

APPRENTICE FLORIDA

FLORIDA'S ANNUAL APPRENTICESHIP AND PREAPPRENTICESHIP REPORT

PROGRAM YEAR 2022 - 2023

Florida Department of Education
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DEO Florida Department of Economic Opportunity

CareerSource FLORIDA

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KEY TERMS & ABBREVIATIONS

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

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

APPRENTICESHIP YEAR – July 1 to June 30.

EMPLOYER – Employers are the drivers of registered apprenticeship and are actively engaged in the work of the occupation being apprenticed. The responsibility to hire, employ and pay the progressive wage structure of the apprentice and the wages of the journeyworker/mentor who is training the apprentice rests with the employer. Employers also determine how the required related training and instruction will be delivered and by whom.

FLORIDA DEPARTMENT OF EDUCATION (FDOE) – The Florida Department of Education is the state education agency of Florida. It governs public education and manages funding and testing for local educational agencies.

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

FLORIDA EDUCATION AND TRAINING PLACEMENT INFORMATION PROGRAM (FETPIP) – A data collection and consumer reporting system established by Florida Statutes Section 1008.39 to provide follow-up data on former students and program participants who have graduated, exited or completed a public education or training program within the State of Florida.

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

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

ON-THE-JOB TRAINING (OJT) – A formalized system of job processes which may be augmented by related instruction that provides the experience and knowledge necessary to meet the training objective of learning a specific skill, trade, or occupation. The training approach of the OJT component

may be competency-based, time-based or a hybrid of both. The OJT must be delivered through structured, supervised work experience under the tutelage of a journeyworker.

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

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

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

REGISTERED APPRENTICESHIP PROGRAM STANDARDS – An organized, written plan (program standards) embodying the terms and conditions of employment, training and supervision of one or more apprentices in an apprenticeable occupation and registered with FDOE.

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

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

REGISTERED APPRENTICESHIP PARTNERS INFORMATION DATABASE SYSTEM (RAPIDS) – A federal system hosted by the United States Department of Labor that provides for the automated collection, retention, updating, retrieval, and summarization of information related to apprentices and RA programs.

STATE UNIVERSITY SYSTEM (SUS) – a system of twelve public universities in the U.S. state of Florida.

UNITED STATES DEPARTMENT OF LABOR (USDOL) – federal agency responsible for registering and overseeing apprenticeship programs.

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

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

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



INTRODUCTION

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

On the heels of Executive Order 19-31, the Florida Legislature enhanced statutes governing registered apprenticeship with the passage of House Bill (HB) 7071 (2019). This Bill included a provision that, by September 1 of each year, the FDOE must publish an annual report on key fiscal, enrollment and programmatic aspects of Florida's registered apprenticeship and preapprenticeship programs. This report provides a retrospective look at the 2022-23 program year and details key accomplishments related to participation and outcomes and state investments in registered apprenticeship and preapprenticeship programs.

During the 2022-23 program year, we have seen continued success in apprenticeship and preapprenticeship programs statewide. Program accomplishments for 2022-23 include:

- **14% increase in the total number (19,605) of active apprentices (17,435) and preapprentices (2,170); 5,005 new active apprentices registered;**
- **33% increase in the total number of newly registered apprentices over last year;**
- **11% increase in the total number of registered apprenticeship and preapprenticeship programs over last year;**
- **36 new registered apprenticeship programs, for a total of 303 active apprenticeship programs;**
- **12 new registered preapprenticeship programs, for a total of 62 active preapprenticeship programs;**
- **62% of preapprentices completed their program during the 2022-23 year in the expected timeframe;**
- **21% increase in the number of apprenticeable occupations, for a total of 120 apprenticeable occupations;**
- **4,030 participating employer to sponsor linkages training in apprenticeable occupations;**
- **2,135 apprenentices completed their program, an increase of 218 over last year;**
- **The apprentices who completed their program and received an apprenticeship certificate of completion earned an average exit wage of $25.70 per hour, which equates to an annual salary of $53,642, an increase of $4,013 over the previous year.**

By 2030, the state will be home to 26 million residents with one of the most diverse populations in the United States. Now the third most populous state in the nation and home to the 15th largest economy in the world, Florida is witnessing rapid technological advances and innovation across all sectors of life.

While the traditional four-year degree pathway has tremendous merit, we 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 of Education Manny Diaz Jr., together with the State Board of Education, has prioritized skilled workforce training and increasing participation in meaningful career pathways in its Strategic Plan[1]. We hope the findings of the 2022-23 report both spark innovation within our education system and cultivate the conversations necessary to help expand access to meaningful education and training opportunities for Florida's residents through registered apprenticeship and preapprenticeship.

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

ACHIEVEMENTS FOR APPRENTICESHIP PROGRAM YEAR 22-23

The State of Florida had

365 REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS

active during 2022-2023 for a total of

19,605 APPRENTICES AND PREAPPRENTICES TRAINED

During the 2022-2023 program year,

2,135 APPRENTICES

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

$25.70/HOUR OR $53,642/YEAR

Apprentices can earn a salary of

$53,000+

upon completion of a registered apprenticeship program

FDOE registered

36 NEW APPRENTICESHIP PROGRAMS

for a total of

303 PROGRAMS

training

17,435 APPRENTICES

FDOE registered

12 NEW PREAPPRENTICESHIP PROGRAMS

for a total of

62 PREAPPRENTICESHIP PROGRAMS

training

2,170 PREAPPRENTICES

4,030

participating employer-to-sponsor linkages training

120 APPRENTICEABLE OCCUPATIONS

STATE AND FEDERAL GRANTS

Pathways to Career Opportunities State Grant (PCOG)

$16,773,234

in funding was awarded through PCOG in 2022-23. With these dollars,

51 APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS

were added or expanded and anticipated to serve over

3,902 APPRENTICES AND PREAPPRENTICES STATEWIDE

Expansion of Registered Apprenticeship and Preapprenticeship (ERAP)

$10,699,109

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

13 APPRENTICESHIP AND PREAPPRENTICECHIP PROGRAMS

were added or expanded and anticipated to serve over

1,000 APPRENTICES AND PREAPPRENTICES STATEWIDE



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

The sponsor of the RA program may be a committee, group of employers, employer, group of employees, educational institution, local workforce board, community or faith-based organization, association, or any combination thereof operating an apprenticeship program and in whose name the program is registered or approved. Sponsors may elect to form a partnership with a school district technical college, Florida College System (FCS) institution, State University System (SUS) institution or a private training agency for the delivery of the Related Technical Instruction (RTI). The sponsor may also elect to provide all the RTI without a public educational partner.

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

CORE COMPONENTS OF REGISTERED APPRENTICESHIP

Florida's RA programs require five core components: (1) business involvement, (2) structured OJT, (3) RTI, (4) rewards for skill gains, and (5) a nationally recognized credential. These five components work together to provide the apprentice with a meaningful educational experience to jump start his or her career.

The five core components of all Florida RA programs are summarized in the following table.[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.
ON-THE-JOB TRAINING	RA always includes an OJT component. Apprentices receive hands-on training from an experienced journeyworker/ mentor. The structure of OJT focuses on the skills and knowledge an apprentice must learn during the program to be fully proficient in the apprenticeable occupation. This training is based on national industry standards and can be further customized to the needs of the employer.
RELATED TECHNICAL INSTRUCTION	RA combines OJT with related instruction on the technical and academic competencies that apply to the occupation. Educational partners (public and private) are encouraged to collaborate with sponsors and participating employers to develop the curriculum, which often incorporates established national-level skill standards. The RTI may be provided by school district technical colleges, FCS institutions, SUS institutions, apprenticeship training schools, or by the employer itself. It can be delivered at a school, online, at the job site or in any combination thereof. The recommended length of RTI each year is either 144 hours for clock-hour courses, or three credits for credit-hour courses.
REWARDS FOR SKILL GAINS	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.
NATIONALLY RECOGNIZED CREDENTIAL	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.

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

CORE COMPONENTS OF REGISTERED APPRENTICESHIP, CONTINUED

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

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

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

EMPLOYERS – Employers are the drivers of RA and are actively engaged by and through their own employees in the actual work of the occupation being apprenticed. The responsibility to hire, employ and pay the progressive wage structure of the apprentice and the wages of the journeyworker/mentor who is training the apprentice rests with the employer. Employers also determine how the required RTI will be delivered and by whom.

For some employers, starting an RA program may not be the best option. Instead, it may make sense to join an existing RA program as a participating employer. For those agencies partnering with existing programs, the simplified process requires an existing employer to execute a single-page “Participating Employer Agreement” with the program sponsor and agree to abide by the funding expectations set by the program sponsor as found in Rule 6A-23.004(2)(x), Florida Administrative Code (F.A.C.), Standards of Apprenticeship. This agreement includes a funding formula providing for the



equal participation of each participating employer in funding of the program. Participating employers benefit because all the administrative duties are taken care of by the program sponsor. To become a participating employer in an existing RA program, employers should contact the apprenticeship training representative (ATR) in their region for additional information and help determining which RA program best fits their occupation and training needs.

APPRENTICES – Apprentices are individuals who are at least 16 years of age and who have entered into an apprenticeship agreement with an RA sponsor. They are hired employees of the participating employer in an "earn while you learn" model and engaged in learning the apprenticeable occupation through actual supervised work experiences.

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

Every apprenticeship program registered with the FDOE is automatically recognized by the U.S. Department of Labor (USDOL) for federal purposes. This provides apprentices with credibility and marketability when they successfully complete their RA program from a nationally recognized program with a nationally recognized credential. This also gives registered apprentices the opportunity for mobility.

REGISTERED PREAPPRENTICESHIP

A registered preapprenticeship program is designed to prepare individuals to enter and succeed in a Florida RA program. These programs promote a varied and skilled workforce and prepare participants to meet the basic qualifications for entry into a Florida RA program through:

AN APPROVED TRAINING

curriculum based on industry standards.

ACADEMIC AND TECHNICAL

instruction and career services.

HANDS-ON TRAINING

in a simulated lab experience or through OJT opportunities (if offered).

ASSISTANCE

in applying to registered apprenticeship programs.



Registered preapprenticeship is authorized in Section (s.) 446.052, Florida Statutes (F.S.), and Rule 6A-23.010, F.A.C., and defined as an organized program of instruction offered in a public-school system or elsewhere, and is designed to prepare a person 16 years of age or older to become an apprentice. Preapprenticeship programs are registered with the FDOE and sponsored by a Florida RA program in the same occupation. The program sponsors determine the length of the program and breadth of knowledge needed to properly prepare individuals for becoming apprentices. While not required, some programs incorporate OJT into the program. Most focus on RTI delivered in a classroom or laboratory setting. These programs function as a pathway into RA.

During the 2022-23 performance year, 12 new preapprenticeship programs were registered with the FDOE for a total of 62 active preapprenticeship programs. With a total number of 2,170 preapprentices actively participating in a program.

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 Office oversees the day-to-day management of Florida's RA programs in compliance with federal regulations 29-CFR Part-29, Subpart A - Labor Standards for the Registration of Apprenticeship Programs and 29-CFR Part-30 - Equal Employment Opportunity in Apprenticeship, as well as s. 446.011-092, F.S., and Rules 6A.23-001-011, F.A.C.

Preapprenticeship programs are specifically designed and developed to provide additional workforce readiness skills for individuals who need additional skill sets in order to qualify and be selected into an RA program. Individuals who successfully complete a registered preapprenticeship program earn a preapprenticeship certificate issued by the FDOE and are afforded the same consideration as a military veteran during the RA program selection process.

Registered preapprenticeship programs can be no less than six (6) months and no more than twenty-four (24) months in length.

In order to maintain a clear pathway from preapprenticeship to apprenticeship, all registered preapprenticeship programs must be sponsored by one or more RA programs in the same occupation(s). The minimum age to participate in a registered preapprenticeship program is 16 years of age. Registered preapprenticeship programs can be designed for high school students, out-of-school youth (ages 16 – 24), and adults (ages 25 and up). The USDOL does not formally recognize or administer preapprenticeship programs in the state. FDOE is the authorized registration agency for registering, servicing and providing technical assistance for preapprenticeship programs and preapprentices in Florida.

MODELS FOR DELIVERY OF REGISTERED APPRENTICESHIP PROGRAMS

RA and preapprenticeship programs are potentially transformative for Florida's career pathway aims. Florida's school district technical colleges, FCS institutions, SUS institutions, and private institutions are uniquely positioned to help scale the number of RA programs into traditional and non-traditional industries needing a pipeline of qualified talent. Because most high-skill, high-wage jobs in Florida require a postsecondary degree, college-connected apprenticeships may provide a more affordable pathway to a meaningful career. The focus of Governor DeSantis' Pathway to Career Opportunity Grant Program is to scale college-connected or degree apprenticeship programs statewide.

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

TRADITIONAL APPRENTICE SHIPS	COLLEGE CONNECTED APPRENTICESHIPS			DEGREE APPRENTICESHIPS	
NON-CREDIT	**NON-CREDIT/ FOR CREDIT HYBRID**	**CREDIT EVALUATION FOR NON-COLLEGE EXPERIENCE**	**FOR CREDIT**	**DEGREE**	**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 apprentice-ship experience provided outside of a college setting	An institution of higher education delivers technical instruction through for-credit courses	An institution of higher education delivers for-credit technical instruction and/or awards credit for apprentice-ship experience as part of a degree pathway	An institution of higher education delivers for-credit technical instruction and/or awards credit for apprentice-ship experience as part of a degree pathway

PATHWAYS INTO REGISTERED APPRENTICESHIP

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

RECRUITMENT AND OUTREACH CAMPAIGNS conducted by a variety of stakeholders, including existing RA program sponsors, educational institutions partners and local workforce development boards, are the most common outreach methods.

PREAPPRENTICESHIP PROGRAMS provide a defined pathway for individuals to move into an RA program. FDOE has focused on encouraging the development of preapprenticeship programs to create these pathways.

EARLY PARTICIPATION AND EXPOSURE IN HIGH SCHOOL through secondary Career and Technical Education (CTE) programs with associated courses (High School Apprenticeship and High School Preapprenticeship), developed in response to HB 577 that passed in 2018. These programs can be offered by any school district to high school students if they qualify for entry into an RA program or preapprenticeship program. School districts enrolling students using either of these programs must ensure that the students and parents are fully aware of all federal and state regulations related to RA and preapprenticeship requirements. Students who complete courses in either program receive credit to satisfy the electives credit requirement for a standard high school diploma.



KEY INITIATIVES IN 2022-23

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.

CENTRALIZED COLLECTION OF PREAPPRENTICESHIP DATA

Historically, preapprenticeship enrollment has been tracked and maintained regionally by each Apprenticeship Training Representative. Beginning with the 2022-23 program year, the FDOE Office of Apprenticeship has taken action to centralize data collection on preapprentices to standardize accurate reporting on retention, completion and tracking of preapprentices into Registered Apprenticeship Programs in accordance with section 446.032, Florida Statutes (F.S.) and for inclusion in Florida's Annual Apprenticeship and Preapprenticeship Report. Currently, there is neither a method of reporting on preapprenticeship within RAPIDS, nor does the Department have a case management software solution for the collection of this information. To collect this information, the Department has developed an Excel template on which Registered Preapprenticeship Program sponsors enter data and upload to the Department via secure ShareFile on a biannual basis. When a case management software solution becomes available to the Department for preapprenticeship data reporting, records reported through this current process will be uploaded into the new system.

HARNESSING THE EXPERTISE OF INDUSTRY INTERMEDIARIES

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

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

During the past performance year, FDOE worked with several intermediaries in developing standards of apprenticeship and hosting Apprenticeship Accelerators. These include the following:

INTERMEDIARY	INDUSTRY
Appteon Inc.	Information Technology
Fastport, Inc.	Transportation & Logistics

INTERMEDIARY	INDUSTRY
Healthcare Career Advancement Program (H-CAP)	Healthcare
Jobs For the Future, Inc.	Manufacturing
Manhattan Strategy Group	Supply chain (Automation)
Safal Partners	Cybersecurity
Virginia Manufacturers Association	Supply chain (Advanced Manufacturing)

FDOE partnered with Health Career Advancement Program (HCAP) to advance RA in the healthcare sector. HCAP has provided support for many of the Healthcare Apprenticeship Accelerators held this program year. HCAP was instrumental in assisting to develop new healthcare programs and has supported several of the Apprenticeship Accelerators.

PROMOTING REGISTERED APPRENTICESHIP THROUGH APPRENTICESHIP ACCELERATORS

FDOE actively promoted the registered apprenticeship model through Apprenticeship Accelerators, and held 12 events around the state during the program year, which included the following:

- Manufacturing Apprenticeship Accelerator, Pensacola, December 2022
- Healthcare Apprenticeship Accelerator, South Florida, January 2023
- Hospitality Apprenticeship Accelerator, Brevard County, February 2023
- Emerging Industries Apprenticeship Accelerator, Lake County, March 2023
- Supply Chain Apprenticeship Accelerator, Miami Dade College, March 2023
- Advanced Manufacturing Apprenticeship Accelerator, Jacksonville, March 2023
- IT: Cybersecurity, Software Development, IT Project Management Apprenticeship Accelerator, Greater Tampa Area, March 2023
- Construction Apprenticeship Accelerator, City of Tampa, March 2023
- Healthcare and Emerging Industries Apprenticeship Accelerator, Tallahassee, April 2023
- Healthcare Apprenticeship Accelerator, University of Florida, Gainesville, April 2023
- Emerging Industries Apprenticeship, Advanced Manufacturing, Healthcare, IT Apprenticeship Accelerator, Seminole County, May 2023
- Advanced Manufacturing, Construction, Healthcare & Emerging Industries Apprenticeship Accelerator, Lakewood Ranch, June 2023



REDUCING BARRIERS AND BUREAUCRACY

The FDOE further reduced barriers to starting new RA programs and preapprenticeship programs by streamlining the approval process for programs. Prior to 2017, the Apprenticeship Office, on average, registered seven to nine new apprenticeship programs per year, with an average of nine to 12 months to complete the process. In 2022-23, the Apprenticeship Office registered 36 new apprenticeship programs and 12 new preapprenticeship programs with an average registration time of 33 days.

The Apprenticeship Office team continues to provide improved and more efficient extensive technical support to sponsors and employers who are interested in starting a new program and partner with USDOL industry intermediaries to assist with new program development in nontraditional sectors of education, healthcare, information technology and manufacturing.

EDUCATIONAL OPPORTUNITIES

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

CREDIT COURSES

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

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

FLORIDA INTERNATIONAL UNIVERSITY
sponsored a registered apprenticeship program. Apprentices enroll in a 3-credit hour course in Computer Security Fundamentals.

HIGH SCHOOL PREAPPRENTICESHIP

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

MIAMI-DADE COUNTY PUBLIC SCHOOLS PREAPPRENTICESHIP PROGRAM
for the following occupations: Cybersecurity Analyst, Carpenter and Help Desk Technician.

HILLSBOROUGH COUNTY PUBLIC SCHOOLS PREAPPRENTICESHIP PROGRAM
for the following occupations: Ironworker, Carpenter, Electrician, Pipefitter, Millwright.

ST. LUCIE PUBLIC SCHOOLS PREAPPRENTICESHIP PROGRAM
for the following occupations: Carpenter, Industrial Manufacturing Technician, Pharmacy Technician, Truss Design Technician, Marine Service Technician, Surgical Technologist, Distribution and Logistics Technician, Medical Assistant, and Cook.

VOLUSIA COUNTY SCHOOLS PREAPPRENTICESHIP PROGRAM
for the following occupations: Heating and Air Conditioning Installer-Servicer, Electrician, Advanced CNC Machinist, and Electrician-Helper.

EXPANSION INTO NEW INDUSTRY SECTORS

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

UNIVERSITY OF FLORIDA, COLLEGE OF EDUCATION TEACHER REGISTERED APPRENTICESHIP PROGRAM, GNJ

In response to the critical teacher shortage, the University of Florida developed the first-of-its-kind teacher apprenticeship program — a program designed to act as a statewide model to meet the current need of educators across Florida. This program will use its ERAP Grant funding to develop the Teacher Registered Apprenticeship Program to train K-12 Teachers. This program is based on a post-baccalaureate model that provides an opportunity to facilitate teaching certifications for long-term substitute teachers and paraprofessionals already holding bachelor's degrees and employed full-time in school districts. Upon completion of the tuition-free 30-credit hour program of study, apprentices will be awarded a Master of Arts in Education degree from the University of Florida.

The University of Florida, College of Education, serves as the registered apprenticeship program sponsor and participating employers currently include Alachua County Public Schools, Marion County Public Schools and P.K. Yonge Developmental Research School.

FLORIDA DEPUTY SHERIFF'S ASSOCIATION, LAW ENFORCEMENT APPRENTICESHIP PROGRAM, GNJ

Newly registered in June 2023 and the first of its kind in Florida, the Florida Deputy Sheriff's Association (FDSA) Law Enforcement Apprenticeship Program aims to meet the growing demand for law enforcement officers in the state. The program will be piloted in Jackson County with the first apprentice expected to begin in July 2023. Other counties have already expressed interest in joining as participating employers. Apprentices can expect to receive training and compensation identical to their non-apprentice counterparts and become Sworn Deputy Sheriffs in two years.

In 2022, data from the Florida Department of Law Enforcement estimates the state population to be 13,374,820 and only 22,483 full-time Sheriffs. Between 2021 and 2031 O*Net Online data states there will be a need for 58,700 law enforcement personnel in the state of Florida. A registered apprenticeship program is one way the FDSA is now working to meet the demand for Florida's growing need for law enforcement personnel.

FLORIDA DEPARTMENT OF EDUCATION, DIVISION OF BLIND SERVICES REGISTERED APPRENTICESHIP PROGRAM, INJ

Florida Department of Education's Division of Blind Services (DBS) developed a first in the nation, state agency-led registered apprenticeship program to create employment opportunities for blind and visually impaired individuals, training them to enhance website accessibility for internet users. The Department's new Web Accessibility Specialist Registered Apprenticeship Program combines on-the-job training with educational instruction to progressively increase workers' skill levels, wages and career options. Graduates will also receive internationally recognized portable credentials, and their training may be applied toward further post-secondary education. The Web Accessibility Specialist

Registered Apprenticeship Program was created to provide another pathway into the Information Technology arena for blind and visually impaired clients served by DBS. Web Accessibility Specialists will review and evaluate websites to actively enhance or improve user accessibility and end-user experience, with specialization in accessibility for blind or visually impaired individuals. Web Accessibility Specialists may also contribute to the website design process, recommend user flows, collaboratively work with a larger team to troubleshoot accessibility errors and fix accessibility compliance issues.

Apprentices selected into the program will serve as DBS employees and receive training at the DBS Rehabilitation Center for the Blind and Visually Impaired. The competency-based apprenticeship is approximately 12-months.

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

Integration of RA into Florida's workforce development system is prolific. For the past seven years, FDOE has worked closely with CareerSource Florida, the Florida Department of Commerce and the REACH Office to promote and expand RA in a way that builds on FDOE's success. In the Fall of 2016, CareerSource Florida integrated RA into its statewide sector strategy initiative by leveraging its selection as one of 36 states to receive an Apprenticeship USA grant and joined forces with the FDOE's Office of Apprenticeship, Local Workforce Development Boards (LWDBs), industry intermediaries and a host of strategic partners to expand RA in advanced manufacturing, healthcare, information technology and construction/building trades industries. To champion and advance these efforts, FDOE, CareerSource Florida and Florida Department of Commerce 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 Florida Department of Commerce and all 24 local workforce development boards. As such, LWDBs are required to describe their approach to establishing, implementing and sustaining effective sector strategies, including RA expansion opportunities, in their local workforce development plans and identify opportunities for new or expanded RA in targeted sectors.

The following year, the CareerSource Florida Board of Directors approved funding for work-based learning and apprenticeships totaling $750,000. Neighboring LWDBs were encouraged to partner together for regionalized collaboration. This strategic investment aimed to offset the costs of identifying 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 Florida Department of Commerce and CareerSource Florida, in partnership with FDOE, launched the Apprentice Florida marketing and outreach campaign. The purpose of the campaign is to increase awareness and improve messaging about the advantages of employing the RA training model for employers, with a primary focus on the information technology, advanced manufacturing, healthcare, construction, distribution and logistics, and hospitality industries. CareerSource Florida is a leader in the promotion and expansion of RA. Their efforts are to be recognized and commended.

Phase one of the Apprentice Florida campaign (July 2019-January 2020) focused on strategic marketing and outreach designed to raise awareness of the RA system. Phase two (March-June 2020) focused on expanding a call to



action for businesses in targeted industries. Phase three was rolled out in the fall of 2020 and took advantage of interest generated through the website, targeted multi-media outreach and social media campaigns. Phase four followed in the spring of 2021 with a very strategic run in specific markets targeting only relevant industries based on the sponsors available in those markets. This more targeted effort focused slightly more on lead generation than the previous campaigns. Phase 5 occurred during the 2021-22 performance period and built upon key learnings from expertise and historical performance. Specific tactics were used to drive awareness and action with prospective apprentices, specifically underrepresented populations. Outreach efforts executed during the 2022-23 fiscal year represent Phase 6 of this multi-year campaign. The Phase 6 campaign utilized a strategic mix of paid, earned and owned media to generate leads from businesses interested in starting apprenticeship programs. Additional information on the Apprentice Florida achievements may be found in **APPENDIX A**.

In addition to the Apprentice Florida outreach and recruitment campaign, all FDOE ATRs work in varying capacities with LWDBs, community partners, veterans' advocacy groups and with public and private education providers to bring awareness about the RA system. A large part of the responsibilities of the ATRs are to conduct and participate in various recruitment and outreach activities. These can range from presenting to groups of employers, participating in job fairs, providing information to LWDBs, attending graduation and completion ceremonies, speaking at various annual conferences, etc. Emphasis is placed upon outreach efforts to attract diverse apprenticeship candidates from special populations in order to help employers reach a larger pool of apprentice candidates.

A further enhancement to existing recruitment and outreach efforts was created during the 2019 legislative session with the passage of House Bill (HB) 7071, requiring FDOE to provide assistance to district school boards, FCS institution boards of trustees, program sponsors and LWDBs in notifying students, parents and members of the community of the availability of apprenticeship and preapprenticeship opportunities, including data provided in the economic security report pursuant to Section (s.) 445.07.260 (4)(2) Florida Statutes (F.S.). In response to this, FDOE brought on an outreach and recruitment specialist in the Fall of 2020 to work with the ATRs to bolster these efforts. See **APPENDIX A** for examples of specific outreach activities



and events conducted in 2022-23.

STATE AND FEDERAL GRANT SUPPORT FOR PROGRAM DEVELOPMENT AND EXPANSION

In recent years, federal and state grants have supported program development and expansion.

1. Pathways to Career Opportunities Grant (PCOG) (State)

2. Apprenticeship State Expansion Grant (ASE) (Federal USDOL)

3. Building State Capacity to Expand Apprenticeship through Innovation (Capacity) (Federal USDOL)

4. Expansion of Registered Apprenticeship and Preapprenticeship (ERAP) (Federal)

The following initiatives have been funded:
These state and federal funds aim to expand opportunities for RA training for Floridians and provide a financial boost to help fill the demand for skilled workers to support Florida's economy.

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)

Since 2019-20, the FDOE has been appropriated a total of $65 million for the development of

new and expansion of existing RA and preapprenticeship programs through the PCOG. For the 2019-20 fiscal year, FDOE awarded 54 proposals based upon two rounds of competitive proposals of which 36 projects focused on RA development or expansion and 18 projects focused on preapprenticeship development or expansion.

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

For the 2021-22 grant year, FDOE was appropriated $10 million for the development of new or expansion of existing apprenticeship or preapprenticeship programs. There were 70 applicants for PCOG funding. Of those 70 PCOG applicants, 42 were awarded funding with 20 expansion programs and 22 new programs. Of these, 28 were for apprenticeship and 14 were for preapprenticeship programs. For the 2021-22 grant year, the awarded PCOG programs trained over 1,700 new apprentices and preapprentices in high-wage high-demand industries critical to Florida's growth and economic success. Examples of the occupations the programs are training for include home health aide, computer support specialist, software developer, solar photovoltaic installer, and licensed nurse practitioner.

For the 2022-23 grant year, FDOE was appropriated a total of $15 million for the development of new or expansion of existing apprenticeship or preapprenticeship programs, $5 million of which focused on aerospace, manufacturing, logistics and engineering technology occupations from Florida's Space Coast.

The following showcases the efficacy of the PCOG program.

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

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

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

See **APPENDIX B** for a summary of the funded projects in 2022-23. Information on the competitive proposal is available at the following link: www.fldoe.org/pathwaysgrant.

EXPANSION OF APPRENTICESHIP AND PREAPPRENTICESHIP (ERAP) (FEDERAL)

FDOE released ERAP funding to eligible postsecondary LEAs to start new or expand existing apprenticeship or preapprenticeship programs in high-wage and high-demand occupations, including information security analyst, teacher assistant, maintenance workers, automotive service technicians and mechanics, diesel engine specialists, solar thermal installers and solar photovoltaic installers and K-12 teachers. For the 2021-22 ERAP competitive funding opportunity, 18 postsecondary LEA's submitted Concept Pitches to be funded by ERAP. Ultimately 13 LEAs were awarded funding, with the projects estimated to serve over 1,000 additional apprentices and preapprentices. Of the 13 LEAs that received funding, 11 focused their efforts on apprenticeship, while two are starting/expanding two preapprenticeship programs. FDOE is utilizing the Governor's Emergency Education Relief Fund under the Coronavirus Response and Relief Supplemental Appropriations Act 2021 to fund this initiative.

APPRENTICESHIP STATE EXPANSION GRANT (ASE) (FEDERAL USDOL)

FDOE was awarded $3,078,257, with a 48-month period of performance which began on July 1, 2019, and closed on June 30, 2023. These funds were 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 recruitment of registered apprentices from traditionally underrepresented populations as defined in the Code of Federal Regulations (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, the Florida Department of Commerce and other Florida state agencies in developing education and economic development strategies to ensure that the Florida RA system is a viable career path for Florida's citizens, as well as a valuable workforce development strategy for employers.

To that end, during the second year of the grant, FDOE developed and launched a two-pronged sub-recipient



approach to distributing ASE Grant funds to RAs. The first, entitled "Mini-Grant #1, Program Grant" was made available for eligible RA programs to fund program level expansion in awards up to $20,000. The Mini-Grant #1 model used a competitive application process to award funds to new (registered on or after July 1, 2019) RA programs toward the program-level goals of capacity building and outreach efforts to underrepresented populations. Applicants demonstrated how the funds would be used toward both goals to continue or grow existing initiatives and/or begin new initiatives focused on these goals. It also required information on plans for braided funding and sustainability so that the programs could begin working on a plan to ensure these expansion efforts remain after the ASE Grant concluded. During the first round, a total of $236,000 was awarded to 12 RA programs. Four hundred and thirteen participants impacted by these expansion funds were identified. During the second round, a total of $227,500 was awarded to 11 RA programs with 300 participants impacted by these expansion funds.

The second approach, known as the "Mini-Grant #2: Participant Support Grant," also used a competitive application process and the funds were awarded to RA programs with newer participants (programs that registered new apprentices on or after July 1, 2019) toward the goals of removing barriers to program access and retention. Allowable expenses fall into the categories of: (1) OJT expenses, (2) expenses related to RTI, and/or (3) support services. The goal is to both reduce out-of-pocket required costs for apprentices and provide services to support all aspects of the requirements for completing the program. Programs were allocated up to $700 in allowable expenses for each eligible participant based on their application and budget narrative. During the first round, a total of $358,217 was awarded to 12 RA programs in direct support of an additional 398 apprentices. During the second round of funding, $490,000 was awarded to 11 RA programs in direct support of 491 apprentices. This grant closed on June 30, 2023.

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

FDOE was awarded a $450,000 Building State Capacity to Expand Apprenticeship through Innovation Grant (Capacity) with a 36-month performance period beginning on July 1, 2020, and concluding on June 30, 2023. The funds are used to bolster the capacity to support existing state and federal grant projects by adding another ATR for the Central East Coast region of Florida and a grant manager. FDOE received a 12-month no-cost extension for this grant which will now close on June 30, 2024.



FDOE RESOURCE SUMMARY FOR REGISTERED APPRENTICESHIP

STATE CAPACITY AND STRUCTURE

The FDOE Apprenticeship Office is comprised of 10 positions, which are funded annually through the General Appropriations Act (GAA) and then apportioned within FDOE to support the operation (salaries and expenses). Two additional positions are augmented positions associated with the aforementioned federal grants. The state is divided into regions with a local ATR who is responsible for the day-to-day management of servicing and providing technical assistance for existing apprenticeship and preapprenticeship programs, registration of new apprenticeship and preapprenticeship programs, as well as registration, completion and on occasion, cancellation of programs and apprentices in RAPIDS. The state director and three program specialists are in Tallahassee. Staff are located strategically throughout the state to better serve current and future programs at a local level. See **APPENDIX C** for state and regional program contact information for the Apprenticeship Office team.

ONBOARDING AND TECHNICAL SUPPORT

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

Since Florida's RA and preapprenticeship programs serve both program sponsors and individuals participating in a program, the information and resources must be customized based on the roles of those participating in a registered program. Employers or other potentially eligible sponsors typically want to understand how the RA system works while individuals are interested in potential employment opportunities. Sponsoring an RA or preapprenticeship program starts with a phone call or an email inquiry to the Apprenticeship Office at the FDOE or connecting with one of the regional ATRs.



FLORIDA'S APPRENTICESHIP AND PREAPPRENTICESHIP PARTICIPATION AND OUTCOMES

OVERVIEW

To nurture understanding and maintain transparency regarding the numerous data points contained within this report, the Department has added a new appendix that outlines all calculation methodologies. **APPENDIX D**, Calculation Methodologies, provides a detailed overview of methodological steps and data sources used to calculate reported outcomes. Additionally, downloadable Excel files of all appendices may be located on the DCAE Research & Evaluation website[3] for additional means to view and query apprenticeship data.

As Florida's economy has strengthened over the past several years, the number of RA and preapprenticeship programs has dramatically increased. Between July 1, 2022, and June 30, 2023, the **FDOE registered 36 new apprenticeship programs making a total of 303 active apprenticeship programs with 5,005 new apprentices registered during this same period for a total of 17,435 active apprentices**[4]. In this same period, six apprenticeship programs and four preapprenticeship programs were cancelled during the program year.

For preapprenticeship programs, FDOE has a total of 62 registered programs. Of these, twelve were newly registered and four were voluntarily cancelled during the program year. A total of 2,170 preapprentices were active within these programs during the same time frame. Of the 2,170 active preapprentices, 843 were newly registered and 523 completed their program during 2022-23.

Overall, the total number of RA programs included 365 apprenticeship and preapprenticeship programs, a one-year increase of 11%, and the total number of newly registered apprentices

3 https://www.fldoe.org/academics/career-adult-edu/research-evaluation/annual-app-reports.stml

4 This is a count of apprentices who were active in a RA program at any time between July 1, 2022, and June 30, 2023, based on data reported in RAPIDS. See **APPENDIX F-2** for detailed information on the number of apprentices by trade and occupation.

increased by 33% from the 2021-22 to 2022-23 apprenticeship program year. The totals for 2022-23 compares to 328 registered programs in 2021-22, of which 275 were RA programs and 53 were registered preapprenticeship programs and 3,757 newly registered apprentices during that same cohort.

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

Currently, there are **4,030 participating employer to sponsor linkages training in 120 apprenticeable occupations**. These employers support Florida apprenticeship programs by hiring and training their apprentices. In terms of apprentice demographics, although white individuals make up the largest proportion of registered apprentices (67%), Hispanic and African American individuals jointly comprise a sizeable portion of total registered apprentices (24% and 17% respectively) participating in RA programs (40%). Additionally, males make up 90% of RA enrollment while females comprise 8% of overall program participation.

Individuals participating in an RA program have the opportunity to enter well paid careers that pay even more upon successful program completion. Using the average starting and exit wages of 2022-23 RA program completers in the RAPIDS registration system, **the average starting salary was more than $33,000, and the average exit wage was more than $53,000**. This is of increased economic impact because in addition to a guaranteed wage increase during program participation, Florida apprentices are also likely to potentially avoid student loan debt. In accordance with s. 1009.25, F.S., tuition and fees for apprenticeship programs cannot be assessed for Florida's registered apprentices when RTI is provided by a public LEA. As a result of this exemption, apprentices may only be responsible for items such as uniforms, tools and RTI if not provided by a public LEA.

During the 2022-23 apprenticeship program year, **2,135 apprentices completed their program and received an apprenticeship certificate with an average exit wage of $25.70 per hour which equates to an annual salary of $53,642**. Of those completing, 1,264 apprentices completed their program during the expected timeframe (59%). This is a 2% decrease compared to the 2021-22 on-time completion rate of 61%[5]. Of the 523 preapprentices who completed their program during the 2022-23 year, 62% completed their program in the expected timeframe.[6]

EXPANDED PERFORMANCE MEASURES

In 2021, HB 1507 amended s. 446.302(2)(b), F.S., to require the reporting of additional performance measures on wage progression, retention rates and completion rates for preapprenticeship and apprenticeship programs, where applicable[7]. In this 2022-23 report, retention and completion rates for preapprenticeship programs will not be provided due to data and methodology limitations. RAPIDS, the federal data system hosted by the United States Department of Labor, maintains information related to apprentices and RA programs, only. Preapprentice and preapprenticeship program data must be captured and maintained by the state. Since the 2021 requirement of expanded performance measures, FDOE has worked to build such a preapprenticeship database using supplemental data collection. By the 2023-24 report, enough data will be collected to accurately report retention and completion rates for preapprenticeship programs. Preapprenticeship program participation

5 On-time completion rates are calculated using the expected program completion date for each apprentice as listed in the RAPIDS registration system.

6 On-time completion rates are calculated using the expected program completion date for each preapprentice as listed in the preapprenticeship data collection template.

7 See also Rule 6A-23.011(3), F.A.C., Program Performance Standards for performance metric details.

by trade/occupation has been incorporated into this year's report; however, due to improved preapprenticeship data collection practices[8].

REPORT YEAR 2021 - 22	APPRENTICESHIP PROGRAMS	PREAPPRENTICESHIP PROGRAMS
Wage Progression	✓	-
Retention Rates	✓	X
Completion Rates	X	X
REPORT YEAR 2022 – 23		
Wage Progression	✓	-
Retention Rates	✓	X
Completion Rates	✓	X

It is additionally important to note that due to the differences between RA and preapprenticeship programs, wage data is not presented for preapprenticeship programs. As previously mentioned, the purpose of preapprenticeship programs is to serve as a pipeline into RA programs. As such, OJT is not a required component of preapprenticeship programs and there are no associated wages.

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

REGISTERED PROGRAMS AND PUBLIC EDUCATIONAL PARTNERSHIPS

Across Florida, the number of newly registered apprentices has increased by more than 33% compared to last year. In 2022-23, FDOE had a total of 365 registered programs, of which 303 were RA programs and 62 were registered preapprenticeship programs[9]. **APPENDIX E** details each of these programs by affiliated LEA partnerships with school districts or FCS institutions. The table is sorted by the educational provider of the RTI (the LEA), if applicable.

In summary, of the 365 registered programs with an active registration at any time during the 2022-23 apprenticeship year, 41% partnered with a school district or FCS institution for related training and instruction. Of those 41% of programs with an LEA partnership,

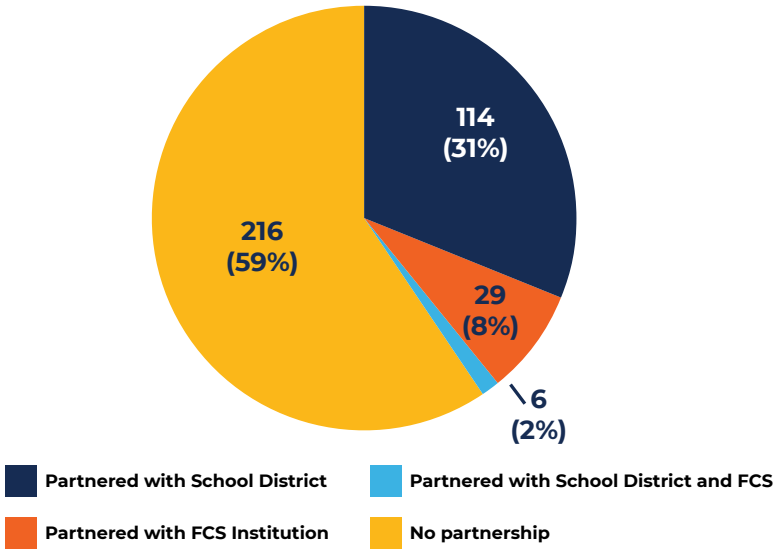
- 114 programs partnered exclusively with school districts for the RTI (31% of total registered programs);
- 29 programs partnered exclusively with FCS institutions for the RTI (8% of total registered programs); and
- 6 programs partnered with both school districts and FCS institutions for the RTI (2% of total registered programs).

8 FDOE disseminated a supplemental data collection method for preapprenticeship programs with established survey windows for the 2022-23 performance year..

9 Based on active programs from July 1, 2022 to June 30, 2023.

Fifty-nine percent of programs (216 programs) were not partnered with a district or FCS institution for related training and instruction but may have partnered with other non-state reporting education partners for instructional delivery.

RA and Preapprenticeship Programs by Partnership, 2022-23



PROGRAM PARTICIPATION BY TRADE/OCCUPATION

There are two methods available for collecting statewide participation data by trade and occupation for RA and preapprenticeship programs. The first method considers when RA and preapprenticeship programs are offered in partnership with a school district or FCS institution for RTI, also defined as the LEA partner. The enrollment activity is reported to the FDOE for accountability and funding purposes by the LEA partner. The LEA must report each apprentice's enrollment by trade/occupation which allows for participation by trade and occupation to be calculated. **APPENDIX F-1** provides this enrollment by trade/occupation as reported by LEAs for the 2022-23 academic year.

The top five trade/occupations by enrollment are outlined in Table 1 below. These five trade/occupations represent 70% of total RA and preapprenticeship program enrollment by trade/occupation[10]. Since not all RA and preapprenticeship programs have partnerships with an LEA, this summary does not reflect activity for non-LEA partnered RA and preapprenticeship programs.

TABLE 1

TRADE/ OCCUPATION	# ENROLLED IN SCHOOL DISTRICTS	# ENROLLED IN FCS INSTITUTIONS	TOTAL	% OF TOTAL ENROLLMENTS
Electrician	4,946	1,004	5,950	42%
Plumbing Technology	1,230	254	1,484	10%

10 Total program enrollment for 2022-23 for school districts and FCS combined was 14,250. The top 5 programs with enrollment encompassed 70% of this figure

TRADE/ OCCUPATION	# ENROLLED IN SCHOOL DISTRICTS	# ENROLLED IN FCS INSTITUTIONS	TOTAL	% OF TOTAL ENROLLMENTS
Air Conditioning, Refrigeration and Heating Technology	1,075	259	1,334	9%
Pre-Apprenticeship (Postsecondary)	609	144	753	5%
Early Childhood Education	458	n/a	458	3%

The second method of capturing program participation looks at all apprentices registered in the program over a period of time, regardless of LEA partnership status, using RAPIDS. **APPENDIX F-2** provides the number of all registered apprentices by their trade and occupation of training. Per RAPIDS, between July 1, 2022, and June 30, 2023, there were 17,435 registered apprentices. This data does not include preapprenticeship information, however, because preapprenticeship programs are not captured in the federal RAPIDS system. Preapprenticeship program participation by trade/occupation has been incorporated into this year's report with the improvement of preapprenticeship data collection during the 2022-23 program year. **APPENDIX F-3** provides the number of all registered preapprentices by their trade and occupation of training. The top five trade/occupations with the most registered apprentices and preapprentices are outlined in Tables 2 and 3 below. The apprenticeship occupations in Table 2 represent 64% of total participation in RA, as reported in RAPIDS.[11] The preapprenticeship occupations in Table 3 represent 65% of total participation in RA, as reported through supplemental data submission.[12]

TABLE 2

TRADE/OCCUPATION	REGISTERED APPRENTICES	% OF TOTAL REGISTERED APPRENTICES
Electrician	6,335	36%
Plumber	1,388	8%
Heating and Air Conditioning Technician and Installer	1,368	8%
Boilermaker	1,279	7%

11 Total program enrollment for 2022-23 per the RAPIDS data system was 17,435. The top 5 programs with enrollment encompassed 64% of this figure.

12 Total program enrollment for 2022-23 per supplemental data collection was 2,170. The top 5 programs with enrollment encompassed 65% of this figure.

TRADE/OCCUPATION	REGISTERED APPRENTICES	% OF TOTAL REGISTERED APPRENTICES
Elevator Constructor	753	4%

TABLE 3

TRADE/OCCUPATION	REGISTERED PREAPPRENTICES	% OF TOTAL REGISTERED PREAPPRENTICES
Electrician	537	25%
Carpenter	353	16%
Heating and Air Conditioning Technician and Installer	215	10%
Building Maintenance Repairer	170	8%
Cybersecurity Analyst	132	6%

PROGRAM OUTCOMES

APPRENTICESHIP WAGES

Apprenticeship programs utilize a "learn as you earn" model which allows for the earning of wages upon program enrollment and through program completion. Each RA program sponsor provides a starting and exit wage which varies by trade and occupation. Starting and exit wages always reflect an increase which allows for wage gains as competency and/or experience increase. All starting and exit wages expressed in this report are based on current year starting and exit wages as listed in each RA program's program standards for each respective program and occupation/trade[13]. The wage schedule is a component of the RA program standards and is entered into RAPIDS by the FDOE. Program sponsors are responsible for amending their wage schedules to accurately reflect apprentice wages. FDOE processes and approves wage amendment requests and updates wage schedules in RAPIDS. To get an understanding of how wages sustain over time, this section also details wage data one and five years after program completion.[14]

APPENDIX G, presents, by program sponsor and trade/occupation, starting and exit wages and the wage progression of apprentices at one and five years after program exit.

STARTING & EXIT WAGES

When it comes to starting and exit wages, compensation varies greatly by occupation and trade. The lowest starting and exit wage is associated with the Cook occupation/trade coming in at

13 Starting and exit wages obtained from the RAPIDS system and based on RA program standards. Starting and exit wages are as of July 2023.

14 One and five-year post program completion wage data obtained by the Florida Education and Training Placement Information Program (FETPIP).

$8,320.00 and $16,640.00 annually, respectively. On the other end of the spectrum, the highest starting wage belongs to the Switchboard Operator (Utility) occupation/trade with a starting wage of $55,952.00 annually and the highest exit wage belongs to the Elevator Constructor occupation/trade with an annual wage of $95,097.60. The tables below outline the top and lowest five occupation/trades based on starting and exit wage amounts.
Since starting and exit wages vary across RA programs even for the same occupation/trades; all reported wages in the tables below are averages of each trade/occupation instance listed in **APPENDIX G**.[15]

TOP 5 OCCUPATION/TRADES BY STARTING WAGE

OCCUPATION/TRADE	START WAGES
Switchboard Operator (Utility)	$55,952.00
Elevator Constructor	$50,107.20
Cable Splicer	$47,132.80
Electric Meter Installer	$44,054.40
Application Developer	$43,992.00

LOWEST 5 OCCUPATION/TRADES BY STARTING WAGE

OCCUPATION/TRADE	START WAGES
Cook	$8,320.00
Child Care Development Specialist	$14,666.08
Fire Fighter	$16,103.36
Surveyor Assistant	$16,640.00
Millwright	$17,680.00

TOP 5 OCCUPATION/TRADES BY EXIT WAGES

OCCUPATION/TRADE	EXIT WAGES
Elevator Constructor	$ 95,097.60
Cable Splicer	$ 89,096.80
Power Line Repairer	$ 82,877.60

15 See **APPENDIX G** footnote that outlines the cohort of apprentices included in the table.

OCCUPATION/TRADE	EXIT WAGES
Switchboard Operator (Utility)	$ 80,246.40
Electric Meter Installer	$74,089.60

LOWEST 5 OCCUPATION/TRADES BY EXIT WAGES

OCCUPATION/TRADE	EXIT WAGES
Cook	$16,640.00
Child Care Development Specialist	$21,082.88
Direct Support Specialist	$22,880.00
Industrial Manufacturing Technician	$28,080.00
Stage Technician	$28,600.00

POST PROGRAM COMPLETION WAGES

Wage data one and five years after program completion shows promising economic futures for Florida apprentices. Across all occupations and trades, the average wage one year after program completion is $61,623.63. Five years after program completion, the average wage across all occupations and trades is $65,293.87. Most notably, the occupation/trade with the highest wage progression at one year after program completion is Information Assurance Specialist and the occupation with the highest wage at five years after program completion is Cable Splicer.

All post program completion wages in the tables below are average wages of apprenticeship program completers within their respective one- or five-year cohort by trade/occupations.[16]

TOP 5 OCCUPATION/TRADES 1 YEAR AFTER PROGRAM COMPLETION WAGE

OCCUPATION/TRADE	WAGES
Information Assurance Specialist	$176,340.00
Power Line Erector	$131,994.99
Database Technician	$129,340.00

16 Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2021 to June 30, 2022 and were found employed in Florida during the tracking period of one-year post program completion. The average of each apprentices best four quarter wage is reported.
Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2016 to June 30, 2017 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.
Post program completion wage data was obtained by The Florida Education and Training Placement Information Program (FETPIP).

OCCUPATION/TRADE	WAGES
Elevator Constructor	$120,129.91
Power-Plant Operator	$107,580.00

LOWEST 5 OCCUPATION/TRADES 1 YEAR AFTER PROGRAM COMPLETION WAGE

OCCUPATION/TRADE	WAGES
Gas Utility Technician	$5,591.09
Refrigeration Mechanic	$10,772.00
Bricklayer	$20,310.00
Child Care Development Specialist	$20,938.59
Composite Plastic Fabricator	$27,812.67

TOP 5 OCCUPATION/TRADES 5 YEARS AFTER PROGRAM COMPLETION WAGE

OCCUPATION/TRADE	WAGES
Cable Splicer	$159,668.00
Power Line Repairer	$153,625.02
Switchboard Operator (Utility)	$138,070.67
Power-Plant Operator	$118,500.00
Power Line Erector	$113,124.88

BOTTOM 5 OCCUPATION/TRADES 5 YEARS AFTER PROGRAM COMPLETION WAGE

OCCUPATION/TRADE	WAGES
Child Care Development Specialist	$21,349.91
Painter	$34,593.03
Sheet Metal Worker	$34,774.33
Glazier	$35,564.00

OCCUPATION/TRADE	WAGES
Industrial Maintenance Mechanic	$36,516.97

RETENTION RATES

Retention rates are often a strong predictor of potential completion rates. The higher the retention rate, statistically, the higher the completion rates. With RA programs specifically, retention rates highlight workforce pipelines by occupation and trade and the likelihood of program providers meeting workforce demands. **APPENDICES H-1 AND H-2** detail RA program retention rates by program sponsor and by program sponsor and occupation respectively. Retention rates are calculated as the percentage of apprentices still participating in the RA program or completed using start and exit dates and apprentice registration status' in RAPIDS[17]. It should be noted that dates may be amended in RAPIDS at any time. Dates used for calculation were the most recently reported therefore start dates used for the retention rate calculation may not reflect the original start date in the program.

Overall, the data shows that Florida RA program retention rates are strong. Of the 169 RA programs presented in **APPENDIX H-1**, more than half have a retention rate of 90% or higher. Regarding specific trade/occupations, the highest retention rates currently reported belong to the trade/occupations of Application Developer, Field Service Engineer, Infrastructure Specialist and Elevator Contractor. In the below tables, a high-level analysis of retention rates by RA program and by trade/occupation are presented. In the tables, programs and trade/occupations with less than three apprentices are not included to account for statistically sound retention rates that reflect the likelihood of program success. All programs are accounted for, however, in their respective appendices with denotations of programs with small apprentice counts.

RETENTION RATE BY QUARTILE RANGE

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

RETENTION RATE BANDS	PERCENTAGE OF RA PROGRAMS
0% – 25% retention rate	7%
26% – 50% retention rate	8%
51% – 75% retention rate	26%
76% – 100% retention rate	59%

OCCUPATION/TRADES WITH RETENTION RATES ABOVE 90%

OCCUPATION/TRADE	RETENTION RATE
Addictions Counselor	100%
Application Developer	100%

17 Retention and completion are determined using data in the RAPIDS system as of July 2023.

OCCUPATION/TRADE	RETENTION RATE
Building Inspector	100%
Direct Support Specialist	100%
Field Service Engineer	100%
Information Assurance Specialist	100%
Infrastructure Specialist	100%
Instrumentation and Controls Technician	100%
Power-Plant Operator	100%
Refrigeration Mechanic	100%
Elevator Constructor	99%
Fire Medic	97%
Painter (Decorator)*	97%
Gas Utility Technician	96%

COMPLETION RATES

New to the Annual Apprenticeship Report this year is the inclusion of completion rates as defined by HB 1507 (2021). Completion rates are calculated as the percentage of apprentices or preapprentices completing the registered apprenticeship or preapprenticeship program within one (1) year after the expected program length identified in the program standards. **APPENDICES J-1 AND J-2** detail RA program completion rates by program sponsor and by program sponsor and occupation respectively. It should be noted that dates may be amended in RAPIDS at any time[18]. Dates used for calculation were the most recently reported therefore start dates used for the completion rate calculation may not reflect the original start date in the program.

Of the 225 RA programs with completion data presented in **APPENDIX J-1**, only fifteen percent have a retention rate above 75%. Regarding specific trade/occupations, the highest completion rates currently reported belong to the trade/occupations of Heavy and Tractor Trailer Truck Driver, Medical Coder, Pipefitter and Application Developer. In the below tables, a high-level analysis of completion rates by RA program and by trade/occupation are presented. In the tables, programs and trade/occupations with less than three apprentices are not included to account for statistically sound completion rates that reflect the likelihood of program success. All programs are accounted for, however, in their respective appendices with denotations of programs with small apprentice counts.

18 Retention and completion are determined using data in the RAPIDS system as of July 2023.

COMPLETION RATE BY QUARTILE RANGE

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

COMPLETION RATE BANDS	PERCENTAGE OF RA PROGRAMS
0% – 25% retention rate	32%
26% – 50% retention rate	32%
51% – 75% retention rate	21%
76% – 100% retention rate	15%

OCCUPATION/TRADES WITH RETENTION RATES ABOVE 90%

OCCUPATION/TRADE	RETENTION RATE
Heavy and Tractor Trailer Truck Driver	100%
Instrumentation and Controls Technician	100%
Medical Coder	100%
Pipefitter	100%
Switchboard Operator (Utility)	100%
Tool and Die Maker	100%
Application Developer	96%
Gas Utility Technician	93%
Truss Design Technician	92%



STATE INVESTMENTS IN REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP TRAINING

Workforce education programs are defined in Florida law to include RA and preapprenticeship programs as defined in s. 446.021, F.S.[19] This provides school districts and FCS institutions authority to offer RA through their educational programs and to spend their state operating funds for the support of these programs.

School district operating funds are provided to 56 districts in the GAA through the Workforce Development Funds category. Of these, 23 districts supported programs in 2021-22 with these funds.

FCS institution operating funds are provided annually to 28 colleges in the FCS Program fund category. Unlike other postsecondary programs, students participating in RA training through a district or FCS institution are exempt from the payment of tuition and fees for the RTI component of their RA program.[20]

The non-categorical operating funds provided to district and FCS institutions may be used for the support of RA, but this is not a required expenditure of funds. As such, districts and colleges are not allocated a specific amount of funds that must be spent for the support of this type of program.

Based on local demands and current resources, districts and colleges may enter into local agreements with RA program sponsors. These agreements are tailored to meet local needs 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 I-1** provides the most recently available financial data on expenditures for RA and preapprenticeship programs for the 2021-22 fiscal year. The total expenditures for both school districts and FCS institutions were about $23.1 million.

19 s. 1011.80(1), F.S.
20 s. 1009.25(1(b), F.S.



CONCLUSION: THE VALUE OF APPRENTICESHIP AND PREAPPRENTICESHIP

THE VALUE FOR EMPLOYERS

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

CUSTOMIZED TRAINING

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

INCREASED KNOWLEDGE

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

ENHANCED EMPLOYEE RETENTION

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

A SAFER WORKPLACE

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

A STABLE AND RELIABLE PIPELINE

of qualified workers.

A SYSTEMATIC APPROACH TO TRAINING

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

THE VALUE FOR APPRENTICES AND PREAPPRENTICES

RA and preapprenticeship open the door for individuals seeking employment and training with an opportunity to participate in a structured training program. Registered preapprentices can continue a pathway into RA and obtain academic and technical instruction – and in some cases OJT – making them highly desirable to employers in competitive markets. Registered apprentices earn a paycheck from day one on the job, guaranteed to increase as their training progresses. Registered apprentices also complete a combination of job-related instruction and hands-on training at the job site leading to a nationally recognized, portable credential. Other benefits include:

HANDS-ON CAREER TRAINING

Apprentices receive practical OJT training in a wide variety of occupations and industries such as healthcare, construction, information technology, transportation, energy and advanced manufacturing.

AN EDUCATION

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

A CAREER

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

THE VALUE TO THE WORKFORCE SYSTEM

Connecting RA and preapprenticeship to Florida's state and local workforce systems is an ideal partnership. The strategy helps Florida employers thrive by building a highly skilled, highly productive workforce, and it helps job seekers access and maintain stable careers with good wages. By using RA as a talent development strategy, the workforce system can increase worker skills, meet employer needs and enhance performance outcomes. Additionally, under WIOA, RA is identified as a training strategy to assist individuals in overcoming barriers to employment. As such, RA programs are given automatic approval status on a local workforce development board's eligible training provider list. RA contributes to positive outcomes in the state and local workforce development system's WIOA performance measures such as:

EMPLOYMENT

RA is a job. Employers and apprentices agree to compensation commensurate with gained competencies as apprentices advance through the program.

RETENTION

RA is an investment in an employer's workforce which is especially important when skilled labor is scarce. RA employers experience high retention rates.

EARNINGS

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

CREDENTIAL ATTAINMENT

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

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

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APPENDIX A

2022-23 STATE APPRENTICESHIP OUTREACH AND RECRUITMENT OVERVIEW

OUTREACH AND RECRUITMENT EFFORTS

Apprentice Florida is an outreach campaign launched in 2019 on behalf of the partnership that includes CareerSource Florida, the Department of Education and Florida Commerce. Established under the State Apprenticeship Expansion Grant awarded by the U.S. Department of Labor 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.

Since its inception, the campaign has focused primarily on businesses, as increasing the number of registered apprenticeship programs is a top priority.

PHASE 6 OUTREACH CAMPAIGN

Outreach efforts executed during the 2022-23 fiscal year represent Phase 6 of this multi-year campaign. The Phase 6 campaign utilized a strategic mix of paid, earned and owned media to generate leads from businesses interested in starting apprenticeship programs.

For maximum effectiveness and efficiency, paid media centered on businesses in markets with existing apprenticeship program sponsors and in priority industries, including education, transportation, healthcare, manufacturing and information technology.

Earned and owned media outreach drove awareness with a broader audience, including businesses throughout the state, educational institutions and prospective apprentices.

SUMMARY OF SUCCESS

Spanning July 1, 2022 – May 31, 2023 (with paid media running February 20 – June 4, 2023), the Phase 6 campaign achieved the following successes.

1. 33,707,555 Total Impressions
2. 20,025,855 Paid Media Impressions
3. 13,681,700 Earned Media Impressions
4. 82,625 Unique Website Visitors
5. 98,956 Total Website Sessions
6. 1,197 Business Leads
7. 18 Partner Engagements

ADDITIONAL OUTREACH HIGHLIGHTS

Advertising:

See below for an overview of Phase 6 paid media campaign performance based on channel.

CHANNEL	IMPRESSIONS	CLICKS	LEADS
Display	5,688,888	3,119	30
Native	6,407,151	7,159	48
Facebook	875,224	6,579	596
LinkedIn	819,420	6,983	356
Discovery	6,156,052	95,131	146
Search	49,120	4,026	20
Direct Mail	30,000	22	1
Total	**20,025,855**	**123,019**	**1,197**

EARNED AND OWNED MEDIA:

See below for an overview of earned and owned media support executed during the 2022-23 fiscal year.

1. Supported 12 Apprenticeship Accelerator events between December 2022 and June 2023 by creating and distributing more than 30 print and digital owned media assets, including but not limited to:
    1. Landing page
    2. Flyers
    3. Rack cards
    4. Social media assets
    5. Email templates
    6. Partner toolkit
    7. Tablecloths
    8. Pop-up banners
2. Leveraged National Apprenticeship Week to promote Apprentice Florida to statewide audience with:
    1. Audio news release highlighting the benefits of apprenticeship programs to businesses; secured more than 420 placements across 115 local and regional Florida radio stations
    2. Custom social media graphics, video and sample copy for use by the Florida Department of Education and partners
    3. LinkedIn article
3. Supported launch of the Division of Blind Services' Web Accessibility Specialist Registered Apprenticeship Program with media relations, toolkit creation and partner outreach.
4. Engaged six partners to execute 18 partner engagements, amplifying Apprentice Florida messaging across Florida business community.

5. Conducted research with Apprenticeship Navigators to inform integrated marketing strategies.
6. Led trainings with Apprenticeship Navigators and Apprenticeship Training Representatives to educate team on website and resources available to help engage and support businesses.
7. Created and updated the following print and digital-owned media assets, for use on ApprenticeFlorida.com and by the Florida Department of Education, CareerSource Florida and other Apprentice Florida partners.
    1. Key messaging
    2. Video tutorial script and creative direction
    3. Business toolkit
    4. CareerSource Florida network toolkit
    5. Education toolkit
    6. Updated advertising creative
    7. Updated email nurture sequence strategy and content
    8. News release template
    9. Animated video promoting apprenticeships
8. Captured refreshed brand photography and videography assets featuring business and apprentice testimonials, to be leveraged in future outreach campaigns.

OFFICE OF APPRENTICESHIP OUTREACH EFFORTS

During the 2022-23 performance year the FDOE Apprenticeship Office team (ATRs, outreach and recruitment specialist and director) was responsible for the administration of registered apprenticeship and preapprenticeship programs in Florida. The team provides support both virtually as well as in person. The following are examples of the outreach and support activities made during 2022-2023.

STATEWIDE EVENTS:

1. Florida Association of Career & Technical Educators (FACTE) Conference, Ponte Vedra
2. Apprenticeship Day on the Hill, Tallahassee
3. State Apprenticeship Advisory Council Meeting, Orlando
4. State Apprenticeship Advisory Council Meeting, Tallahassee
5. Florida Apprenticeship Association Meeting, Pinellas
6. Florida Apprenticeship Conference, Merrit Island
7. State Office of Apprenticeship Presentations at CareerSource Navigator Training Sessions
8. CareerSource Workforce Summit

REGIONS 1 AND 2:

- Manufacturing Apprenticeship Accelerator, Pensacola
- Northwest Florida State College – Virtual Committee Meeting
- LEON Works Career Fair
- Healthcare and Emerging Industries Apprenticeship Accelerator, Tallahassee

REGION 3:

- 2nd Annual Clay County Seniors College & Career Fair
- Manufacturing Apprenticeship Accelerator, Jacksonville
- Jacksonville Electrical JATC Orientation of all Apprentices
- Florida Youth Challenge Academy Career Fair Events
- City of Jacksonville Kids Hope Alliance Events
- National Apprenticeship Week Proclamation Event with St. Johns County Commissioners
- North Florida Building Trades Apprenticeship Career Day
- Northeast Florida Education Consortium Career Fair

- Healthcare Apprenticeship Accelerator, University of Florida, Gainesville
- Northeast Florida Construction Career Days Career Fair
- SkillsUSA State Competition, Masonry Contest
- 2023 Plumbers & Pipefitters State Competition
- Duval County Public Schools CTE & Apprenticeship Consortium

REGIONS 4 AND 7:

- CareerSource Navigator Apprenticeship 101 - Virtual
- Venice Performing Arts in person Pre-apprentice presentation
- Career Edge Manufacturing Forum Apprentice Panel
- Manatee Technical College Career Day
- Collier County Schools virtual pre-apprentice presentation
- Job Fair CareerSource Suncoast
- Health Care forum Career Edge
- Suncoast Technical College Career Fair
- Veterans Administration Career Day Charlotte County
- Hillsborough County Public Schools High School Career Fair
- Mayor of Tampa Workforce Advisory Board
- IT Apprenticeship Accelerator, Greater Tampa Area
- Construction Apprenticeship Accelerator, City of Tampa
- Tampa Bay Women in Leadership Symposium
- Advanced Manufacturing, Construction, Healthcare & Emerging Industries Apprenticeship Accelerator, Lakewood Ranch

REGION 5:

- Job Fair Presentation for Osceola County Schools
- Virtual Presentation to Lake Mary H.S. Students - Orange County
- Virtual Presentation to High School Seniors – Lake County
- Construction Career Days Job Fair – Orange County
- Pre-Apprenticeship Presentation – Orange County
- Emerging Industries Apprenticeship Accelerator, Lake County
- Associated Builders and Contractors Skills Fair, Orange County
- Emerging Industries Apprenticeship Accelerator, Seminole County
- Presentation with CareerSource Central Florida to 300 Orange County Public Schools High School Seniors

REGION 6:

- CareerSource Volusia Flagler Alliance4 Business Event
- CareerSource Brevard Health Care Consortium Meeting
- Florida Telehealth Forum
- Daytona State College-Volusia Public Schools, National Apprenticeship Week Presentation and Event
- Space Coast Consortium National Apprenticeship Week Event
- Launching your workforce through Apprenticeship – National Apprenticeship week Presentation and Event
- CareerSource Brevard, Strategies for Hiring and Retention
- FDOE Electrical Vehicle Convening
- Hospitality Apprenticeship Accelerator, Brevard County
- Cocoa Beach Lodging Association
- Brevard North Area Hotel Management Association
- FDOE Region 6 /CareerSource Florida Apprenticeship Programs Career Fair
- Mack Technologies Apprenticeship Presentation

- Vocation Depot Apprenticeship Presentation
- ESI Solutions Apprenticeship Presentation
- Health Care Consortium Apprenticeship Presentation
- Florida Atlantic Workforce Alliance Consortium
- CareerSource Brevard Career Fair
- Germ Free Apprenticeship Presentation
- Boys Electrical Apprenticeship Presentation
- Brevard CareerSource Construction Consortium
- City of Sebastian Apprenticeship Presentation

REGION 8:

- National Apprenticeship Week Events, Atlantic Technical College
- Broward County Office of Economic and Small Business Building Trades Apprenticeship Expansion Meeting
- Ceremony for Apprenticeship Week Proclamation signed by Commissioner Geller
- Healthcare Apprenticeship Accelerator, South Florida
- Tech Quest Apprenticeship Industry Council – Virtual Meetings
- Neptuno USA-Vertical Freedom - South Florida Documentary Premiere
- National Apprenticeship Week Resource Fair
- Cooper City High School College & Career Fair
- CareerSource Broward Developing Your Workforce Apprenticeship Summit

REGION 9:

- Preapprenticeship Career Days, Miami Dade County Public Schools
- Miami Dade County Public Schools High School Career Fairs and Expo
- United Joint Apprenticeship Committee Meetings
- Miami Dade College Apprenticeship events
- Supply Chain Apprenticeship Accelerator, Miami Dade College
- CareerSource of South Florida Apprenticeship 101 Presentation
- CareerSource of South Florida Employer Apprenticeship Meetings
- CareerSource of South Florida Apprenticeship Navigator Presentation
- Plumbing Contractor Association Annual Trade Expo
- Hellman Worldwide Logistics Apprenticeship Presentation
- Tech Quest Apprenticeship Industry Council – Virtual Meetings
- Miami-Dade Area Health Education Center (AHEC) – Apprenticeship Presentation and Meeting
- Miami Dade College Workforce Advisory Committee Annual Meeting
- Disability Independence Group – Apprenticeship Meeting
- National Apprenticeship Week Celebrations

APPENDIX B

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE) PHASE 5 – 2022/23

GRANT AWARDS

GRANTEE	AWARD AMOUNT	OCCUPATION(S) OR TRADE(S)	TYPE	NEW OR EXPANSION	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
ABC Institute, Inc.	$543,773.00	Project Management Supervisor, Construction Laborer, Electricians, Plumbers, Pipefitters, Roofers, Fire Alarm Systems 1, HVA/C, Powerline Installers	Apprenticeship	Expansion	Registered	2021-FL-88396	ABC Institute Line Erector Apprenticeship Program, GNJ
AmSkills	$425,106.00	CNC Setup Programmer, Manual Machinist, Mechatronics Technician, Robotics Technician	Preapprenticeship	Expansion	Registered	P-092	AmSkills, Inc., 2019-FL-72596
Atlantic Palm Beach Ambulance, Inc	$289,444.00	EMT, Paramedic	Apprenticeship	New	Registered	2023-FL-117501	American Medical Response (AMR)
Automation Strategy & Performance	$306,874.00	Information Assurance Specialists, Instrumentation and Controls Technicians, Computer Programmers, Computer and Information Systems Managers, Web and Digital Interface Desginers, Computer Network Architects	Apprenticeship	Expansion	Registered	2021-FL-81322	Emerging Technology Apprenticeship Program, GNJ
Brevard CSD	$145,705.00	Cybersecurity Tech, IT Specialist	Preapprenticeship	New	Registered	P-089	Technology and Health Apprenticeship Program (THAP)
Brevard CSD (Space Coast)	$133,863.00	Stock Clerk, Logistician	Preapprenticeship	Expansion	Registered	P-089	CareerSource Research Coast/Net Synergy Virtual Solutions LLC, Apprenticeship Program

APPENDIX B

Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2022/23

		Motorboat Mechanics, Rigging, Forklift Operator, Crane Operator, Fitter/ Outside, Pipefitter/ Plumber, Welder/ Fabricator, Yacht Painter, Shipyard Carpenter	Apprenticeship	Expansion	Registered	FL007740006	School Board of Broward County Physical Plant Operations
College of Central Florida	$163,426.00	Quality Control Technician, Sheet Metal Worker, Building Maintenance Repairer, Machinist CNC, Machinist Operator, Machinist Repairer, Test Machinist, Fabricator Assembler	Apprenticeship	New			
Crisis Center of Tampa Bay	$331,513.00	EMT	Apprenticeship	Expansion	Registered	2022-FL-112367	Transcare EMT Apprenticeship Program
Daytona State College (Space Coast)	$366,748.00	FirstlineSupervisor	Preapprenticeship	Expansion	Registered	P-107	Volusia County Schools Preapprenticeship
Eastern Florida State College (Space Coast)	$1,531,175.00	Electromechanical Equip Assemblers, CNC Tool Operators, Fiberglass Laminators/Fabricators, Welders	Apprenticeship	Expansion	Registered	2019-FL-72905	Space Coast Consortium Apprenticeship Program, GNJ
Flagler CSD-1	$95,488.00	Electricians, HVA/C Mechanic/Installer	Apprenticeship	Expansion	Registered	FL008880010	Flagler County Community Apprenticeship Program GNJ
Flagler CSD-2	$44,500.00	Electricians, HVA/C Mechanic/Installer	Preapprenticeship	Expansion	Registered	P-032	Flagler County Community Preapprenticeship Program GNJ
Florida Alcohol and Drug Abuse Association	$229,536.00	Mental Health/ Substance Abuse Social Workers, Substance Abuse/ Behavioral Disorder/Mental Health Counselors,Psychiatric Technicians	Apprenticeship	Expansion	Registered	2022-FL-111479	Florida Behavioral Health Association Apprenticeship Program, GNJ
Florida East Coast Electrical (JATC)	$223,211.00	Electrician	Apprenticeship	Expansion	Registered	FL007460005	Florida East Coast Electrical JATC

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Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2022/23

GRANTEE	AWARD AMOUNT	OCCUPATION(S) OR TRADE(S)	TYPE	NEW OR EXPANSION	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
Florida Gulf Coast Chapter ABC	$258,715.00	Electrical, Sprinkler Fitter, HVA/C, Plumbing, Pipefitter, Sheet Metal, Carpenter, Roofer, Construction Craft Laborer	Apprenticeship	Expansion	Registered	FL007720004	ABC Florida Gulf Coast, GNJ
Groundwork Jacksonville	$49,426.00	Farmworker, Laborer, Crop, Nursery, Greenhouse, Landscaping, Groundskeeping Workers	Preapprenticeship	New			
HAECO	$199,197.00	Aircraft Structures Technicians, Aircraft Mechanics	Apprenticeship	New	Registered	2023-FL-116191	HAECO Airframe Services, LLC, INJ
Hillsborough CSD	$504,279.00	Millwrights	Preapprenticeship	Expansion	Registered	P-095	Hillsborough County Public Schools Preapprenticeship Program
iBuild of Central Florida-1	$302,217.00	Carpenters,Electricians, Plumbers	Preapprenticeship	Expansion	Registered	P-100/P-101	iBuild Youth Preapprenticeship GNJ
iBuild of Central Florida-2	$314,945.00	Construction Laborer, Asphalt, Paving, Tamping	Apprenticeship	New	Registered	2019-FL-73592	iBuild Infrastructure Apprenticeship GNJ
Independent Electrical Contractor-West Coast-1	$146,241.00	Electrician, Low Voltage Telecomms Equipment Installer, Telecomms Repairers/ Line Installer, A/V Equipment Installers/Repairers	Apprenticeship	Expansion	Registered	FL007820007	Independent Electrical Contractors (IEC) - Florida West Coast Chapter, Inc. - Electricals Appr
Independent Electrical Contractor-West Coast-2	$449,267.00	Electrician. Low Voltage Telecomms Equipment Installer, Telecomms Line Installer/ Repairers, A/V Equipment Installers/Repairers	Apprenticeship	Expansion	Registered	FL007820007	Independent Electrical Contractors (IEC) - Florida West Coast Chapter, Inc. - Electricals Appr
Independent Electrical Contractor-West Coast-3	$170,538.00	Electrician. Low Voltage Telecomms Equipment Installer, Telecomms Line Installer/ Repairers, A/V Equipment Installers/Repairers	Apprenticeship	Expansion	Registered	FL007820007	Independent Electrical Contractors (IEC) - Florida West Coast Chapter, Inc. - Electricals Appr

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Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2022/23

Indian River CSD (Space Coast)	$113,845.00	Welding, Soldering, Brazing Workers	Apprenticeship	New	Registered	2020-FL-75885	Indian River State College Apprenticeship Program, GNJ
-							
Indian River State College-2 (Space Coast)	$442,661.00	Mechanical Drafters	Apprenticeship	New	Registered	2020-FL-75885	Indian River State College Apprenticeship Program, GNJ
-							
Jacksonville Electrical	$570,539.00	Electrician	Preapprenticeship	Expansion	Registered	P-084	Jacksonville Electrical Joint Apprenticeship and Training Committee (JACT - FL008450001)
Lake CSD	$229,218.00	HVA/C Mechanics/ Installers, Maintenance Repair Workers	Preapprenticeship	Expansion	Registered	P-060, ACT	Academy of Construction Technologies (ACT) Preapprenticeship Program
		Information Security Analyst, Software Developer, Database Administrator,Market Researcher, Industrial Engineering Technician, Fiber Optic Technician, Telecomms Technician	Apprenticeship	Expansion	Registered	2021-FL-80626	Learning Alliance Corporation Apprenticeship, GNJ

APPENDIX B

Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2022/23

GRANTEE	AWARD AMOUNT	OCCUPATION(S) OR TRADE(S)	TYPE	NEW OR EXPANSION	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
Miami Dade College	$456,830.00	Auto Service Tech/ Mechanics, General Operations Managers, Teaching Assistant, Computer User Support Specialists, Credit Analysts, Cooks, Construction Managers, Dental Assisant, Nursing Assistant, Aircraft Mechanics/Service Techs, Bookkeeping/Accounting/ Auditing Clerks, Lodging Managers, Heavy Equipment Operators, Tractor Trailer Drivers	Apprenticeship	Expansion	Registered	2018-FL-71114	Miami-Dade College Apprenticeship Program - GNJ
Miami-Dade CSD-2	$149,916.00	Teacher Assistant, Hotel Associate, Cooks	Preapprenticeship	Expansion	Registered	P-133	Miami-Dade College Preapprenticeship Program
Net Synergy Solutions-2	$364,911.00	Software Developer, Supply Chain Technologist, Cybersecurity, Computer Support (Helpdesk)	Apprenticeship	Expansion	Registered	2022-FL-112712	Net Synergy Virtual Solutions LLN, GNJ
Osceola CSD-1	$288,319.00	Medical Assistants	Apprenticeship	New	Registered	2021-FL-81121	Skill Up Osceola Apprenticeship Program, INJ
Osceola CSD-2	$91,687.00	Bus/Truck Mechanics and Diesel Engine Specialists	Apprenticeship	New	Registered	2023-FL-118431	Bus Maintenance Apprenticeship of Osceola County, JAC
Palm Beach CSD	$228,801.00	Alarm Installers	Apprenticeship	Expansion	Registered	2021-FL-88396	ABC Institute Apprenticeship Programs, GNJ
Santa Rosa CSD	$99,270.00	Electrician	Apprenticeship	Expansion	Registered	2019-FL-73412	Locklin Technical College Apprenticeship Program, GNJ
St. Lucie CSD	$195,628.00	Healthcare Support, Nursing Assistants, Medical Assistant	Preapprenticeship	Expansion	Registered	P-107	St. Lucie Public Schools Preapprenticeship Program
St. Lucie CSD-1 (Space Coast)	$300,998.00	Welders, Cutters	Preapprenticeship	New	Registered	P-107	St. Lucie Public Schools Preapprenticeship Program

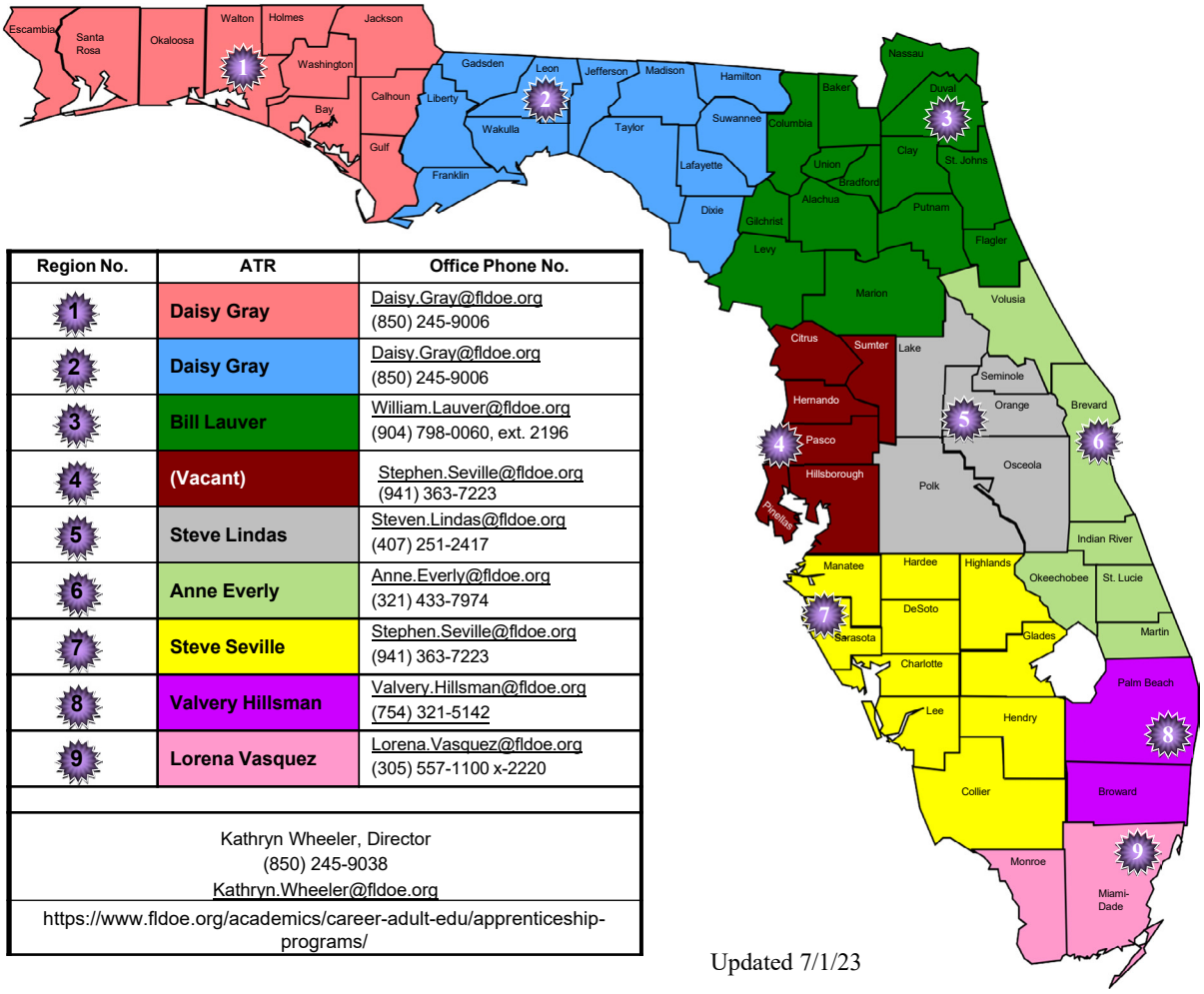
APPENDIX B

Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2022/23

GRANTEE	AWARD AMOUNT	OCCUPATION(S) OR TRADE(S)	TYPE	NEW OR EXPANSION	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
St. Lucie CSD-2 (Space Coast)	$517,327.00	Logisticians	Preapprenticeship	New	Registered	P-107	St. Lucie Public Schools Preapprentie-ship Program
State College of Florida	$930,078.00	Class A/Class B License Certifica-tion	Apprenticeship	New	Registered	2023-FL-116331	FleetForce Truck Driving School GNJ
Structural Composites (Space Coast)	$1,066,645.00	Industrial Manu-facturing Techni-cian	Preapprenticeship	New	Registered	P-138	Advanced Manufacturing Pre-Appren-tice Program
Sumter CSD	$132,946.00	HVAC/R Mechan-ics/Installers, Helpers-Electri-cians, Electricians, Maintenance Repair Workers	Preapprenticeship	Expansion	Registered	P-060	Academy of Construction Technologies (ACT) Preap-prenticeship Program
Tallahassee Community College	$117,469.00	CNC Tool Pro-grammers/Opera-tors, Machinists	Preapprenticeship	New	Registered	P-102	Discover Ap-prenticeships (DA)
TruMont LLC-1	$471,758.00	Nursing Assistant	Apprenticeship	New	Registered	2020-FL-78997	TruMont Ap-prenticeship Program, GNJ
TruMont LLC-2	$363,771.00	Home Health Aide, Medical Assistant	Preapprenticeship	Expansion	Registered	P-120	TruMont Ap-prenticeship Program, GNJ
University of Central Florida	$269,375.00	Solar Thermal Installer/Techni-cian, Photovoltaic Installer	Apprenticeship	Expansion	Registered	2022-FL-111515	Florida Solar Energy Ap-prenticeship Program, GNJ
University of Florida	$186,500.00	Community Health Workers	Apprenticeship	New	Registered	2023-FL-117912	University of Florida Community Health Worker Registered Apprentice-ship Program, GNJ

APPENDIX C

STATE AND REGIONAL APPRENTICESHIP PROGRAM CONTACT INFORMATION



Region No.	ATR	Office Phone No.
1	Daisy Gray	Daisy.Gray@fldoe.org (850) 245-9006
2	Daisy Gray	Daisy.Gray@fldoe.org (850) 245-9006
3	Bill Lauver	William.Lauver@fldoe.org (904) 798-0060, ext. 2196
4	(Vacant)	Stephen.Seville@fldoe.org (941) 363-7223
5	Steve Lindas	Steven.Lindas@fldoe.org (407) 251-2417
6	Anne Everly	Anne.Everly@fldoe.org (321) 433-7974
7	Steve Seville	Stephen.Seville@fldoe.org (941) 363-7223
8	Valvery Hillsman	Valvery.Hillsman@fldoe.org (754) 321-5142
9	Lorena Vasquez	Lorena.Vasquez@fldoe.org (305) 557-1100 x-2220
Kathryn Wheeler, Director (850) 245-9038 Kathryn.Wheeler@fldoe.org		
https://www.fldoe.org/academics/career-adult-edu/apprenticeship-programs/		

Updated 7/1/23

APPENDIX D

CALCULATION METHODOLOGIES

APPENDIX #	APPENDIX TITLE	APPENDIX DESCRIPTION	DATA SOURCE	METHODOLOGY
E	List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership	Apprenticeship and preapprenticeship programs and their associated LEA partner (if any).	Apprenticeship programs: RAPIDS, LEA state reported data and supplemental data collection. Preapprenticeship programs: LEA state reported data and supplemental data collection.	Appendix E contains a list of all apprenticeship and preapprenticeship programs that were active at any time during the 2022-23 apprenticeship year (July 1, 2022 - June 30, 2023). Apprenticeship program information is exported from RAPIDS. Preapprenticeship program information is provided by the FDOE apprenticeship program office via program standards. LEA partnership status is determined by the reporting of apprentices in a program within the year by an LEA (district or FCS institution). A single asterisks (*) denote any program that was newly registered during the reporting year. Italicized text denotes programs that were canceled during the reporting year.
F-1	Registered Apprenticeship and Preapprenticeship Program Enrollment by Trade/Occupation and LEA Type	Apprenticeship and preapprenticeship program enrollments by trade/occupation and LEA type (District or FCS institution). This appendix is limited to programs with LEA partnerships.	Apprenticeship: LEA state reported data and FCS supplemental data collection. Preapprenticeship: LEA state reported data and FCS supplemental data collection.	Appendix F-1 contains program enrollments for apprenticeship and preapprenticeship programs that were active at any time during the 2022-23 apprenticeship year (July 1, 2022 - June 30, 2023) with an LEA partner as identified in Appendix E. Enrollment by trade counts are obtained via LEA state reported data. Enrollment counts are aggregated by occupation/trade. Enrollment counts that are less than 10 are masked according to FDOE policy, FERPA and denoted as "<10."
F-2	Number of Registered Apprentices by Trade/Occupation	Apprenticeship program enrollments by trade/occupation and percetage of enrollment in each trade/ occupation compared to all enrollment.	Apprenticeship: RAPIDS database	Appendix F-2 contains enrollment counts by trade/occupation for apprenticeship programs that were active at any time during the 2022-23 apprenticeship year (July 1, 2022 - June 30, 2023). Enrollment and occupation data are exported from RAPIDS and aggregated by trade/ occupation across all programs. "% of Total" column is calculated by dividing individual occupation/trade totals by the overall enrollment total at the bottom of column B. Enrollment counts that are less than 10 are masked according to FDOE policy, FERPA and denoted as "<10."

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F-3	Number of Registered Preapprentices by Trade/Occupation	Preapprenticeship program enrollments by trade/occupation and percetage of enrollment in each trade/ occupation compared to all enrollment.	Preapprenticeship: Supplemental data collection	Appendix F-3 contains enrollment counts by trade/occupation for preapprenticeship programs that were active at any time during the 2022-23 apprenticeship year (July 1, 2022 - June 30, 2023). All enrollments are reported through supplemental data collection. Supplemental enrollment and occupation data are aggregated by trade/occupation across all programs. "% of Total" column is calculated by dividing individual occupation/trade totals by the overall enrollment total at the bottom of column B. Enrollment counts that are less than 10 are masked according to FDOE policy, FERPA and denoted as "<10."
				Appendix G contains apprentice wages calculated at one (1) and five (5) years after program exit. This is a lagged measure to allow for the capture of wages 1 year and 5 years post completion. Starting and exit wages are determined by program sponors, identified in program standards and pulled from RAPIDS. Starting wages are hourly wages at program start. Exit wages are hours wages by program completion. Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2020 to June 30, 2021 and were found employed in Florida up to one year post program completion. The average of each apprentices best four quarter wage is reported. Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2016 to June 30, 2017 and were found employed in Florida up to five years post program completion. The average of each apprentices best four quarter wage in year 5 is reported. Wages are identified using administrative records of employment and wages that are available to the Department through FETPIP. Completers are tracked for four quarters at one and five years out from their program exit date, and their best wage from those four quarters is returned in an annual amount. All apprentice best 1 and 5 year wages by occupation are averaged together and reported. Wage averages from occuptions with less than 3 apprentices are masked according to FDOE policy, FERPA and denoted as "$-". Blank wages mean that there was no wage data to report. Either there were no completers within the cohort year, the program did not exist during the cohort year, or no wages were found by FETPIP. Italicized programs and/or occupations were cancelled and are no longer in operation.

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H-1	Registered Apprenticeship Program Retention Rates by Program Sponsor	Retention rates of apprentices by apprenticeship program.	Apprenticeship: RAPIDS database	Appendix H-1 contains the percentage of apprentices retained or completing a program by the end of the fourth quarter after the initial quarter of enrollment. This is a lagged measure to allow for the capture of retention. The cohort for this appendix includes registered apprentices active between July 1, 2021 to June 30, 2022 in RAPIDS and excludes preapprenticeship program participants. Apprentices are filtered in RAPIDS by their program start date within the initial quarters of enrollment being used for the report year. Apprentices successfully completed within one year after expected program completion are identified and count positively toward the program rentention rate. Apprentices who remained active by the fourth quarter after initial enrollment are identified and count positively toward the retention rate. Apprentices who are cancelled out of a program before the end of the fourth quarter after initial enrollment are identified and count against the retention rate. Retention percentages of programs with less than 10 apprentices are italicized to denote small cell sizes.
				Appendix H-2 contains the percentage of apprentices retained or completing a program and trade/occupation training by the end of fourth quarter after the initial quarter of enrollment. This is a lagged measure to allow for the capture of retention. The cohort for this appendix includes registered apprentices active between July 1, 2021 to June 30, 2022 in RAPIDS and excludes preapprenticeship program participants. Apprentices are filtered in RAPIDS by their program start date within the initial quarters of enrollment being used for the report year. Apprentices successfully completed within one year after expected program completion are identified and count positively toward the program and occupation rentention rate. Apprentices who remained active by the fourth quarter after initial enrollment are identified and count positively toward the retention rate. Apprentices who are cancelled out of a program before the end of the fourth quarter after initial enrollment are identified and count against the retention rate. Retention percentages of program occupations with less than 10 apprentices are italicized to denote small cell sizes.

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APPENDIX D

Calculation Methodologies

APPENDIX #	APPENDIX TITLE	APPENDIX DESCRIPTION	DATA SOURCE	METHODOLOGY
I-1	Program Costs for Registered Apprenticeship and Preapprenticeship Programs by School District and Florida College System (FCS) Institution	Apprenticeship and preapprenticeship program costs by agency (district or FCS institution).	Apprenticeship & Preapprenticeship: Florida Department of Education Office of Funding and Financial Reporting - 2021-2022 Transparency Reports - General Fund The Florida College System 2021-2022 Annual Cost Analysis Details Reports	Appendix I-1 contains total program costs, instructional costs, and administrative costs for registered apprenticeship and preapprenticeship programs in school districts and Florida College System (FCS) institutions. The data for this appendix is lagged and includes costs for programs active between July 1, 2021 and June 30, 2022. The source of costs data for District and Florida College System institutions is the Office of Funding and Financial Reporting (OFFR) and supplemental data unless denoted by an (*), which means that costs are not reflected in source data and were obtained in a supplemental format. Total costs are the sum of Instructional Costs and Administrative Costs. Total Costs for districts is referred to as "total program costs" within district financial reports. District finance data can be located at https://web08.fldoe.org/TransparencyReports/CostReportSelectionPage.aspx Total Costs for Florida College System institions is referred to as "total instruction costs" within FCS financial reports. FCS finance data can be located https://www.fldoe.org/schools/higher-ed/fl-college-system/about-us/finance/cost-analysis.stml District Instructional costs are the sum of direct costs and school costs within Office of Funding and Financial Reporting (OFFR) costs reports. College instructional costs are the sum of total direct instruction and allocated instructional support costs within the Cost Analysis detailed report. District administrative costs are district indirect costs within Office of Funding and Financial Reporting (OFFR) costs reports. College administrative costs are collegewide instructional support costs within the Cost Analysis detailed report.
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	Program Costs for Registered Apprenticeship and Preapprenticeship Programs in School Districts and Florida College System (FCS) Institutions by Trade/ Occupation		Apprenticeship & Preapprenticeship: Florida Department of Education Office of Funding and Financial Reporting - 2021-22022 Transparency Reports - General Fund The Florida College System 2021-2022 Annual Cost Analysis Details Reports Apprenticeship Program Costs by Trade/Occupation: Supplemental data collection template	Appendix I-2 contains the total program costs of trade/occupation offered by registered apprenticeship and preapprenticeship programs in school districts and Florida College System (FCS) institutions. The data for this appendix is lagged and includes costs for programs active between July 1, 2021 and June 30, 2022. The cost data for each trade/occupation was obtained directly from districts and Florida College System institutions through a supplemental data request. Each agency utilized their OFFR cost report and returned the aggregated costs dissaggregated by trade/ occupation. The grand totals are calculated by summing up the costs for all trade/occupation categories.
I-3	Program Costs for Registered Apprenticeship and Preapprenticeship Programs by LEA and Trade/ Occupation	Apprenticeship and preapprenticeship program costs by LEA and trade/ occupation.	Apprenticeship & Preapprenticeship: Florida Department of Education Office of Funding and Financial Reporting - 2021-2022 Transparency Reports - General Fund The Florida College System 2021-2022 Annual Cost Analysis Details Reports Apprenticeship Program Costs by Trade/Occupation: Supplemental data collection template	Appendix I-3 contains program costs for registered apprenticeship and preapprenticeship programs by LEA and Trade/Occupation. The data for this appendix is lagged and includes costs for programs active between July 1, 2021 and June 30, 2022. The source of costs data for District and Florida College System institutions is the Office of Funding and Financial Reporting (OFFR) and supplemental data unless denoted by an (*), which means that costs are not reflected in source data and were obtained in a supplemental format. The cost data for each trade/occupation was obtained directly from districts and Florida College System institutions through a supplemental data request. Each agency utilized their OFFR cost report and returned the aggregated costs dissaggregated by trade/ occupation and presented by trade/occupation and LEA.

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	Appendix J-1 contains the percentage of apprentices completing the registered apprenticeship program within one (1) year after the expected program length identified in the program standards. Only programs that were active during the 2022-23 program year are reflected in this appendix and includes a cohort of registered apprentices active in these programs at any time between July 1, 2013 to June 30, 2023 in RAPIDS. 10 years of apprentice activity is used to best capture a realistic measure of program completion. This appendix currently excludes preapprenticeship program participants Apprentices are filtered in RAPIDS by their program start date within the cohort of enrollment being used for the report year. Apprentices successfully completed within one year after expected program completion are identified and count positively toward completion rates. Completions rates of apprentices who completed beyond one year after expected program completion is also provided in the appendix for comparison. Apprentices who are retained beyond the expected program completion date or who were cancelled out of a program are identified and count against completion rates. Per statutory Rule, apprentices who are cancelled out of a program during the probationary period are identified and do not count against completion rates. Completion percentages for programs with less than 10 apprentices are italicized to denote small cell sizes.

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APPENDIX D

Calculation Methodologies

APPENDIX #	APPENDIX TITLE	APPENDIX DESCRIPTION	DATA SOURCE	METHODOLOGY
J-2	Registered Apprenticeship Program Completion Rates by Program Sponsor and Trade/Occupation	Apprenticeship program completion rates by program and trade/occupation.	Apprenticeship: RAPIDS database	Appendix J-2 contains the percentage of apprentices completing the registered apprenticeship program within one (1) year after the expected program length identified in the program standards. Only programs that were active during the 2022-23 program year are reflected in this appendix and includes a cohort of registered apprentices active in these programs and trade/occupation at any time between July 1, 2013 to June 30, 2023 in RAPIDS. 10 years of apprentice activity is used to best capture a realistic measure of program completion. This appendix currently excludes preapprenticeship program participants Apprentices are filtered in RAPIDS by their program start date within the cohort of enrollment being used for the report year. Apprentices successfully completed within one year after expected program completion are identified and count positively toward completion rates. Completions rates of apprentices who completed beyond one year after expected program completion is also provided in the appendix for comparison. Apprentices who are retained beyond the expected program completion date or who were cancelled out of a program are identified and count against completion rates. Per statutory Rule, apprentices who are cancelled out of a program during the probationary period are identified and do not count against completion rates. Completion percentages for trades/occupations with less than 10 apprentices are italicized to denote small cell sizes.
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APPENDIX E

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2022-23

Includes Programs Active Between July 1, 2022 and June 30, 2023

PROGRAM TYPE	REGISTERED PROGRAM NAME	PROGRAM NUMBER	COUNTY	LEA TYPE (DISTRICT OR FCS)[1]	LEA NAME (IF APPLICABLE)[2]
Preapprenticeship	Jacksonville Electrical JATC, Baker County Youth Preapprenticeship Program	P-116	Duval County	District	Baker
Apprenticeship	Brevard Air Conditioning Contractors Assn Inc. GNJ	FL001970007	Brevard County	District	Brevard
Preapprenticeship	Brevard Adult Education Pre-Apprenticeship Program	P-089	Brevard County	District	Brevard
Apprenticeship	Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Palm Beach County	District	Broward
Apprenticeship	Florida East Coast Electrical JATC	FL007460005	Palm Beach County	District	Broward
Apprenticeship	Broward County Plumbers & Pipefitters JAC	FL007460006	Broward County	District	Broward
Apprenticeship	South Florida Ironworkers LU 272 JATTC	FL007540003	Broward County	District	Broward
Apprenticeship	Palm Beach County Ironworkers JAC	FL007580001	Palm Beach County	District	Broward
Apprenticeship	Florida Finishing Trades Institute JATC	FL008620001	Orange County	District	Broward
Apprenticeship	School Board of Broward Co FL Physical Plant Operations	FL007740006	Broward County	District	Broward

*New program added in 2022-23.
1. An LEA is a local education agency such as a school district or state college.
2. LEA partnerships for the purposes of apprenticeship reporting are defined as an agreement between apprenticeship program sponsors and an LEA where apprentices enroll in the LEA for associated related training and instruction (RTI). This table reflects LEA partnerships during the 22-23 academic year. LEA partnerships that are new, under development or not reported as having enrollment to the state may not be represented.
-*Italicized* Registered Apprenticeship Program names were cancelled during the 22-23 apprenticeship program year and no longer in operation. If LEA Name field is n/a, the registered program did not partner with a school district or FCS institution to deliver RTI.
-The column ""County"" represents the physical location of the Registered Apprenticeship or Preapprenticeship Program, not necessarily where the program is in operation.
-A downloadable version of this table is available from the DCAE website:
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List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership, 2022-23

PROGRAM TYPE	REGISTERED PROGRAM NAME	PROGRAM NUMBER	COUNTY	LEA TYPE (DISTRICT OR FCS)[1]	LEA NAME (IF APPLICABLE)[2]
Apprenticeship	United Service Training Corp GNJ	FL007840018	Broward County	District	Broward
Apprenticeship	Brevard Electrical Apprenticeship Program GNJ	FL008850020	Brevard County	District	Broward
Apprenticeship	ABC Institute Electrical Apprenticeship Program GNJ	FL007860018	Broward County	District	Broward
Apprenticeship	ABC Institute Line Erector Appren Program GNJ	FL007890024	Broward County	District	Broward
Apprenticeship	ABC Institute Pipefitter-Spinkler Fitter Appr Prog	FL007890028	Broward County	District	Broward
Apprenticeship	South Florida Operating Engineers JAC	FL007900016	Miami-Dade County	District	Broward
Apprenticeship	Housing Authority of the City of Ft Lauderdale INJ	FL001940005	Broward County	District	Broward
Apprenticeship	Space Coast Machinist Apprenticeship Program GNJ	FL001980005	Brevard County	District	Broward
Apprenticeship	ABCI Heating & A/C Installer-Servicer GNJ	FL013020001	Broward County	District	Broward
Apprenticeship	Internat'L Union of Elevator Constructors (LUEC) LU #13	FL005030004	Seminole County	District	Broward
Apprenticeship	ABC Institute Plumbers Apprenticeship Program GNJ	FL009050002	Broward County	District	Broward
Apprenticeship	Florida Automatic Sprinkler Training NE Florida Chapter	FL013060001	Duval County	District	Broward
Apprenticeship	South Florida Manufacturers Association GNJ	FL011090024	Broward County	District	Broward
Apprenticeship	ABC Institute Roofing Apprenticeship Program GNJ	FL009157997	Broward County	District	Broward

*New program added in 2022-23.
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Apprenticeship	Plumbing Contractors Association Apprenticeship Program, Inc., GNJ	2018-FL-70707	Miami-Dade County	District	Broward
Apprenticeship	Marine Industries Association of South Florida (MIASF) Apprenticeship Program, GNJ	2019-FL-73865	Broward County	District	Broward
Apprenticeship	ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Broward County	District	Broward
Apprenticeship	Broward College IT Apprenticeship Program, GNJ	2019-FL-72848	Broward County	FCS	Broward College
Apprenticeship	Broward College Telecommunications Apprenticeship Program, GNJ	2019-FL-73554	Broward County	FCS	Broward College
Preapprenticeship	Broward College Preapprenticeship Program	P-105	Broward County	FCS	Broward College
Apprenticeship	International Union of Elevator Constructors (LUEC) LU74 JAC	FL003030002	Hillsborough County	District	Broward, Hillsborough
Apprenticeship	Northeast Florida Builders Association GNJ	FL008730002	Duval County	District	Broward, Nassau
Apprenticeship	A/C Contractors Association of Central FL GNJ	FL008910004	Seminole County	District	Broward, Orange
Apprenticeship	Masonry 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 Carpenters Apprenticeship Program, GNJ	FL015162204	Martin County	District	Broward, Palm Beach
Apprenticeship	Florida Training Services Apprenticeship Program, GNJ	2022-FL-104101	Martin County	District	Broward, Palm Beach

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Apprenticeship	Independent Electrical Contractors-FECC, Inc., GNJ	2019-FL-72858	Palm Beach County	District and FCS	Broward, Palm Beach, Palm Beach State College
Apprenticeship	Independent Electrical Contractors, Inc (FWCC) GNJ	FL007820007	Pinellas County	District and FCS	Broward, Pasco, Pinellas, Polk, Hillsborough Community College, Tallahassee Community College
Preapprenticeship	Clay County School Board Preapprenticeship	P-051	Clay County	District	Clay
Apprenticeship	*Arthrex Manufacturing Apprenticeship Program INJ*	*FL006090032*	*Lee County*	*District*	*Collier*
Apprenticeship	Lorenzo Walker Technical College Apprenticeship Program, GNJ	2020-FL-75938	Collier County	District	Collier
Apprenticeship	Daytona Beach Electrical JATC	FL008460002	Volusia County	FCS	Daytona State College
Apprenticeship	Daytona Beach Plumbers & Pipefitters JAC	FL008500001	Volusia County	FCS	Daytona State College
Apprenticeship	Mid-Florida Electrical GNJ	FL008780004	Volusia County	FCS	Daytona State College
Apprenticeship	Volusia County Child Care Apprenticeship Comm. GNJ	FL001940016	Volusia County	FCS	Daytona State College
Apprenticeship	Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	Brevard County	FCS	Eastern Florida State College
Apprenticeship	Pensacola Electrical Apprenticeship College GNJ	FL007730001	Escambia County	District	Escambia
Apprenticeship	Flagler County Community Apprenticeship Program GNJ	FL008880010	Flagler County	District	Flagler

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Apprenticeship	Flagler Child Care GNJ	FL008900012	Flagler County	District	Flagler
Preapprenticeship	Flagler County Community Adult Preapprenticeship Program	P-118	Flagler County	District	Flagler
Apprenticeship	Jacksonville Electrical JATC	FL008450001	Duval County	District	Hillsborough
Apprenticeship	North Florida Sheet Metal Workers JATC	FL008460001	Duval County	District	Hillsborough
Apprenticeship	South FL Carpenters JATC	FL007460011	Broward County	District	Hillsborough
Apprenticeship	Gainesville Electrical JATC	FL008480002	Alachua County	District	Hillsborough
Apprenticeship	North Florida Carpenters JATC	FL008510001	Duval County	District	Hillsborough
Apprenticeship	Tampa Ironworkers JATC	FL007570002	Hillsborough County	District	Hillsborough
Apprenticeship	North Central Florida Operating Engineers JAC	FL008570001	Duval County	District	Hillsborough
Apprenticeship	Tampa Millwrights JATC	FL007670002	Hillsborough County	District	Hillsborough
Apprenticeship	Florida West Coast Trowel Trades JATC	FL007680002	Hillsborough County	District	Hillsborough
Apprenticeship	Central Florida Heat & Frost & Allied Workers JATT	FL007680001	Hillsborough County	District	Hillsborough
Apprenticeship	Sheet Metal Workers' Local 15 JATCTF	FL007690001	Seminole County	District	Hillsborough
Apprenticeship	Florida West Coast Carpenters JAC	FL007700001	Hillsborough County	District	Hillsborough
Apprenticeship	Gulf Coast Electric JAC	FL007720001	Escambia County	District	Hillsborough

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Apprenticeship	Central Florida Carpenters JATC	FL008850019	Orange County	District	Hillsborough
Apprenticeship	Tampa Area Electrical JATC	FL007880004	Hillsborough County	District	Hillsborough
Apprenticeship	North Florida Ironworkers JAC	FL008890009	Duval County	District	Hillsborough
Apprenticeship	Florida West Coast Operating Engineers JAC	FL007900013	Hillsborough County	District	Hillsborough
Apprenticeship	Masonry Contactors Association of FL, GNJ (Gulf Coast Area)	FL001950009	Hillsborough County	District	Hillsborough
Preapprenticeship	Tampa Ironworkers Preapprenticeship JATC	P-072	Hillsborough County	District	Hillsborough
Preapprenticeship	North Florida Ironworkers JAC Preapprenticeship Program	P-078	Duval County	District	Hillsborough
Preapprenticeship	Jacksonville Electrical JATC Preapprenticeship Program	P-084	Duval County	District	Hillsborough
Apprenticeship	Guardian Angels Medical Service Dogs, Inc	2018-FL-71371	Levy County	District	Hillsborough
Preapprenticeship	Hillsborough County Public Schools Preapprenticeship Program	P-095	Hillsborough 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	American Culinary Federation GNJ	FL007900017	Indian River County	FCS	Indian River State College
Apprenticeship	Piper Aircraft Apprenticeship Program, INJ	2018-FL-72032	Indian River County	FCS	Indian River State College

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Apprenticeship	Indian River State College Apprenticeship Program, GNJ	2020-FL-75885	St. Lucie County	FCS	Indian River State College
Apprenticeship	Lake Sumter State College Apprenticeship Program, GNJ	2021-FL-80240	Sumter County	FCS	Lake Sumter State College
Apprenticeship	Tri County Apprenticeship Academy GNJ	FL004040001	Lee County	District	Lee
Apprenticeship	Lee County Registered Apprenticeship Program, GNJ	2021-FL-88323	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	Technical Education Council, LLC	2019-FL-72946	Sarasota County	District	Manatee, Sarasota
Apprenticeship	Florida Electrical Association Tri-County Apprenticeship, GNJ	FL008930001	Marion County	District	Marion
Apprenticeship	Masonry Association of Florida North Central Apprenticeship Program	2019-FL-72795	Marion County	District	Marion
Apprenticeship	Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Miami-Dade County	FCS	Miami Dade College
Preapprenticeship	Miami Dade College Teacher Assistant Pre-Apprenticeship Program*	P-133	Miami-Dade County	FCS	Miami Dade College
Preapprenticeship	Miami Dade College Construction Pre-Apprenticeship Program*	P-135	Miami-Dade County	FCS	Miami Dade College

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Apprenticeship	Miami-Dade Plumbers Joint Apprentice & Educational Committee	FL007390001	Miami-Dade County	District	Miami-Dade
Apprenticeship	Miami Joint Electrical Apprenticeship Committee	FL007450001	Miami-Dade County	District	Miami-Dade
Apprenticeship	Sheet Metal Workers Local 32 JAC	FL007470002	Miami-Dade County	District	Miami-Dade
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
Preapprenticeship	*Miami-Dade Youth Pre-Apprenticeship Program*	*P-086*	*Miami-Dade County*	*District*	*Miami-Dade*
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	Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	Okaloosa County	FCS	Northwest Florida State College
Apprenticeship	Orlando Plumbers & Pipefitters JAC	FL008470001	Orange County	District	Orange
Apprenticeship	Mid Florida Ironworkers JAC	FL008640001	Orange County	District	Orange
Apprenticeship	Central Florida Electrical JATC	FL008660001	Orange County	District	Orange
Apprenticeship	Florida Electric Apprenticeship & Training GNJ	FL008870020	Orange County	District	Orange
Apprenticeship	Central Florida Child Care Educators Apprenticeship Program, GNJ	FL008920009	Orange County	District	Orange

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Apprenticeship	Central Florida Mechanical JATC	FL005060002	Orange County	District	Orange
Apprenticeship	Plumbing Industry Professional Education GNJ	FL005070003	Orange County	District	Orange
Apprenticeship	iBuild Carpentry Apprenticeship Program, GNJ	2019-FL-73592	Seminole County	District	Orange
Apprenticeship	*Orange Technical College - West Apprenticeship Program, GNJ*	*2020-FL-76031*	*Orange County*	*District*	*Orange*
Apprenticeship	Orange Technical College - Winter Park Apprenticeship Program GNJ	2021-FL-93604	Orange County	District	Orange
Apprenticeship	Skill Up Osceola Apprenticeship Program, INJ	2021-FL-81121	Osceola County	District	Osceola
Preapprenticeship	Osceola Carpenters Preppprenticeship Program	P-128	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	District and FCS	Palm Beach, Palm Beach State College
Apprenticeship	Pasco County Child Care Apprenticeship IJW	FL007900011	Pasco County	District	Pasco
Apprenticeship	Child Care Apprenticeship Program of Pasco County	FL001940004	Pasco County	District	Pasco
Apprenticeship	Pasco-Hernando State College Apprenticeship Program, GNJ	2021-FL-87901	Pasco County	FCS	Pasco-Hernando State College
Apprenticeship	St. Petersburg Fire & Rescue IJ	FL007840013	Pinellas County	District	Pinellas
Apprenticeship	City of St. Petersburg IJW	FL007860011	Pinellas County	District	Pinellas

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Apprenticeship	Child Care Apprenticeship Program of Pinellas GNJ	FL007890019	Pinellas County	District	Pinellas
Apprenticeship	Bay Area Building Maintenance Apprenticeship GNJ	FL007900005	Pinellas County	District	Pinellas
Apprenticeship	Tampa Bay Machining Apprenticeship GNJ	FL007900006	Hillsborough County	District	Pinellas
Apprenticeship	RACCA, Inc. GNJ	FL001960008	Hillsborough County	District	Pinellas
Apprenticeship	Pinellas County Schools Child Care Apprenticeship INJ	FL001970009	Pinellas County	District	Pinellas
Apprenticeship	Pinellas Association of Plumbing, Heating & Cooling Contractors, GNJ	FL006990005	Pinellas County	District	Pinellas
Apprenticeship	Bay Area Electrical Apprenticeship Program GNJ	FL006010005	Pinellas County	District	Pinellas
Preapprenticeship	iBuild Pinellas Construction Trades Preapprenticeship Program	P-115	Seminole County	District	Pinellas
Apprenticeship	Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Hillsborough County	District and FCS	Pinellas, Hillsborough Community College
Apprenticeship	Air Conditioning Contractors Association of Polk County Apprenticeship Program, GNJ	2018-FL-71645	Polk County	District	Polk
Apprenticeship	Polk State College Cybersecurity Apprenticeship Program, GNJ	2022-FL-104043	Polk County	FCS	Polk State College
Apprenticeship	Polk State College Cybersecurity Technician Apprenticeship Program, JAC*	2023-FL-121453	Polk County	FCS	Polk State College
Apprenticeship	Builders Assn. of North Central FL Master Trade Co	FL013060003	Alachua County	FCS	Santa Fe College

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Apprenticeship	Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	Santa Rosa County	District	Santa Rosa
Apprenticeship	Sarasota County Fire Department JATC	FL007830023	Sarasota County	District	Sarasota
Apprenticeship	City of Venice Fire Department IJ	FL007830022	Sarasota County	District	Sarasota
Apprenticeship	North Port Fire Rescue District IJ	FL007870016	Sarasota County	District	Sarasota
Apprenticeship	Manasota PHCC Plumbing Apprenticeship Program Inc	FL001950012	Sarasota County	District	Sarasota
Apprenticeship	MACCA Manasota A/C Contractors Association, GNJ	FL001970020	Sarasota County	District	Sarasota
Preapprenticeship	Academy of Construction Technologies, Inc. Preapprenticeship	P-060	Orange County	District	Seminole
Preapprenticeship	SCPS Aviation Maintenance Preapprenticeship	P-127	Seminole County	District	Seminole
Apprenticeship	Florida Automatic Sprinkler Training, Inc. GNJ	FL005050002	Seminole County	FCS	Seminole State College of Florida
Apprenticeship	Heartland Electrical Apprenticeship Program GNJ	FL007890015	Highlands County	FCS	South Florida State College
Apprenticeship	Heartland A/C Apprenticeship Program GNJ	FL007920005	Highlands County	FCS	South Florida State College
Apprenticeship	Apprenticeships to Careers at AdventHealth, INJ	2020-FL-75893	Highlands County	FCS	South Florida State College
Apprenticeship	Powertown Line Construction Apprenticeship INJ	FL006156743	Hillsborough County	FCS	St. Petersburg College

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Apprenticeship	FleetForce Truck Driving School GNJ*	2023-FL-116331	Polk County	FCS	State College of Florida, Manatee-Sarasota
Apprenticeship	Tallahassee Community College Registered Apprenticeship Program, GNJ*	2023-FL-121290	Leon County	FCS	Tallahassee Community College
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	City of Newberry Lineworker Apprentice Program INJ*	2023-FL-116067	Alachua County	n/a	n/a
Apprenticeship	University of Florida, College of Education Teacher Registered Apprenticeship Program, GNJ*	2023-FL-117895	Alachua County	n/a	n/a
Apprenticeship	University of Florida Community Health Worker Registered Apprenticeship Program, GNJ*	2023-FL-117912	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
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	CMS Mechanical Services, LLC, INJ	2018-FL-71824	Brevard County	n/a	n/a

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Preapprenticeship	Brevard Public Schools Preapprenticeship Program	P-097	Brevard County	n/a	n/a
Apprenticeship	Florida Solar Energy Apprenticeship Program, GNJ	2022-FL-111515	Brevard County	n/a	n/a
Apprenticeship	Technology and Health Apprenticeship Program (THAP), GNJ	2022-FL- 111571	Brevard County	n/a	n/a
Apprenticeship	Health First Apprenticeship Program, INJ*	2023-FL-117107	Brevard County	n/a	n/a
Preapprenticeship	Advanced Manufacturing Pre-Apprentice Program*	P-138	Brevard County	n/a	n/a
Apprenticeship	Florida Pile Drivers JATC	FL007790004	Broward County	n/a	n/a
Apprenticeship	South Florida Laborers JATC	FL011030001	Broward County	n/a	n/a
Apprenticeship	Shelby Erectors, Inc., INJ	2019-FL-72830	Broward County	n/a	n/a
Apprenticeship	Baker Concrete Construction, Inc. Apprenticeship Program, INJ	2020-FL-78520	Broward County	n/a	n/a
Preapprenticeship	Broward Schools Preapprenticeship	P-106	Broward County	n/a	n/a
Apprenticeship	Moss Solar (Utility Scale) Apprenticeship, INJ	2022-FL-111604	Broward County	n/a	n/a
Apprenticeship	FB Marine Group Apprenticeship Program, GNJ	2022-FL-111640	Broward County	n/a	n/a
Preapprenticeship	JA Pre-Apprenticeship Programs	P-124	Broward County	n/a	n/a
Apprenticeship	TRC/Truck Repair Center, INJ*	2022-FL-113877	Broward County	n/a	n/a

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Preapprenticeship	ABC Institute Construction Pre-Apprenticeship Program*	P-129	Broward County	n/a	n/a
Apprenticeship	Cre8tive Devs Software Apprenticeships for Tech, GNJ*	2023-FL-121469	Broward County	n/a	n/a
Apprenticeship	SW Florida Chapter Masonry Association of Florida Inc., GNJ	FL001950010	Collier County	n/a	n/a
Apprenticeship	Collier County Government Apprenticeship Program INJ	FL006110148	Collier County	n/a	n/a
Apprenticeship	Moorings Park Apprenticeship Program, INJ	2018-FL-71348	Collier County	n/a	n/a
Preapprenticeship	Lorenzo Walker Technical College Preapprenticeship Program	P-112	Collier County	n/a	n/a
Apprenticeship	Coastline K9 Apprenticeship Program, INJ	2022-FL-103943	Collier County	n/a	n/a
Apprenticeship	Immokalee Technical College/CME Manufacturing Apprenticeship Program, GNJ*	2022-FL-112336	Collier County	n/a	n/a
Apprenticeship	HAECO Airframe Services LLC INJ*	2023-FL-116191	Columbia 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	Jacksonville Electrical Teledata JATC	FL014010001	Duval County	n/a	n/a
Apprenticeship	International Union of Elevator Constructors #49	FL013030003	Duval County	n/a	n/a
Apprenticeship	Milton J. Wood Fire Protection, Inc INJ	2018-FL-70821	Duval County	n/a	n/a

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Preapprenticeship	*Northeast Florida Builders Association – Home Builders Institute-Jacksonville Job Corps Preapprenticeship Program*	*P-079*	*Duval County*	*n/a*	*n/a*
Apprenticeship	Black Knight, Inc., INJ	2019-FL-72221	Duval County	n/a	n/a
Apprenticeship	Miller Electric Company, INJ	2021-FL-87897	Duval County	n/a	n/a
Apprenticeship	Lutheran Services of Florida, Inc. d/b/a LSF Health Systems GNJ	2022-FL-111805	Duval County	n/a	n/a
Preapprenticeship	Jacksonville Electrical JATC, Nassau County Youth Preapprenticeship Program	P-121	Duval County	n/a	n/a
Apprenticeship	ACI Learning Apprenticeship Program, GNJ*	2023-FL-116015	Duval County	n/a	n/a
Preapprenticeship	Jacksonville Plumbers & Pipefitters JATT Preapprenticeship Program*	P-130	Duval County	n/a	n/a
Apprenticeship	Cintas Fire Protection Apprenticeship Program, INJ*	2023-FL-116498	Duval County	n/a	n/a
Apprenticeship	Overland Contracting Inc. Apprenticeship Program, INJ*	2023-FL-116810	Duval County	n/a	n/a
Apprenticeship	Northwest Florida Bricklayers GNJ	FL001970001	Escambia County	n/a	n/a
Preapprenticeship	TruMont Healthcare Preapprenticeship Program	P-120	Escambia County	n/a	n/a
Apprenticeship	Total Fire Protection, Inc Registered Apprenticeship Program, INJ**	2023-FL-117741	Escambia 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

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Apprenticeship	Solutions of Substance, GNJ	2021-FL-87921	Gulf County	n/a	n/a
Apprenticeship	Peace River Electric Cooperative Inc. IJ	FL003050001	Hardee County	n/a	n/a
Apprenticeship	Heartland Plumbers Apprenticeship Program GNJ	FL007920004	Highlands County	n/a	n/a
Apprenticeship	The School District of Highlands County Apprenticeship Program, INJ	2020-FL-75447	Highlands County	n/a	n/a
Apprenticeship	Bay Area Diesel Technicians Association	FL007890010	Hillsborough County	n/a	n/a
Apprenticeship	Tampa Electrical Telecommunications JATC	FL003000001	Hillsborough County	n/a	n/a
Apprenticeship	Tampa Electrical Residential Wireman JATC	FL003000002	Hillsborough County	n/a	n/a
Apprenticeship	Tampa Electric Company IJW	FL003020002	Hillsborough County	n/a	n/a
Apprenticeship	The Fishel Company INJ	FL003030005	Hillsborough County	n/a	n/a
Apprenticeship	Central Florida Plumbing Academy GNJ	FL002080009	Hillsborough County	n/a	n/a
Apprenticeship	Tampa General Hospital INJ	2017-FL-712	Hillsborough County	n/a	n/a
Preapprenticeship	RAMS, Inc. Preapprenticeship	P-065	Hillsborough County	n/a	n/a
Preapprenticeship	Farmworker Pre-Apprenticeship Program	P-091	Hillsborough County	n/a	n/a
Apprenticeship	Peoples Gas System, IJW	2020-FL-74484	Hillsborough County	n/a	n/a

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Apprenticeship	Paragon Cyber Solutions, INJ	2020-FL-79545	Hillsborough County	n/a	n/a
Apprenticeship	Net Synergy Virtual Solutions, INJ	2021-FL-80037	Hillsborough County	n/a	n/a
Apprenticeship	Learning Alliance Corporation Apprenticeship, GNJ	2021-FL-80626	Hillsborough County	n/a	n/a
Preapprenticeship	AMIkids, Inc. - Florida Preapprenticeship Program	P-103	Hillsborough County	n/a	n/a
Preapprenticeship	Uptown Preapprenticeship for Technology & Innovation	P-117	Hillsborough County	n/a	n/a
Apprenticeship	TradeUp Academy HVAC Apprentice Program, GNJ	2022-FL-111520	Hillsborough County	n/a	n/a
Apprenticeship	TransCare EMT Apprenticeship Program, INJ	2022-FL-112367	Hillsborough County	n/a	n/a
Preapprenticeship	Florida Trade Academy	P-126	Hillsborough County	n/a	n/a
Apprenticeship	Tampa Ship Apprenticeship Program, iNJ	2022-FL-112759	Hillsborough County	n/a	n/a
Apprenticeship	Net Synergy Virtual Solutions, LLC GNJ	2022-FL-112712	Hillsborough County	n/a	n/a
Apprenticeship	Sundt Construction Apprenticeship Program INJ*	2023-FL-116037	Hillsborough County	n/a	n/a
Apprenticeship	The Mosaic Company Apprenticeship Program, JAC*	2023-FL-116043	Hillsborough County	n/a	n/a
Preapprenticeship	CDC of Tampa Inc. Tampa Vocational Institute Construction Preapprenticeship Program*	P-134	Hillsborough County	n/a	n/a
Apprenticeship	Versa Tile & Marble, Inc. Apprenticeship Program INJ*	2023-FL-116622	Hillsborough County	n/a	n/a

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Apprenticeship	Applied Drilling Enginering Program, INJ*	2023-FL-116834	Hillsborough County	n/a	n/a
Apprenticeship	Computer Coach Training Center, INJ*	2023-FL-117909	Hillsborough County	n/a	n/a
Preapprenticeship	Independent Electrical Contractors Florida West Coast Preapprenticeship Program*	P-140	Hillsborough County	n/a	n/a
Preapprenticeship	Women Building Futures Preapprenticeship*	P-139	Hillsborough County	n/a	n/a
Apprenticeship	M.A. Ford Manufacturing INJ	FL002080193	Indian River County	n/a	n/a
Apprenticeship	City of Vero Beach IJ	FL008090194	Indian River County	n/a	n/a
Apprenticeship	CVS Health, INJ	2019-FL-73331	Indian River County	n/a	n/a
Apprenticeship	Treasure Coast Technical College/ SDIRC Apprenticeship Program, GNJ*	2023-FL-118445	Indian River County	n/a	n/a
Apprenticeship	Florida Public Utilities IJ - Northwest Division	FL007850006	Jackson County	n/a	n/a
Preapprenticeship	TCC – Jefferson Correctional Preapprenticeship Program	P-125	Jefferson County	n/a	n/a
Apprenticeship	City of Leesburg Electric Utility INJ	FL001950006	Lake County	n/a	n/a
Apprenticeship	*Lake Technical College Apprenticeship Program, GNJ*	*2020-FL-75959*	*Lake County*	*n/a*	*n/a*
Apprenticeship	LCEC - Lee County Electric Cooperative, Inc. IJ	FL006100147	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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Apprenticeship	Community Connection Services Apprenticeship Program GNJ	2018-FL-70790	Lee County	n/a	n/a
Apprenticeship	Lee County BoCC Apprenticeship Program, INJ	2019-FL-73670	Lee County	n/a	n/a
Preapprenticeship	Community Connection Services Preppprenticeship Program	P-109	Lee County	n/a	n/a
Apprenticeship	Apprenticeship Program of PCG, GNJ*	2022-FL-112861	Leon County	n/a	n/a
Apprenticeship	Florida Department of Education-Division of Blind Services Registered Apprenticeship Program, INJ*	2023-FL-116832	Leon County	n/a	n/a
Apprenticeship	Tallahassee Capitol Chapter Masonry Assn of Florida Inc	FL010040001	Leon County	n/a	n/a
Apprenticeship	City of Tallahassee Lineworker, INJ	FL010050001	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 Substation Electrician INJ	FL010100019	Leon County	n/a	n/a
Apprenticeship	City of Tallahassee Electric Production / Power Plant Operator	FL013135192	Leon County	n/a	n/a
Apprenticeship	George Speers Masonry, Llc	2017-FL-485	Leon County	n/a	n/a
Apprenticeship	Sunshine Boats & Motors, INJ	2019-FL-72732	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

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Apprenticeship	City of Tallahassee Utilities Apprenticeship Program, INJ	2020-FL-78483	Leon County	n/a	n/a
Preapprenticeship	Big Bend Electrical Preapprenticeship Program	P-102	Leon County	n/a	n/a
Preapprenticeship	TCC - Gadsden Re-Entry Preapprenticeship Program	P-104	Leon County	n/a	n/a
Apprenticeship	Coaxis International Apprenticeship Program, INJ	2021-FL-88016	Leon County	n/a	n/a
Apprenticeship	*PCG Apprenticeship Program, INJ*	*2021-FL-88018*	*Leon County*	*n/a*	*n/a*
Apprenticeship	Florida Behavioral Health Association, Inc.	2022-FL-111479	Leon County	n/a	n/a
Apprenticeship	Florida Deputy Sheriff's Association, Law Enforcement Registered Apprenticeship Program, GNJ*	2023-FL-121292	Leon County	n/a	n/a
Apprenticeship	G&S Fence Registered Apprenticeship Program, INJ*	2023-FL-121297	Leon 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	Volt Power Company Apprenticeship Program INJ	FL006156744	Manatee County	n/a	n/a
Apprenticeship	Ocala Utility Services IJW	FL008810009	Marion County	n/a	n/a
Apprenticeship	CE Academy, INJ	2021-FL-87932	Marion County	n/a	n/a
Apprenticeship	Internat'l Union of Elevator Constructors (LUEC) LU #71 JAC	FL011030002	Miami-Dade County	n/a	n/a

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PROGRAM TYPE	REGISTERED PROGRAM NAME	PROGRAM NUMBER	COUNTY	LEA TYPE (DISTRICT OR FCS)[1]	LEA NAME (IF APPLICABLE)[2]
Apprenticeship	Related Urban Apprenticeship Program, GNJ	2018-FL-71341	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	Gang Alternatives, GNJ	2019-FL-72411	Miami-Dade County	n/a	n/a
Preapprenticeship	Sister of NEW Pre-Apprenticeship of South Florida	P-090	Miami-Dade County	n/a	n/a
Apprenticeship	Adrienne Arsht Center Technician Apprenticship, GJ	2019-FL-72533	Miami-Dade County	n/a	n/a
Preapprenticeship	Florida International University Preapprenticeship Program	P-093	Miami-Dade County	n/a	n/a
Apprenticeship	Argos - AI Apprenticeship Program, GNJ	2020-FL-78246	Miami-Dade County	n/a	n/a
Apprenticeship	Florida International University Apprenticeship Program	2020-FL-78741	Miami-Dade County	n/a	n/a
Apprenticeship	Media Arts and Creative Technologies Apprenticeship Program, INJ	2022-FL-110528	Miami-Dade County	n/a	n/a
Preapprenticeship	M-DCPS Adult Pre-Apprenticeship Program	P-123	Miami-Dade County	n/a	n/a
Preapprenticeship	Argos-AI Cyber Warrior Pre-Apprenticeship Program	P-122	Miami-Dade County	n/a	n/a
Apprenticeship	FIU Construction Apprenticeship Program, GNJ*	2022-FL-113162	Miami-Dade County	n/a	n/a
Apprenticeship	Integral Florida Apprenticeship Program, GNJ*	2022-FL-113594	Miami-Dade County	n/a	n/a
Apprenticeship	Urban Construction Craft Academy Apprenticeship Program, GNJ*	2022-FL-114228	Miami-Dade County	n/a	n/a

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PROGRAM TYPE	REGISTERED PROGRAM NAME	PROGRAM NUMBER	COUNTY	LEA TYPE (DISTRICT OR FCS)[1]	LEA NAME (IF APPLICABLE)[2]
Preapprenticeship	Greater Miami Service Corps Preapprenticeship Program*	P-136	Miami-Dade County	n/a	n/a
Apprenticeship	Sanitas Apprenticeship Program, INJ*	2023-FL-117116	Miami-Dade County	n/a	n/a
Apprenticeship	Florida Public Utilities Co IJ -Northeast Division	FL008860004	Nassau County	n/a	n/a
Apprenticeship	Nassau County Board of County Commissioners IJ	FL013091932	Nassau County	n/a	n/a
Apprenticeship	Nassau Building Trades Apprenticeship Council	2018-FL-71351	Nassau County	n/a	n/a
Apprenticeship	Rayonier Advanced Materials IJ	2019-FL-72528	Nassau County	n/a	n/a
Apprenticeship	Reliance Test & Technology Registered Apprenticeship Program, IJ*	2023-FL-121298	Okaloosa County	n/a	n/a
Apprenticeship	Central Florida Electrical Teledata JATC	FL005000002	Orange County	n/a	n/a
Apprenticeship	Tharp Plumbing Systems Apprenticeshp Program INJ	FL005111363	Orange County	n/a	n/a
Apprenticeship	Orlando Laborers & North FLorida Apprenticeship Program, JATC	FL005135188	Orange County	n/a	n/a
Apprenticeship	Central Florida Building Maintenance Apprenticeship, GNJ	FL005145192	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 Program	P-100	Orange County	n/a	n/a

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Preapprenticeship	iBuild Central Florida Preapprenticeship Corrections Program	P-101	Orange County	n/a	n/a
Apprenticeship	FLNGA Nursery & Landscape Apprenticeship Program, GNJ	2020-FL-78865	Orange County	n/a	n/a
Apprenticeship	Bee2Bee Network Apprenticeship Program INJ	2021-FL-93447	Orange County	n/a	n/a
Preapprenticeship	Orange County Public Schools Preapprenticeship Program	P-114	Orange County	n/a	n/a
Preapprenticeship	*Promising People Electrical Preapprenticeship Program*	*P-119*	*Orange County*	*n/a*	*n/a*
Apprenticeship	Bloem Living Tool Maker Apprenticeship Program, INJ	2022-FL-112920	Orange County	n/a	n/a
Preapprenticeship	Masonry & Concrete Pre-Apprenticeship Program*	P-132	Orange County	n/a	n/a
Preapprenticeship	Masonry & Concrete Corrections Pre-Apprenticeship Program*	P-131	Orange County	n/a	n/a
Apprenticeship	Bus Maintenance Apprenticeship of Osceola County, JAC*	2023-FL-118431	Osceola County	n/a	n/a
Apprenticeship	City of Lake Worth Beach Utilities Apprenticeship Program IJ	FL009112199	Palm Beach County	n/a	n/a
Apprenticeship	Hamilton-Ryker TalentGro	2021-FL-93867	Palm Beach County	n/a	n/a
Apprenticeship	American Medical Response (AMR)*	2023-FL-117501	Palm Beach County	n/a	n/a
Apprenticeship	Withlacoochee River Elect INJ	FL008870017	Pasco County	n/a	n/a
Preapprenticeship	Withlacoochee River Electric Cooperative Inc.	P-021	Pasco County	n/a	n/a

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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
Preapprenticeship	AmSkills High School Preapprenticeship Program	P-113	Pasco County	n/a	n/a
Apprenticeship	Pinellas County Government Apprenticeship Program INJ	FL006030009	Pinellas County	n/a	n/a
Apprenticeship	FDOT District Seven Apprenticeship Program IJW	FL006040001	Pinellas County	n/a	n/a
Apprenticeship	Pinellas Park Fire Department Apprenticeship Program IJ	FL006120148	Pinellas County	n/a	n/a
Apprenticeship	The People of Manufacturing Apprenticeship GNJ	2018-FL-70988	Pinellas County	n/a	n/a
Apprenticeship	Power Design, Inc., INJ	2019-FL-73394	Pinellas County	n/a	n/a
Apprenticeship	St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	Pinellas County	n/a	n/a
Preapprenticeship	Clinical Medical Assistant Preapprenticeship Program	P-099	Pinellas County	n/a	n/a
Preapprenticeship	Pinellas County Schools Machining Preapprenticeship Program	P-110	Pinellas County	n/a	n/a
Apprenticeship	Pinellas Technical College Facilities Maintenance Apprenticeship Program, GNJ	2022-FL-110600	Pinellas County	n/a	n/a
Apprenticeship	Armstrong Elevator Apprenticeship Program, INJ	2022-FL-111495	Pinellas County	n/a	n/a
Apprenticeship	IMPACT Social Ventures, INJ*	2022-FL-113583	Pinellas County	n/a	n/a

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Apprenticeship	Pinellas Technical College Apprenticeship Program, GNJ*	2023-FL-116617	Pinellas County	n/a	n/a
Preapprenticeship	SailFuture Academy Maritime Pre-Apprenticeship*	P-137	Pinellas County	n/a	n/a
Apprenticeship	Lakeland Electric IJ	FL007930003	Polk County	n/a	n/a
Apprenticeship	City of Bartow IJ	FL005101362	Polk County	n/a	n/a
Apprenticeship	Lakeland Electric Substation Electrician IJ	FL005155193	Polk County	n/a	n/a
Apprenticeship	Circuit Electric Inc., INJ	2017-FL-790	Polk County	n/a	n/a
Apprenticeship	GMF Innovation Lab, INJ	2022-FL-112325	Polk County	n/a	n/a
Preapprenticeship	*Northwest Florida Careers in Construction Preapprenticeship Program, GNJ*	*P-096*	*Santa Rosa County*	*n/a*	*n/a*
Apprenticeship	Florida Association of Plumbing-Heating-Cooling Contractors, GNJ	2020-FL-78177	Santa Rosa County	n/a	n/a
Apprenticeship	TruMont Apprenticeship Program, GNJ	2020-FL-78997	Santa Rosa County	n/a	n/a
Apprenticeship	Englewood Area Fire Control District IJ	FL007880008	Sarasota County	n/a	n/a
Apprenticeship	ACF Sarasota Bay Chef Association, GNJ	FL007900025	Sarasota County	n/a	n/a
Apprenticeship	Sarasota Child Care Apprenticeship Program GNJ	FL007910008	Sarasota County	n/a	n/a
Apprenticeship	Manasota Masonry Apprenticeship GNJ	FL001970018	Sarasota County	n/a	n/a
Apprenticeship	Venice Theatre INJ	FL003060001	Sarasota County	n/a	n/a

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Apprenticeship	CareerSource Suncoast Apprenticeship Program GNJ	2018-FL-71010	Sarasota County	n/a	n/a
Apprenticeship	Florida Swimming Pool Association	2020-FL-75282	Sarasota County	n/a	n/a
Apprenticeship	Bartelt Packaging, LLC Apprenticeship, INJ	2020-FL-75839	Sarasota County	n/a	n/a
Apprenticeship	New Town Healthcare Apprenticeship Program, GNJ	2022-FL-112662	Sarasota County	n/a	n/a
Apprenticeship	M.A.C.C.A. GNJ (Manasota Air Conditioning Contractors Association)*	2022-FL-113823	Sarasota County	n/a	n/a
Apprenticeship	Early Learning Coalition of Sarasota County Childcare Apprenticeship Program, GNJ*	2023-FL-121458	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	Summit Fire and Security, INJ	2022-FL-111900	Seminole County	n/a	n/a
Apprenticeship	Central Florida Auto Dealers Association, Inc., GNJ*	2023-FL-118419	Semiole County	n/a	n/a
Apprenticeship	First Coast Culinary Apprenticeship GNJ	FL013060002	St. Johns County	n/a	n/a
Apprenticeship	Emerging Technology Apprenticeship Program, GNJ	2021-FL-81322	St. Johns County	n/a	n/a
Apprenticeship	Flagler Hospital, Inc. dba Flagler Health+ INJ	2022-FL-112713	St. Johns County	n/a	n/a
Apprenticeship	Masonary Association of Florida	FL009050001	St. Lucie County	n/a	n/a

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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	CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	St. Lucie County	n/a	n/a
Apprenticeship	K-Method Training Group, GNJ	2020-FL-75658	St. Lucie County	n/a	n/a
Preapprenticeship	St. Lucie Public Schools Preapprenticeship Program	P-098	St. Lucie County	n/a	n/a
Apprenticeship	SECO Energy, INJ	2022-FL-111641	Sumter County	n/a	n/a
Apprenticeship	Utilities Commission, City of New Smyrna Beach INJ	FL008700002	Volusia County	n/a	n/a
Apprenticeship	Hudson Technologies Apprenticeship Program INJ	FL005135189	Volusia County	n/a	n/a
Apprenticeship	Metra Electronics Apprenticeship Program, INJ	2019-FL-74238	Volusia County	n/a	n/a
Apprenticeship	Daytona Toyota, INJ	2021-FL-87900	Volusia County	n/a	n/a
Apprenticeship	CareerSource Flagler Volusia Apprenticeship Program, GNJ	2022-FL-104127	Volusia County	n/a	n/a
Apprenticeship	Halifax Health Apprenticeship Program, INJ	2022-FL-112592	Volusia County	n/a	n/a
Apprenticeship	CHELCO (Choctawhatchee Electric Cooperative) INJ	FL007860003	Walton County	n/a	n/a

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APPENDIX F-1

REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAM ENROLLMENT BY TRADE/OCCUPATION AND LEA TYPE[1], 2022-23

TRADE/OCCUPATION	# ENROLLMENTS IN DISTRICTS	# ENROLLMENTS IN FCS INSTITUTIONS	TOTAL	% OF TOTAL
Electrician	4,946	1,004	5,950	42%
Plumbing Technology	1,230	254	1,484	10%
Air Conditioning, Refrigeration and Heating Technology	1,075	259	1,334	9%
Pre-Apprenticeship (Postsecondary)	609	144	753	5%
Early Childhood Education	458	n/a	458	3%
Fire Sprinkler System Technology	256	181	437	3%
Electrical Line Service and Repair	265	129	394	3%
Carpentry	344	24	368	3%
Industrial Pipefitter	142	177	319	2%
Heavy Equipment Operation	315	n/a	315	2%
Structural Steel Work	307	n/a	307	2%
Elevator Constructor Mechanic	294	n/a	294	2%
Firefighter/Emergency Medical Technician-Combined	175	n/a	175	1%
Millwright	167	n/a	167	1%
Building Construction Technologies	121	34	155	1%

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-Occupations with subspecialties are aggregated and reported under the title of the main occupation. Ex: Electrician - Interior and Electrician - Substation are "bundled" and reported under the main trade/occupation of Electrician.
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APPENDIX F-1

Registered Apprenticeship and Preapprenticeship Program Enrollment by Trade/Occupation and LEA Type[1], 2022-23

TRADE/OCCUPATION	# ENROLLMENTS IN DISTRICTS	# ENROLLMENTS IN FCS INSTITUTIONS	TOTAL	% OF TOTAL
Sheet Metal Fabrication Technology	145	<10	154	1%
Machining	143	n/a	143	1%
Automotive Service Technology	61	51	112	<1%
Firefighter	111	n/a	111	<1%
Brick and Block Masonry	79	n/a	79	<1%
Painting and Decorating	75	n/a	75	<1%
Diesel Mechanic	66	n/a	66	<1%
Information Technology	59	<10	66	<1%
Cyber Security Support Technician	22	31	53	<1%
Roofing	45	n/a	45	<1%
Medical Assisting	32	<10	41	<1%
Yacht Service Technician	37	n/a	37	<1%
Computer Systems & Information Technology (CSIT)	34	n/a	34	<1%
Welding	27	<10	30	<1%
Commercial and Industrial Insulation	26	n/a	26	<1%
Network Support Technician	24	<10	26	<1%
Heavy and Tractor Trailer Truck Driver	n/a	24	24	<1%
Commercial Foods and Culinary Arts	n/a	22	22	<1%
Help Desk Technician	n/a	19	19	<1%
Computer Support Specialist	n/a	16	16	<1%
Patient Care Technician	n/a	16	16	<1%

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TRADE/OCCUPATION	# ENROLLMENTS IN DISTRICTS	# ENROLLMENTS IN FCS INSTITUTIONS	TOTAL	% OF TOTAL
Cloud Computing & Virtualization	16	n/a	16	<1%
Advanced CNC/DNC Machanist	n/a	15	15	<1%
Teacher Assistant	n/a	10	10	<1%
Roadway Technician	<10	n/a	<10	<1%
Aviation Maintenance General	<10	n/a	<10	<1%
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	n/a	<10	<10	<1%
Registered Nurse Resident	n/a	<10	<10	<1%
General Manager	n/a	<10	<10	<1%
Glazing	<10	n/a	<10	<1%
Industrial Machinery Maintenance	<10	n/a	<10	<1%
Service Animal Trainer	<10	n/a	<10	<1%
CNC Operator - Milling and Turning	n/a	<10	<10	<1%
CNC Programmer - Milling and Turning	n/a	<10	<10	<1%
Transportation and Logistics Specialist	n/a	<10	<10	<1%
Surgical Technologist	n/a	<10	<10	<1%
Architecture and Construction Education Directed Study	<10	n/a	<10	<1%
Game/Simulation/Animation Programming	<10	n/a	<10	<1%
Avionics Systems	<10	n/a	<10	<1%
Building Automation Technician	n/a	<10	<10	<1%
Customs Broker	n/a	<10	<10	<1%
Pump Servicer	<10	n/a	<10	<1%

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APPENDIX F-1

Registered Apprenticeship and Preapprenticeship Program Enrollment by Trade/Occupation and LEA Type[1], 2022-23

TRADE/OCCUPATION	# ENROLLMENTS IN DISTRICTS	# ENROLLMENTS IN FCS INSTITUTIONS	TOTAL	% OF TOTAL
Digital Design	<10	n/a	<10	<1%
Accounting Technician	n/a	<10	<10	<1%
Aviation Structures & Assembly Technician	n/a	<10	<10	<1%
Fiber Composite Technician	n/a	<10	<10	<1%
Mechatronics Technician	n/a	<10	<10	<1%
Geospatial/Geographic Information System (GIS) Technology	<10	n/a	<10	<1%
Java Development & Programming	<10	n/a	<10	<1%
Engineering Pathways	<10	n/a	<10	<1%
Network And Computer Systems Administrator	n/a	<10	<10	<1%
Total	**11,759**	**2,491**	**14,250**	

1. An LEA is a local education agency (School District or Florida College System institution).
-LEA partnerships for the purposes of apprenticeship reporting is defined as an agreement between apprenticeship program sponsors and an LEA where apprentices enroll in the LEA for associated related training and instruction (RTI).
-Based on 2022-23 end of year data reported to the state by districts and FCS institutions as well as supplemental information obtained in July 2023. Enrollments less than 10 have been masked and published in this table as <10.
-Occupations with subspecialties are aggregated and reported under the title of the main occupation. Ex: Electrician - Interior and Electrician - Substation are "bundled" and reported under the main trade/occupation of Electrician.
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APPENDIX F-2

NUMBER OF REGISTERED APPRENTICES BY TRADE/OCCUPATION, 2022-23

Includes registered apprentices active between July 1, 2022 to June 30, 2023 in the RAPIDS System and excludes preapprenticeship participants.

TRADE/OCCUPATION	TOTAL	% OF TOTAL
Electrician	6,335	36%
Plumber	1,388	8%
Heating and Air Conditioning Technician and Installer	1,368	8%
Boilermaker	1,279	7%
Elevator Constructor	753	4%
Pipe Fitter (Sprinkler Fitter Specialization)	581	3%
Pipe Fitter	522	3%
Power Line Erector	520	3%
Child Care Development Specialist	423	2%
Structural Steel Worker/Ironworker	382	2%
Power Line Repairer	357	2%
Carpenter	337	2%
Heavy Equipment Mechananic	319	2%
Industrial Maintenance Mechanic	218	1%
Sheet Metal Worker	209	1%
Fire Medic	158	1%
Millwright	145	1%

Based on data reported in the USDOL RAPIDS registration system as of June 30, 2023.
Occupations with subspecialties are aggregated and reported under the title of the main occupation. Ex: Electrician - Interior and Electrician - Substation are "bundled" and reported under the main trade/occupation of Electrician.
Occupations with less than 10 registered apprentices have been masked and published in this table as <10.
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APPENDIX F-2

Number of Registered Apprentices by Trade/Occupation, 2022-23

TRADE/OCCUPATION	TOTAL	% OF TOTAL
Fire Fighter	113	1%
Gas Utility Technician	98	1%
Registered Nurse Resident	96	1%
Machinist	88	1%
Solar Energy Technician	83	<1%
Aircraft Maintenance Technician	80	<1%
Automotive Service Mechanic	72	<1%
Painter	72	<1%
Diesel Mechanic	69	<1%
Construction Craft Laborer	56	<1%
Bricklayer	55	<1%
Roofer	53	<1%
Composite Plastic Fabricator	47	<1%
Infrastructure Specialist	47	<1%
CNC Programmer - Milling and Turning	45	<1%
Emergency Medical Technician	44	<1%
Certified Nurse Assistant	39	<1%
Yacht Service Technician	39	<1%
Automotive Technician	33	<1%
Telecommunications Technician	33	<1%
Addictions Counselor	32	<1%
Instrumentation and Controls Technician	32	<1%
Wastewater Systems Operator	32	<1%

Based on data reported in the USDOL RAPIDS registration system as of June 30, 2023.
Occupations with subspecialties are aggregated and reported under the title of the main occupation. Ex: Electrician - Interior and Electrician - Substation are "bundled" and reported under the main trade/occupation of Electrician.
Occupations with less than 10 registered apprentices have been masked and published in this table as <10.
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APPENDIX F-2

Number of Registered Apprentices by Trade/Occupation, 2022-23

TRADE/OCCUPATION	TOTAL	% OF TOTAL
Pile Driver	31	<1%
Cyber Security Support Technician	30	<1%
Medical Assistant	29	<1%
Behavioral Health Aide	27	<1%
Cable Splicer	27	<1%
Cook	26	<1%
Application Developer	25	<1%
Field Service Engineer	24	<1%
Heavy and Tractor Trailer Truck Driver	23	<1%
Refrigeration Mechanic	23	<1%
Advanced Machinist	20	<1%
Power-Plant Operator	20	<1%
Advanced Patient Care Technician	19	<1%
Computer Support Specialist	19	<1%
Help Desk Technician	19	<1%
Certified Recovery Peer Specialist	18	<1%
Direct Support Specialist	18	<1%
Peer Specialist	18	<1%
Tradeshow Worker	17	<1%
Community Health Worker	16	<1%
Home Performance Laborer Residential	16	<1%
Industrial Manufacturing Technician	16	<1%
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	15	<1%

Based on data reported in the USDOL RAPIDS registration system as of June 30, 2023.
Occupations with subspecialties are aggregated and reported under the title of the main occupation. Ex: Electrician - Interior and Electrician - Substation are "bundled" and reported under the main trade/occupation of Electrician.
Occupations with less than 10 registered apprentices have been masked and published in this table as <10.
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APPENDIX F-2

Number of Registered Apprentices by Trade/Occupation, 2022-23

TRADE/OCCUPATION	TOTAL	% OF TOTAL
Meter Repairer	15	<1%
Numerical Control Machinist and Operator	14	<1%
K-12 Teacher	12	<1%
Die-cast and Plastic Technician	12	<1%
Building Inspector	11	<1%
Project Manager (Construction)	10	<1%
Reinforcing Metal Worker	10	<1%
Surgical Technologist	10	<1%
Electic Meter Installer	<10	<1%
Information Technology Specialist	<10	<1%
Animal Trainer	<10	<1%
Glazier	<10	<1%
Home Health Aide	<10	<1%
Information Assurance Specialist	<10	<1%
Network And Computer Systems Administrator	<10	<1%
Teacher Assistant	<10	<1%
Building Maintenance Repairer	<10	<1%
Landscape Technician	<10	<1%
Operations Management	<10	<1%
Stage Technician	<10	<1%
Tool and Die Maker	<10	<1%
Horticulture Technician	<10	<1%
Network Support Technician	<10	<1%

Based on data reported in the USDOL RAPIDS registration system as of June 30, 2023.
Occupations with subspecialties are aggregated and reported under the title of the main occupation. Ex: Electrician - Interior and Electrician - Substation are "bundled" and reported under the main trade/occupation of Electrician.
Occupations with less than 10 registered apprentices have been masked and published in this table as <10.
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APPENDIX F-2

Number of Registered Apprentices by Trade/Occupation, 2022-23

TRADE/OCCUPATION	TOTAL	% OF TOTAL
Licensed Practical Nurse	<10	<1%
Statistical Assistant	<10	<1%
Storage and Distribution Manager	<10	<1%
Truss Design Technician	<10	<1%
Bricklayer and Mason	<10	<1%
Pipefitter	<10	<1%
Airframe & Powerplant Mechanic	<10	<1%
Fire Alarm Inspection Test Maintenance Technician	<10	<1%
Mechatronics Technician	<10	<1%
Multimedia Producer	<10	<1%
Protective-Signal Installer	<10	<1%
Relay Technician	<10	<1%
Building Automation Technician	<10	<1%
Career Development Technician	<10	<1%
CNC Operator - Milling and Turning	<10	<1%
Customs Broker	<10	<1%
Marketer	<10	<1%
Irrigation Technician	<10	<1%
Machine Builder	<10	<1%
Marine Services Technician	<10	<1%
Pharmacy Technician	<10	<1%
Pump Servicer	<10	<1%
Residential Wireman	<10	<1%

Based on data reported in the USDOL RAPIDS registration system as of June 30, 2023.
Occupations with subspecialties are aggregated and reported under the title of the main occupation. Ex: Electrician - Interior and Electrician - Substation are "bundled" and reported under the main trade/occupation of Electrician.
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APPENDIX F-2

Number of Registered Apprentices by Trade/Occupation, 2022-23

TRADE/OCCUPATION	TOTAL	% OF TOTAL
Senior Network Consultant	<10	<1%
Swimming-Pool Servicer	<10	<1%
Switchboard Operator (Utility)	<10	<1%
Water & Wastewater Treatment Plant & Systems Operator	<10	<1%
Accounting Technician	<10	<1%
Fiber Composite Technician	<10	<1%
Cement Mason	<10	<1%
Drywall Finisher	<10	<1%
Fire Suppression Technician	<10	<1%
Load Dispatcher	<10	<1%
Medical Coder	<10	<1%
Total	**17,435**	

Based on data reported in the USDOL RAPIDS registration system as of June 30, 2023.
Occupations with subspecialties are aggregated and reported under the title of the main occupation. Ex: Electrician - Interior and Electrician - Substation are "bundled" and reported under the main trade/occupation of Electrician.
Occupations with less than 10 registered apprentices have been masked and published in this table as <10.
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APPENDIX F-3

NUMBER OF REGISTERED PREPPRENTICES BY TRADE/OCCUPATION, 2022-23

Includes registered preapprentices active between July 1, 2022 to June 30, 2023 reported through supplemental data collection efforts.

TRADE/OCCUPATION	TOTAL	% OF TOTAL
Electrician	537	25%
Carpenter	353	16%
Heating and Air Conditioning Technician and Installer	215	10%
Building Maintenance Repairer	170	8%
Cybersecurity Analyst	132	6%
Help Desk Technician	98	5%
Home Health Aide	97	4%
Information Technology Specialist	94	4%
Plumber	61	3%
Power Line Erector	58	3%
Network Support Technician	57	3%
Structural Steel Worker/Ironworker	47	2%
Heavy Equipment Operator	39	2%
Plumber/Pipefitter/Sheet Metal Worker	32	1%
Medical Assistant	31	1%
Construction Craft Laborer	28	1%
Pipe Fitter	22	1%

Based on data reported via supplemetnal data collection as of July 14, 2023.
Occupations with subspecialties are aggregated and reported under the title of the main occupation. Ex: Electrician - Interior and Electrician - Substation are "bundled" and reported under the main trade/occupation of Electrician.
Occupations with less than 10 registered apprentices have been masked and published in this table as <10.
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APPENDIX F-3

Number of Registered Prepprentices by Trade/Occupation, 2022-23

TRADE/OCCUPATION	TOTAL	% OF TOTAL
Sheet Metal Worker	17	<1%
Mechatronics Technician	12	<1%
Surgical Technologist	10	<1%
Advanced CNC/DNC Machanist	<10	<1%
Cyber Security Support Technician	<10	<1%
Pharmacy Technician	<10	<1%
Welder	<10	<1%
Industrial Manufacturing Technician	<10	<1%
Automotive Service Mechanic	<10	<1%
Bricklayer	<10	<1%
CNC Programmer - Milling and Turning	<10	<1%
Truss Design Technician	<10	<1%
Distribution and Logistics Technician	<10	<1%
Logistics Engineer	<10	<1%
Marine Services Technician	<10	<1%
Total	**2,170**	

Based on data reported via supplemetnal data collection as of July 14, 2023.
Occupations with subspecialties are aggregated and reported under the title of the main occupation. Ex: Electrician - Interior and Electrician - Substation are "bundled" and reported under the main trade/occupation of Electrician.
Occupations with less than 10 registered apprentices have been masked and published in this table as <10.
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APPENDIX G

WAGE PROGRESSION BY PROGRAM SPONSOR AND TRADE/OCCUPATION AT 1 YEAR AND 5 YEARS AFTER PROGRAM COMPLETION, 2021-22

Includes registered apprentices in the RAPIDS System and excludes preapprenticeship participants.

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/ OCCUPATION	STARTING WAGE[1]	EXIT WAGE[1]	WAGE 1 YEAR AFTER PROGRAM EXIT[2]	WAGE 5 YEARS AFTER PROGRAM EXIT[2]
A/C Contractors Association of Central FL GNJ	FL008910004	Heating and Air Conditioning Technician and Installer	$22,880.00	$45,760.00	$52,284.86	$60,759.20
ABC Institute Electrical Apprenticeship Program GNJ	FL007860018	Electrician	$21,840.00	$44,179.20	$63,585.62	$43,692.64
ABC Institute Line Erector Appren Program GNJ	FL007890024	Power Line Erector	$29,120.00	$57,324.80	$97,059.10	$98,550.67
ABC Institute Pipefitter-Spinkler Fitter Appr Prog	FL007890028	Pipe Fitter (Sprinkler Fitter Specialization)	$19,760.00	$39,790.40	$77,445.71	$33,012.00
ABC Institute Plumbers Apprenticeship Program GNJ	FL009050002	Plumber	$28,080.00	$55,328.00	$68,116.57	
ABC Institute Roofing Apprenticeship Program GNJ	FL009157997	Roofer	$18,720.00	$37,232.00	$48,094.00	$79,900.00

1. Starting and Exit wages are expressed in annualized hourly wages as listed in the registered apprenticeship program standards obtained in the USDOL RAPIDS system for respective programs and occupation/trades.
2. Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2020 to June 30, 2021 and were found employed in Florida during the tracking period of one year post program completion. The average of each apprentices best four quarter wage is reported.
   Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2016 to June 30, 2017 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.
   Post program completion wage data was obtained by The Florida Education and Training Placement Information Program (FETPIP)."

$- represents masked wages in compliance with Florida Department of Education data supression rules. Cohort less than 3 apprentices. Blank wages means that there was no wage data to report. Either there were no completers within the cohort year, the program did not exist during the cohort year, or no wages were found by FETPIP."

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

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APPENDIX G

Wage Progression by Program Sponsor and Trade/Occupation at 1 Year and 5 Years after Program Completion, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/ OCCUPATION	STARTING WAGE[1]	EXIT WAGE[1]	WAGE 1 YEAR AFTER PROGRAM EXIT[2]	WAGE 5 YEARS AFTER PROGRAM EXIT[2]
ABCI Heating & A/C Installer-Servicer GNJ	FL013020001	Heating and Air Conditioning Technician and Installer	$20,800.00	$42,182.40	$ -	$ -
ABO Apprenticeship INJ	FL005081357	Pipe Fitter	$28,080.00	$44,928.00	$46,959.20	
ABO Apprenticeship INJ	FL005081357	Plumber	$26,665.60	$42,640.00	$ -	
ABO Apprenticeship INJ	FL005081357	Sheet Metal Worker	$25,105.60	$40,185.60	$ -	
ACF Sarasota Bay Chef Association, GNJ	FL007900025	Cook	$8,320.00	$16,640.00		$ -
ACRA-Local 725 JATC	FL007490002	Heating and Air Conditioning Technician and Installer	$34,320.00	$54,204.80	$98,246.78	$105,809.14
ACRA-Local 725 JATC	FL007490002	Pipe Fitter	$34,320.00	$54,204.80	$80,333.60	$62,740.00
Advanced Education Apprenticeship Training, Inc.	*FL001950016*	*Heating and Air Conditioning Technician and Installer*	*$24,960.00*	*$41,600.00*	*$54,070.22*	*$67,814.67*
Air Conditioning Contractors Association of Polk County Apprenticeship Program, GNJ	2018-FL-71645	Heating and Air Conditioning Technician and Installer	$22,880.00	$45,760.00	$ -	
AmSkills Apprenticeship Program GNJ	*FL006169119*	*Industrial Maintenance Mechanic*	*$16,640.00*	*$34,008.00*	*$ -*	

1. Starting and Exit wages are expressed in annualized hourly wages as listed in the registered apprenticeship program standards obtained in the USDOL RAPIDS system for respective programs and occupation/trades.
2. Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2020 to June 30, 2021 and were found employed in Florida during the tracking period of one year post program completion. The average of each apprentices best four quarter wage is reported.
   Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2016 to June 30, 2017 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.
   Post program completion wage data was obtained by The Florida Education and Training Placement Information Program (FETPIP)."

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

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APPENDIX G

Wage Progression by Program Sponsor and Trade/Occupation at 1 Year and 5 Years after Program Completion, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/ OCCUPATION	STARTING WAGE[1]	EXIT WAGE[1]	WAGE 1 YEAR AFTER PROGRAM EXIT[2]	WAGE 5 YEARS AFTER PROGRAM EXIT[2]
Argos - AI Apprenticeship Program, GNJ	2020-FL-78246	Cyber Security Support Technician	$26,000.00	$46,800.00	$ -	
Arthrex Manufacturing Apprenticeship Program INJ	*FL006090032*	*Numerical Control Machinist and Operator*	*$18,720.00*	*$37,440.00*	*$ -*	*$ -*
Asbestos Workers Local Union #60 JAC	FL007710001	Composite Plastic Fabricator	$28,246.40	$44,824.00	$14,345.33	$73,978.00
Bartelt Packaging, LLC Apprenticeship, INJ	2020-FL-75839	Machine Builder	$31,200.00	$34,320.00	$ -	
Bay Area Building Maintenance Apprenticeship GNJ	FL007900005	Industrial Maintenance Mechanic	$10,400.00	$20,800.00	$45,365.71	$45,556.33
Bay Area Diesel Technicians Association	FL007890010	Diesel Mechanic	$11,440.00	$22,880.00		$90,536.00
Bay Area Electrical Apprenticeship Program GNJ	FL006010005	Electrician	$23,836.80	$47,673.60	$44,671.27	$24,756.40
Black Knight, Inc., INJ	2019-FL-72221	Application Developer	$43,992.00	$60,008.00	$-	
Brevard Air Conditioning Contractors Assn Inc. GNJ	FL001970007	Heating and Air Conditioning Technician and Installer	$17,680.00	$35,360.00	$ -	$27,820.00
Brevard Electrical Apprenticeship Program GNJ	FL008850020	Electrician	$24,960.00	$49,920.00	$40,394.00	$48,062.67

1. Starting and Exit wages are expressed in annualized hourly wages as listed in the registered apprenticeship program standards obtained in the USDOL RAPIDS system for respective programs and occupation/trades.
2. Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2020 to June 30, 2021 and were found employed in Florida during the tracking period of one year post program completion. The average of each apprentices best four quarter wage is reported.
   Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2016 to June 30, 2017 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.
   Post program completion wage data was obtained by The Florida Education and Training Placement Information Program (FETPIP)."

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

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APPENDIX G

Wage Progression by Program Sponsor and Trade/Occupation at 1 Year and 5 Years after Program Completion, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/ OCCUPATION	STARTING WAGE[1]	EXIT WAGE[1]	WAGE 1 YEAR AFTER PROGRAM EXIT[2]	WAGE 5 YEARS AFTER PROGRAM EXIT[2]
Broward College IT Apprenticeship Program, GNJ	2019-FL-72848	Information Technology Specialist	$34,320.00	$50,003.20	$ -	
Broward College Telecommunications Apprenticeship Program, GNJ	2019-FL-73554	Information Technology Specialist	$31,200.00	$41,600.00	$ -	
Broward College Telecommunications Apprenticeship Program, GNJ	2019-FL-73554	Network Support Technician	$21,840.00	$36,400.00	$40,623.56	
Broward County Plumbers & Pipefitters JAC	FL007460006	Pipe Fitter	$27,040.00	$54,600.00	$ -	
Broward County Plumbers & Pipefitters JAC	FL007460006	Plumber	$28,080.00	$55,640.00	$55,714.40	$93,336.00
Builders Assn. of North Central FL Master Trade Co	FL013060003	Electrician	$30,160.00	$54,849.60	$53,902.07	$65,735.38
Builders Assn. of North Central FL Master Trade Co	FL013060003	Heating and Air Conditioning Technician and Installer	$28,600.00	$52,000.00	$46,864.80	$ -
Builders Assn. of North Central FL Master Trade Co	FL013060003	Plumber	$28,600.00	$52,000.00	$45,299.20	
Builders Assn. of North Central FL Master Trade Co	FL013060003	Carpenter	$27,040.00	$45,073.60	$ -	$18,729.33

1. Starting and Exit wages are expressed in annualized hourly wages as listed in the registered apprenticeship program standards obtained in the USDOL RAPIDS system for respective programs and occupation/trades.
2. Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2020 to June 30, 2021 and were found employed in Florida during the tracking period of one year post program completion. The average of each apprentices best four quarter wage is reported.
   Wage 5 years after program exit is based on a cohort of apprentices who completed at any point from July 1, 2016 to June 30, 2017 and were found employed in Florida during the tracking period of five years post program completion. The average of each apprentices best four quarter wage is reported.
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APPENDIX G

Wage Progression by Program Sponsor and Trade/Occupation at 1 Year and 5 Years after Program Completion, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/ OCCUPATION	STARTING WAGE[1]	EXIT WAGE[1]	WAGE 1 YEAR AFTER PROGRAM EXIT[2]	WAGE 5 YEARS AFTER PROGRAM EXIT[2]
CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	Industrial Manufacturing Technician	$20,280.00	$28,080.00	$41,728.00	
CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	Truss Design Technician	$34,320.00	$35,360.00	$51,591.43	
CareerSource Suncoast Apprenticeship Program GNJ	2018-FL-71010	Tool and Die Maker	$21,320.00	$39,000.00	$63,051.00	
Central Florida Building Maintenance Apprenticeship, GNJ	*FL005145192*	*Industrial Maintenance Mechanic*	*$13,520.00*	*$27,144.00*	*$ -*	*$8,438.67*
Central Florida Carpenters JATC	FL008850019	Carpenter	$32,884.80	$54,121.60	$62,785.33	
Central Florida Child Care Educators Apprenticeship Program, GNJ	FL008920009	Child Care Development Specialist	$24,273.60	$29,120.00	$26,782.59	$19,354.55
Central Florida Electrical JATC	FL008660001	Electrician (Interior)*	$23,920.00	$47,632.00	$58,618.53	$32,703.00
Central Florida Electrical JATC	FL008660001	Electrician	$18,720.00	$38,126.40	$60,014.80	$80,629.50
Central Florida Electrical Teledata JATC	FL005000002	Telecommunications Technician	$15,600.00	$31,200.00	$ -	

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Wage Progression by Program Sponsor and Trade/Occupation at 1 Year and 5 Years after Program Completion, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/ OCCUPATION	STARTING WAGE[1]	EXIT WAGE[1]	WAGE 1 YEAR AFTER PROGRAM EXIT[2]	WAGE 5 YEARS AFTER PROGRAM EXIT[2]
Central Florida Heat & Frost & Allied Workers JATT	FL007680001	Composite Plastic Fabricator	$15,600.00	$30,264.00	$ -	$44,072.00
Central Florida Mechanical JATC	FL005060002	Diesel Mechanic	$39,520.00	$54,683.20	$45,145.54	$62,015.76
Central Florida Plumbing Academy GNJ	FL002080009	Plumber	$19,760.00	$38,875.20	$ -	$17,432.00
CHELCO (Choctawhatchee Electric Cooperative) INJ	FL007860003	Power Line Erector	$35,942.40	$58,697.60	$ -	$80,634.00
Child Care Apprenticeship Program of Pasco County	FL001940004	Child Care Development Specialist	$8,320.00	$16,640.00	$19,599.89	$19,460.30
Child Care Apprenticeship Program of Pinellas GNJ	FL007890019	Child Care Development Specialist	$16,640.00	$22,880.00	$20,353.29	$31,564.06
Childcare Apprenticeship Program of Manatee County	FL007900014	Child Care Development Specialist	$9,360.00	$18,720.00	$24,444.00	$16,875.63
City of Bartow IJ	FL005101362	Power Line Repairer	$38,188.80	$67,246.40	$ -	$ -
City of Lake Worth Beach Utilities Apprenticeship Program IJ	FL009112199	Meter Repairer	$52,062.40	$74,380.80		$ -

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City of Lake Worth Beach Utilities Apprenticeship Program IJ	FL009112199	Power Line Erector	$57,137.60	$81,619.20		$ -
City of Leesburg Electric Utility INJ	FL001950006	Electrician	$38,147.20	$100,048.00	$ -	
City of Leesburg Electric Utility INJ	FL001950006	Power Line Erector	$38,147.20	$100,048.00	$130,996.00	$ -
City of St. Petersburg IJW	FL007860011	Industrial Maintenance Mechanic	$15,600.00	$31,262.40	$ -	
City of St. Petersburg IJW	FL007860011	Meter Repairer	$12,480.00	$25,105.60	$ -	
City of St. Petersburg IJW	FL007860011	Pipe Fitter	$14,560.00	$28,080.00	$52,155.33	$61,638.00
City of Tallahassee Apprentice Meter Technician II, INJ	FL010100020	Electic Meter Installer	$44,054.40	$74,089.60	$ -	
City of Tallahassee Electric Production / Power Plant Operator	FL013135192	Power-Plant Operator	$37,003.20	$63,481.60	$ -	$118,500.00
City of Tallahassee Lineworker, INJ	FL010050001	Power Line Erector	$53,289.60	$87,214.40		$136,960.00
City of Venice Fire Department IJ	FL007830022	Fire Fighter	$22,276.80	$40,664.00	$ -	$85,756.00
Collier County Government Apprenticeship Program INJ	FL006110148	Electrician	$34,403.20	$45,281.60	$ -	

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REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/ OCCUPATION	STARTING WAGE[1]	EXIT WAGE[1]	WAGE 1 YEAR AFTER PROGRAM EXIT[2]	WAGE 5 YEARS AFTER PROGRAM EXIT[2]
Collier County Government Apprenticeship Program INJ	FL006110148	Heating and Air Conditioning Technician and Installer	$34,403.20	$45,281.60	$ -	
Community Connection Services Apprenticeship Program GNJ	2018-FL-70790	Child Care Development Specialist	$17,160.00	$19,240.00	$ -	
CVS Health, INJ	2019-FL-73331	Pharmacy Technician	$22,880.00	$28,704.00	$41,636.00	
Daytona Beach Electrical JATC	FL008460002	Electrician	$27,040.00	$54,683.20	$39,859.17	$38,299.43
Daytona Beach Plumbers & Pipefitters JAC	FL008500001	Pipe Fitter	$33,675.20	$61,214.40	$108,452.00	
Englewood Area Fire Control District IJ	FL007880008	Fire Fighter	$13,520.00	$26,353.60		$ -
Flagler Child Care GNJ	FL008900012	Child Care Development Specialist	$19,260.80	$21,320.00	$21,334.22	$20,023.71
Flagler County Community Apprenticeship Program GNJ	FL008880010	Electrician	$20,800.00	$35,360.00		$ -
Flagler County Community Apprenticeship Program GNJ	FL008880010	Heating and Air Conditioning Technician and Installer	$20,800.00	$31,200.00		$67,475.20
Flagler County Community Apprenticeship Program GNJ	*FL008880010*	*Landscape Technician*	*$18,720.00*	*$29,120.00*		*$ -*

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Florida Air Conditioning Apprenticeship Assn. GNJ	FL009040001	Heating and Air Conditioning Technician and Installer	$20,800.00	$35,360.00	$48,197.69	$59,960.67
Florida Association of Rehabilitation Facilities (Florida ARF), GNJ	2019-FL-72689	Direct Support Specialist	$20,800.00	$22,880.00	$36,039.27	
Florida Automatic Sprinkler Training NE Florida Chapter	FL013060001	Pipe Fitter (Sprinkler Fitter Specialization)	$19,094.40	$31,241.60	$49,405.00	$45,945.00
Florida Automatic Sprinkler Training, Inc. GNJ	FL005050002	Pipe Fitter (Sprinkler Fitter Specialization)	$25,022.40	$50,024.00	$61,676.57	$65,513.33
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	Carpenter (Framing and Finishing)*	$24,086.40	$28,912.00	$54,422.00	
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	Carpenter	$26,000.00	$52,000.00		$50,025.71
Florida Construction Apprenticeship Training Corporation, GNJ	*FL009000001*	*Electrician*	*$17,804.80*	*$33,384.00*	*$55,081.00*	
Florida Construction Apprenticeship Training Corporation, GNJ	*FL009000002*	*Plumber*	*$14,560.00*	*$29,120.00*	*$63,820.00*	
Florida East Coast Electrical JATC	FL007460005	Electrician	$25,708.80	$51,417.60	$64,140.00	$74,170.91

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Florida Electric Apprenticeship & Training GNJ	FL008870020	Electrician	$25,480.00	$50,960.00	$51,450.24	$48,325.93
Florida Electrical Apprenticeship Association, Inc	*FL001950008*	*Electrician*	*$22,526.40*	*$45,052.80*	$ -	*$36,014.15*
Florida Electrical Association Tri-County Apprenticeship, GNJ	FL008930001	Electrician	$26,312.00	$43,056.00	$41,551.00	
Florida Finishing Trades Institute JATC	FL008620001	Glazier	$31,116.80	$47,860.80	$46,989.00	$ -
Florida Finishing Trades Institute JATC	FL008620001	Painter (Indust Coating and Lining Specialist)*	$39,769.60	$61,172.80	$60,493.33	$38,570.67
Florida Finishing Trades Institute JATC	FL008620001	Painter (Decorator)*	$33,404.80	$51,396.80	$25,558.00	$30,615.38
Florida Finishing Trades Institute JATC	FL008620001	Tradeshow Worker	$36,358.40	$48,464.00	$56,236.00	
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Carpenter	$18,720.00	$38,459.20	$ -	
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Electrician	$19,760.00	$39,811.20	$59,217.60	$47,533.79
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Heating and Air Conditioning Technician and Installer	$29,702.40	$54,017.60	$ -	$41,725.33

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Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Plumber	$19,760.00	$40,310.40	$57,725.00	$86,081.33
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Sheet Metal Worker	$26,104.00	$47,444.80	$57,213.00	$ -
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Pipe Fitter (Sprinkler Fitter Specialization)	$26,020.80	$47,299.20	$63,902.00	$95,713.33
Florida Gulf Coast Chapter ABC, Inc., GNJ	*FL007720004*	*Refrigeration Mechanic*	*$20,800.00*	*$41,516.80*		*$ -*
Florida Pile Drivers JATC	FL007790004	Pile Driver	$35,464.00	$52,936.00	$66,505.14	
Florida Sprinkler Fitters JATC	FL007530001	Pipe Fitter (Sprinkler Fitter Specialization)	$32,531.20	$65,062.40	$74,762.67	$92,980.00
Florida Training Services, Inc. GNJ	*FL009060001*	*Surveyor Assistant*	*$16,640.00*	*$32,323.20*		*$62,276.00*
Florida West Coast Carpenters JAC	FL007700001	Carpenter	$28,080.00	$55,432.00	$ -	
Florida West Coast Operating Engineers JAC	FL007900013	Heavy Equipment Mechananic	$46,238.40	$64,022.40	$98,615.60	$101,726.00
Florida West Coast Trowel Trades JATC	FL007680002	Bricklayer	$17,680.00	$35,360.00		$ -
Florida West Coast Trowel Trades JATC	FL007680002	Tile Setter	$19,760.00	$38,500.80		$ -

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Fort Pierce Utility Authority, INJ	FL008090195	Power Line Erector	$32,240.00	$65,374.40	$ -	
Gainesville Electrical JATC	FL008480002	Electrician (JATC [60mo/8000hrs])*	$30,264.00	$60,528.00	$86,908.00	
Gainesville Electrical JATC	*FL008480002*	*Electrician (Interior)**	*$26,187.20*	*$52,353.60*		*$80,376.44*
Glades Electric Coop IJ	FL007780009	Power Line Erector	$17,680.00	$34,507.20	$ -	$ -
Guardian Angels Medical Service Dogs, Inc	2018-FL-71371	Animal Trainer	$29,120.00	$41,600.00	$ -	
Gulf Coast Electric JAC	FL007720001	Electrician	$21,840.00	$43,992.00	$45,910.00	$34,700.00
Heartland A/C Apprenticeship Program GNJ	FL007920005	Heating and Air Conditioning Technician and Installer	$16,640.00	$33,280.00	$ -	
Heartland Electrical Apprenticeship Program GNJ	FL007890015	Electrician	$16,640.00	$33,280.00	$42,361.33	
Hernando Cnty Fire Rescue Dist. Appren Program IJ	*FL006136741*	*Fire Fighter*	*$13,520.00*	*$26,707.20*		*$68,758.43*
Housing Authority of the City of Ft Lauderdale INJ	FL001940005	Industrial Maintenance Mechanic	$17,992.00	$26,083.20	$28,188.00	$29,514.40
Hudson Technologies Apprenticeship Program INJ	FL005135189	Tool and Die Maker	$29,120.00	$49,400.00	$ -	$ -

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Independent Electrical Contractors-FECC, Inc., GNJ	2019-FL-72858	Electrician	$28,350.40	$56,680.00	$53,857.14	
Independent Electrical Contractors, Inc (FWCC) GNJ	FL007820007	Electrician	$26,894.40	$48,880.00	$50,955.94	$70,144.70
International Union of Elevator Constructors (LUEC) LU74 JAC	FL003030002	Elevator Constructor	$49,420.80	$98,820.80	$116,220.00	$90,253.33
International Union of Elevator Constructors #49	FL013030003	Elevator Constructor	$48,713.60	$97,406.40	$76,690.00	$ -
Internat'L Union of Elevator Constructors (LUEC) LU #13	FL005030004	Elevator Constructor	$51,251.20	$102,502.40	$155,223.00	$ -
Internat'l Union of Elevator Constructors (LUEC) LU #71 JAC	FL011030002	Elevator Constructor	$51,043.20	$81,660.80	$132,386.63	$127,555.82
Irby Line Erector Apprenticehsip Program, INJ	*FL002990001*	*Power Line Erector*	*$24,960.00*	*$49,920.00*		*$ -*
JacksonvilleElectrical JATC	FL008450001	Electrician (JATC [60mo/8000hrs])*	$33,612.80	$67,204.80	$86,907.37	
JacksonvilleElectrical JATC	FL008450001	Electrician (Interior)*	$22,880.00	$49,920.00		$105,713.52
JacksonvilleElectrical Teledata JATC	FL014010001	Telecommunications Technician	$31,220.80	$43,700.80	$66,502.00	$ -

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Jacksonville Plumbers & Pipefitters JATT	FL008480001	Heating and Air Conditioning Technician and Installer	$35,942.40	$65,353.60	$68,701.00	$80,103.43
Jacksonville Plumbers & Pipefitters JATT	FL008480001	Pipe Fitter	$36,524.80	$66,393.60	$83,649.00	$38,042.22
Jacksonville Plumbers & Pipefitters JATT	FL008480001	Plumber	$33,883.20	$60,382.40	$85,101.45	$110,784.00
JEA IJW	FL008910005	Cable Splicer	$54,745.60	$99,195.20	$ -	
JEA IJW	FL008910005	Electrician	$55,328.00	$99,195.20	$111,434.00	
JEA IJW	FL008910005	Power Line Repairer	$54,745.60	$99,195.20	$150,818.22	$ -
JEA IJW	FL008910005	Industrial Maintenance Mechanic	$43,825.60	$71,843.20	$112,352.00	
Lakeland Electric IJ	FL007930003	Power Line Repairer	$43,763.20	$78,208.00	$131,128.00	$ -
Lakeland Electric Substation Electrician IJ	FL005155193	Electrician	$50,211.20	$78,291.20	$25,748.57	
Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	Heating and Air Conditioning Technician and Installer	$28,600.00	$41,475.20	$51,810.00	
Manasota PHCC Plumbing Apprenticeship Program Inc	FL001950012	Plumber	$18,720.00	$37,440.00	$41,877.33	$31,398.40

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Masonry Association of Florida North Central Apprenticeship Program	2019-FL-72795	Bricklayer and Mason	$24,960.00	$33,280.00	$ -	
Masonry Association of Florida, Inc. GNJ	FL007930012	Bricklayer	$37,440.00	$58,240.00	$ -	
Masonry Contactors Association of FL, GNJ (Gulf Coast Area)	FL001950009	Bricklayer	$19,760.00	$38,792.00	$9,748.00	$ -
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	$29,120.00	$52,000.00	$ -	
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Customs Broker	$31,200.00	$37,440.00	$ -	
Miami Joint Electrical Apprenticeship Committee	FL007450001	Electrician	$39,457.60	$67,142.40	$47,198.35	$61,278.32
Miami-Dade Plumbers Joint Apprentice & Educational Committee	FL007390001	Plumber	$31,512.00	$63,606.40	$55,094.00	$75,664.57
Mid Florida Ironworkers JAC	FL008640001	Structural Steel Worker/Ironworker (Ironworker)*	$30,888.00	$51,480.00	$56,466.86	$55,355.84
Mid Florida Ironworkers JAC	FL008640001	Structural Steel Worker/Ironworker (Strucutral Steel Worker)*	$37,440.00	$62,400.00	$38,526.00	

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Mid-Florida Electrical GNJ	FL008780004	Electrician	$25,750.40	$43,409.60	$42,676.80	$33,772.00
Nassau County Board of County Commissioners IJ	FL013091932	Heating and Air Conditioning Technician and Installer	$29,224.00	$42,931.20	$ -	
North Central Florida Operating Engineers JAC	FL008570001	Heavy Equipment Mechananic	$37,315.20	$67,849.60	$105,669.54	$69,231.20
North Florida Carpenters JATC	FL008510001	Carpenter	$30,888.00	$51,480.00	$65,098.00	$72,704.00
North Florida Ironworkers JAC	FL008890009	Structural Steel Worker/Ironworker (Ironworker)*	$30,305.60	$57,720.00	$ -	$ -
North Florida Ironworkers JAC	FL008890009	Structural Steel Worker/Ironworker (Strucutral Steel Worker)*	$30,305.60	$57,720.00	$ -	
North Florida Sheet Metal Workers JATC	FL008460001	Sheet Metal Worker	$35,193.60	$55,848.00	$53,115.33	$53,557.33
North Port Fire Rescue District IJ	FL007870016	Fire Medic	$35,256.00	$42,827.20	$84,455.00	
Northeast Florida Builders Association GNJ	FL008730002	Carpenter	$22,776.00	$45,552.00	$55,961.33	$ -
Northeast Florida Builders Association GNJ	FL008730002	Electrician	$23,358.40	$46,716.80	$57,125.06	$56,344.62

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Northeast Florida Builders Association GNJ	FL008730002	Heating and Air Conditioning Technician and Installer	$26,520.00	$53,019.20	$58,032.00	$60,846.00
Northeast Florida Builders Association GNJ	FL008730002	Plumber	$29,432.00	$58,843.20	$56,606.22	$ -
Northeast Florida Surveyors Appren Committee GNJ	*FL013091931*	*Surveyor Assistant*	*$16,640.00*	*$33,488.00*		*$ -*
Northwest Florida HVAC Contractors GNJ	*FL010020001*	*Heating and Air Conditioning Technician and Installer*	*$16,640.00*	*$33,280.00*		*$ -*
Ocala Utility Services IJW	FL008810009	Electrician	$37,388.00	$66,222.00	$ -	
Ocala Utility Services IJW	FL008810009	Power Line Erector	$37,388.00	$66,222.00	$ -	$162,637.00
Ocala Utility Services IJW	FL008810009	Meter Repairer	$37,388.00	$66,222.00		$ -
Ocala Utility Services IJW	FL008810009	Switchboard Operator (Utility)	$55,952.00	$80,246.40		$138,070.67
Orange Technical College - West Apprenticeship Program, GNJ	2020-FL-76031	PharmacyTechnician	$28,288.00	$31,824.00	$ -	
Orlando Laborers & North FLorida Apprenticeship Program, JATC	FL005135188	Construction Craft Laborer	$26,624.00	$38,688.00		$ -

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Orlando Plumbers & Pipefitters JAC	FL008470001	Heating and Air Conditioning Technician and Installer	$31,699.20	$57,616.00	$73,944.00	$108,530.67
Orlando Plumbers & Pipefitters JAC	FL008470001	Industrial Maintenance Mechanic	$26,894.40	$40,747.20	$63,451.25	$62,558.46
Orlando Plumbers & Pipefitters JAC	FL008470001	Pipe Fitter	$31,699.20	$57,616.00	$69,091.00	$ -
Orlando Plumbers & Pipefitters JAC	FL008470001	Plumber	$31,699.20	$57,616.00	$69,626.67	$77,625.33
Palm Beach County Ironworkers JAC	FL007580001	Structural Steel Worker/Ironworker	$31,200.00	$52,000.00	$ -	
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Heating and Air Conditioning Technician and Installer	$41,329.60	$68,868.80	$80,706.00	$46,570.80
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Pipe Fitter	$41,329.60	$68,868.80	$69,676.00	$67,123.82
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Plumber	$41,329.60	$68,868.80	$64,317.56	$53,809.00
Pasco County Child Care Apprenticeship IJW	FL007900011	Child Care Development Specialist	$9,360.00	$18,720.00	$11,440.00	$ -
Pensacola Electrical Apprenticeship College GNJ	FL007730001	Electrician	$27,872.00	$41,600.00	$31,697.00	$33,835.43

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Peoples Gas System, IJW	2020-FL-74484	Gas Utility Technician	$30,680.00	$57,948.80	$5,591.09	
Pinellas Association of Plumbing, Heating & Cooling Contractors, GNJ	FL006990005	Plumber	$16,640.00	$33,280.00	$38,558.00	
Pinellas County Schools Child Care Apprenticeship INJ	FL001970009	Child Care Development Specialist	$17,680.00	$20,280.00	$28,714.67	$36,822.67
Pinellas Park Fire Department Apprenticeship Program IJ	FL006120148	Fire Fighter	$14,560.00	$29,432.00	$78,928.00	$ -
Piper Aircraft Apprenticeship Program, INJ	2018-FL-72032	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	$29,120.00	$37,440.00	$36,456.00	
Plumbing Industry Professional Education GNJ	FL005070003	Plumber	$24,211.20	$48,401.60	$65,714.05	$59,572.00
RACCA, Inc. GNJ	FL001960008	Heating and Air Conditioning Technician and Installer	$16,640.00	$33,280.00	$57,010.13	$37,253.00
RACCA, Inc. GNJ	FL001960008	Refrigeration Mechanic	$17,680.00	$35,360.00	$10,772.00	$86,279.38
Sarasota Child Care Apprenticeship Program GNJ	FL007910008	Child Care Development Specialist	$10,400.00	$20,800.00		$25,672.80
Sarasota County Fire Department JATC	FL007830023	Fire Medic	$17,680.00	$35,131.20	$72,190.22	$84,450.97

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School Board of Broward Co FL Physical Plant Operations	FL007740006	Carpenter	$42,640.00	$56,867.20	$ -	
School Board of Broward Co FL Physical Plant Operations	FL007740006	Cement Mason	$43,950.40	$55,203.20	$ -	
School Board of Broward Co FL Physical Plant Operations	FL007740006	Plumber	$46,945.60	$62,608.00	$ -	
School Board of Broward Co FL Physical Plant Operations	FL007740006	Heating and Air Conditioning Technician and Installer	$37,003.20	$58,219.20		$47,978.67
Sheet Metal Workers' Local 15 JATCTF	FL007690001	Sheet Metal Worker	$26,000.00	$52,852.80	$60,043.11	$ -
Sheet Metal Workers Local 32 JAC	FL007470002	Sheet Metal Worker	$24,960.00	$50,024.00	$31,147.20	$ -
South FL Carpenters JATC	FL007460011	Carpenter	$35,006.40	$54,184.00	$ -	
South Florida Ironworkers LU 272 JATTC	FL007540003	Structural Steel Worker/Ironworker	$28,704.00	$51,584.00	$36,925.33	$43,449.00
South Florida Manufacturers Association GNJ	FL011090024	CNC Programmer - Milling and Turning	$24,024.00	$32,760.00	$47,963.00	
South Florida Manufacturers Association GNJ	FL011090024	Machinist	$18,720.00	$37,752.00		$89,935.56

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South Florida Operating Engineers JAC	FL007900016	Heavy Equipment Mechananic	$24,960.00	$43,284.80	$95,370.40	$31,849.60
Southeast Power Corporation Groundman To Lineman Apprenticeship Program INJ	2017-FL-316	Power Line Erector	$47,923.20	$74,880.00	$120,104.80	
Space Coast Machinist Apprenticeship Program GNJ	FL001980005	Machinist	$23,753.60	$47,507.20	$48,062.67	$91,661.00
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	Computer Support Specialist	$21,008.00	$31,512.00	$ -	
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	Database Technician	$24,960.00	$37,440.00	$ -	
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	Information Assurance Specialist	$26,790.40	$40,164.80	$ -	
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	IT Analyst	$31,200.00	$43,368.00	$45,420.00	
St. Petersburg Fire & Rescue IJ	FL007840013	Fire Fighter	$16,640.00	$32,801.60	$73,312.47	$74,849.07
Tampa Area Electrical JATC	FL007880004	Electrician (Interior)*	$29,556.80	$59,134.40	$63,938.19	$53,711.20

1. Starting and Exit wages are expressed in annualized hourly wages as listed in the registered apprenticeship program standards obtained in the USDOL RAPIDS system for respective programs and occupation/trades.
2. Wage 1-year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2020 to June 30, 2021 and were found employed in Florida during the tracking period of one year post program completion. The average of each apprentices best four quarter wage is reported.
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APPENDIX G

Wage Progression by Program Sponsor and Trade/Occupation at 1 Year and 5 Years after Program Completion, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/ OCCUPATION	STARTING WAGE[1]	EXIT WAGE[1]	WAGE 1 YEAR AFTER PROGRAM EXIT[2]	WAGE 5 YEARS AFTER PROGRAM EXIT[2]
Tampa Area Electrical JATC	FL007880004	Electrician	$23,379.20	$40,913.60		$ -
Tampa Bay Machining Apprenticeship GNJ	FL007900006	CNC Programmer - Milling and Turning	$17,680.00	$34,320.00	$ -	$ -
Tampa Bay Machining Apprenticeship GNJ	FL007900006	Die-cast and Plastic Technician	$19,760.00	$39,000.00	$ -	
Tampa Bay Machining Apprenticeship GNJ	FL007900006	Tool and Die Maker	$19,760.00	$39,000.00	$ -	$59,386.67
Tampa Bay Pipe Trades JATC	FL007630001	Heating and Air Conditioning Technician and Installer	$24,960.00	$50,752.00	$ -	$64,371.00
Tampa Bay Pipe Trades JATC	FL007630001	Pipe Fitter	$24,960.00	$49,192.00	$57,941.20	$32,478.67
Tampa Bay Pipe Trades JATC	FL007630001	Plumber	$24,960.00	$49,192.00	$47,227.20	
Tampa Electric Company IJW	FL003020002	Cable Splicer	$39,520.00	$78,998.40	$-	$ -
Tampa Electric Company IJW	FL003020002	Power Line Repairer	$38,480.00	$77,896.00	$-	$139,163.08
Tampa Electric Company IJW	FL003020002	Electrician	$38,480.00	$76,460.80		$133,547.20
Tampa Electric Company IJW	FL003020002	Field Service Engineer	$31,200.00	$61,755.20		$-

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APPENDIX G

Wage Progression by Program Sponsor and Trade/Occupation at 1 Year and 5 Years after Program Completion, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/ OCCUPATION	STARTING WAGE[1]	EXIT WAGE[1]	WAGE 1 YEAR AFTER PROGRAM EXIT[2]	WAGE 5 YEARS AFTER PROGRAM EXIT[2]
Tampa Ironworkers JATC	FL007570002	Structural Steel Worker/Ironworker	$31,886.40	$60,964.80	$75,627.56	$42,670.00
Tampa Millwrights JATC	FL007670002	Millwright	$17,680.00	$35,443.20	$74,297.71	$81,188.57
Technical Education Council, LLC	2019-FL-72946	Electrician	$26,499.20	$45,760.00	$51,404.63	
Tharp Plumbing Systems Apprenticeshp Program INJ	FL005111363	Plumber	$31,824.00	$53,040.00	$51,238.40	
The Fishel Company INJ	FL003030005	Power Line Repairer	$46,800.00	$93,600.00		$182,888.00
Tri County Apprenticeship Academy GNJ	FL004040001	Electrician	$22,672.00	$38,542.40	$55,490.27	$48,257.54
Tri County Apprenticeship Academy GNJ	FL004040001	Heating and Air Conditioning Technician and Installer	$22,880.00	$38,896.00	$70,971.50	$63,494.26
Tri County Apprenticeship Academy GNJ	FL004040001	Pipe Fitter	$24,440.00	$41,537.60	$61,320.00	
Tri County Apprenticeship Academy GNJ	FL004040001	Plumber	$23,400.00	$39,790.40	$56,613.67	$57,128.00
Tri County Apprenticeship Academy GNJ	FL004040001	Pipe Fitter (Sprinkler Fitter Specialization)	$22,880.00	$45,760.00	$90,361.33	
United Service Training Corp GNJ	FL007840018	Plumber	$24,960.00	$49,920.00	$59,089.66	$50,376.50

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APPENDIX G

Wage Progression by Program Sponsor and Trade/Occupation at 1 Year and 5 Years after Program Completion, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/ OCCUPATION	STARTING WAGE[1]	EXIT WAGE[1]	WAGE 1 YEAR AFTER PROGRAM EXIT[2]	WAGE 5 YEARS AFTER PROGRAM EXIT[2]
Utility Lines Construction Services, LLC, INJ	*2020-FL-78132*	*Power Line Repairer*	*$33,280.00*	*$81,120.00*	*$148,863.00*	
Venice Theatre INJ	FL003060001	Stage Technician	$22,880.00	$28,600.00		$ -
Volusia County Child Care Apprenticeship Comm. GNJ	FL001940016	Child Care Development Specialist	$14,206.40	$23,108.80	$20,426.67	$11,887.50
Withlacoochee River Elect INJ	FL008870017	Electrician (Maintenance)*	$44,824.00	$88,670.40	$100,495.20	
Withlacoochee River Elect INJ	FL008870017	Electrician (Substation)*	$44,824.00	$88,670.40	$ -	$ -
Withlacoochee River Elect INJ	FL008870017	Power Line Erector	$47,507.20	$93,995.20	$131,384.00	$54,818.29
Withlacoochee River Elect INJ	FL008870017	Meter Repairer	$44,824.00	$88,670.40		$ -

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APPENDIX H-1

REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR, 2021-22

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

REGISTERED PROGRAM NAME	PROGRAM NUMBER	RETENTION RATE
A/C Contractors Association of Central FL GNJ	FL008910004	100%
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	63%
ABO Apprenticeship INJ	FL005081357	56%
ACF Sarasota Bay Chef Association, GNJ	FL007900025	0%
ACRA-Local 725 JATC	FL007490002	74%
American Culinary Federation GNJ	FL007900017	*0%*
AmSkills Apprenticeship Program, GNJ	2019-FL-72596	100%
Apprenticeships to Careers at AdventHealth, INJ	2020-FL-75893	33%
Argos - AI Apprenticeship Program, GNJ	2020-FL-78246	*100%*
Armstrong Elevator Apprenticeship Program, INJ	2022-FL-111495	*100%*
Arthrex Manufacturing Apprenticeship Program INJ	FL006090032	*50%*
Asbestos Workers Local Union #60 JAC	FL007710001	*100%*
Baker Concrete Construction, Inc. Apprenticeship Program, INJ	2020-FL-78520	27%
Bartelt Packaging, LLC Apprenticeship, INJ	2020-FL-75839	*0%*
Bay Area Building Maintenance Apprenticeship GNJ	FL007900005	*100%*
Bay Area Electrical Apprenticeship Program GNJ	FL006010005	100%

Italicized retention rates denote instances where less than 10 apprentices were enrolled in the program and included in the calculation.
The 2022-23 Annual Apprenticeship Report, Appendix H-1 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.
Retention rates are calculated using apprentice data pulled from the USDOL RAPIDS data system on July 5, 2023.
NOTE: Retention rates are calculated based upon the most recent start date in the program; however, this date can be amended in RAPIDS and may not reflect the individual's original start date in the program.
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APPENDIX H-1

Registered Apprenticeship Program Retention Rates by Program Sponsor, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	RETENTION RATE
Brevard Air Conditioning Contractors Assn Inc. GNJ	FL001970007	100%
Brevard Electrical Apprenticeship Program GNJ	FL008850020	89%
Broward County Plumbers & Pipefitters JAC	FL007460006	95%
Builders Assn. of North Central FL Master Trade Co	FL013060003	90%
CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	88%
CE Academy, INJ	2021-FL-87932	70%
Central Florida Carpenters JATC	FL008850019	82%
Central Florida Child Care Educators Apprenticeship Program, GNJ	FL008920009	80%
Central Florida Electrical JATC	FL008660001	69%
Central Florida Electrical Teledata JATC	FL005000002	75%
Central Florida Heat & Frost & Allied Workers JATT	FL007680001	0%
Central Florida Mechanical JATC	FL005060002	88%
CHELCO (Choctawhatchee Electric Cooperative) INJ	FL007860003	100%
Child Care Apprenticeship Program of Pasco County	FL001940004	78%
Child Care Apprenticeship Program of Pinellas GNJ	FL007890019	62%
Childcare Apprenticeship Program of Manatee County	FL007900014	60%
Circuit Electric Inc., INJ	2017-FL-790	67%
City of Bartow IJ	FL005101362	100%
City of Leesburg Electric Utility INJ	FL001950006	*100%*
City of St. Petersburg IJW	FL007860011	77%
City of Tallahassee Apprentice Meter Technician II, INJ	FL010100020	*100%*
City of Tallahassee Electric Production / Power Plant Operator	FL013135192	*100%*

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Registered Apprenticeship Program Retention Rates by Program Sponsor, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	RETENTION RATE
City of Tallahassee Lineworker, INJ	FL010050001	*100%*
City of Tallahassee Utilities Apprenticeship Program, INJ	2020-FL-78483	*100%*
City of Venice Fire Department IJ	FL007830022	80%
Coastline K9 Apprenticeship Program, INJ	2022-FL-103943	*100%*
Daytona Beach Electrical JATC	FL008460002	88%
Daytona Beach Plumbers & Pipefitters JAC	FL008500001	76%
Daytona Toyota, INJ	2021-FL-87900	*100%*
Emerging Technology Apprenticeship Program, GNJ	2021-FL-81322	100%
Englewood Area Fire Control District IJ	FL007880008	*100%*
Flagler County Community Apprenticeship Program GNJ	FL008880010	55%
Florida Air Conditioning Apprenticeship Assn. GNJ	FL009040001	86%
Florida Association of Plumbing-Heating-Cooling Contractors, GNJ	2020-FL-78177	*100%*
Florida Association of Rehabilitation Facilities (Florida ARF), GNJ	2019-FL-72689	*100%*
Florida Automatic Sprinkler Training, Inc. GNJ	FL005050002	100%
Florida Behavioral Health Association, Inc.	2022-FL-111479	*100%*
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	36%
Florida Construction Apprenticeship Training Corporation, GNJ	FL009000001	*0%*
Florida East Coast Electrical JATC	FL007460005	69%
Florida Electric Apprenticeship & Training GNJ	FL008870020	70%
Florida Electrical Association Tri-County Apprenticeship, GNJ	FL008930001	57%
Florida Finishing Trades Institute JATC	FL008620001	88%
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	59%

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Registered Apprenticeship Program Retention Rates by Program Sponsor, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	RETENTION RATE
Florida Pile Drivers JATC	FL007790004	33%
Florida Public Utilities Co IJ -Northeast Division	FL008860004	*0%*
Florida Sprinkler Fitters JATC	FL007530001	100%
Florida Training Services Apprenticeship Program, GNJ	2022-FL-104101	59%
Florida West Coast Carpenters JAC	FL007700001	*20%*
Florida West Coast Operating Engineers JAC	FL007900013	86%
FloridaMakes Advanced Manufacturing Apprenticeship Program, GNJ	2020-FL-78138	*100%*
FLNGA Nursery & Landscape Apprenticeship Program, GNJ	2020-FL-78865	*100%*
Fort Pierce Utility Authority, INJ	FL008090195	*100%*
Gainesville Electrical JATC	FL008480002	82%
Glades Electric Coop IJ	FL007780009	*86%*
GMF Innovation Lab, INJ	2022-FL-112325	100%
Guardian Angels Medical Service Dogs, Inc	2018-FL-71371	*20%*
Gulf Coast Electric JAC	FL007720001	72%
Hamilton-Ryker TalentGro	2021-FL-93867	79%
Heartland Electrical Apprenticeship Program GNJ	FL007890015	81%
Housing Authority of the City of Ft Lauderdale INJ	FL001940005	*100%*
iBuild Carpentry Apprenticeship Program, GNJ	2019-FL-73592	100%
Independent Electrical Contractors-FECC, Inc., GNJ	2019-FL-72858	92%
Independent Electrical Contractors, Inc (FWCC) GNJ	FL007820007	85%
Indian River State College Apprenticeship Program, GNJ	2020-FL-75885	75%
Internat'L Union of Elevator Constructors (LUEC) LU #13	FL005030004	100%

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REGISTERED PROGRAM NAME	PROGRAM NUMBER	RETENTION RATE
International Union of Elevator Constructors (LUEC) LU74 JAC	FL003030002	*89%*
International Union of Elevator Constructors #49	FL013030003	100%
Internat'l Union of Elevator Constructors (LUEC) LU #71 JAC	FL011030002	100%
Jacksonville Electrical JATC	FL008450001	*56%*
Jacksonville Plumbers & Pipefitters JATT	FL008480001	92%
JEA IJW	FL008910005	76%
Lake Sumter State College Apprenticeship Program, GNJ	2021-FL-80240	92%
Learning Alliance Corporation Apprenticeship, GNJ	2021-FL-80626	86%
Lee County BoCC Apprenticeship Program, INJ	2019-FL-73670	*100%*
Lively Tech Apprenticeship Program	2019-FL-72613	*67%*
Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	53%
Lorenzo Walker Technical College Apprenticeship Program, GNJ	2020-FL-75938	100%
Lutheran Services of Florida, Inc. d/b/a LSF Health Systems GNJ	2022-FL-111805	83%
MACCA Manasota A/C Contractors Association, GNJ	FL001970020	73%
Marine Industries Association of South Florida (MIASF) Apprenticeship Program, GNJ	2019-FL-73865	43%
MARS CDC Apprenticeship Program for Men and Women	2019-FL-72311	*100%*
Masonry Association of Florida, Inc. GNJ	FL007930012	*33%*
M-DCPS Apprenticeship Program, GNJ	2021-FL-81435	82%
Media Arts and Creative Technologies Apprenticeship Program, INJ	2022-FL-110528	*100%*
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	71%
Miami Joint Electrical Apprenticeship Committee	FL007450001	76%
Miami-Dade Plumbers Joint Apprentice & Educational Committee	FL007390001	53%

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REGISTERED PROGRAM NAME	PROGRAM NUMBER	RETENTION RATE
Mid Florida Ironworkers JAC	FL008640001	50%
Mid-Florida Electrical GNJ	FL008780004	62%
Nassau County Board of County Commissioners IJ	FL013091932	*63%*
North Central Florida Operating Engineers JAC	FL008570001	74%
North Florida Carpenters JATC	FL008510001	57%
North Florida Ironworkers JAC	FL008890009	65%
North Florida Sheet Metal Workers JATC	FL008460001	56%
North Florida Workforce Development Board., dba CareerSource North Florida Apprenticeship Program, GNJ	2020-FL-75934	*0%*
North Port Fire Rescue District IJ	FL007870016	*100%*
Northeast Florida Builders Association GNJ	FL008730002	67%
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	39%
Ocala Utility Services IJW	FL008810009	*88%*
Orange Technical College - West Apprenticeship Program, GNJ	2020-FL-76031	*88%*
Orange Technical College - Winter Park Apprenticeship Program GNJ	2021-FL-93604	*100%*
Orlando Laborers & North FLorida Apprenticeship Program, JATC	FL005135188	64%
Orlando Plumbers & Pipefitters JAC	FL008470001	68%
Palm Beach County Ironworkers JAC	FL007580001	*100%*
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	75%
Paragon Cyber Solutions, INJ	2020-FL-79545	*67%*
Pasco County Child Care Apprenticeship IJW	FL007900011	90%
Pasco-Hernando State College Apprenticeship Program, GNJ	2021-FL-87901	*100%*
Pensacola Electrical Apprenticeship College GNJ	FL007730001	67%

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REGISTERED PROGRAM NAME	PROGRAM NUMBER	RETENTION RATE
Peoples Gas System, IJW	2020-FL-74484	96%
Pinellas Association of Plumbing, Heating & Cooling Contractors, GNJ	FL006990005	*100%*
Pinellas County Schools Child Care Apprenticeship INJ	FL001970009	65%
Pinellas Park Fire Department Apprenticeship Program IJ	FL006120148	*0%*
Piper Aircraft Apprenticeship Program, INJ	2018-FL-72032	*71%*
Plumbing Contractors Association Apprenticeship Program, Inc., GNJ	2018-FL-70707	85%
Plumbing Industry Professional Education GNJ	FL005070003	100%
Power Design, Inc., INJ	2019-FL-73394	82%
Powertown Line Construction Apprenticeship INJ	FL006156743	91%
RACCA, Inc. GNJ	FL001960008	100%
Sarasota County Fire Department JATC	FL007830023	*96%*
School Board of Broward Co FL Physical Plant Operations	FL007740006	*100%*
SECO Energy, INJ	2022-FL-111641	94%
Sheet Metal Workers' Local 15 JATCTF	FL007690001	33%
Sheet Metal Workers Local 32 JAC	FL007470002	63%
Shelby Erectors, Inc., INJ	2019-FL-72830	*0%*
South FL Carpenters JATC	FL007460011	64%
South Florida Ironworkers LU 272 JATTC	FL007540003	*43%*
South Florida Manufacturers Association GNJ	FL011090024	53%
South Florida Operating Engineers JAC	FL007900016	49%
Southeast Power Corporation Groundman To Lineman Apprenticeship Program INJ	2017-FL-316	70%
Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	*50%*

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Retention rates are calculated using apprentice data pulled from the USDOL RAPIDS data system on July 5, 2023.
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APPENDIX H-1

Registered Apprenticeship Program Retention Rates by Program Sponsor, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	RETENTION RATE
Space Coast Machinist Apprenticeship Program GNJ	FL001980005	86%
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	*100%*
St. Petersburg Fire & Rescue IJ	FL007840013	86%
Summit Fire and Security, INJ	2022-FL-111900	83%
Tallahassee Refrigeration and Air Conditioning Contractors Association Apprenticeship Program, GNJ	2020-FL-76027	100%
Tampa Area Electrical JATC	FL007880004	86%
Tampa Bay Pipe Trades JATC	FL007630001	64%
Tampa Electric Company IJW	FL003020002	91%
Tampa Ironworkers JATC	FL007570002	58%
Tampa Millwrights JATC	FL007670002	79%
Technical Education Council, LLC	2019-FL-72946	100%
Tharp Plumbing Systems Apprenticeshp Program INJ	FL005111363	*80%*
Bee2Bee Network Apprenticeship Program INJ	2021-FL-93447	100%
The Fishel Company INJ	FL003030005	100%
TradeUp Academy HVAC Apprentice Program, GNJ	2022-FL-111520	*100%*
Tri County Apprenticeship Academy GNJ	FL004040001	49%
TruMont Apprenticeship Program, GNJ	2020-FL-78997	*57%*
United Service Training Corp GNJ	FL007840018	76%
Utilities Commission, City of New Smyrna Beach INJ	FL008700002	*100%*
Venice Theatre INJ	FL003060001	*100%*
Withlacoochee River Elect INJ	FL008870017	82%

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APPENDIX H-2

REGISTERED APPRENTICESHIP PROGRAM RETENTION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION, 2021-22

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

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
A/C Contractors Association of Central FL GNJ	FL008910004	Heating and Air Conditioning Technician and Installer	100%
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Electrician	59%
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Power Line Erector	69%
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Pipe Fitter (Sprinkler Fitter Specialization)	75%
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Plumber	62%
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Roofer	41%
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Heating and Air Conditioning Technician and Installer	50%
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Electrician	70%
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Fire Suppression Technician	*100%*
ABO Apprenticeship INJ	FL005081357	Pipe Fitter	*0%*
ABO Apprenticeship INJ	FL005081357	Sheet Metal Worker	50%
ABO Apprenticeship INJ	FL005081357	Plumber	*100%*

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APPENDIX H-2

Registered Apprenticeship Program Retention Rates by Program Sponsor and Trade/Occupation, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
ACF Sarasota Bay Chef Association, GNJ	FL007900025	Cook	*0%*
ACRA-Local 725 JATC	FL007490002	Heating and Air Conditioning Technician and Installer	77%
ACRA-Local 725 JATC	FL007490002	Pipe Fitter	*63%*
American Culinary Federation GNJ	FL007900017	Cook	*0%*
AmSkills Apprenticeship Program, GNJ	2019-FL-72596	CNC Programmer - Milling and Turning	*100%*
Apprenticeships to Careers at AdventHealth, INJ	2020-FL-75893	Advanced Patient Care Technician	33%
Argos - AI Apprenticeship Program, GNJ	2020-FL-78246	Cyber Security Support Technician	*100%*
Armstrong Elevator Apprenticeship Program, INJ	2022-FL-111495	Elevator Constructor	*100%*
Arthrex Manufacturing Apprenticeship Program INJ	FL006090032	Numerical Control Machinist and Operator	*50%*
Asbestos Workers Local Union #60 JAC	FL007710001	Composite Plastic Fabricator	*100%*
Baker Concrete Construction, Inc. Apprenticeship Program, INJ	2020-FL-78520	Carpenter	27%
Bartelt Packaging, LLC Apprenticeship, INJ	2020-FL-75839	Machine Builder	*0%*
Bay Area Building Maintenance Apprenticeship GNJ	FL007900005	Industrial Maintenance Mechanic	*100%*
Bay Area Electrical Apprenticeship Program GNJ	FL006010005	Electrician	100%
Brevard Air Conditioning Contractors Assn Inc. GNJ	FL001970007	Heating and Air Conditioning Technician and Installer	100%

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Registered Apprenticeship Program Retention Rates by Program Sponsor and Trade/Occupation, 2021-22

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Brevard Electrical Apprenticeship Program GNJ	FL008850020	Electrician	89%
Broward County Plumbers & Pipefitters JAC	FL007460006	Plumber	95%
Builders Assn. of North Central FL Master Trade Co	FL013060003	Electrician	95%
Builders Assn. of North Central FL Master Trade Co	FL013060003	Heating and Air Conditioning Technician and Installer	75%
Builders Assn. of North Central FL Master Trade Co	FL013060003	Plumber	*83%*
Builders Assn. of North Central FL Master Trade Co	FL013060003	Carpenter	*71%*
CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	Computer Support Specialist	*100%*
CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	Network Support Technician	*75%*
CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	Cyber Security Support Technician	*100%*
CE Academy, INJ	2021-FL-87932	Electrician	70%
Central Florida Carpenters JATC	FL008850019	Carpenter	82%
Central Florida Child Care Educators Apprenticeship Program, GNJ	FL008920009	Child Care Development Specialist	*80%*
Central Florida Electrical JATC	FL008660001	Electrician (Interior)*	68%
Central Florida Electrical JATC	FL008660001	Residential Wireman	*67%*
Central Florida Electrical JATC	FL008660001	Electrician (Maintenance)*	77%
Central Florida Electrical Teledata JATC	FL005000002	Telecommunications Technician	*75%*

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APPENDIX H-2

Registered Apprenticeship Program Retention Rates by Program Sponsor and Trade/Occupation, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
Central Florida Heat & Frost & Allied Workers JATT	FL007680001	Composite Plastic Fabricator	*0%*
Central Florida Mechanical JATC	FL005060002	Diesel Mechanic	88%
CHELCO (Choctawhatchee Electric Cooperative) INJ	FL007860003	Power Line Erector	*100%*
Child Care Apprenticeship Program of Pasco County	FL001940004	Child Care Development Specialist	78%
Child Care Apprenticeship Program of Pinellas GNJ	FL007890019	Child Care Development Specialist	62%
Childcare Apprenticeship Program of Manatee County	FL007900014	Child Care Development Specialist	60%
Circuit Electric Inc., INJ	2017-FL-790	Electrician	*67%*
City of Bartow IJ	FL005101362	Power Line Repairer	*100%*
City of Leesburg Electric Utility INJ	FL001950006	Power Line Erector	*100%*
City of St. Petersburg IJW	FL007860011	Industrial Maintenance Mechanic (Maint Mechanic [Any Industry])*	*100%*
City of St. Petersburg IJW	FL007860011	Industrial Maintenance Mechanic (Mainentance Tech Municipal)*	*60%*
City of St. Petersburg IJW	FL007860011	Pipe Fitter	79%
City of St. Petersburg IJW	FL007860011	Meter Repairer	*75%*
City of Tallahassee Apprentice Meter Technician II, INJ	FL010100020	Electic Meter Installer	*100%*
City of Tallahassee Electric Production / Power Plant Operator	FL013135192	Power-Plant Operator	*100%*
City of Tallahassee Lineworker, INJ	FL010050001	Power Line Erector	*100%*
City of Tallahassee Utilities Apprenticeship Program, INJ	2020-FL-78483	Relay Technician	*100%*

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Registered Apprenticeship Program Retention Rates by Program Sponsor and Trade/Occupation, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
City of Venice Fire Department IJ	FL007830022	Fire Fighter	80%
Coastline K9 Apprenticeship Program, INJ	2022-FL-103943	Animal Trainer	*100%*
Daytona Beach Electrical JATC	FL008460002	Electrician	88%
Daytona Beach Plumbers & Pipefitters JAC	FL008500001	Pipe Fitter	81%
Daytona Beach Plumbers & Pipefitters JAC	FL008500001	Plumber	*0%*
Daytona Toyota, INJ	2021-FL-87900	Automotive Service Mechanic	*100%*
Emerging Technology Apprenticeship Program, GNJ	2021-FL-81322	Instrumentation and Controls Technician	*100%*
Emerging Technology Apprenticeship Program, GNJ	2021-FL-81322	Information Assurance Specialist	*100%*
Englewood Area Fire Control District IJ	FL007880008	Fire Fighter	*100%*
Flagler County Community Apprenticeship Program GNJ	FL008880010	Electrician	*86%*
Flagler County Community Apprenticeship Program GNJ	FL008880010	Heating and Air Conditioning Technician and Installer	*0%*
Florida Air Conditioning Apprenticeship Assn. GNJ	FL009040001	Heating and Air Conditioning Technician and Installer	86%
Florida Association of Plumbing-Heating-Cooling Contractors, GNJ	2020-FL-78177	Plumber	*100%*
Florida Association of Rehabilitation Facilities (Florida ARF), GNJ	2019-FL-72689	Direct Support Specialist	*100%*
Florida Automatic Sprinkler Training, Inc. GNJ	FL005050002	Pipe Fitter (Sprinkler Fitter Specialization)	100%
Florida Behavioral Health Association, Inc.	2022-FL-111479	Addictions Counselor	*100%*

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Registered Apprenticeship Program Retention Rates by Program Sponsor and Trade/Occupation, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
Florida Behavioral Health Association, Inc.	2022-FL-111479	Peer Specialist	*100%*
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	Carpenter (Framing and Finishing)*	33%
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	Carpenter (Forms and Concrete)*	*100%*
Florida Construction Apprenticeship Training Corporation, GNJ	FL009000001	Electrician	*0%*
Florida East Coast Electrical JATC	FL007460005	Electrician	69%
Florida Electric Apprenticeship & Training GNJ	FL008870020	Electrician	70%
Florida Electrical Association Tri-County Apprenticeship, GNJ	FL008930001	Electrician	57%
Florida Finishing Trades Institute JATC	FL008620001	Painter (Indust Coating and Lining Specialist)*	*67%*
Florida Finishing Trades Institute JATC	FL008620001	Painter (Decorator)*	97%
Florida Finishing Trades Institute JATC	FL008620001	Glazier	*75%*
Florida Finishing Trades Institute JATC	FL008620001	Drywall Finisher	*100%*
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Carpenter	*0%*
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Electrician	62%
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Heating and Air Conditioning Technician and Installer	54%
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Plumber	67%
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Sheet Metal Worker	9%

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APPENDIX H-2

Registered Apprenticeship Program Retention Rates by Program Sponsor and Trade/Occupation, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Pipe Fitter (Sprinkler Fitter Specialization)	49%
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Construction Craft Laborer	89%
Florida Pile Drivers JATC	FL007790004	Pile Driver	25%
Florida Pile Drivers JATC	FL007790004	Carpenter	*60%*
Florida Public Utilities Co IJ -Northeast Division	FL008860004	Power Line Erector	*0%*
Florida Sprinkler Fitters JATC	FL007530001	Pipe Fitter (Sprinkler Fitter Specialization)	100%
Florida Training Services Apprenticeship Program, GNJ	2022-FL-104101	Electrician	54%
Florida Training Services Apprenticeship Program, GNJ	2022-FL-104101	Heating and Air Conditioning Technician and Installer	50%
Florida Training Services Apprenticeship Program, GNJ	2022-FL-104101	Plumber	74%
Florida West Coast Carpenters JAC	FL007700001	Carpenter	*20%*
Florida West Coast Operating Engineers JAC	FL007900013	Heavy Equipment Mechananic	86%
FloridaMakes Advanced Manufacturing Apprenticeship Program, GNJ	2020-FL-78138	Industrial Manufacturing Technician	*100%*
FLNGA Nursery & Landscape Apprenticeship Program, GNJ	2020-FL-78865	Horticulture Technician	*100%*
FLNGA Nursery & Landscape Apprenticeship Program, GNJ	2020-FL-78865	Irrigation Technician	*100%*
Fort Pierce Utility Authority, INJ	FL008090195	Power Line Erector	*100%*
Fort Pierce Utility Authority, INJ	FL008090195	Load Dispatcher	*100%*
Gainesville Electrical JATC	FL008480002	Electrician	82%

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REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
Glades Electric Coop IJ	FL007780009	Power Line Erector	*86%*
GMF Innovation Lab, INJ	2022-FL-112325	Structural Steel Worker/Ironworker	100%
Guardian Angels Medical Service Dogs, Inc	2018-FL-71371	Animal Trainer	*20%*
Gulf Coast Electric JAC	FL007720001	Electrician	72%
Hamilton-Ryker TalentGro	2021-FL-93867	Certified Nurse Assistant	*79%*
Hamilton-Ryker TalentGro	2021-FL-93867	Licensed Practical Nurse	80%
Heartland Electrical Apprenticeship Program GNJ	FL007890015	Electrician	81%
Housing Authority of the City of Ft Lauderdale INJ	FL001940005	Industrial Maintenance Mechanic	*100%*
iBuild Carpentry Apprenticeship Program, GNJ	2019-FL-73592	Carpenter	*100%*
iBuild Carpentry Apprenticeship Program, GNJ	2019-FL-73592	Infrastructure Specialist	100%
Independent Electrical Contractors-FECC, Inc., GNJ	2019-FL-72858	Electrician	92%
Independent Electrical Contractors, Inc (FWCC) GNJ	FL007820007	Electrician	85%
Indian River State College Apprenticeship Program, GNJ	2020-FL-75885	Surgical Technologist	*67%*
Indian River State College Apprenticeship Program, GNJ	2020-FL-75885	Medical Assistant	*78%*
Internat'L Union of Elevator Constructors (LUEC) LU #13	FL005030004	Elevator Constructor	100%
International Union of Elevator Constructors (LUEC) LU74 JAC	FL003030002	Elevator Constructor	*89%*

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International Union of Elevator Constructors #49	FL013030003	Elevator Constructor	*100%*
Internat'l Union of Elevator Constructors (LUEC) LU #71 JAC	FL011030002	Elevator Constructor	100%
Jacksonville Electrical JATC	FL008450001	Electrician	*56%*
Jacksonville Plumbers & Pipefitters JATT	FL008480001	Heating and Air Conditioning Technician and Installer	88%
Jacksonville Plumbers & Pipefitters JATT	FL008480001	Pipe Fitter	94%
Jacksonville Plumbers & Pipefitters JATT	FL008480001	Plumber	95%
JEA IJW	FL008910005	Cable Splicer	*75%*
JEA IJW	FL008910005	Power Line Repairer	81%
JEA IJW	FL008910005	Industrial Maintenance Mechanic	74%
JEA IJW	FL008910005	Electic Meter Installer	*60%*
Lake Sumter State College Apprenticeship Program, GNJ	2021-FL-80240	Electrician	92%
Learning Alliance Corporation Apprenticeship, GNJ	2021-FL-80626	Telecommunications Technician	86%
Learning Alliance Corporation Apprenticeship, GNJ	2021-FL-80626	Computer Support Specialist	*67%*
Learning Alliance Corporation Apprenticeship, GNJ	2021-FL-80626	Marketer	*100%*
Learning Alliance Corporation Apprenticeship, GNJ	2021-FL-80626	Multimedia Producer	*100%*
Lee County BoCC Apprenticeship Program, INJ	2019-FL-73670	Heating and Air Conditioning Technician and Installer	*100%*

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Registered Apprenticeship Program Retention Rates by Program Sponsor and Trade/Occupation, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
Lee County BoCC Apprenticeship Program, INJ	2019-FL-73670	Plumber	*100%*
Lively Tech Apprenticeship Program	2019-FL-72613	Automotive Service Mechanic	*100%*
Lively Tech Apprenticeship Program	2019-FL-72613	Senior Network Consultant	*50%*
Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	Heating and Air Conditioning Technician and Installer	47%
Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	Plumber	*75%*
Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	Electrician	53%
Lorenzo Walker Technical College Apprenticeship Program, GNJ	2020-FL-75938	Heating and Air Conditioning Technician and Installer	100%
Lutheran Services of Florida, Inc. d/b/a LSF Health Systems GNJ	2022-FL-111805	Certified Recovery Peer Specialist	83%
MACCA Manasota A/C Contractors Association, GNJ	FL001970020	Heating and Air Conditioning Technician and Installer	73%
Marine Industries Association of South Florida (MIASF) Apprenticeship Program, GNJ	2019-FL-73865	Yacht Service Technician	43%
MARS CDC Apprenticeship Program for Men and Women	2019-FL-72311	Carpenter	*100%*
Masonry Association of Florida, Inc. GNJ	FL007930012	Bricklayer	*33%*
M-DCPS Apprenticeship Program, GNJ	2021-FL-81435	Automotive Service Mechanic	84%
M-DCPS Apprenticeship Program, GNJ	2021-FL-81435	Diesel Mechanic	*50%*
Media Arts and Creative Technologies Apprenticeship Program, INJ	2022-FL-110528	Multimedia Producer	*100%*

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The 2022-23 Annual Apprenticeship Report, Appendix H-2 does not include preapprenticeship program retention rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program retention rates.

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NOTE: Retention rates are calculated based upon the most recent start date in the program; however, this date can be amended in RAPIDS and may not reflect the individual's original start date in the program.

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APPENDIX H-2

Registered Apprenticeship Program Retention Rates by Program Sponsor and Trade/Occupation, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Automotive Technician	63%
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Operations Management	*50%*
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Customs Broker	*100%*
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Help Desk Technician	*100%*
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Storage and Distribution Manager	*100%*
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Automotive Service Mechanic	78%
Miami Joint Electrical Apprenticeship Committee	FL007450001	Electrician	76%
Miami-Dade Plumbers Joint Apprentice & Educational Committee	FL007390001	Plumber	53%
Mid Florida Ironworkers JAC	FL008640001	Structural Steel Worker/Ironworker (Steel Worker)*	48%
Mid Florida Ironworkers JAC	FL008640001	Structural Steel Worker/Ironworker (Ironworker)*	*100%*
Mid-Florida Electrical GNJ	FL008780004	Electrician	62%
Nassau County Board of County Commissioners IJ	FL013091932	Carpenter	*0%*
Nassau County Board of County Commissioners IJ	FL013091932	Electrician	*67%*
Nassau County Board of County Commissioners IJ	FL013091932	Heating and Air Conditioning Technician and Installer	*75%*
North Central Florida Operating Engineers JAC	FL008570001	Heavy Equipment Mechananic	74%
North Florida Carpenters JATC	FL008510001	Carpenter	57%

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APPENDIX H-2

Registered Apprenticeship Program Retention Rates by Program Sponsor and Trade/Occupation, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
North Florida Ironworkers JAC	FL008890009	Structural Steel Worker/Ironworker	65%
North Florida Sheet Metal Workers JATC	FL008460001	Sheet Metal Worker	56%
North Florida Workforce Development Board., dba CareerSource North Florida Apprenticeship Program, GNJ	2020-FL-75934	Career Development Technician	*0%*
North Port Fire Rescue District IJ	FL007870016	Fire Medic	*100%*
Northeast Florida Builders Association GNJ	FL008730002	Carpenter	64%
Northeast Florida Builders Association GNJ	FL008730002	Electrician	72%
Northeast Florida Builders Association GNJ	FL008730002	Heating and Air Conditioning Technician and Installer	52%
Northeast Florida Builders Association GNJ	FL008730002	Plumber	79%
Northeast Florida Builders Association GNJ	FL008730002	Sheet Metal Worker	*33%*
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	CNC Operator - Milling and Turning	*100%*
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	Heating and Air Conditioning Technician and Installer	*50%*
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	Carpenter	*0%*
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	Cook	*43%*
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	Network And Computer Systems Administrator	*25%*
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	Plumber	*0%*

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APPENDIX H-2

Registered Apprenticeship Program Retention Rates by Program Sponsor and Trade/Occupation, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
Ocala Utility Services IJW	FL008810009	Power Line Erector	*83%*
Ocala Utility Services IJW	FL008810009	Electrician	*100%*
Ocala Utility Services IJW	FL008810009	Industrial Maintenance Mechanic	*100%*
Orange Technical College - West Apprenticeship Program, GNJ	2020-FL-76031	Medical Assistant	*88%*
Orange Technical College - Winter Park Apprenticeship Program GNJ	2021-FL-93604	Cyber Security Support Technician	*100%*
Orlando Laborers & North FLorida Apprenticeship Program, JATC	FL005135188	Construction Craft Laborer	64%
Orlando Plumbers & Pipefitters JAC	FL008470001	Heating and Air Conditioning Technician and Installer	70%
Orlando Plumbers & Pipefitters JAC	FL008470001	Industrial Maintenance Mechanic	100%
Orlando Plumbers & Pipefitters JAC	FL008470001	Pipe Fitter	*22%*
Orlando Plumbers & Pipefitters JAC	FL008470001	Plumber	*60%*
Palm Beach County Ironworkers JAC	FL007580001	Structural Steel Worker/Ironworker	*100%*
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Heating and Air Conditioning Technician and Installer	88%
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Pipe Fitter	*57%*
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Plumber	69%
Paragon Cyber Solutions, INJ	2020-FL-79545	Cyber Security Support Technician	*67%*
Pasco County Child Care Apprenticeship IJW	FL007900011	Child Care Development Specialist	90%
Pasco-Hernando State College Apprenticeship Program, GNJ	2021-FL-87901	Industrial Maintenance Mechanic	*100%*

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APPENDIX H-2

Registered Apprenticeship Program Retention Rates by Program Sponsor and Trade/Occupation, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
Pensacola Electrical Apprenticeship College GNJ	FL007730001	Electrician	67%
Peoples Gas System, IJW	2020-FL-74484	Gas Utility Technician	96%
Pinellas Association of Plumbing, Heating & Cooling Contractors, GNJ	FL006990005	Plumber	*100%*
Pinellas County Schools Child Care Apprenticeship INJ	FL001970009	Child Care Development Specialist	65%
Pinellas Park Fire Department Apprenticeship Program IJ	FL006120148	Fire Fighter	*0%*
Piper Aircraft Apprenticeship Program, INJ	2018-FL-72032	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	*71%*
Plumbing Contractors Association Apprenticeship Program, Inc., GNJ	2018-FL-70707	Plumber	85%
Plumbing Industry Professional Education GNJ	FL005070003	Plumber	100%
Power Design, Inc., INJ	2019-FL-73394	Electrician	82%
Powertown Line Construction Apprenticeship INJ	FL006156743	Power Line Repairer	91%
RACCA, Inc. GNJ	FL001960008	Heating and Air Conditioning Technician and Installer	100%
RACCA, Inc. GNJ	FL001960008	Refrigeration Mechanic	100%
Sarasota County Fire Department JATC	FL007830023	Fire Medic	*96%*
School Board of Broward Co FL Physical Plant Operations	FL007740006	Carpenter	*100%*
School Board of Broward Co FL Physical Plant Operations	FL007740006	Electrician	*100%*
School Board of Broward Co FL Physical Plant Operations	FL007740006	Heating and Air Conditioning Technician and Installer	*100%*

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APPENDIX H-2

Registered Apprenticeship Program Retention Rates by Program Sponsor and Trade/Occupation, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
School Board of Broward Co FL Physical Plant Operations	FL007740006	Plumber	*100%*
SECO Energy, INJ	2022-FL-111641	Power Line Erector	94%
Sheet Metal Workers' Local 15 JATCTF	FL007690001	Sheet Metal Worker	33%
Sheet Metal Workers Local 32 JAC	FL007470002	Sheet Metal Worker	63%
Shelby Erectors, Inc., INJ	2019-FL-72830	Reinforcing Metal Worker	*0%*
South FL Carpenters JATC	FL007460011	Carpenter	64%
South Florida Ironworkers LU 272 JATTC	FL007540003	Structural Steel Worker/Ironworker	*43%*
South Florida Manufacturers Association GNJ	FL011090024	CNC Programmer - Milling and Turning	53%
South Florida Operating Engineers JAC	FL007900016	Heavy Equipment Mechananic	49%
Southeast Power Corporation Groundman To Lineman Apprenticeship Program INJ	2017-FL-316	Power Line Erector	70%
Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	Advanced Machinist	*0%*
Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	Mechatronics Technician	*100%*
Space Coast Machinist Apprenticeship Program GNJ	FL001980005	Machinist	86%
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	Application Developer	*100%*
St. Petersburg Fire & Rescue IJ	FL007840013	Fire Fighter	86%
Summit Fire and Security, INJ	2022-FL-111900	Building Inspector	*100%*

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REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
Summit Fire and Security, INJ	2022-FL-111900	Pipe Fitter (Sprinkler Fitter Specialization)	*75%*
Tallahassee Refrigeration and Air Conditioning Contractors Association Apprenticeship Program, GNJ	2020-FL-76027	Heating and Air Conditioning Technician and Installer	100%
Tampa Area Electrical JATC	FL007880004	Electrician	*100%*
Tampa Area Electrical JATC	FL007880004	Electrician (Interior)*	85%
Tampa Bay Pipe Trades JATC	FL007630001	Heating and Air Conditioning Technician and Installer	*50%*
Tampa Bay Pipe Trades JATC	FL007630001	Pipe Fitter	71%
Tampa Bay Pipe Trades JATC	FL007630001	Plumber	55%
Tampa Electric Company IJW	FL003020002	Cable Splicer	*100%*
Tampa Electric Company IJW	FL003020002	Field Service Engineer	100%
Tampa Electric Company IJW	FL003020002	Power Line Repairer	80%
Tampa Electric Company IJW	FL003020002	Electrician	100%
Tampa Ironworkers JATC	FL007570002	Structural Steel Worker/Ironworker	58%
Tampa Millwrights JATC	FL007670002	Millwright	79%
Technical Education Council, LLC	2019-FL-72946	Electrician	100%
Tharp Plumbing Systems Apprenticeshp Program INJ	FL005111363	Plumber	*80%*
Bee2Bee Network Apprenticeship Program INJ	2021-FL-93447	Application Developer	100%
The Fishel Company INJ	FL003030005	Power Line Repairer	100%
TradeUp Academy HVAC Apprentice Program, GNJ	2022-FL-111520	Heating and Air Conditioning Technician and Installer	*100%*

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APPENDIX H-2

Registered Apprenticeship Program Retention Rates by Program Sponsor and Trade/Occupation, 2021-22

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION	RETENTION RATE
Tri County Apprenticeship Academy GNJ	FL004040001	Electrician	50%
Tri County Apprenticeship Academy GNJ	FL004040001	Heating and Air Conditioning Technician and Installer	38%
Tri County Apprenticeship Academy GNJ	FL004040001	Pipe Fitter	64%
Tri County Apprenticeship Academy GNJ	FL004040001	Plumber	44%
TruMont Apprenticeship Program, GNJ	2020-FL-78997	Registered Nurse Resident	*50%*
TruMont Apprenticeship Program, GNJ	2020-FL-78997	Home Health Aide	*60%*
United Service Training Corp GNJ	FL007840018	Plumber	76%
Utilities Commission, City of New Smyrna Beach INJ	FL008700002	Power Line Repairer	*100%*
Venice Theatre INJ	FL003060001	Stage Technician	*100%*
Withlacoochee River Elect INJ	FL008870017	Meter Repairer	*100%*
Withlacoochee River Elect INJ	FL008870017	Electrician (Mainentance)*	*75%*
Withlacoochee River Elect INJ	FL008870017	Electrician (Substation)*	*100%*
Withlacoochee River Elect INJ	FL008870017	Power Line Erector	81%

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APPENDIX I-1

PROGRAM COSTS FOR REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY SCHOOL DISTRICT AND FLORIDA COLLEGE SYSTEM (FCS) INSTITUTION, 2021-22

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

TYPE OF AGENCY	AGENCY NAME	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
District	Brevard	$29,767	$27,241	$2,526
District	Broward	$1,414,800	$1,383,828	$30,972
District	Collier	$615,405	$606,066	$9,339
District	Miami-Dade	$2,312,848	$2,236,176	$76,672
District	Escambia	$124,716	$114,998	$9,718
District	Flagler	$255,817	$231,023	$24,796
District	Hillsborough	$4,003,382	$3,762,987	$240,332
District	Lake	$474,118	$474,118	$-
District	Lee[4]	$833,207	$711,226	$121,982
District	Leon*	$25,462	$24,482	$980
District	Manatee	$110,628	$107,889	$2,739
District	Marion	$110,628	$107,889	$2,739

Total costs = Instructional Costs + Administrative Costs
The source of costs data for District and Florida College System institutions is the Office of Funding and Financial Reporting (OFFR) and supplemental data unless denoted by an (*).
(*) denotes instances where costs were erroneously reported by an agency in the OFFR cost report and were updated and obtained in a supplemental format.
Cost data is not reflective of institutions that did not report program costs.
"1 Total Costs for districts is referred to as ""total program costs"" within district financial reports. District finance data can be located at https://web08.fldoe.org/TransparencyReports/CostReportSelectionPage.aspx
Total Costs for Florida College System institions is referred to as ""total instruction costs"" within FCS financial reports. FCS finance data can be located https://www.fldoe.org/schools/higher-ed/fl-college-system/about-us/finance/cost-analysis.stml
2 District Instructional costs are the sum of direct costs and school costs within Office of Funding and Financial Reporting (OFFR) costs reports. College instructional costs are the sum of total direct instruction and allocated instructional support costs within the Cost Analysis detailed report located https://www.fldoe.org/schools/higher-ed/fl-college-system/about-us/finance/cost-analysis.stml.
3 District administrative costs are district indirect costs within Office of Funding and Financial Reporting (OFFR) costs reports. College administrative costs are collegewide instructional support costs within the Cost Analysis detailed report located https://www.fldoe.org/schools/higher-ed/fl-college-system/about-us/finance/cost-analysis.stml.
4 Information acquired in March 2023 in a supplemental format from agencies that did not report cost to the State at all.
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APPENDIX I-1

Program Costs for Registered Apprenticeship and Preapprenticeship Programs by School District and Florida College System (FCS) Institution, 2021-22

TYPE OF AGENCY	AGENCY NAME	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
District	Nassau	$175,828	$161,415	$14,413
District	Orange	$3,321,827	$2,892,778	$429,049
District	Osceola	$5,530	$4,593	$937
District	Palm Beach	$146,168	$140,208	$5,960
District	Pasco	$572,176	$560,705	$11,471
District	Pinellas	$1,821,155	$1,746,520	$74,635
District	Polk	$122,061	$119,723	$2,338
District	St. Johns	$2,386	$2,372	$14
District	Santa Rosa	$257,240	$243,262	$13,978
District	Sarasota	$1,368,749	$1,268,327	$100,422
FCS	Daytona State College	$931,468	$727,575	$203,893
FCS	Hillsborough Community College	$1,568,189	$1,321,847	$246,342
FCS	Indian River State College	$214,085	$157,600	$56,485
FCS	Miami Dade College	$36,901	$28,590	$8,311
FCS	Palm Beach State College	$551,040	$489,203	$61,837
FCS	Pasco-Hernando State College	$7,121	$4,618	$2,503
FCS	Santa Fe College	$674,124	$535,209	$138,914
FCS	Seminole State College Of Florida	$481,265	$403,671	$77,594

Total costs = Instructional Costs + Administrative Costs
The source of costs data for District and Florida College System institutions is the Office of Funding and Financial Reporting (OFFR) and supplemental data unless denoted by an (*).
(*) denotes instances where costs were erroneously reported by an agency in the OFFR cost report and were updated and obtained in a supplemental format.
Cost data is not reflective of institutions that did not report program costs.
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Program Costs for Registered Apprenticeship and Preapprenticeship Programs by School District and Florida College System (FCS) Institution, 2021-22

TYPE OF AGENCY	AGENCY NAME	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
FCS	South Florida State College	$190,029	$128,320	$61,709
FCS	St. Petersburg College	$167,149	$117,156	$49,993
FCS	Tallahassee Community College	$49,378	$31,454	$17,924
FCS	The College of The Florida Keys	$108,115	$73,621	$34,494
	DISTRICT TOTAL	**$18,103,898**	**$16,927,826**	**$1,176,011**
	FCS TOTAL	**$4,978,864**	**$4,018,865**	**$959,999**
	STATE TOTAL	**$23,082,762**	**$20,946,690**	**$2,136,010**

Total costs = Instructional Costs + Administrative Costs
The source of costs data for District and Florida College System institutions is the Office of Funding and Financial Reporting (OFFR) and supplemental data unless denoted by an (*).
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Cost data is not reflective of institutions that did not report program costs.
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APPENDIX I-2

PROGRAM COSTS FOR REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS IN SCHOOL DISTRICTS AND FLORIDA COLLEGE SYSTEM (FCS) INSTITUTIONS BY TRADE/OCCUPATION, 2021-22

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

TRADE/OCCUPATION	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
Air Conditioning Refrigeration and Heating Technology	$3,676,516	$3,416,391	$260,021
Applied Welding Technologies	$1,842	$1,604	$238
Automotive Service Technology	$106,299	$102,761	$3,538
Aviation Structures & Assembly Technician	$8,679	$6,389	$2,290
Brick and Block Masonry	$134,494	$124,825	$9,668
Building Construction Technologies	$40,299	$36,482	$3,817
Carpentry	$444,363	$410,751	$33,609
Commercial and Industrial Insulation	$76,411	$72,974	$3,437
Commercial Foods and Culinary Arts	$22,758	$19,229	$3,529
Diesel Mechanic	$122,130	$106,583	$15,546
Early Childhood Education	$1,728,656	$1,621,565	$107,091
Electrical and Instrumentation Technology	$6,521	$6,043	$478
Electrical Line Service and Repair	$251,038	$205,177	$48,475

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

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APPENDIX I-2

Program Costs for Registered Apprenticeship and Preapprenticeship Programs in School Districts and Florida College System (FCS) Institutions by Trade/Occupation, 2021-22

TRADE/OCCUPATION	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
Electrician	$9,266,446	$8,258,747	$1,007,771
Elevator Constructor Mechanic	$95,790	$93,693	$2,097
Fire Fighter	$630,153	$585,527	$44,626
Fire Sprinkler System Technology	$682,787	$590,611	$92,167
Glazing	$3,761	$3,678	$83
Heavy Equipment Operation	$318,461	$300,765	$17,696
Industrial Machinery Maintenance	$44,013	$42,175	$1,838
Industrial Pipefitter	$905,196	$807,047	$98,105
Information Technology	$8,173	$7,357	$816
Machining	$338,076	$330,046	$8,029
Medical Assisting	$65,621	$56,496	$9,125
Millwright	$226,186	$212,607	$13,578
Painting and Decorating	$23,830	$23,308	$522
Patient Care Technician	$49,127	$33,235	$15,984
Plumbing Technology	$2,270,438	$2,047,123	$223,315
Pre-Apprenticeship	$388,001	$360,674	$24,713
Roadway Technician	$51,398	$49,241	$2,157
Roofing	$13,155	$12,867	$288
Service Animal Trainer	$6,197	$5,825	$372

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APPENDIX I-2

Program Costs for Registered Apprenticeship and Preapprenticeship Programs in School Districts and Florida College System (FCS) Institutions by Trade/Occupation, 2021-22

TRADE/OCCUPATION	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
Sheet Metal Fabrication Technology	$519,205	$487,509	$31,631
Structural Steel Work	$543,525	$494,455	$49,070
Yacht Service Technician	$13,217	$12,928	$289
TOTAL	**$23,082,762**	**$20,946,690**	**$2,136,010**

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

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APPENDIX I-3

PROGRAM COSTS FOR REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA AND TRADE/OCCUPATION, 2021-22

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

LEA	TRADE/OCCUPATION	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
Brevard	Pre-Apprenticeship	$29,767	$27,241	$2,526
Broward	Elevator Constructor Mechanic	$95,790	$93,693	$2,097
Broward	Carpentry	$33,574	$32,838	$736
Broward	Electrical Line Service and Repair	$98,811	$96,648	$2,163
Broward	Electrician	$584,733	$571,933	$12,800
Broward	Building Construction Technologies	$5,183	$5,070	$113
Broward	Glazing	$3,761	$3,678	$83
Broward	Painting and Decorating	$23,830	$23,308	$522
Broward	Roofing	$13,155	$12,867	$288
Broward	Fire Sprinkler System Technology	$67,522	$66,044	$1,478
Broward	Plumbing Technology	$253,795	$248,239	$5,556
Broward	Yacht Service Technician	$13,217	$12,928	$289

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APPENDIX I-3

Program Costs for Registered Apprenticeship and Preapprenticeship Programs by LEA and Trade/Occupation, 2021-22

LEA	TRADE/OCCUPATION	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
Broward	Brick and Block Masonry	$1,045	$1,022	$23
Broward	Air Conditioning, Refrigeration and Heating Technology	$128,880	$126,059	$2,821
Broward	Machining	$36,966	$36,157	$809
Broward	Structural Steel Work	$16,402	$16,043	$359
Broward	Sheet Metal Fabrication Technology	$860	$841	$19
Broward	Heavy Equipment Operation	$37,276	$36,460	$816
Collier	Pre-Apprenticeship	$156,148	$153,778	$2,370
Collier	Air Conditioning, Refrigeration and Heating Technology	$266,369	$262,327	$4,042
Collier	Machining	$192,888	$189,961	$2,927
Miami-Dade	Electrician	$854,194	$825,877	$28,317
Miami-Dade	Commercial and Industrial Insulation	$42,800	$41,381	$1,419
Miami-Dade	Plumbing Technology	$248,493	$240,255	$8,238
Miami-Dade	Air Conditioning, Refrigeration and Heating Technology	$892,706	$863,112	$29,594
Miami-Dade	Automotive Service Technology	$103,699	$100,261	$3,438
Miami-Dade	Diesel Mechanic	$2,374	$2,296	$79
Miami-Dade	Sheet Metal Fabrication Technology	$168,582	$162,994	$5,589
Escambia	Electrician	$124,716	$114,998	$9,718

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APPENDIX I-3

Program Costs for Registered Apprenticeship and Preapprenticeship Programs by LEA and Trade/Occupation, 2021-22

LEA	TRADE/OCCUPATION	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
Flagler	Early Childhood Education	$164,070	$157,871	$6,199
Flagler	Electrician	$67,842	$61,643	$6,199
Flagler	Air Conditioning, Refrigeration and Heating Technology	$14,406	$8,207	$6,199
Flagler	Pre-Apprenticeship	$9,499	$3,301	$6,199
Hillsborough	Brick and Block Masonry	$97,979	$92,097	$5,882
Hillsborough	Carpentry	$335,908	$315,743	$20,165
Hillsborough	Electrician	$1,827,028	$1,717,348	$109,681
Hillsborough	Commercial and Industrial Insulation	$33,611	$31,593	$2,018
Hillsborough	Plumbing Technology	$536,049	$503,869	$32,180
Hillsborough	Heavy Equipment Operation	$281,185	$264,305	$16,880
Hillsborough	Millwright	$226,186	$212,607	$13,578
Hillsborough	Sheet Metal Fabrication Technology	$239,086	$224,729	$14,357
Hillsborough	Structural Steel Work	$280,243	$263,419	$16,824
Hillsborough	Service Animal Trainer	$6,197	$5,825	$372
Hillsborough	Pre-Apprenticeship	$139,848	$131,452	$8,395
Lake	Air Conditioning, Refrigeration and Heating Technology	$474,118	$474,118	$-
Lee4	Electrician	$556,151	$474,731	$81,421
Lee4	Plumbing Technology	$104,182	$88,930	$15,252

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APPENDIX I-3

Program Costs for Registered Apprenticeship and Preapprenticeship Programs by LEA and Trade/Occupation, 2021-22

LEA	TRADE/OCCUPATION	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
Lee[4]	Industrial Pipefitter	$41,940	$35,800	$6,140
Lee[4]	Air Conditioning, Refrigeration and Heating Technology	$130,933	$111,764	$19,169
Leon*	Information Technology	$2,646	$2,544	$102
Leon*	Air Conditioning, Refrigeration and Heating Technology	$20,216	$19,438	$778
Leon*	Automotive Service Technology	$2,600	$2,500	$100
Manatee	Early Childhood Education	$110,628	$107,889	$2,739
Marion	Brick and Block Masonry	$7,834	$7,640	$194
Marion	Electrician	$102,794	$100,249	$2,545
Nassau	Air Conditioning, Refrigeration and Heating Technology	$101,794	$93,304	$8,490
Nassau	Sheet Metal Fabrication Technology	$74,034	$68,111	$5,923
Orange	Medical Assisting	$60,799	$52,946	$7,853
Orange	Carpentry	$27,636	$24,066	$3,569
Orange	Electrician	$1,870,025	$1,628,491	$241,533
Orange	Fire Sprinkler System Technology	$31,321	$27,275	$4,045
Orange	Plumbing Technology	$504,815	$439,612	$65,202
Orange	Industrial Pipefitter	$70,011	$60,968	$9,043
Orange	Brick and Block Masonry	$27,636	$24,066	$3,569

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LEA	TRADE/OCCUPATION	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
Orange	Air Conditioning, Refrigeration and Heating Technology	$316,891	$275,961	$40,930
Orange	Diesel Mechanic	$119,755	$104,288	$15,468
Orange	Structural Steel Work	$246,880	$214,993	$31,887
Orange	Applied Welding Technologies	$1,842	$1,604	$238
Orange	Early Childhood Education	$38,690	$33,693	$4,997
Orange	Information Technology	$5,527	$4,813	$714
Osceola	Carpentry	$5,530	$4,593	$937
Palm Beach	Pre-Apprenticeship	$37,817	$36,275	$1,542
Palm Beach	Electrician	$86,606	$83,075	$3,531
Palm Beach	Air Conditioning, Refrigeration and Heating Technology	$21,744	$20,858	$887
Pasco	Early Childhood Education	$489,758	$479,930	$9,828
Pasco	Electrician	$82,418	$80,775	$1,643
Pinellas	Electrician	$89,415	$85,363	$4,052
Pinellas	Building Construction Technologies	$27,995	$26,794	$1,201
Pinellas	Roadway Technician	$51,398	$49,241	$2,157
Pinellas	Fire Sprinkler System Technology	$51,703	$49,677	$2,027
Pinellas	Plumbing Technology	$85,252	$81,804	$3,448
Pinellas	Industrial Pipefitter	$355,154	$341,160	$13,994

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Program Costs for Registered Apprenticeship and Preapprenticeship Programs by LEA and Trade/Occupation, 2021-22

LEA	TRADE/OCCUPATION	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
Pinellas	Air Conditioning, Refrigeration and Heating Technology	$290,906	$278,568	$12,338
Pinellas	Industrial Machinery Maintenance	$44,013	$42,175	$1,838
Pinellas	Machining	$108,222	$103,928	$4,293
Pinellas	Firefighter	$46,826	$44,997	$1,829
Pinellas	Early Childhood Education	$670,271	$642,813	$27,458
Polk	Electrician	$102,531	$100,567	$1,964
Polk	Air Conditioning, Refrigeration and Heating Technology	$19,530	$19,156	$374
St. Johns	Commercial Foods and Culinary Arts	$2,386	$2,372	$14
Santa Rosa	Electrician	$25,467	$24,083	$1,384
Santa Rosa	Plumbing Technology	$93,121	$88,061	$5,060
Santa Rosa	Air Conditioning, Refrigeration and Heating Technology	$138,652	$131,118	$7,534
Sarasota	Electrical and Instrumentation Technology	$6,521	$6,043	$478
Sarasota	Commercial Foods and Culinary Arts	$9,764	$9,048	$716
Sarasota	Electrician	$540,436	$500,785	$39,651
Sarasota	Plumbing Technology	$78,640	$72,870	$5,770
Sarasota	Air Conditioning, Refrigeration and Heating Technology	$150,060	$139,051	$11,010
Sarasota	Fire Fighter	$583,327	$540,530	$42,797

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APPENDIX I-3

Program Costs for Registered Apprenticeship and Preapprenticeship Programs by LEA and Trade/Occupation, 2021-22

LEA	TRADE/OCCUPATION	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
Daytona State College	Early Childhood Education	$255,239	$199,369	$55,870
Daytona State College	Electrician	$428,954	$335,058	$93,896
Daytona State College	Plumbing Technology	$247,275	$193,148	$54,127
Hillsborough Community College	Carpentry	$12,723	$10,725	$1,998
Hillsborough Community College	Electrician	$840,628	$708,525	$132,103
Hillsborough Community College	Fire Sprinkler System Technology	$101,779	$85,798	$15,981
Hillsborough Community College	Industrial Pipefitter	$437,331	$368,663	$68,668
Hillsborough Community College	Air Conditioning, Refrigeration and Heating Technology	$139,151	$117,302	$21,849
Hillsborough Community College	Sheet Metal Fabrication Technology	$36,577	$30,834	$5,743
Indian River State College	Air Conditioning, Refrigeration and Heating Technology	$22,180	$16,328	$5,852
Indian River State College	Aviation Structures & Assembly Technician	$8,679	$6,389	$2,290
Indian River State College	Commercial Foods and Culinary Arts	$10,608	$7,809	$2,799
Indian River State College	Electrician	$113,793	$83,770	$30,024
Indian River State College	Medical Assisting	$4,822	$3,550	$1,272
Indian River State College	Plumbing Technology	$54,004	$39,755	$14,248

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Program Costs for Registered Apprenticeship and Preapprenticeship Programs by LEA and Trade/Occupation, 2021-22

LEA	TRADE/OCCUPATION	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
Miami Dade College	Air Conditioning, Refrigeration and Heating Technology	$5,740	$4,447	$1,293
Miami Dade College	Electrician	$14,760	$11,436	$3,324
Miami Dade College	Fire Sprinkler System Technology	$12,300	$9,530	$2,770
Miami Dade College	Plumbing Technology	$4,100	$3,177	$923
Palm Beach State College	Air Conditioning, Refrigeration and Heating Technology	$364,433	$323,537	$40,896
Palm Beach State College	Electrician	$186,607	$165,666	$20,941
Pasco-Hernando State College	Building Construction Technologies	$7,121	$4,618	$2,503
St. Petersburg College	Electrical Line Service and Repair	$152,227	$108,529	$46,312
St. Petersburg College	Pre-Apprenticeship	$14,922	$8,627	$3,681
Santa Fe College	Air Conditioning, Refrigeration and Heating Technology	$101,121	$80,283	$20,839
Santa Fe College	Carpentry	$26,970	$21,410	$5,559
Santa Fe College	Electrician	$492,099	$390,698	$101,400
Santa Fe College	Plumbing Technology	$53,934	$42,818	$11,116
Seminole State College Of Florida	Electrician	$63,113	$51,385	$11,728
Seminole State College Of Florida	Fire Sprinkler System Technology	$418,152	$352,286	$65,866
South Florida State College	Electrician	$84,943	$57,359	$27,583

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LEA	TRADE/OCCUPATION	TOTAL COSTS[1]	INSTRUCTIONAL COSTS[2]	ADMINISTRATIVE COSTS[3]
South Florida State College	Air Conditioning, Refrigeration and Heating Technology	$55,959	$37,726	$18,142
South Florida State College	Patient Care Technician	$49,127	$33,235	$15,984
Tallahassee Community College	Air Conditioning, Refrigeration and Heating Technology	$8,587	$5,470	$3,117
Tallahassee Community College	Electrician	$39,359	$25,072	$14,287
Tallahassee Community College	Industrial Pipefitter	$716	$456	$260
Tallahassee Community College	Plumbing Technology	$716	$456	$260
The College Of The Florida Keys	Carpentry	$2,021	$1,376	$645
The College Of The Florida Keys	Electrician	$87,907	$59,860	$28,047
The College Of The Florida Keys	Plumbing Technology	$6,063	$4,128	$1,934
The College Of The Florida Keys	Air Conditioning, Refrigeration and Heating Technology	$12,125	$8,257	$3,869
TOTAL		**$23,082,700**	**$20,946,690**	**$2,136,010**

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APPENDIX J-1

REGISTERED APPRENTICESHIP PROGRAM COMPLETION RATES BY PROGRAM SPONSOR

Includes registered apprentices active in the RAPIDS System between July 1, 2013 and June 30, 2023 and excludes preapprenticeship participants.

REGISTERED PROGRAM NAME	PROGRAM NUMBER	NUMBER OF APPRENTICES WHO COMPLETED THEIR PROGRAM BY ONE YEAR AFTER FRAMEWORKS OUTLINED PROGRAM LENGTH	NUMBER OF STUDENTS IN THE COMPLETION COHORT	COMPLETION RATE WITHIN ONE YEAR AFTER APPROVED PROGRAM LENGTH	OVERALL COMPLETION RATE WITH COMPLETIONS OUTSIDE OF ONE YEAR OF APPROVED PROGRAM STANDARDS
A/C Contractors Association of Central FL GNJ	FL008910004	157	355	44%	45%
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	4	64	6%	6%
ABC Institute Electrical Apprenticeship Program GNJ	FL007860018	260	1,065	24%	26%
ABC Institute Line Erector Appren Program GNJ	FL007890024	246	561	44%	45%
ABC Institute Pipefitter-Spinkler Fitter Appr Prog	FL007890028	78	201	39%	41%
ABC Institute Plumbers Apprenticeship Program GNJ	FL009050002	27	129	21%	22%
ABC Institute Roofing Apprenticeship Program GNJ	FL009157997	37	128	29%	30%
ABCI Heating & A/C Installer-Servicer GNJ	FL013020001	33	115	29%	30%

Italicized completion rates denote instances where less than 10 apprentices were enrolled in the program and included in the calculation.
(*) denotes values of less than 10 registered apprentices in the cohort and has been masked according to FDOE policy.
(-) denotes programs that are currently active, but that do not have any apprentices that qualify for a completion rate cohort due to program length or age of program.
The 2022-23 Annual Apprenticeship Report Appendix J-1 does not include preapprenticeship program completion rates due to limitation on data collection. Future iterations of the report will include preapprenticeship program completion rates.
Completion rates are calculated using apprentice data pulled from the USDOL RAPIDS data system on July 5, 2023.
NOTE: Completion rates are calculated based upon the most recent start date in the program; however, this date can be amended in RAPIDS and may not reflect the individual's original start date in the program.
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Registered Apprenticeship Program Completion Rates by Program Sponsor

REGISTERED PROGRAM NAME	PROGRAM NUMBER	NUMBER OF APPRENTICES WHO COMPLETED THEIR PROGRAM BY ONE YEAR AFTER FRAMEWORKS OUTLINED PROGRAM LENGTH	NUMBER OF STUDENTS IN THE COMPLETION COHORT	COMPLETION RATE WITHIN ONE YEAR AFTER APPROVED PROGRAM LENGTH	OVERALL COMPLETION RATE WITH COMPLETIONS OUTSIDE OF ONE YEAR OF APPROVED PROGRAM STANDARDS
ABO Apprenticeship INJ	FL005081357	23	70	33%	33%
ACF Sarasota Bay Chef Association, GNJ	FL007900025	3	13	23%	23%
ACI Learning Apprenticeship Program, GNJ	2023-FL-116015	-	-		
ACRA-Local 725 JATC	FL007490002	172	264	65%	66%
Adrienne Arsht Center Technician Apprenticship, GJ	2019-FL-72533	0	*	*0%*	*0%*
Advanced Manufacturing Apprenticeship Program GNJ	2017-FL-68555	0	*	*0%*	*0%*
Air Conditioning Contractors Association of Polk County Apprenticeship Program, GNJ	2018-FL-71645	11	12	92%	92%
American Culinary Federation GNJ	FL007900017	8	24	33%	33%
AmSkills Apprenticeship Program, GNJ	2019-FL-72596	0	*	*0%*	*0%*
Apprenticeships to Careers at AdventHealth, INJ	2020-FL-75893	4	17	24%	24%
Argos - AI Apprenticeship Program, GNJ	2020-FL-78246	*	*	*100%*	*100%*
Armstrong Elevator Apprenticeship Program, INJ	2022-FL-111495	-	-		

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Arthrex Manufacturing Apprenticeship Program INJ	FL006090032	12	29	41%	45%
Asbestos Workers Local Union #60 JAC	FL007710001	3	57	5%	12%
Avocet Aviation Maintenance Technician Apprenticeship, INJ	2018-FL-72011	0	*	*0%*	*0%*
Baker Concrete Construction, Inc. Apprenticeship Program, INJ	2020-FL-78520	0	12	0%	0%
Bartelt Packaging, LLC Apprenticeship, INJ	2020-FL-75839	*	*	*60%*	*60%*
Bay Area Building Maintenance Apprenticeship GNJ	FL007900005	24	41	59%	66%
Bay Area Diesel Technicians Association	FL007890010	0	*	*0%*	*0%*
Bay Area Electrical Apprenticeship Program GNJ	FL006010005	101	265	38%	42%
Black Knight, Inc., INJ	2019-FL-72221	21	22	95%	95%
Brevard Air Conditioning Contractors Assn Inc. GNJ	FL001970007	38	96	40%	40%
Brevard Electrical Apprenticeship Program GNJ	FL008850020	85	275	31%	31%

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Broward College IT Apprenticeship Program, GNJ	2019-FL-72848	*	*	*33%*	*33%*
Broward College Telecommunications Apprenticeship Program, GNJ	2019-FL-73554	11	15	73%	73%
Broward County Plumbers & Pipefitters JAC	FL007460006	47	107	44%	45%
Builders Assn. of North Central FL Master Trade Co	FL013060003	201	391	51%	53%
CareerSource Flagler Volusia Apprenticeship Program, GNJ	2022-FL-104127	-	-		
CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	35	47	74%	74%
CareerSource Suncoast Apprenticeship Program GNJ	2018-FL-71010	*	*	*100%*	*100%*
CE Academy, INJ	2021-FL-87932	0	*	*0%*	*0%*
Central Florida Building Maintenance Apprenticeship, GNJ	FL005145192	16	32	50%	50%
Central Florida Carpenters JATC	FL008850019	30	141	21%	21%
Central Florida Child Care Educators Apprenticeship Program, GNJ	FL008920009	167	282	59%	61%

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Central Florida Electrical JATC	FL008660001	262	398	66%	68%
Central Florida Electrical Teledata JATC	FL005000002	6	19	32%	32%
Central Florida Heat & Frost & Allied Workers JATT	FL007680001	3	70	4%	7%
Central Florida Mechanical JATC	FL005060002	87	122	71%	72%
Central Florida Plumbing Academy GNJ	FL002080009	7	42	17%	17%
CHELCO (Choctawhatchee Electric Cooperative) INJ	FL007860003	*	*	*89%*	*89%*
Child Care Apprenticeship Program of Pasco County	FL001940004	359	559	64%	66%
Child Care Apprenticeship Program of Pinellas GNJ	FL007890019	529	856	62%	62%
Childcare Apprenticeship Program of Manatee County	FL007900014	145	258	56%	57%
Cintas Fire Protection Apprenticeship Program, INJ	2023-FL-116498	-	-		
Circuit Electric Inc., INJ	2017-FL-790	1	11	9%	9%
City of Bartow IJ	FL005101362	*	*	*67%*	*67%*
City of Lake Worth Beach Utilities Apprenticeship Program IJ	FL009112199	*	*	*88%*	*88%*

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City of Leesburg Electric Utility INJ	FL001950006	11	12	92%	92%
City of Newberry Lineworker Apprentice Program INJ	2023-FL-116067	-	-		
City of St. Petersburg IJW	FL007860011	72	150	48%	48%
City of Tallahassee Apprentice Meter Technician II, INJ	FL010100020	*	*	*100%*	*100%*
City of Tallahassee Electric Production / Power Plant Operator	FL013135192	9	15	60%	60%
City of Tallahassee Lineworker, INJ	FL010050001	12	21	57%	57%
City of Tallahassee Substation Electrician INJ	FL010100019	*	*	*100%*	*100%*
City of Tallahassee Utilities Apprenticeship Program, INJ	2020-FL-78483	16	17	94%	94%
City of Venice Fire Department IJ	FL007830022	25	34	74%	76%
Coastline K9 Apprenticeship Program, INJ	2022-FL-103943	-	-		
Coaxis International Apprenticeship Program, INJ	2021-FL-88016	-	-		
Collier County Government Apprenticeship Program INJ	FL006110148	*	*	*67%*	*67%*

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Community Connection Services Apprenticeship Program GNJ	2018-FL-70790	*	*	*67%*	*67%*
CVS Health, INJ	2019-FL-73331	*	*	*50%*	*50%*
Daytona Beach Electrical JATC	FL008460002	75	175	43%	43%
Daytona Beach Plumbers & Pipefitters JAC	FL008500001	35	87	40%	41%
Daytona Toyota, INJ	2021-FL-87900	*	*	*100%*	*100%*
Emerging Technology Apprenticeship Program, GNJ	2021-FL-81322	-	-		
Englewood Area Fire Control District IJ	FL007880008	3	15	20%	87%
FB Marine Group Apprenticeship Program, GNJ	2022-FL-111640	-	-		
First Coast Culinary Apprenticeship GNJ	FL013060002	2	23	9%	9%
FIU Construction Apprenticeship Program, GNJ	2022-FL-113162	-	-		
Flagler Child Care GNJ	FL008900012	147	218	67%	68%
Flagler County Community Apprenticeship Program GNJ	FL008880010	13	48	27%	27%

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Flagler Hospital, Inc. dba Flagler Health+ INJ	2022-FL-112713	-	-		
FleetForce Truck Driving School GNJ	2023-FL-116331	16	16	100%	100%
Florida Air Conditioning Apprenticeship Assn. GNJ	FL009040001	172	488	35%	35%
Florida Association of Plumbing-Heating-Cooling Contractors, GNJ	2020-FL-78177	-	-		
Florida Association of Rehabilitation Facilities (Florida ARF), GNJ	2019-FL-72689	51	58	88%	88%
Florida Automatic Sprinkler Training NE Florida Chapter	FL013060001	41	120	34%	35%
Florida Automatic Sprinkler Training, Inc. GNJ	FL005050002	73	372	20%	21%
Florida Behavioral Health Association, Inc.	2022-FL-111479	*	*	*100%*	*100%*
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	35	78	45%	45%
Florida East Coast Electrical JATC	FL007460005	57	245	23%	45%
Florida Electric Apprenticeship & Training GNJ	FL008870020	460	1,195	38%	40%

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Florida Electrical Association Tri-County Apprenticeship, GNJ	FL008930001	47	97	48%	48%
Florida Finishing Trades Institute JATC	FL008620001	104	375	28%	31%
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	322	1,235	26%	27%
Florida International University Apprenticeship Program	2020-FL-78741	*	*	*100%*	*100%*
Florida Pile Drivers JATC	FL007790004	30	168	18%	18%
Florida Public Utilities Co IJ -Northeast Division	FL008860004	*	*	*40%*	*40%*
Florida Public Utilities IJ - Northwest Division	FL007850006	0	*	*0%*	*0%*
Florida Rural Water Association	2020-FL-75090	11	26	42%	42%
Florida Solar Energy Apprenticeship Program, GNJ	2022-FL-111515	-	-		
Florida Sprinkler Fitters JATC	FL007530001	69	177	39%	42%
Florida Swimming Pool Association	2020-FL-75282	-	-		
Florida Training Services Apprenticeship Program, GNJ	2022-FL-104101	2	15	13%	13%

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Florida West Coast Carpenters JAC	FL007700001	19	64	30%	30%
Florida West Coast Operating Engineers JAC	FL007900013	54	66	82%	82%
Florida West Coast Trowel Trades JATC	FL007680002	0	*	*0%*	*0%*
FloridaMakes Advanced Manufacturing Apprenticeship Program, GNJ	2020-FL-78138	*	*	*88%*	*88%*
FLNGA Nursery & Landscape Apprenticeship Program, GNJ	2020-FL-78865	0	*	*0%*	*0%*
Fort Pierce Utility Authority, INJ	FL008090195	6	10	60%	80%
G&S Fence Registered Apprenticeship Program, INJ	2023-FL-121297	-	-		
Gainesville Electrical JATC	FL008480002	75	127	59%	59%
Glades Electric Coop IJ	FL007780009	10	13	77%	77%
GMF Innovation Lab, INJ	2022-FL-112325	-	-		
Guardian Angels Medical Service Dogs, Inc	2018-FL-71371	*	*	*50%*	*50%*
Gulf Coast Electric JAC	FL007720001	23	79	29%	32%
H.I.S. Painting, Inc. INJ	FL008092197	*	*	*17%*	*17%*

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HAECO Airframe Services LLC INJ	2023-FL-116191	0	*	*0%*	*0%*
Halifax Health Apprenticeship Program, INJ	2022-FL-112592	0	*	*0%*	*0%*
Hamilton-Ryker TalentGro	2021-FL-93867	16	33	48%	48%
Heartland A/C Apprenticeship Program GNJ	FL007920005	5	33	15%	15%
Heartland Electrical Apprenticeship Program GNJ	FL007890015	12	47	26%	30%
Housing Authority of the City of Ft Lauderdale INJ	FL001940005	38	68	56%	60%
Hudson Technologies Apprenticeship Program INJ	FL005135189	*	*	*57%*	*57%*
iBuild Carpentry Apprenticeship Program, GNJ	2019-FL-73592	0	*	*0%*	*0%*
Immokalee Technical College/CME Manufacturing Apprenticeship Program, GNJ	2022-FL-112336	-	-		
Independent Electrical Contractors-FECC, Inc., GNJ	2019-FL-72858	83	122	68%	68%
Independent Electrical Contractors, Inc (FWCC) GNJ	FL007820007	301	531	57%	57%

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Indian River State College Apprenticeship Program, GNJ	2020-FL-75885	11	19	58%	63%
Internat'L Union of Elevator Constructors (LUEC) LU #13	FL005030004	12	86	14%	47%
International Union of Elevator Constructors (LUEC) LU74 JAC	FL003030002	11	129	9%	43%
International Union of Elevator Constructors #49	FL013030003	9	45	20%	53%
Internat'l Union of Elevator Constructors (LUEC) LU #71 JAC	FL011030002	57	320	18%	47%
Jacksonville Electrical JATC	FL008450001	196	342	57%	57%
Jacksonville Electrical Teledata JATC	FL014010001	8	15	53%	60%
Jacksonville Heat & Frost Insulators and Allied Trades JATC	FL008720001	*	*	*33%*	*33%*
Jacksonville Plumbers & Pipefitters JATT	FL008480001	208	263	79%	79%
JEA IJW	FL008910005	105	148	71%	73%
Lake Sumter State College Apprenticeship Program, GNJ	2021-FL-80240	0	*	*0%*	*0%*

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Lake Technical College Apprenticeship Program, GNJ	2020-FL-75959	0	11	0%	0%
Lakeland Electric IJ	FL007930003	17	21	81%	81%
Lakeland Electric Substation Electrician IJ	FL005155193	*	*	*56%*	*78%*
LCEC - Lee County Electric Cooperative, Inc. IJ	FL006100147	*	*	*100%*	*100%*
Learning Alliance Corporation Apprenticeship, GNJ	2021-FL-80626	13	28	46%	46%
Lee County BoCC Apprenticeship Program, INJ	2019-FL-73670	-	-		
Lively Tech Apprenticeship Program	2019-FL-72613	2	16	13%	19%
Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	23	43	53%	53%
Lorenzo Walker Technical College Apprenticeship Program, GNJ	2020-FL-75938	-	-		
Lutheran Services of Florida, Inc. d/b/a LSF Health Systems GNJ	2022-FL-111805	0	*	*0%*	*0%*
MACCA Manasota A/C Contractors Association, GNJ	FL001970020	51	143	36%	36%

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Manasota PHCC Plumbing Apprenticeship Program Inc	FL001950012	45	126	36%	42%
Marine Industries Association of South Florida (MIASF) Apprenticeship Program, GNJ	2019-FL-73865	3	15	20%	20%
MARS CDC Apprenticeship Program for Men and Women	2019-FL-72311	0	*	*0%*	*0%*
Masonary Association of Florida	FL009050001	0	*	*0%*	*0%*
Masonry Association of Florida North Central Apprenticeship Program	2019-FL-72795	*	*	*14%*	*14%*
Masonry Association of Florida, Inc. GNJ	FL007930012	2	103	2%	4%
Masonry Contactors Association of FL, GNJ (Gulf Coast Area)	FL001950009	10	93	11%	13%
M-DCPS Apprenticeship Program, GNJ	2021-FL-81435	8	16	50%	50%
Media Arts and Creative Technologies Apprenticeship Program, INJ	2022-FL-110528	-	-		
Metra Electronics Apprenticeship Program, INJ	2019-FL-74238	*	*	*33%*	*33%*
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	32	51	63%	63%

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Miami Joint Electrical Apprenticeship Committee	FL007450001	83	236	35%	44%
Miami-Dade Plumbers Joint Apprentice & Educational Committee	FL007390001	61	142	43%	45%
Mid Florida Ironworkers JAC	FL008640001	160	285	56%	59%
Mid-Florida Electrical GNJ	FL008780004	68	125	54%	55%
Miller Electric Company, INJ	2021-FL-87897	*	*	*100%*	*100%*
Milton J. Wood Fire Protection, Inc INJ	2018-FL-70821	0	*	*0%*	*0%*
Moorings Park Apprenticeship Program, INJ	2018-FL-71348	0	*	*0%*	*0%*
Moss Solar (Utility Scale) Apprenticeship, INJ	2022-FL-111604	0	*	*0%*	*0%*
Nassau Building Trades Apprenticeship Council	2018-FL-71351	0	11	0%	0%
Nassau County Board of County Commissioners IJ	FL013091932	*	*	*60%*	*60%*
Net Synergy Virtual Solutions, LLC GNJ	2022-FL-112712	-	-		
North Central Florida Operating Engineers JAC	FL008570001	49	112	44%	45%
North Florida Carpenters JATC	FL008510001	28	71	39%	39%

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North Florida Ironworkers JAC	FL008890009	30	56	54%	54%
North Florida Sheet Metal Workers JATC	FL008460001	39	140	28%	34%
North Florida Workforce Development Board., dba CareerSource North Florida Apprenticeship Program, GNJ	2020-FL-75934	0	*	*0%*	*0%*
North Port Fire Rescue District IJ	FL007870016	39	79	49%	53%
Northeast Florida Builders Association GNJ	FL008730002	359	673	53%	54%
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	1	17	6%	6%
Ocala Utility Services IJW	FL008810009	15	23	65%	65%
Orange Technical College - West Apprenticeship Program, GNJ	2020-FL-76031	16	20	80%	80%
Orange Technical College - Winter Park Apprenticeship Program GNJ	2021-FL-93604	-	-		
Orlando Laborers & North FLorida Apprenticeship Program, JATC	FL005135188	3	49	6%	12%
Orlando Plumbers & Pipefitters JAC	FL008470001	200	334	60%	60%

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Palm Beach County Ironworkers JAC	FL007580001	20	52	38%	38%
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	128	261	49%	51%
Paragon Cyber Solutions, INJ	2020-FL-79545	0	*	*0%*	*0%*
Pasco County Child Care Apprenticeship IJW	FL007900011	46	82	56%	61%
Pasco-Hernando State College Apprenticeship Program, GNJ	2021-FL-87901	-	-		
PCG Apprenticeship Program, INJ	2021-FL-88018	*	*	*100%*	*100%*
Peace River Electric Cooperative Inc. IJ	FL003050001	0	*	*0%*	*0%*
Pensacola Electrical Apprenticeship College GNJ	FL007730001	22	152	14%	20%
Peoples Gas System, IJW	2020-FL-74484	52	70	74%	76%
Pinellas Association of Plumbing, Heating & Cooling Contractors, GNJ	FL006990005	15	35	43%	43%
Pinellas County Schools Child Care Apprenticeship INJ	FL001970009	31	48	65%	65%
Pinellas Park Fire Department Apprenticeship Program IJ	FL006120148	23	37	62%	62%

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REGISTERED PROGRAM NAME	PROGRAM NUMBER	NUMBER OF APPRENTICES WHO COMPLETED THEIR PROGRAM BY ONE YEAR AFTER FRAMEWORKS OUTLINED PROGRAM LENGTH	NUMBER OF STUDENTS IN THE COMPLETION COHORT	COMPLETION RATE WITHIN ONE YEAR AFTER APPROVED PROGRAM LENGTH	OVERALL COMPLETION RATE WITH COMPLETIONS OUTSIDE OF ONE YEAR OF APPROVED PROGRAM STANDARDS
Piper Aircraft Apprenticeship Program, INJ	2018-FL-72032	7	15	47%	47%
Plumbing Contractors Association Apprenticeship Program, Inc., GNJ	2018-FL-70707	20	71	28%	28%
Plumbing Industry Professional Education GNJ	FL005070003	129	418	31%	31%
Polk State College CybersecurityApprenticeship Program, GNJ	2022-FL-104043	0	*	*0%*	*0%*
Polk State College Cybersecurity Technician Apprenticeship Program, JAC	2023-FL-121453	-	-		
Post Electric Inc - Electrical Apprenticeship Prog	FL013145194	*	*	*13%*	*13%*
Power Design, Inc., INJ	2019-FL-73394	0	16	0%	0%
Powertown Line Construction Apprenticeship INJ	FL006156743	0	27	0%	0%
RACCA, Inc. GNJ	FL001960008	161	357	45%	47%
Rayonier Advanced Materials IJ	2019-FL-72528	13	14	93%	93%
Sarasota Child Care Apprenticeship Program GNJ	FL007910008	8	38	21%	21%
Sarasota County Fire Department JATC	FL007830023	137	193	71%	83%

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Completion rates are calculated using apprentice data pulled from the USDOL RAPIDS data system on July 5, 2023.
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School Board of Broward Co FL Physical Plant Operations	FL007740006	20	21	95%	95%
Lee County Registered Apprenticeship Program, GNJ	2021-FL-88323	-	-		
SECO Energy, INJ	2022-FL-111641	0	*	*0%*	*0%*
Sheet Metal Workers' Local 15 JATCTF	FL007690001	33	83	40%	41%
Sheet Metal Workers Local 32 JAC	FL007470002	38	109	35%	35%
Shelby Erectors, Inc., INJ	2019-FL-72830	0	*	*0%*	*0%*
Skill Up Osceola Apprenticeship Program, INJ	2021-FL-81121	0	*	*0%*	*0%*
South FL Carpenters JATC	FL007460011	22	237	9%	9%
South Florida Ironworkers LU 272 JATTC	FL007540003	29	102	28%	28%
South Florida Laborers JATC	FL011030001	0	12	0%	0%
South Florida Manufacturers Association GNJ	FL011090024	33	94	35%	37%
South Florida Operating Engineers JAC	FL007900016	40	148	27%	31%
Southeast Power Corporation Groundman To Lineman Apprenticeship Program INJ	2017-FL-316	9	17	53%	53%

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Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	0	13	0%	46%
Space Coast Machinist Apprenticeship Program GNJ	FL001980005	40	125	32%	33%
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	9	24	38%	46%
St. Petersburg Fire & Rescue IJ	FL007840013	130	155	84%	89%
Summit Fire and Security, INJ	2022-FL-111900	*	*	*50%*	*50%*
Sunshine Boats & Motors, INJ	2019-FL-72732	*	*	*100%*	*100%*
SW Florida Chapter Masonry Association of Florida Inc., GNJ	FL001950010	0	*	*0%*	*0%*
Tallahassee Refrigeration and Air Conditioning Contractors Association Apprenticeship Program, GNJ	2020-FL-76027	0	*	*0%*	*0%*
Tampa Area Electrical JATC	FL007880004	188	347	54%	58%
Tampa Bay Machining Apprenticeship GNJ	FL007900006	19	66	29%	38%
Tampa Bay Pipe Trades JATC	FL007630001	90	307	29%	31%
Tampa Electric Company IJW	FL003020002	96	135	71%	73%

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Tampa Electrical Telecommunications JATC	FL003000001	*	*	*100%*	*100%*
Tampa General Hospital INJ	2017-FL-712	*	*	*100%*	*100%*
Tampa Ironworkers JATC	FL007570002	121	332	36%	38%
Tampa Millwrights JATC	FL007670002	89	182	49%	55%
Technical Education Council, LLC	2019-FL-72946	57	127	45%	45%
Tharp Plumbing Systems Apprenticeshp Program INJ	FL005111363	13	24	54%	63%
Bee2Bee Network Apprenticeship Program INJ	2021-FL-93447	-	-		
The College of the Florida Keys Apprenticeship Program, GNJ	2018-FL-71225	0	*	*0%*	*0%*
The Fishel Company INJ	FL003030005	38	42	90%	90%
The People of Manufacturing Apprenticeship GNJ	2018-FL-70988	0	*	*0%*	*0%*
TradeUp Academy HVAC Apprentice Program, GNJ	2022-FL-111520	*	*	*100%*	*100%*
TransCare EMT Apprenticeship Program, INJ	2022-FL-112367	-	-		
Tri County Apprenticeship Academy GNJ	FL004040001	342	1,131	30%	31%

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TruMont Apprenticeship Program, GNJ	2020-FL-78997	7	154	5%	55%
United Service Training Corp GNJ	FL007840018	172	422	41%	41%
University of Florida Community Health Worker Registered Apprenticeship Program, GNJ	2023-FL-117912	-	-		
"University of Florida, College of Education Teacher Registered Apprenticeship Program, GNJ"	2023-FL-117895	-	-		
Urban Construction Craft Academy Apprenticeship Program, GNJ	2022-FL-114228	-	-		
Utilities Commission, City of New Smyrna Beach INJ	FL008700002	*	*	*86%*	*86%*
Venice Theatre INJ	FL003060001	5	15	33%	33%
Volt Power Company Apprenticeship Program INJ	FL006156744	0	*	*0%*	*0%*
Volusia County Child Care Apprenticeship Comm. GNJ	FL001940016	61	133	46%	47%
Withlacoochee River Elect INJ	FL008870017	106	137	77%	78%

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APPENDIX J-2

REGISTERED APPRENTICESHIP PROGRAM COMPLETION RATES BY PROGRAM SPONSOR AND TRADE/OCCUPATION

Includes registered apprentices active in the RAPIDS System between July 1, 2013 and June 30, 2023 and excludes preapprenticeship participants..

REGISTERED PRO GRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION FOR REPORT	NUMBER OF AP PRENTICES WHO COM PLETED THEIR PRO GRAM BY ONE YEAR AFTER STATED PROGRAM LENGTH	NUMBER OF STU DENTS IN THE COM PLETION COHORT	COMPLE TION RATE WITHIN ONE YEAR AFTER APPROVED PROGRAM LENGTH	OVERALL COMPLE TION RATE WITH COM PLETIONS OUTSIDE OF ONE YEAR OF APPROVED PROGRAM STAN DARDS
A/C Contractors Association of Central FL GNJ	FL008910004	Heating and Air Conditioning Technician and Installer	157	355	44%	45%
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Electrician (JATC [60mo/8000hrs])+	2	24	8%	8%
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Electrician (Interior)+	-	-		
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Fire Suppression Technician	-	-		
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Heating and Air Conditioning Technician and Installer	0	*	*0%*	*0%*

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ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Power Line Erector	1	23	4%	4%
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Pipe Fitter (Sprinkler Fitter Specialization)	0	*	*0%*	*0%*
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Plumber	*	*	*50%*	*50%*
ABC Institute Apprenticeship Programs, GNJ	2021-FL-88396	Roofer	0	11	0%	0%
ABC Institute Electrical Apprenticeship Program GNJ	FL007860018	Electrician	260	1065	24%	26%
ABC Institute Line Erector Appren Program GNJ	FL007890024	Power Line Erector	246	561	44%	45%
ABC Institute Pipefitter-Spinkler Fitter Appr Prog	FL007890028	Pipe Fitter	*	*	*100%*	*100%*
ABC Institute Pipefitter-Spinkler Fitter Appr Prog	FL007890028	Pipe Fitter (Sprinkler Fitter Specialization)	77	200	39%	41%

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ABC Institute Plumbers Apprenticeship Program GNJ	FL009050002	Plumber	27	129	21%	22%
ABC Institute Roofing Apprenticeship Program GNJ	FL009157997	Roofer	37	128	29%	30%
ABCI Heating & A/C Installer-Servicer GNJ	FL013020001	Heating and Air Conditioning Technician and Installer	33	115	29%	30%
ABO Apprenticeship INJ	FL005081357	Pipe Fitter	6	15	40%	40%
ABO Apprenticeship INJ	FL005081357	Plumber	7	21	33%	33%
ABO Apprenticeship INJ	FL005081357	Sheet Metal Worker	10	34	29%	29%
ACF Sarasota Bay Chef Association, GNJ	FL007900025	Cook	3	13	23%	23%
ACI Learning Apprenticeship Program, GNJ	2023-FL-116015	Computer Support Specialist	-	-		
ACI Learning Apprenticeship Program, GNJ	2023-FL-116015	Cyber Security Support Technician	-	-		

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ACRA-Local 725 JATC	FL007490002	Heating and Air Conditioning Technician and Installer	115	164	70%	71%
ACRA-Local 725 JATC	FL007490002	Pipe Fitter	57	100	57%	58%
Adrienne Arsht Center Technician Apprenticship, GJ	2019-FL-72533	Stage Technician	0	*	*0%*	*0%*
Advanced Manufacturing Apprenticeship Program GNJ	2017-FL-68555	Machinist	0	*	*0%*	*0%*
Air Conditioning Contractors Association of Polk County Apprenticeship Program, GNJ	2018-FL-71645	Heating and Air Conditioning Technician and Installer	11	12	*92%*	*92%*
American Culinary Federation GNJ	FL007900017	Cook	*	*	*40%*	*40%*
American Culinary Federation GNJ	FL007900017	Cook (Hotel/ Restaurant)+	6	19	32%	32%
AmSkills Apprenticeship Program, GNJ	2019-FL-72596	CNC Programmer - Milling and Turning	0	*	*0%*	*0%*
AmSkills Apprenticeship Program, GNJ	2019-FL-72596	Mechatronics Technician	0	*	*0%*	*0%*

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Apprenticeships to Careers at AdventHealth, INJ	2020-FL-75893	Advanced Patient Care Technician	4	17	*24%*	*24%*
Argos - AI Apprenticeship Program, GNJ	2020-FL-78246	Cyber Security Support Technician	*	*	*100%*	*100%*
Armstrong Elevator Apprenticeship Program, INJ	2022-FL-111495	Elevator Constructor	-	-		
Arthrex Manufacturing Apprenticeship Program INJ	FL006090032	Numerical Control Machinist and Operator	12	29	41%	45%
Asbestos Workers Local Union #60 JAC	FL007710001	Composite Plastic Fabricator	3	57	5%	12%
Avocet Aviation Maintenance Technician Apprenticeship, INJ	2018-FL-72011	Airframe & Powerplant Mechanic	0	*	*0%*	*0%*
Baker Concrete Construction, Inc. Apprenticeship Program, INJ	2020-FL-78520	Carpenter	0	12	0%	0%
Bartelt Packaging, LLC Apprenticeship, INJ	2020-FL-75839	Machine Builder	*	*	*60%*	*60%*

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Bay Area Building Maintenance Apprenticeship GNJ	FL007900005	Industrial Maintenance Mechanic	24	41	59%	66%
Bay Area Diesel Technicians Association	FL007890010	Diesel Mechanic	0	*	**0%**	**0%**
Bay Area Electrical Apprenticeship Program GNJ	FL006010005	Electrician	101	265	38%	42%
Black Knight, Inc., INJ	2019-FL-72221	Application Developer	21	22	95%	95%
Brevard Air Conditioning Contractors Assn Inc. GNJ	FL001970007	Heating and Air Conditioning Technician and Installer	38	96	40%	40%
Brevard Electrical Apprenticeship Program GNJ	FL008850020	Electrician	85	275	31%	31%
Broward College IT Apprenticeship Program, GNJ	2019-FL-72848	Information Technology Specialist	*	*	*33%*	*33%*
Broward College Telecommunications Apprenticeship Program, GNJ	2019-FL-73554	Information Technology Specialist	*	*	*50%*	*50%*
Broward College Telecommunications Apprenticeship Program, GNJ	2019-FL-73554	Network Support Technician	9	11	82%	82%

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Broward County Plumbers & Pipefitters JAC	FL007460006	Pipe Fitter (Construction)+	*	*	*50%*	*50%*
Broward County Plumbers & Pipefitters JAC	FL007460006	Pipe Fitter	-	-		
Broward County Plumbers & Pipefitters JAC	FL007460006	Plumber	46	105	44%	45%
Builders Assn. of North Central FL Master Trade Co	FL013060003	Electrician	130	247	53%	54%
Builders Assn. of North Central FL Master Trade Co	FL013060003	Heating and Air Conditioning Technician and Installer	32	76	42%	45%
Builders Assn. of North Central FL Master Trade Co	FL013060003	Plumber	17	36	47%	47%
Builders Assn. of North Central FL Master Trade Co	FL013060003	Carpenter	22	32	69%	69%
CareerSource Flagler Volusia Apprenticeship Program, GNJ	2022-FL-104127	Career Development Technician	-	-		

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CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	Computer Support Specialist	*	*	*100%*	*100%*
CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	Cyber Security Support Technician	*	*	*100%*	*100%*
CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	Distribution and Logistics Technician	*	*	*75%*	*75%*
CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	Industrial Manufacturing Technician	13	22	59%	59%
CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	Network Support Technician	*	*	*75%*	*75%*
CareerSouce Research Coast Apprenticeship Program, GNJ	2019-FL-73838	Truss Design Technician	12	13	92%	92%
CareerSource Suncoast Apprenticeship Program GNJ	2018-FL-71010	Tool and Die Maker	*	*	*100%*	*100%*
CE Academy, INJ	2021-FL-87932	Electrician	0	*	*0%*	*0%*

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Central Florida Building Maintenance Apprenticeship, GNJ	FL005145192	Industrial Maintenance Mechanic	16	32	50%	50%
Central Florida Carpenters JATC	FL008850019	Carpenter	30	141	21%	21%
Central Florida Child Care Educators Apprenticeship Program, GNJ	FL008920009	Child Care Development Specialist	167	282	59%	61%
Central Florida Electrical JATC	FL008660001	Electrician	*	*	*14%*	*14%*
Central Florida Electrical JATC	FL008660001	Electrician (Interior)+	160	267	60%	63%
Central Florida Electrical JATC	FL008660001	Electrician (Maintenance)+	96	115	83%	84%
Central Florida Electrical JATC	FL008660001	Residential Wireman	*	*	*56%*	*56%*
Central Florida Electrical Teledata JATC	FL005000002	Telecommunications Technician	6	19	32%	32%
Central Florida Heat & Frost & Allied Workers JATT	FL007680001	Composite Plastic Fabricator	3	70	4%	7%
Central Florida Mechanical JATC	FL005060002	Diesel Mechanic	87	122	71%	72%

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Central Florida Plumbing Academy GNJ	FL002080009	Plumber	7	42	17%	17%
CHELCO (Choctawhatchee Electric Cooperative) INJ	FL007860003	Power Line Erector	*	*	*89%*	*89%*
Child Care Apprenticeship Program of Pasco County	FL001940004	Child Care Development Specialist	359	559	*64%*	*66%*
Child Care Apprenticeship Program of Pinellas GNJ	FL007890019	Child Care Development Specialist	529	856	62%	62%
Childcare Apprenticeship Program of Manatee County	FL007900014	Child Care Development Specialist	145	258	56%	57%
Cintas Fire Protection Apprenticeship Program, INJ	2023-FL-116498	Fire Alarm Inspection Test Maintenance Technician	-	-		
Circuit Electric Inc., INJ	2017-FL-790	Electrician	1	11	*9%*	*9%*
City of Bartow IJ	FL005101362	Power Line Repairer	*	*	*67%*	*67%*

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City of Lake Worth Beach Utilities Apprenticeship Program IJ	FL009112199	Power Line Erector	*	*	*88%*	*88%*
City of Leesburg Electric Utility INJ	FL001950006	Electrician	*	*	*67%*	*67%*
City of Leesburg Electric Utility INJ	FL001950006	Power Line Erector	*	*	*100%*	*100%*
City of Newberry Lineworker Apprentice Program INJ	2023-FL-116067	Power Line Repairer	-	-		
City of St. Petersburg IJW	FL007860011	Industrial Maintenance Mechanic (Maint Mechanic [Any Industry])+	*	*	*56%*	*56%*
City of St. Petersburg IJW	FL007860011	Industrial Maintenance Mechanic (Mainentance Tech Municipal)+	10	22	45%	45%
City of St. Petersburg IJW	FL007860011	Meter Repairer	10	16	63%	63%
City of St. Petersburg IJW	FL007860011	Pipe Fitter	47	103	46%	46%
City of Tallahassee Apprentice Meter Technician II, INJ	FL010100020	Electic Meter Installer	*	*	*100%*	*100%*

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City of Tallahassee Electric Production / Power Plant Operator	FL013135192	Power-Plant Operator	9	15	60%	60%
City of Tallahassee Lineworker, INJ	FL010050001	Power Line Erector	12	21	57%	57%
City of Tallahassee Substation Electrician INJ	FL010100019	Electrician	*	*	*100%*	*100%*
City of Tallahassee Utilities Apprenticeship Program, INJ	2020-FL-78483	Gas Utility Technician	14	15	93%	93%
City of Tallahassee Utilities Apprenticeship Program, INJ	2020-FL-78483	Relay Technician	*	*	*100%*	*100%*
City of Venice Fire Department IJ	FL007830022	Fire Fighter	25	34	74%	76%
Coastline K9 Apprenticeship Program, INJ	2022-FL-103943	Animal Trainer	-	-		
Coaxis International Apprenticeship Program, INJ	2021-FL-88016	Network And Computer Systems Administrator	-	-		
Collier County Government Apprenticeship Program INJ	FL006110148	Electrician	*	*	*100%*	*100%*

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Collier County Government Apprenticeship Program INJ	FL006110148	Heating and Air Conditioning Technician and Installer	*	*	*100%*	*100%*
Collier County Government Apprenticeship Program INJ	FL006110148	Plumber	0	*	*0%*	*0%*
Community Connection Services Apprenticeship Program GNJ	2018-FL-70790	Child Care Development Specialist	*	*	*67%*	*67%*
CVS Health, INJ	2019-FL-73331	Pharmacy Technician	*	*	*50%*	*50%*
Daytona Beach Electrical JATC	FL008460002	Electrician	75	175	43%	43%
Daytona Beach Plumbers & Pipefitters JAC	FL008500001	Pipe Fitter	23	61	38%	39%
Daytona Beach Plumbers & Pipefitters JAC	FL008500001	Plumber	12	26	46%	46%
Daytona Toyota, INJ	2021-FL-87900	Automotive Service Mechanic	*	*	*100%*	*100%*
Emerging Technology Apprenticeship Program, GNJ	2021-FL-81322	Information Assurance Specialist	-	-		

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Emerging Technology Apprenticeship Program, GNJ	2021-FL-81322	Instrumentation and Controls Technician	-	-		
Englewood Area Fire Control District IJ	FL007880008	Fire Fighter	3	15	20%	87%
FB Marine Group Apprenticeship Program, GNJ	2022-FL-111640	Marine Services Technician	-	-		
First Coast Culinary Apprenticeship GNJ	FL013060002	Cook	2	23	9%	9%
FIU Construction Apprenticeship Program, GNJ	2022-FL-113162	Solar Energy Technician	-	-		
Flagler Child Care GNJ	FL008900012	Child Care Development Specialist	147	218	67%	68%
Flagler County Community Apprenticeship Program GNJ	FL008880010	Electrician	2	20	10%	10%
Flagler County Community Apprenticeship Program GNJ	FL008880010	Heating and Air Conditioning Technician and Installer	10	22	45%	45%

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Flagler County Community Apprenticeship Program GNJ	FL008880010	Landscape Technician	*	*	*17%*	*17%*
Flagler Hospital, Inc. dba Flagler Health+ INJ	2022-FL-112713	Surgical Technologist	-	-		
FleetForce Truck Driving School GNJ	2023-FL-116331	Heavy and Tractor Trailer Truck Driver	16	16	100%	100%
Florida Air Conditioning Apprenticeship Assn. GNJ	FL009040001	Heating and Air Conditioning Technician and Installer	172	488	35%	35%
Florida Association of Plumbing-Heating-Cooling Contractors, GNJ	2020-FL-78177	Plumber	-	-		
Florida Association of Rehabilitation Facilities (Florida ARF), GNJ	2019-FL-72689	Direct Support Specialist	51	58	88%	88%
Florida Automatic Sprinkler Training NE Florida Chapter	FL013060001	Pipe Fitter (Sprinkler Fitter Specialization)	41	120	34%	35%
Florida Automatic Sprinkler Training, Inc. GNJ	FL005050002	Pipe Fitter (Sprinkler Fitter Specialization)	73	372	20%	21%

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Florida Behavioral Health Association, Inc.	2022-FL-111479	Behavioral Health Aide	-	-		
Florida Behavioral Health Association, Inc.	2022-FL-111479	Addictions Counselor	*	*	*100%*	*100%*
Florida Behavioral Health Association, Inc.	2022-FL-111479	Peer Specialist	-	-		
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	Carpenter	17	25	68%	68%
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	Carpenter (Forms and Concrete)+	0	*	*0%*	*0%*
Florida Carpenters Apprenticeship Program, GNJ	FL015162204	Carpenter (Framing and Finishing)+	18	48	38%	38%
Florida East Coast Electrical JATC	FL007460005	Electrician	2	20	10%	10%
Florida East Coast Electrical JATC	FL007460005	Electrician (Interior)+	55	225	24%	48%
Florida Electric Apprenticeship & Training GNJ	FL008870020	Electrician	460	1195	38%	40%

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Florida Electrical Association Tri-County Apprenticeship, GNJ	FL008930001	Electrician	47	97	48%	48%
Florida Finishing Trades Institute JATC	FL008620001	Decorator	0	*	*0%*	*0%*
Florida Finishing Trades Institute JATC	FL008620001	Drywall Finisher	0	27	0%	0%
Florida Finishing Trades Institute JATC	FL008620001	Glazier	13	77	17%	21%
Florida Finishing Trades Institute JATC	FL008620001	Painter (Indust Coating and Lining Specialist)+	14	50	28%	28%
Florida Finishing Trades Institute JATC	FL008620001	Painter (Decorator)+	70	199	35%	41%
Florida Finishing Trades Institute JATC	FL008620001	Tradeshow Worker	7	16	44%	44%
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Carpenter	6	34	18%	18%
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Construction Craft Laborer	0	*	*0%*	*0%*
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Electrician	187	679	28%	29%

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Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Heating and Air Conditioning Technician and Installer	15	62	24%	26%
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Pipe Fitter	4	20	20%	20%
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Plumber	27	140	19%	19%
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Roofer	*	*	*75%*	*75%*
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Sheet Metal Worker	15	81	19%	20%
Florida Gulf Coast Chapter ABC, Inc., GNJ	FL007720004	Pipe Fitter (Sprinkler Fitter Specialization)	65	213	31%	32%
Florida International University Apprenticeship Program	2020-FL-78741	Cyber Security Support Technician	*	*	*100%*	*100%*
Florida Pile Drivers JATC	FL007790004	Carpenter	17	149	11%	11%
Florida Pile Drivers JATC	FL007790004	Pile Driver	13	19	68%	68%

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Florida Public Utilities Co IJ -Northeast Division	FL008860004	Power Line Erector	*	*	*40%*	*40%*
Florida Public Utilities IJ - Northwest Division	FL007850006	Power Line Erector	0	*	*0%*	*0%*
Florida Rural Water Association	2020-FL-75090	Wastewater Systems Operator	5	12	42%	42%
Florida Rural Water Association	2020-FL-75090	Wastewater Systems Operator (Specialist)+	6	14	43%	43%
Florida Solar Energy Apprenticeship Program, GNJ	2022-FL-111515	Solar Energy Technician	-	-		
Florida Sprinkler Fitters JATC	FL007530001	Pipe Fitter (Sprinkler Fitter Specialization)	69	177	39%	42%
Florida Swimming Pool Association	2020-FL-75282	Swimming-Pool Servicer	-	-		
Florida Training Services Apprenticeship Program, GNJ	2022-FL-104101	Electrician	0	11	0%	0%
Florida Training Services Apprenticeship Program, GNJ	2022-FL-104101	Heating and Air Conditioning Technician and Installer	-	-		

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Florida Training Services Apprenticeship Program, GNJ	2022-FL-104101	Plumber	*	*	*50%*	*50%*
Florida West Coast Carpenters JAC	FL007700001	Carpenter	19	64	30%	30%
Florida West Coast Operating Engineers JAC	FL007900013	Heavy Equipment Mechananic	54	66	82%	82%
Florida West Coast Trowel Trades JATC	FL007680002	Bricklayer	0	*	*0%*	*0%*
FloridaMakes Advanced Manufacturing Apprenticeship Program, GNJ	2020-FL-78138	Industrial Manufacturing Technician	*	*	*88%*	*88%*
FLNGA Nursery & Landscape Apprenticeship Program, GNJ	2020-FL-78865	HorticultureTechnician	0	*	*0%*	*0%*
FLNGA Nursery & Landscape Apprenticeship Program, GNJ	2020-FL-78865	Irrigation Technician	0	*	*0%*	*0%*
Fort Pierce Utility Authority, INJ	FL008090195	Meter Repairer	*	*	*100%*	*100%*
Fort Pierce Utility Authority, INJ	FL008090195	Power Line Erector	*	*	*25%*	*75%*

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Fort Pierce Utility Authority, INJ	FL008090195	Load Dispatcher	*	*	*67%*	*67%*
Fort Pierce Utility Authority, INJ	FL008090195	Substation Operator	*	*	*100%*	*100%*
G&S Fence Registered Apprenticeship Program, INJ	2023-FL-121297	Fence Erector	-	-		
Gainesville Electrical JATC	FL008480002	Electrician	0	*	*0%*	*0%*
Gainesville Electrical JATC	FL008480002	Electrician (Interior)+	12	27	44%	44%
Gainesville Electrical JATC	FL008480002	Electrician (JATC [60mo/8000hrs])+	63	99	64%	64%
Glades Electric Coop IJ	FL007780009	Power Line Erector	10	13	77%	77%
GMF Innovation Lab, INJ	2022-FL-112325	Structural Steel Worker/Ironworker	-	-		
Guardian Angels Medical Service Dogs, Inc	2018-FL-71371	Animal Trainer	*	*	*50%*	*50%*
Gulf Coast Electric JAC	FL007720001	Electrician	23	79	*29%*	*32%*
H.I.S. Painting, Inc. INJ	FL008092197	Painter	*	*	*17%*	*17%*

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HAECO Airframe Services LLC INJ	2023-FL-116191	Aircraft Maintenance Technician	0	*	*0%*	*0%*
Halifax Health Apprenticeship Program, INJ	2022-FL-112592	Medical Coder	-	-		
Halifax Health Apprenticeship Program, INJ	2022-FL-112592	Registered Nurse Resident	0	*	*0%*	*0%*
Hamilton-Ryker TalentGro	2021-FL-93867	Certified Nurse Assistant	14	28	50%	50%
Hamilton-Ryker TalentGro	2021-FL-93867	Licensed Practical Nurse	*	*	*40%*	*40%*
Heartland A/C Apprenticeship Program GNJ	FL007920005	Heating and Air Conditioning Technician and Installer	5	33	15%	15%
Heartland Electrical Apprenticeship Program GNJ	FL007890015	Electrician	12	47	26%	30%
Housing Authority of the City of Ft Lauderdale INJ	FL001940005	Industrial Maintenance Mechanic	38	68	56%	60%
Hudson Technologies Apprenticeship Program INJ	FL005135189	Tool and Die Maker	*	*	*57%*	*57%*

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iBuild Carpentry Apprenticeship Program, GNJ	2019-FL-73592	Carpenter	0	*	*0%*	*0%*
iBuild Carpentry Apprenticeship Program, GNJ	2019-FL-73592	Infrastructure Specialist	-	-		
Immokalee Technical College/ CME Manufacturing Apprenticeship Program, GNJ	2022-FL-112336	Machinist	-	-		
Independent Electrical Contractors-FECC, Inc., GNJ	2019-FL-72858	Electrician	83	122	68%	68%
Independent Electrical Contractors, Inc (FWCC) GNJ	FL007820007	Electrician	301	531	57%	57%
Indian River State College Apprenticeship Program, GNJ	2020-FL-75885	Heating and Air Conditioning Technician and Installer	-	-		
Indian River State College Apprenticeship Program, GNJ	2020-FL-75885	Electrician	*	*	*100%*	*100%*

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Indian River State College Apprenticeship Program, GNJ	2020-FL-75885	Medical Assistant	0	*	*0%*	*0%*
Indian River State College Apprenticeship Program, GNJ	2020-FL-75885	Pharmacy Technician	*	*	*50%*	*63%*
Indian River State College Apprenticeship Program, GNJ	2020-FL-75885	Surgical Technologist	*	*	*80%*	*80%*
Indian River State College Apprenticeship Program, GNJ	2020-FL-75885	Welder	0	*	*0%*	*0%*
Internat'L Union of Elevator Constructors (LUEC) LU #13	FL005030004	Elevator Constructor	12	86	14%	47%
International Union of Elevator Constructors (LUEC) LU74 JAC	FL003030002	Elevator Constructor	11	129	9%	43%
International Union of Elevator Constructors #49	FL013030003	Elevator Constructor	9	45	20%	53%
Internat'l Union of Elevator Constructors (LUEC) LU #71 JAC	FL011030002	Elevator Constructor	57	320	18%	47%

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Jacksonville Electrical JATC	FL008450001	Electrician	0	29	0%	0%
Jacksonville Electrical JATC	FL008450001	Electrician	14	56	25%	25%
Jacksonville Electrical JATC	FL008450001	Electrician	182	257	71%	71%
Jacksonville Electrical Teledata JATC	FL014010001	Telecommunications Technician	8	15	53%	60%
Jacksonville Heat & Frost Insulators and Allied Trades JATC	FL008720001	Composite Plastic Fabricator	*	*	*33%*	*33%*
Jacksonville Plumbers & Pipefitters JATT	FL008480001	Heating and Air Conditioning Technician and Installer	74	86	86%	86%
Jacksonville Plumbers & Pipefitters JATT	FL008480001	Pipe Fitter	63	87	72%	72%
Jacksonville Plumbers & Pipefitters JATT	FL008480001	Plumber	71	90	79%	79%
JEA IJW	FL008910005	Cable Splicer	*	*	*43%*	*57%*
JEA IJW	FL008910005	Electic Meter Installer	*	*	*71%*	*71%*
JEA IJW	FL008910005	Electrician	*	*	*100%*	*100%*

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JEA IJW	FL008910005	Power Line Repairer	32	44	73%	75%
JEA IJW	FL008910005	Industrial Maintenance Mechanic	61	86	71%	72%
Lake Sumter State College Apprenticeship Program, GNJ	2021-FL-80240	Electrician	0	*	*0%*	*0%*
Lake Technical College Apprenticeship Program, GNJ	2020-FL-75959	Heating and Air Conditioning Technician and Installer	0	11	0%	0%
Lakeland Electric IJ	FL007930003	Power Line Repairer	17	21	81%	81%
Lakeland Electric Substation Electrician IJ	FL005155193	Electrician	*	*	*56%*	*78%*
LCEC - Lee County Electric Cooperative, Inc. IJ	FL006100147	Meter Repairer	*	*	*100%*	*100%*
LCEC - Lee County Electric Cooperative, Inc. IJ	FL006100147	Electrician	*	*	*100%*	*100%*
LCEC - Lee County Electric Cooperative, Inc. IJ	FL006100147	Power Line Repairer	-	-		

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Registered Apprenticeship Program Completion Rates by Program Sponsor and Trade/Occupation

REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION FOR REPORT	NUMBER OF APPRENTICES WHO COMPLETED THEIR PROGRAM BY ONE YEAR AFTER STATED PROGRAM LENGTH	NUMBER OF STUDENTS IN THE COMPLETION COHORT	COMPLETION RATE WITHIN ONE YEAR AFTER APPROVED PROGRAM LENGTH	OVERALL COMPLETION RATE WITH COMPLETIONS OUTSIDE OF ONE YEAR OF APPROVED PROGRAM STANDARDS
Learning Alliance Corporation Apprenticeship, GNJ	2021-FL-80626	Computer Support Specialist	*	*	*50%*	*50%*
Learning Alliance Corporation Apprenticeship, GNJ	2021-FL-80626	Marketer	*	*	*100%*	*100%*
Learning Alliance Corporation Apprenticeship, GNJ	2021-FL-80626	Power Line Erector	-	-		
Learning Alliance Corporation Apprenticeship, GNJ	2021-FL-80626	Multimedia Producer	*	*	*100%*	*100%*
Learning Alliance Corporation Apprenticeship, GNJ	2021-FL-80626	Solar Energy Technician	-	-		
Learning Alliance Corporation Apprenticeship, GNJ	2021-FL-80626	Telecommunications Technician	7	19	37%	37%
Lee County BoCC Apprenticeship Program, INJ	2019-FL-73670	Heating and Air Conditioning Technician and Installer	-	-		
Lee County BoCC Apprenticeship Program, INJ	2019-FL-73670	Plumber	-	-		
Lively Tech Apprenticeship Program	2019-FL-72613	Automotive Service Mechanic	*	*	*14%*	*29%*

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Lively Tech Apprenticeship Program	2019-FL-72613	Senior Network Consultant	*	*	*11%*	*11%*
Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	Electrician	0	*	*0%*	*0%*
Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	Heating and Air Conditioning Technician and Installer	16	30	53%	53%
Locklin Technical College Apprenticeship Program, GNJ	2019-FL-73412	Plumber	7	12	58%	58%
Lorenzo Walker Technical College Apprenticeship Program, GNJ	2020-FL-75938	Heating and Air Conditioning Technician and Installer	-	-		
Lutheran Services of Florida, Inc. d/b/a LSF Health Systems GNJ	2022-FL-111805	Certified Recovery Peer Specialist	0	*	*0%*	*0%*
MACCA Manasota A/C Contractors Association, GNJ	FL001970020	Heating and Air Conditioning Technician and Installer	51	143	36%	36%
Manasota PHCC Plumbing Apprenticeship Program Inc	FL001950012	Plumber	45	126	36%	42%

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Marine Industries Association of South Florida (MIASF) Apprenticeship Program, GNJ	2019-FL-73865	Yacht Service Technician	3	15	20%	20%
MARS CDC Apprenticeship Program for Men and Women	2019-FL-72311	Carpenter	0	*	*0%*	*0%*
MARS CDC Apprenticeship Program for Men and Women	2019-FL-72311	Plumber	-	-		
MasonaryAssociation of Florida	FL009050001	Bricklayer	0	*	*0%*	*0%*
Masonry Association of Florida North Central Apprenticeship Program	2019-FL-72795	Bricklayer and Mason	*	*	*14%*	*14%*
Masonry Association of Florida, Inc. GNJ	FL007930012	Bricklayer	2	103	2%	4%
Masonry Contactors Association of FL, GNJ (Gulf Coast Area)	FL001950009	Bricklayer	10	92	11%	13%
Masonry Contactors Association of FL, GNJ (Gulf Coast Area)	FL001950009	Bricklayer and Mason	0	*	*0%*	*0%*

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M-DCPS Apprenticeship Program, GNJ	2021-FL-81435	Automotive Service Mechanic	8	15	53%	53%
M-DCPS Apprenticeship Program, GNJ	2021-FL-81435	Diesel Mechanic	0	*	*0%*	*0%*
Media Arts and Creative Technologies Apprenticeship Program, INJ	2022-FL-110528	Multimedia Producer	-	-		
Metra Electronics Apprenticeship Program, INJ	2019-FL-74238	Tool and Die Maker	*	*	*33%*	*33%*
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Accounting Technician	-	-		
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	8	17	47%	47%
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Automotive Service Mechanic	0	*	*0%*	*0%*
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Automotive Technician	10	13	*77%*	*77%*

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Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Building Automation Technician	-	-		
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Customs Broker	*	*	*100%*	*100%*
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Help Desk Technician	0	*	*0%*	*0%*
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Operations Management	9	11	82%	82%
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Storage and Distribution Manager	*	*	*100%*	*100%*
Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Teacher Assistant	0	*	*0%*	*0%*
Miami Joint Electrical Apprenticeship Committee	FL007450001	Electrician	83	236	35%	44%
Miami-Dade Plumbers Joint Apprentice & Educational Committee	FL007390001	Plumber	61	142	43%	45%

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Mid Florida Ironworkers JAC	FL008640001	Structural Steel Worker/Ironworker (Ironworker)+	119	210	57%	60%
Mid Florida Ironworkers JAC	FL008640001	Structural Steel Worker/Ironworker (Strucutral Steel Worker)+	41	75	55%	55%
Mid-Florida Electrical GNJ	FL008780004	Electrician	68	125	54%	55%
Miller Electric Company, INJ	2021-FL-87897	Application Developer	*	*	*100%*	*100%*
Miller Electric Company, INJ	2021-FL-87897	Cyber Security Support Technician	*	*	*100%*	*100%*
Miller Electric Company, INJ	2021-FL-87897	Statistical Assistant	-	-		
Milton J. Wood Fire Protection, Inc INJ	2018-FL-70821	Electrician	0	*	*0%*	*0%*
Milton J. Wood Fire Protection, Inc INJ	2018-FL-70821	Protective-Signal Installer	-	-		
Moorings Park Apprenticeship Program, INJ	2018-FL-71348	Cook	0	*	*0%*	*0%*
Moss Solar (Utility Scale) Apprenticeship, INJ	2022-FL-111604	Solar Energy Technician	0	*	*0%*	*0%*

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Nassau Building Trades Apprenticeship Council	2018-FL-71351	Electrician	-	-		
Nassau Building Trades Apprenticeship Council	2018-FL-71351	Heating and Air Conditioning Technician and Installer	0	11	0%	0%
Nassau County Board of County Commissioners IJ	FL013091932	Carpenter	*	*	*100%*	*100%*
Nassau County Board of County Commissioners IJ	FL013091932	Electrician	*	*	*50%*	*50%*
Nassau County Board of County Commissioners IJ	FL013091932	Heating and Air Conditioning Technician and Installer	*	*	*50%*	*50%*
Net Synergy Virtual Solutions, LLC GNJ	2022-FL-112712	Application Developer	-	-		
North Central Florida Operating Engineers JAC	FL008570001	Heavy Equipment Mechananic	49	112	44%	45%
North Florida Carpenters JATC	FL008510001	Carpenter	28	71	39%	39%
North Florida Carpenters JATC	FL008510001	Floor Layer	-	-		

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North Florida Ironworkers JAC	FL008890009	Structural Steel Worker/Ironworker (Ironworker)+	15	30	50%	50%
North Florida Ironworkers JAC	FL008890009	Structural Steel Worker/Ironworker (Structural Steel Worker)+	15	26	58%	58%
North Florida Sheet Metal Workers JATC	FL008460001	Sheet Metal Worker	39	140	28%	34%
North Florida Workforce Development Board., dba CareerSource North Florida Apprenticeship Program, GNJ	2020-FL-75934	Career Development Technician	0	*	*0%*	*0%*
North Port Fire Rescue District IJ	FL007870016	Fire Medic	39	79	49%	53%
Northeast Florida Builders Association GNJ	FL008730002	Carpenter	23	52	44%	44%
Northeast Florida Builders Association GNJ	FL008730002	Electrician	206	376	55%	55%
Northeast Florida Builders Association GNJ	FL008730002	Heating and Air Conditioning Technician and Installer	78	147	53%	54%

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Northeast Florida Builders Association GNJ	FL008730002	Plumber	48	85	56%	56%
Northeast Florida Builders Association GNJ	FL008730002	Sheet Metal Worker	4	13	31%	31%
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	Building Maintenance Repairer	0	*	*0%*	*0%*
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	Carpenter	-	-		
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	CNC Operator - Milling and Turning	*	*	*100%*	*100%*
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	Computer Support Specialist	-	-		
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	Cook	0	*	*0%*	*0%*
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	Heating and Air Conditioning Technician and Installer	0	*	*0%*	*0%*

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Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	Network And Computer Systems Administrator	0	*	*0%*	*0%*
Northwest Florida State College Apprenticeship Program, GNJ	2020-FL-74354	Plumber	0	*	*0%*	*0%*
Ocala Utility Services IJW	FL008810009	Meter Repairer	*	*	*67%*	*67%*
Ocala Utility Services IJW	FL008810009	Electrician	*	*	*80%*	*80%*
Ocala Utility Services IJW	FL008810009	Power Line Erector	*	*	*63%*	*63%*
Ocala Utility Services IJW	FL008810009	Industrial Maintenance Mechanic	0	*	*0%*	*0%*
Ocala Utility Services IJW	FL008810009	Switchboard Operator (Utility)	*	*	*100%*	*100%*
Ocala Utility Services IJW	FL008810009	Water & Wastewater Treatment Plant & Systems Operator	-	-		
Orange Technical College - West Apprenticeship Program, GNJ	2020-FL-76031	Medical Assistant	15	18	83%	83%

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Registered Apprenticeship Program Completion Rates by Program Sponsor and Trade/Occupation

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Orange Technical College - West Apprenticeship Program, GNJ	2020-FL-76031	Pharmacy Technician	*	*	*100%*	*100%*
Orange Technical College - West Apprenticeship Program, GNJ	2020-FL-76031	Welder	0	*	*0%*	*0%*
Orange Technical College - Winter Park Apprenticeship Program GNJ	2021-FL-93604	Cyber Security Support Technician	-	-		
Orlando Laborers & North FLorida Apprenticeship Program, JATC	FL005135188	Construction Craft Laborer	3	49	6%	12%
Orlando Plumbers & Pipefitters JAC	FL008470001	Heating and Air Conditioning Technician and Installer	55	85	65%	65%
Orlando Plumbers & Pipefitters JAC	FL008470001	Industrial Maintenance Mechanic	96	127	76%	76%
Orlando Plumbers & Pipefitters JAC	FL008470001	Pipe Fitter	24	67	36%	37%
Orlando Plumbers & Pipefitters JAC	FL008470001	Plumber	25	55	45%	45%

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Palm Beach County Ironworkers JAC	FL007580001	Structural Steel Worker/Ironworker (Ironworker)+	0	*	*0%*	*0%*
Palm Beach County Ironworkers JAC	FL007580001	Structural Steel Worker/Ironworker (Structural Steel Worker)+	20	49	41%	41%
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Heating and Air Conditioning Technician and Installer	33	58	57%	57%
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Pipe Fitter	37	66	56%	59%
Palm Beach County Plumbing, A/C & Pipefitting JATC	FL007450003	Plumber	58	137	42%	44%
Paragon Cyber Solutions, INJ	2020-FL-79545	Cyber Security Support Technician	0	*	*0%*	*0%*
Pasco County Child Care Apprenticeship IJW	FL007900011	Child Care Development Specialist	46	82	56%	61%
Pasco-Hernando State College Apprenticeship Program, GNJ	2021-FL-87901	Home Performance Laborer Residential	-	-		

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Pasco-Hernando State College Apprenticeship Program, GNJ	2021-FL-87901	Industrial Maintenance Mechanic	-	-		
PCG Apprenticeship Program, INJ	2021-FL-88018	Operations Management	*	*	*100%*	*100%*
Peace River Electric Cooperative Inc. IJ	FL003050001	Power Line Repairer	0	*	*0%*	*0%*
Pensacola Electrical Apprenticeship College GNJ	FL007730001	Electrician	22	152	14%	20%
Peoples Gas System, IJW	2020-FL-74484	Gas Utility Technician	52	70	74%	76%
Pinellas Association of Plumbing, Heating & Cooling Contractors, GNJ	FL006990005	Plumber	15	35	43%	43%
Pinellas County Schools Child Care Apprenticeship INJ	FL001970009	Child Care Development Specialist	31	48	65%	65%
Pinellas Park Fire Department Apprenticeship Program IJ	FL006120148	Fire Fighter	23	37	62%	62%
Piper Aircraft Apprenticeship Program, INJ	2018-FL-72032	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	7	15	47%	47%

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Plumbing Contractors Association Apprenticeship Program, Inc., GNJ	2018-FL-70707	Plumber	20	71	28%	28%
Plumbing Industry Professional Education GNJ	FL005070003	Plumber	129	418	31%	31%
Polk State College Cybersecurity Apprenticeship Program, GNJ	2022-FL-104043	Cyber Security Support Technician	0	*	*0%*	*0%*
Polk State College Cybersecurity Technician Apprenticeship Program, JAC	2023-FL-121453	Cyber Security Support Technician	-	-		
Post Electric Inc - Electrical Apprenticeship Prog	FL013145194	Electrician	*	*	*13%*	*13%*
Power Design, Inc., INJ	2019-FL-73394	Electrician	0	16	0%	0%
Powertown Line Construction Apprenticeship INJ	FL006156743	Power Line Repairer	0	27	0%	0%
RACCA, Inc. GNJ	FL001960008	Heating and Air Conditioning Technician and Installer	96	266	36%	38%

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RACCA, Inc. GNJ	FL001960008	Refrigeration Mechanic	65	91	71%	71%
Rayonier Advanced Materials IJ	2019-FL-72528	Electrician	-	-		
Rayonier Advanced Materials IJ	2019-FL-72528	Instrumentation and Controls Technician	*	*	*100%*	*100%*
Rayonier Advanced Materials IJ	2019-FL-72528	Millwright	*	*	*67%*	*67%*
Rayonier Advanced Materials IJ	2019-FL-72528	Pipefitter	*	*	*100%*	*100%*
Sarasota Child Care Apprenticeship Program GNJ	FL007910008	Child Care Development Specialist	8	38	21%	21%
Sarasota County Fire Department JATC	FL007830023	Fire Medic	137	193	71%	83%
School Board of Broward Co FL Physical Plant Operations	FL007740006	Carpenter	*	*	*67%*	*67%*
School Board of Broward Co FL Physical Plant Operations	FL007740006	Cement Mason	*	*	*100%*	*100%*
School Board of Broward Co FL Physical Plant Operations	FL007740006	Electrician	*	*	*100%*	*100%*

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School Board of Broward Co FL Physical Plant Operations	FL007740006	Heating and Air Conditioning Technician and Installer	*	*	*100%*	*100%*
School Board of Broward Co FL Physical Plant Operations	FL007740006	Heavy Equipment Mechananic	*	*	*100%*	*100%*
School Board of Broward Co FL Physical Plant Operations	FL007740006	Painter	-	-		
School Board of Broward Co FL Physical Plant Operations	FL007740006	Plumber	*	*	*100%*	*100%*
School Board of Broward Co FL Physical Plant Operations	FL007740006	Pump Servicer	-	-		
School Board of Broward Co FL Physical Plant Operations	FL007740006	Roofer	*	*	*100%*	*100%*
School Board of Broward Co FL Physical Plant Operations	FL007740006	Sheet Metal Worker	*	*	*100%*	*100%*

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Lee County Registered Apprenticeship Program, GNJ	2021-FL-88323	Application Developer	-	-		
SECO Energy, INJ	2022-FL-111641	Power Line Erector	0	*	*0%*	*0%*
Sheet Metal Workers' Local 15 JATCTF	FL007690001	Sheet Metal Worker	33	83	40%	41%
Sheet Metal Workers Local 32 JAC	FL007470002	Sheet Metal Worker	38	109	35%	35%
Shelby Erectors, Inc., INJ	2019-FL-72830	Reinforcing Metal Worker	0	*	*0%*	*0%*
Skill Up Osceola Apprenticeship Program, INJ	2021-FL-81121	Carpenter	0	*	*0%*	*0%*
South FL Carpenters JATC	FL007460011	Carpenter	22	237	9%	9%
South Florida Ironworkers LU 272 JATTC	FL007540003	Structural Steel Worker/Ironworker	29	102	28%	28%
South Florida Laborers JATC	FL011030001	Construction Craft Laborer	0	12	0%	0%
South Florida Manufacturers Association GNJ	FL011090024	CNC Programmer - Milling and Turning	12	45	27%	31%

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South Florida Manufacturers Association GNJ	FL011090024	Machinist	21	38	55%	55%
South Florida Manufacturers Association GNJ	FL011090024	Machinist	0	11	0%	0%
South Florida Operating Engineers JAC	FL007900016	Heavy Equipment Mechananic	40	148	27%	31%
Southeast Power Corporation Groundman To Lineman Apprenticeship Program INJ	2017-FL-316	Power Line Erector	9	17	53%	53%
Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	Advanced Machinist	0	*	*0%*	*0%*
Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	Fiber Composite Technician	-	-		
Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	Mechatronics Technician	0	*	*0%*	*75%*

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Space Coast Machinist Apprenticeship Program GNJ	FL001980005	Machinist	40	125	32%	33%
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	Application Developer	*	*	*100%*	*100%*
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	Community Health Worker	0	11	0%	18%
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	Computer Support Specialist	*	*	*20%*	*20%*
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	Database Technician	*	*	*100%*	*100%*
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	Information Assurance Specialist	*	*	*100%*	*100%*
St. Petersburg College Apprenticeship Program, GNJ	2019-FL-73782	IT Analyst	*	*	*100%*	*100%*
St. Petersburg Fire & Rescue IJ	FL007840013	Fire Fighter	130	155	84%	89%

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Summit Fire and Security, INJ	2022-FL-111900	Building Inspector	*	*	*50%*	*50%*
Summit Fire and Security, INJ	2022-FL-111900	Pipe Fitter (Sprinkler Fitter Specialization)	-	-		
Sunshine Boats & Motors, INJ	2019-FL-72732	Outboard-Motor Mechanic	*	*	*100%*	*100%*
SW Florida Chapter Masonry Association of Florida Inc., GNJ	FL001950010	Bricklayer	0	*	*0%*	*0%*
Tallahassee Refrigeration and Air Conditioning Contractors Association Apprenticeship Program, GNJ	2020-FL-76027	Heating and Air Conditioning Technician and Installer	0	*	*0%*	*0%*
Tampa Area Electrical JATC	FL007880004	Electrician	5	13	38%	38%
Tampa Area Electrical JATC	FL007880004	Electrician (Interior)+	183	334	55%	59%
Tampa Bay Machining Apprenticeship GNJ	FL007900006	CNC Programmer - Milling and Turning	8	40	20%	35%
Tampa Bay Machining Apprenticeship GNJ	FL007900006	Die-cast and Plastic Technician	5	13	38%	38%

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REGISTERED PROGRAM NAME	PROGRAM NUMBER	TRADE/OCCUPATION FOR REPORT	NUMBER OF APPRENTICES WHO COMPLETED THEIR PROGRAM BY ONE YEAR AFTER STATED PROGRAM LENGTH	NUMBER OF STUDENTS IN THE COMPLETION COHORT	COMPLETION RATE WITHIN ONE YEAR AFTER APPROVED PROGRAM LENGTH	OVERALL COMPLETION RATE WITH COMPLETIONS OUTSIDE OF ONE YEAR OF APPROVED PROGRAM STANDARDS
Tampa Bay Machining Apprenticeship GNJ	FL007900006	Numerical Control Machinist and Operator	*	*	**17%**	**17%**
Tampa Bay Machining Apprenticeship GNJ	FL007900006	Tool and Die Maker	*	*	**71%**	**71%**
Tampa Bay Pipe Trades JATC	FL007630001	Heating and Air Conditioning Technician and Installer	11	62	18%	19%
Tampa Bay Pipe Trades JATC	FL007630001	Pipe Fitter	61	172	35%	37%
Tampa Bay Pipe Trades JATC	FL007630001	Plumber	18	73	25%	27%
Tampa Electric Company IJW	FL003020002	Cable Splicer	*	*	*50%*	*63%*
Tampa Electric Company IJW	FL003020002	Electrician	14	18	78%	78%
Tampa Electric Company IJW	FL003020002	Field Service Engineer	27	41	66%	66%
Tampa Electric Company IJW	FL003020002	Power Line Repairer	51	68	75%	76%
Tampa Electrical Telecommunications JATC	FL003000001	Telecommunications Technician	*	*	*100%*	*100%*

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Tampa General Hospital INJ	2017-FL-712	Hospital Coder	*	*	*100%*	*100%*
Tampa Ironworkers JATC	FL007570002	Structural Steel Worker/Ironworker	121	332	36%	38%
Tampa Millwrights JATC	FL007670002	Millwright	89	182	49%	55%
Technical Education Council, LLC	2019-FL-72946	Electrician	57	114	50%	50%
Technical Education Council, LLC	2019-FL-72946	Roofer	0	13	0%	0%
Tharp Plumbing Systems Apprenticeshp Program INJ	FL005111363	Plumber	13	24	54%	63%
Bee2Bee Network Apprenticeship Program INJ	2021-FL-93447	Application Developer	-	-		
The College of the Florida Keys Apprenticeship Program, GNJ	2018-FL-71225	Carpenter	0	*	*0%*	*0%*
The College of the Florida Keys Apprenticeship Program, GNJ	2018-FL-71225	Electrician	0	*	*0%*	*0%*

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The College of the Florida Keys Apprenticeship Program, GNJ	2018-FL-71225	Heating and Air Conditioning Technician and Installer	-	-		
The College of the Florida Keys Apprenticeship Program, GNJ	2018-FL-71225	Plumber	0	*	*0%*	*0%*
The Fishel Company INJ	FL003030005	Power Line Repairer	38	42	90%	90%
The People of Manufacturing Apprenticeship GNJ	2018-FL-70988	Machine Builder	0	*	*0%*	*0%*
The People of Manufacturing Apprenticeship GNJ	2018-FL-70988	Machinist	0	*	*0%*	*0%*
TradeUp Academy HVAC Apprentice Program, GNJ	2022-FL-111520	Heating and Air Conditioning Technician and Installer	*	*	*100%*	*100%*
TransCare EMT Apprenticeship Program, INJ	2022-FL-112367	Emergency Medical Technician	-	-		
Tri County Apprenticeship Academy GNJ	FL004040001	Electrician	176	623	28%	29%

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Tri County Apprenticeship Academy GNJ	FL004040001	Heating and Air Conditioning Technician and Installer	93	284	33%	33%
Tri County Apprenticeship Academy GNJ	FL004040001	Pipe Fitter	16	41	39%	39%
Tri County Apprenticeship Academy GNJ	FL004040001	Plumber	51	163	31%	31%
Tri County Apprenticeship Academy GNJ	FL004040001	Sheet Metal Worker	*	*	*20%*	*20%*
Tri County Apprenticeship Academy GNJ	FL004040001	Pipe Fitter (Sprinkler Fitter Specialization)	5	15	33%	33%
TruMont Apprenticeship Program, GNJ	2020-FL-78997	Home Health Aide	0	*	*0%*	*0%*
TruMont Apprenticeship Program, GNJ	2020-FL-78997	Registered Nurse Resident	7	152	5%	55%
United Service Training Corp GNJ	FL007840018	Plumber	172	422	41%	41%

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University of Florida Community Health Worker Registered Apprenticeship Program, GNJ	2023-FL-117912	Community Health Worker	-	-		
"University of Florida, College of Education Teacher Registered Apprenticeship Program, GNJ"	2023-FL-117895	K-12 Teacher	-	-		
Urban Construction Craft Academy Apprenticeship Program, GNJ	2022-FL-114228	Project Manager (Construction)	-	-		
Utilities Commission, City of New Smyrna Beach INJ	FL008700002	Power Line Repairer	*	*	*86%*	*86%*
Venice Theatre INJ	FL003060001	Stage Technician	5	15	33%	33%
Volt Power Company Apprenticeship Program INJ	FL006156744	Power Line Repairer	0	*	*0%*	*0%*
Volusia County Child Care Apprenticeship Comm. GNJ	FL001940016	Child Care Development Specialist	61	133	*46%*	*47%*
Withlacoochee River Elect INJ	FL008870017	Meter Repairer	*	*	*100%*	*100%*
Withlacoochee River Elect INJ	FL008870017	Electrician (Maintenance)+	*	*	*100%*	*100%*

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Withlacoochee River Elect INJ	FL008870017	Electrician (Substation)+	*	*	*89%*	*89%*
Withlacoochee River Elect INJ	FL008870017	Power Line Erector	87	117	74%	75%

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