



FLORIDA'S ANNUAL APPRENTICESHIP AND PREAPPRENTICESHIP REPORT

PROGRAM YEAR 2020-21



INTRODUCTION

In January 2019, Executive Order 19-31 was issued. The order charts a course for Florida to become number one in the nation for workforce education by 2030. Registered apprenticeship and preapprenticeship training programs are a key component of Florida's workforce education ecosystem. Registered apprenticeship and preapprenticeship 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 7071. It included a provision that, by September 1 of each year, the Florida Department of Education (FDOE) must publish an annual report on key fiscal, enrollment and programmatic aspects of Florida's registered apprenticeship and preapprenticeship programs. This report provides a retrospective look at the 2020-21 program year and details key accomplishments related to participation and outcomes and federal and state investments in registered apprenticeship and preapprenticeship programs.

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

From an educational and economic development perspective, then, registered apprenticeship and preapprenticeship offer an innovative, flexible, yet reliable model for postsecondary education and training. If educational diversification matters just as much as economic diversification, and if we are to become number one in workforce education by 2030, the state should focus on both competency-based training and credential education. While the traditional four-year degree pathway has tremendous merit, we also know of more than 30 million mid- to high-wage jobs nationwide that are held by individuals with more than a high school diploma but less than a bachelor's degree. This important middle represents significant opportunities for growth in registered apprenticeship and preapprenticeship programs. This important middle is also why Commissioner Corcoran, together with the State Board of Education, has prioritized skilled workforce training and increasing participation in meaningful career pathways in its Strategic Plan¹. We hope the findings of the 2020-21 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.

¹ <http://www.fldoe.org/core/fileparse.php/7734/urlt/StrategicPlan19.pdf>



ACHIEVEMENTS FOR APPRENTICESHIP PROGRAM YEAR 20-21



3,300+

participating employers training

91 APPRENTICEABLE OCCUPATIONS



FDOE registered

27 NEW APPRENTICESHIP PROGRAMS

for a total of

300 PROGRAMS

training

15,787 APPRENTICES



During the 2020-2021 program year,

1,875 APPRENTICES

completed their program and received an apprenticeship certificate and average exit wage of

\$25.25/HOUR OR \$52,520/YEAR



Apprentices can earn a salary of

\$50,000+

upon completion of a registered apprenticeship program

APPRENTICE FLORIDA GRANTS

Pathways to Career Opportunities
State Grant (PCOG)

\$10,402,017.60

in funding was awarded through PCOG

With these dollars,

48 APPRENTICESHIP PROGRAMS

were added or expanded and anticipated to serve over 2,400 apprentices statewide.

Occupations range across career areas including Architecture & Construction; Energy; Healthcare; Information Technology; Manufacturing; and Transportation, Distribution & Logistics.

Apprenticeship State
Expansion Grant (ASE)

\$236,000

in funding was awarded to

12 APPRENTICESHIP PROGRAMS

to support

413 PARTICIPANTS

through Program Support Grant

\$358,217

in funding was awarded to

12 APPRENTICESHIP PROGRAMS

to support

398 PARTICIPANTS

through Participant Support Grant



AN OVERVIEW OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP IN FLORIDA

REGISTERED APPRENTICESHIP

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

The sponsor of the RA program may be a person, association, committee or organization operating an apprenticeship program and in whose name the program is registered or approved. Sponsors may elect to form a partnership with a school district technical college, Florida College System (FCS) institution, State University System (SUS) institution or a private training agency for the delivery of the related technical instruction. 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: business involvement; structured on-the-job training (OJT); related technical instruction (RTI); rewards for skill gains; and a nationally recognized credential. These five components work together to provide the apprentice with a meaningful educational experience to jump start his or her career.

The five core components of all Florida RA programs are summarized in the following table. ²

COMPONENT	DESCRIPTION
BUSINESS INVOLVEMENT	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.
STRUCTURED ON-THE-JOB TRAINING	RA always includes an OJT component. Apprentices receive hands-on training from an experienced mentor/journeyworker. The structure of OJT focuses on the skills and knowledge an apprentice must learn during the program to be fully proficient in the apprenticeable occupation. This training is based on national industry standards and can be further customized to the needs of the employer. All RA programs must provide a minimum of 2,000 hours of OJT for time-based programs.

2 <https://www.dol.gov/apprenticeship/toolkit/toolkitfaq.htm>

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



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

PROGRAM SPONSORS – Sponsors are responsible for the administration of all aspects of a 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 its own employees in the actual work of the occupation being apprenticed. The responsibility to hire, employ and pay the progressive wage structure of the apprentice and the wages of the journeyworker/mentor who is training the apprentice rests with the employer. Employers also determine how the required RTI will be delivered and by whom.

For some employers, starting a 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 training and funding expectations set by the program sponsor as found in Rule 6A-23.004(2)(x) Florida Administrative Code – Standards of Apprenticeship. This agreement includes a “funding formula providing for the equitable participation of each



participating employer in funding of the program.” Participating employers benefit because all 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 in their region for additional information and help determining which RA program best fits their occupation and training needs. (See the FDOE Resource Summary for Registered Apprenticeship section below for more information on assistance).

APPRENTICES – Apprentices are individuals who are at least 16 years of age and who have entered into an apprenticeship agreement with a 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 United States Department of Labor (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, Florida is ranked 10th amongst all the states and territories for the number of new apprentices, 12th for the total number of apprentices, and 11th for the number of successful completers.



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); and



ASSISTANCE
in applying to registered apprenticeship programs.

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

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 sections 446.011-092, Florida Statutes, and Rules 6A.23-001-011, Florida Administrative Codes.

Preapprenticeship programs are specifically designed and developed to provide additional workforce readiness skills for individuals who need additional skillsets in order to qualify and be selected into a 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 (typically juniors and seniors), out-of-school youth (ages 16 – 24), and adults (ages 25 and up). The



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

MODELS FOR DELIVERY OF REGISTERED APPRENTICESHIP PROGRAMS

RA and preapprenticeship programs are potentially transformative for Florida’s career pathway aims. Florida’s technical colleges, FCS institutions, SUS institutions and private institutions are uniquely positioned to help scale the number of RA programs into traditional and non-traditional industries needing a pipeline of qualified talent. Because most high-skill, high-wage jobs in Florida require a postsecondary degree, college-connected apprenticeships may provide a more affordable pathway to a meaningful career. 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	
NON-CREDIT		CREDIT EVALUATION FOR NON-COLLEGE EXPERIENCE			COMPETENCY BASED DEGREE
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 that culminates in a degree	An institution of higher education delivers for-credit technical instruction and/or awards credit for apprenticeship experience as part of a degree pathway



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. See *Integration into Florida's Workforce Development System & Outreach and Recruitment* section for details.

PREAPPRENTICESHIP PROGRAMS

provide a defined pathway for individuals to move into a 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 CTE programs with associated courses (High School Apprenticeship and High School Preapprenticeship), developed in response to legislation that passed in 2018. These programs can be offered by any school district to high school students if they qualify for entry into a 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 2020-21

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

The USDOL awarded funding during the 2020-21 year 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 and 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 FDOEs 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 and most recently co-hosted a RA accelerator event with Safal Partners representatives in Flagler and Volusia counties to accelerate the development and expansion of cybersecurity RA programs in that region.

FDOE has also partnered with HCAP (Health Career Advancement Program), a USDOL recognized intermediary to advance RA in the healthcare sector. A statewide healthcare accelerator event was held in Orlando in June 2021 and regional healthcare accelerator events are planned for next performance year.

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 2020-21, the section registered 27 new apprenticeship 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. 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.

To that end, FDOE has partnered with CareerSource Florida to launch an apprenticeship standards builder web-based tool to develop an online application process for use by employers, educators, LWDBs, and FDOE apprenticeship training representatives (ATRs) to develop the work process schedule and related instruction as well as other key components of the application process. The web-based solution will integrate existing registered program standards and include access to apprenticeship standards tools, including the Michigan Rapid Skills Generator, making standards easily transferable to the Florida standards builder tool.

It is envisioned that this tool will assist a prospective employer, educator, industry association or local workforce development board with choosing an apprenticeable occupation (that auto-populates corresponding NAICS, O-NET and RAPIDS codes) they want to register. It will also incorporate OJT functions and RTI components with the ability to auto fill, delete and add functions, choose the training method, include a link to local education provider contacts, allow for various forms of RA

models, and follow the Standards of Apprenticeship template that has been approved by USDOL. Planning for the web-based solution occurred in the spring of 2021 with an anticipated completion in 2022.

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 institutions and state universities to embrace or work with RA programs and to calculate articulated credit for apprentices wishing to continue their education and earn a degree. By enrolling in credit-bearing courses at an FCS or SUS institution, apprentices can earn college credit at the same time they are working in their apprenticeship training program. Below are 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:

CLAY COUNTY SCHOOL BOARD PREAPPRENTICESHIP PROGRAM

for the following occupations: Carpenter, Electrician and Heating & Air Conditioning Installer-Servicer.³

HILLSBOROUGH COUNTY PUBLIC SCHOOLS PREAPPRENTICESHIP PROGRAM

for the following occupations: Ironworker and Carpenter.⁴

ST. LUCIE PUBLIC SCHOOLS PREAPPRENTICESHIP PROGRAM

for the following occupations: Carpenter and Industrial Manufacturing Technician.⁵

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

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

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

DIVERSIFICATION AND EXPANSION INTO NEW INDUSTRY SECTORS

The recent growth of RA includes diversification and expansion into new industry sectors such as healthcare, sales and marketing, marine 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 groundbreaking efforts in healthcare and information technology:

ORANGE TECHNICAL COLLEGE - WESTSIDE APPRENTICESHIP PROGRAM, GNJ

The Medical Assisting Apprenticeship Program (MAAP) provides a great opportunity to place highly skilled medical assistants into the workforce. MAAP apprentices go through the medical assistant program at Orange Technical College Westside two days per week, while working in an Orlando Health medical office three days per week. Apprentices are placed in a medical office, where they are trained on the skills that are introduced to them during classroom instruction. This scheduling model allows apprentices to master all necessary clinical and administrative skills needed to be successful and begin a career in their field as they complete the program. They get to “Earn While They Learn.” The program is 12 months long and all costs are covered by participating employer, Orlando Health, allowing MAAP apprentices to complete the program and remain debt free while earning a progressive wage as an apprentice.

TRUMONT APPRENTICESHIP PROGRAM, GNJ

TruMont is another exemplary example of RA in the healthcare sector. More than 150 nurse apprentices who work for 8 participating employers have been registered since the program first received initial approval in July of 2020. These nurse apprentices fall into 2 groups: 1) newly licensed RNs who are transitioning from academia into their first RN job and Women’s Ambulatory Health RNs who are expanding skills and knowledge to raise the standard of care for this client population.

A recipient of 2020-21 Pathway to Career Opportunity grant program, TruMont utilized the funds to help recruit and retain nurses in Florida by offering a structured program to support nurses’ transition to practice. A structured transition to practice program is the highest rated job factor by senior RN students in choosing their first job. Additionally, programs implemented as a result

of this funding have brought nurses back from retirement, part-time, or other settings into full-time active nursing practice in the clinical setting. A key element of the TruMont RN Apprenticeship is the onsite guidance and support provided by the experienced nurses who serve as the Preceptors and Mentors (journeyworkers). Recently, TruMont was approved to offer RA for the home health aide occupation.

CAREERSOURCE RESEARCH COAST, GNJ

Registered in 2019 as a program sponsor, this LWDB recently expanded in existing exemplary program and added three new information technology occupations, which allows CareerSource Research Coast and local employers to build a larger, more skilled and diverse talent pipeline in tech. These occupations include network support specialist, cybersecurity support technician, and tech support specialist.

Each apprenticeship program incorporates a competency-based training model consisting of approximately 15-17 months of on-the-job employment with a minimum of two thousand hours of OJT training. RTI hours vary by program. All program participants receive basic training on hardware, software, and network troubleshooting and configuration/installation on laptop, desktop, and mobile devices. Cloud storage, information technology operations, and security basics are covered as well. To round out each program, apprentices receive soft skills and work-readiness training.

Working under a contract with the USDOL to expand the use of RA for tech occupations nationwide, CompTIA and Maher & Maher (a USDOL-recognized industry intermediary) have partnered with CareerSource Research Coast to launch training in these occupations.

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

In addition to the partnership with CareerSource Florida to develop a Florida Apprenticeship Standards Builder (see page 9 for more information), integration of RA into Florida's workforce development system is prolific. For the past four 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 ApprenticeshipUSA 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.

During the past performance 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.

Briefly, 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. Additional information on the Apprentice Florida achievements may be found in **Appendix B**.

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 more 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 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 445.07. 260 (4)(2) Florida Statutes. 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 B** for examples of specific outreach activities and events conducted in 2020-21.



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:

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

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)

For the 2019-20 and 2020-21 fiscal years, the FDOE was appropriated \$10 million each year for the development of new and expansion of 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. 1,200 apprentices or preapprentices trained for occupations critical to Florida's growth and economy. The following showcases the efficacy of the 2019-20 PCOG grant:

Marine Industries Association of South Florida Apprenticeship Program, GNJ - Registered in 2019 to train yacht service technicians for the participating employers of the association. The program partnered with Atlantic Technical College (School District of Broward County) to provide related instruction to the 20 plus apprentices registered in this two-year program.

The RA program credits the PCOG program to assist them to develop, train, and recruit talent for South Florida's extensive marine industry. Prior to the establishment of the RA program for yacht services technicians, the marine industry needed a fresh solution to develop and train talent to replenish the aging workforce.

For the 2020-21 fiscal year, FDOE awarded 48 proposals based on a single round of funding of which 27 projects focused on RA development or expansion and 21 projects focused on preapprenticeship development or expansion. Examples of the occupations the programs are training for include: help desk technician, surgical technician, solar installer and line erector and highway maintenance and truss design. Performance information is not available at this time as all 2020-21 projects were extended to June 2022.

See **Appendix F** for a summary of the funded projects in 2019-20 and 2020-21. Information on the competitive proposals is available at the following link: <http://www.fldoe.org/pathwaysgrant>.

STATE APPRENTICESHIP EXPANSION GRANT (SAE) (FEDERAL USDOL)

In 2016, the DEO was awarded a USDOL Apprenticeship USA expansion grant, and a subsequent continuation grant, which ended in April 2021. The primary purpose of the grant was to forge a partnership between the DEO, CareerSource Florida and the FDOE to drive systems change involving employers, industry organizations, RA sponsors, state and local workforce development systems, secondary and post-secondary institutions, and non-profit agencies. Together, these strategic partners addressed Florida's critical need for a demographically diverse skilled workforce in high-demand occupation growth industries, with a particular focus on building trades, health services and advanced manufacturing and information technology. For example:

- CareerSource Central Florida, in collaboration with Seminole State College and The Hartford, established the state's first insurance apprenticeship program to create a talent pipeline of disability analysts in the financial services industry.
- CareerSource Broward partnered with the Marine Industries Association of South Florida (a PCOG grantee) to sponsor the Yacht Service Technician Apprenticeship. This cross-training opportunity allows apprentices to become credentialed as yacht service technicians, earning high wages as they train with maritime industry employers MarineMax and Derecktor Marine.

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

APPRENTICESHIP STATE EXPANSION GRANT (ASE) (FEDERAL USDOL)

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

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 agency 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 subrecipient 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 this first round a total of \$236,000 was awarded to 12 RA programs. 413 participants impacted by these expansion funds were identified.

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/OJL 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 this first round a total of \$358,217 was awarded to 12 RA programs in direct support of an additional 398 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 will be used to bolster capacity to support existing state and federal grant projects by adding another ATR for the Central East Coast region of Florida and a grant manager.





FDOE RESOURCE SUMMARY FOR REGISTERED APPRENTICESHIP

STATE CAPACITY AND STRUCTURE

The FDOE Apprenticeship Section is comprised of eight positions, which are funded annually through the General Appropriations Act (GAA) and then apportioned within FDOE to support the operation (salaries and expenses). The state is divided into regions with a local ATR who is responsible for the day-to-day management of servicing and providing technical assistance for existing apprenticeship and preapprenticeship programs, registration of new apprenticeship and preapprenticeship programs, as well as registration, completion and on occasion, cancellation of programs and apprentices in the USDOL Registered Apprenticeship Program Information Data System (RAPIDS). The state director and program specialist are in Tallahassee. Staff are located strategically throughout the state to better serve current and future programs at a local level. See **Appendix A** for state and regional program contact information for the Apprenticeship Section team.

ONBOARDING AND TECHNICAL SUPPORT

The mission of Florida's Apprenticeship Section is to advance 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 nationally 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 a 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

The following provides a summary of the 2020-21 activity in RA and preapprenticeship programs with detailed information provided in the appendices section.

CURRENT PROGRAM STATUS AND OUTCOMES

As Florida's economy has strengthened over the past several years, the number of RA and preapprenticeship programs has dramatically increased. Between July 1, 2020, and June 30, 2021, the **FDOE registered 27 new apprenticeship programs, for a total of 279, and 3,500 new apprentices during this same period for a total of 15,787.** ⁶

During this period, nine apprenticeship programs were cancelled. **For preapprenticeship programs, FDOE has a total of 38 registered programs.** Of these, nine were newly registered, and four were voluntarily cancelled.

Currently, **there are over 3,300 participating employers training in 91 apprenticeable occupations.** Although white individuals make up the largest proportion of registered apprentices (67%), Hispanic and African American individuals jointly comprise a sizeable portion of total registered apprentices participating in RA programs (42%); 24% and 17% respectively.

Individuals participating in a RA program have an opportunity to acquire a better career in a profession that pays well throughout the RA process, and even better upon successful completion. According to research conducted by USDOL, upon completion of the RA program, individuals enter a career and may begin earning **an average salary of more than \$50,000** – in addition to potentially avoiding student loan debt. ⁷

REGISTERED PROGRAMS AND PUBLIC EDUCATIONAL PARTNERSHIPS

Overall, the total number of registered programs increased by 4% overall from 2019-20 to 2020-21 which illustrates the resiliency of the RA training model in the face of the COVID-19 pandemic. In 2020-21, FDOE had a total of 300 registered programs, of which 258 were RA programs and 42 were registered preapprenticeship programs⁸. During the 2020-21-year, 13 RA programs and four pre-apprenticeship programs were cancelled. 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

⁶ Based on data reported in the U.S. Department of Labor RAPIDS Registration system. This number includes apprentices who were active in the year but exited before June 30, 2021. See **Appendix E-2** for detailed information.

⁷ US Department of Labor, Apprenticeship Toolkit: Advancing Apprenticeship as a Workforce Strategy, dol.gov/apprenticeship/toolkit/toolkitfaq.htm#2e

⁸ Based on active programs from July 1, 2020 to June 30, 2021.

employer and continue to use the RA training method.

The overall total compares to 288 registered programs in 2019-20, of which 251 were RA programs and 37 were registered preapprenticeship programs. **Appendix D** is a registry of these programs and any affiliated partnerships with school districts or FCS institutions. The table is sorted by the educational provider of the RTI, if applicable.

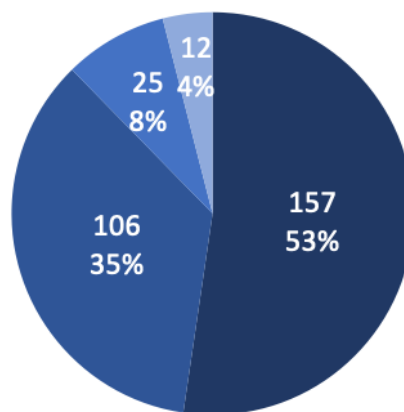
For the 300 registered programs with a registration at any time during the year, 47% partnered with a school district or FCS institution for program delivery. Of those with a partnership, affiliated partnerships with school districts or FCS institutions. The table is sorted by the educational provider of the RTI, if applicable.

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

- 106 programs partnered exclusively with school districts for the RTI (35% of total registered programs);
- 25 programs partnered exclusively with FCS institutions for the RTI (8% of total registered programs); and
- 12 programs partnered with both school districts and FCS institutions for the RTI (4% of total registered programs).

Fifty-two percent of programs (157 programs) were not partnered with a district or FCS institution but may have partnered with other education partners for instructional delivery.

Registered Apprenticeship Programs by Partnership, 2020-21



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

PROGRAM PARTICIPATION

There are two methods available for collecting statewide data by trade and occupation for RA and preapprenticeship. The first method considers when RA and preapprenticeship is offered in partnership with a school district or FCS institution for RTI. The enrollment activity is then reported to the FDOE for accountability and funding purposes by program⁹. **Appendix E-1** provides enrollment by program for the 2020-21 academic year. The top five programs reported with the most enrollment were:

Trade/Occupation	# Enrolled in School Districts	# Enrolled in FCS Institutions	Total	% of Total Enrollments
Electrician	4,468	1,388	5,856	43%
Plumbing Technology	1,450	314	1,764	13%
Air Conditioning, Refrigeration and Heating Technology	1,010	367	1,377	10%
Pre-Apprenticeship	596	16	612	4%
Fire Sprinkler System Technology	236	287	523	4%

These programs represent 74% of total program enrollment¹⁰. Since not all apprenticeship programs involve partnerships with Local Education Agencies (LEA), this summary does not reflect activity for non-LEA programs.

The second method of capturing program participation looks at all apprentices registered in the program over a period of time. **Appendix E-2** provides the number of registered apprentices participating by trade and occupation. Between July 1, 2020, and June 30, 2021, there were 15,787 registered apprentices. This data does not include preapprenticeship information, which is not captured in the federal data system (RAPIDS). Preapprenticeship program participation, where RTI is being provided by a non-LEA program sponsor, is only available through supplemental data collection and is not reported by trade and occupation. The top five occupations with the most associated RAs were as follows:

Trade/Occupation	Registered Apprentices	% of Total Registered Apprentices
Electrician	6,179	39%
Plumber	1,632	10%
Heating and Air Conditioning Technician and Installer	1,419	9%
Elevator Constructor	738	5%
Sprinkler Fitter	722	5%

These occupations represent 68% total participation in RA.

⁹ Program names are based on occupations.

¹⁰ Total program enrollment for 2020-21 for school districts and FCS combined was 13,631. The top 5 programs with enrollment encompassed 74% of this figure.



PROGRAM OUTCOMES

During the 2020-21 program year, **1,875 apprentices completed their program and received an apprenticeship certificate with an average median exit wage of \$25.25 per hour or an annual salary of \$52,520.** Of those completing, 1,024 apprentices (55%) completed their program during the expected timeframe. This compares to 2019-20 performance with 51% of apprentices completing their program during the appropriate timeframe. Preapprenticeship program outcomes data is not presently collected in a centralized manner. FDOE is currently working on a supplemental data collection method for preapprenticeship programs with established survey windows for the 2021-22 performance year.

STATE INVESTMENTS IN REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP TRAINING

Workforce education programs are defined in Florida Statutes (F.S.) to include RA and preapprenticeship programs as defined in s. 446.021, F.S.¹¹ This provides school districts and FCS institutions authority to offer RA through their educational programs and to spend their state operating funds for the support of these programs.

School district operating funds are provided to 57 districts in the GAA through the Workforce Development Funds category.

FCS institution operating funds are provided annually to 28 colleges in the FCS Program fund category. Unlike other postsecondary programs, students participating in RA training through a district or FCS institution are exempt from the payment of tuition and fees for the RTI component of their RA program.¹²

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

¹¹ s. 1011.80(1), F.S.

¹² s. 1009.25(1)(b), F.S.

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 was about \$25.7 million.



CONCLUSION: THE VALUE OF APPRENTICESHIP AND PREAPPRENTICESHIP

THE VALUE FOR EMPLOYERS

RA and preapprenticeship helps Florida employers develop highly skilled employees. This training method is associated with a reduction in turnover rates and associated costs, increased productivity and lower costs of recruitment. Additional benefits include:

CUSTOMIZED TRAINING

that meets industry standards, tailored to the specific needs of employers, resulting in highly skilled employees.

INCREASED KNOWLEDGE

transfer through OJT from an experienced journeyworker/mentor, combined with RTI courses to support work-based learning.

ENHANCED EMPLOYEE RETENTION

According to the USDOL, approximately 91% of apprentices that complete an RA program are still employed nine months later.

A SAFER WORKPLACE

that may reduce worker compensation costs due to the program's emphasis on safety training.

A STABLE AND RELIABLE PIPELINE

of qualified workers.

A SYSTEMATIC APPROACH TO TRAINING

that ensures employees are trained and certified to produce at the highest skill levels required for the occupation.

THE VALUE FOR APPRENTICES AND PREAPPRENTICES

RA and preapprenticeship opens the door for individuals seeking employment and training with an opportunity to participate in a structured training program. Registered preapprentices can continue on a pathway into RA and 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 the Workforce Innovation and Opportunity Act of 2014 (WIOA), RA is identified as a training strategy to assist individuals in overcoming barriers to employment. As such, RA programs are given automatic approval status on a local workforce development board's eligible training provider list. RA contributes to positive outcomes in the state and local workforce development system's WIOA performance measures such as:

EMPLOYMENT

RA is a job. 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: State and Regional Apprenticeship Program Contact Information

APPENDIX B: 2020-21 State Apprenticeship Outreach and Recruitment Overview

APPENDIX C-1: Summary of Fiscal Information for Registered Apprenticeship Programs by School District and Florida College System Institution, 2020-21

APPENDIX C-2: Summary of Fiscal Information for Registered Apprenticeship Programs in School Districts and Florida College System Institutions by Trade/Occupation, 2020-21

APPENDIX C-3: Summary of Fiscal Information for Registered Apprenticeship Programs by LEA and Trade/Occupation, 2020-21

APPENDIX D: List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership (if applicable), 2020-21

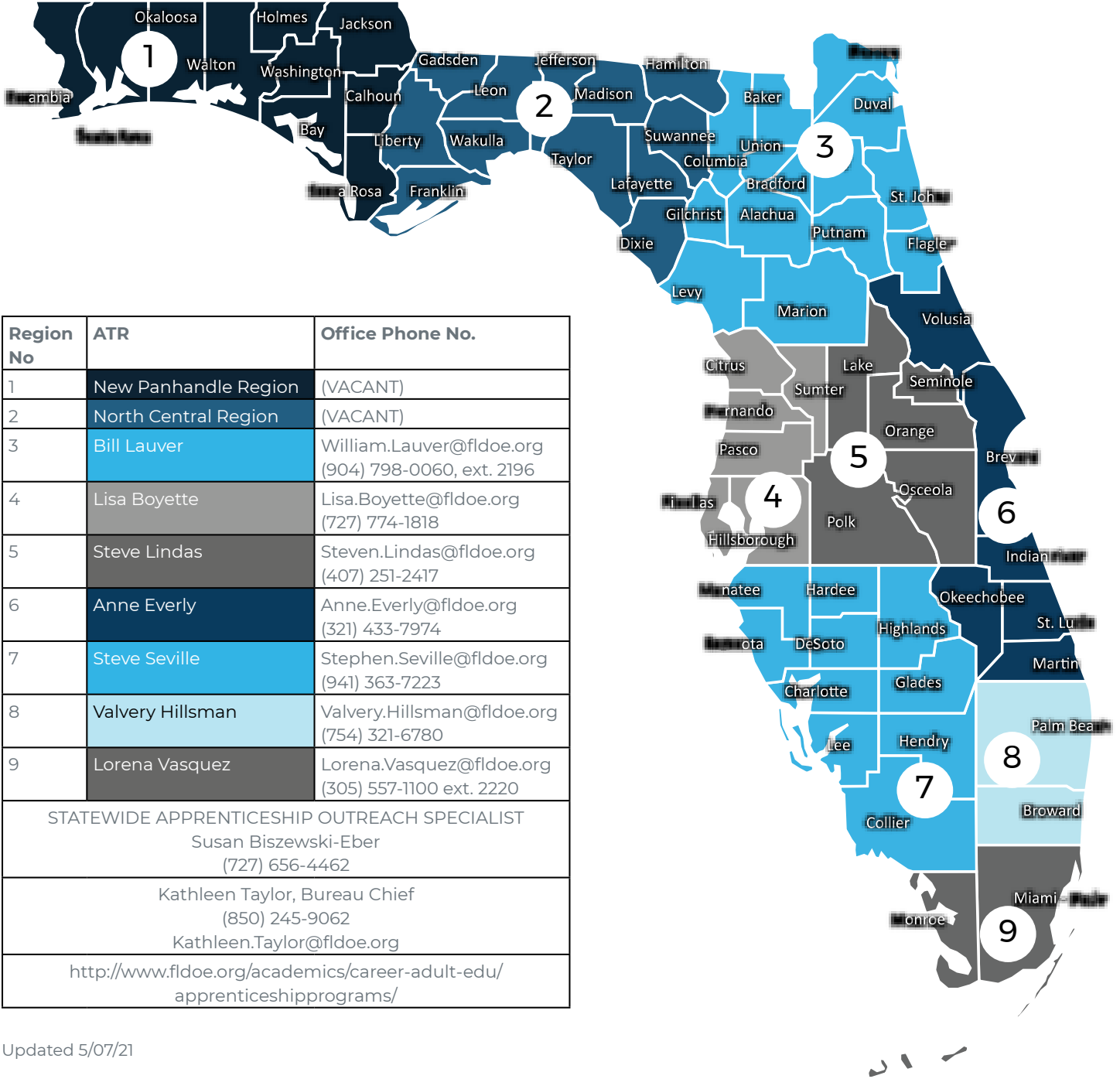
APPENDIX E-1: Registered Apprenticeship and Preapprenticeship Program Enrollment by Trade/Occupation and LEA Type, 2020-21

APPENDIX E-2: Number of Registered Apprentices by Trade/Occupation, 2020-21

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

APPENDIX A

STATE AND REGIONAL APPRENTICESHIP PROGRAM CONTACT INFORMATION



Region No	ATR	Office Phone No.
1	New Panhandle Region	(VACANT)
2	North Central Region	(VACANT)
3	Bill Lauver	William.Lauver@fldoe.org (904) 798-0060, ext. 2196
4	Lisa Boyette	Lisa.Boyette@fldoe.org (727) 774-1818
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
STATEWIDE APPRENTICESHIP OUTREACH SPECIALIST Susan Biszewski-Eber (727) 656-4462		
Kathleen Taylor, Bureau Chief (850) 245-9062 Kathleen.Taylor@fldoe.org		
http://www.fldoe.org/academics/career-adult-edu/apprenticeshipprograms/		

Updated 5/07/21

APPENDIX B

2020-21 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 total outreach budget for all four phases was \$778,000 of that that total advertising dollars spent was \$369,448 (47%) in each of the following phases:

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

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
- Led presentation of research at first-ever Apprenticeship Summit in June 2018
- Developed Apprentice Florida brand, including:

¹ 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 B CONTINUED

- » 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 phase 2 content, including:
 - » Updated key messaging
 - » Video tutorial script and creative direction
 - » Business toolkit
 - » CareerSource Florida network toolkit
 - » Updated advertising creative
 - » Updated email nurture sequence strategy and content
 - » News release template

PHASE 1 OVERVIEW

TIMING: JULY 2019 – JUNE 2020

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

TARGET AUDIENCES:

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

SUCCESS:

- Impressions² : 35,952,028
- Website Visits (Conversions): 32,714
 - » Number of website visits is considered the conversion for phase 1, as that aligns with the call to action to visit the website
 - » Cost per Visit (Conversion): \$1.22
- Leads Generated: 701*

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

PHASE 2 OVERVIEW

TIMING: APRIL – JUNE 2020

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

² 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.

TARGET AUDIENCES:

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

SUCCESS:

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

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

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

TOTAL LEADS GENERATED, PHASE 1 AND PHASE 2

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

- Businesses: 468
- Prospective Apprentices: 1,701

PHASE 3 OVERVIEW

BUDGET: CAREERSOURCE FLORIDA AND FLORIDA DEPARTMENT OF EDUCATION

Total outreach budget: \$133,000

Total advertising dollars spent: \$80,000 (60%)

APPENDIX B CONTINUED

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

PHASE 4 OVERVIEW:

BUDGET: FLORIDA DEPARTMENT OF EDUCATION

Total outreach budget: \$145,000

Total advertising dollars spent: \$73,450 (51%)

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

Additional achievement information related to the 2020-21 Phases 3 and 4 follow.

Impressions

PHASE 3 TOTAL		
5,548,412	\$13.22 CPM	
Breakdown by Channel		
Display	4,450,616	\$7.03 CPM
LinkedIn	173,252	\$125.92 CPM
Programmatic Audio	924,252	\$16.87 CPM

PHASE 4 TOTAL		
7,565,745	\$12.69 CPM	
Breakdown by Channel		
Display	6,989,620	\$4.44 CPM
LinkedIn	576,125	\$112.82 CPM

Website

Phase 3 Visits
9,812
Users
8,140
Engagement Rate % of Visits with an Engagement
22%
6.1% benchmark for Job Training/Vocational pages

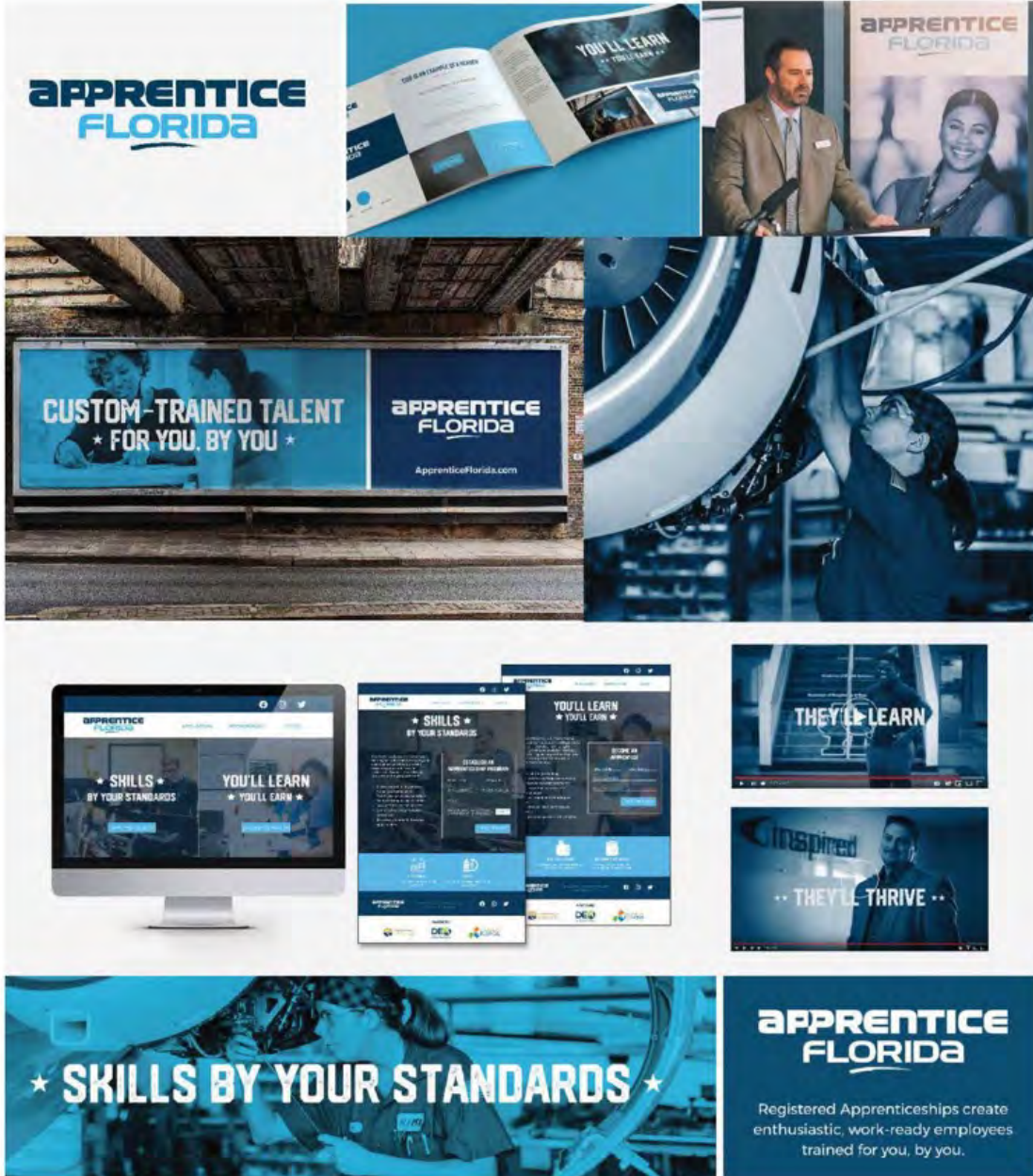
Phase 4 Visits
6,888
Users
6,225
Engagement Rate % of Visits with an Engagement
44%
6.1% benchmark for Job Training/Vocational pages

Traffic

PHASE 3 TOTAL		
6,397 clicks	\$10.88 CPC	
Breakdown by Channel		
Display	4,844	\$6.34 CPC
LinkedIn	1,439	\$15.19 CPC
Programmatic Audio	114	\$149.12 CPC

PHASE 4 TOTAL		
7,465 clicks	\$12.86 CPC	
Breakdown by Channel		
Display	4,393	\$7.06 CPC
LinkedIn	3,072	\$21.16 CPC

APPRENTICE FLORIDA CREATIVE SAMPLES



OFFICE OF APPRENTICESHIP OUTREACH EFFORTS

During the 2020-21 performance year the FDOE Apprenticeship Section team (ATRs, outreach and recruitment specialist and director) were responsible for the administration of registered apprenticeship and preapprenticeship programs in Florida. While the 2020-21 performance year was marked by the COVID-19 pandemic, the team quickly pivoted to provide support both virtually as well as in person. Also, during this time there was a redistribution of the territories from six unique regions to nine. The following are examples of the outreach and support activities made during 2020-21³:

STATEWIDE EFFORTS:

Pathways to Career Opportunities Grant Webinar Series

H-CAP Registered Apprenticeship Accelerator for Health Care Apprenticeship Programs

REGIONS 1A AND 1B:

- Leon County and City of Tallahassee Information and Outreach Meeting
- City of Tallahassee Utilities Apprenticeship Expansion Meeting
- Santa Rosa Pathways to Career Opportunity Kick-off Meeting
- Tallahassee Community College Pathways to Career Opportunity Kick-off meeting
- TruMont Pathways to Career Opportunity Kick-off meeting
- Pensacola Society of Human Resource Management Meeting and Presentation
- Jacksonville Society of Human Resource Management Meeting and Presentation
- Marion County Board of County Commissioners Outreach and Information Presentation
- Jacksonville General Apprenticeship Association Meeting and Presentation
- School District of Nassau County Trades Advisory Committee Outreach Presentation on Apprenticeship
- Baker Correctional Institution Masonry Competition Judge
- Northeast Florida Builders Association Apprentice Signing Event
- CareerSource Northeast Florida Apprenticeship Navigator Training
- Ocala Chamber of Commerce Town Hall Meeting on Apprenticeship

REGION 2:

- Middlesex Road Construction Job Fair and Presentation
- Orange County Schools H.S. Presentation
- Clermont City & Fire Dept. Presentation
- Orange County Corrections Presentation-Pre-Apprenticeships
- Central Florida Boys and Girls Club Presentation and Job Fair
- Orange County Public Schools Presentation to High School Counselors
- CareerSource Central Florida Outreach Meeting and Presentation
- Space Coast Consortium Apprentice Signing Ceremony

³ For the purposes of this annual report, the summary of activities are organized by the original six regions as the redistribution of the regions did not occur until later in the performance year.

APPENDIX B CONTINUED

- Brevard Electrical Apprenticeship Program Graduation Ceremony
- Career Source Flagler Volusia Information Technology Accelerator

REGION 3:

- AMSkills Boot Camp w/ Tampa WORKS Promotional Event
- AMI Kids Program Development Meeting and Presentation
- Farmworker Virtual Conference Presentation
- Enterprising Latinas Outreach Meeting and Presentation
- St. Petersburg College's Powertown Ribbon Cutting
- Pasco-Hernando State College Outreach Meeting and Presentation

REGION 4:

- United Joint Association Committee
- Miami Dade Youth Preapprenticeship Program Meeting and Presentation
- CareerSource South Florida Outreach Presentation
- Miami Dade County Public Schools Apprenticeship Program Meeting
- Urgent, Inc Program Development Meeting
- CareerSource Research Coast Outreach Presentation
- CareerSource South Florida Outreach Presentation
- Hialeah Meter Company Program Development Meeting
- National Flooring Contractors Program Presentation
- Camillus House Outreach Presentation
- Miami Dade College Apprenticeship Program Meeting
- Mr. Glass Windows & Doors Informational Meeting and Presentation
- TWC Services - Employer Preapprenticeship Presentation
- Treasure Coast Food Bank - Informational Meeting and Presentation
- Preapprenticeship Career Day - Miami Dade Youth Preapprenticeship Program
- ACRA Local 725 Apprenticeship Program Meeting
- Nordic Marine Informational Meeting and Presentation
- The Cobblers Informational Meeting and Presentation
- University of Colorado at Colorado Springs Outreach Presentation
- United Joint Association Committee Program Meeting and Presentation

REGION 5:

- Atlantic Technical College Outreach and Expansion Presentation
- National Apprenticeship Week 2020 Virtual Event
- City of Miramar Apprenticeship Day
- Broward County Commission Building Trades Outreach Presentation
- CareerSource Palm Beach Outreach Meeting and Presentation
- CareerSource South Florida Apprenticeship Navigator Training
- Florida Atlantic University Outreach Meeting
- Palm Beach State College Outreach Meeting

APPENDIX C-1

SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS BY SCHOOL DISTRICT AND FLORIDA COLLEGE SYSTEM (FCS) INSTITUTION, 2019-20				
Type of Agency	Agency Name	Total Costs¹	Instructional Costs²	Administrative Costs³
District	Brevard ⁴	\$26,497	\$26,497	\$-
District	Broward	\$4,528,411	\$4,386,534	\$141,877
District	Collier*	\$2,873	\$2,374	\$499
District	Miami-Dade	\$1,174,872	\$1,139,408	\$35,464
District	Escambia	\$87,597	\$82,185	\$5,412
District	Flagler	\$137,058	\$115,290	\$21,768
District	Hillsborough*	\$3,438,499	\$3,411,824	\$26,675
District	Lee ⁴	\$894,140	\$763,148	\$130,992
District	Leon	\$190,443	\$184,852	\$5,591
District	Manatee	\$228,868	\$223,242	\$5,626
District	Marion	\$410,975	\$395,217	\$15,758
District	Nassau	\$129,993	\$116,743	\$13,250
District	Orange	\$3,237,407	\$2,984,011	\$253,396
District	Palm Beach	\$96,032	\$89,006	\$7,026
District	Pasco*	\$508,232	\$462,841	\$45,391
District	Pinellas	\$1,845,913	\$1,780,249	\$65,664
District	Polk	\$574,075	\$561,038	\$13,037
District	St. Johns*	\$15,543	\$15,038	\$235
District	Santa Rosa	\$52,676	\$51,054	\$1,622
District	Sarasota	\$1,473,667	\$1,401,154	\$72,513
FCS	Daytona State College	\$847,506	\$679,415	\$168,091
FCS	College of the Florida Keys	\$59,375	\$45,141	\$14,235
FCS	Hillsborough Community College	\$1,802,271	\$1,485,117	\$317,154
FCS	Indian River State College	\$583,303	\$489,245	\$94,058
FCS	Miami-Dade College	\$637,651	\$576,403	\$61,249
FCS	Palm Beach State College	\$865,967	\$782,009	\$83,958

Notes:

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

- 1 District total costs are total program costs. College total costs are total instruction costs.
- 2 District Instructional costs are the sum of direct costs and school costs. College instructional costs are the sum of total direct instruction and allocated instructional support costs.
- 3 District administrative costs are district indirect costs. College administrative costs are collegewide instructional support costs.
- 4 Information acquired in July 2021 in a supplemental format from agencies that did not report cost.

APPENDIX C-1 CONTINUED

SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS BY SCHOOL DISTRICT AND FLORIDA COLLEGE SYSTEM (FCS) INSTITUTION, 2019-20				
Type of Agency	Agency Name	Total Costs¹	Instructional Costs²	Administrative Costs³
FCS	Santa Fe College	\$592,165	\$469,532	\$122,633
FCS	Seminole State College	\$1,000,660	\$836,936	\$163,724
FCS	South Florida State College	\$115,430	\$85,514	\$29,916
FCS	Tallahassee Community College*	\$126,047	\$59,110	\$66,937
	DISTRICT TOTAL	\$19,053,771	\$18,191,705	\$861,796
	FCS TOTAL	\$6,630,376	\$5,508,422	\$1,121,954
	STATE TOTAL	\$25,684,147	\$23,700,127	\$1,983,750

Notes:

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APPENDIX C-2

SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS IN SCHOOL DISTRICTS AND FLORIDA COLLEGE SYSTEM (FCS) INSTITUTIONS BY TRADE/OCCUPATION, 2019-20

Trade/Occupation	Total Costs ¹	Instructional Costs ²	Administrative Costs ³
Air Conditioning, Refrigeration and Heating Technology	\$3,009,458	\$2,703,194	\$234,112
Automotive Service Technology	\$104,316	\$101,254	\$3,063
Aviation Structures and Assembly Technology	\$7,772	\$6,456	\$1,316
Brick and Block Masonry	\$243,753	\$236,746	\$7,008
Building Construction Technologies	\$182,475	\$175,233	\$7,242
Carpentry	\$690,635	\$664,000	\$26,636
Commercial and Industrial Insulation	\$60,662	\$59,612	\$1,051
Commercial Foods and Culinary Arts	\$39,834	\$38,391	\$1,444
Commercial Sign Design and Fabrication	\$29,383	\$28,447	\$936
Culinary Operations	\$46,827	\$39,592	\$7,235
Early Childhood Education	\$1,881,887	\$1,768,148	\$113,739
Electrical and Instrumentation Technology	\$7,017	\$6,672	\$345
Electrical Line Service and Repair	\$382,989	\$370,825	\$12,164
Electrician	\$10,607,924	\$9,671,705	\$934,846
Elevator Constructor Mechanic	\$193,368	\$187,158	\$6,211
Fire Fighter	\$602,529	\$573,319	\$29,210

Notes:

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

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

APPENDIX C-2 CONTINUED

SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS IN SCHOOL DISTRICTS AND FLORIDA COLLEGE SYSTEM (FCS) INSTITUTIONS BY TRADE/ OCCUPATION, 2019-20

Trade/Occupation	Total Costs ¹	Instructional Costs ²	Administrative Costs ³
Fire Sprinkler System Technology	\$1,010,621	\$1,008,938	\$123,671
Glazing	\$28,066	\$27,193	\$874
Heavy Equipment Mechanics	\$139,642	\$129,427	\$10,215
Heavy Equipment Operation	\$338,309	\$332,336	\$5,973
Industrial Machinery Maintenance	\$17,850	\$17,121	\$729
Industrial Pipefitter	\$861,941	\$756,357	\$105,584
Information Technology	\$86,127	\$83,598	\$2,528
Machining	\$262,049	\$253,358	\$8,691
Millwright	\$204,774	\$203,186	\$1,589
Painting and Decorating	\$146,508	\$141,945	\$4,563
Plumbing Technology	\$3,103,822	\$2,784,319	\$270,764
Pre-Apprenticeship	\$189,505	\$181,959	\$7,546
Roadway Technician	\$6,105	\$5,902	\$203
Roofing	\$167,060	\$157,753	\$9,307
Service Animal Trainer	\$8,307	\$8,243	\$64
Sheet Metal Fabrication Technology	\$390,085	\$369,844	\$20,241
Structural Steel Work	\$604,996	\$580,480	\$24,516
Yacht Service Technician	\$27,551	\$27,416	\$135
TOTAL	\$25,684,147	\$23,700,127	\$1,983,750

Notes:

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

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APPENDIX C-3

SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/OCCUPATION, 2019-20				
LEA	Trade/Occupation	Total Costs¹	Instructional Costs²	Administrative Costs³
Brevard	Pre-Apprenticeship	\$26,497	\$26,497	\$-
Broward	Elevator Constructor Mechanic	\$193,368	\$187,158	\$6,211
Broward	Carpentry	\$133,147	\$128,639	\$4,509
Broward	Electrical Line Service and Repair	\$382,989	\$370,825	\$12,164
Broward	Electrician	\$1,679,774	\$1,628,046	\$51,728
Broward	Building Construction Technologies	\$35,340	\$34,643	\$697
Broward	Glazing	\$28,066	\$27,193	\$874
Broward	Painting and Decorating	\$146,508	\$141,945	\$4,563
Broward	Roofing	\$98,459	\$95,441	\$3,018
Broward	Fire Sprinkler System Technology	\$193,074	\$187,191	\$5,883
Broward	Plumbing Technology	\$873,521	\$845,128	\$28,392
Broward	Yacht Service Technician	\$27,551	\$27,416	\$135
Broward	Brick and Block Masonry	\$22,766	\$22,131	\$635
Broward	Air Conditioning, Refrigeration and Heating Technology	\$323,235	\$312,951	\$10,284
Broward	Industrial Machinery Maintenance	\$5,731	\$5,404	\$327
Broward	Commercial Sign Design and Fabrication	\$29,383	\$28,447	\$936
Broward	Machining	\$164,688	\$159,656	\$5,032
Broward	Structural Steel Work	\$61,591	\$59,554	\$2,038
Broward	Sheet Metal Fabrication Technology	\$3,657	\$3,528	\$129
Broward	Heavy Equipment Operation	\$125,563	\$121,240	\$4,323
Collier*	Machining	\$2,873	\$2,374	\$499
Escambia	Electrician	\$87,597	\$82,185	\$5,412
Flagler	Electrician	\$41,703	\$34,447	\$7,256

Notes:
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- District administrative costs are district indirect costs. College administrative costs are collegewide instructional support costs.

APPENDIX C-3 CONTINUED

SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/OCCUPATION, 2019-20				
LEA	Trade/Occupation	Total Costs¹	Instructional Costs²	Administrative Costs³
Flagler	Air Conditioning, Refrigeration and Heating Technology	\$12,858	\$5,602	\$7,256
Flagler	Early Childhood Education	\$82,497	\$75,241	\$7,256
Hillsborough*	Service Animal Trainer	\$8,307	\$8,243	\$64
Hillsborough*	Pre-Apprenticeship	\$66,976	\$66,456	\$520
Hillsborough*	Carpentry - APPR	\$414,208	\$410,995	\$3,213
Hillsborough*	Electrician - APPR	\$1,459,383	\$1,448,061	\$11,322
Hillsborough*	Commercial and Industrial Insulation	\$34,785	\$34,516	\$270
Hillsborough*	Plumbing Technology	\$470,375	\$466,726	\$3,649
Hillsborough*	Brick and Block Masonry	\$91,388	\$90,679	\$709
Hillsborough*	Heavy Equipment Mechanics	\$10,146	\$10,067	\$79
Hillsborough*	Millwright	\$204,774	\$203,186	\$1,589
Hillsborough*	Structural Steel Work	\$284,412	\$282,205	\$2,206
Hillsborough*	Sheet Metal Fabrication Technology	\$180,999	\$179,595	\$1,404
Hillsborough*	Heavy Equipment Operation	\$212,746	\$211,096	\$1,650
Lee	Electrician	\$535,495	\$457,045	\$78,450
Lee	Fire Sprinkler System Technology	\$13,347	\$11,392	\$1,955
Lee	Plumbing Technology	\$102,857	\$87,788	\$15,069
Lee	Industrial Pipefitter	\$53,450	\$45,619	\$7,830
Lee	Air Conditioning, Refrigeration and Heating Technology	\$188,991	\$161,304	\$27,687
Leon	Automotive Service Technology	\$104,316	\$101,254	\$3,063
Leon	Information Technology	\$86,127	\$83,598	\$2,528
Manatee	Brick and Block Masonry	\$25,706	\$24,736	\$970
Manatee	Early Childhood Education	\$203,162	\$198,506	\$4,656
Marion	Electrician	\$341,535	\$327,874	\$13,661
Marion	Brick and Block Masonry	\$69,440	\$67,343	\$2,097
Miami Dade	Electrician	\$388,015	\$376,302	\$11,712

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APPENDIX C-3 CONTINUED

SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/OCCUPATION, 2019-20				
LEA	Trade/Occupation	Total Costs¹	Instructional Costs²	Administrative Costs³
Miami Dade	Commercial and Industrial Insulation	\$25,877	\$25,096	\$781
Miami Dade	Plumbing Technology	\$179,110	\$173,703	\$5,407
Miami Dade	Brick and Block Masonry	\$2,079	\$2,017	\$63
Miami Dade	Air Conditioning, Refrigeration and Heating Technology	\$475,132	\$460,790	\$14,342
Miami Dade	Sheet Metal Fabrication Technology	\$104,659	\$101,500	\$3,159
Nassau	Air Conditioning, Refrigeration and Heating Technology	\$100,487	\$90,244	\$10,242
Nassau	Sheet Metal Fabrication Technology	\$29,506	\$26,499	\$3,008
Orange	Carpentry	\$32,374	\$29,840	\$2,534
Orange	Electrician	\$1,812,948	\$1,671,046	\$141,902
Orange	Building Construction Technologies	\$32,374	\$29,840	\$2,534
Orange	Fire Sprinkler System Technology	\$64,748	\$59,680	\$5,068
Orange	Plumbing Technology	\$388,489	\$358,081	\$30,408
Orange	Industrial Pipefitter	\$64,748	\$59,680	\$5,068
Orange	Brick and Block Masonry	\$32,374	\$29,840	\$2,534
Orange	Air Conditioning, Refrigeration and Heating Technology	\$323,741	\$298,401	\$25,340
Orange	Heavy Equipment Mechanics	\$129,496	\$119,360	\$10,136
Orange	Structural Steel Work	\$258,993	\$238,721	\$20,272
Orange	Early Childhood Education	\$97,122	\$89,520	\$7,602
Palm Beach	Pre-Apprenticeship	\$96,032	\$89,006	\$7,026
Pasco	Early Childhood Education	\$150,778	\$134,402	\$16,376
Pasco	Electrician	\$357,454	\$328,439	\$29,015
Pinellas	Electrician	\$252,336	\$243,453	\$8,883
Pinellas	Building Construction Technologies	\$114,761	\$110,750	\$4,011

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APPENDIX C-3 CONTINUED

SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/OCCUPATION, 2019-20

LEA	Trade/Occupation	Total Costs ¹	Instructional Costs ²	Administrative Costs ³
Pinellas	Roadway Technician	\$6,105	\$5,902	\$203
Pinellas	Fire Sprinkler System Technology	\$18,851	\$18,225	\$626
Pinellas	Plumbing Technology	\$61,653	\$59,481	\$2,172
Pinellas	Industrial Pipefitter	\$274,785	\$264,624	\$10,161
Pinellas	Air Conditioning, Refrigeration and Heating Technology	\$327,149	\$315,277	\$11,872
Pinellas	Industrial Machinery Maintenance	\$12,119	\$11,717	\$402
Pinellas	Machining	\$94,488	\$91,328	\$3,160
Pinellas	Fire Fighter	\$27,097	\$26,202	\$895
Pinellas	Early Childhood Education	\$656,569	\$633,290	\$23,279
Polk	Electrician	\$379,889	\$371,285	\$8,604
Polk	Air Conditioning, Refrigeration and Heating Technology	\$194,186	\$189,753	\$4,433
Santa Rosa	Plumbing Technology	\$13,974	\$13,478	\$428
Santa Rosa	Air Conditioning, Refrigeration and Heating Technology	\$38,702	\$37,576	\$1,194
Sarasota	Electrical and Instrumentation Technology	\$7,017	\$6,672	\$345
Sarasota	Commercial Foods and Culinary Arts	\$24,561	\$23,353	\$1,209
Sarasota	Electrician	\$438,591	\$417,010	\$21,581
Sarasota	Roofing	\$45,613	\$43,369	\$2,244
Sarasota	Plumbing Technology	\$231,576	\$220,181	\$11,395
Sarasota	Air Conditioning, Refrigeration and Heating Technology	\$150,875	\$143,451	\$7,424
Sarasota	Fire Fighter	\$575,432	\$547,117	\$28,315
St. Johns*	Commercial Foods and Culinary Arts	\$15,543	\$15,038	\$235
College of the Florida Keys	Carpentry	\$20,039	\$14,345	\$5,694
College of the Florida Keys	Electrician	\$21,442	\$17,456	\$3,986

Notes:

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APPENDIX C-3 CONTINUED

SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/OCCUPATION, 2019-20				
LEA	Trade/Occupation	Total Costs¹	Instructional Costs²	Administrative Costs³
College of the Florida Keys	Plumbing Technology	\$9,146	\$7,438	\$1,708
College of the Florida Keys	Air Conditioning, Refrigeration and Heating Technology	\$8,749	\$5,902	\$2,847
Daytona State College	Early Childhood Education	\$191,432	\$153,464	\$37,968
Daytona State College	Electrician	\$403,393	\$323,386	\$80,008
Daytona State College	Plumbing Technology	\$252,680	\$202,565	\$50,116
Hillsborough Community College	Carpentry	\$32,183	\$26,520	\$5,663
Hillsborough Community College	Electrician	\$887,343	\$731,193	\$156,150
Hillsborough Community College	Roofing	\$22,988	\$18,943	\$4,045
Hillsborough Community College	Fire Sprinkler System Technology	\$206,893	\$170,485	\$36,408
Hillsborough Community College	Industrial Pipefitter	\$468,958	\$386,434	\$82,525
Hillsborough Community College	Air Conditioning, Refrigeration and Heating Technology	\$112,642	\$92,820	\$19,822
Hillsborough Community College	Sheet Metal Fabrication Technology	\$71,264	\$58,722	\$12,541
Indian River State College	Culinary Operations	\$46,827	\$39,592	\$7,235
<p>Notes:</p> <p>Source for district data is the Annual Cost Report and for colleges is the Annual Cost Analysis (detailed reports) unless denoted by an *, in which case costs are not reflective of the Annual Cost Report and were obtained in a supplemental format.</p> <p>1 District total costs are total program costs. College total costs are total instruction costs.</p> <p>2 District Instructional costs are the sum of direct costs and school costs. College instructional costs are the sum of total direct instruction and allocated instructional support costs.</p> <p>3 District administrative costs are district indirect costs. College administrative costs are collegewide instructional support costs.</p>				

APPENDIX C-3 CONTINUED

SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/OCCUPATION, 2019-20				
LEA	Trade/Occupation	Total Costs¹	Instructional Costs²	Administrative Costs³
Indian River State College	Electrician	\$313,459	\$260,401	\$53,058
Indian River State College	Plumbing Technology	\$135,277	\$114,448	\$20,829
Indian River State College	Air Conditioning, Refrigeration and Heating Technology	\$79,969	\$68,349	\$11,620
Indian River State College	Aviation Structures & Assembly Technician	\$7,772	\$6,456	\$1,316
Miami Dade College	Electrician	\$316,795	\$286,366	\$30,429
Miami Dade College	Fire Sprinkler System Technology	\$190,889	\$172,554	\$18,336
Miami Dade College	Plumbing Technology	\$69,045	\$62,413	\$6,632
Miami Dade College	Air Conditioning, Refrigeration and Heating Technology	\$60,922	\$55,070	\$5,852
Palm Beach State College	Electrician	\$407,005	\$367,544	\$39,460
Palm Beach State College	Air Conditioning, Refrigeration and Heating Technology	\$458,962	\$414,465	\$44,498
Santa Fe State College	Carpentry	\$58,684	\$53,661	\$5,023
Santa Fe State College	Electrician	\$284,518	\$201,228	\$83,290
Santa Fe State College	Plumbing Technology	\$122,808	\$107,322	\$15,486
Santa Fe State College	Air Conditioning, Refrigeration and Heating Technology	\$126,156	\$107,322	\$18,834
Seminole State College	Electrician	\$434,801	\$368,942	\$65,859
Seminole State College	Fire Sprinkler System Technology	\$347,704	\$292,309	\$55,395
<p>Notes: Source for district data is the Annual Cost Report and for colleges is the Annual Cost Analysis (detailed reports) unless denoted by an *, in which case costs are not reflective of the Annual Cost Report and were obtained in a supplemental format.</p> <p>1 District total costs are total program costs. College total costs are total instruction costs. 2 District Instructional costs are the sum of direct costs and school costs. College instructional costs are the sum of total direct instruction and allocated instructional support costs. 3 District administrative costs are district indirect costs. College administrative costs are collegewide instructional support costs.</p>				

APPENDIX C-3 CONTINUED

SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/OCCUPATION, 2019-20				
LEA	Trade/Occupation	Total Costs¹	Instructional Costs²	Administrative Costs³
Seminole State College	Plumbing Technology	\$218,155	\$175,686	\$42,470
South Florida State College	Electrician	\$76,345	\$56,559	\$19,786
South Florida State College	Air Conditioning, Refrigeration and Heating Technology	\$39,085	\$28,955	\$10,130
Tallahassee Community College*	Electrician	\$42,352	\$12,311	\$30,037
Tallahassee Community College*	Plumbing Technology	\$83,695	\$46,799	\$36,900
TOTAL		\$25,684,147	\$23,700,127	\$1,983,750
<p>Notes:</p> <p>Source for district data is the Annual Cost Report and for colleges is the Annual Cost Analysis (detailed reports) unless denoted by an *, in which case costs are not reflective of the Annual Cost Report and were obtained in a supplemental format.</p> <p>1 District total costs are total program costs. College total costs are total instruction costs.</p> <p>2 District Instructional costs are the sum of direct costs and school costs. College instructional costs are the sum of total direct instruction and allocated instructional support costs.</p> <p>3 District administrative costs are district indirect costs. College administrative costs are collegewide instructional support costs.</p>				

APPENDIX D

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Preapprenticeship	Baker County Preapprenticeship Program**	P-111	Baker County	District	Baker
Apprenticeship	Haney Tech Apprenticeship Program, GNJ**	2020-FL-79724	Bay County	District	Bay
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	Advanced Education Apprenticeship Training, Inc.	FL001950016	Broward County	District	Broward

*Enrollment information was obtained in a supplemental format in July 2021.

**New program added in 2020-21.

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2 Based on 2020-21 end of year FCS and WDIS data. If LEA Name field is "n/a", the registered program did not partner with a school district or FCS institution to deliver RTI instruction.

APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	Broward County Plumbers & Pipefitters JAC	FL007460006	Broward County	District	Broward
Preapprenticeship	Broward Schools Preapprenticeship**	P-106	Broward County	District	Broward
Apprenticeship	Florida Finishing Trades Institute JATC	FL009142204	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
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 (LUEC) LU74 JAC	FL003030002	Hillsborough County	District	Broward

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
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	City of Lake Worth Beach Utilities Apprenticeship Program IJ	FL009112199	Palm Beach 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
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

*Enrollment information was obtained in a supplemental format in July 2021.

**New program added in 2020-21.

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	ABC Institute Electrical Apprenticeship Program GNJ	FL007860018	Broward County	District and FCS	Broward, Miami Dade College
Apprenticeship	ABC Institute Pipefitter-Sprinkler 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
Apprenticeship	Florida Electrical Apprenticeship Association, Inc	FL001950008	Palm Beach County	District and FCS	Broward, Palm Beach State College
Apprenticeship	Arthrex Manufacturing Apprenticeship Program INJ	FL006090032	Lee County	District	Collier
Apprenticeship	Daytona Toyota, INJ**	2021-FL-87900	Volusia County	FCS	Daytona State College
Apprenticeship	Daytona Beach Electrical JATC	FL008460002	Volusia County	FCS	Daytona State College

*Enrollment information was obtained in a supplemental format in July 2021.

**New program added in 2020-21.

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2 Based on 2020-21 end of year FCS and WDIS data. If LEA Name field is "n/a", the registered program did not partner with a school district or FCS institution to deliver RTI instruction.

APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
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	Baker Hughes, a GE Company, INJ	2018-FL-71566	Duval County	FCS	Florida State College at Jacksonville
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
Apprenticeship	North Central Florida Operating Engineers JAC	FL008570001	Duval County	District	Hillsborough

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**New program added in 2020-21.

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	North Florida Carpenters JATC	FL008510001	Duval County	District	Hillsborough
Apprenticeship	North Florida Ironworkers JAC	FL008890009	Duval County	District	Hillsborough
Preapprenticeship	North Florida Ironworkers JAC Preapprenticeship Program	P-078	Duval County	District	Hillsborough
Apprenticeship	North Florida Sheet Metal Workers JATC	FL008460001	Duval County	District	Hillsborough
Apprenticeship	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	Central Florida Plumbing Academy GNJ	FL002080009	Hillsborough County	District	Hillsborough
Apprenticeship	Florida West Coast Carpenters JAC	FL007700001	Hillsborough County	District	Hillsborough
Apprenticeship	Florida West Coast Operating Engineers JAC	FL007900013	Hillsborough County	District	Hillsborough
Apprenticeship	Florida West Coast Trowel Trades JATC	FL007680002	Hillsborough County	District	Hillsborough
Apprenticeship	Masonry Contactors Association of FL, GNJ (Gulf Coast Area)	FL001950009	Hillsborough County	District	Hillsborough
Apprenticeship	Tampa Area Electrical JATC	FL007880004	Hillsborough County	District	Hillsborough

*Enrollment information was obtained in a supplemental format in July 2021.

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	Tampa Ironworkers JATC	FL007570002	Hillsborough County	District	Hillsborough
Preapprenticeship	Tampa Ironworkers Preapprenticeship JATC	P-072	Hillsborough County	District	Hillsborough
Apprenticeship	Tampa Millwrights JATC	FL007670002	Hillsborough County	District	Hillsborough
Apprenticeship	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	Florida Construction Apprenticeship Training Corporation, GNJ	FL009000002	St. Lucie 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

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**New program added in 2020-21.

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	Lake Sumter State College Apprenticeship Program, GNJ** *	2021-FL-80240	Lake, Sumter County	FCS	Lake-Sumter State College
Apprenticeship	Lee County Registered Apprenticeship Program, GNJ**	2021-FL-88323	Lee County	District	Lee
Apprenticeship	Tri County Apprenticeship Academy GNJ	FL004040001	Lee County	District	Lee
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

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	M-DCPS Apprenticeship Program, GNJ**	2021-FL-81435	Miami-Dade County	District	Miami-Dade
Preapprenticeship	M-DCPS Preapprenticeship Program**	P-108	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
Apprenticeship	Nassau Building Trades Apprenticeship Council	2018-FL-71351	Nassau County	District	Nassau
Apprenticeship	Northwest Florida State College Apprenticeship Program, GNJ*	2020-FL-74354	Okaloosa, Walton County	FCS	Northwest Florida State College
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	FL00864-0001	Orange County	District	Orange

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
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	Florida Electric Apprenticeship & Training GNJ	FL008870020	Orange County	District and FCS	Orange, Seminole State College of Florida
Apprenticeship	Plumbing Industry Professional Education GNJ	FL005070003	Orange County	District and FCS	Orange, Seminole State College of Florida
Apprenticeship	Carpentry Apprenticeship Program of Osceola County, INJ**	2021-FL-81121	Osceola County	District	Osceola
Preapprenticeship	Florida Training Services, Inc. Preapprenticeship	P-074	Martin County	District	Palm Beach
Apprenticeship	Florida Air Conditioning Apprenticeship Assn. GNJ	FL009040001	Palm Beach County	FCS	Palm Beach State College
Apprenticeship	Child Care Apprenticeship Program of Pasco County	FL001940004	Pasco County	District	Pasco
Apprenticeship	Pasco County Child Care Apprenticeship IJW	FL007900011	Pasco County	District	Pasco

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
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
Apprenticeship	Pinellas Association of Plumbing, Heating & Cooling Contractors, GNJ	FL006990005	Pinellas County	District	Pinellas

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	Pinellas County Schools Child Care Apprenticeship INJ	FL001970009	Pinellas County	District	Pinellas
Preapprenticeship	Pinellas County Schools Machining Preapprenticeship Program**	P-110	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	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, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
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
Apprenticeship	Florida Automatic Sprinkler Training, Inc. GNJ	FL005050002	Seminole County	FCS	Seminole State College of Florida
Apprenticeship	Peace River Electric Cooperative Inc. IJ	FL003050001	Hardee County	FCS	South Florida State College
Apprenticeship	Heartland A/C Apprenticeship Program GNJ	FL007920005	Highlands County	FCS	South Florida State College
Apprenticeship	First Coast Culinary Apprenticeship GNJ	FL013060002	St. Johns County	District	St. Johns
Preapprenticeship	Clinical Medical Assistant Preapprenticeship Program	P-099	Pinellas County	FCS	St. Petersburg College
Preapprenticeship	TCC - Gadsden Re-Entry Preapprenticeship Program**	P-104	Leon County	FCS	Tallahassee Community College

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	The College of the Florida Keys Apprenticeship Program, GNJ	2018-FL-71225	Monroe County	FCS	The College of the Florida Keys
Preapprenticeship	Volusia County Schools Preapprenticeship Program**	P-107	Volusia County	District	Volusia
Apprenticeship	MCBIA Apprenticeship Program, GNJ	2020-FL-75963	Alachua 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	ABC Institute, Inc. **	2021-FL-88396	Broward County	n/a	n/a
Apprenticeship	Adaptive Construction Solutions, Inc. GNJ	2018-FL-69774	Broward County	n/a	n/a

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	Baker Concrete Construction, Inc. Apprenticeship Program, INJ	2020-FL-78520	Broward County	n/a	n/a
Preapprenticeship	Career Launch IJ Preapprenticeship Program	P-087	Broward County	n/a	n/a
Apprenticeship	Florida Pile Drivers JATC	FL007790004	Broward County	n/a	n/a
Apprenticeship	SE Florida Chapter Masonry Association of Florida, GNJ	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
Preapprenticeship	Northeast Florida Builders Association/ Clay County School Board Preapprenticeship	P-051	Clay County	n/a	n/a
Preapprenticeship	Pedro Menendez High School Preapprenticeship	P-066	Clay County	n/a	n/a
Apprenticeship	Collier County Government Apprenticeship Program INJ	FL006110148	Collier County	n/a	n/a
Apprenticeship	Lorenzo Walker Technical College Apprenticeship Program, GNJ	2020-FL-75938	Collier County	n/a	n/a

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	SW Florida Chapter Masonry Association of Florida Inc., GNJ	FL001950010	Collier County	n/a	n/a
Preapprenticeship	A. Philip Randolph Career Academies Preapprenticeship Program	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
Preapprenticeship	Jacksonville Electrical JATC Preapprenticeship Program	P-084	Duval County	n/a	n/a
Apprenticeship	Jacksonville Electrical Teledata JATC	FL014010001	Duval County	n/a	n/a
Apprenticeship	Jacksonville Heat & Frost Insulators and Allied Trades JATC	FL008720001	Duval County	n/a	n/a
Apprenticeship	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
Preapprenticeship	Northeast Florida Builders Association – Home Builders Institute-Jacksonville Job Corps Preapprenticeship Program	P-079	Duval County	n/a	n/a
Apprenticeship	Northwest Florida Bricklayers GNJ	FL001970001	Escambia County	n/a	n/a

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	TruMont Apprenticeship Program, GNJ**	2020-FL-78997	Escambia County	n/a	n/a
Preapprenticeship	Flagler Child Care Preapprenticeship	P-030	Flagler County	n/a	n/a
Preapprenticeship	Flagler County Community Program Preapprenticeship	P-032	Flagler County	n/a	n/a
Apprenticeship	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	Apprenticeships to Careers at AdventHealth, INJ	2020-FL-75893	Highlands County	n/a	n/a
Apprenticeship	Heartland Electrical Apprenticeship Program GNJ	FL007890015	Highlands County	n/a	n/a
Apprenticeship	Heartland Plumbers Apprenticeship Program GNJ	FL007920004	Highlands County	n/a	n/a
Apprenticeship	The School District of Highlands County Apprenticeship Program, INJ	2020-FL-75447	Highlands County	n/a	n/a
Preapprenticeship	AMikids, Inc. - Florida Preapprenticeship Program**	P-103	Hillsborough County	n/a	n/a
Apprenticeship	Child Care Apprenticeship of Hillsborough County	FL007910010	Hillsborough County	n/a	n/a
Preapprenticeship	Farmworker Pre-Apprenticeship Program	P-091	Hillsborough County	n/a	n/a

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Preapprenticeship	Hillsborough County Public Schools Preapprenticeship Program	P-095	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
Apprenticeship	Powertown Line Construction Apprenticeship INJ	FL006156743	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, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
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
Apprenticeship	City of Leesburg Electric Utility INJ	FL001950006	Lake County	n/a	n/a
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

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
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
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

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
Apprenticeship	Tallahassee Capitol Chapter Masonry Assn of Florida Inc	FL010040001	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
Apprenticeship	Ocala Utility Services IJW	FL008810009	Marion County	n/a	n/a
Preapprenticeship	Florida Training Services, Inc. Preapprenticeship	P-076	Martin 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

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
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	Kelly Tractor	FL007690003	Miami-Dade County	n/a	n/a
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

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
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
Preapprenticeship	Academy of Construction Technologies, Inc. Preapprenticeship	P-060	Orange County	n/a	n/a
Apprenticeship	Adaptive Construction Solutions of Central Florida, Inc. GNJ	2018-FL-71810	Orange County	n/a	n/a
Apprenticeship	Automation & Maintenance Professional 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

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APPENDIX D CONTINUED

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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
Apprenticeship	Tharp Plumbing Systems Apprenticeship Program INJ	FL005111363	Orange County	n/a	n/a
Apprenticeship	Marriott Vacation Club Worldwide Apprenticeship Program INJ	2017-FL-68755	Osceola County	n/a	n/a
Apprenticeship	Independent Electrical Contractors-FECC, Inc., GNJ	2019-FL-72858	Palm Beach County	n/a	n/a
Apprenticeship	AmSkills Apprenticeship Program GNJ	FL006169119	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

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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Preapprenticeship	Withlacoochee River Electric Cooperative Inc.	P-021	Pasco County	n/a	n/a
Apprenticeship	FDOT District Seven Apprenticeship Program IJW	FL006040001	Pinellas County	n/a	n/a
Apprenticeship	Knight Enterprises Apprenticeship Program INJ	2018-FL-69814	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
Preapprenticeship	Pinellas Technical Careers Preapprenticeship Program YouthBuild	P-077	Pinellas County	n/a	n/a
Apprenticeship	St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	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	Florida Association of Plumbing-Heating-Cooling Contractors, GNJ	2020-FL-78177	Santa Rosa County	n/a	n/a

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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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	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	Internat'L Union of Elevator Constructors (LUEC) LU #13	FL005030004	Seminole County	n/a	n/a

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APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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Preapprenticeship	Northeast Florida Builders Association/ St. Johns County School Board Preapprenticeship	P-061	St. Johns County	n/a	n/a
Apprenticeship	CareerSource 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
Preapprenticeship	St. Lucie Public Schools Preapprenticeship Program	P-098	St. Lucie County	n/a	n/a
Preapprenticeship	Treasure Coast Manufacturers Association Pre-Apprenticeship, GNJ (TCMAAP)	P-088	St. Lucie County	n/a	n/a
Apprenticeship	Utility Lines Construction Services, LLC, INJ	2020-FL-78132	Suwanee County	n/a	n/a

*Enrollment information was obtained in a supplemental format in July 2021.

**New program added in 2020-21.

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

2 Based on 2020-21 end of year FCS and WDIS data. If LEA Name field is "n/a", the registered program did not partner with a school district or FCS institution to deliver RTI instruction.

APPENDIX D CONTINUED

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2020-21

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

Program Type	Registered Program Name	Program Number	County	LEA Type (District or FCS) ¹	LEA Name (If Applicable) ²
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	CHELCO (Choctawhatchee Electric Cooperative) INJ	FL007860003	Walton County	n/a	n/a

*Enrollment information was obtained in a supplemental format in July 2021.

**New program added in 2020-21.

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

2 Based on 2020-21 end of year FCS and WDIS data. If LEA Name field is "n/a", the registered program did not partner with a school district or FCS institution to deliver RTI instruction.

APPENDIX E-1

REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAM ENROLLMENT BY TRADE/OCCUPATION AND LEA TYPE ¹ , 2020-21				
Trade/Occupation	# Enrollments in Districts	# Enrollments in FCS Institutions	Total	% of Total Enrollments
Electrician	4,468	1,388	5,856	43%
Plumbing Technology	1,450	314	1,764	13%
Air Conditioning, Refrigeration and Heating Technology	1,010	367	1,377	10%
Pre-Apprenticeship	596	16	612	4%
Fire Sprinkler System Technology	236	287	523	4%
Early Childhood Education	492	19	511	4%
Carpentry	364	37	401	3%
Structural Steel Work	381	n/a	381	3%
Industrial Pipefitter	133	178	311	2%
Electrical Line Service and Repair	275	n/a	275	2%
Fire Fighter	261	n/a	261	2%
Heavy Equipment Operation	224	n/a	224	2%
Sheet Metal Fabrication Technology	158	25	183	1%
Machining	142	n/a	142	1%
Elevator Constructor Mechanic	119	n/a	119	1%
Brick and Block Masonry	107	n/a	107	1%
Millwright	99	n/a	99	1%
Painting and Decorating	80	n/a	80	1%
Roofing	66	<10	70	1%
Heavy Equipment Mechanics	63	n/a	63	<1%
Building Construction Technologies	47	n/a	47	<1%
Commercial and Industrial Insulation	35	n/a	35	<1%
Culinary Operations	n/a	34	34	<1%
Yacht Service Technician	22	n/a	22	<1%
Glazing	18	n/a	18	<1%
Aviation Structures & Assembly Technician	n/a	13	13	<1%
Commercial Sign Design and Fabrication	12	n/a	12	<1%
Medical Assisting	12	n/a	12	<1%
Network Support Technician	n/a	12	12	<1%

¹ .An LEA is a local education agency (school district or Florida College System institution).
Based on 2020-21 end of year data reported for districts and FCS institutions and supplemental information obtained in July 2021. Enrollments less than 10 have been masked.

APPENDIX E-1 CONTINUED

REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAM ENROLLMENT BY TRADE/OCCUPATION AND LEA TYPE¹, 2020-21				
Trade/Occupation	# Enrollments in Districts	# Enrollments in FCS Institutions	Total	% of Total Enrollments
Advanced CNC/DNC Machinist	n/a	11	11	<1%
Commercial Foods and Culinary Arts	<10	n/a	9	<1%
Information Technology Specialist	n/a	<10	7	<1%
Mechatronics Technician	n/a	<10	7	<1%
Roadway Technician	<10	n/a	6	<1%
Industrial Machinery Maintenance	<10	n/a	5	<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%
State Totals	10,905	2,726	13,631	
¹ .An LEA is a local education agency (school district or Florida College System institution). Based on 2020-21 end of year data reported for districts and FCS institutions and supplemental information obtained in July 2021. Enrollments less than 10 have been masked.				

APPENDIX E-2

NUMBER OF REGISTERED APPRENTICES BY TRADE/OCCUPATION, 2020-21

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

Trade/Occupation	Registered Apprentices	% of Total Registered Apprentices
Electrician	6,179	39%
Plumber	1,632	10%
Heating and Air Conditioning Technician and Installer	1,419	9%
Elevator Constructor	738	5%
Sprinkler Fitter	722	5%
Child Care Development Specialist	576	4%
Pipe Fitter	572	4%
Power Line Erector	434	3%
Carpenter	406	3%
Structural Steel Worker/Ironworker	368	2%
Power Line Repairer	227	1%
Sheet Metal Worker	225	1%
Heavy Equipment Mechanic	217	1%
Industrial Maintenance Mechanic	192	1%
Registered Nurse Resident	157	1%
Fire Medic	144	1%
Bricklayer	132	1%
Fire Fighter	124	1%
Millwright	106	1%
Gas Utility Technician	95	1%
Painter	84	1%
Roofer	83	1%
Machinist	65	<1%
Diesel Mechanic	63	<1%
Composite Plastic Fabricator	61	<1%
CNC Programmer - Milling and Turning	60	<1%
Construction Craft Laborer	34	<1%
Network Support Technician	33	<1%
Refrigeration Mechanic	33	<1%

Based on data reported into the USDOL RAPIDS registration system as of June 30, 2021. Occupations with less than 10 registered apprentices have been masked

APPENDIX E-2 CONTINUED

NUMBER OF REGISTERED APPRENTICES BY TRADE/OCCUPATION, 2020-21

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

Trade/Occupation	Registered Apprentices	% of Total Registered Apprentices
Wastewater Systems Operator	33	<1%
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	32	<1%
Cook	28	<1%
Industrial Manufacturing Technician	28	<1%
Direct Support Specialist	25	<1%
Pile Driver	23	<1%
Application Developer	22	<1%
Yacht Service Technician	21	<1%
Cable Splicer	20	<1%
Glazier	20	<1%
Numerical Control Machinist and Operator	20	<1%
Instrumentation and Controls Technician	17	<1%
Telecommunications Technician	17	<1%
Medical Assistant	14	<1%
Operations Management	14	<1%
Power-Plant Operator	14	<1%
Tool and Die Maker	14	<1%
Truss Design Technician	13	<1%
Tradeshow Worker	12	<1%
Advanced Machinist	11	<1%
Community Health Worker	11	<1%
Pharmacy Technician	11	<1%
Stage Technician	11	<1%
Bricklayer and Mason	10	<1%
Cyber Security Support Technician	10	<1%
Electric Meter Installer	10	<1%
Field Service Engineer	10	<1%
Mechatronics Technician	10	<1%
Meter Repairer	10	<1%
Advanced Patient Care Technician	<10	<1%
Die-cast and Plastic Technician	<10	<1%
Senior Network Consultant	<10	<1%

Based on data reported into the USDOL RAPIDS registration system as of June 30, 2021. Occupations with less than 10 registered apprentices have been masked

APPENDIX E-2 CONTINUED

NUMBER OF REGISTERED APPRENTICES BY TRADE/OCCUPATION, 2020-21

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

Trade/Occupation	Registered Apprentices	% of Total Registered Apprentices
Landscape Technician	<10	<1%
Automotive Service Mechanic	<10	<1%
Machine Builder	<10	<1%
Reinforcing Metal Worker	<10	<1%
Airframe & Powerplant Mechanic	<10	<1%
Animal Trainer	<10	<1%
CNC Operator - Milling and Turning	<10	<1%
Computer Support Specialist	<10	<1%
Electric Meter Repairer	<10	<1%
Information Technology Specialist	<10	<1%
Career Development Technician	<10	<1%
Distribution and Logistics Technician	<10	<1%
IT Analyst	<10	<1%
Protective-Signal Installer	<10	<1%
Welder	<10	<1%
Cement Mason	<10	<1%
Load Dispatcher	<10	<1%
Surgical Technologist	<10	<1%
Swimming-Pool Servicer	<10	<1%
Customs Broker	<10	<1%
Database Technician	<10	<1%
Floor Installer	<10	<1%
Help Desk Technician	<10	<1%
Horticulture Technician	<10	<1%
Information Assurance Specialist	<10	<1%
Relay Technician	<10	<1%
Residential Wireman	<10	<1%
Substation Operator	<10	<1%
Switchboard Operator (Utility)	<10	<1%
Total	15,787	

Based on data reported into the USDOL RAPIDS registration system as of June 30, 2021. Occupations with less than 10 registered apprentices have been masked

APPENDIX F

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE) PHASE 1 – 2019-20 GRANTS AWARDS

Grantee (Phase 1)	Occupation(s) or Trade(s)	New or Expansion	Type	Status	20-21 Grant Enrolled (Registered) Anticipated	Award Amount
Bay School District	Welding	New	Apprenticeship	Standards Approved	5	\$ 198,930.00
Brevard School District – Adult Education	Construction and Industrial Trades	Expansion	Preapprenticeship	Expansion Approved	23	\$ 3,520.00
Brevard School District – High School	Construction and Industrial Trades	New	Preapprenticeship	Standards Approved	160	\$68,940.00
Broward School District – Atlantic Technical College	Machinist	Expansion	Apprenticeship	Expansion Approved	46	\$ 518,117.00
Broward School District – Atlantic Technical College	Yacht Service Technician	Expansion	Apprenticeship	Expansion Approved	8	\$ 65,989.00
College of Central Florida	Hospitality Management	New	Apprenticeship	In Development	15	\$80,000.00
Collier School District – Lorenzo Walker Technical College	HVAC Refrigeration	New	Apprenticeship	Standards Approved	30	\$100,000.00
Daytona State College	Plumbing	Expansion	Apprenticeship	Expansion Approved	86	\$107,650.00

** Newly awarded agencies for Phase 3, have not yet received their DOE-200 Award Notification.

*Status Definitions:

- Expansion Approved – Grantee project was an “expansion” project. Met all requirements of apprenticeship section to expand program for purposes of grant.
- In Development – Grantee is either 1) in the process of registering the program, apprenticeship section is awaiting information from grantee or 2) draft program standards have been submitted to the FDOE and registration is pending.
- Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant.

APPENDIX F CONTINUED

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)						
PHASE 1 – 2019-20 GRANTS AWARDS						
Grantee (Phase 1)	Occupation(s) or Trade(s)	New or Expansion	Type	Status	20-21 Grant Enrolled (Registered) Anticipated	Award Amount
Flagler School District – Flagler Technical College	HVAC, Electrician	Expansion	Apprenticeship	Expansion Approved	33	\$99,950.00
Florida International University	Plumber, Electrician	New	Preapprenticeship	Standards Approved	0	\$ 400,372.00
Hillsborough Community College	Electrician	Expansion	Apprenticeship	Expansion Approved	268	\$85,376.00
Hillsborough County Schools – High Schools	Iron Worker	New	Preapprenticeship	Standards Approved	78	\$625,580.00
AmSkills	Manufacturing	Expansion	Apprenticeship	Standards Approved	10	\$559,203.00
Indian River State College	Welding	New	Apprenticeship	Standards Approved	2	\$61,629
Indian River State College	Pharmacy Technician	Expansion	Apprenticeship	Expansion Approved	10	\$61,340.00
Indian River State College	Culinary Operations	Expansion	Apprenticeship	Expansion Approved	29	\$79,979.00
Indian River State College	Electrician	Expansion	Apprenticeship	Expansion Approved	234	\$ 96,000.00
Lake School District – High Schools	Construction	Expansion	Preapprenticeship	Expansion Approved	47	\$250,000.00
Lake School District – Lake Technical College	HVAC Refrigeration	New	Apprenticeship	Standards Approved	30	\$ 262,154.00

** Newly awarded agencies for Phase 3, have not yet received their DOE-200 Award Notification.

*Status Definitions:

- Expansion Approved – Grantee project was an “expansion” project. Met all requirements of apprenticeship section to expand program for purposes of grant.
- In Development – Grantee is either 1) in the process of registering the program, apprenticeship section is awaiting information from grantee or 2) draft program standards have been submitted to the FDOE and registration is pending.
- Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant.

APPENDIX F CONTINUED

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)						
PHASE 1 – 2019-20 GRANTS AWARDS						
Grantee (Phase 1)	Occupation(s) or Trade(s)	New or Expansion	Type	Status	20-21 Grant Enrolled (Registered) Anticipated	Award Amount
Marion School District – Marion Technical College	Carpentry	New	Apprenticeship	Standards Approved	15	\$185,276.00
Miami-Dade College	Information Technology, Aviation, Manufacturing, Business Administration	Expansion	Apprenticeship	Standards Approved	145	\$533,208.00
Northwest Florida State College	Machinist	Expansion	Apprenticeship	Expansion Approved	3	\$241,032
Northwest Florida State College	Plumbing	Expansion	Apprenticeship	Expansion Approved	6	\$10,798.00
Northwest Florida State College	Carpentry	Expansion	Apprenticeship	Expansion Approved	8	\$23,223.00
Osceola School District – Technical College	Construction	Expansion	Apprenticeship	In Development	3	\$146,000
Palm Beach County School District	HVAC Installer-Repairer	Expansion	Apprenticeship	Expansion Approved	30	\$164,475.00
Pinellas School District	Teacher	New	Apprenticeship	Withdrew Application	150	\$286,933.00
<p>** Newly awarded agencies for Phase 3, have not yet received their DOE-200 Award Notification.</p> <p>*Status Definitions:</p> <ul style="list-style-type: none"> • Expansion Approved – Grantee project was an “expansion” project. Met all requirements of apprenticeship section to expand program for purposes of grant. • In Development – Grantee is either 1) in the process of registering the program, apprenticeship section is awaiting information from grantee or 2) draft program standards have been submitted to the FDOE and registration is pending. • Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant. 						

APPENDIX F CONTINUED

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)						
PHASE 1 – 2019-20 GRANTS AWARDS						
Grantee (Phase 1)	Occupation(s) or Trade(s)	New or Expansion	Type	Status	20-21 Grant Enrolled (Registered) Anticipated	Award Amount
Santa Rosa School District – Locklin Technical College	Industrial Trades	Expansion	Apprenticeship	Expansion Approved	25	\$84,773.00
Seminole School District – High Schools	Construction	Expansion	Preapprenticeship	Expansion Approved	105	\$150,000.00
South Florida State College – AdventHealth	Advanced Patient Care Technician	New	Apprenticeship	Standards Approved	15	\$78,556.00
St. Lucie School District – High School	Industrial Manufacturing Technician	New	Preapprenticeship	Standards Approved	127	\$154,954.00
St. Lucie School District – High School	Carpentry	Expansion	Preapprenticeship	Expansion Approved	129	\$246,294.00
<p>** Newly awarded agencies for Phase 3, have not yet received their DOE-200 Award Notification.</p> <p>*Status Definitions:</p> <ul style="list-style-type: none"> · Expansion Approved – Grantee project was an “expansion” project. Met all requirements of apprenticeship section to expand program for purposes of grant. · In Development – Grantee is either 1) in the process of registering the program, apprenticeship section is awaiting information from grantee or 2) draft program standards have been submitted to the FDOE and registration is pending. · Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant. 						

APPENDIX F CONTINUED

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)						
PHASE 2 – 2019-20 GRANTS AWARDS						
Grantee (Phase 2)	Occupation(s) or Trade(s)	New or Expansion	Type	Status	20-21 Grant Enrolled (Registered) Anticipated	Award Amount
ABC Institute, Inc.	Construction	Expansion	Apprenticeship	Expansion Approved	300	\$260,149.60
Broward County School District – Atlantic Technical College	Concrete Form	New	Apprenticeship	Standards Approved	37	\$5,373.57
Eastern Florida State College	Mechatronics, Advanced CNC/ DNC Machinist, Advanced Manufacturing Fiber Composite Technician	Expansion	Apprenticeship	Expansion Approved	32	\$394,700.00
Florida Nursery, Growers and Landscape Association, Inc.	Landscape Technician, Horticulture Technician, Irrigation Technician	New	Apprenticeship	Standards Approved	30	\$70,000.00
Hillsborough School District – High Schools	Carpentry	Expansion	Preapprenticeship	Expansion Approved	78	\$625,580
iBuild Central Florida	Construction	New	Preapprenticeship	Standards Approved	20	\$75,890
iBuild Central Florida – Corrections	Construction	New	Preapprenticeship	Standards Approved	15	\$297,410.00
<p>** Newly awarded agencies for Phase 3, have not yet received their DOE-200 Award Notification.</p> <p>*Status Definitions:</p> <ul style="list-style-type: none"> · Expansion Approved – Grantee project was an “expansion” project. Met all requirements of apprenticeship section to expand program for purposes of grant. · In Development – Grantee is either 1) in the process of registering the program, apprenticeship section is awaiting information from grantee or 2) draft program standards have been submitted to the FDOE and registration is pending. · Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant. 						

APPENDIX F CONTINUED

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)						
PHASE 2 – 2019-20 GRANTS AWARDS						
Grantee (Phase 2)	Occupation(s) or Trade(s)	New or Expansion	Type	Status	20-21 Grant Enrolled (Registered) Anticipated	Award Amount
Jacksonville Electrical Joint Apprenticeship and Training Committee, Inc. JATC	Electrician	Expansion	Preapprenticeship	Expansion Approved	20	\$75,890.00
Lake-Sumter State College	Electrician	New	Apprenticeship	Standards Approved	20	\$299,840.00
Manatee County Schools – Manatee Tech	Child Care	Expansion	Apprenticeship	Expansion Approved	60	\$23,000.00
Manatee County Schools – Manatee Technical College	Electrician	Expansion	Apprenticeship	Expansion Approved	40	\$32,500.00
Orange Technical College – Westside Campus	Medical Assistant	Expansion	Apprenticeship	Expansion Approved	28	\$ 206,684.00
Palm Beach County Schools – North Technical Education Center	Welding	Expansion	Preapprenticeship	Expansion Approved	25	\$ 199,678.00

** Newly awarded agencies for Phase 3, have not yet received their DOE-200 Award Notification.

*Status Definitions:

- Expansion Approved – Grantee project was an “expansion” project. Met all requirements of apprenticeship section to expand program for purposes of grant.
- In Development – Grantee is either 1) in the process of registering the program, apprenticeship section is awaiting information from grantee or 2) draft program standards have been submitted to the FDOE and registration is pending.
- Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant.

APPENDIX F CONTINUED

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)						
PHASE 2 – 2019-20 GRANTS AWARDS						
Grantee (Phase 2)	Occupation(s) or Trade(s)	New or Expansion	Type	Status	20-21 Grant Enrolled (Registered) Anticipated	Award Amount
Palm Beach County Schools – West Technical Education Center	Welding	Expansion	Preapprenticeship	Expansion Approved	25	\$ 199,678.00
Pasco School District – Marchman Technical College	Electrician	Expansion	Apprenticeship	Expansion Approved	35	\$180,928.40
St. Petersburg College	Medical Assistant	New	Preapprenticeship	Standards Approved	20	\$199,739.00
Tallahassee Community College	Electrician	New	Preapprenticeship	Standards Approved	25	\$118,913.00
<p>** Newly awarded agencies for Phase 3, have not yet received their DOE-200 Award Notification.</p> <p>*Status Definitions:</p> <ul style="list-style-type: none"> · Expansion Approved – Grantee project was an “expansion” project. Met all requirements of apprenticeship section to expand program for purposes of grant. · In Development – Grantee is either 1) in the process of registering the program, apprenticeship section is awaiting information from grantee or 2) draft program standards have been submitted to the FDOE and registration is pending. · Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant. 						

APPENDIX F 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	20-21 Grant Enrolled (Registered) Anticipated	Award Amount
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
AmSkills, Inc.	Machinist	Expansion	Preapprenticeship	Expansion Approved	50	\$601,463.00
Baker County School District	Electrician	New	Preapprenticeship	Standards Approved	10	\$27,000.00
Brevard County School District	Machinist	Expansion	Preapprenticeship	Expansion Approved	26	\$120,000.00
Broward College	Computer User Support Specialist	New	Preapprenticeship	Standards Approved	50	\$333,735.00
Broward College	Tele-Com and Computer System Admin.	Expansion	Preapprenticeship	Expansion Approved	30	\$330,985.00
Broward County School District	Carpentry	New	Preapprenticeship	Standards Approved	10	\$41,000.00
Broward County School District	Carpentry	Expansion	Apprenticeship	Expansion Approved	6	\$439,500.00
Broward County School District	Security and Fire Alarm System Installers	New	Apprenticeship	Standards Approved	30	\$186,300.00
College of the Florida Keys	Carpentry, Electrician, and Plumber	Expansion	Apprenticeship	Expansion Approved	44	\$57,252.00

** Newly awarded agencies for Phase 3, have not yet received their DOE-200 Award Notification.

*Status Definitions:

- Expansion Approved – Grantee project was an “expansion” project. Met all requirements of apprenticeship section to expand program for purposes of grant.
- In Development – Grantee is either 1) in the process of registering the program, apprenticeship section is awaiting information from grantee or 2) draft program standards have been submitted to the FDOE and registration is pending.
- Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant.

APPENDIX F 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	20-21 Grant Enrolled (Registered) Anticipated	Award Amount
Collier County School District	Heating and Air Conditioning Installer	New	Preapprenticeship	In Development	15	\$146,000.00
Daytona State College	Automotive Service	New	Apprenticeship	Standards Approved	4	\$73,145.00
Flagler County School District	Electricians, HVAC, and Plumbers	Expansion	Preapprenticeship	Expansion Approved	8	\$100,650.00
Flagler County School District	Electricians, HVAC, and Plumbers	Expansion	Apprenticeship	Expansion Approved	22	\$72,000.00
Florida International University	IT Security, Solar, Plumbing, and Construction	Expansion	Preapprenticeship	Expansion Approved	180	\$428,417.00
Florida Makes, Inc.	Manufacturing	Expansion	Apprenticeship	Expansion Approved	20	\$117,088.00
Florida Nursery Growers and Landscape Association, Inc.	Horticulture, Landscape, and Plumbing	Expansion	Apprenticeship	Expansion Approved	30	\$35,000.00
Hillsborough Community College	Electrician	Expansion	Apprenticeship	Expansion Approved	163	\$34,500.00
Hillsborough County School District	Electrician	Expansion	Preapprenticeship	Expansion Approved	12	\$92,611.00
iBuild Central Florida	Electricians, Carpenters, and Plumbers	New	Preapprenticeship	In Development	65	\$86,100.00

** Newly awarded agencies for Phase 3, have not yet received their DOE-200 Award Notification.

*Status Definitions:

- Expansion Approved – Grantee project was an “expansion” project. Met all requirements of apprenticeship section to expand program for purposes of grant.
- In Development – Grantee is either 1) in the process of registering the program, apprenticeship section is awaiting information from grantee or 2) draft program standards have been submitted to the FDOE and registration is pending.
- Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant.

APPENDIX F 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	20-21 Grant Enrolled (Registered) Anticipated	Award Amount
iBuild Central Florida	Construction, Highway Maintenance, and Plumber	New	Apprenticeship	Standards Approved	50	\$271,980.00
Independent Electrical Contractors- Florida West Coast Chapter 1	Electrician	Expansion	Apprenticeship	Expansion Approved	138	\$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	10	\$505,755.00
Jacksonville Electrical Joint App. and Training	Electrician	Expansion	Preapprenticeship	Expansion Approved	60	\$64,495.00
Lee County School District	Software Developer	New	Apprenticeship	Standards Approved	5	\$ 24,666.00
Lockheed Martin Corporation	Inspectors, Rigging, Accounting, Auditing, and IT Management	Expansion	Apprenticeship	Expansion Approved	227	\$574,660.00
Manasota Air Conditioning Contractors Association	Heating and Air Conditioning Installer	Expansion	Apprenticeship	Expansion Approved	10	\$92,251.00
<p>** Newly awarded agencies for Phase 3, have not yet received their DOE-200 Award Notification.</p> <p>*Status Definitions:</p> <ul style="list-style-type: none"> · Expansion Approved – Grantee project was an “expansion” project. Met all requirements of apprenticeship section to expand program for purposes of grant. · In Development – Grantee is either 1) in the process of registering the program, apprenticeship section is awaiting information from grantee or 2) draft program standards have been submitted to the FDOE and registration is pending. · Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant. 						

APPENDIX F 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	20-21 Grant Enrolled (Registered) Anticipated	Award Amount
Miami-Dade County School District	IT Security, Computer Systems Support and Network Services	New	Preapprenticeship	Standards Approved	250	\$292,072.00
Miami-Dade County School District	Automotive Service	New	Apprenticeship	Standards Approved	0	\$100,280.00
Northeast Florida Builders Association	Carpenter, Electrician, HVAC Installer, Plumber, and Sheet Metal	Expansion	Apprenticeship	Expansion Approved	367	\$61,250.00
Orange County School District	Solar Installer/ Maintenance and Repair Workers	New	Preapprenticeship	In Development	20	\$300,461.00
Orange County School District	IT Security Analyst	New	Apprenticeship	Standards Approved	25	\$200,000.00
Palm Beach County School District	Electrician	Expansion	Preapprenticeship	Expansion Approved	24	\$236,745.00
Pasco-Hernando State College	Maintenance and Repair Workers	New	Apprenticeship	Standards Approved	0	\$45,030.00
Power Design, Inc.	Electrician	Expansion	Apprenticeship	Expansion Approved	76	\$220,949.00
Santa Rosa County School District	Plumbers and HVAC Installer	Expansion	Apprenticeship	Expansion Approved	50	\$ 97,613.00
<p>** Newly awarded agencies for Phase 3, have not yet received their DOE-200 Award Notification.</p> <p>*Status Definitions:</p> <ul style="list-style-type: none"> • Expansion Approved – Grantee project was an “expansion” project. Met all requirements of apprenticeship section to expand program for purposes of grant. • In Development – Grantee is either 1) in the process of registering the program, apprenticeship section is awaiting information from grantee or 2) draft program standards have been submitted to the FDOE and registration is pending. • Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant. 						

APPENDIX F 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	20-21 Grant Enrolled (Registered) Anticipated	Award Amount
South Florida State College	Nursing Assistant and Medical Technology	Expansion	Apprenticeship	Expansion Approved	12	\$126,474.00
SpaceTEC Partners, Inc. Space Coast Consortium	Machinist	Expansion	Apprenticeship	Expansion Approved	8	\$161,544.00
St. Lucie County School District	Marine Service Technician	Expansion	Preapprenticeship	Expansion Approved	40	\$ 85,325.00
St. Lucie County School District	Truss Designer	Expansion	Preapprenticeship	Expansion Approved	5	\$218,053.00
St. Lucie County School District	Pharmacy Technician and Pharmacy Aide	Expansion	Preapprenticeship	Expansion Approved	3	\$88,260.00
Sumter County School District	HVAC and Electrician	New	Preapprenticeship	Standards Approved	20	\$150,000.00
Tallahassee Community College	Electrician	Expansion	Preapprenticeship	Expansion Approved	30	\$114,386.00
TruMont, LLC.	Registered Nurse Resident	Expansion	Apprenticeship	Expansion Approved	21	\$351,488.00
University of Miami	HVAC Mechanics	New	Apprenticeship	In Development	0	\$335,385.00
**Indian River State College	Automotive Service	New	Apprenticeship	In Development	0	Award Pending Approval
**Technical Education Council, LLC	Electrician	Expansion	Apprenticeship	In Development	150	Award Pending Approval

** Newly awarded agencies for Phase 3, have not yet received their DOE-200 Award Notification.

*Status Definitions:

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- In Development – Grantee is either 1) in the process of registering the program, apprenticeship section is awaiting information from grantee or 2) draft program standards have been submitted to the FDOE and registration is pending.
- Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant.

APPENDIX F 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	20-21 Grant Enrolled (Registered) Anticipated	Award Amount
**Air Conditioning Contractors Association of Central Florida	HVAC Servicer and Installer	Expansion	Apprenticeship	In Development	8	Award Pending Approval
Volusia County School District	HVAC Mechanics and Installers	New	Preapprenticeship	In Development	5	\$531,457.00
<p>** Newly awarded agencies for Phase 3, have not yet received their DOE-200 Award Notification.</p> <p>*Status Definitions:</p> <ul style="list-style-type: none"> · Expansion Approved – Grantee project was an “expansion” project. Met all requirements of apprenticeship section to expand program for purposes of grant. · In Development – Grantee is either 1) in the process of registering the program, apprenticeship section is awaiting information from grantee or 2) draft program standards have been submitted to the FDOE and registration is pending. · Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant. 						