



APPRENTICE FLORIDA

FLORIDA'S ANNUAL APPRENTICESHIP AND PREAPPRENTICESHIP REPORT

PROGRAM YEAR 2023 - 2024



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

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INTRODUCTION

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

On the heels of Executive Order 19-31, the Florida Legislature enhanced statutes governing registered apprenticeship with the passage of House Bill (HB) 7071 (2019). The bill includes a provision that, by September 1 of each year, the FDOE must publish an annual report on key fiscal, enrollment and programmatic aspects of Florida's registered apprenticeship (RA)

and preapprenticeship programs. This report provides a look at the 2023-24 program year, highlighting key accomplishments related to participation and outcomes, as well as federal and state investments in registered apprenticeship and preapprenticeship programs. This report includes information and outcomes for registered apprenticeship and preapprenticeship programs. Registered programs are authorized by the Florida Department of Education (FDOE) and meet state quality standards.

During the 2023-24 program year, we have seen continued success in apprenticeship and preapprenticeship programs statewide. Highlights of the report include:

- **14% increase in the total number (22,444) of active apprentices (19,214) and preapprentices (3,230); 6,043 new active apprentices registered;**
- **21% increase in the total number of newly registered apprentices over last year;**
- **9% increase in the total number of registered apprenticeship and preapprenticeship programs over last year;**
- **32 new registered apprenticeship programs, for a total of 329 active apprenticeship programs;**
- **11 new registered preapprenticeship programs, for a total of 68 active preapprenticeship programs;**
- **The addition of nine new apprenticeable occupations led to an 8% increase, raising the total apprenticeable occupations to 129.**
- **1,100 participating employer to sponsor linkages training in apprenticeable occupations;**
- **2,167 apprentices completed their program, an increase of 32 over last year;**
- **The apprentices who completed their program and received an apprenticeship certificate of completion earned an average exit wage of \$27.81 per hour, which equates to an annual salary of \$57,837, an increase of \$4,376 over the previous year.**

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

While the traditional four-year degree pathway has tremendous merit, more than 30 million mid- to high-wage jobs nationwide are held by individuals who have a high school diploma but have not yet earned a bachelor's degree. This important middle represents significant opportunities for growth in registered apprenticeship and preapprenticeship programs. This important middle is also why Commissioner of Education Manny Diaz Jr., together with the State Board of Education, has prioritized skilled workforce training and increasing participation in meaningful career pathways in its Strategic Plan.¹ We hope the findings of the 2023-24 report both spark innovation within our education system and cultivate the conversations necessary to help expand access to meaningful education and training for Florida's residents through registered apprenticeship and preapprenticeship.

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



ACHIEVEMENTS FOR APPRENTICESHIP PROGRAM YEAR 23-24

As Florida's economy has strengthened over the past several years, the number of RA and preapprenticeship programs has dramatically increased. Between July 1, 2023, and June 30, 2024, the **FDOE registered 32 new apprenticeship programs making a total of 329 active apprenticeship programs with 6,043 new apprentices registered during this same period for a total of 19,214 active apprentices²**. In this same period, thirty-one apprenticeship programs and one preapprenticeship program were canceled during the program year.

For preapprenticeship programs, FDOE has a total of 68 registered programs. Of these, eleven were newly registered, and one was voluntarily canceled during the program year. A total of 3,230 preapprentices were active within these programs during the same time frame. Of the 3,230 active preapprentices, 1,614 were newly registered and 1,001 completed their program during 2023-24.

Overall, the total number of RA programs included 397 apprenticeship and preapprenticeship programs, a one-year increase of 9%, and the total number of 6,043 newly registered apprentices increased by 21% from the 2022-23 to the 2023-24 apprenticeship program year. The totals for 2023-24 were compared to 365 registered programs in 2022-23, of which 303 were RA programs and 62 were registered preapprenticeship programs and 5,005 were newly registered apprentices during that same cohort.

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

Currently, **there are approximately 1,100 participating employers training in 129 apprenticeable occupations.** These employers support Florida apprenticeship programs by hiring and training their apprentices. Regarding apprentice demographics, White individuals represent the largest proportion of registered apprentices at 65%. Hispanic individuals, who can be of any race, account for 25%, and African American individuals make up 17% of the total. In terms of sex, males make up 84% of Registered Apprenticeship (RA) enrollment, while females comprise 10% of total program participation. Individuals participating in an RA program have the opportunity to enter well paid careers that pay even more upon

² This is a count of apprentices who were active in a RA program at any time between July 1, 2023, and June 30, 2024, based on data reported in RAPIDS. See Appendix F-2 for detailed information on the number of apprentices by trade and occupation.

successful program completion. Using the average starting and exit wages of 2023-24 RA program completers in the RAPIDS registration system, **the average starting annual salary was approximately \$34,000 and the average exit wage was more than \$57,000.** This is of increased economic impact because in addition to a guaranteed wage increase during program participation, Florida apprentices are also likely to avoid student loan debt. In accordance with s. 1009.25, F.S., tuition and fees for apprenticeship programs cannot be assessed for Florida's registered apprentices when related technical instruction (RTI) is provided by a public local educational agency (LEA). As a result of this exemption, apprentices may only be responsible for items such as uniforms, tools and RTI if not provided by a public LEA.

During the 2023-24 apprenticeship program year, **2,167 apprentices completed their program and received an apprenticeship certificate with an average exit wage of \$27.81 per hour which equates to an annual salary of \$57,837, an increase of \$4,376 over the previous year.** Of those completing, 1,162 apprentices completed their program during the expected timeframe (54%). This is a 5% decrease compared to the 2022-23 on-time completion rate of 59%³. Of the 1,001 preapprentices who completed their program during the 2023-24 year, 47% completed their program in the expected timeframe.⁴

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

4 On-time completion rates are calculated using the expected program completion date for each preapprentice as listed in





The State of Florida had
**397 REGISTERED
 APPRENTICESHIP AND
 PREAPPRENTICESHIP PROGRAMS**
 active during 2023-2024 for a total of
**22,444
 APPRENTICES AND
 PREAPPRENTICES TRAINED**



During the 2023-2024 program year,
2,167 APPRENTICES
 completed their program and received an
 apprenticeship certificate and average exit
 wage of
**\$27.81/HOUR OR \$57,837/YEAR,
 AN INCREASE OF \$4,376**
 over the previous year.



Apprentices can earn a salary of
\$57,000+
 upon completion of a registered
 apprenticeship program



FDOE registered
**32 NEW APPRENTICESHIP
 PROGRAMS**
 for a total of
329 PROGRAMS
 training
19,214 APPRENTICES



FDOE registered
**11 NEW PREAPPRENTICESHIP
 PROGRAMS**
 for a total of
**68 PREAPPRENTICESHIP
 PROGRAMS**
 training
3,230 PREAPPRENTICES



1,100
 participating employers training
**129 APPRENTICEABLE
 OCCUPATIONS**



STATE GRANTS



Pathways to Career Opportunities State Grant (PCOG)

\$19,600,000

in funding was awarded through PCOG in 2023-24. With these dollars,

65 APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS

were added or expanded and anticipated to serve over

4,679 APPRENTICES AND PREAPPRENTICES STATEWIDE



AN OVERVIEW OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP IN FLORIDA

REGISTERED APPRENTICESHIP (RA)

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

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

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

CORE COMPONENTS OF REGISTERED APPRENTICESHIP

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

the preapprenticeship data collection template.

experience to jump start his or her career.

The five core components of all Florida RA programs are summarized in the following table.⁵

COMPONENT	DESCRIPTION
BUSINESS INVOLVEMENT	Employers are the foundation of every RA program and play an active and on-going role throughout the design and development process. Employers frequently work together through joint labor-management organizations, industry associations or other partnerships to share the administrative tasks involved in the operation and maintenance of the program.
ON-THE-JOB TRAINING	RA always includes an OJT component. Apprentices receive hands-on training from an experienced journeyworker/mentor. The structure of OJT focuses on the skills and knowledge an apprentice must learn during the program to be fully proficient in the apprenticeable occupation. This training is based on national industry standards and can be further customized to the needs of the employer.
RELATED TECHNICAL INSTRUCTION	RA combines OJT with related instruction on the technical and academic competencies that apply to the occupation. Educational partners (public and private) are encouraged to collaborate with sponsors and participating employers to develop the curriculum, which often incorporates established national-level skill standards. The RTI may be provided by school district technical colleges, FCS institutions, SUS institutions, apprenticeship training schools or by the employer itself. It can be delivered at a school, online, at the job site or in any combination thereof. The recommended length of RTI each year is either 144 hours for clock-hour courses, or three credits for credit-hour courses.
REWARDS FOR SKILL GAINS	Apprentices receive wages when they begin work and pay increases as they meet benchmarks for skill attainment. The benchmarks for skill attainment can be customized to the employer's needs. Wage steps can be based on competency attainment, hours/experience on the job or a combination of both.
NATIONALLY RECOGNIZED CREDENTIAL	Every graduate of an RA program receives a nationally recognized, nationally portable credential (Certificate of Apprenticeship Completion) issued by the FDOE signifying to employers that the apprentice is fully qualified for the job.

⁵ USDOL Apprenticeship Toolkit
<https://www.dol.gov/agencies/odep/program-areas/apprenticeship>

CORE COMPONENTS OF REGISTERED APPRENTICESHIP, CONTINUED

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

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

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

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

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



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

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

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

Every apprenticeship program registered with the FDOE is automatically federally recognized. This provides apprentices with credibility, portability and marketability when they successfully complete their RA program from a nationally recognized program with a nationally recognized credential. This also gives registered apprentices the opportunity for mobility and portability. According to the USDOL⁶, in its most recent data and statistics on RA, Florida is ranked 9th amongst all the states and territories for the number of new apprentices, 10th for the total number of apprentices and 9th for the number of successful completers.

REGISTERED PREAPPRENTICESHIP

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



AN APPROVED TRAINING

curriculum based on industry standards.



ACADEMIC AND TECHNICAL

instruction and career services.



HANDS-ON TRAINING

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



ASSISTANCE

in applying to registered apprenticeship programs.

⁶ USDOL Interactive Apprenticeship Data - <https://www.apprenticeship.gov/data-and-statistics/apprentices-by-state-dashboard>



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

During the 2023-24 performance year, 11 new preapprenticeship programs were registered with the FDOE, bringing the total to 68 registered programs. A total of 3,230 preapprentices are actively participating in these programs.

MANAGEMENT AND OVERSIGHT OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP

The FDOE is Florida's authorized registration agency for apprenticeship programs and apprentices for federal purposes as found in federal regulations. The Division of Career and Adult Education oversees the day-to-day management of Florida's RA programs in compliance with federal regulations.

Preapprenticeship programs are specifically designed and developed to provide additional workforce readiness skills for individuals who need additional skill sets in order to qualify and be selected into an RA program. Individuals who successfully complete a registered preapprenticeship program earn a preapprenticeship certificate issued by the FDOE and are afforded the same consideration as a military veteran during the RA program selection process. Registered preapprenticeship programs can be no less than six (6) months and no more than twenty-four (24) months in length.

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



KEY INITIATIVES

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)

Since 2019, Governor DeSantis and the Florida Legislature have appropriated a total of \$85 million for the development of new and expansion or operation of existing registered apprenticeship and preapprenticeship programs. Through the PCOG, FDOE has awarded over 300 proposals, serving over 15,000 participants throughout Florida in in-demand occupations.

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

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

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





For the 2022-23 grant year, FDOE was appropriated a total of \$15 million for the development of new or expansion of existing apprenticeship or preapprenticeship programs, \$5 million of which focused on aerospace, manufacturing, logistics and engineering technology occupations from Florida's Space Coast. A total of 51 programs were funded with over 1,200 apprentices and preapprentices served.

For the 2023-24 grant year, FDOE was appropriated a total of \$20 million for the development of new and operation or expansion of existing registered apprenticeship or preapprenticeship programs, \$5 million of which was focused on the Grow Your Own Teacher Registered Apprenticeship Program. A total of 65 programs were funded and they projected serving 4,491 apprentices and preapprentices.

See **APPENDIX B** for a summary of the funded projects in 2023-24. Information on the Request for Application is available at the following link: www.fldoe.org/pathwaysgrant.



FDOE RESOURCE SUMMARY FOR REGISTERED APPRENTICESHIP

STATE CAPACITY AND STRUCTURE

The FDOE Apprenticeship Section is divided into regions with a local Apprenticeship Training Representative (ATR) who is responsible for the day-to-day management of servicing and providing technical assistance for existing apprenticeship and preapprenticeship programs, registration of new apprenticeship and preapprenticeship programs, as well as registration, completion and on occasion, cancellation of programs. Staff are located strategically throughout the state to better serve current and future programs. See **APPENDIX C** for state and regional program contact information for the Apprenticeship Section team.

ONBOARDING AND TECHNICAL SUPPORT

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

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

FLORIDA'S APPRENTICESHIP AND PREAPPRENTICESHIP PARTICIPATION AND OUTCOMES

OVERVIEW

To nurture understanding and maintain transparency regarding the numerous data points contained within this report, the Department has provided an appendix that outlines all calculation methodologies. **APPENDIX D**, Calculation Methodologies, provides a detailed overview of methodological steps and data sources used to calculate reported outcomes. Additionally, files of all appendices are located on the DCAE Research & Evaluation website⁷ for additional means to view and query apprenticeship data.

EXPANDED PERFORMANCE MEASURES

In 2021, HB 1507 amended s. 446.302(2)(b), F.S., to require the reporting of additional performance measures on wage progression, retention rates and completion rates for preapprenticeship and apprenticeship programs, where applicable⁸. RAPIDS, the federal data system hosted by the USDOL, maintains information related to apprentices and RA programs, only. Preapprentice and preapprenticeship program data must be captured and maintained by the state. Since the 2021 requirement of expanded performance measures, FDOE has worked to build a preapprenticeship database using supplemental data collection. This year's report includes detailed participation data by trade/occupation, as well as retention and completion rates for these programs, thanks to enhanced preapprenticeship data collection practices. As of the 2023-24 report, data is used to report retention and completion rates for preapprenticeship programs. This year's report includes detailed participation data by trade/occupation, as well as retention and completion rates for these programs.

⁷ <https://www.fldoe.org/academics/career-adult-edu/research-evaluation/annual-app-reports.shtml>

⁸ See also Rule 6A-23.011(3), F.A.C., Program Performance Standards for performance metric details.





REPORT YEAR 2022 - 23	APPRENTICESHIP PROGRAMS	PREAPPRENTICESHIP PROGRAMS
Wage Progression	✓	-
Retention Rates	✓	X
Completion Rates	✓	X
REPORT YEAR 2023 - 24		
Wage Progression	✓	-
Retention Rates	✓	✓
Completion Rates	✓	✓

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

Performance measures data are explored in detail within the Performance Outcomes section⁹.

⁹ FDOE disseminated a supplemental data collection method for preapprenticeship programs with established survey windows for the 2023-24 performance year.

REGISTERED PROGRAMS AND PUBLIC EDUCATIONAL PARTNERSHIPS

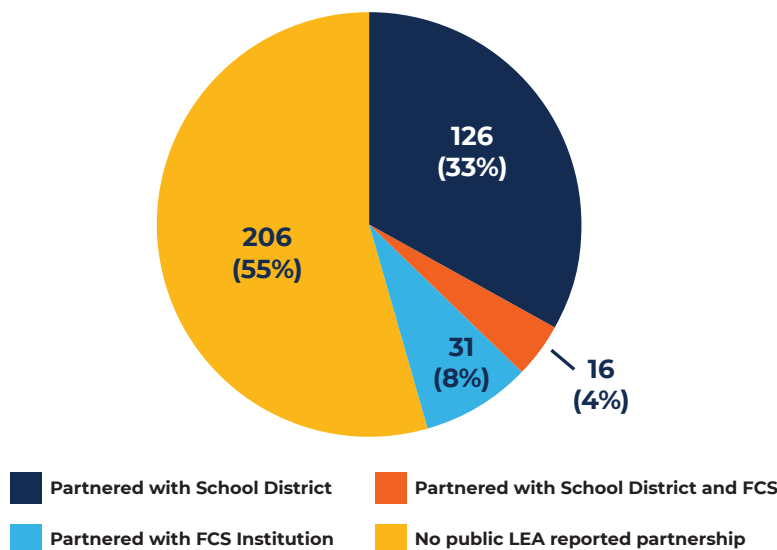
Across Florida the number of newly registered apprentices has increased by more than 21% compared to last year. In 2023-24, FDOE had a total of 397 registered programs, of which 329 were RA programs and 68 were registered preapprenticeship programs¹⁰. **APPENDIX E** details each of these programs by affiliated LEA partnerships with school districts or FCS institutions. The table is sorted by the educational provider of the RTI (the LEA), if applicable.

In summary, out of the 397 registered programs with active registration during the 2023-24 apprenticeship year, 45% partnered with a school district or FCS institution for related training and instruction (RTI). Of those 45%:

- 126 programs partnered exclusively with school districts for the RTI (33% of total registered programs),
- 31 programs partnered exclusively with FCS institutions for the RTI (8% of total registered programs), and
- 16 programs partnered with both school districts and FCS institutions for the RTI (4% of total registered programs).

Fifty-five percent of programs (206 programs) were not partnered with a district or FCS institution for related training and instruction but may have partnered with other non-state reporting education partners for instructional delivery.

**RA and Preapprenticeship Programs
by Partnership, 2023-24**



PROGRAM PARTICIPATION BY TRADE/OCCUPATION

There are two methods available for collecting statewide participation data by trade and occupation for RA and preapprenticeship programs. The first method considers when RA and preapprenticeship programs are offered in partnership with a school district or FCS institution for RTI, also defined as the LEA partner. The enrollment activity is reported to the FDOE for accountability and funding purposes by the LEA partner. The LEA must report each apprentice's enrollment by trade/occupation which allows for participation by trade and occupation to be calculated. **APPENDIX F-1** provides this enrollment by trade/occupation as reported by LEAs for the 2023-24 academic year.

¹⁰ Based on active programs from July 1, 2023 to June 30, 2024.

The top five trade/occupations by enrollment are outlined in Table 1 below. These five trade/occupations represent 70% of total RA and preapprenticeship program enrollment by trade/occupation¹¹. Since not all RA and preapprenticeship programs have partnerships with an LEA, this summary does not reflect activity for non-LEA partnered RA and preapprenticeship programs.

TABLE 1

TRADE/ OCCUPATION	# ENROLLED IN SCHOOL DISTRICTS	# ENROLLED IN FCS INSTITUTIONS	TOTAL	% OF TOTAL ENROLLMENTS
Electrician	5003	1132	6135	42%
Air Conditioning, Refrigeration and Heating Technology	1189	195	1384	10%
Plumbing Technology	1143	139	1282	9%
Elevator Constructor Mechanic	756	n/a	756	5%
Pre- Apprenticeship (Postsecondary)	597	n/a	597	4%

The second method of capturing program participation looks at all apprentices registered in the program over a period of time, regardless of LEA partnership status, using RAPIDS, the federal government's reporting system. **APPENDIX F-2** provides the number of all registered apprentices by their trade and occupation of training. Per RAPIDS, between July 1, 2023, and June 30, 2024, there were 19,214 registered apprentices. This data excludes preapprenticeship information, as preapprenticeship programs are not tracked in the federal RAPIDS system. Preapprenticeship program participation by trade/occupation has been incorporated into the report with the improvement of preapprenticeship data collection since the 2022-23 program year. **APPENDIX F-3** provides the number of all registered preapprentices by their trade and occupation of training. The top five trade/occupations with the most registered apprentices and preapprentices are outlined in Tables 2 and 3. The apprenticeship occupations in Table 2 represent 63% of total participation in RA, as reported in RAPIDS. The preapprenticeship occupations in Table 3 represent 60% of total participation in RA, as reported through supplemental data submission.¹²

¹¹ Total apprenticeship program enrollment for 2023-24 for school districts was 19,214 . The top 5 programs accounted for 62% of this figure.

¹² Total preapprenticeship program enrollment for 2023-24 per supplemental data collection was 3,230. The top 5 programs with enrollment encompassed 60 % of this figure.



TABLE 2

TRADE/OCCUPATION	REGISTERED APPRENTICES	% OF TOTAL REGISTERED APPRENTICES
Electrician	6,849	39%
Plumber	1,366	8%
Heating and Air Conditioning Technician and Installer	1,293	7%
Elevator Constructor	930	5%
Pipe Fitter	592	3%

TABLE 3

TRADE/OCCUPATION	REGISTERED PREAPPRENTICES	% OF TOTAL REGISTERED PREAPPRENTICES
Electrician	835	26%
Carpenter	423	13%
Heating and Air Conditioning Technician and Installer	288	9%
Cybersecurity Analyst	202	6%
Teacher Assistant	186	6%

PROGRAM OUTCOMES

APPRENTICESHIP WAGES

Apprenticeship programs utilize a “learn as you earn” model which allows for the earning of wages upon program enrollment and through program completion. Each RA program sponsor provides a starting and exit wage which varies by trade and occupation. Starting and exit wages always reflect an increase which allows for wage gains as competency and/or experience increase. All starting and exit wages expressed in this report are based on current year starting and exit wages as listed in each RA program’s program standards for each respective program and occupation/trade¹³. The wage schedule is a component of the RA program standards and is entered into RAPIDS by the FDOE. Program sponsors are responsible for amending their wage schedules to accurately reflect apprentice wages. FDOE processes and approves wage amendment requests and updates wage schedules in RAPIDS. To get an understanding of how wages sustain over time, this section also details wage data one and five years after program completion¹⁴.

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

STARTING & EXIT WAGES

When it comes to starting and exit wages, compensation varies greatly by occupation and trade. The lowest starting and exit wage is associated with the Fire Fighter Specialist occupation/trade coming in at \$15,600.00 and \$31,021.12 annually, respectively. On the other end of the spectrum, the highest starting wage belongs to the Instrumentation and Controls Technician occupation/trade with a starting wage of \$56,742.40 annually and the highest exit wage belongs to the Elevator Constructor occupation/trade with an annual wage of \$100,287.20. The tables below outline the top and lowest five occupation/trades based on starting and exit wage amounts.

Since starting and exit wages vary across RA programs even for the same occupation/trades; all reported wages in the tables below are averages of each trade/occupation instance listed in **APPENDIX G**.¹⁵ Wage data is not presented for preapprenticeship programs because they differ from RA programs. Since preapprenticeships are intended as a pathway into RA programs and do not require on-the-job training (OJT), there are no associated wages.

13 Starting and exit wages obtained from the RAPIDS system and based on RA program standards. Starting and exit wages are as of July 2024.

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

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



TABLE 4: TOP 5 OCCUPATION/TRADES BY STARTING WAGE

OCCUPATION/TRADE	START WAGES
Instrument Mechanic-Hy - FL	\$56,742.40
Electric Meter Installer	\$55,328.00
Power Line Repairer (High Voltage Electrician)*	\$54,745.60
Electrician (Substation)*	\$54,440.53
Relay Technician	\$53,289.60

TABLE 5: LOWEST 5 OCCUPATION/TRADES BY STARTING WAGE

OCCUPATION/TRADE	START WAGES
Automotive Mechanic	\$11,440.00
Maintenance Repairer, Build	\$13,520.00
Painter (Construction)*	\$16,640.00
Surveyor Assistant	\$16,640.00
Cook	\$17,940.00

TABLE 6: TOP 5 OCCUPATION/TRADES BY EXIT WAGES

OCCUPATION/TRADE	EXIT WAGES
Elevator Constructor	\$100,287.20
Power Line Repairer (High Voltage Electrician)*	\$99,195.20
Electric Meter Installer	\$95,950.40
Electrician (Substation)*	\$94,730.13
Power-Plant Operator	\$90,272.00

TABLE 7: LOWEST 5 OCCUPATION/TRADES BY EXIT WAGES

OCCUPATION/TRADE	EXIT WAGES
Automotive Mechanic (Light-Wheel Vehicle Mechanic)*	\$18,720.00
Automotive Mechanic	\$22,880.00
Child Care Development Specialist	\$23,753.60
Cook	\$25,714.00
Maintenance Repairer, Build	\$27,144.00

POST PROGRAM COMPLETION WAGES

Wage data one and five years after program completion shows promising economic futures for Florida apprentices. Across all occupations and trades, the average annual wage one year after program completion is \$69,644.71. Five years after program completion, the average annual wage across all occupations and trades is \$80,138.69. Most notably, the occupation/trade with the highest annual wage progression at one year after program completion is Power Line Repairer and the occupation with the highest annual wage at five years after program completion is Elevator Constructor.

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

TABLE 8: TOP 5 OCCUPATION/TRADES 1 YEAR AFTER PROGRAM COMPLETION WAGE

OCCUPATION/TRADE	WAGES
Power Line Repairer	\$168,308.44
Elevator Constructor	\$134,813.20
Heavy Equipment Mechanic	\$126,436.27
Load Dispatcher	\$122,508.00
Substation Operator	\$118,340.00

¹⁶ 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, 2017, to June 30, 2018 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).



TABLE 9: LOWEST 5 OCCUPATION/TRADES 1 YEAR AFTER PROGRAM COMPLETION WAGE

OCCUPATION/TRADE	WAGES
Automotive Service Mechanic	\$14,432.00
Child Care Development Specialist	\$23,174.22
Meter Repairer	\$26,544.00
Operations Management	\$31,917.50
Bricklayer	\$39,220.00

TABLE 10: TOP 5 OCCUPATION/TRADES 5 YEARS AFTER PROGRAM COMPLETION WAGE

OCCUPATION/TRADE	WAGES
Elevator Constructor	\$ 179,372.00
Power Line Erector	\$ 141,238.49
Plumber	\$ 117,004.09
Power Line Repairer	\$ 115,360.57
Millwright	\$ 101,534.09

TABLE 11: LOWEST 5 OCCUPATION/TRADES 5 YEARS AFTER PROGRAM COMPLETION WAGE

OCCUPATION/TRADE	WAGES
Child Care Development Specialist	\$ 31,870.68
Cook	\$ 33,852.40
Composite Plastic Fabricator	\$ 40,270.67
Automotive Mechanic	\$ 40,677.60
Painter (Construction)	\$ 50,748.00

RETENTION RATES

Retention rates are often a strong predictor of potential completion rates. The higher the retention rate, statistically, the higher the completion rates. With RA programs specifically, retention rates highlight workforce pipelines by occupation and trade and the likelihood of program providers meeting workforce demands. **APPENDICES H-1 and H-2** detail RA program retention rates by program sponsor and occupation respectively. **APPENDICES H-3 and H-4** detail registered preapprenticeship program retention rates by program sponsor and occupation respectively. For apprentices, retention rates are calculated as the percentage of apprentices still participating in the RA program or completed using start and exit dates and apprentice registration status in RAPIDS¹⁷. It should be noted that dates may be amended in RAPIDS at any time. Dates used for calculation were the most recently reported; therefore start dates used for the retention rate calculation may not reflect the original start date in the program. For preapprentices, retention rates are calculated as the percentage of preapprentices still participating in the RA program or completed using start and exit dates and preapprentice registration status in LEA program sponsor supplemental data.¹⁸ To calculate preapprenticeship retention rates, the 2022-23 and 2023-24 supplemental data were merged and unduplicated. The most recently reported status and exit dates were used for the calculation, while the registration and start dates were based on the first instance reported in the supplemental data.

Overall, the data shows that Florida RA program retention rates are strong. Of the 181 RA programs presented in **APPENDIX H-1**, more than half have a retention rate of 80% or higher. Regarding specific trade/occupations, the highest retention rates currently reported belong to the trade/occupations of Application Developer, Field Service Engineer, Infrastructure Specialist and Elevator Contractor. In the below tables, a high-level analysis of retention rates by RA program and by trade/occupation are presented. In the tables, programs and trade/occupations with less than three apprentices are not included to account for statistically sound retention rates that reflect the likelihood of program success. All programs are accounted for, however, in their respective appendices with denotations of programs with small apprentice counts.

¹⁷ Retention and completion are determined using data in the RAPIDS system as of July 2024.

¹⁸ Retention and completion are determined using data in LEA program sponsor supplemental data.

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	4%
26% – 50% retention rate	11%
51% – 75% retention rate	27%
76% – 100% retention rate	58%

TABLE 13: OCCUPATION/TRADES FOR APPRENTICESHIP PROGRAMS WITH RETENTION RATES ABOVE 90%

OCCUPATION/TRADE	RETENTION RATE
Advanced Patient Care Technician	100%
Certified Nurse Assistant	100%
Field Service Engineer	100%
Fire Fighter	100%
Industrial Maintenance Mechanic (Maint Mechanic [Any Industry]) *	100%
Instrumentation and Controls Technician	100%
Machinist	100%
Network And Computer Systems Administrator	100%
Painter (Decorator)*	100%
Painter (Industrial Coating and Lining Specialist) *	100%
Tradeshow Worker	100%
Statistical Assistant	100%

OCCUPATION/TRADE	RETENTION RATE
Home Performance Laborer Residential	100%
Pipefitter	100%
Emergency Medical Technician	100%
K-12 Teacher	100%
Project Manager (Construction)	100%
Elevator Constructor	96%
Heavy and Tractor Trailer Truck Driver	96%
Cyber Security Support Technician	93%
Power Line Repairer	93%
Medical Assistant	92%
Fire Medic	91%
Infrastructure Specialist	91%



For preapprenticeship, the data shows that there were 70 registered preapprenticeship programs in **APPENDIX H3** and 30% of them have a retention rate of 75% or higher. Regarding specific trade/occupations, the highest retention rates for preapprenticeship currently reported belong to the trade/occupations of Building Construction, Carpenter, Electrician, Industrial Manufacturing Technician, Medical Assistant, Surgical Technologist and Cyber Security Support Technician. In the below tables, a high-level analysis of retention rates by preapprenticeship program and by trade/occupation are presented. In the tables, programs and trade/occupations with less than three preapprentices are not included to account for statistically sound retention rates that reflect the likelihood of program success. All preapprenticeship programs are accounted for, however, in their respective appendices with denotations of programs with small apprentice counts.

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	40%
26% – 50% retention rate	20%
51% – 75% retention rate	10%
76% – 100% retention rate	30%

TABLE 15: OCCUPATION/TRADES FOR PREAPPRENTICESHIP PROGRAMS WITH RETENTION RATES ABOVE 90%

OCCUPATION/TRADE	RETENTION RATE
Building Construction	100%
Form Builder Carpenter	100%
Helper - Electrician	100%
Industrial Manufacturing Technician	100%
Medical Assistant	100%
Surgical Technologist	100%
Cyber Security Support Technician	94%



COMPLETION RATES

Completion rates are calculated as the percentage of apprentices completing the registered apprenticeship or preapprenticeship program within one (1) year after the expected program length identified in the program standards. **APPENDICES J-1 and J-2** detail RA program completion rates by program sponsor and by program sponsor and occupation respectively. It should be noted that dates may be amended in RAPIDS at any time¹⁹. Dates used for calculation were the most recently reported; therefore, start dates used for the completion rate calculation may not reflect the original start date in the program.

Of the 244 RA programs with completion data presented in **APPENDIX J-1**, only fifteen percent have a retention rate above 75%. Regarding specific trade/occupations, the highest completion rates currently reported belong to the trade/occupations of Heavy and Tractor Trailer Truck Driver, Instrumentation and Controls Technician, K-12 Teacher, Medical Coder, Pipefitter, Statistical Assistant and Switchboard Operator (Utility). In the below tables, a high-level analysis of completion rates by RA program and by trade/occupation are presented. In the tables, programs and trade/occupations with less than three apprentices are not included to account for statistically sound completion rates that reflect the likelihood of program success. All programs are accounted for, however, in their respective appendices with denotations of programs with small apprentice counts.

¹⁹ Retention and completion are determined using data in the RAPIDS system as of July 2024.

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% retention rate	33%
26% – 50% retention rate	30%
51% – 75% retention rate	22%
76% – 100% retention rate	15%

TABLE 17: OCCUPATION/TRADES FOR APPRENTICESHIP WITH COMPLETION RATES ABOVE 90%

OCCUPATION/TRADE	RETENTION RATE
Heavy and Tractor Trailer Truck Driver	100%
Instrumentation and Controls Technician	100%
K-12 Teacher	100%
Medical Coder	100%
Pipefitter	100%
Statistical Assistant	100%
Switchboard Operator (Utility)	100%



Of the 72 preapprenticeship programs with completion data presented in **APPENDIX J-3**, only twenty-one percent have a retention rate above 75%. Regarding specific trade/occupations, the highest completion rates currently reported belong to the trade/occupations of Carpenter, Heating and Air Conditioning Installer-Servicer, Millwright, Pipefitter, Teacher Assistant and Welder. In the below tables, a high-level analysis of completion rates by preapprenticeship program and by trade/occupation are presented. In the tables, programs and trade/occupations with less than three preapprentices are not included to account for statistically sound completion rates that reflect the likelihood of program success. All programs are accounted for, however, in their respective appendices with denotations of programs with small apprentice counts.

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% retention rate	33%
26% – 50% retention rate	30%
51% – 75% retention rate	22%
76% – 100% retention rate	15%

TABLE 19: OCCUPATION/TRADES FOR PREAPPRENTICESHIP WITH COMPLETION RATES ABOVE 90%

OCCUPATION/TRADE	RETENTION RATE
Carpenter	100%
Carpenter (Form Builder) *	100%
Heating and Air Conditioning Installer-Servicer	100%
Millwright	100%
Pipefitter	100%
Teacher Assistant	100%
Welder	100%

CREDENTIAL ATTAINMENT & FLORIDA COLLEGE SYSTEM INSTITUTIONS

Data shows that apprentices who participate in registered apprenticeship programs where the LEA partner is a Florida College System (FCS) institution are more likely to complete an additional credential type while concurrently earning the apprenticeship certificate of completion. This is possible due to the breadth of credentialing opportunities available to FCS institution LEA partners providing RTI. Many times, the coursework required to fulfill RTI may also be used to complete overlapping requirements for other credential types such as a college credit certificate (CCC). The chart below shows additional credential types of enrollments and completions earned by registered apprentices participating in programs for which an FCS institution served as the LEA partner during the 2023-24 program year.

TABLE 20

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	9	6
EASTERN FLORIDA STATE COLLEGE	Space Coast Consortium Apprenticeship Program, GNJ	2019-FL-72905	Associate in Science (AS) Degree	Engineering Technology	6	0
TOTAL					16	6



STATE INVESTMENTS IN REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP TRAINING

Workforce education programs are defined in Florida law to include RA and preapprenticeship programs as defined in s. 446.021, F.S.²⁰ This provides school districts and FCS institutions authority to offer RA through their educational programs and to spend their state operating funds for the support of these programs.

School district operating funds are provided to 56 districts in the GAA through the Workforce Development Funds category. Of these, 20 districts supported programs in 2023-24 with these funds.

FCS institution operating funds are provided annually to 28 colleges in the FCS Program fund category. Unlike other postsecondary programs, students participating in RA training through a district or FCS institution are exempt from the payment of tuition and fees for the RTI component of their RA program.²¹

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

Based on local demands and current resources, districts and colleges may enter into local agreements with RA program sponsors. These agreements are not standardized statewide and reflect the contributions of the district or college and the program sponsor toward the costs of supporting the program.

If a school district or FCS institution partners with an RA program, they are mandated to report the total amount of funds expended for that program in their annual cost reports. **APPENDIX I-I** provides the most recently available financial data on expenditures for RA and preapprenticeship programs for the 2023-24 fiscal year. The total expenditures for school districts and FCS institutions were about \$27 million.

²⁰ s. 1011.80(1), F.S.

²¹ s. 1009.25(1)(b), F.S.



CONCLUSION: THE VALUE OF APPRENTICESHIP AND PREAPPRENTICESHIP

THE VALUE FOR EMPLOYERS

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

CUSTOMIZED TRAINING

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

ENHANCED EMPLOYEE RETENTION

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

A STABLE AND RELIABLE PIPELINE

of qualified workers.

INCREASED KNOWLEDGE

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

A SAFER WORKPLACE

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

A SYSTEMATIC APPROACH TO TRAINING

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

THE VALUE FOR APPRENTICES AND PREAPPRENTICES

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

HANDS-ON CAREER TRAINING

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

AN EDUCATION

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

A CAREER

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

THE VALUE TO THE WORKFORCE SYSTEM

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

EMPLOYMENT

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

RETENTION

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

EARNINGS

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

CREDENTIAL ATTAINMENT

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

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



KEY TERMS & ABBREVIATIONS

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

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

APPRENTICESHIP YEAR – July 1 to June 30.

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

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

FLORIDA COLLEGE SYSTEM (FCS) – The FCS is the primary access point to higher education for Floridians, including recent high school graduates and returning adult students. The 28 member colleges of the

FCS respond quickly and efficiently to meet the demand of employers by aligning certificate and degree programs with regional workforce needs.

FLORIDA EDUCATION AND TRAINING PLACEMENT INFORMATION PROGRAM (FETPIP) – A data collection and consumer reporting system established by 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) – A formalized system of job processes which may be augmented by related instruction that provides the experience and knowledge necessary to meet the training objective of learning a specific skill, trade or occupation. The training approach of the OJT component may be competency-based, time-based or a hybrid of both. The OJT must be delivered through structured, supervised work experience under the tutelage of a journeyworker.

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

PREAPPRENTICESHIP PROGRAM – An organized program of instruction 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 FDOE.

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

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

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APPENDIX A

2023-24 STATE APPRENTICESHIP OUTREACH AND RECRUITMENT OVERVIEW

OUTREACH AND RECRUITMENT EFFORTS

Apprentice Florida is an outreach campaign launched in 2019 on behalf of the partnership that includes CareerSource Florida, the Department of Education and FloridaCommerce. Established under the State Apprenticeship Expansion Grant awarded by the U.S. Department of Labor in 2016, the partnership seeks to expand registered apprenticeships and create a fortified talent pipeline in targeted sectors, driving economic development across the Sunshine State.

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

PHASE 7 AND 8 OUTREACH CAMPAIGNS

Outreach efforts executed during the 2023-24 program year represent Phases 7 and 8 of this multi-year campaign. The Phase 7 campaign utilized a strategic mix of paid, earned and owned media to generate leads from businesses interested in starting apprenticeship programs, while Phase 8 leveraged earned and owned media only.

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

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

SUMMARY OF SUCCESS

Spanning June – September 2023 (with paid media running July 24 – September 30, 2023), the Phase 7 campaign achieved the following successes.

- 30,290,390 Total Impressions
 - ◊ 10,523,194 Paid Media Impressions
 - ◊ 19,767,196 Earned Media Impressions
- 36,558 Total Website Sessions
- 32,700 New Website Users
- 921 Business Leads
- 30 Partner Engagements

ADDITIONAL OUTREACH HIGHLIGHTS

Advertising (Phase 7):

See below for an overview of Phase 7 paid media campaign performance based on channel.

CHANNEL	IMPRESSIONS	CLICKS	LEADS
Display	1,553,712	639	8
Display - HI	842,525	119	8
Native	3,845,719	3,904	25
Facebook	1,465,262	8,822	546
LinkedIn	633,444	5,957	90
LinkedIn - Markets	751,858	6,590	118
Discovery	1,379,066	16,753	46
Search	51,608	3,910	35
Total	10,523,194	46,694	876

OFFICE OF APPRENTICESHIP OUTREACH EFFORTS

During the 2023-2024 performance year the FDOE Apprenticeship Section team conducted the following outreach and support activities:

STATEWIDE EFFORTS:

- Florida Apprenticeship Conference, Panama City Beach
- Florida Association for Career and Technical Education Conference, Ponte Vedra
- Florida Hospital Association Annual Conference, Orlando
- Florida Workforce Summit, Tampa
- 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
- Apprenticeship Day on the Hill, Tallahassee
- State Office of Apprenticeship Presentations at CareerSource Navigator Training Sessions, Virtual
- SkillsUSA State Competition, Masonry Contest, Atlanta

REGION 1:

- Pensacola Apprenticeship Accelerator
- Chipola Mini-Apprenticeship Accelerator
- Paychecks 4 Patriots CareerSource Okaloosa/Walton
- Paychecks 4 Patriots CareerSource Escarosa
- Chipola Construction & Healthcare Apprenticeship Accelerator

REGION 2:

- Wakulla Re-Entry Seminar
- State Agency Apprenticeship Information Session
- Apprenticeship Presentation – Florida Commerce
- Rapid Response (Georgia Pacific Factory Closure) at Big Bend Technical College
- Big Bend Technical College Event
- Masonry Contest at Suwannee River Fairgrounds
- Florida Department of Corrections Cross City Masonry Contest
- Madison County High School Youth Apprenticeship Event

REGION 3:

- Jacksonville Electrical JATC Orientation of all Apprentices
- Florida Youth Challenge Academy Career Fair Events
- Florida State College at Jacksonville Career Fair
- Cedar Bay Baptist Job Fair
- Lighthouse Christian School Job Fair
- Media Event with Commissioner Diaz and Jacksonville Plumbers & Pipefitters
- CareerSource Northeast Florida Career Fair
- Northeast Florida Builders Association National Apprenticeship Week Expo
- North Florida Building Trades Apprenticeship Career Day
- Keystone Heights High School Career Fair
- Northeast Florida Education Consortium Career Fair
- Fletcher High School Career Fair
- Northeast Florida Construction Career Days Career Fair

REGION 4:

- City of Tampa Registered Apprenticeship Event
- AmSkills Boot Camp
- Florida Apprenticeship Council – Central/West Meeting

REGION 5:

- Orange County Public Schools presentation to Career Specialists (H.S. Seniors)
- National Apprenticeship Week Showcase
- CareerSource Navigator Presentation
- National Podcast on Registered Apprenticeship
- Job Fair presentation for Osceola County High School Seniors
- Job Fair presentation for Orange County High School Seniors/Juniors
- Advent Health presentation on Registered Apprenticeship opportunities
- Preapprenticeship presentation for Lake County Schools
- Orange County Construction Career Days
- Osceola County Skill-Up presentation for employers
- Orange County Superintendent Leadership Summit – Apprenticeship 101
- Florida Apprenticeship Association Navigator Summit

REGION 6:

- Florida Trade Academy Apprenticeship 101 Presentation
- Embry Riddle University Economic Development Administrative Tech Hub Proposal-Apprenticeship Presentation
- Brevard Adult & Community Education Apprenticeship Presentation
- City of Sebastian Apprenticeship Presentation
- Volusia County Alliance 4 Community Event – CareerSource Flagler Volusia
- CareerSource Brevard Executive Board Apprenticeship Presentation
- Alternate Current Electrical Company Apprenticeship Presentation
- Apprenticeship Florida Navigator Training Presentation
- Volusia Chamber of Commerce Apprenticeship Expo and Job Fair
- Florida Atlantic Workforce Alliance Consortium Meeting
- CommHIT Summit 2023 Apprenticeship Presentation
- Brevard Manufacturing Job Fair
- Space Coast Manufacturing Apprenticeship Accelerator
- SAFAL Center of Excellence Webinar - Panel Presenter
- Venn There Grants Inc Apprenticeship Presentation
- Parrish Medical New Apprenticeship Presentation
- Collins Aerospace New Apprenticeship Program Presentation
- Brevard County Public Works /Brevard EDC Skill Bridge Apprenticeship Presentation
- Indian River State College Eastman Advanced Workforce Complex Ribbon Cutting
- FAWA Aerospace/Aviation Industry Council Meeting
- National Apprenticeship Week – Construction Users Round Table Conference Presentation
- National Apprenticeship Week Event at Space Coast Consortium Apprenticeship Program
- Mead Construction Apprenticeship Presentation
- TMX Aerospace Apprenticeship Presentation
- Travis Walker Law Firm Apprenticeship Presentation
- National Space Base Innovation Station Community Meeting
- City of Stuart Apprenticeship Presentation

APPENDIX A

2023-234 State Apprenticeship Outreach and Recruitment Overview

- West Lake Construction Apprenticeship Presentation
- Drain Mechanic Apprenticeship Presentation
- Indian River County Public Schools Apprenticeship and Preapprenticeship Presentation
- Farmworker Conference Apprenticeship Presentation
- CareerSource Flager-Volusia Alliance 4 Apprenticeship Presentation
- AMI Kids Apprenticeship Presentation
- Work-In Program – Vocational Rehabilitation Contractor Apprenticeship Presentation
- Control Tech Apprenticeship Presentation
- Aerospace Apprenticeship Accelerator Apprenticeship Presentation
- Gary Yeoman Ford Apprenticeship Presentation
- Importico Bakery Apprenticeship Presentation
- Northrup Grumman/Code Craft Apprenticeship Presentation
- Comm Hitt – EMS Resiliency and Innovation for Health Care Symposium - Apprenticeship Presentation
- Project Lift Apprenticeship Presentation
- Childcare Resources Apprenticeship Presentation
- Space Coast Consortium National Youth Apprenticeship Week Event
- Safal Partners/Center for Excellence/DOL – Promising Practices for Building Effective Partnerships BSR and ATR Presentation

REGION 7:

- Career Edge Manufacturing Forum
- Manatee Technical College Career Day
- Job Fair Career Source Suncoast
- Career Edge Health Care Forum
- Suncoast Technical College Career Fair
- Veterans Career Day Charlotte County
- Punta Gorda Fire Department Apprenticeship 101
- CareerSource Suncoast Accelerators
- Lee County Schools Apprenticeship 101
- City of Venice Fire Department Career Day

REGION 8:

- Commissioner Geller's Building Trades Quarterly Meetings
- TQAIC – National Apprenticeship Week (NAW) Celebration
- National Apprenticeship Week Appreciation Event at Atlantic Technical College
- JA Telecommunications and Broadband Career Fair
- CareerSource Apprenticeship Navigators Monthly Meetings
- Tech Quest Apprenticeship Industry Council – Virtual Meetings
- City of Fort Lauderdale-Great Jobs, Great Cities Collaborative Meeting
- Palm Beach Central High School Career Fair
- Atlantic Technical College Spring Career Fair
- IEC and CareerSource Palm Beach County Employer Accelerator
- Attended and participated in the Apprenticeship On-The-Hill Day
- Memorial Healthcare System Apprenticeship Meeting
- Rouxbe Global Food Group Apprenticeship Meeting
- North Broward Hospital District Apprenticeship Meeting
- City of Miramar Apprenticeship Meeting

REGION 9:

- Registered Apprenticeship for the Department of Corrections
- Televerde Foundation Homestead Correctional Institution
- Miami Tech Talent Coalition – Apprenticeship Panel
- Miami Dade County Public Schools Elite Conference
- Miami Dade College Apprenticeship Events
- M-DCPS Apprenticeship and Preapprenticeship Events and Jobs expo
- Miami Dade County Public Works Department meeting
- Miami Dade County Department of Transportation Apprenticeship meeting
- Nicklaus Children's Health Hospital Apprenticeship Meetings
- Baptist Health South Florida – Academics meetings
- ACI Review Center Apprenticeship Meeting
- Tech Quest Apprenticeship Industry Council – Virtual Meetings
- UJAC supply chain apprenticeship Presentation
- South Florida Operating Engineers Opening Event
- CareerSource Apprenticeship Meetings
- Plumbing Contractors Association Trade Event
- National Flooring Association Meetings
- South Florida Rehab Centers Apprenticeship Meeting
- MV Transportation Employer Meeting
- USA Vest Organization Apprenticeship Meeting
- CareerSource Apprenticeship Navigators Meetings
- IPDAE Conference – Apprenticeship Presentation
- GED Apprenticeship and Job Expo

APPENDIX A

2023-234 State Apprenticeship Outreach and Recruitment Overview

APPENDIX B

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG)

(STATE) PHASE 5 – 2023/24

GRANT AWARDS

GRANTEE	AWARD AMOUNT	OCCUPATION(S) OR TRADE(S)	TYPE	NEW OR EXPANSION	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
ABC Florida Gulf Coast	\$352,000.00	Electrician, Sprinkler Fitter, HVAC, Plumber, Pipefitter, Craft Laborer, Carpenter, and Sheet Metal Worker	Apprenticeship	Operating	Registered	FL007720004	Florida Gulf Coast Chapter ABC Inc., GNJ
ABC Institute, Inc.	\$1,300,000.00	Fire Sprinkler Fitter, Lineman, Roofing, Electrician, HVAC, and Plumber	Apprenticeship	Operating	Registered	2021-FL-88396	ABC Institute Program, GNJ
Argos AI	\$90,620.00	Cybersecurity Analyst	Preapprenticeship	Expansion	Registered	P-122	Argos-AI Cyber Warrior Pre-Apprenticeship Program
Automation Strategy & Performance	\$900,000.00	Apprenticeship Specialist, Technology Lab Manager, Instructional Design Specialist, Cybersecurity Specialist, Automation Specialist, Technology Project Specialist, and Facilities Specialist	Apprenticeship	Expansion	Registered	2021-FL-81322 (applying for reciprocity under 2022-ZA-113580)	Emerging Technology Apprenticeship Program, GNJ
Avocet Aviation Services	\$62,601.00	Airframe and Powerplant Mechanic	Apprenticeship	Expansion	Registered	2018-FL-72011	Avocet Aviation Maintenance Technician Apprenticeship, INJ.
Broward College	\$350,000.00	Information Technology Specialist, Network Support Technician, Cybersecurity Technician, Information Security Analyst, and Community Health Worker.	Apprenticeship	Expansion	Registered	2023-FL-121307	Broward College Apprenticeship Program, GNJ.
City of New Smyrna Beach Utilities	\$8,000.00	Lineman, and Substation Electrician	Apprenticeship	Operating	Registered	FL008700002	Utilities Commission, City of New Smyrna Beach INJ

APPENDIX B

Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2023/24

GRANTEE	AWARD AMOUNT	OCCUPATION(S) OR TRADE(S)	TYPE	NEW OR EXPAN-SION	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
Clay County School District	\$294,998.00	Carpenter, Electrician, and HVAC Technician	Preapprenticeship	Expansion	Registered	P-051	Clay County School Board Preapprenticeship
Crisis Center of Tampa Bay	\$558,247.00	Emergency Medical Technician	Apprenticeship	Expansion	Registered	2022-FL-112367	TransCare EMT Apprenticeship Program, INJ.
Evara Health	\$293,859.00	Medical Assistant	Apprenticeship	New	Registered	2024-FL-128842	Community Health Centers of Pinellas (d.b.a. Evara Health) Specialized Medical Assistant, INJ
Flagler County School District	\$63,350.00	Electrician, and HVAC Mechanic	Preapprenticeship	Expansion	Registered	P-032	Flagler County Community Preapprenticeship Program
Flagler County School District	\$24,133.00	Child Care Development Specialist, Child Care Worker, and Preschool Teacher	Apprenticeship	Expansion	Registered	FL008900012	Flagler Child Care, GNJ
Flagler County School District	\$124,090.00	Electrician, and HVAC Mechanic	Apprenticeship	Expansion	Registered	FL008880010	Flagler County Community Apprenticeship Program, GNJ
Florida East Coast Electrical Joint Apprenticeship and Training Committee	\$58,279.00	Electrician	Preapprenticeship	New	Registered	P-144	Florida East Coast Electrical JATC Adult Pre-Apprenticeship Program
Florida International University	\$400,000.00	Electrician	Apprenticeship	Expansion	Registered	2022-FL-113162	FIU Construction Apprenticeship Program, GNJ
Florida International University	\$270,000.00	Electrician, Heavy Equipment Operator, HVAC, Project Manager, Construction Craft Laborer, and Plumber	Preapprenticeship	Expansion	Registered	P-093	Florida International University Pre-apprenticeship Program
Florida Trade Academy	\$402,352.00	Automotive Service Technician	Apprenticeship	New	Registered	2024-FL-128054	Florida Trade Academy
Florida Trade Academy	\$69,000.00	Electrical, and HVAC	Preapprenticeship	Operating	Registered	P-126	Florida Trade Academy

APPENDIX B

Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2023/24

GRANTEE	AWARD AMOUNT	OCCUPATION(S) OR TRADE(S)	TYPE	NEW OR EXPANSION	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
Florida-Makes, Inc.	\$263,633.00	Industrial Manufacturing Technician	Apprenticeship	Expansion	Registered	2020-FL-78138	FloridaMakes Advanced Manufacturing Apprenticeship Program, GNJ
GMF Steel Group	\$261,000.00	Structural Steel Ironworker	Apprenticeship	Expansion	Registered	2022-FL-112325	GMF Innovation Lab, INJ
Greater Miami Service Corps	\$52,000.00	Construction Laborer, and Carpenter	Preapprenticeship	Operating	Registered	P-136	Greater Miami Service Corps Preapprentice Program
Guardian Angels Medical Service Dogs	\$18,000.00	Animal Trainer	Apprenticeship	Operating	Registered	2018-FL-71371	Guardian Angels Medical Service Dogs, Inc
Halifax Health	\$49,480.00	Registered Nurse, Medical Record and Health Information Technician, and Help Desk Technician	Apprenticeship	Expansion	Registered	2022-FL-112592	Halifax Health Apprenticeship Program, INJ
Hamilton-Ryker	\$652,400.00	Licensed Practical Nurse, Registered Nurse, Medical Assistant, Patient Care Tech, Caregiver/CAN, Pharmacy Technician, Surgical Technician, Central Sterile Processing, and Healthcare Food Service Manager	Apprenticeship	Expansion	Registered	2021-FL-93867	Hamilton-Ryker TalentGro
iBuild Central Florida	\$201,488.00	Carpenter	Preapprenticeship	Expansion	Registered	P-101	iBuild Central Florida Preapprenticeship Corrections Program
iBuild Central Florida	\$105,330.00	Carpenter, Infrastructure Specialist, Craft Laborer, and Commercial Interior Specialist	Apprenticeship	Expansion	Registered	2019-FL-73592	iBuild Carpentry Apprenticeship Program, GNJ
iBuild Central Florida	\$50,000.00	Carpenter, and Electrician	Preapprenticeship	Operating	Registered	P-115	iBuild Pinellas Construction Trades Preapprenticeship Program
Independent Electrical Contractors of Florida (Jacksonville)	\$40,000.00	Electrician, and Low Voltage Telecommunications Equipment Installer	Apprenticeship	Expansion	Registered	FL007820007	Independent Electrical Contractors, Inc (FWCC) GNJ

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Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2023/24

GRANTEE	AWARD AMOUNT	OCCUPATION(S) OR TRADE(S)	TYPE	NEW OR EXPANSION	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
Independent Electrical Contractors of Florida (Leon)	\$40,000.00	Electrician, and Low Voltage Telecommunications Equipment Installer	Apprenticeship	Expansion	Registered	FL007820007	Independent Electrical Contractors, Inc (FWCC) GNJ
Independent Electrical Contractors of Florida (Pinellas)	\$30,000.00	Electrician	Apprenticeship	Expansion	Registered	FL007820007	Independent Electrical Contractors, Inc (FWCC) GNJ
Independent Electrical Contractors of Florida (Tampa Bay)	\$310,000.00	Electrician, and Low Voltage Telecommunications Equipment Installer	Apprenticeship	Expansion	Registered	FL007820007	Independent Electrical Contractors, Inc (FWCC) GNJ
Jacksonville Electrical Joint Apprenticeship and Training Committee	\$240,000.00	Electrician	Preapprenticeship	Expansion	Registered	P-084	Jacksonville Electrical JATC Preapprenticeship Program
Jacksonville Plumbers and Pipefitters Joint Apprenticeship and Training Trust	\$618,000.00	Plumber, Pipefitter/Welder, and HVAC	Apprenticeship	Operating	Registered	FL008480001	Jacksonville Plumbers & Pipefitters JATT
Lake Sumter State College	\$36,480.00	Electrician	Apprenticeship	Expansion	Registered	2021-FL-80240	Lake Sumter State College Apprenticeship Program, GNJ
Lee Health	\$400,000.00	Registered Nurse	Apprenticeship	New	Registered	2024-FL-128093	Lee Health Apprenticeship Program (INJ)
MarineMax, Inc.	\$382,700.00	Marine Services Technician	Apprenticeship	New	Registered	2023-FL-122435	MarineMax, Inc. Marine Service Technician Apprenticeship Program, INJ
Miami Dade College	\$186,384.00	Carpenter, HVAC, Plumber, and Electrician	Preapprenticeship	Expansion	Registered	P-135	Miami Dade College Construction Pre-Apprenticeship Program
Miami Dade College	\$89,100.00	Electrician	Apprenticeship	Expansion	Registered	2021-FL-80240	Lake Sumter State College Apprenticeship Program, GNJ

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Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2023/24

GRANTEE	AWARD AMOUNT	OCCUPATION(S) OR TRADE(S)	TYPE	NEW OR EXPANSION	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
Miami Ed-Tech	\$99,370.00	Artificial Intelligence Specialist, and User Experience and Interface Designer	Apprenticeship	New	Registered	2024-FL-126174	Miami EdTech Apprenticeship STEM Program, INJ
Miami-Dade County School District	\$900,000.00	Automotive Service Technician, Diesel Systems Technician, Diesel Off-Road Maintenance Technician, and HVAC Reefer	Apprenticeship	Expansion	Registered	2021-FL-81435	M-DCPS Apprenticeship Program, GNJ
Miami-Dade County School District	\$183,679.00	Software Developer	Preapprenticeship	Expansion	Registered	P-108	M-DCPS Pre-apprenticeship Program
Miller Electric Company	\$500,000.00	Cyber Security Support Technician, Software Developer, and Statistical Assistant	Apprenticeship	Expansion	Registered	2021-FL-87897	Miller Electric Company, INJ
Net Synergy Virtual Solutions	\$100,000.00	Cybersecurity, Software Developer/Engineer, Supply Chain/Logistician, and Helpdesk/Computer Support Specialist	Apprenticeship	Operating	Registered	2022-FL-112712	Net Synergy Virtual Solutions, LLC GNJ
Northeast Florida Builders Association	\$295,000.00	Carpenter, Electrician, HVAC Technician, Plumber, and Sheet Metal Worker	Apprenticeship	Operating	Registered	FL008730002	Northeast Florida Builders Association GNJ
Osceola County School District	\$257,670.00	Medical Assistant	Apprenticeship	Expansion	Registered	2021-FL-81121	Skill Up Osceola Apprenticeship Program, INJ
Osceola County School District	\$136,340.00	Maintenance Repairer Building	Apprenticeship	New	Registered	2021-FL-81121	Skill Up Osceola Apprenticeship Program, INJ
Pasco-Hernando State College	\$227,943.00	Apartment Maintenance Technician, HVAC Maintenance, and Electrical Maintenance	Apprenticeship	Expansion	Registered	2021-FL-87901	Pasco-Hernando State College Apprenticeship Program, GNJ
Santa Rosa County School District	\$118,142.00	Diesel Mechanic	Apprenticeship	Expansion	Registered	2019-FL-73412	Locklin Technical College Apprenticeship Program, GNJ

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Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2023/24

GRANTEE	AWARD AMOUNT	OCCUPATION(S) OR TRADE(S)	TYPE	NEW OR EXPAN-SION	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
Seminole County School District	\$225,305.00	Cybersecurity Support Technician	Preapprenticeship	New	Pending	N/A	N/A
Skill Builders Solutions INC	\$280,000.00	Construction Craft Laborer, Child Care Development Specialist, and Solar Energy Technician	Apprenticeship	New	Registered	2024-FL-128085	Skill Builders Solutions Registered Apprenticeship Program, GNJ
Skill Builders Solutions INC	\$125,000.00	Solar Energy Technician	Preapprenticeship	New	Registered	P-152	Skill Builders Solutions Pre-apprenticeship Program
Daytona State College	\$314,703.00	Elementary Education (K-6)	Apprenticeship	New	Registered	2023-FL-122482	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ
Miami Dade College	\$976,333.00	Exceptional Student Education, Early Childhood Education, Mathematics (6-12), and Biology (6-12)	Apprenticeship	New	Registered	2023-FL-122482	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ
Broward College	\$403,683.00	Exceptional Student Education (K-12), Mathematics (5-9 or (6-12), and Biology Education (6-12)	Apprenticeship	New	Registered	2023-FL-122482	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ
Florida Gateway College	\$160,604.00	Elementary Education (K-6)	Apprenticeship	New	Registered	2023-FL-122482	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ

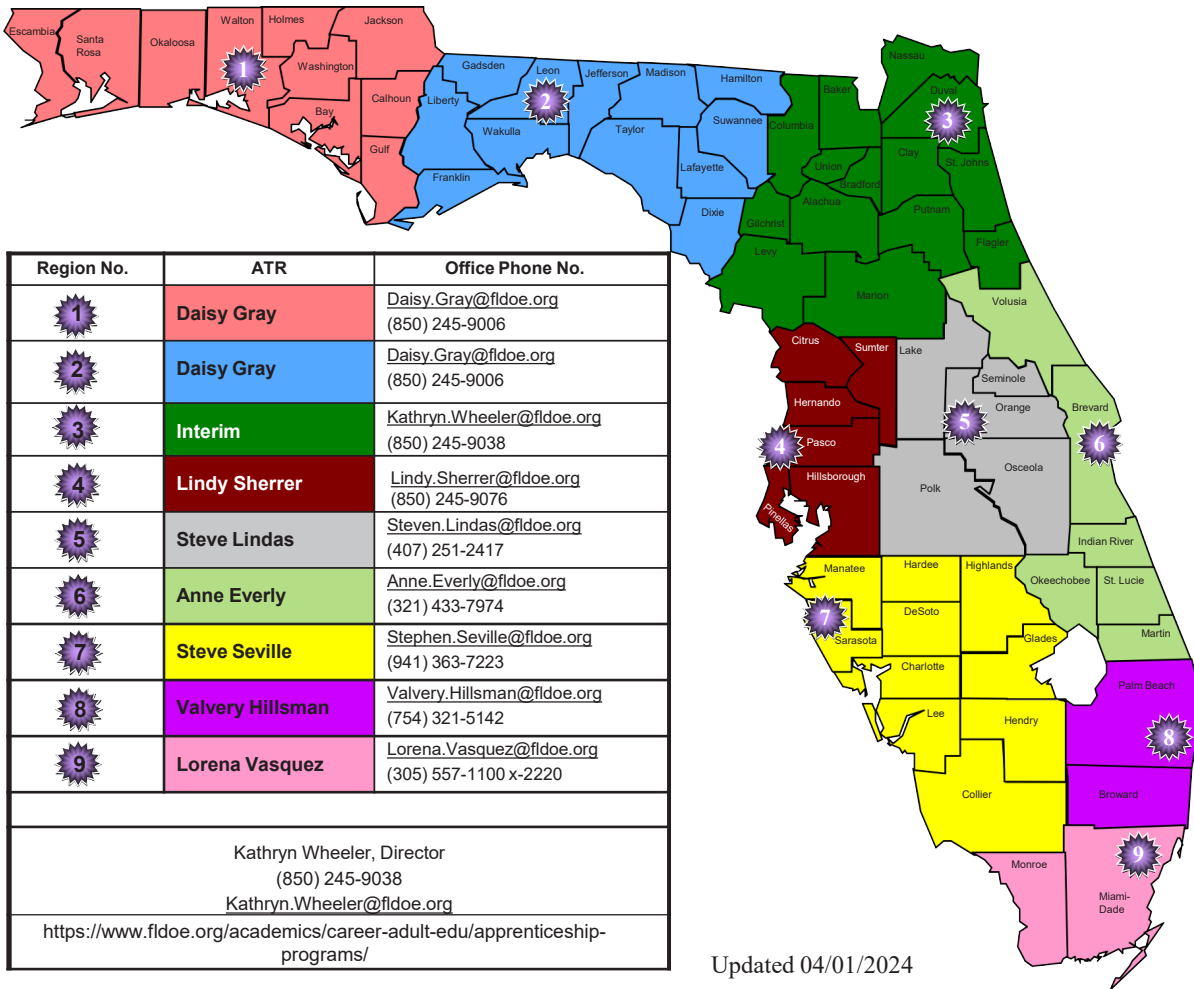
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Pathways to Career Opportunities Grant (PCOG) (State) Phase 5 – 2023/24

GRANTEE	AWARD AMOUNT	OCCUPATION(S) OR TRADE(S)	TYPE	NEW OR EXPAN-SION	STATUS	REGISTERED PROGRAM SPONSOR	REGISTERED PROGRAM SPONSOR NAME
Seminole State College	\$299,533.00	Elementary Education (K-6), and Exceptional Student Education (K-12)	Apprenticeship	New	Registered	2023-FL-122482	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ
Florida SouthWestern State College	\$478,650.31	Elementary Education (K-6)	Apprenticeship	New	Registered	2023-FL-122482	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ
Saint Leo University	\$132,641.00	Elementary Education (K-6)	Apprenticeship	New	Registered	2023-FL-122482	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ
University of Florida	\$1,360,911.00	Elementary Education (K-6), and Prekindergarten/Primary	Apprenticeship	New	Registered	2023-FL-122482	Florida Department of Education, Division of Public Schools Teacher Registered Apprenticeship Program, GNJ
Florida A&M University	\$394,241.00	Elementary Education (K-6)	Apprenticeship	New	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



Updated 04/01/2024



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