00	
Flagler Child Care GNJ	FL008900012	Child Care Development Specialist	\$21,340.80	\$23,920.00	\$31,782.67	\$30,526.12
Flagler County Community Apprenticeship Program GNJ	FL008880010	Heating and Air Conditioning Technician and Installer	\$20,800.00	\$31,200.00		\$ -
Florida Air Conditioning Apprenticeship Association, GNJ	FL009040001	Heating and Air Conditioning Technician and Installer	\$20,800.00	\$35,360.00	\$53,632.38	\$61,563.71
Florida Association of Rehabilitation Facilities	2019-FL-72689	Direct Support Specialist	\$20,800.00	\$22,880.00	\$39,638.15	

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Florida Automatic Sprinkler Training, Inc. GNJ	FL005050002	Pipe Fitter (Sprinkler Fitter Specialization)	\$25,022.40	\$50,024.00	\$51,539.20	\$76,250.50
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	Carpenter	\$26,000.00	\$52,000.00	\$ -	
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	Carpenter (Framing and Finishing)*	\$24,086.40	\$28,912.00	\$ -	
<i>Florida Construction Apprenticeship Training Corporation, GNJ</i>	<i>FL009000001</i>	<i>Electrician</i>	\$17,804.80	\$33,384.00	\$ -	\$55,684.00
<i>Florida Construction Apprenticeship Training Corporation, GNJ</i>	<i>FL009000002</i>	<i>Plumber</i>	\$17,804.80	\$33,384.00	\$43,492.80	\$52,219.00
<i>Florida Construction Apprenticeship Training Corporation, GNJ</i>	<i>FL009000002</i>	<i>Heating and Air Conditioning Technician and Installer</i>	\$17,804.80	\$33,384.00	\$ -	\$56,254.67
Florida East Coast Electrical JATC	FL007460005	Electrician (Interior Electrician)	\$33,696.00	\$67,392.00	\$80,626.42	\$90,678.13

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Florida Electrical Apprenticeship & Training, INC., GNJ	FL008870020	Electrician	\$23,920.00	\$47,840.00	\$59,368.54	\$72,956.22
Florida Electrical Apprenticeship Association, Inc. GNJ	FL001950008	Electrician	\$22,526.40	\$45,052.80	\$53,372.22	\$50,425.14
<i>Florida Electrical Association Tri-County Apprenticeship GNJ</i>	<i>FL008930001</i>	<i>Electrician</i>	\$47,840.00	\$26,312.00	\$58,620.00	
Florida Finishing Trades Institute JATC	FL008620001	Glazier	\$31,116.80	\$47,860.80	\$ -	\$45,797.33
Florida Finishing Trades Institute JATC	FL008620001	Painter (Indust Coating and Lining Specialist)*	\$39,769.60	\$61,172.80		\$ -
Florida Finishing Trades Institute JATC	FL008620001	Painter (Decorator)*	\$33,404.80	\$51,396.80	\$55,310.50	\$45,709.20
Florida Finishing Trades Institute JATC	FL008620001	Tradeshow Worker	\$36,358.40	\$48,464.00	\$ -	
<i>Florida Finishing Trades Institute JATC</i>	<i>FL009142204</i>	<i>Decorator</i>	\$23,920.00	\$46,800.00	\$ -	
Florida Gulf Coast Chapter ABC, INC., GNJ	FL007720004	Electrician (Interior Electrician)	\$19,760.00	\$39,811.20	\$54,264.16	\$54,003.38

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Florida Gulf Coast Chapter ABC, INC., GNJ	FL007720004	Heating and Air Conditioning Technician and Installer	\$30,555.20	\$55,577.60	\$ -	\$56,902.67
Florida Gulf Coast Chapter ABC, INC., GNJ	FL007720004	Plumber	\$26,644.80	\$48,443.20	\$60,120.00	
Florida Gulf Coast Chapter ABC, INC., GNJ	FL007720004	Sheet Metal Worker	\$26,353.60	\$47,923.20	\$58,904.80	\$46,161.33
Florida Gulf Coast Chapter ABC, INC., GNJ	FL007720004	Pipe Fitter (Sprinkler Fitter Specialization)	\$26,998.40	\$49,088.00	\$59,684.44	\$64,365.60
<i>Florida Painters Apprenticeship Program</i>	<i>FL009030002</i>	<i>Painter</i>	\$14,560.00	\$29,120.00		\$ -
Florida Pile Drivers JATC	FL007790004	Carpenter	\$18,720.00	\$36,400.00	\$62,050.67	\$86,598.00
Florida Public Utilities IJ - Northwest Division	FL007850006	Power Line Erector	\$34,320.00	\$68,785.60	\$ -	
Florida Sprinkler Fitters JATC	FL007530001	Pipe Fitter (Sprinkler Fitter Specialization)	\$32,531.20	\$65,062.40	\$66,973.67	\$ -

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Florida West Coast Carpenters JAC	FL007700001	Carpenter	\$28,080.00	\$55,432.00	\$59,129.14	
Florida West Coast Operating Engineers JAC	FL007900013	Heavy Equipment Mechanic	\$45,697.60	\$63,273.60	\$89,038.67	
Fort Pierce Utility Authority, INJ	FL008090195	Load Dispatcher	\$32,240.00	\$65,374.40	\$ -	
Gainesville Electrical JATC	FL008480002	Electrician	\$27,248.00	\$45,406.40	\$56,212.57	\$102,874.67
Glades Electric Coop IJ	FL007780009	Power Line Erector	\$17,680.00	\$34,507.20		\$ -
Gulf Coast Electric JAC	FL007720001	Electrician	\$21,840.00	\$43,992.00	\$41,214.67	\$ -
Heartland A/C Apprenticeship Program GNJ	FL007920005	Heating and Air Conditioning Technician and Installer	\$16,640.00	\$33,280.00	\$ -	
Heartland Electrical Apprenticeship Program GNJ	FL007890015	Electrician	\$16,640.00	\$33,280.00	\$ -	
<i>Hernando Cnty Fire Rescue Dist. Appren Program IJ</i>	<i>FL006136741</i>	<i>Fire Fighter</i>	\$13,520.00	\$26,707.20		\$80,845.33

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### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Housing Authority of the City of Ft Lauderdale INJ	FL001940005	Industrial Maintenance Mechanic	\$17,992.00	\$26,083.20	\$53,004.57	\$32,216.00
Hudson Technologies Apprenticeship Program INJ	FL005135189	Tool And Die Maker	\$29,120.00	\$49,400.00	\$ -	\$62,957.33
Independent Electrical Contractors, Inc (FWCC) GNJ	FL007820007	Electrician	\$26,894.40	\$48,880.00	\$60,713.24	\$81,427.41
International Union of Elevator Constructors (IUEC) LU74 JAC	FL003030002	Elevator Constructor	\$45,718.40	\$91,416.00	\$120,038.46	\$ -
International Union of Elevator Constructors LU 49 JAC	FL013030003	Elevator Constructor	\$45,052.80	\$90,105.60	\$154,334.67	\$143,669.60
Internat'L Union of Elevator Constructors (IUEC) LU #139	FL005030004	Elevator Constructor	\$34,320.00	\$68,307.20	\$135,285.00	\$100,368.00

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2. Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2019 to June 30, 2020 and were found employed in Florida during the tracking period of one-year post program completion. The average of each apprentices best four quarter wage is reported.  
Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2015 to June 30, 2016 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.

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Italicized programs and/or occupations were cancelled and are no longer in operation.

## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Internat'L Union of Elevator Constructors (IUEC) LU #71	FL011030002	Elevator Constructor	\$54,288.00	\$85,113.60	\$119,798.05	\$128,683.00
Jacksonville Electrical JATC	FL008450001	Electrician	\$31,220.80	\$62,420.80	\$75,537.37	\$86,523.00
Jacksonville Heat & Frost Insulators and Allied Trades JATC	FL008720001	Composite Plastic Fabricator	\$26,104.00	\$40,144.00		\$ -
Jacksonville Plumbers & Pipefitters JATT	FL008480001	Heating and Air Conditioning Technician and Installer	\$36,420.80	\$66,227.20	\$70,139.33	\$81,133.00
Jacksonville Plumbers & Pipefitters JATT	FL008480001	Pipe Fitter	\$36,420.80	\$66,227.20	\$83,522.29	\$89,138.00
Jacksonville Plumbers & Pipefitters JATT	FL008480001	Plumber	\$36,420.80	\$66,227.20	\$64,067.50	\$53,922.00
JEA IJW	FL008910005	Industrial Maintenance Mechanic	\$40,580.80	\$66,518.40	\$89,108.63	\$104,999.27
JEA IJW	FL008910005	Power Line Repairer	\$50,689.60	\$91,852.80		\$ -

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
JEA IJW	FL008910005	Electric Meter Installer	\$51,230.40	\$91,852.80	\$ -	
<i>Lake Child Care Appren Program GNJ</i>	<i>FL008880009</i>	<i>Child Care Development Specialist</i>	\$10,400.00	\$20,800.00		\$ -
Lakeland Electric IJ	FL007930003	Power Line Repairer	\$43,763.20	\$78,208.00		\$113,216.00
LCEC - Lee County Electric Cooperative, INC. IJ	FL006100147	Electrician	\$43,763.20	\$78,208.00	\$ -	
Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	Heating and Air Conditioning Technician and Installer	\$28,600.00	\$41,475.20	\$97,761.33	
MACCA Manasota A/C Contractors Association, GNJ	FL001970020	Heating and Air Conditioning Technician and Installer	\$19,760.00	\$39,624.00	\$62,968.80	\$75,258.40
Manasota PHCC Plumbing Apprenticeship Program Inc	FL001950012	Plumber	\$18,720.00	\$37,440.00		\$85,968.00
Masonry Contactors Association of FL, GNJ (Gulf Coast Area)	FL001950009	Bricklayer	\$19,760.00	\$38,792.00	\$ -	

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Miami Electrical Joint Apprenticeship And Training Committee	FL007450001	Electrician	\$38,854.40	\$58,676.80	\$95,627.56	\$80,562.53
Miami-Dade Plumbers Joint Apprentice & Educational Committee	FL007390001	Plumber	\$28,475.20	\$63,294.40	\$57,160.94	\$64,302.00
Mid Florida Ironworkers JAC	FL008640001	Structural Steel Worker/Ironworker	\$30,888.00	\$51,480.00		\$77,575.14
Mid-Florida Electrical GNJ	FL008780004	Electrician (Interior Electrician)	\$29,120.00	\$38,480.00	\$51,143.00	\$54,492.00
North Central Florida Operating Engineers JATC	FL008570001	Heavy Equipment Mechanic	\$37,315.20	\$67,849.60	\$98,276.80	\$54,444.00
North Florida Carpenters JATC	FL008510001	Carpenter	\$27,934.40	\$46,571.20	\$42,493.33	\$ -
North Florida Ironworkers JAC	FL008890009	Structural Steel Worker/Ironworker	\$30,305.60	\$57,720.00	\$69,157.00	\$ -
North Florida Sheet Metal Workers JATC	FL008460001	Sheet Metal Worker	\$35,193.60	\$55,848.00	\$72,964.00	\$65,090.67
North Port Fire Rescue District IJ	FL007870016	Fire Medic	\$33,300.80	\$40,040.00		\$ -

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Northeast Florida Builders Association GNJ	FL008730002	Carpenter	\$23,940.80	\$47,860.80		\$ -
Northeast Florida Builders Association GNJ	FL008730002	Electrician (Interior Electrician)	\$25,022.40	\$50,024.00	\$53,364.57	\$65,788.80
Northeast Florida Builders Association GNJ	FL008730002	Heating and Air Conditioning Technician and Installer	\$27,747.20	\$55,494.40	\$56,906.29	\$55,604.00
Northeast Florida Builders Association GNJ	FL008730002	Plumber	\$27,164.80	\$54,329.60	\$56,457.14	\$46,197.33
Northwest Florida HVAC Contractors GNJ	FL010020001	Heating and Air Conditioning Technician and Installer	\$16,640.00	\$33,280.00	\$ -	\$39,930.67
Ocala Utility Services IJW	FL008810009	Electrician	\$55,952.00	\$80,246.40	\$ -	
Ocala Utility Services IJW	FL008810009	Power Line Erector	\$55,952.00	\$80,246.40	\$ -	

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Orlando Laborers & North Florida Apprenticeship Program, JATC	FL005135188	Construction Craft Laborer	\$19,760.00	\$38,688.00		\$ -
Orlando Plumbers & Pipefitters JAC	FL008470001	Heating and Air Conditioning Technician and Installer	\$31,699.20	\$57,616.00	\$75,741.33	\$69,989.00
Orlando Plumbers & Pipefitters JAC	FL008470001	Pipe Fitter	\$31,699.20	\$57,616.00	\$97,072.00	\$ -
Orlando Plumbers & Pipefitters JAC	FL008470001	Plumber	\$31,699.20	\$57,616.00	\$74,676.00	\$ -
Orlando Plumbers & Pipefitters JAC	FL008470001	Industrial Maintenance Mechanic	\$26,894.40	\$40,747.20	\$52,474.59	\$71,038.35
Palm Beach County Ironworkers JAC	FL007580001	Structural Steel Worker/Ironworker	\$31,200.00	\$52,000.00	\$ -	\$81,062.67
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Heating and Air Conditioning Technician and Installer	\$47,569.60	\$79,310.40	\$81,218.00	\$96,192.00
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Pipe Fitter	\$47,569.60	\$79,310.40	\$78,331.33	\$84,357.26

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Plumber	\$47,569.60	\$79,310.40	\$60,623.14	\$69,442.00
Pasco County Child Care Apprenticeship IJW	FL007900011	Child Care Development Specialist	\$9,360.00	\$18,720.00	\$27,401.00	\$51,216.00
Pensacola Electrical Apprenticeship College GNJ	FL007730001	Electrician	\$27,872.00	\$41,600.00	\$83,483.00	\$47,669.60
Pinellas Association of Plumbing, Heating & Cooling Contractors, GNJ	FL006990005	Plumber	\$16,640.00	\$33,280.00	\$30,964.00	\$39,304.00
Pinellas County Schools Child Care Apprenticeship INJ	FL001970009	Child Care Development Specialist	\$17,680.00	\$20,800.00	\$31,500.00	\$ -
Pinellas Park Fire Department Apprenticeship Program IJ	FL006120148	Fire Fighter	\$14,560.00	\$29,432.00	\$78,108.57	\$70,450.00
Plumbing Industry Professional Education GNJ	FL005070003	Plumber	\$24,211.20	\$48,401.60	\$69,674.00	\$54,360.00

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## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Post Electric Inc - Electrical Apprenticeship Prog	FL013145194	Electrician	\$20,800.00	\$41,600.00	\$ -	
RACCA, Inc. GNJ	FL001960008	Heating and Air Conditioning Technician and Installer	\$16,640.00	\$33,280.00	\$52,534.86	\$75,483.78
RACCA, Inc. GNJ	FL001960008	Refrigeration Mechanic	\$17,680.00	\$35,360.00	\$74,904.00	\$44,197.00
Rayonier Advanced Materials IJ	2019-FL-72528	Instrumentation and Controls Technician	\$52,998.40	\$60,361.60	\$81,410.67	
Rayonier Advanced Materials IJ	2019-FL-72528	Millwright	\$52,998.40	\$60,361.60	\$95,376.00	
Sarasota Child Care Apprenticeship Program Gnj	FL007910008	Child Care Development Specialist	\$10,400.00	\$20,800.00		\$ -
Sarasota County Fire Department IJ	FL007830023	Fire Medic	\$17,680.00	\$35,131.20	\$73,736.00	\$88,096.73
School Board of Broward County FL Physical Plant Operations	FL007740006	Electrician	\$46,945.60	\$62,608.00	\$ -	
Sheet Metal Workers' Local 15 JATCTF	FL007690001	Sheet Metal Worker	\$26,000.00	\$52,852.80	\$ -	

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### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Sheet Metal Workers Local 32 JAC	FL007470002	Sheet Metal Worker	\$24,960.00	\$50,024.00	\$55,189.87	\$48,271.56
South Florida Carpenters JATC	FL007460011	Carpenter	\$32,427.20	\$52,312.00	\$60,203.00	\$ -
South Florida Ironworkers LU 272 JATTC	FL007540003	Structural Steel Worker/Ironworker	\$32,448.00	\$54,080.00		\$78,846.00
South Florida Manufacturers Association GNJ	FL011090024	Machinist	\$18,720.00	\$37,752.00	\$63,582.00	\$72,897.14
South Florida Operating Engineers JAC	FL007900016	Heavy Equipment Mechanic	\$24,960.00	\$43,284.80	\$81,857.33	\$86,692.00
<i>South Florida Chapter, Associated General Contract</i>	<i>FL007890025</i>	<i>Carpenter</i>	\$21,840.00	\$43,888.00		\$49,538.40
Space Coast Machinist Apprenticeship Program GNJ	FL001980005	Machinist	\$23,753.60	\$47,507.20		\$83,415.43
St. Petersburg Fire & Rescue IJ	FL007840013	Fire Fighter	\$16,640.00	\$32,801.60	\$74,961.25	\$89,060.89
Sunshine Boats & Motors, INJ	2019-FL-72732	Outboard-Motor Mechanic	\$23,920.00	\$33,280.00	\$ -	

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### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

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Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Tampa Area Electrical JATC	FL007880004	Electrician (Interior Electrician)*	\$32,073.60	\$64,147.20	\$71,469.47	\$83,906.40
Tampa Area Electrical JATC	FL007880004	Electrician	\$23,379.20	\$40,913.60		\$ -
Tampa Bay Machining Apprenticeship GNJ	FL007900006	CNC Programmer - Milling and Turning	\$17,680.00	\$34,320.00		\$64,802.00
Tampa Bay Machining Apprenticeship GNJ	FL007900006	Tool and Die Maker	\$19,760.00	\$39,000.00		\$ -
Tampa Bay Pipe Trades JATC	FL007630001	Heating and Air Conditioning Technician and Installer	\$24,960.00	\$50,752.00	\$66,653.33	\$41,378.00
Tampa Bay Pipe Trades JATC	FL007630001	Pipe Fitter	\$24,960.00	\$49,192.00	\$94,946.29	\$76,534.89
Tampa Bay Pipe Trades JATC	FL007630001	Plumber	\$24,960.00	\$49,192.00	\$84,878.67	
Tampa Electric Company IJW	FL003020002	Cable Splicer	\$39,520.00	\$78,998.40	\$ -	\$159,593.09
Tampa Electric Company IJW	FL003020002	Electrician	\$38,480.00	\$76,460.80	\$117,692.00	

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Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2015 to June 30, 2016 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.

Post program completion wage data was obtained by FETPIP.

\$- = This value represents masked wages in compliance with FDOE data suppression rules. Cohort less than 3 apprentices. Blank wages mean that there was no wage data to report. Either there were no completers within the cohort year, the program did not exist during the cohort year, or no wages were found by FETPIP.

Asterisked (\*) trade/occupations denote occupation subspecialties. The main occupation/trade is followed by the subspecialty in parenthesis. In Appendix E-2, all subspecialties are aggregated and reported under the main occupation/trade title.

Italicized programs and/or occupations were cancelled and are no longer in operation.

## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Tampa Ironworkers JATC	FL007570002	Structural Steel Worker/Ironworker	\$29,120.00	\$57,553.60	\$59,655.43	\$62,164.00
Tampa Millwrights JATC	FL007670002	Millwright	\$17,680.00	\$35,443.20	\$61,497.23	\$86,939.33
<i>Tampa Painters &amp; Allied Trades JATC</i>	<i>FL007780006</i>	<i>Glazier</i>	\$17,680.00	\$35,360.00		\$ -
<i>Tampa Painters &amp; Allied Trades JATC</i>	<i>FL007780006</i>	<i>Painter</i>	\$13,520.00	\$27,560.00		\$58,154.00
Tharp Plumbing Systems Apprenticeship Program INJ	FL005111363	Plumber	\$31,449.60	\$49,920.00	\$ -	
The Fishel Company INJ	FL003030005	Power Line Repairer	\$45,760.00	\$93,600.00	\$168,310.55	\$152,764.67
<i>Treasure Coast Manufacturers Association</i>	<i>2018-FL-70720</i>	<i>Industrial Manufacturing Technician</i>	\$22,880.00	\$37,440.00	\$44,144.00	
Tri-County Apprenticeship Academy GNJ	FL004040001	Electrician	\$22,672.00	\$38,542.40	\$55,474.53	\$80,561.71
Tri-County Apprenticeship Academy GNJ	FL004040001	Heating and Air Conditioning Technician and Installer	\$22,880.00	\$38,896.00	\$64,666.13	\$86,811.11

- Starting and Exit wages are expressed in annualized hourly wages as listed in the registered apprenticeship program standards obtained in RAPIDS for respective programs and occupation/trades.
- Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2019 to June 30, 2020 and were found employed in Florida during the tracking period of one-year post program completion. The average of each apprentices best four quarter wage is reported.  
Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2015 to June 30, 2016 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.

Post program completion wage data was obtained by FETPIP.

\$- = This value represents masked wages in compliance with FDOE data suppression rules. Cohort less than 3 apprentices. Blank wages mean that there was no wage data to report. Either there were no completers within the cohort year, the program did not exist during the cohort year, or no wages were found by FETPIP.

Asterisked (\*) trade/occupations denote occupation subspecialties. The main occupation/trade is followed by the subspecialty in parenthesis. In Appendix E-2, all subspecialties are aggregated and reported under the main occupation/trade title. Italicized programs and/or occupations were cancelled and are no longer in operation.

## APPENDIX F CONTINUED

### WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2020-21

Includes registered apprentices in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Starting Wage <sup>1</sup>	Exit Wage <sup>1</sup>	Wage 1 year after program exit <sup>2</sup>	Wage 5 years after program exit <sup>2</sup>
Tri-County Apprenticeship Academy GNJ	FL004040001	Pipe Fitter	\$24,440.00	\$41,537.60	\$ -	
Tri-County Apprenticeship Academy GNJ	FL004040001	Plumber	\$23,400.00	\$39,790.40	\$46,343.50	
Tri-County Apprenticeship Academy GNJ	FL004040001	Pipe Fitter (Sprinkler Fitter Specialization)	\$22,880.00	\$45,760.00	\$ -	
United Service Training Corp GNJ	FL007840018	Plumber	\$24,960.00	\$49,920.00	\$51,639.64	\$57,584.00
Venice Theatre Inj	FL003060001	Stage Technician	\$9,360.00	\$17,680.00	\$ -	
Volusia County Child Care Apprenticeship Committee, GNJ	FL001940016	Child Care Development Specialist	\$18,012.80	\$25,896.00	\$35,425.71	\$27,147.33
Withlacoochee River Electric INJ	FL008870017	Electrician (Substation)	\$44,824.00	\$88,670.40	\$ -	
Withlacoochee River Electric INJ	FL008870017	Power Line Erector	\$44,824.00	\$88,670.40	\$83,956.44	\$101,952.00

1. Starting and Exit wages are expressed in annualized hourly wages as listed in the registered apprenticeship program standards obtained in RAPIDS for respective programs and occupation/trades.
2. Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2019 to June 30, 2020 and were found employed in Florida during the tracking period of one-year post program completion. The average of each apprentices best four quarter wage is reported.  
Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2015 to June 30, 2016 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.

Post program completion wage data was obtained by FETPIP.

\$- = This value represents masked wages in compliance with FDOE data suppression rules. Cohort less than 3 apprentices. Blank wages mean that there was no wage data to report. Either there were no completers within the cohort year, the program did not exist during the cohort year, or no wages were found by FETPIP.

Asterisked (\*) trade/occupations denote occupation subspecialties. The main occupation/trade is followed by the subspecialty in parenthesis. In Appendix E-2, all subspecialties are aggregated and reported under the main occupation/trade title. Italicized programs and/or occupations were cancelled and are no longer in operation.

# APPENDIX G-1

## REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Retention Rate
A/C Contractors Association of Central FL GNJ	FL008910004	74%
ABC Institute Electrical Apprenticeship Program GNJ	FL007860018	82%
ABC Institute Line Erector Appren Program GNJ	FL007890024	79%
ABC Institute Pipefitter-Spinkler Fitter Appr Prog	FL007890028	78%
ABC Institute Plumbers Apprenticeship Program GNJ	FL009050002	83%
ABC Institute Roofing Apprenticeship Program GNJ	FL009157997	50%
ABCI Heating & A/C Installer-Servicer GNJ	FL013020001	88%
ABO Apprenticeship INJ	FL005081357	57%
ACRA-Local 725 JATC	FL007490002	73%
Air Conditioning Contractors Association of Polk County Apprenticeship Program GNJ	2018-FL-71645	100%
American Culinary Federation Treasure Coast Chapter, GNJ	FL007900017	100%
AmSkills Apprenticeship Program, GNJ	2019-FL-72596	88%
Apprenticeship to Careers at AdventHealth, INJ	2020-FL-75893	89%
Argos - AI Cyber Warrior Apprenticeship Program, GNJ	2020-FL-78246	100%
Arthrex Manufacturing Apprenticeship Program INJ	FL006090032	100%
Asbestos Workers Local Union #60 JAC	FL007710001	100%
Baker Concrete Construction, Inc. Apprenticeship Program, INJ	2020-FL-78520	50%
Bartelt Packaging, LLC Apprenticeship, INJ	2020-FL-75839	100%
Bay Area Building Maintenance Apprenticeship GNJ	FL007900005	100%
Bay Area Electrical Apprenticeship Program GNJ	FL006010005	100%
Brevard Air Conditioning Contractors Assn Inc. GNJ	FL001970007	100%
Brevard Electrical Apprenticeship Program GNJ	FL008850020	74%
Broward County Plumbers & Pipefitters JAC	FL007460006	61%
Builders Association of North Central Florida Apprenticeship Program GNJ	FL013060003	78%

- *Italicized* retention rates denote instances where less than 10 apprentices were enrolled in the program and included in the calculation.
- The 2021-22 Annual Apprenticeship Report, Appendix H-1 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.
- Retention rates are calculated using apprentice data pulled from RAPIDS in May 2022.
- For percentage calculations: The Denominator includes all apprentices who were found active within a given cohort. The Numerator contains all apprentices who remained active or completed a program within one year of their initial quarter of enrollment
- NOTE: Retention rates are calculated based upon the most recent start date in the program; however, this date can be amended in RAPIDS and may not reflect the individual's original start date in the program.

## APPENDIX G-1 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Retention Rate
CareerSource Research Coast Apprenticeship Program, GNJ	2019-FL-73838	67%
Carpentry Apprenticeship Program of Osceola County, INJ	2021-FL-81121	100%
CE Academy INJ	2021-FL-87932	86%
Central Florida Carpenters JATC	FL008850019	100%
Central Florida Child Care Educators Apprenticeship Program, GNJ	FL008920009	67%
Central Florida Electrical JATC	FL008660001	87%
Central Florida Heat & Frost & Allied Workers JATT	FL007680001	71%
Central Florida Plumbing Academy GNJ	FL002080009	100%
CHELCO (Choctawhatchee Electric Cooperative) INJ	FL007860003	100%
Child Care Apprenticeship Program of Pasco County	FL001940004	97%
Child Care Apprenticeship Program of Pinellas GNJ	FL007890019	76%
Child Care Apprenticeshp Program of Manatee County	FL007900014	70%
Circuit Electric Inc., INJ	2017-FL-790	25%
City of Bartow IJ	FL005101362	100%
City of St. Petersburg IJW	FL007860011	84%
City of Tallahassee Electric Production / Power Plant Operator	FL013135192	75%
City of Tallahassee Lineworker, INJ	FL010050001	100%
City of Tallahassee Substation Electrician INJ	FL010100019	100%
City of Tallahassee Utilities Apprenticeship Program, INJ	2020-FL-78483	90%
City of Venice Fire Department IJ	FL007830022	87%
Community Connection Services Apprenticeship Program, GNJ	2018-FL-70790	100%
Daytona Beach Electrical JATC	FL008460002	65%
Daytona Beach Plumbers & Pipefitters JAC	FL008500001	66%
Daytona Toyota, INJ	2021-FL-87900	100%
Emerging Technology Apprenticeship Program, GNJ	2021-FL-81322	100%
Flagler Child Care GNJ	FL008900012	0%
Flagler County Community Apprenticeship Program GNJ	FL008880010	67%
Florida Air Conditioning Apprenticeship Association, GNJ	FL009040001	100%

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- The 2021-22 Annual Apprenticeship Report, Appendix H-1 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.
- Retention rates are calculated using apprentice data pulled from RAPIDS in May 2022.
- For percentage calculations: The Denominator includes all apprentices who were found active within a given cohort. The Numerator contains all apprentices who remained active or completed a program within one year of their initial quarter of enrollment
- NOTE: Retention rates are calculated based upon the most recent start date in the program; however, this date can be amended in RAPIDS and may not reflect the individual's original start date in the program.

## APPENDIX G-1 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Retention Rate
Florida Association of Plumbing-Heating-Cooling Contractors, GNJ	2020-FL-78177	100%
Florida Association of Rehabilitation Facilities	2019-FL-72689	93%
Florida Automatic Sprinkler Training, Inc. GNJ	FL005050002	100%
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	65%
Florida Construction Apprenticeship Training Corporation, GNJ	FL009000001	100%
Florida East Coast Electrical JATC	FL007460005	82%
Florida Electrical Apprenticeship & Training, INC., GNJ	FL008870020	73%
Florida Electrical Association Tri-County Apprenticeship GNJ	FL008930001	76%
Florida Finishing Trades Institute JATC	FL008620001	75%
Florida Gulf Coast Chapter ABC, INC., GNJ	FL007720004	56%
Florida International University Apprenticeship Program	2020-FL-78741	100%
Florida Pile Drivers JATC	FL007790004	100%
Florida Rural Water Association	2020-FL-75090	96%
Florida Swimming Pool Association	2020-FL-75282	100%
Florida West Coast Carpenters JAC	FL007700001	100%
Florida West Coast Operating Engineers JAC	FL007900013	76%
FloridaMakes Advanced Manufacturing Apprenticeship Program, GNJ	2020-FL-78138	100%
FNGLA Nursery & Landscape Apprenticeship Program, GNJ	2020-FL-78865	100%
Gainesville Electrical JATC	FL008480002	59%
Glades Electric Coop IJ	FL007780009	100%
Gulf Coast Electric JAC	FL007720001	100%
Heartland A/C Apprenticeship Program GNJ	FL007920005	86%
Heartland Electrical Apprenticeship Program GNJ	FL007890015	100%
Housing Authority of the City of Ft Lauderdale INJ	FL001940005	100%
Independent Electrical Contractors - FECC, Inc.	2019-FL-72858	86%
Independent Electrical Contractors, Inc (FWCC) GNJ	FL007820007	87%
Indian River State College Apprenticeship Program, GNJ	2020-FL-75885	100%

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- The 2021-22 Annual Apprenticeship Report, Appendix H-1 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.
- Retention rates are calculated using apprentice data pulled from RAPIDS in May 2022.
- For percentage calculations: The Denominator includes all apprentices who were found active within a given cohort. The Numerator contains all apprentices who remained active or completed a program within one year of their initial quarter of enrollment
- NOTE: Retention rates are calculated based upon the most recent start date in the program; however, this date can be amended in RAPIDS and may not reflect the individual's original start date in the program.



## APPENDIX G-1 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Retention Rate
International Union of Elevator Constructors (IUEC) LU74 JAC	FL003030002	73%
International Union of Elevator Constructors LU 49 JAC	FL013030003	100%
Internat'L Union of Elevator Constructors (IUEC) LU #139	FL005030004	79%
Internat'L Union of Elevator Constructors (IUEC) LU #71	FL011030002	100%
Jacksonville Electrical JATC	FL008450001	86%
Jacksonville Electrical Teledata JATC	FL014010001	67%
Jacksonville Plumbers & Pipefitters JATT	FL008480001	92%
JEA IJW	FL008910005	81%
Lake Sumter State College Apprenticeship Program, GNJ	2021-FL-80240	83%
Lake Technical College Apprenticeship Program, GNJ	2020-FL-75959	85%
Lakeland Electric IJ	FL007930003	63%
Lakeland Electric Substation Electrician IJ	FL005155193	100%
Lively Tech Apprenticeship Program	2019-FL-72613	50%
Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	52%
Lorenzo Walker Technical College Apprenticeship Program, GNJ	2020-FL-75938	100%
MACCA Manasota A/C Contractors Association, GNJ	FL001970020	100%
Manasota PHCC Plumbing Apprenticeship Program Inc	FL001950012	100%
Marine Industries Association of South Florida (MIASF) Apprenticeship Program, GNJ	2019-FL-73865	76%
Masonry Association of Florida North Central Apprenticeship Program GNJ	2019-FL-72795	100%
Masonry Association of Florida, Inc. GNJ	FL007930012	50%
M-DCPS Apprenticeship Program, GNJ	2021-FL-81435	100%
Miami Dade College Apprenticeship Program - GNJ	2018-FL-71114	100%
Miami Electrical Joint Apprenticeship And Training Committee	FL007450001	74%
Miami-Dade Plumbers Joint Apprentice & Educational Committee	FL007390001	75%
Mid Florida Ironworkers JAC	FL008640001	91%
Mid-Florida Electrical GNJ	FL008780004	89%

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- The 2021-22 Annual Apprenticeship Report, Appendix H-1 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.
- Retention rates are calculated using apprentice data pulled from RAPIDS in May 2022.
- For percentage calculations: The Denominator includes all apprentices who were found active within a given cohort. The Numerator contains all apprentices who remained active or completed a program within one year of their initial quarter of enrollment
- NOTE: Retention rates are calculated based upon the most recent start date in the program; however, this date can be amended in RAPIDS and may not reflect the individual's original start date in the program.

## APPENDIX G-1 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Retention Rate
Miller Electric Company INJ	2021-FL-87897	100%
Milton J. Wood Fire Protection, Inc INJ	2018-FL-70821	100%
Nassau County Board of County Commissioners IJ	FL013091932	100%
North Central Florida Operating Engineers JATC	FL008570001	82%
North Florida Carpenters JATC	FL008510001	100%
North Florida Ironworkers JAC	FL008890009	92%
North Florida Sheet Metal Workers JATC	FL008460001	85%
North Port Fire Rescue District IJ	FL007870016	100%
Northeast Florida Builders Association GNJ	FL008730002	60%
Ocala Utility Services IJW	FL008810009	100%
Orange Technical College - West Apprenticeship Program, GNJ	2020-FL-76031	76%
Orlando Plumbers & Pipefitters JAC	FL008470001	70%
Palm Beach County Ironworkers JAC	FL007580001	100%
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	87%
Paragon Cyber Solutions, INJ	2020-FL-79545	80%
Pasco County Child Care Apprenticeship IJW	FL007900011	100%
PCG Apprenticeship Program, INJ	2021-FL-88018	100%
Pensacola Electrical Apprenticeship College GNJ	FL007730001	89%
Peoples Gas System, IJW	2020-FL-74484	100%
Pinellas Association of Plumbing, Heating & Cooling Contractors, GNJ	FL006990005	88%
Pinellas County Schools Child Care Apprenticeship INJ	FL001970009	67%
Pinellas Park Fire Department Apprenticeship Program IJ	FL006120148	100%
Piper Aircraft Apprenticeship Program, INJ	2018-FL-72032	60%
Plumbing Contractors Association Apprenticeship Program, Inc., GNJ	2018-FL-70707	76%
Plumbing Industry Professional Education GNJ	FL005070003	93%
Post Electric Inc - Electrical Apprenticeship Prog	FL013145194	100%

- *Italicized* retention rates denote instances where less than 10 apprentices were enrolled in the program and included in the calculation.
- The 2021-22 Annual Apprenticeship Report, Appendix H-1 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.
- Retention rates are calculated using apprentice data pulled from RAPIDS in May 2022.
- For percentage calculations: The Denominator includes all apprentices who were found active within a given cohort. The Numerator contains all apprentices who remained active or completed a program within one year of their initial quarter of enrollment
- NOTE: Retention rates are calculated based upon the most recent start date in the program; however, this date can be amended in RAPIDS and may not reflect the individual's original start date in the program.

## APPENDIX G-1 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Retention Rate
Power Design, Inc	2019-FL-73394	97%
RACCA, Inc. GNJ	FL001960008	100%
Sarasota County Fire Department IJ	FL007830023	100%
School Board of Broward County FL Physical Plant Operations	FL007740006	100%
SE Florida Chapter Masonry Association of Florida, GNJ	FL009990001	67%
Sheet Metal Workers' Local 15 JATCTF	FL007690001	71%
Sheet Metal Workers Local 32 JAC	FL007470002	100%
Shelby Erectors	2019-FL-72830	25%
South Florida Carpenters JATC	FL007460011	100%
South Florida Ironworkers LU 272 JATTC	FL007540003	62%
South Florida Manufacturers Association GNJ	FL011090024	100%
South Florida Operating Engineers JAC	FL007900016	74%
Southeast Power Corporation Groundman to Lineman Apprenticeship Program INJ	2017-FL-316	100%
Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	100%
Space Coast Machinist Apprenticeship Program GNJ	FL001980005	93%
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	92%
St. Petersburg Fire & Rescue IJ	FL007840013	100%
Tallahassee Refrigeration and Air Conditioning Contractors Association Apprenticeship Program, GNJ	2020-FL-76027	93%
Tampa Area Electrical JATC	FL007880004	88%
Tampa Bay Machining Apprenticeship GNJ	FL007900006	93%
Tampa Bay Pipe Trades JATC	FL007630001	72%
Tampa Electric Company IJW	FL003020002	100%
Tampa Ironworkers JATC	FL007570002	69%
Tampa Millwrights JATC	FL007670002	91%
Technical Education Council, LLC	2019-FL-72946	85%
Tharp Plumbing Systems Apprenticeshp Program INJ	FL005111363	100%

- *Italicized* retention rates denote instances where less than 10 apprentices were enrolled in the program and included in the calculation.
- The 2021-22 Annual Apprenticeship Report, Appendix H-1 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.
- Retention rates are calculated using apprentice data pulled from RAPIDS in May 2022.
- For percentage calculations: The Denominator includes all apprentices who were found active within a given cohort. The Numerator contains all apprentices who remained active or completed a program within one year of their initial quarter of enrollment
- NOTE: Retention rates are calculated based upon the most recent start date in the program; however, this date can be amended in RAPIDS and may not reflect the individual's original start date in the program.

## APPENDIX G-1 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Retention Rate
The College of the Florida Keys Apprenticeship Program, GNJ	2018-FL-71225	<i>100%</i>
The Fishel Company INJ	FL003030005	<i>100%</i>
Tri-County Apprenticeship Academy GNJ	FL004040001	<i>74%</i>
TruMont Apprenticeship Program, GNJ	2020-FL-78997	<i>87%</i>
United Service Training Corp GNJ	FL007840018	<i>87%</i>
Utilities Commission, City of New Smyrna Beach IJW	FL008700002	<i>50%</i>
Withlacoochee River Electric INJ	FL008870017	<i>100%</i>

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- The 2021-22 Annual Apprenticeship Report, Appendix H-1 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.
- Retention rates are calculated using apprentice data pulled from RAPIDS in May 2022.
- For percentage calculations: The Denominator includes all apprentices who were found active within a given cohort. The Numerator contains all apprentices who remained active or completed a program within one year of their initial quarter of enrollment
- NOTE: Retention rates are calculated based upon the most recent start date in the program; however, this date can be amended in RAPIDS and may not reflect the individual's original start date in the program.

# APPENDIX G-2

## REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Retention Rate
A/C Contractors Association of Central FL GNJ	FL008910004	Heating and Air Conditioning Technician and Installer	74%
ABC Institute Electrical Apprenticeship Program GNJ	FL007860018	Electrician	82%
ABC Institute Line Erector Appren Program GNJ	FL007890024	Power Line Erector	79%
ABC Institute Pipefitter-Spinkler Fitter Appr Prog	FL007890028	Pipe Fitter (Sprinkler Fitter Specialization)	78%
ABC Institute Plumbers Apprenticeship Program GNJ	FL009050002	Plumber	83%
ABC Institute Roofing Apprenticeship Program GNJ	FL009157997	Roofer	50%
ABCI Heating & A/C Installer-Servicer GNJ	FL013020001	Heating and Air Conditioning Technician and Installer	88%
ABO Apprenticeship INJ	FL005081357	Pipe Fitter	67%
ABO Apprenticeship INJ	FL005081357	Sheet Metal Worker	50%
ACRA-Local 725 JATC	FL007490002	Heating and Air Conditioning Technician and Installer	74%
ACRA-Local 725 JATC	FL007490002	Pipe Fitter	71%
Air Conditioning Contractors Association of Polk County Apprenticeship Program GNJ	2018-FL-71645	Heating and Air Conditioning Technician and Installer	100%
American Culinary Federation Treasure Coast Chapter, GNJ	FL007900017	Cook	100%
AmSkills Apprenticeship Program, GNJ	2019-FL-72596	CNC Programmer - Milling and Turning	100%

- *Italicized* retention rates denote instances where less than 10 apprentices were enrolled in the program and included in the calculation.
- (\*) Denotes instances where Registered Apprenticeship programs train for a single occupation with subspecialties. The listed title in the table includes the main occupation/trade followed by the subspecialty in parenthesis. Only the main occupation/trade title is reflected in Appendix E-2.
- The 2021-22 Annual Apprenticeship Report, Appendix H-2 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.
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## APPENDIX G-2 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Retention Rate
AmSkills Apprenticeship Program, GNJ	2019-FL-72596	Mechatronics Technician	67%
Apprenticeship to Careers at AdventHealth, INJ	2020-FL-75893	Advanced Patient Care Technician	89%
Argos - AI Cyber Warrior Apprenticeship Program, GNJ	2020-FL-78246	Cyber Security Support Technician	100%
Arthrex Manufacturing Apprenticeship Program INJ	FL006090032	Numerical Control Machinist and Operator	100%
Asbestos Workers Local Union #60 JAC	FL007710001	Composite Plastic Fabricator	100%
Baker Concrete Construction, Inc. Apprenticeship Program, INJ	2020-FL-78520	Carpenter	50%
Bartelt Packaging, LLC Apprenticeship, INJ	2020-FL-75839	Machine Builder	100%
Bay Area Building Maintenance Apprenticeship GNJ	FL007900005	Industrial Maintenance Mechanic	100%
Bay Area Electrical Apprenticeship Program GNJ	FL006010005	Electrician	100%
Brevard Air Conditioning Contractors Assn Inc. GNJ	FL001970007	Heating and Air Conditioning Technician and Installer	100%
Brevard Electrical Apprenticeship Program GNJ	FL008850020	Electrician	74%
Broward County Plumbers & Pipefitters JAC	FL007460006	Pipe Fitter	100%
Broward County Plumbers & Pipefitters JAC	FL007460006	Plumber	62%
Builders Association of North Central Florida Apprenticeship Program GNJ	FL013060003	Electrician	74%

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## APPENDIX G-2 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Retention Rate
Builders Association of North Central Florida Apprenticeship Program GNJ	FL013060003	Heating and Air Conditioning Technician and Installer	88%
Builders Association of North Central Florida Apprenticeship Program GNJ	FL013060003	Plumber	90%
Builders Association of North Central Florida Apprenticeship Program GNJ	FL013060003	Carpenter	100%
CareerSource Research Coast Apprenticeship Program, GNJ	2019-FL-73838	Distribution and Logistics Technician	67%
CareerSource Research Coast Apprenticeship Program, GNJ	2019-FL-73838	Industrial Manufacturing Technician	40%
CareerSource Research Coast Apprenticeship Program, GNJ	2019-FL-73838	Truss Design Technician	86%
Carpentry Apprenticeship Program of Osceola County, INJ	2021-FL-81121	Carpenter	100%
CE Academy INJ	2021-FL-87932	Electrician	86%
Central Florida Carpenters JATC	FL008850019	Carpenter	100%
Central Florida Child Care Educators Apprenticeship Program, GNJ	FL008920009	Child Care Development Specialist	67%
Central Florida Electrical JATC	FL008660001	Electrician	67%
Central Florida Electrical JATC	FL008660001	Electrician (Interior Electrician)	89%
Central Florida Heat & Frost & Allied Workers JATT	FL007680001	Composite Plastic Fabricator	71%
Central Florida Plumbing Academy GNJ	FL002080009	Plumber	100%
CHELCO (Choctawhatchee Electric Cooperative) INJ	FL007860003	Power Line Erector	100%

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## APPENDIX G-2 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Retention Rate
Child Care Apprenticeship Program of Pasco County	FL001940004	Child Care Development Specialist	97%
Child Care Apprenticeship Program of Pinellas GNJ	FL007890019	Child Care Development Specialist	76%
Child Care Apprenticeship Program of Manatee County	FL007900014	Child Care Development Specialist	70%
Circuit Electric Inc., INJ	2017-FL-790	Electrician	25%
City of Bartow IJ	FL005101362	Power Line Repairer	100%
City of St. Petersburg IJW	FL007860011	Industrial Maintenance Mechanic (Maintenance Tech Municipal)*	100%
City of St. Petersburg IJW	FL007860011	Industrial Maintenance Mechanic (Maint Mechanic [Any Industry])*	100%
City of St. Petersburg IJW	FL007860011	Meter Repairer	75%
City of St. Petersburg IJW	FL007860011	Pipe Fitter	100%
City of Tallahassee Electric Production / Power Plant Operator	FL013135192	Power-Plant Operator	75%
City of Tallahassee Lineworker, INJ	FL010050001	Power Line Erector	100%
City of Tallahassee Substation Electrician INJ	FL010100019	Electrician	100%
City of Tallahassee Utilities Apprenticeship Program, INJ	2020-FL-78483	Gas Utility Technician	89%
City of Tallahassee Utilities Apprenticeship Program, INJ	2020-FL-78483	Relay Technician	100%
City of Venice Fire Department IJ	FL007830022	Fire Fighter	87%
Community Connection Services Apprenticeship Program, GNJ	2018-FL-70790	Child Care Development Specialist	100%

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## APPENDIX G-2 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Retention Rate
Daytona Beach Electrical JATC	FL008460002	Electrician	65%
Daytona Beach Plumbers & Pipefitters JAC	FL008500001	Pipe Fitter	65%
Daytona Beach Plumbers & Pipefitters JAC	FL008500001	Plumber	70%
Daytona Toyota, INJ	2021-FL-87900	Automotive Service Mechanic	100%
Emerging Technology Apprenticeship Program, GNJ	2021-FL-81322	Instrumentation and Controls Technician	100%
Flagler Child Care GNJ	FL008900012	Child Care Development Specialist	0%
Flagler County Community Apprenticeship Program GNJ	FL008880010	Electrician	60%
Flagler County Community Apprenticeship Program GNJ	FL008880010	Heating and Air Conditioning Technician and Installer	100%
Florida Air Conditioning Apprenticeship Association, GNJ	FL009040001	Heating and Air Conditioning Technician and Installer	100%
Florida Association of Plumbing-Heating-Cooling Contractors, GNJ	2020-FL-78177	Plumber	100%
Florida Association of Rehabilitation Facilities	2019-FL-72689	Direct Support Specialist	93%
Florida Automatic Sprinkler Training, Inc. GNJ	FL005050002	Pipe Fitter (Sprinkler Fitter Specialization)	100%
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	Carpenter	0%
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	Carpenter (Framing and Finishing)*	75%
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	Carpenter (Forms and Concrete)*	100%

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## APPENDIX G-2 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

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Registered Program Name	Program Number	Trade/Occupation	Retention Rate
Florida Construction Apprenticeship Training Corporation, GNJ	FL009000001	Electrician	100%
Florida Construction Apprenticeship Training Corporation, GNJ	FL009000002	Plumber	100%
Florida Construction Apprenticeship Training Corporation, GNJ	FL009000002	Heating and Air Conditioning Technician and Installer	100%
Florida East Coast Electrical JATC	FL007460005	Electrician (Interior Electrician)*	82%
Florida East Coast Electrical JATC	FL007460005	Electrician	100%
Florida Electrical Apprenticeship & Training, INC., GNJ	FL008870020	Electrician	73%
Florida Electrical Association Tri-County Apprenticeship GNJ	FL008930001	Electrician	76%
Florida Finishing Trades Institute JATC	FL008620001	Glazier	83%
Florida Finishing Trades Institute JATC	FL008620001	Painter (Indust Coating and Lining Specialist)*	60%
Florida Finishing Trades Institute JATC	FL008620001	Painter (Decorator)*	100%
Florida Gulf Coast Chapter ABC, INC., GNJ	FL007720004	Electrician	51%
Florida Gulf Coast Chapter ABC, INC., GNJ	FL007720004	Heating and Air Conditioning Technician and Installer	82%
Florida Gulf Coast Chapter ABC, INC., GNJ	FL007720004	Pipe Fitter	60%
Florida Gulf Coast Chapter ABC, INC., GNJ	FL007720004	Plumber	73%

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## APPENDIX G-2 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Retention Rate
Florida Gulf Coast Chapter ABC, INC., GNJ	FL007720004	Sheet Metal Worker	18%
Florida Gulf Coast Chapter ABC, INC., GNJ	FL007720004	Pipe Fitter (Sprinkler Fitter Specialization)	61%
Florida International University Apprenticeship Program	2020-FL-78741	Cyber Security Support Technician	<i>100%</i>
Florida Pile Drivers JATC	FL007790004	Carpenter	<i>100%</i>
Florida Pile Drivers JATC	FL007790004	Pile Driver	<i>100%</i>
Florida Rural Water Association	2020-FL-75090	Wastewater Systems Operator*	94%
Florida Rural Water Association	2020-FL-75090	Wastewater Systems Operator (Specialist)*	<i>100%</i>
Florida Swimming Pool Association	2020-FL-75282	Swimming-Pool Servicer	<i>100%</i>
Florida West Coast Carpenters JAC	FL007700001	Carpenter	<i>100%</i>
Florida West Coast Operating Engineers JAC	FL007900013	Heavy Equipment Mechanic	76%
FloridaMakes Advanced Manufacturing Apprenticeship Program, GNJ	2020-FL-78138	Industrial Manufacturing Technician	<i>100%</i>
FNGLA Nursery & Landscape Apprenticeship Program, GNJ	2020-FL-78865	Horticulture Technician	<i>100%</i>
FNGLA Nursery & Landscape Apprenticeship Program, GNJ	2020-FL-78865	Irrigation Technician	<i>100%</i>
Gainesville Electrical JATC	FL008480002	Electrician	59%
Glades Electric Coop IJ	FL007780009	Power Line Erector	<i>100%</i>
Gulf Coast Electric JAC	FL007720001	Electrician	<i>100%</i>
Heartland A/C Apprenticeship Program GNJ	FL007920005	Heating and Air Conditioning Technician and Installer	86%

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## APPENDIX G-2 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Retention Rate
Heartland Electrical Apprenticeship Program GNJ	FL007890015	Electrician	100%
Housing Authority of the City of Ft Lauderdale INJ	FL001940005	Industrial Maintenance Mechanic	100%
Independent Electrical Contractors - FECC, Inc.	2019-FL-72858	Electrician	86%
Independent Electrical Contractors, Inc (FWCC) GNJ	FL007820007	Electrician	87%
Indian River State College Apprenticeship Program, GNJ	2020-FL-75885	Surgical Technologist	100%
International Union of Elevator Constructors (IUEC) LU74 JAC	FL003030002	Elevator Constructor	73%
International Union of Elevator Constructors LU 49 JAC	FL013030003	Elevator Constructor	100%
Internat'L Union of Elevator Constructors (IUEC) LU #139	FL005030004	Elevator Constructor	79%
Internat'L Union of Elevator Constructors (IUEC) LU #71	FL011030002	Elevator Constructor	100%
Jacksonville Electrical JATC	FL008450001	Electrician	40%
Jacksonville Electrical JATC	FL008450001	Electrician (JATC [60mo/8000hrs])*	87%
Jacksonville Electrical Teledata JATC	FL014010001	Telecommunications Technician	67%
Jacksonville Plumbers & Pipefitters JATT	FL008480001	Heating and Air Conditioning Technician and Installer	95%
Jacksonville Plumbers & Pipefitters JATT	FL008480001	Pipe Fitter	90%
Jacksonville Plumbers & Pipefitters JATT	FL008480001	Plumber	91%

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## APPENDIX G-2 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Retention Rate
JEA IJW	FL008910005	Industrial Maintenance Mechanic	74%
JEA IJW	FL008910005	Cable Splicer	100%
JEA IJW	FL008910005	Electric Meter Installer	100%
Lake Sumter State College Apprenticeship Program, GNJ	2021-FL-80240	Electrician	83%
Lake Technical College Apprenticeship Program, GNJ	2020-FL-75959	Heating and Air Conditioning Technician and Installer	85%
Lakeland Electric IJ	FL007930003	Power Line Repairer	63%
Lakeland Electric Substation Electrician IJ	FL005155193	Electrician	100%
Lively Tech Apprenticeship Program	2019-FL-72613	Automotive Service Mechanic	0%
Lively Tech Apprenticeship Program	2019-FL-72613	Senior Network Consultant	100%
Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	Heating and Air Conditioning Technician and Installer	67%
Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	Plumber	39%
Lorenzo Walker Technical College Apprenticeship Program, GNJ	2020-FL-75938	Heating and Air Conditioning Technician and Installer	100%
MACCA Manasota A/C Contractors Association, GNJ	FL001970020	Heating and Air Conditioning Technician and Installer	100%
Manasota PHCC Plumbing Apprenticeship Program Inc	FL001950012	Plumber	100%
Marine Industries Association of South Florida (MIASF) Apprenticeship Program, GNJ	2019-FL-73865	Yacht Service Technician	76%

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## APPENDIX G-2 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

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Registered Program Name	Program Number	Trade/Occupation	Retention Rate
Masonry Association of Florida North Central Apprenticeship Program GNJ	2019-FL-72795	Bricklayer and Mason	<i>100%</i>
Masonry Association of Florida, Inc. GNJ	FL007930012	Bricklayer	50%
M-DCPS Apprenticeship Program, GNJ	2021-FL-81435	Automotive Service Mechanic	100%
Miami Dade College Apprenticeship Program - GNJ	2018-FL-71114	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	100%
Miami Dade College Apprenticeship Program - GNJ	2018-FL-71114	Operations Management	100%
Miami Electrical Joint Apprenticeship And Training Committee	FL007450001	Electrician	74%
Miami-Dade Plumbers Joint Apprentice & Educational Committee	FL007390001	Plumber	75%
Mid Florida Ironworkers JAC	FL008640001	Structural Steel Worker/ Ironworker	91%
Mid-Florida Electrical GNJ	FL008780004	Electrician	89%
Miller Electric Company INJ	2021-FL-87897	Application Developer	100%
Miller Electric Company INJ	2021-FL-87897	Cyber Security Support Technician	100%
Milton J. Wood Fire Protection, Inc INJ	2018-FL-70821	Electrician	100%
Milton J. Wood Fire Protection, Inc INJ	2018-FL-70821	Protective-Signal Installer	100%
Nassau County Board of County Commissioners IJ	FL013091932	Carpenter	100%

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### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

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Registered Program Name	Program Number	Trade/Occupation	Retention Rate
North Central Florida Operating Engineers JATC	FL008570001	Heavy Equipment Mechanic	82%
North Florida Carpenters JATC	FL008510001	Carpenter	100%
North Florida Ironworkers JAC	FL008890009	Structural Steel Worker/ Ironworker (Structural Steel/ Ironworker)*	100%
North Florida Ironworkers JAC	FL008890009	Structural Steel Worker/ Ironworker (Structural Steel Worker)*	80%
North Florida Sheet Metal Workers JATC	FL008460001	Sheet Metal Worker	85%
North Port Fire Rescue District IJ	FL007870016	Fire Medic	100%
Northeast Florida Builders Association GNJ	FL008730002	Carpenter	100%
Northeast Florida Builders Association GNJ	FL008730002	Electrician	53%
Northeast Florida Builders Association GNJ	FL008730002	Heating and Air Conditioning Technician and Installer	67%
Northeast Florida Builders Association GNJ	FL008730002	Plumber	57%
Northeast Florida Builders Association GNJ	FL008730002	Sheet Metal Worker	67%
Ocala Utility Services IJW	FL008810009	Industrial Maintenance Mechanic	100%
Ocala Utility Services IJW	FL008810009	Electrician	100%
Ocala Utility Services IJW	FL008810009	Switchboard Operator (Utility)	100%
Orange Technical College - West Apprenticeship Program, GNJ	2020-FL-76031	Medical Assistant	71%
Orange Technical College - West Apprenticeship Program, GNJ	2020-FL-76031	Welder	100%

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Registered Program Name	Program Number	Trade/Occupation	Retention Rate
Orange Technical College - West Apprenticeship Program, GNJ	2020-FL-76031	Pharmacy Technician	100%
Orlando Plumbers & Pipefitters JAC	FL008470001	Heating and Air Conditioning Technician and Installer	77%
Orlando Plumbers & Pipefitters JAC	FL008470001	Pipe Fitter	50%
Orlando Plumbers & Pipefitters JAC	FL008470001	Plumber	80%
Palm Beach County Ironworkers JAC	FL007580001	Structural Steel Worker/ Ironworker	100%
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Heating and Air Conditioning Technician and Installer	92%
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Pipe Fitter	80%
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Plumber	91%
Paragon Cyber Solutions, INJ	2020-FL-79545	Cyber Security Support Technician	80%
Pasco County Child Care Apprenticeship IJW	FL007900011	Child Care Development Specialist	100%
PCG Apprenticeship Program, INJ	2021-FL-88018	Operations Management	100%
Pensacola Electrical Apprenticeship College GNJ	FL007730001	Electrician	89%
Peoples Gas System, IJW	2020-FL-74484	Gas Utility Technician	100%
Pinellas Association of Plumbing, Heating & Cooling Contractors, GNJ	FL006990005	Plumber	88%
Pinellas County Schools Child Care Apprenticeship INJ	FL001970009	Child Care Development Specialist	67%

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- (\*) Denotes instances where Registered Apprenticeship programs train for a single occupation with subspecialties. The listed title in the table includes the main occupation/trade followed by the subspecialty in parenthesis. Only the main occupation/trade title is reflected in Appendix E-2.
- The 2021-22 Annual Apprenticeship Report, Appendix H-2 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.
- Retention rates are calculated using apprentice data pulled from RAPIDS in May 2022.
- For percentage calculations: The Denominator includes all apprentices who were found active within a given cohort. The Numerator contains all apprentices who remained active or completed a program within one year of their initial quarter of enrollment.



## APPENDIX G-2 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Retention Rate
Pinellas Park Fire Department Apprenticeship Program IJ	FL006120148	Fire Fighter	100%
Piper Aircraft Apprenticeship Program, INJ	2018-FL-72032	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	60%
Plumbing Contractors Association Apprenticeship Program, Inc., GNJ	2018-FL-70707	Plumber	76%
Plumbing Industry Professional Education GNJ	FL005070003	Plumber	93%
Post Electric Inc - Electrical Apprenticeship Prog	FL013145194	Electrician	100%
Power Design, Inc	2019-FL-73394	Electrician	97%
RACCA, Inc. GNJ	FL001960008	Heating and Air Conditioning Technician and Installer	100%
RACCA, Inc. GNJ	FL001960008	Refrigeration Mechanic	100%
Sarasota County Fire Department IJ	FL007830023	Fire Medic	100%
School Board of Broward County FL Physical Plant Operations	FL007740006	Cement Mason	100%
School Board of Broward County FL Physical Plant Operations	FL007740006	Carpenter	100%
School Board of Broward County FL Physical Plant Operations	FL007740006	Heating and Air Conditioning Technician and Installer	100%
School Board of Broward County FL Physical Plant Operations	FL007740006	Plumber	100%
SE Florida Chapter Masonry Association of Florida, GNJ	FL009990001	Bricklayer	67%
Sheet Metal Workers' Local 15 JATCTF	FL007690001	Sheet Metal Worker	71%

- *Italicized* retention rates denote instances where less than 10 apprentices were enrolled in the program and included in the calculation.
- (\*) Denotes instances where Registered Apprenticeship programs train for a single occupation with subspecialties. The listed title in the table includes the main occupation/trade followed by the subspecialty in parenthesis. Only the main occupation/trade title is reflected in Appendix E-2.
- The 2021-22 Annual Apprenticeship Report, Appendix H-2 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.
- Retention rates are calculated using apprentice data pulled from RAPIDS in May 2022.
- For percentage calculations: The Denominator includes all apprentices who were found active within a given cohort. The Numerator contains all apprentices who remained active or completed a program within one year of their initial quarter of enrollment.

## APPENDIX G-2 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Retention Rate
Sheet Metal Workers Local 32 JAC	FL007470002	Sheet Metal Worker	100%
Shelby Erectors	2019-FL-72830	Reinforcing Metal Worker	25%
South Florida Carpenters JATC	FL007460011	Carpenter	100%
South Florida Ironworkers LU 272 JATTC	FL007540003	Structural Steel Worker/ Ironworker	62%
South Florida Manufacturers Association GNJ	FL011090024	Machinist	100%
South Florida Operating Engineers JAC	FL007900016	Heavy Equipment Mechananic	74%
Southeast Power Corporation Groundman to Lineman Apprenticeship Program INJ	2017-FL-316	Power Line Erector	100%
Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	Advanced Machinist	100%
Space Coast Machinist Apprenticeship Program GNJ	FL001980005	Machinist	93%
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	Computer Support Specialist	75%
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	Community Health Worker	100%
St. Petersburg Fire & Rescue IJ	FL007840013	Fire Fighter	100%
Tallahassee Refrigeration and Air Conditioning Contractors Association Apprenticeship Program, GNJ	2020-FL-76027	Heating and Air Conditioning Technician and Installer	93%
Tampa Area Electrical JATC	FL007880004	Electrician	88%
Tampa Bay Machining Apprenticeship GNJ	FL007900006	CNC Programmer - Milling and Turning	86%
Tampa Bay Machining Apprenticeship GNJ	FL007900006	Millwright	100%

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- The 2021-22 Annual Apprenticeship Report, Appendix H-2 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.
- Retention rates are calculated using apprentice data pulled from RAPIDS in May 2022.
- For percentage calculations: The Denominator includes all apprentices who were found active within a given cohort. The Numerator contains all apprentices who remained active or completed a program within one year of their initial quarter of enrollment.

## APPENDIX G-2 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Retention Rate
Tampa Bay Machining Apprenticeship GNJ	FL007900006	Tool and Die Maker	100%
Tampa Bay Pipe Trades JATC	FL007630001	Heating and Air Conditioning Technician and Installer	58%
Tampa Bay Pipe Trades JATC	FL007630001	Pipe Fitter	81%
Tampa Bay Pipe Trades JATC	FL007630001	Plumber	68%
Tampa Electric Company IJW	FL003020002	Field Service Engineer	100%
Tampa Electric Company IJW	FL003020002	Power Line Repairer	100%
Tampa Electric Company IJW	FL003020002	Electrician	100%
Tampa Ironworkers JATC	FL007570002	Structural Steel Worker/ Ironworker	69%
Tampa Millwrights JATC	FL007670002	Millwright	91%
Technical Education Council, LLC	2019-FL-72946	Electrician	85%
Tharp Plumbing Systems Apprenticeship Program INJ	FL005111363	Plumber	100%
The College of the Florida Keys Apprenticeship Program, GNJ	2018-FL-71225	Heating and Air Conditioning Technician and Installer	100%
The College of the Florida Keys Apprenticeship Program, GNJ	2018-FL-71225	Plumber	100%
The Fishel Company INJ	FL003030005	Power Line Repairer	100%
Tri-County Apprenticeship Academy GNJ	FL004040001	Electrician	77%
Tri-County Apprenticeship Academy GNJ	FL004040001	Heating and Air Conditioning Technician and Installer	78%
Tri-County Apprenticeship Academy GNJ	FL004040001	Pipe Fitter	0%
Tri-County Apprenticeship Academy GNJ	FL004040001	Plumber	62%

- *Italicized* retention rates denote instances where less than 10 apprentices were enrolled in the program and included in the calculation.
- (\*) Denotes instances where Registered Apprenticeship programs train for a single occupation with subspecialties. The listed title in the table includes the main occupation/trade followed by the subspecialty in parenthesis. Only the main occupation/trade title is reflected in Appendix E-2.
- The 2021-22 Annual Apprenticeship Report, Appendix H-2 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.
- Retention rates are calculated using apprentice data pulled from RAPIDS in May 2022.
- For percentage calculations: The Denominator includes all apprentices who were found active within a given cohort. The Numerator contains all apprentices who remained active or completed a program within one year of their initial quarter of enrollment.

## APPENDIX G-2 CONTINUED

### REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2020-21

Includes registered apprentices active between July 1, 2020 to June 30, 2021 in RAPIDS and excludes preapprenticeship participants.

Registered Program Name	Program Number	Trade/Occupation	Retention Rate
TruMont Apprenticeship Program, GNJ	2020-FL-78997	Registered Nurse Resident	87%
United Service Training Corp GNJ	FL007840018	Plumber	87%
Utilities Commission, City of New Smyrna Beach IJW	FL008700002	Power Line Repairer	50%
Withlacoochee River Electric INJ	FL008870017	Power Line Erector	100%
Withlacoochee River Electric INJ	FL008870017	Electrician (Maintenance)*	100%
Withlacoochee River Electric INJ	FL008870017	Electrician (Substation)*	100%

- *Italicized* retention rates denote instances where less than 10 apprentices were enrolled in the program and included in the calculation.
- (\*) Denotes instances where Registered Apprenticeship programs train for a single occupation with subspecialties. The listed title in the table includes the main occupation/trade followed by the subspecialty in parenthesis. Only the main occupation/trade title is reflected in Appendix E-2.
- The 2021-22 Annual Apprenticeship Report, Appendix H-2 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.
- Retention rates are calculated using apprentice data pulled from RAPIDS in May 2022.
- For percentage calculations: The Denominator includes all apprentices who were found active within a given cohort. The Numerator contains all apprentices who remained active or completed a program within one year of their initial quarter of enrollment.

# APPENDIX H-1

## PROGRAM COSTS FOR REGISTERED APPRENTICESHIP PROGRAMS BY SCHOOL DISTRICT AND FLORIDA COLLEGE SYSTEM (FCS) INSTITUTION, 2020-21

includes programs active between July 1, 2020 and June 30, 2021

Type of Agency	Agency Name	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
District	Brevard	\$87,700	\$86,008	\$1,692
District	Broward	\$1,466,276	\$1,435,530	\$30,746
District	Collier	\$114,844	\$113,846	\$998
District	Miami-Dade	\$906,531	\$882,526	\$24,005
District	Escambia	\$68,879	\$64,086	\$4,793
District	Flagler <sup>4</sup>	\$106,399	\$84,599	\$21,800
District	Hillsborough	\$4,719,212	\$4,467,474	\$251,738
District	Lake	\$462,464	\$462,464	\$-
District	Lee <sup>4</sup>	\$1,035,954	\$888,330	\$147,623
District	Leon*	\$294,009	\$285,356	\$8,653
District	Manatee	\$141,626	\$138,473	\$3,153
District	Marion	\$360,656	\$326,852	\$33,804
District	Nassau	\$106,200	\$95,490	\$10,710
District	Orange	\$3,799,065	\$3,494,865	\$304,200
District	Palm Beach	\$175,209	\$166,324	\$8,885
District	Pasco	\$503,593	\$493,011	\$10,582
District	Pinellas	\$1,818,072	\$1,746,877	\$71,195
District	Polk	\$365,600	\$357,524	\$8,076
District	St. Johns	\$5,242	\$5,212	\$30
District	Santa Rosa	\$141,965	\$134,833	\$7,132
District	Sarasota*	\$3,338,954	\$3,138,617	\$200,337

Total costs = Instructional Costs + Administrative Costs.

The source of costs data for District and FCS institutions is the Office of Funding and Financial Reporting (OFFR) and supplemental data unless denoted by an (\*), which means that costs are not reflected in source data and were obtained in a supplemental format.

Cost data is not reflective of institutions that did not report program costs.

1. Total Costs for districts are referred to as "total program costs" within district financial reports. District finance data can be located at <https://web08.fldoe.org/TransparencyReports/CostReportSelectionPage.aspx>  
Total Costs for FCS institutions are referred to as "total instruction costs" within FCS financial reports. FCS finance data can be located at <https://www.fldoe.org/schools/higher-ed/fl-college-system/data-reports/finance/cost-analysis.stml>.
2. District Instructional costs are the sum of direct costs and school costs within Office of Funding and Financial Reporting (OFFR) costs reports. College instructional costs are the sum of total direct instruction and allocated instructional support costs within the Cost Analysis detailed report located at <https://www.fldoe.org/schools/higher-ed/fl-college-system/data-reports/finance/cost-analysis.stml>.
3. District administrative costs are district indirect costs within Office of Funding and Financial Reporting (OFFR) costs reports. College administrative costs are college-wide instructional support costs within the Cost Analysis detailed report located at <https://www.fldoe.org/schools/higher-ed/fl-college-system/data-reports/finance/cost-analysis.stml>.
4. Information acquired in July 2022 in a supplemental format from agencies that did not report cost to the State.

## APPENDIX H-I CONTINUED

### PROGRAM COSTS FOR REGISTERED APPRENTICESHIP PROGRAMS BY SCHOOL DISTRICT AND FLORIDA COLLEGE SYSTEM (FCS) INSTITUTION, 2020-21

includes programs active between July 1, 2020 and June 30, 2021

Type of Agency	Agency Name	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
FCS	Daytona State College*	\$299,969	\$299,969	\$-
FCS	Hillsborough Community College	\$1,704,585	\$1,424,880	\$279,705
FCS	Indian River State College	\$600,131	\$505,143	\$94,988
FCS	Miami-Dade College	\$397,359	\$360,218	\$37,141
FCS	Palm Beach State College	\$775,280	\$696,446	\$78,834
FCS	Santa Fe College	\$632,683	\$503,627	\$129,056
FCS	Seminole State College	\$836,583	\$708,369	\$128,214
FCS	South Florida State College	\$104,857	\$75,526	\$29,331
FCS	St. Petersburg College	\$32,363	\$23,833	\$8,530
FCS	Tallahassee Community College	\$179,737	\$158,085	\$21,652
FCS	The College of the Florida Keys	\$92,484	\$66,928	\$25,556
	<b>DISTRICT TOTAL</b>	<b>\$20,018,450</b>	<b>\$18,868,297</b>	<b>\$1,150,152</b>
	<b>FCS TOTAL</b>	<b>\$5,656,031</b>	<b>\$4,823,024</b>	<b>\$833,007</b>
	<b>STATE TOTAL</b>	<b>\$25,674,481</b>	<b>\$23,691,321</b>	<b>\$1,983,159</b>

Total costs = Instructional Costs + Administrative Costs.

The source of costs data for District and FCS institutions is the Office of Funding and Financial Reporting (OFFR) and supplemental data unless denoted by an (\*), which means that costs are not reflected in source data and were obtained in a supplemental format.

Cost data is not reflective of institutions that did not report program costs.

1. Total Costs for districts are referred to as "total program costs" within district financial reports. District finance data can be located at <https://web08.fldoe.org/TransparencyReports/CostReportSelectionPage.aspx>  
Total Costs for FCS institutions are referred to as "total instruction costs" within FCS financial reports. FCS finance data can be located at <https://www.fldoe.org/schools/higher-ed/fl-college-system/data-reports/finance/cost-analysis.stml>.
2. District Instructional costs are the sum of direct costs and school costs within Office of Funding and Financial Reporting (OFFR) costs reports. College instructional costs are the sum of total direct instruction and allocated instructional support costs within the Cost Analysis detailed report located at <https://www.fldoe.org/schools/higher-ed/fl-college-system/data-reports/finance/cost-analysis.stml>.
3. District administrative costs are district indirect costs within Office of Funding and Financial Reporting (OFFR) costs reports. College administrative costs are college-wide instructional support costs within the Cost Analysis detailed report located at <https://www.fldoe.org/schools/higher-ed/fl-college-system/data-reports/finance/cost-analysis.stml>.
4. Information acquired in July 2022 in a supplemental format from agencies that did not report cost to the State.

## APPENDIX H-2

### PROGRAM COSTS FOR REGISTERED APPRENTICESHIP PROGRAMS IN SCHOOL DISTRICTS AND FLORIDA COLLEGE SYSTEM (FCS) INSTITUTIONS BY TRADE/OCCUPATION, 2020-21

Includes Programs Active Between July 1, 2020 and June 30, 2021

Trade/Occupation	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
Air Conditioning, Refrigeration and Heating Technology	\$3,555,423	\$3,314,695	\$245,960
Applied Welding Technologies	\$5,748	\$5,157	\$591
Automotive Service Technology	\$500	\$500	\$0
Aviation Structures and Assembly Technology	\$21,792	\$18,343	\$3,449
Brick and Block Masonry	\$195,770	\$183,565	\$12,205
Building Construction Technologies	\$70,009	\$67,099	\$2,909
Carpentry	\$667,783	\$615,913	\$51,869
Commercial and Industrial Insulation	\$73,559	\$70,291	\$3,268
Commercial Foods and Culinary Arts	\$49,036	\$46,379	\$2,657
Commercial Sign Design and Fabrication	\$4,374	\$4,284	\$92
Culinary Operations	\$56,996	\$47,974	\$9,021
Early Childhood Education	\$1,213,903	\$1,168,520	\$45,383
Electrical and Instrumentation Technology	\$8,452	\$7,945	\$507
Electrical Line Service and Repair	\$128,491	\$125,797	\$2,694
Electrician	\$10,631,715	\$9,697,087	\$929,398
Elevator Constructor Mechanic	\$64,361	\$63,011	\$1,350
Fire Fighter	\$1,290,735	\$1,213,955	\$76,780
Fire Sprinkler System Technology	\$792,744	\$693,021	\$99,723
Glazing	\$5,026	\$4,921	\$105
Heavy Equipment Mechanics	\$122,849	\$113,031	\$9,818

The source of cost data for District and FCS institutions is the Office of Funding and Financial Reporting (OFFR) and supplemental data reported by trade/occupation.

- Total Costs for districts are referred to as "total program costs" within district financial reports. District finance data can be located at <https://web08.fldoe.org/TransparencyReports/CostReportSelectionPage.aspx>. Total Costs for FCS institutions are referred to as "total instruction costs" within FCS financial reports. FCS finance data can be located at <https://www.fldoe.org/schools/higher-ed/fl-college-system/data-reports/finance/cost-analysis.stml>.
- District Instructional costs are the sum of direct costs and school costs within Office of Funding and Financial Reporting (OFFR) costs reports. College instructional costs are the sum of total direct instruction and allocated instructional support costs within the Cost Analysis detailed report located at <https://www.fldoe.org/schools/higher-ed/fl-college-system/data-reports/finance/cost-analysis.stml>.
- District administrative costs are district indirect costs within Office of Funding and Financial Reporting (OFFR) costs reports. College administrative costs are college-wide instructional support costs within the Cost Analysis detailed report located at <https://www.fldoe.org/schools/higher-ed/fl-college-system/data-reports/finance/cost-analysis.stml>.

## APPENDIX H-2 CONTINUED

### PROGRAM COSTS FOR REGISTERED APPRENTICESHIP PROGRAMS IN SCHOOL DISTRICTS AND FLORIDA COLLEGE SYSTEM (FCS) INSTITUTIONS BY TRADE/OCCUPATION, 2020-21

Includes Programs Active Between July 1, 2020 and June 30, 2021

Trade/Occupation	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
Heavy Equipment Operation	\$335,603	\$318,803	\$16,800
Industrial Machinery Maintenance	\$49,493	\$47,512	\$1,981
Industrial Pipefitter	\$968,242	\$864,450	\$103,792
Information Technology	\$208,633	\$202,508	\$6,125
Machining	\$206,630	\$201,719	\$4,911
Medical Assisting	\$24,431	\$22,475	\$1,956
Millwright	\$224,436	\$212,464	\$11,972
Painting and Decorating	\$33,673	\$32,967	\$706
Patient Care Technician	\$6,552	\$4,719	\$1,832
Pharmacy Technician	\$8,742	\$7,517	\$1,224
Plumbing Technology	\$3,009,880	\$2,786,052	\$223,828
Pre-Apprenticeship	\$406,462	\$376,633	\$29,829
Roadway Technician	\$24,946	\$24,032	\$914
Roofing	\$40,388	\$38,050	\$2,338
Service Animal Trainer	\$5,877	\$5,564	\$313
Sheet Metal Fabrication Technology	\$398,873	\$371,450	\$27,423
Structural Steel Work	\$754,808	\$705,531	\$49,278
Yacht Service Technician	\$7,546	\$7,387	\$158
<b>TOTAL</b>	<b>\$25,674,481</b>	<b>\$23,691,321</b>	<b>\$1,983,159</b>

The source of cost data for District and FCS institutions is the Office of Funding and Financial Reporting (OFFR) and supplemental data reported by trade/occupation.

1. Total Costs for districts are referred to as "total program costs" within district financial reports. District finance data can be located at <https://web08.fldoe.org/TransparencyReports/CostReportSelectionPage.aspx>  
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# APPENDIX H-3

## PROGRAM COSTS FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/OCCUPATION, 2020-21

Includes Programs Active Between July 1, 2020 and June 30, 2021

LEA	Trade/Occupation	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
Brevard	Pre-Apprenticeship	\$87,700	\$86,008	\$1,692
Broward	Elevator Constructor Mechanic	\$64,361	\$63,011	\$1,350
Broward	Carpentry	\$37,091	\$36,313	\$778
Broward	Electrical Line Service and Repair	\$128,491	\$125,797	\$2,694
Broward	Electrician	\$578,294	\$566,168	\$12,126
Broward	Building Construction Technologies	\$7,687	\$7,526	\$161
Broward	Glazing	\$5,026	\$4,921	\$105
Broward	Painting and Decorating	\$33,673	\$32,967	\$706
Broward	Roofing	\$30,098	\$29,467	\$631
Broward	Fire Sprinkler System Technology	\$60,367	\$59,101	\$1,266
Broward	Plumbing Technology	\$287,959	\$281,921	\$6,038
Broward	Yacht Service Technician	\$7,546	\$7,387	\$158
Broward	Brick and Block Masonry	\$4,323	\$4,233	\$91
Broward	Air Conditioning, Refrigeration and Heating Technology	\$115,921	\$113,490	\$2,431
Broward	Commercial Sign Design and Fabrication	\$4,376	\$4,284	\$92
Broward	Machining	\$44,911	\$43,969	\$942
Broward	Structural Steel Work	\$20,771	\$20,335	\$436
Broward	Sheet Metal Fabrication Technology	\$1,338	\$1,310	\$28
Broward	Heavy Equipment Operation	\$34,046	\$33,332	\$714

The source of cost data for District and FCS institutions is the Office of Funding and Financial Reporting (OFFR) and supplemental data reported by trade/occupation unless denoted by an (\*), which means that costs are not reflected in source data and were obtained in a supplemental format.

Cost data is not reflective of institutions that did not report program costs.

1. Total Costs for districts are referred to as "total program costs" within district financial reports. District finance data can be located at <https://web08.fldoe.org/TransparencyReports/CostReportSelectionPage.aspx>  
Total Costs for FCS institutions are referred to as "total instruction costs" within FCS financial reports. FCS finance data can be located at <https://www.fldoe.org/schools/higher-ed/fl-college-system/data-reports/finance/cost-analysis.stml>
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3. District administrative costs are district indirect costs within Office of Funding and Financial Reporting (OFFR) costs reports. College administrative costs are college-wide instructional support costs within the Cost Analysis detailed report located at <https://www.fldoe.org/schools/higher-ed/fl-college-system/data-reports/finance/cost-analysis.stml>.

## APPENDIX H-3 CONTINUED

### PROGRAM COSTS FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/ OCCUPATION, 2020-21

Includes Programs Active Between July 1, 2020 and June 30, 2021

LEA	Trade/Occupation	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
Collier	Air Conditioning, Refrigeration and Heating Technology	\$46,297	\$45,798	\$499
Collier	Machining	\$68,546	\$68,047	\$499
Miami-Dade	Electrician	\$208,431	\$202,912	\$5,519
Miami-Dade	Commercial and Industrial Insulation	\$24,425	\$23,778	\$647
Miami-Dade	Plumbing Technology	\$171,134	\$166,602	\$4,532
Miami-Dade	Air Conditioning, Refrigeration and Heating Technology	\$425,796	\$414,521	\$11,275
Miami-Dade	Sheet Metal Fabrication Technology	\$76,745	\$74,713	\$2,032
Escambia	Electrician	\$68,879	\$64,086	\$4,793
Flagler	Early Childhood Education	\$27,643	\$22,193	\$5,450
Flagler	Electrician	\$29,547	\$24,097	\$5,450
Flagler	Air Conditioning, Refrigeration and Heating Technology	\$36,857	\$31,407	\$5,450
Flagler	Pre-Apprenticeship	\$12,352	\$6,902	\$5,450
Hillsborough	Brick and Block Masonry	\$135,405	\$128,182	\$7,223
Hillsborough	Carpentry	\$517,697	\$490,081	\$27,616
Hillsborough	Electrician	\$2,147,162	\$2,032,625	\$114,537
Hillsborough	Commercial and Industrial Insulation	\$49,134	\$46,513	\$2,621
Hillsborough	Plumbing Technology	\$633,893	\$600,079	\$33,814
Hillsborough	Heavy Equipment Mechanics	\$693	\$656	\$37
Hillsborough	Millwright	\$224,436	\$212,464	\$11,972

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## APPENDIX H-3 CONTINUED

### PROGRAM COSTS FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/ OCCUPATION, 2020-21

Includes Programs Active Between July 1, 2020 and June 30, 2021

LEA	Trade/Occupation	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
Hillsborough	Sheet Metal Fabrication Technology	\$232,880	\$220,457	\$12,423
Hillsborough	Structural Steel Work	\$371,640	\$351,816	\$19,824
Hillsborough	Heavy Equipment Operation	\$301,557	\$285,471	\$16,086
Hillsborough	Service Animal Trainer	\$5,877	\$5,564	\$313
Hillsborough	Pre-Apprenticeship	\$98,838	\$93,566	\$5,272
Lake	Air Conditioning, Refrigeration and Heating Technology	\$462,464	\$462,464	\$-
Lee	Electrician	\$660,960	\$566,773	\$94,187
Lee	Fire Sprinkler System Technology	\$9,246	\$7,928	\$1,318
Lee	Plumbing Technology	\$156,611	\$134,294	\$22,317
Lee	Industrial Pipefitter	\$46,796	\$40,128	\$6,668
Lee	Air Conditioning, Refrigeration and Heating Technology	\$162,341	\$139,207	\$23,134
Leon*	Information Technology	\$208,633	\$202,508	\$6,125
Leon*	Air Conditioning, Refrigeration and Heating Technology	\$84,877	\$82,348	\$2,528
Leon*	Automotive Service Technology	\$500	\$500	\$-
Manatee	Early Childhood Education	\$141,626	\$138,473	\$3,153
Marion	Brick and Block Masonry	\$29,574	\$26,802	\$2,772
Marion	Electrician	\$331,082	\$300,050	\$31,032
Nassau	Air Conditioning, Refrigeration and Heating Technology	\$82,486	\$74,167	\$8,318
Nassau	Sheet Metal Fabrication Technology	\$23,714	\$21,322	\$2,392
Orange	Early Childhood Education	\$85,510	\$78,663	\$6,847

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## APPENDIX H-3 CONTINUED

### PROGRAM COSTS FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/ OCCUPATION, 2020-21

Includes Programs Active Between July 1, 2020 and June 30, 2021

LEA	Trade/Occupation	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
Orange	Brick and Block Masonry	\$26,467	\$24,348	\$2,119
Orange	Carpentry	\$20,359	\$18,729	\$1,630
Orange	Electrician	\$1,989,114	\$1,829,841	\$159,273
Orange	Building Construction Technologies	\$10,180	\$9,365	\$815
Orange	Fire Sprinkler System Technology	\$63,114	\$58,060	\$5,054
Orange	Plumbing Technology	\$641,321	\$589,969	\$51,352
Orange	Industrial Pipefitter	\$87,545	\$80,535	\$7,010
Orange	Air Conditioning, Refrigeration and Heating Technology	\$360,361	\$331,506	\$28,855
Orange	Heavy Equipment Mechanics	\$122,156	\$112,375	\$9,781
Orange	Applied Welding Technologies	\$4,072	\$3,746	\$326
Orange	Structural Steel Work	\$362,397	\$333,379	\$29,018
Orange	Medical Assisting	\$24,431	\$22,475	\$1,956
Orange	Pharmacy Technician	\$2,036	\$1,873	\$163
Palm Beach	Pre-Apprenticeship	\$175,209	\$166,324	\$8,885
Pasco	Early Childhood Education	\$322,299	\$315,527	\$6,772
Pasco	Electrician	\$181,294	\$177,484	\$3,810
Pinellas	Early Childhood Education	\$587,071	\$563,910	\$23,161
Pinellas	Fire Fighter	\$28,700	\$27,642	\$1,058
Pinellas	Electrician	\$128,713	\$123,212	\$5,501
Pinellas	Building Construction Technologies	\$52,142	\$50,209	\$1,933
Pinellas	Roadway Technician	\$24,946	\$24,032	\$914
Pinellas	Fire Sprinkler System Technology	\$40,528	\$39,027	\$1,501

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## APPENDIX H-3 CONTINUED

### PROGRAM COSTS FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/ OCCUPATION, 2020-21

Includes Programs Active Between July 1, 2020 and June 30, 2021

LEA	Trade/Occupation	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
Pinellas	Plumbing Technology	\$116,970	\$112,522	\$4,448
Pinellas	Industrial Pipefitter	\$360,959	\$347,512	\$13,447
Pinellas	Air Conditioning, Refrigeration and Heating Technology	\$335,377	\$321,596	\$13,781
Pinellas	Industrial Machinery Maintenance	\$49,493	\$47,512	\$1,981
Pinellas	Machining	\$93,173	\$89,703	\$3,470
Polk	Electrician	\$241,296	\$235,966	\$100
Polk	Air Conditioning, Refrigeration and Heating Technology	\$124,304	\$121,558	\$7,976
St. Johns	Commercial Foods and Culinary Arts	\$5,242	\$5,212	\$30
Santa Rosa	Plumbing Technology	\$63,884	\$60,675	\$3,209
Santa Rosa	Air Conditioning, Refrigeration and Heating Technology	\$78,081	\$74,158	\$3,923
Sarasota*	Commercial Foods and Culinary Arts	\$43,794	\$41,167	\$2,627
Sarasota*	Electrical and Instrumentation Technology	\$8,452	\$7,945	\$507
Sarasota*	Fire Fighter	\$1,262,035	\$1,186,313	\$75,722
Sarasota*	Electrician	\$1,168,301	\$1,098,203	\$70,098
Sarasota*	Plumbing Technology	\$462,447	\$434,701	\$27,747
Sarasota*	Air Conditioning, Refrigeration and Heating Technology	\$393,924	\$370,289	\$23,635
Daytona State College*	Early Childhood Education	\$49,754	\$49,754	\$-

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## APPENDIX H-3 CONTINUED

### PROGRAM COSTS FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/ OCCUPATION, 2020-21

Includes Programs Active Between July 1, 2020 and June 30, 2021

LEA	Trade/Occupation	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
Daytona State College*	Electrician	\$173,851	\$173,851	\$-
Daytona State College*	Plumbing Technology	\$76,364	\$76,364	\$-
Hillsborough Community College	Air Conditioning, Refrigeration and Heating Technology	\$151,476	\$126,614	\$24,862
Hillsborough Community College	Carpentry	\$18,011	\$15,021	\$2,990
Hillsborough Community College	Electrician	\$841,946	\$703,855	\$138,091
Hillsborough Community College	Fire Sprinkler System Technology	\$166,871	\$139,483	\$27,388
Hillsborough Community College	Industrial Pipefitter	\$451,796	\$377,677	\$74,119
Hillsborough Community College	Roofing	\$10,290	\$8,583	\$1,707
Hillsborough Community College	Sheet Metal Fabrication Technology	\$64,195	\$53,647	\$10,548
Indian River State College	Air Conditioning, Refrigeration and Heating Technology	\$48,614	\$40,920	\$7,695

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## APPENDIX H-3 CONTINUED

### PROGRAM COSTS FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/ OCCUPATION, 2020-21

Includes Programs Active Between July 1, 2020 and June 30, 2021

LEA	Trade/Occupation	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
Indian River State College	Applied Welding Technologies	\$1,676	\$1,411	\$265
Indian River State College	Aviation Structures & Assembly Technician	\$21,792	\$18,343	\$3,449
Indian River State College	Culinary Operations	\$56,996	\$47,974	\$9,021
Indian River State College	Electrician	\$333,592	\$280,792	\$52,801
Indian River State College	Pharmacy Technician	\$6,706	\$5,644	\$1,061
Indian River State College	Plumbing Technology	\$130,755	\$110,059	\$20,696
Miami Dade College	Air Conditioning, Refrigeration and Heating Technology	\$46,748	\$42,379	\$4,370
Miami Dade College	Electrician	\$181,149	\$164,217	\$16,932
Miami Dade College	Fire Sprinkler System Technology	\$93,496	\$84,757	\$8,739
Miami Dade College	Plumbing Technology	\$75,966	\$68,865	\$7,100
Palm Beach State College	Air Conditioning, Refrigeration and Heating Technology	\$450,727	\$408,327	\$42,400
Palm Beach State College	Electrician	\$324,553	\$288,119	\$36,434
St. Petersburg College	Pre-Apprenticeship	\$32,363	\$23,833	\$8,530

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## APPENDIX H-3 CONTINUED

### PROGRAM COSTS FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/ OCCUPATION, 2020-21

Includes Programs Active Between July 1, 2020 and June 30, 2021

LEA	Trade/Occupation	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
Santa Fe College	Air Conditioning, Refrigeration and Heating Technology	\$88,798	\$70,684	\$18,114
Santa Fe College	Carpentry	\$24,419	\$19,437	\$4,982
Santa Fe College	Electrician	\$443,988	\$353,424	\$90,564
Santa Fe College	Plumbing Technology	\$75,478	\$60,082	\$15,396
Seminole State College Of Florida	Electrician	\$373,574	\$323,346	\$50,228
Seminole State College Of Florida	Plumbing Technology	\$103,887	\$80,359	\$23,528
Seminole State College Of Florida	Fire Sprinkler System Technology	\$359,122	\$304,664	\$54,458
South Florida State College	Air Conditioning, Refrigeration and Heating Technology	\$41,477	\$29,875	\$11,603
South Florida State College	Electrician	\$56,828	\$40,932	\$15,896
South Florida State College	Patient Care Technician	\$6,552	\$4,719	\$1,832
Tallahassee Community College	Electrician	\$158,591	\$139,487	\$19,105
Tallahassee Community College	Industrial Pipefitter	\$21,146	\$18,598	\$2,547
The College Of The Florida Keys	Air Conditioning, Refrigeration and Heating Technology	\$18,497	\$13,386	\$5,111
The College Of The Florida Keys	Carpentry	\$50,205	\$36,332	\$13,873

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## APPENDIX H-3 CONTINUED

### PROGRAM COSTS FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/ OCCUPATION, 2020-21

Includes Programs Active Between July 1, 2020 and June 30, 2021

LEA	Trade/Occupation	Total Costs <sup>1</sup>	Instructional Costs <sup>2</sup>	Administrative Costs <sup>3</sup>
The College Of The Florida Keys	Electrician	\$10,570	\$7,649	\$2,921
The College Of The Florida Keys	Plumbing Technology	\$13,212	\$9,561	\$3,651
<b>TOTAL</b>		<b>\$25,674,481</b>	<b>\$23,691,321</b>	<b>\$1,983,159</b>

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