



# APPRENTICE FLORIDA

## FLORIDA'S ANNUAL APPRENTICESHIP AND PREAPPRENTICESHIP REPORT

PROGRAM YEAR 2024 - 2025



FLORIDA DEPARTMENT OF  
**EDUCATION**  
fldoe.org

# CONTENTS

INTRODUCTION .....	3
ACHIEVEMENTS FOR APPRENTICESHIP PROGRAM YEAR 24-25 .....	6
STATE GRANTS .....	9
AN OVERVIEW OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP IN FLORIDA.....	10
REGISTERED APPRENTICESHIP (RA) .....	10
CORE COMPONENTS OF REGISTERED APPRENTICESHIP .....	11
CORE COMPONENTS OF REGISTERED APPRENTICESHIP, CONTINUED .....	12
REGISTERED PREAPPRENTICESHIP .....	13
MANAGEMENT AND OVERSIGHT OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP .....	13
KEY INITIATIVES .....	15
APPRENTICESHIP PROGRAM REVIEWS .....	15
MODERNIZATION OF THE APPRENTICESHIP SYSTEM .....	17
PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) .....	18
FDOE RESOURCE SUMMARY FOR REGISTERED APPRENTICESHIP .....	19
STATE CAPACITY AND STRUCTURE .....	19
ONBOARDING AND TECHNICAL SUPPORT .....	19
FLORIDA'S APPRENTICESHIP AND PREAPPRENTICESHIP PARTICIPATION AND OUTCOMES .....	20
OVERVIEW .....	20
EXPANDED PERFORMANCE MEASURES.....	20
REGISTERED PROGRAMS AND PUBLIC EDUCATIONAL PARTNERSHIPS.....	21
PROGRAM OUTCOMES .....	25
CREDENTIAL ATTAINMENT & FLORIDA COLLEGE SYSTEM INSTITUTIONS .....	37
STATE INVESTMENTS IN REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP TRAINING.....	40
CONCLUSION: THE VALUE OF APPRENTICESHIP AND PREAPPRENTICESHIP .....	41
THE VALUE FOR EMPLOYERS .....	41
THE VALUE FOR APPRENTICES AND PREAPPRENTICES .....	42
THE VALUE TO THE WORKFORCE SYSTEM.....	42
HANDS-ON CAREER TRAINING .....	42
KEY TERMS & ABBREVIATIONS.....	44
LIST OF APPENDICES .....	46
APPENDIX A .....	47
2024-25 STATE APPRENTICESHIP OUTREACH AND RECRUITMENT OVERVIEW .....	47
APPENDIX B .....	51
PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE) PHASE 5 – 2024-25 .....	51
APPENDIX C .....	57
STATE AND REGIONAL APPRENTICESHIP PROGRAM CONTACT INFORMATION .....	57









# INTRODUCTION

The Florida Department of Education is proud to present the 2024–2025 Annual Apprenticeship and Preapprenticeship Report, showcasing the continued growth and strength of Florida’s Registered Apprenticeship System.

Before Governor Ron DeSantis took office in 2018-2019, only a handful of programs were registered each year. Just this last year alone, the Office of Apprenticeship registered 47 new programs and achieved remarkable progress, reflecting unprecedented growth and engagement across the state. Under Governor Ron DeSantis’s leadership over the past six program years, Florida achieved remarkable progress.

## **Apprenticeship And Preapprenticeship Expansion Since 2018-2019:**

- **70% increase** in registered apprentices
- **49% increase** in registered apprenticeship programs
- **112% increase** in registered preapprenticeship programs
- **57% increase** in total apprenticeship and preapprenticeship programs (combined)
- **153% increase** in apprenticeable occupations



## Key Highlights of the 2024–25 Program Year:

- **11% increase** in total active participants, with **24,919 individuals** engaged—**20,395 apprentices** and **4,524 preapprentices**.
  - ◇ **6,487 new active apprentices** registered.
  - ◇ **1,816 new active preapprentices** registered.
- **7% increase** in newly registered apprentices.
- **4% increase** in total registered apprenticeship and preapprenticeship programs.
- **43 new apprenticeship programs**, bringing the total to **344 active programs**.
- **4 new preapprenticeship programs**, bringing the total to **70 active programs**.
- **15 new apprenticeable occupations**, a **12% increase**, raising the total to **144 apprenticeable occupations**.
- More than **2,100 unique employers** and over **2,300 employer-to-sponsor linkages** supporting training in apprenticeable occupations.
- **2,262 program completions**, an **increase of 95** over the previous year.
- Apprentices completing their program earned an average exit wage of **\$27.91 per hour**—equivalent to an annual salary of **\$58,058**, an increase of **\$221** over the previous year.

Florida's success in expanding its Registered Apprenticeship System stems from strong leadership and strategic investment. Support from Governor DeSantis and the Florida Legislature through the Pathways to Career Opportunities Grant has been instrumental, alongside the commitment of a highly effective team in the Office of Apprenticeship.

Florida is ranked #1 in Talent Attraction for the third consecutive year, reflecting its commitment to building a world-class talent pipeline. Expanding registered apprenticeship and preapprenticeship programs remains key to the vision of equipping industries with a skilled, job-ready workforce and helping students achieve meaningful, lasting careers.





With a rapidly growing population, a dynamic economy and a strong network of education and workforce partners, Florida is uniquely positioned to lead the nation in apprenticeship expansion.

As the third most populous state and among the top five nationally in GDP per capita, Florida continues to grow by nearly 1,000 new residents each day. This surge fuels demand in key industries such as healthcare, construction, advanced manufacturing, logistics and information technology, all of which depend on a skilled, adaptable workforce.

Apprenticeships offer a proven, cost-effective solution: aligning training directly with employer needs while enabling participants to earn wages from day one.

The data and findings in this 2024–25 Annual Report are intended to inspire innovation, inform policy and program development and strengthen ongoing efforts to expand access to high-quality education and training opportunities for Florida’s residents through registered apprenticeship and preapprenticeship programs.



# ACHIEVEMENTS FOR APPRENTICESHIP PROGRAM YEAR 24-25

As Florida's economy has continued to strengthen over the past several years, the number of Registered Apprenticeship (RA) and preapprenticeship programs has grown substantially. Between July 1, 2024, and June 30, 2025, the Florida Department of Education (FDOE) registered 43 new apprenticeship programs, bringing the total to 344 active programs. During the same period, 6,487 new apprentices were registered, resulting in a total of 20,395 active apprentices.<sup>1</sup>

In this timeframe, 34 apprenticeship programs and 13 preapprenticeship programs were canceled.

For preapprenticeship programs, FDOE recorded a total of 70 registered programs, including four newly registered programs. Across these programs, 4,524 preapprentices were active during 2024–25. Of those, 1,816 were newly registered and 1,423 completed their program during the year.

Overall, Florida's Registered Apprenticeship System included 414 total programs (344 apprenticeship and 70 preapprenticeship) reflecting a 4% increase over the prior year. The number of newly registered apprentices rose by 7%, from 6,043 in 2023–24 to 6,487 in 2024–25. In 2023–24, there were 397 registered programs, including 329 apprenticeship and 68 preapprenticeship programs.

Currently, more than 2,100 employers across Florida train apprentices in 144 apprenticeable occupations. These employers play a vital role by hiring and training apprentices in partnership with registered programs.

Participation in RA programs offers access to high-wage, high-demand careers that continue to increase in earnings as apprentices gain experience and complete training. Based on data from the RAPIDS registration system for 2024–25 completers, the average starting annual salary was over \$36,000, while the average exit wage exceeded \$58,000, demonstrating strong wage growth throughout program participation. This wage progression, coupled with the ability to earn while learning, reduces the likelihood of student loan debt for Florida apprentices.

Under section 1009.25, Florida Statutes, tuition and fees cannot be assessed for registered apprentices when related technical instruction (RTI) is provided by a public Local Educational Agency (LEA). As a result, apprentices are typically responsible only for necessary items such as uniforms, tools and RTI costs if not covered by a public LEA.

<sup>1</sup> This is a count of apprentices who were active in a RA program at any time between July 1, 2024, and June 30, 2025, based on data reported in RAPIDS. See Appendix F-2 for detailed information on the number of apprentices by occupation.



During the 2024–25 program year, 2,262 apprentices completed their program and earned an apprenticeship certificate of completion. Their average exit wage was \$27.91 per hour, equivalent to an annual salary of \$58,058, representing an increase of \$221 over the previous year. Of those completing, 1,405 apprentices (62%) finished their program within the expected timeframe. This represents an 8% improvement from the 2023–24 on-time completion rate of 54%.<sup>2</sup>

In comparison, among 1,001 preapprentices who completed their program during 2023–24, 47% did so within the expected timeframe.<sup>3</sup>

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

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







The State of Florida had  
**414 REGISTERED  
APPRENTICESHIP AND  
PREAPPRENTICESHIP PROGRAMS**  
active during 2024-2025 for a total of  
**24,919  
APPRENTICES AND  
PREAPPRENTICES TRAINED**



During the 2024-2025 program year,  
**2,262 APPRENTICES**  
completed their program and received an  
apprenticeship certificate and average exit  
wage of  
**\$27.91/HOUR OR \$58,058/YEAR,  
AN INCREASE OF \$221**  
over the previous year



Apprentices can earn a salary of  
**\$58,000+**  
upon completion of a registered  
apprenticeship program



FDOE registered  
**43 NEW APPRENTICESHIP  
PROGRAMS**  
for a total of  
**344 APPRENTICESHIP PROGRAMS**  
training  
**20,395 APPRENTICES**



FDOE registered  
**4 NEW PREAPPRENTICESHIP  
PROGRAMS**  
for a total of  
**70 PREAPPRENTICESHIP  
PROGRAMS**  
training  
**4,524 PREAPPRENTICES**



**2,100+**  
participating employers training  
**144 APPRENTICEABLE  
OCCUPATIONS**



# STATE GRANTS



Pathways to Career Opportunities State Grant (PCOG)

**\$19,600,000**

in funding was awarded through PCOG in 2024-25. With these dollars,

**64 APPRENTICESHIP AND PREAPPRENTICESHIP  
PROGRAMS**

were added or expanded and anticipated to serve over

**5,000+ APPRENTICES AND PREAPPRENTICES  
STATEWIDE**





# AN OVERVIEW OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP IN FLORIDA

## REGISTERED APPRENTICESHIP (RA)

Registered Apprenticeship (RA) combines employer-driven education and employment training with structured on-the-job training (OJT) and related technical instruction (RTI) to prepare apprentices for specific occupations.

Registered apprentices benefit from:

- Guidance from an experienced on-site journeyworker or mentor
- Participation in classroom, online or correspondence-based learning
- Opportunities to earn industry-recognized and/or postsecondary credentials
- Progressively higher wages as their skill levels increase
- Upon successful completion, receipt of a nationally recognized, portable completion certificate issued by the Florida Department of Education (FDOE)

The sponsor of an RA program may be a committee, group of employers, individual employer, group of employees, educational institution, local workforce board, community or faith-based organization, association or any combination thereof operating a registered or approved apprenticeship program.

Sponsors may choose to partner 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 RTI. Alternatively, sponsors may elect to provide all RTI independently, without a public educational partner.

Employers implementing Registered Apprenticeship programs apply nationally recognized industry standards with the goals of increasing productivity, improving workforce quality, retaining company knowledge and reducing turnover.

## CORE COMPONENTS OF REGISTERED APPRENTICESHIP

Registered Apprenticeship is built upon five core components: employer involvement; structured on-the-job training (OJT) under the supervision of a skilled journeyworker or mentor; related technical instruction (RTI); rewards for skill gains; and a nationally recognized credential. Together, these components form a cohesive model that provides apprentices with a meaningful educational experience and a strong foundation to launch a successful career. The five core components of all Florida Registered Apprenticeship (RA) programs are summarized in the following table.<sup>4</sup>

COMPONENT	DESCRIPTION
<b>BUSINESS INVOLVEMENT</b>	Employers are the foundation of every RA program and play an active role through providing on-the-job-training. Employers frequently work together through joint labor-management organizations, industry associations or other partnerships to share the administrative tasks involved in the operation and maintenance of the program.
<b>ON-THE-JOB TRAINING</b>	The bulk of RA training occurs through OJT. 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.
<b>RELATED TECHNICAL INSTRUCTION</b>	RA combines OJT with related instruction on the technical and academic competencies that apply to the occupation. Educational partners (public and private) are encouraged to collaborate with sponsors and participating employers to develop the curriculum, which often incorporates established national-level skill standards. The RTI may be provided by school district technical colleges, FCS institutions, SUS institutions, apprenticeship training schools or by the employer itself. It can be delivered at a school, online, at the job site or in any combination thereof. RA requires a minimum of 144 hours of RTI per year.
<b>REWARDS FOR SKILL GAINS</b>	Apprentices receive wages when they begin work and pay increases as they meet benchmarks for skill attainment. The benchmarks for skill attainment can be customized to the employer's needs. Wage steps can be based on competency attainment, hours of experience on the job or a combination of both.
<b>NATIONALLY RECOGNIZED CREDENTIAL</b>	Every graduate of an RA program receives a nationally recognized, nationally portable credential (Certificate of Apprenticeship Completion) issued by the FDOE signifying to employers that the apprentice is fully qualified for the job.



## CORE COMPONENTS OF REGISTERED APPRENTICESHIP, CONTINUED

The key roles within a Registered Apprenticeship (RA) program are clearly defined and essential to its success.

Program Sponsors are responsible for administering all aspects of an RA program. Their duties may include administrative management, outreach and recruitment, educational liaison functions, registration, records management, committee administration, compliance, quality assurance and handling of complaints. Entities that may serve as program sponsors include a single employer, trade association, public or private education provider, group of employers, local workforce development board, labor or joint labor-management organization, community or faith-based organization or any other entity that complies with federal and state regulations.

Employers are the driving force behind Registered Apprenticeship. They are directly engaged in the actual work of the apprenticeable occupation through their own employees and are responsible for hiring, employing and paying both the apprentice's progressive wage structure and the journeyworker or mentor providing training. Employers also determine how and by whom the required related technical instruction (RTI) will be delivered.

For some employers, starting an independent RA program may not be the best option. Instead, it may be more practical to join an existing program as a participating employer. Agencies partnering with established programs can do so through a simplified process that requires execution of a one-page Participating Employer Agreement with the program sponsor. This agreement includes a funding formula that outlines each participating employer's role in supporting the program and ensures compliance with Rule 6A-23.004(2)(x), Florida Administrative Code (F.A.C.), Standards of Apprenticeship. Participating employers benefit from this structure because the program sponsor manages all administrative responsibilities. Employers interested in joining an existing RA program should contact the Apprenticeship Training Representative (ATR) in their region for additional



information and guidance on identifying a program that aligns with their occupation and training needs.

Apprentices are individuals aged 16 or older who have entered into an apprenticeship agreement with a registered program sponsor. They are employed under an earn-while-you-learn model, gaining experience through supervised, hands-on work in an apprenticeable occupation. Apprentices acquire tangible, marketable skills under the direction of qualified journeyworkers or mentors while working for employers who are directly invested in their professional development and success.

Every apprenticeship program registered with the Florida Department of Education (FDOE) is automatically federally recognized, ensuring that apprentices who complete their program receive a nationally recognized credential that carries credibility, portability and marketability across industries and state lines. This recognition provides apprentices with valuable mobility and career flexibility nationwide.

According to the U.S. Department of Labor (USDOL), in its most recent data and statistics on Registered Apprenticeship<sup>5</sup>, Florida ranks 7th among all states and territories for the number of new apprentices and 9th for the total number of active apprentices.

## REGISTERED PREAPPRENTICESHIP

Registered preapprenticeship is authorized under Section 446.052, Florida Statutes (F.S.), and Rule 6A-23.010, Florida Administrative Code (F.A.C.), and is defined as an organized program of instruction offered within a public school system or other setting that prepares individuals to become apprentices.

Preapprenticeship programs are registered with the Florida Department of Education (FDOE) and sponsored by a Florida Registered Apprenticeship (RA) program in the same occupation or occupational area. Program sponsors determine the length and scope of instruction necessary to adequately prepare individuals for entry into apprenticeship. While on-the-job training (OJT) is not required, some programs choose to incorporate it. Most programs emphasize related technical instruction (RTI) delivered in classroom or laboratory environments. These programs serve as a critical pathway into Registered Apprenticeship.

During the 2024–25 performance year, four new preapprenticeship programs were registered with FDOE, bringing the total to 70 registered programs statewide. A total of 4,524 preapprentices are actively participating in these programs.

## MANAGEMENT AND OVERSIGHT OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP

The Florida Department of Education (FDOE) serves as the state's authorized registration agency for apprenticeship programs and apprentices for federal purposes, as outlined in federal regulations. The Division of Career and Adult Education, Office of Apprenticeship, manages the day-to-day oversight of Florida's Registered Apprenticeship (RA) programs to ensure compliance with all federal requirements.

Registered preapprenticeship programs are specifically designed to help individuals develop the workforce readiness skills needed to qualify for and be selected into an apprenticeship program. Individuals who successfully complete a registered preapprenticeship program earn

<sup>5</sup> USDOL Interactive Apprenticeship Data - <https://www.apprenticeship.gov/data-and-statistics/apprentices-by-state-dashboard>. Data retrieved on October 28, 2025.



a Preapprenticeship Certificate issued by FDOE. These programs must be a minimum of six (6) months and no more than twenty-four (24) months in length.

To maintain a seamless pathway from preapprenticeship to apprenticeship, all registered preapprenticeship programs must be sponsored by one or more Registered Apprenticeship programs in the same occupation(s) or industry. The minimum age for participation is 16 years, and programs may be designed for high school students, out-of-school youth (ages 16–24) or adults (ages 25 and older).

The U.S. Department of Labor (USDOL) does not formally recognize or administer preapprenticeship programs in Florida. Instead, FDOE is the state's authorized registration agency responsible for registering, servicing and providing technical assistance for all preapprenticeship programs and participants statewide.





# KEY INITIATIVES

## APPRENTICESHIP PROGRAM REVIEWS

The significant growth in newly registered apprenticeship and preapprenticeship programs across Florida has created an increased need for comprehensive program reviews. During the 2024–2025 program year, the Office of Apprenticeship established a Statewide Program Reviewer position to manage the overall review process. This role ensures compliance with the Code of Federal Regulations, Florida Statutes and State Board Rules, maintaining program quality and integrity while providing technical assistance that supports continuous improvement for both apprentices and employers.

Program reviews are conducted by the State Program Reviewer, Apprenticeship Training Representatives (ATRs), the Director of Apprenticeships or other members of the Department's team. Review focus areas include program operations; maintenance of required documentation and up-to-date standards; delivery, tracking and documentation of on-the-job training (OJT) and related technical instruction (RTI); appropriate supervision and training of apprentices and preapprentices; and adherence to established wage progression schedules.

The Office of Apprenticeship employs a risk-based analysis approach to prioritize programs for review. Program sponsors are notified by the ATR or State Program Reviewer at least two weeks in advance, allowing sufficient time to prepare.

When findings are identified, they are categorized according to their severity. Minor or procedural issues are addressed through an improvement plan focused on operational adjustments to strengthen program performance. Significant findings that indicate noncompliance with key federal or state requirements result in a corrective action plan, which mandates prompt and documented corrective measures.



The Department's primary goal is to ensure the ongoing quality and effectiveness of apprenticeship programs in Florida. Initial corrective actions emphasize technical assistance and support for program sponsors to help them achieve compliance. However, if a sponsor fails to follow through with the corrective action plan and the technical assistance provided, the program may be subject to deregistration by the Department. Once required improvements or corrections are verified, the program receives a letter of full compliance, confirming alignment with the national registered apprenticeship model and ensuring continued access to high-quality apprenticeship opportunities for Floridians.





## MODERNIZATION OF THE APPRENTICESHIP SYSTEM

In December 2024, the Office of Apprenticeship implemented major system enhancements to modernize and streamline the registration and management of apprentices through the Registered Apprenticeship Partners Information Data System (RAPIDS). These updates included adopting the U.S. Department of Labor's Apprenticeship Agreement Form, which is now electronically signed within RAPIDS following Apprenticeship Training Representative (ATR) approval of apprentice registrations. Apprentice-related actions such as updates, cancellations and completions are also now processed electronically, expediting approval timelines and reducing paperwork. Program sponsors can monitor the status of agreement signatures in real time, further improving efficiency and transparency.

At the same time, the Office of Apprenticeship transitioned to issuing Certificates of Completion electronically through RAPIDS. After an ATR reviews and approves a completion request, program sponsors can generate and print certificates locally, ensuring timely distribution, which is especially valuable for graduation ceremonies. This change replaces the previous process in which certificates were printed in Tallahassee and mailed to sponsors.

In partnership with CareerSource Florida, the Office of Apprenticeship also launched the Apprenticeship Finder Tool ([www.apprenticeflorida.com/resources](http://www.apprenticeflorida.com/resources)) to make it easier for Floridians to discover registered apprenticeship opportunities in their area. The tool pulls employer-level data directly from RAPIDS and allows users to search by location, industry or occupation, while providing direct contact information for both the apprenticeship program and the local CareerSource board to connect individuals with available career services.







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

Since 2019, Governor Ron DeSantis and the Florida Legislature have appropriated a total of \$105 million to support the development, expansion and operation of registered apprenticeship (RA) and preapprenticeship programs across the state. Through the Pathways to Career Opportunities Grant (PCOG), the Florida Department of Education (FDOE) has awarded over 300 proposals, projected to serve more than 15,000 participants in high-demand occupations statewide.

For the 2024–25 grant year, FDOE received an appropriation of \$20 million to support the creation, expansion or continued operation of registered apprenticeship and preapprenticeship programs. Of this amount, \$5 million was specifically dedicated to the Grow Your Own Teacher Registered Apprenticeship Program. Funds were awarded to 64 programs, collectively projected to serve approximately 5,000 apprentices and preapprentices.

A summary of the 2024–25 funded projects is provided in Appendix B, and additional information on the Request for Application (RFA) is available at [www.fldoe.org/pathwaysgrant](http://www.fldoe.org/pathwaysgrant).



# FDOE RESOURCE SUMMARY FOR REGISTERED APPRENTICESHIP

## STATE CAPACITY AND STRUCTURE

The FDOE Office of Apprenticeship is organized into regional areas, each supported by a local Apprenticeship Training Representative (ATR) responsible for the day-to-day management and technical assistance of apprenticeship and preapprenticeship programs. ATRs oversee the registration of new programs, as well as the registration, completion and, when necessary, cancellation of apprentices and preapprentices.

Staff are strategically located across the state to ensure effective service and support for both current and future programs. For state and regional contact information for the Office of Apprenticeship team, refer to Appendix C.

## ONBOARDING AND TECHNICAL SUPPORT

The mission of Florida's Office of Apprenticeship is to advance registered apprenticeship (RA) and preapprenticeship as key workforce development strategies. Each region's Apprenticeship Training Representative (ATR) serves as a one-stop resource for all apprenticeship-related needs, from responding to general inquiries and assisting with new program creation to supporting the ongoing operation of existing programs. This regional approach ensures that potential sponsors receive direct guidance in navigating both the national and Florida RA systems.

Because Florida's RA and preapprenticeship programs serve both program sponsors and individual participants, information and resources are tailored to meet each group's needs. Employers and eligible sponsors typically seek to understand how the apprenticeship system functions, while individuals are often interested in employment and training opportunities. The process of sponsoring an apprenticeship or preapprenticeship program begins with a phone call or email inquiry to a member of the Office of Apprenticeship team.



# FLORIDA'S APPRENTICESHIP AND PREAPPRENTICESHIP PARTICIPATION AND OUTCOMES

## OVERVIEW

To promote transparency and support a clear understanding of the data presented in this report, the Department has included an appendix detailing all calculation methodologies. Appendix D – Calculation Methodologies provides a comprehensive explanation of the methods and data sources used to calculate reported outcomes. Additionally, all appendix files are available on the DCAE Research & Evaluation website<sup>6</sup>, offering users another way to view and explore apprenticeship data.

## EXPANDED PERFORMANCE MEASURES

In 2021, House Bill 1507 amended section 446.302(2)(b), Florida Statutes, to require the reporting of additional performance measures, specifically wage progression, retention rates and completion rates, for both preapprenticeship and apprenticeship programs, where applicable<sup>7</sup>. The Registered Apprenticeship Partners Information Data System (RAPIDS), managed by the U.S. Department of Labor (USDOL), maintains data exclusively for apprentices and registered apprenticeship programs. Data for preapprentices and preapprenticeship programs must therefore be collected and maintained at the state level.

Since this expanded reporting requirement took effect in 2021, the Florida Department of Education (FDOE) has developed a state preapprenticeship database using supplemental data collection.<sup>8</sup> As a result, this year's report includes detailed participation data by occupation, as well as retention and completion rates for preapprenticeship programs, reflecting

<sup>6</sup> <https://www.fldoe.org/academics/career-adult-edu/research-evaluation/annual-app-reports.html>

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

<sup>8</sup> FDOE disseminated a supplemental data collection method for preapprenticeship programs with established survey windows for the 2024-25 performance year.





improvements in data collection and reporting. Beginning with the 2024–25 report, this data is now used to formally calculate and report preapprenticeship retention and completion rates.

It is important to note that because on-the-job training (OJT) is not a required component of preapprenticeship programs, wage data is not reported for these programs. As previously stated, the primary purpose of preapprenticeship programs is to serve as a pipeline into registered apprenticeship (RA).

Further details on performance metrics are provided in the Performance Outcomes section.

## REGISTERED PROGRAMS AND PUBLIC EDUCATIONAL PARTNERSHIPS

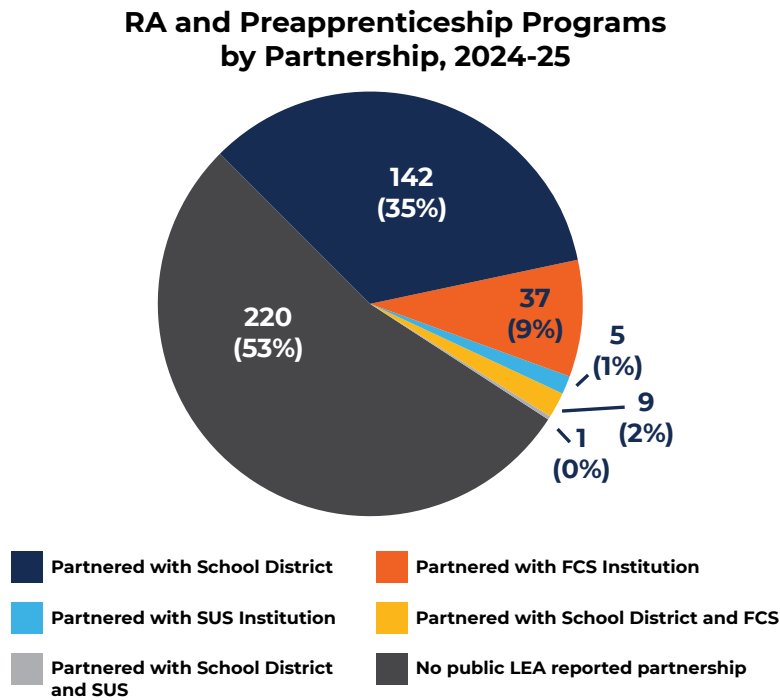
Across Florida, the number of newly registered apprentices has grown by more than 7% compared to the previous year. In 2024–25, the Florida Department of Education (FDOE) oversaw a total of 414 registered programs, including 344 registered apprenticeship (RA) programs and 70 registered preapprenticeship programs.<sup>9</sup> Appendix E provides a detailed listing of these programs, organized by their affiliated Local Educational Agency (LEA) partnerships with school districts, Florida College System (FCS) institutions or State University System (SUS) institutions. The table is sorted by the educational provider responsible for delivering the Related Technical Instruction (RTI), where applicable.

Of the 414 registered programs active during the 2024–25 apprenticeship year, 47% partnered with a school district, FCS institution or SUS institution for RTI. Among these:

- 142 programs partnered exclusively with school districts (representing 34% of all registered programs),
- 37 programs partnered exclusively with FCS institutions (9%),
- 5 programs partnered exclusively with SUS institutions (1%),
- 9 programs partnered with both school districts and FCS institutions (2%) and
- 1 program partnered with both a school district and a SUS institution (less than 1%).

<sup>9</sup> Based on active programs from July 1, 2024, to June 30, 2025.

The remaining 53% of programs (220 total) did not partner with a school district, FCS institution or SUS institution for RTI but may have collaborated with other non-state-reporting education partners to deliver instructional training.



## PROGRAM PARTICIPATION BY OCCUPATION

Statewide participation data by occupation for registered apprenticeship (RA) and preapprenticeship programs are collected through two primary methods.

The first method applies to programs offered in partnership with a school district, Florida College System (FCS) institution or State University System (SUS) institution for Related Technical Instruction (RTI), collectively referred to as the Local Educational Agency (LEA) partner. Enrollment activity for these programs is reported by the LEA to the Florida Department of Education (FDOE) for accountability and funding purposes. Each apprentice’s enrollment is reported by occupation, allowing participation data by occupation to be calculated.

Appendix F-1 provides enrollment by occupation as reported by LEAs for the 2024–25 academic year and the top five occupations by enrollment are presented in Table 1. Together, these five occupations represent 70% of total RA and preapprenticeship program enrollment by occupation.<sup>10</sup>

Because not all RA and preapprenticeship programs partner with an LEA, this summary does not include activity for non-LEA-partnered apprenticeship or preapprenticeship programs.

<sup>10</sup> Total apprenticeship program enrollment for 2024-25 for school districts was 20,395. The top 5 programs accounted for 73% of this figure.



**TABLE 1: TOP FIVE OCCUPATIONS BY ENROLLMENT**

OCCUPATION	# ENROLLED IN SCHOOL DISTRICTS	# ENROLLED IN FCS INSTITUTIONS	TOTAL	% OF TOTAL ENROLLMENTS
<b>Electrician</b>	5,182	1,069	6,251	42%
<b>Air Conditioning, Refrigeration and Heating Technology</b>	1,161	149	1,310	9%
<b>Plumbing Technology</b>	1,141	179	1,320	9%
<b>Elevator Constructor Mechanic</b>	1,083	n/a	1,083	7%
<b>Pre- Apprenticeship (Postsecondary)</b>	858	32	890	6%

The second method for capturing program participation includes all registered apprentices over a specified period, regardless of whether the program is partnered with a Local Educational Agency (LEA). This method uses RAPIDS, the federal government's reporting system, for registered apprenticeships.

Appendix F-2 provides the total number of registered apprentices by occupation of training. According to RAPIDS, between July 1, 2024, and June 30, 2025, there were 20,395 registered apprentices in Florida. This dataset excludes preapprenticeship information, as preapprenticeship programs are not tracked within the federal RAPIDS system.

However, with the enhancement of preapprenticeship data collection beginning in the 2022–23 program year, preapprenticeship program participation by occupation has been incorporated into this report. Appendix F-3 lists the number of all registered preapprentices by occupation of training.

The top five occupations with the highest numbers of registered apprentices and preapprentices are shown in Tables 2 and 3, respectively. The apprenticeship occupations presented in Table 2, account for 59% of total RA participation as reported in RAPIDS, while the preapprenticeship occupations in Table 3 represent 54% of total participation, based on supplemental data submissions.<sup>11</sup>

<sup>11</sup> Total preapprenticeship program enrollment for 2024-25 per supplemental data collection was 4,524.



**TABLE 2: TOP FIVE OCCUPATIONS WITH THE HIGHEST NUMBER OF APPRENTICES**

OCCUPATION	REGISTERED APPRENTICES	% OF TOTAL REGISTERED APPRENTICES
Electrician	7,785	38%
Plumber	1,398	7%
Heating and Air Conditioning Technician and Installer	1,274	6%
Elevator Constructor	1,119	5%
Registered Nurse Resident	694	3%

**TABLE 3: TOP FIVE OCCUPATIONS WITH THE HIGHEST NUMBER OF PREAPPRENTICES**

OCCUPATION	REGISTERED PREAPPRENTICES	% OF TOTAL REGISTERED PREAPPRENTICES
Electrician	881	19%
Carpenter	520	11%
Heating and Air Conditioning Technician and Installer	450	10%
Teacher Assistant	383	8%
Cook	274	6%

# PROGRAM OUTCOMES

## APPRENTICESHIP WAGES

Registered Apprenticeship (RA) programs follow an “earn as you learn” model, allowing apprentices to earn wages beginning at program enrollment and continuing through completion. Each RA program sponsor establishes a starting wage and an exit wage, which vary by occupation. These wages always reflect a progression, ensuring that compensation increases as apprentices gain competency and experience.

All starting and exit wages presented in this report are based on current-year wage data listed in each RA program’s standards for the corresponding program and occupation.<sup>12</sup> The wage schedule, a required component of every RA program’s standards, is entered into RAPIDS by the Florida Department of Education (FDOE). Program sponsors are responsible for updating their wage schedules to accurately reflect current apprentice wages. FDOE reviews and approves all wage amendment requests before updating wage schedules in RAPIDS.

To provide insight into wage sustainability and long-term outcomes, this section also includes wage data for apprentices one year and five years after program completion.<sup>13</sup> Appendix G presents, by program sponsor and occupation, the starting and exit wages, along with wage progression at one and five years post-exit.

## STARTING & EXIT WAGES

Apprentice compensation varies significantly by occupation. The lowest starting and exit wages are associated with the Industrial Maintenance Mechanic (Municipal Maintenance Tech) occupation, at \$9,360.00 and \$19,364.80 annually, respectively. Conversely, the highest starting wage is found in the Switchboard Operator (Utility) occupation at \$59,363.20 annually, while the highest exit wage belongs to the Elevator Constructor occupation at \$104,780.00 per year.

Tables 4 through 7 display the top five and lowest five occupations based on starting and exit wage amounts. Because wages vary across RA programs, even within the same occupation, all reported wages in these tables are averages derived from the occupation data listed in Appendix G.<sup>14</sup>

Wage data is not presented for preapprenticeship programs, as they do not require on-the-job training (OJT).<sup>15</sup>

12 Starting and exit wages obtained from the RAPIDS system and based on RA program standards. Starting and exit wages are as of July 2025

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

14 See Appendix G footnote that outlines the cohort of apprentices included in the table.

15 Subspecialties of occupations are shown in parentheses for Tables 4–12.





**TABLE 4: TOP FIVE OCCUPATIONS BY STARTING WAGE**

OCCUPATION	START WAGES
Switchboard Operator (Utility)	\$59,363.20
Heavy and Tractor Trailer Truck Driver	\$56,784.00
Pipefitter (Welder)	\$56,742.40
Electric Meter Installer	\$55,952.00
Elevator Constructor (Mechanic)	\$54,672.80

**TABLE 5: LOWEST FIVE OCCUPATIONS BY STARTING WAGE**

OCCUPATION	START WAGES
Industrial Maintenance Mechanic (Municipal Maintenance Tech)	\$9,360.00
Meter Repairer	\$12,480.00
Industrial Maintenance Mechanic (Build Maintenance Repairer)	\$14,196.00
Cook	\$15,080.00
Telecommunications Technician	\$15,600.00

**TABLE 6: TOP FIVE OCCUPATIONS BY EXIT WAGES**

OCCUPATION	EXIT WAGES
Elevator Constructor	\$104,780.00
Elevator Constructor (Mechanic)	\$97,718.40
Power Line Repairer (High Voltage Electrician)	\$94,972.80
Power-Plant Operator	\$94,057.60
Electric Meter Installer	\$89,960.00

**TABLE 7: LOWEST FIVE OCCUPATIONS BY EXIT WAGES**

OCCUPATION	EXIT WAGES
Industrial Maintenance Mechanic (Municipal Maintenance Tech)	\$19,364.80
Cook	\$22,828.00
Industrial Maintenance Mechanic (Build Maintenance Repairer)	\$23,441.60
Meter Repairer	\$25,105.60
Child Care Development Specialist	\$26,547.73



**POST PROGRAM COMPLETION WAGES**

Wage data for apprentices one and five years after program completion demonstrates promising economic outcomes for Florida apprentices. Across all occupations, the average annual wage one year after completion is \$73,616.33, increasing to \$81,358.41 five years after completion. Notably, the Power Line Repairer occupation shows the highest wage progression at one year post-completion, while the Elevator Constructor occupation reports the highest annual wage at five years post-completion.

All post-completion wages presented in the tables 8 through 11 represent the average annual wages of apprenticeship program completers within their respective one- or five-year cohorts, organized by occupation.<sup>16</sup> In accordance with Florida Department of Education data suppression rules, occupations with fewer than four apprentices are not included in the tables.

**TABLE 8: TOP FIVE OCCUPATIONS ONE YEAR AFTER PROGRAM COMPLETION WAGE**

OCCUPATION	WAGES
Power Line Repairer	\$155,589.76
Electrician (Substation)	\$149,853.51
Meter Repairer (Electric)	\$146,140.47
Industrial Maintenance Mechanic	\$141,056.00
Power-Plant Operator	\$129,121.14

<sup>16</sup> Wage 1 year after program exit is based on a cohort of apprentices who completed at any point from July 1, 2022, to June 30, 2023, 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, 2018, to June 30, 2019 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). These wages are based on Social Security Number matches. These data are derived from Social Security Number matches and may include completers who are not employed full time, as well as individuals who have changed occupations since completing their programs.



**TABLE 9: LOWEST FIVE OCCUPATIONS ONE YEAR AFTER PROGRAM COMPLETION WAGE**

OCCUPATION	WAGES
<b>Automotive Technician (Specialist)</b>	\$25,000.00
<b>Gas Utility Technician</b>	\$25,000.00
<b>Refrigeration Mechanic</b>	\$25,000.00
<b>Child Care Development Specialist</b>	\$28,678.45
<b>Registered Nurse Resident</b>	\$28,963.22

**TABLE 10: TOP FIVE OCCUPATIONS FIVE YEARS AFTER PROGRAM COMPLETION WAGE**

OCCUPATION	WAGES
<b>Elevator Constructor (Mechanic)</b>	\$161,078.72
<b>Power Line Repairer</b>	\$151,306.00
<b>Power Line Repairer (High Voltage Electrician)</b>	\$148,997.00
<b>Power Line Erector</b>	\$126,571.78
<b>Electrician</b>	\$111,795.83

**TABLE 11: LOWEST FIVE OCCUPATIONS FIVE YEARS AFTER PROGRAM COMPLETION WAGE**

OCCUPATION	WAGES
<b>Child Care Development Specialist</b>	\$36,558.44
<b>Industrial Maintenance Mechanic (Municipal Maintenance Tech)</b>	\$41,341.33
<b>Painter (Construction)</b>	\$56,104.00
<b>Carpenter (Residential)</b>	\$60,930.00
<b>Machinist (Precision Machinist)</b>	\$67,930.00

RETENTION RATES

Retention rates are a strong indicator of potential program completion, as higher retention rates generally correlate with higher completion rates. In Registered Apprenticeship (RA) programs, retention rates also highlight the strength of workforce pipelines by occupation and indicate the likelihood that program providers are meeting workforce demands.

Appendices H-1 and H-2 provide RA program retention rates by program sponsor and occupation, respectively, while Appendices H-3 and H-4 detail retention rates for registered preapprenticeship programs by program sponsor and occupation. For apprentices, retention rates are calculated as the percentage of participants still engaged in the RA program or who have completed based on start and exit dates and apprentice registration status in RAPIDS.<sup>17</sup> It should be noted that dates may be amended in RAPIDS at any time; the start dates used for retention calculations reflect the most recently reported dates, which may differ from the original program start date. For preapprentices, retention rates are calculated as the percentage of participants still engaged in the program or who have completed, using start and exit dates and registration status from program sponsor supplemental data.<sup>18</sup>

Overall, Florida RA program retention rates are strong. Of the 204 RA programs listed in Appendix H-1, more than half have retention rates of 80% or higher. The highest retention rates by occupation are reported for Airframe Mechanic, Bricklayer, Diesel Mechanic, Electrician, Field Service Engineer, Fire Alarm Inspection Test Maintenance Technician, Heavy and Tractor Trailer Truck Driver, Machinist and Power Line Repairer.

Tables 12 and 13 provide a high-level analysis of retention rates by RA program and occupation. To ensure statistically sound results, programs and occupations with fewer than ten apprentices are not included in the tables; however, all programs are included in their respective appendices, with notations indicating small apprentice counts.

TABLE 12: APPRENTICESHIP RETENTION RATE BY QUARTILE RANGE

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

RETENTION RATE BANDS	PERCENTAGE OF RA PROGRAMS
0% – 25% retention rate	5%
26% – 50% retention rate	8%
51% – 75% retention rate	28%
76% – 100% retention rate	59%

17 Retention and completion are determined using data in the RAPIDS system as of July 2025.  
18 Retention and completion are determined using data in preapprenticeship program sponsor supplemental data.

**TABLE 13: OCCUPATIONS FOR APPRENTICESHIP PROGRAMS WITH RETENTION RATES ABOVE 90%**

OCCUPATION	RETENTION RATE
Airframe Mechanic	100%
Bricklayer (Construction)	100%
Diesel Mechanic (Industrial Truck Mechanic)	100%
Electrician (Substation)	100%
Field Service Engineer	100%
Fire Alarm Inspection Test Maintenance Technician	100%
Heavy and Tractor Trailer Truck Driver	100%
Machinist (Precision Machinist)	100%
Power Line Repairer (Transmission Line Worker)	100%
Registered Nurse Resident	96%
Industrial Maintenance Mechanic	96%
Electrician (Maintenance)	95%
Industrial Maintenance Mechanic (Industrial Maintenance Repairer)	95%
Power Line Repairer (High Voltage Electrician)	94%
Fire Fighter	93%
Direct Support Specialist	93%
Peer Specialist	92%
Gas Utility Technician (Worker)	91%
Fire Medic	91%



For preapprenticeship programs, of the 30 programs listed in Appendix H-3, more than 40% have retention rates of 75% or higher. The highest retention rates by occupation are reported for Advanced CNC Machinist, Cook, Fiber Composite Technician, Marine Service Technician, Medical Assistant, Pharmacy Technician, Roofer, Surgical Technologist, Truss Design Technician and Yacht Service Technician.

Table 14 and 15 provide a high-level analysis of retention rates by preapprenticeship program and occupation. To ensure statistically reliable results, programs and occupations with fewer than ten preapprentices are not included in the tables. All preapprenticeship programs are represented in their respective appendices.

**TABLE 14: PREAPPRENTICESHIP RETENTION RATE BY QUARTILE RANGE**

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

RETENTION RATE BANDS	PERCENTAGE OF PREAPPRENTICESHIP PROGRAMS
0% – 25% retention rate	33%
26% – 50% retention rate	10%
51% – 75% retention rate	17%
76% – 100% retention rate	40%

**TABLE 15: OCCUPATIONS FOR PREAPPRENTICESHIP PROGRAMS WITH RETENTION RATES ABOVE 90%**

OCCUPATION	RETENTION RATE
<b>Advanced CNC Machinist</b>	100%
<b>Cook</b>	100%
<b>Cybersecurity Analyst</b>	100%
<b>Marine Service Technician (Outboard)</b>	100%
<b>Medical Assistant</b>	100%
<b>Pharmacy Technician</b>	100%
<b>Structural Steel Worker/Ironworker (Solar Technician)</b>	100%
<b>Surgical Technologist</b>	100%
<b>Yacht Service Technician</b>	100%
<b>Child Care Development Specialist</b>	93%

## COMPLETION RATES

Completion rates are calculated as the percentage of apprentices who complete a registered apprenticeship or preapprenticeship program within one year after the expected program length specified in the program standards. Appendices J-1 and J-2 provide RA program completion rates by program sponsor and by program sponsor and occupation, respectively.

It should be noted that dates in RAPIDS may be amended at any time.<sup>19</sup> The dates used for these calculations reflect the most recently reported information, so start dates may differ from the original program start dates.

Of the 235 RA programs with completion data presented in Appendix J-1, more than 30% have completion rates above 75%. The highest completion rates by occupation are reported for Automotive Technician, Certified Recovery Peer Specialist, Computer Support Specialist, Direct Support Specialist, Early Childhood Educator, Heating and Air Conditioning Technician and Installer, Heavy and Tractor Trailer Truck Driver, Help Desk Technician, Instrument Mechanic, Meter Repairer, Operations Management, Project Manager and Surgical Technologist.

Tables 16 and 17 provide a high-level analysis of completion rates by RA program and by occupation. To ensure statistically sound results, programs and occupations with fewer than ten apprentices are not included in the tables. All programs are represented in their respective appendices, with notations indicating programs with small apprentice counts.

<sup>19</sup> Retention and completion are determined using data in the RAPIDS system as of July 2025.

**TABLE 16: APPRENTICESHIP 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% completion rate	22%
26% – 50% completion rate	17%
51% – 75% completion rate	25%
76% – 100% completion rate	36%





**TABLE 17: OCCUPATIONS FOR APPRENTICESHIP WITH COMPLETION RATES ABOVE 90%**

OCCUPATION	COMPLETION RATE
Automotive Technician (Specialist)	100%
Certified Recovery Peer Specialist	100%
Computer Support Specialist (Desktop Support Tech)	100%
Direct Support Specialist	100%
Early Childhood Educator	100%
Heating and Air Conditioning Technician and Installer (Refrigeration Mechanics)	100%
Heavy and Tractor Trailer Truck Driver	100%
Help Desk Technician	100%
Instrument Mechanic	100%
Meter Repairer (Electric)	100%
Operations Management	100%
Project Manager (Construction)	100%
Surgical Technologist	100%
Industrial Manufacturing Technician	97%
Aircraft Maintenance Technician (Structures Mechanic)	96%
Truss Design Technician	95%
Emergency Medical Technician	95%
Licensed Practical Nurse	94%
Gas Utility Technician	93%

Of the 39 preapprenticeship programs with completion data presented in Appendix J-3, 10% have completion rates above 75%. The highest completion rates by occupation are reported for Carpenter, Heating and Air Conditioning Installer-Servicer, Millwright, Pipefitter, Teacher Assistant and Welder.

Tables 18 and 19 provide a high-level analysis of completion rates by preapprenticeship program and occupation. To ensure statistically reliable results, programs and occupations with fewer than ten preapprentices are not included in the tables. All preapprenticeship programs are represented in their respective appendices, with notations indicating programs with small preapprentice counts.

**TABLE 18: PREAPPRENTICESHIP 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% completion rate	44%
26% – 50% completion rate	15%
51% – 75% completion rate	31%
76% – 100% completion rate	10%

**TABLE 19: OCCUPATIONS FOR PREAPPRENTICESHIP WITH COMPLETION RATES ABOVE 80%**

OCCUPATION	COMPLETION RATE
Pharmacy Technician	90%
Welding (Combination)	90%
Surgical Technologist	89%
Heating and Air Conditioning Technician and Installer (Heavy Equipment Operator)	86%
Construction Craft Laborer	84%



## CREDENTIAL ATTAINMENT & FLORIDA COLLEGE SYSTEM INSTITUTIONS

Data indicates that apprentices participating in registered apprenticeship programs with a Florida College System (FCS) institution as the LEA partner are more likely to earn additional credentials alongside their apprenticeship certificate of completion. This is possible because FCS institution LEA partners offer a broad range of credentialing opportunities through Related Technical Instruction (RTI). Often, the coursework required for RTI can also satisfy requirements for other credential types, such as a College Credit Certificate (CCC).

Table 20 illustrates the enrollments and completions of additional credential types achieved by apprentices in programs where an FCS institution served as the LEA partner during the 2024–25 program year.



**TABLE 20: CREDENTIAL ATTAINMENT AT FLORIDA COLLEGE SYSTEM INSTITUTIONS**

FCS INSTITUTION LEA PARTNER	REGISTERED APPRENTICESHIP PROGRAM NAME	REGISTERED APPRENTICESHIP PROGRAM NUMBER	ADDITIONAL CREDENTIAL PROGRAM OF ENROLLMENT TYPE	ADDITIONAL CREDENTIAL PROGRAM TITLE	ADDITIONAL CREDENTIAL PROGRAM ENROLLMENTS	ADDITIONAL CREDENTIAL PROGRAM COMPLETIONS
EASTERN FLORIDA STATE COLLEGE	Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	Associate in Science Certificate (College Credit Certificate (CCC) Program)	Composite Fabrication and Testing	1	0
EASTERN FLORIDA STATE COLLEGE	Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	Associate in Science Certificate (College Credit Certificate (CCC) Program)	CNC Machinist/Fabricator	3	0
EASTERN FLORIDA STATE COLLEGE	Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	Associate in Science (AS) Degree	Engineering Technology	3	1
MIAMI DADE COLLEGE	Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Associate in Science Certificate (College Credit Certificate (CCC) Program)	Food and Beverage Operations	2	0
MIAMI DADE COLLEGE	Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Associate in Science Certificate (College Credit Certificate (CCC) Program)	Preschool Specialization	9	3
MIAMI DADE COLLEGE	Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Associate in Science Certificate (College Credit Certificate (CCC) Program)	Help Desk Support Technician	7	7
MIAMI DADE COLLEGE	Miami Dade College Apprenticeship Program GNJ	2018-FL-71114	Associate in Science Certificate (College Credit Certificate (CCC) Program)	Business Specialist	8	4
MIAMI DADE COLLEGE	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ	2023-FL-122482	Baccalaureate Degree	Exceptional Student Education	27	0
MIAMI DADE COLLEGE	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ	2023-FL-122482	Baccalaureate Degree	Early Childhood Education, Pre-K through Grade 3	35	0

FCS INSTITUTION LEA PARTNER	REGISTERED APPRENTICE- SHIP PROGRAM NAME	REGIS- TERED APPREN- TICESHIP PROGRAM NUMBER	ADDITIONAL CREDENTIAL PROGRAM OF ENROLLMENT TYPE	ADDITIONAL CREDENTIAL PROGRAM TITLE	ADDITIONAL CREDENTIAL PROGRAM ENROLL- MENTS	ADDITIONAL CREDENTIAL PROGRAM COMPLE- TIONS
MIAMI DADE COLLEGE	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ	2023-FL- 122482	Baccalaureate Degree	Secondary Mathematics Education	2	0
MIAMI DADE COLLEGE	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ	2023-FL- 122482	Baccalaureate Degree	Secondary Biology Education	1	0
NORTHWEST FLORIDA STATE COLLEGE	Northwest Florida State College Apprenticeship Program, GNJ	2020-FL- 74354	Associate in Science Certificate (College Credit Certificate (CCC) Program)	Building Construction Specialist	1	0
NORTHWEST FLORIDA STATE COLLEGE	Northwest Florida State College Apprenticeship Program, GNJ	2020-FL- 74354	Associate in Science (AS) Degree	Culinary Management	1	0
SEMINOLE STATE COLLEGE OF FLORIDA	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ	2023-FL- 122482	Baccalaureate Degree	Exceptional Student Education	4	0
<b>TOTAL</b>					<b>104</b>	<b>15</b>



# STATE INVESTMENTS IN REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP TRAINING

Florida law defines workforce education programs to include registered apprenticeship (RA) and preapprenticeship programs as outlined in s. 446.021, F.S.<sup>20</sup>. This legal framework authorizes school districts and Florida College System (FCS) institutions to offer RA programs through their educational offerings and to allocate state operating funds in support of these programs.

School district operating funds are provided to 56 districts through the General Appropriations Act (GAA) under the Workforce Development Funds category. In 2023–24, 20 districts used these funds to support apprenticeship programs. FCS institutions receive annual operating funds through the FCS Program Fund category. Unlike other postsecondary programs, students participating in RA training through a district or FCS institution are exempt from tuition and fees for the RTI component of their apprenticeship program.<sup>21</sup>

Non-categorical operating funds provided to districts and FCS institutions may be used to support RA programs, but this is not a mandated expenditure. Consequently, districts and colleges are not allocated a specific amount that must be spent on these programs. Local agreements between districts or colleges and RA program sponsors are based on local demand and available resources. These agreements are not standardized statewide and reflect the contributions of both the educational institution and the program sponsor toward program costs.

When partnering with an RA program, school districts and FCS institutions are required to report total expenditures for the program in their annual cost reports. Appendix I-1 provides the most recent financial data for RA and preapprenticeship program expenditures in the 2023–24 fiscal year, showing a total of approximately \$27 million spent by school districts and FCS institutions.

<sup>20</sup> s. 1011.80(1), F.S.

<sup>21</sup> s. 1009.25(1)(b), F.S.





# CONCLUSION: THE VALUE OF APPRENTICESHIP AND PREAPPRENTICESHIP

## THE VALUE FOR EMPLOYERS

Registered apprenticeship and preapprenticeship programs help Florida employers develop highly skilled employees. This training model is linked to reduced turnover and associated costs, increased productivity and lower recruitment expenses. Additional benefits include:

<b>CUSTOMIZED TRAINING</b> that meets industry standards, tailored to the specific needs of employers, resulting in highly skilled employees.	<b>INCREASED KNOWLEDGE</b> transfer through OJT from an experienced journeyworker/mentor, combined with RTI courses to support work-based learning.
<b>ENHANCED EMPLOYEE RETENTION</b> According to the USDOL, approximately 91% of apprentices who complete an RA program are still employed nine months later.	<b>A SAFER WORKPLACE</b> that may reduce worker compensation costs due to the program’s emphasis on safety training.
<b>A STABLE AND RELIABLE PIPELINE</b> of qualified workers.	<b>A SYSTEMATIC APPROACH TO TRAINING</b> that ensures employees are trained and certified to produce at the highest skill levels required for the occupation.

# THE VALUE FOR APPRENTICES AND PREAPPRENTICES

Registered apprenticeship and preapprenticeship programs provide individuals seeking employment and training with the opportunity to participate in a structured, career-focused program. Registered preapprentices gain a pathway into RA, receiving academic and technical instruction and, in some cases, on-the-job training (OJT). This makes them highly attractive to employers in competitive labor markets. Registered apprentices earn a paycheck from day one, with wages increasing as their skills develop. They also complete a combination of job-related and related technical instruction, culminating in a nationally recognized, portable credential. Other benefits include:

## HANDS-ON CAREER TRAINING

Apprentices receive practical OJT training under the supervision of an experienced journeyworker 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

Linking registered apprenticeship and preapprenticeship programs to Florida’s state and local workforce systems is a key priority. This approach helps employers thrive by developing a highly skilled and productive workforce while enabling job seekers to access and sustain stable careers with competitive wages. By leveraging RA as a talent development strategy, the workforce system can enhance worker skills, meet employer demands and improve overall performance outcomes.

Under WIOA, RA is recognized as a training strategy to help individuals overcome barriers to employment. Consequently, RA programs receive automatic approval on a local workforce development board’s eligible training provider list. RA programs also support positive outcomes in state and local workforce development systems, contributing to 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 registered apprenticeship and preapprenticeship programs to Florida's employers, job seekers, workforce system and economy is substantial. These programs provide an employer-driven, high-quality career pathway that allows employers to develop and prepare their future workforce, while giving individuals the opportunity to gain paid work experience, structured classroom instruction and a portable, nationally recognized credential with real market value.





# 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** – A person at least sixteen (16) years of age and who has entered into an apprenticeship agreement with a registered apprenticeship program sponsor and who is engaged in learning an apprenticeable occupation through actual work experience under the supervision of a journeyworker. The apprentice must be a paid employee of the sponsor or participating employer.

**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 Section 1008.39, Florida Statutes, 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 a 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)**

– The process by which an apprentice or preapprentice acquires knowledge and skills under the supervision and tutelage of an experienced journeyworker within an apprenticeable occupation registered with the FDOE. On-the-Job Training is the monitoring and training responsibility of the sponsor or participating employer.

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

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

**PROGRAM SPONSOR** – Any 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.

**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 the 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.

**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 programs are authorized by the Florida Department of Education and meet state quality standards.

**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 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.

# LIST OF APPENDICES

**APPENDIX A:** 2024-25 State Apprenticeship Outreach and Recruitment Overview

**APPENDIX B:** Pathways to Career Opportunities Grant (PCOG) PHASE 6 – 2024/25

**APPENDIX C:** State and Regional Office of Apprenticeship Contact Information

**NOTE: FOR THE APPENDICES FROM APPENDIX D TO J-4, PLEASE VISIT THE FOLLOWING LINK:** <https://www.fldoe.org/academics/career-adult-edu/research-evaluation/annual-app-reports.stml>

**APPENDIX D:** Calculation Methodologies

**APPENDIX E:** List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership, 2024-25

**APPENDIX F-1:** Registered Apprenticeship and Preapprenticeship Program Enrollment by Occupation and LEA Type, 2024-25

**APPENDIX F-2:** Number of Registered Apprentices by Occupation, 2024-25

**APPENDIX F-3:** Number of Registered Preapprentices by Occupation, 2024-25

**APPENDIX G:** Wage Progression by Program Sponsor and Occupation at 1 Year and 5 Years after Program Completion, 2023-24

**APPENDIX H-1:** Registered Apprenticeship Program Retention Rates, 2023-24

**APPENDIX H-2:** Registered Apprenticeship Program Retention Rates by Occupation, 2023-24

**APPENDIX H-3:** Registered Preapprenticeship Program Retention Rates by Program Sponsor, 2023-24

**APPENDIX H-4:** Registered Preapprenticeship Program Retention Rates by Sponsor and Occupation, 2023-24

**APPENDIX I-1:** Program Costs for Registered Apprenticeship and Preapprenticeship Programs by School District and Florida College System (FCS) Institution, 2023-24

**APPENDIX I-2:** Program Costs for Registered Apprenticeship and Preapprenticeship Programs in School Districts and Florida College System (FCS) Institutions by Occupation, 2023-24

**APPENDIX I-3:** Program Costs for Registered Apprenticeship and Preapprenticeship Programs by LEA and Occupation, 2023-24

**APPENDIX J-1:** Registered Apprenticeship Program Completion Rates, 2015-2025

**APPENDIX J-2:** Registered Apprenticeship Program Completion Rates by Occupation, 2015-2025

**APPENDIX J-3:** Registered Preapprenticeship Program Completion Rates by Program Sponsor, 2020-2025

**APPENDIX J-4:** Registered Preapprenticeship Program Completion Rates by Sponsor and Occupation, 2020-2025



# APPENDIX A

## 2024-25 STATE APPRENTICESHIP OUTREACH AND RECRUITMENT OVERVIEW

### OUTREACH AND RECRUITMENT EFFORTS

Launched in 2019, Apprentice Florida is a collaborative outreach effort led by CareerSource Florida, the Florida Department of Education and FloridaCommerce. The initiative originated from the U.S. Department of Labor's State Apprenticeship Expansion Grant awarded in 2016 and aims to expand registered apprenticeship opportunities while strengthening the talent pipeline in key industries, thereby supporting economic growth throughout Florida.

Since its inception, the campaign has focused on engaging businesses and increasing the number of registered apprenticeship programs statewide. In 2024–2025, Apprentice Florida achieved notable outreach results, including 1,002,216 impressions, 17,591 website sessions, 8,082 website clicks, 3,812 resource downloads and 356 leads.

### OFFICE OF APPRENTICESHIP OUTREACH EFFORTS

During the 2024-2025 performance year the FDOE Office of Apprenticeship conducted the following outreach and support activities:

#### STATEWIDE EFFORTS:

- Florida Apprenticeship Conference, Panama City Beach
- Florida Association for Career and Technical Education Conference, Orlando
- Florida Workforce Summit, Orlando
- Pathways to Career Opportunities Grant Webinar Series, Virtual
- Apprenticeship Day on the Hill, Tallahassee
- State Apprenticeship Advisory Council Meeting, Virtual
- State Apprenticeship Advisory Council Meeting, Tallahassee
- State Office of Apprenticeship Presentations at CareerSource Navigator Training Sessions, Virtual
- CareerSource Florida Board of Directors Meeting, Ft. Myers

#### REGION 1:

- CareerSource Chipola Apprenticeship Strategy Session (Virtual)
- CareerSource Okaloosa Walton Apprenticeship Strategy Session (Virtual)

#### REGION 2:

- Florida Apprenticeship Conference, Panama City Beach
- Gadsden Re-Entry Center Visit
- Big Bend Technical College Event
- 2025 Wakulla Correctional Institute Re-entry Seminar
- Leon County Schools Apprenticeship Strategy Session (Virtual)
- Apprenticeship & ETPL Information Session with REACH Office
- CareerSource Capital Region Apprenticeship Strategy Session (Virtual)

### REGION 3:

- Clay County Ridgeview High School CTE Presentation
- Florida State College at Jacksonville Apprenticeship Accelerator
- Northeast Florida Education Consortium Career Fair
- Northeast Florida Construction Career Days Career Fair

### REGION 4:

- Workforce Summit Sumter County
- Registered Apprenticeship Training CareerSource
- Evara Health Grand Opening Presentation
- Withlacoochee Technical College Job Fair
- CareerSource High School Accelerator Presentation
- State of Construction
- Sumter County Job Fair
- CareerSource Apprenticeship Navigator Meetings
- Hillsborough County Construction Career Days

### REGION 5:

- Orange County Public Schools presentation to Career Specialists (H.S. Seniors)
- National Apprenticeship Day 2025 Presentation with CareerSource Central Florida (Orange Co.)
- CareerSource Central Florida Navigator Presentation (Osceola Co.)
- ABC & iBuild Apprenticeship Overview to Contractors in Central Florida
- Job Fair presentation for Osceola County High School Seniors
- Job Fair presentation for Orange County High School Seniors/Juniors
- Nursing Industry presentation on Registered Apprenticeship opportunities
- Florida School Superintendents Leadership Meeting Apprenticeship Presentation
- Orange County Construction Career Days
- Patrick AFB Presentation on Apprenticeship for retired military groups
- National Apprenticeship Week Showcase 2024
- Apprenticeship Training Technical Center Opening Ceremony
- Orange Technical College Job Fair
- FABTECH – FloridaMakes Apprenticeship Presentation
- Central Florida State of Construction – Registered Apprenticeship Presentation

### REGION 6:

- Defense Activity for Non-Traditional Education Support (DANTES), U.S. Department of Defense Apprenticeship 101
- City of Palm Bay presentation on workforce and apprenticeship opportunities
- Southeast Volusia Manufacturing Consortium Apprenticeship 101
- Aspire/CareerSource Brevard Business Engagement Expo Apprenticeship 101
- CareerSource Flagler-Volusia-Brevard IT Consortium Apprenticeship 101
- Space Coast Consortium National Apprenticeship Week Apprenticeship 101
- Martin County Schools Biannual Career & Technical Education Roundtable Discussion
- Comm Hitt 24 Apprenticeship 101
- Technology and Health Apprenticeship Program Fire Programs Chiefs Meeting Apprenticeship 101
- Nursing Consortium of Florida Apprenticeship 101
- CareerSource Florida, Flagler-Brevard-Volusia Alliance 4 Event and Round Table Discussions
- Space Health Nexus Apprenticeship 101

- Volusia Public Schools Preapprenticeship Signing Ceremony presentation
- Brevard Public Schools Career and Technical Education Recognition Event
- CareerSource Flagler-Brevard-Volusia Career Fair, Apprentice Recruitment Event

### REGION 7:

- Career Edge Manufacturing Forum
- Manatee Technical College Career Day
- Job Fair Career Source Suncoast
- Farmworker Career Development Advisory Council
- Suncoast Technical College Career Fair
- Manatee Sarasota Manufacturer's Association Apprenticeship Award
- Career Source Southwest Florida Apprenticeship 101
- CareerSource Suncoast Apprenticeship Accelerators
- Career Source Heartland Apprenticeship 101
- Venice High School Career Day

### REGION 8:

- Commissioner Geller's Building Trades Apprenticeship Awareness Initiative
- Office of Economic and Small Business Development to promote Registered Apprenticeship opportunities
- Registered Apprenticeship training with Local Workforce Development Board (LWDB)
- CareerSource Broward Annual Workforce Job Fair
- Junior Achievement Spring Industry Breakfast to promote Registered Apprenticeship pathways
- "Claim Your Future" Job Fair
- "My Next Move" Career Fair
- Atlantic Technical College's Spring Career Fair
- CareerSource Broward Job Fair
- Carhart Plumbing Apprenticeship Presentation
- FVI School of Nursing Apprenticeship 101
- Finrock Apprenticeship 101
- Memorial Healthcare System Apprenticeship 101
- CareerSource Apprenticeship Navigator Meetings

### REGION 9:

- Miami Dade College Apprenticeship Events
- Miami Dade County Public Schools Apprenticeship and Preapprenticeship Events and Jobs expo
- Miami Dade County Public Schools Symposium Preapprenticeship Presentation
- Miami Dade County Public Works Department Apprenticeship Presentation
- Miami Dade County Department of Transportation Apprenticeship Presentation
- Plumbing Contractors Association Trade Event
- CareerSource Southwest Florida Apprenticeship Meetings
- Gang Alternatives Board Meeting Presentation
- Greater Miami Chamber of Commerce Apprenticeship Presentation
- CareerSource Apprenticeship Navigators Apprenticeship Meetings
- Early Childhood and Education Center Event Apprenticeship Presentation
- Building Trades Event Presentation
- Miami EdTech Employer Event Apprenticeship Presentations



## APPENDIX A

### 2024-25 State Apprenticeship Outreach and Recruitment Overview

- CareerSource Center Business Services Reps and Managers Training
- CareerSource South Florida – Planning and implementing Apprenticeship Workshop
- Beacon Council Apprenticeship Presentation for National Apprenticeship Week
- ACRA Local 725 National Apprenticeship Week event
- Plumbers JAC National Apprenticeship Week event
- CareerSource South Florida National Apprenticeship Week roundtable presentation
- Miami Dade County Public Schools National Apprenticeship Week event
- Miami Dade College National Apprenticeship Week event
- Adrienne Arsht Center National Apprenticeship Week event

# APPENDIX B

## PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE) PHASE 5 – 2024-25

### GRANT AWARDS

Additional funds were awarded during the revert/reappropriate process.

Previous GYO awards were extended and increased during the revert/reappropriate process.

GRANTEE	AWARD AMOUNT	OCCUPATION(S)	TYPE	NEW/ EXPANSION/ OPERATING	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
ABC Institute, Inc	\$850,000	Electrician, Heating and Air Conditioning Mechanic and Installer, Pipefitter-Sprinkler Fitter, Plumber, Line Erector, Roofer, Pipefitter	Apprenticeship	Operating	Registered	2021-FL-88396	ABC Institute Apprenticeship Programs, GNJ
AdventHealth Central Florida	\$480,000	Registered Nurse	Apprenticeship	New	Registered	2025-FL-134414	AdventHealth Apprenticeship Program
American Surgical Instrument Repair	\$203,917	Surgical Instrument Repair Specialist	Apprenticeship	New	Registered	2025-FL-133712	American Surgical Instrument Repair LLC, INJ
AMIkids Workforce Development Services, Inc	\$190,127	Marine Service Technician	Apprenticeship	New	Registered	2025-FL-133026	AMIkids Marine Technician Apprenticeship
Bond Community Health Center	\$480,000	Medical Assistant, Dental Assistant, Pharmacy Technician	Apprenticeship	New	Registered	2025-FL-132299	Bond Community Health Center
Boys Electrical Contractors, LLC	\$214,461	Electrician	Apprenticeship	Expansion	Registered	2023-FL-122138	Boys Electrical Contractors, LLC Apprenticeship Program, INJ
CareerSource North Florida	\$18,000	Career Development Technician	Apprenticeship	Operating	Registered	2020-FL-75934	North Florida Workforce Development Board, dba CareerSource North Florida Apprenticeship Program, GNJ
Community Health Centers of Pinellas dba Evara Health	\$544,865	Medical Assistant, Behavioral Health Technician, Dental Assistant	Apprenticeship	Expansion	Registered	2024-FL-128842	Community Health Centers of Pinellas (dba Evara Health) Specialized Medical Assistant, INJ
Crisis Center of Tampa Bay dba TransCare Medical Transportation Services, Inc	\$724,092	Emergency Medical Technician	Apprenticeship	Expansion	Registered	2022-FL-112367	TransCare EMT Apprenticeship Program, INJ
EyeSouth Partners	\$38,600	Ophthalmic Medical Technician	Apprenticeship	New	Withdrawn	N/A	N/A

## APPENDIX B

### Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2024-25

GRANTEE	AWARD AMOUNT	OCCUPATION(S)	TYPE	NEW/ EXPANSION/ OPERATING	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
Flagler County School District	\$123,994	Electrician, HVAC	Apprenticeship	Expansion	Registered	FL008880010	Flagler County Community Apprenticeship Program GNJ
Flagler County School District	\$40,355	Electrician, HVAC	Preapprenticeship	Expansion	Registered	P-032; P-118	Flagler County Community Program Preapprenticeship; Flagler County Community Adult Preapprenticeship Program
Flagler County School District	\$15,000	Child Care Development Specialist	Apprenticeship	Expansion	Registered	FL008900012	Flagler Child Care GNJ
Florida Council for Community Mental Health, Inc dba Florida Behavioral Health Association (FBHA)	\$140,434	Behavioral Health Technician, Peer Specialist, Addictions Counselor	Apprenticeship	Operating	Registered	2022-FL-111479	Florida Behavioral Health Association, Inc.
Florida East Coast Electrical JATC	\$135,000	Electrician	Apprenticeship	Expansion	Registered	FL007460005	Florida East Coast Electrical JATC
Florida Finishing Trades Institute Apprenticeship & Training Committee	\$46,646	Painter-Decorator, Glazier	Apprenticeship	Operating	Registered	FL008620001	Florida Finishing Trades Institute JATC
Florida Gulf Coast Chapter - Associated Builders and Contractors	\$337,920	Electrical, Sprinkler Fitter, HVAC, Plumbing, Sheet Metal, Craft Labor, Carpenter, Pipefitter.	Apprenticeship	Expansion	Registered	FL007720004	Florida Gulf Coast Chapter ABC, Inc., GNJ
Florida Training Services, Inc.	\$454,817	Plumber, Heating & A/C Installer Servicer, Carpenter, Electrician	Preapprenticeship	Expansion	Registered	P-126	Florida Trade Academy
Florida Training Services, Inc.	\$145,975	Electrician	Apprenticeship	Expansion	Registered	2024-FL-128054	Florida Trade Academy GNJ
FloridaMakes, Inc.	\$425,914	Industrial Manufacturing Technician, Production Technologist, Quality Control Technician, Production Maintenance Technician (new).	Apprenticeship	Expansion	Registered	2020-FL-78138	FloridaMakes Advanced Manufacturing Apprenticeship Program, GNJ
Greater Miami Service Corps	\$90,000	Construction Laborer, Painter, Construction and Maintenance, Carpenters, Carpenter Helpers	Preapprenticeship	Operating	Registered	P-136	Greater Miami Service Corps Preapprenticeship Program
Guardian Angels Medical Service Dogs, Inc.	\$21,000	Medical Service Dog Trainer	Apprenticeship	Operating	Registered	2018-FL-71371	Guardian Angels Medical Service Dogs, Inc
Gulf Coast Electrical Joint Apprenticeship and Training Committee (JATC)	\$139,187	Electrician	Preapprenticeship	New	Registered	P-153	Gulf Coast Electrical JATC



## APPENDIX B

### Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2024-25

GRANTEE	AWARD AMOUNT	OCCUPATION(S)	TYPE	NEW/ EXPANSION/ OPERATING	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
Halifax Hospital Medical Center	\$58,648	Registered Nurse, Medical Record and Health Information Technician, Help Desk Technician, Various Imaging Apprenticeships (MRI, CT)	Apprenticeship	Expansion	Registered	2022-FL-112592	Halifax Health Apprenticeship Program, INJ
Hamilton-Ryker TalentGro	\$850,000	Licensed Practical Nurse (LPN), Registered Nurses, Medical Assistant, Patient Care Tech, Caregiver/ CNAs, Pharmacy Tech, Surgical Tech, Central Sterile Processing, Medical Lab Tech, Healthcare Food Service Manager	Apprenticeship	Expansion	Registered	2021-FL-93867	Hamilton-Ryker TalentGro
iBuild Central Florida	\$195,034	Carpentry, Electrician	Preapprenticeship	Expansion	Registered	P-100	iBuild Central Florida Preapprenticeship Program
iBuild Central Florida	\$70,000	Carpenter	Preapprenticeship	Operating	Registered	P-115	iBuild Pinellas Construction Trades Preapprenticeship Program
Independent Electrical Contractors, Florida West Coast Chapter	\$210,948	Electrician	Apprenticeship	Expansion	Registered	FL007820007	Independent Electrical Contractors, Inc (FWCC) GNJ
Indian River County School District	\$124,777	Licensed Practical Nurse, Licensed Vocational Nurse	Preapprenticeship	New	Registered	P-148	Vero Beach High School/SDIRC
Indian River County School District	\$74,417	Licensed Practical Nurse, Licensed Vocational Nurse	Preapprenticeship	New	Registered	P-149	Sebastian River High School/SDIRC Preapprenticeship Program
Jacksonville Electrical Joint Apprenticeship and Training Committee, dba Electrical Training Alliance of Jacksonville (ETAJ)	\$750,000	Electrician	Apprenticeship	Operating	Registered	FL008450001	Jacksonville Electrical JATC
Jacksonville Plumbers and Pipefitters Joint Apprenticeship and Training Trust	\$850,000	Plumbers, Pipefitters/ Welders, HVAC.	Apprenticeship	Operating	Registered	FL008480001	Jacksonville Plumbers & Pipefitters JATT
Lake County School District	\$192,000	Maintenance Repairer, HVAC, Electrician	Preapprenticeship	Expansion	Registered	P-060	Academy of Construction Technologies, Inc. Preapprenticeship
Manatee County School District	\$299,202	Window Installer, Pharmacy Technician, Wastewater Treatment Technician, Electrician, Plumber, Panel Building Instrumentation Technician	Apprenticeship	Expansion	Registered	2024-FL-126935	Manatee Technical College Apprenticeship Program-GNJ

## APPENDIX B

### Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2024-25

GRANTEE	AWARD AMOUNT	OCCUPATION(S)	TYPE	NEW/ EXPANSION/ OPERATING	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
Manufacturing Pathways LLC	\$170,167	Industrial Manufacturing Technician	Preapprenticeship	Expansion	Registered	P-138	Advanced Manufacturing Pre-Apprentice Program
MarineMax, Inc.	\$60,000	Marine Service Technician	Apprenticeship	Operating	Registered	2023-FL-122435	MarineMax, Inc. Marine Service Technician Apprenticeship Program, INJ
Miami Dade College	\$119,715	Automotive Service Technician, Automotive Technician Specialist, Personal Banking Representative, Building Automation Technician, Central Sterilization Technician, Cooks, Dental Assistant, Help Desk Technician, Operations Management/ General Manager, Project Manager, Restaurant Manager, Teacher Assistant, Transportation and Logistics Specialist	Apprenticeship	Expansion	Registered	2018-FL-71114	Miami Dade College Apprenticeship Program GNJ
Miami Dade College	\$96,000	HVAC, Plumbing, Electrical	Preapprenticeship	Expansion	Registered	P-135	Miami Dade College Construction Pre-Apprenticeship Program
Miami-Dade County School District	\$834,664	Automotive Service Mechanic, Diesel Off-Road Maintenance Technician, Diesel System Technician	Apprenticeship	Expansion	Registered	2021-FL-81435	M-DCPS Apprenticeship Program, GNJ
Miami-Dade County School District	\$318,007	Restaurant Cooks, Data Scientist	Preapprenticeship	Expansion	Registered	P-108	M-DCPS Preapprenticeship Program
Miami-Dade County School District	\$217,905	Automotive Service Assister	Preapprenticeship	Expansion	Registered	P-123	Automotive Service Mechanic
Miller Electric Company	\$850,000	Project Management	Apprenticeship	Expansion	Registered	2021-FL-87897	Miller Electric Company
Northeast Florida Builders Association	\$273,600	Carpenter, Electrician, HVAC Technician, Plumber	Apprenticeship	Operating	Registered	FL008730002	Northeast Florida Builders Association GNJ
Northwest Florida State College	\$181,200	Carpenter	Apprenticeship	Expansion	Registered	2020-FL-74354	Northwest Florida State College Apprenticeship Program, GNJ
Orange County School District	\$111,491	Child Care Development Specialist	Apprenticeship	Expansion	Registered	FL008920009	Central Florida Child Care Educators Apprenticeship Program, GNJ
Palm Beach State College	\$212,106	Plumbers	Apprenticeship	New	Registered	2025-FL-137083	Palm Beach State College Apprenticeship Program
Pasco County School District	\$137,366	Electricians	Preapprenticeship	New	Registered	P-140	Independent Electrical Contractors Florida West Coast Preapprenticeship Program

## APPENDIX B

### Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2024-25

GRANTEE	AWARD AMOUNT	OCCUPATION(S)	TYPE	NEW/ EXPANSION/ OPERATING	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
Saint Lucie County School District	\$535,081	Cooks, Nursing Assistants, Healthcare Support Workers	Preapprenticeship	Expansion	Registered	P-098	St. Lucie Public Schools Preapprenticeship Program
Santa Rosa County School District	\$115,922	Heating & Air Conditioning Installer/ Servicer, Electrician, Diesel Mechanic	Apprenticeship	Expansion	Registered	2019-FL-73412	Locklin Technical College Apprenticeship Program, GNJ
Skill Builders Solutions Inc	\$288,000	Construction Craft Laborer, Solar Energy Technician	Preapprenticeship	Expansion	Registered	P-152	Skill Builders Solutions Preapprenticeship Program
Skill Builders Solutions Inc	\$288,000	Construction Craft Laborer, Childcare Development Specialist, Cybersecurity, Heavy Equipment Operator	Apprenticeship	Expansion	Registered	2024-FL-128085	Skill Builders Solutions Registered Apprenticeship, GNJ
South Florida Operating Engineers Joint Apprentice and Training Trust (JATT)	\$239,552	Operating Engineer	Apprenticeship	Operating	Registered	FL007900016	South Florida Operating Engineers JAC
SpaceTEC Partners Inc.	\$210,055	Mechatronics Technician, Advanced Machining Technician, Fiber Composites Technician, Additive Manufacturing Technician, Cyber Security Technician	Apprenticeship	Expansion	Registered	2019-FL-72905	Space Coast Consortium Apprenticeship Program, GNJ
State College of Florida, Manatee-Sarasota	\$561,020	Heavy and Tractor Trailer Truck Drivers	Apprenticeship	Expansion	Registered	2023-FL-116331	FleetForce Truck Driving School GNJ
State College of Florida, Manatee-Sarasota	\$80,080	Heavy and Tractor Trailer Truck Driver	Preapprenticeship	New	Registered	P-159	FleetForce Truck Driver Training
Sumter County School District	\$127,340	Heating, Air Conditioning and Refrigeration, Electricians, Carpentry/ Maintenance and Repair Workers, Landscaping and Groundskeeping Workers, First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers, Soil and Plant Scientist	Preapprenticeship	Expansion	Registered	P-145	Sumter County Schools Preapprenticeship
Sunset Air & Home Service Inc.	\$192,392	HVAC	Apprenticeship	New	Withdrawn	N/A	N/A

## APPENDIX B

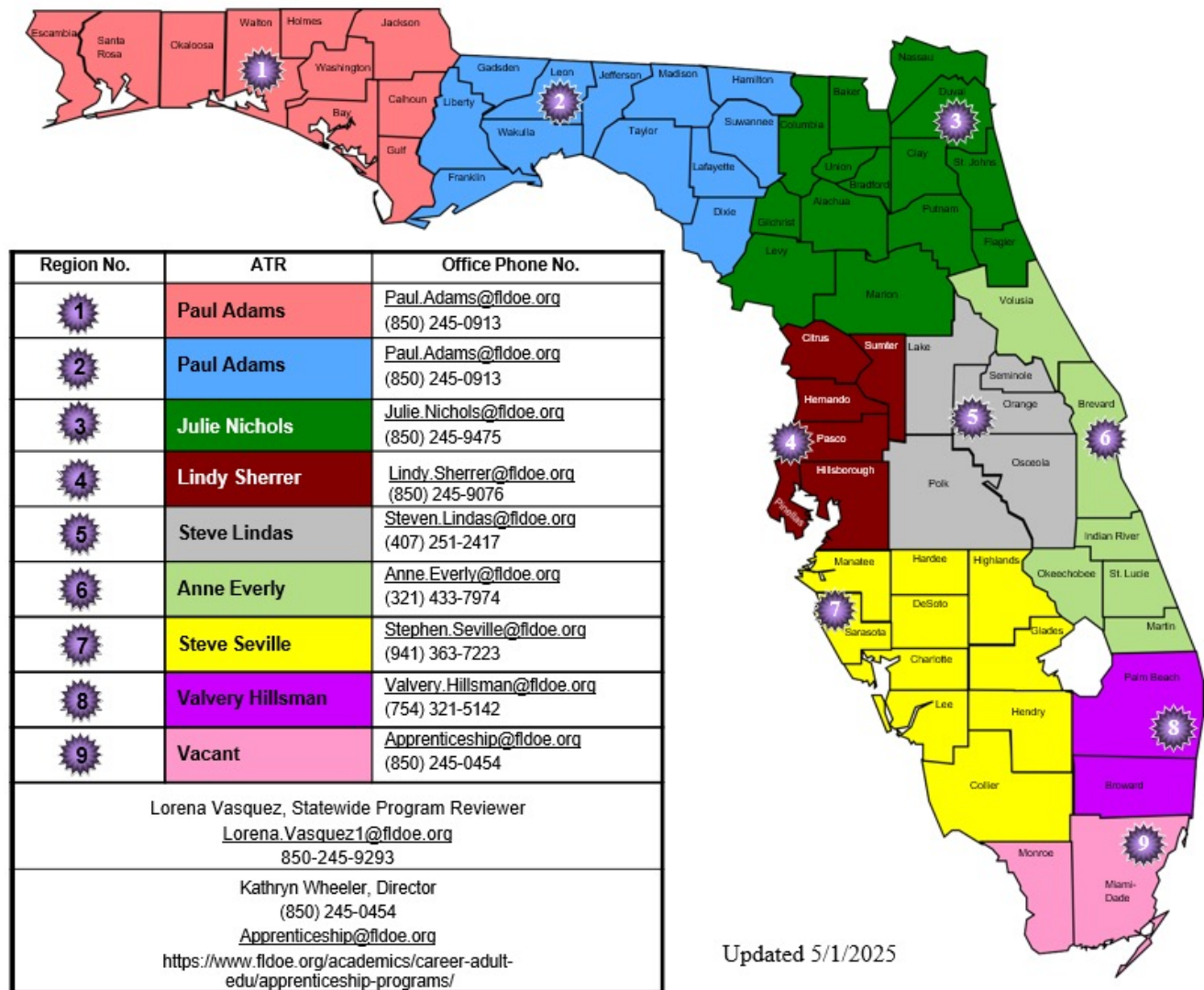
### Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2024-25

GRANTEE	AWARD AMOUNT	OCCUPATION(S)	TYPE	NEW/ EXPANSION/ OPERATING	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
Suwannee County School District	\$34,485	Licensed Electrician, Safety Manager, Security Technician, Estimator, Engineer, Project Manager, Video System Installer, Business Owner, Inspector, Superintendent, Power-Line Installers, Elevator and Escalator Installers, HVAC Mechanics and Installers, Power Plant Operators, Solar Photovoltaic Installers	Preapprenticeship	New	Pending	TBD	TBD
Tampa Area Electrical Joint Apprenticeship and Training Committee (Tampa JATC)	\$293,628	Electrician	Apprenticeship	Expansion	Registered	FL007880004	Tampa Area Electrical JATC
University of Central Florida	\$254,317	Solar Energy Technician	Apprenticeship	Expansion	Registered	2022-FL-111515	Florida Solar Energy Apprenticeship Program, GNJ
Volusia County School District	\$400,164	Welders, Cutters, Solderers, Brazers	Preapprenticeship	Expansion	Registered	P-107	Volusia County Schools Preapprenticeship Program
St. Petersburg College	\$322,524	K-12 Teacher	Apprenticeship	Expansion	Registered	2023-FL-122482	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ
Polk State College	\$281,023	K-12 Teacher	Apprenticeship	Expansion	Registered	2023-FL-122482	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ
Tallahassee State College	\$491,826	K-12 Teacher	Apprenticeship	Expansion	Registered	2023-FL-122482	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ



# APPENDIX C

## STATE AND REGIONAL APPRENTICESHIP PROGRAM CONTACT INFORMATION





# APPRENTICE FLORIDA

[apprenticeflorida.com](http://apprenticeflorida.com)



FLORIDA DEPARTMENT OF  
EDUCATION  
fldoe.org