



March 11, 2020

**To:** Senate Committee on Education

**From:** John Hess, Fiscal Analyst

**Re:** Apprenticeship Programs and Incentives

This memorandum provides information on apprenticeship programs, including programs in selected peer states. Additionally, the attachments to the memorandum provide a survey of tax incentives and tuition assistance for apprenticeships and a 50-state survey of apprenticeship programs conducted by the Education Commission of the States (ECS).

## **Apprenticeship Programs**

As states have tried to address workforce development and labor shortages, particularly in rural areas and skilled trade professions, many states have emphasized apprenticeship programs and other work-based learning programs. Apprenticeships allow students to receive training in a technical profession while earning a paycheck. For employers, apprenticeships can offer several benefits, including the opportunity to develop highly skilled employees, reduce turnover rates, increase productivity, and lower recruitment costs. According to the U.S. Department of Labor, for every \$1.00 employers spend on apprenticeships, they receive an average of \$1.47 in increased productivity.<sup>1</sup>

According to the National Conference of State Legislatures (NCSL), at least 30 states have enacted more than 60 new apprenticeship laws since 2016. This legislation generally falls into one of five main categories:

- Establishing new apprenticeship programs or creating new requirements for existing programs [*Note: According to NCSL, approximately half of all apprenticeship legislation were in this category.*];
- Authorizing new funds for apprenticeship programs, including tax credits, grants to employers to incentivize hiring of apprentices, or scholarships for students;
- Seeking to increase awareness of available apprenticeship programs, including requiring high school counselors to provide students with information on the programs;

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<sup>1</sup> National Conference of State Legislatures, "Apprenticeships in K-12 and Higher Education," December, 12, 2019, <https://www.ncsl.org/research/education/apprenticeships-in-k-12-and-higher-education.aspx>, Accessed on March 9, 2020.

- Ensuring apprenticeship credits may be used to fulfill traditional curriculum requirements and that apprenticeship credits may transfer; and
- Expanding apprenticeship programs to prevent discrimination and to encourage diversity.<sup>2</sup>

As of February 2019, at least ten states provide tax incentives to employers who participate in qualified apprenticeship programs or otherwise hire apprentices. The tax credit is typically in the form of a dollar amount per apprentice or a percentage of actual wages paid to an apprentice. Attachment A provides information on those states with tax credits specifically for apprenticeships.

To support students seeking a career in a technical profession, many states have enacted policies and programs to encourage both secondary and postsecondary students to explore technical professions. Some states have developed pre-apprenticeship programs to connect secondary career and technical education (CTE) students with work-based learning experiences. Maryland, for example, offers a youth apprenticeship program in partnership with high schools and employers. Students work a minimum of 450 hours in conjunction with CTE and other coursework at their high school. Kentucky offers a similar program where secondary students can work with employers who provide registered apprenticeships in the state in four fields: carpentry, electrical, manufacturing, and welding.<sup>3</sup> Additionally, some states provide tuition supports specifically for apprentices. Indiana, for example, provides the Workforce Ready Grant, which pays for all tuition and regularly-assessed fees for certain technical certificates for up to two years.<sup>4</sup> Additional information on tuition supports for apprenticeship programs is provided in Attachment B.

Attachment C is a 50-state survey on apprenticeship programs produced by ECS in September 2019. The attachment provides information on which states operate a statewide apprenticeship program, including which state agency coordinates the program, and if the program requires some sort of direct connection with postsecondary education.

## **Apprenticeship Programs in Peer States**

The following sections provide information on apprenticeship programs in selected peer states.

### **Arkansas**

The Arkansas State Apprenticeship Coordination Steering Committee administers the Arkansas Apprenticeship program. The program includes a directory of all apprenticeship program sponsors in the state. Additionally, Arkansas provides a tax credit to employers of \$2,000 or 10.0 percent of the wages earned by a youth apprentice, whichever is less.

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<sup>2</sup> *Ibid.*

<sup>3</sup> ECS, "State Information Request: Apprenticeships," July 18, 2019, Pg. 2, <https://www.ecs.org/state-information-request-apprenticeships/>, Accessed on March 9, 2020.

<sup>4</sup> *Ibid.*, Pg. 3.

## **Colorado**

Colorado does not operate a statewide apprenticeship program. However, the State does maintain the Colorado Registered Apprenticeship Programs Directory, which lists all apprenticeship program sponsors who are registered with the U.S. Department of Labor and operate within Colorado. The directory is maintained by the Colorado Department of Labor and Employment.

## **Iowa**

The Iowa Economic Development Authority operates the Iowa Apprenticeship Program, also known as Earn and Learn. As part of the program, \$3.0 million per year is provided to registered apprenticeship program sponsors in the form of non-competitive grants. The grants are available only to apprenticeship programs that meet certain federal standards. These noncompetitive grants are distributed according to a statutory formula based on an applicant's "contact hours," which are determined by the applicant's total number of apprentices and related technical instruction hours for the most recent year. Iowa provides an additional \$1.0 million per year through the Iowa Registered Apprenticeship Development Fund. This funding is awarded through a competitive grant process. To be eligible, an apprenticeship program must have fewer than 20 registered apprentices. At least 70.0 percent of those apprentices must live in Iowa, while the remainder must live in states contiguous to Iowa. Grant recipients may receive up to \$25,000 per occupation for which they apply, with a maximum grant of \$50,000.

## **Missouri**

Missouri maintains a list of apprenticeship programs registered with the U.S. Department of Labor. Additionally, the state provides two tax credits for approved internships or apprenticeships. The first is for 50.0 percent of wages paid to youth in an approved internship or apprenticeship. The second is for 30.0 percent of the property or equipment contributions used specifically for the approved internship or apprenticeship.

## **Nebraska**

Nebraska provides Worker Training Grants to employers and other entities providing apprenticeship training programs. To be eligible for the grant, the employer must be up-to-date with all taxes and quarterly wage reports required by state law. Training must be for high-wage, high-skill, and high-demand occupations. Additionally, the Nebraska Department of Education, in partnership with the Nebraska Departments of Labor and Economic Development, has launched a new initiative called Nebraska Workplace Experiences to provide students with experiences in business and industry that deliver learning opportunities outside the traditional classroom.

## **Oklahoma**

Oklahoma does not operate a statewide apprenticeship program; however, the state does maintain a list of registered apprenticeship programs.

JDH/kmb  
Enclosures

**Attachment A**  
**State Tax Incentives for Apprenticeships**

State	Incentives	Details/Notes
Alabama	<p>–\$1,000 to an employer for each qualified apprentice.</p> <p>–Capped at \$3.0 million for the first two tax years and \$5.0 million each year thereafter.</p>	<p>–"Qualified apprentice": Individual who is at least 16 years old, employed in an apprenticeable occupation as provided in federal regulations, and who has entered into an apprenticeship agreement, contains the conditions of employment and training.</p>
Arkansas	<p>–\$2,000 or 10.0 percent of the wages earned by a youth apprentice, whichever is less.</p>	N/A
Connecticut	<p>–\$7,500 or 50.0 percent of actual wages, whichever is less, for a taxpayer who employs an apprentice under the terms of the Qualified Manufacturing Program.</p>	<p>–"Qualified apprentice": Individual with an apprenticeship in a manufacturing trade of between two and four years, who is employed on a full-time basis, and is working a minimum of 120 hours per month.</p> <p>–Manufacturing trades include machinist, plastic technicians, injection modeling technicians, and others.</p>
Louisiana	<p>–\$1 per hour worked per calendar year, up to \$1,000 per year.</p> <p>–Available to an employer who pays the wages of an apprentice.</p>	<p>–Apprentice must be registered with the Louisiana Workforce Commission–Apprenticeship Division to be eligible for the tax credit.</p>
Missouri	<p>–Tax credit for 50.0 percent of wages paid to youth in an approved internship or apprenticeship.</p> <p>–Tax credit for 30.0 percent of property or equipment contributions used specifically for the approved internship or apprenticeship.</p>	<p>–Part of Missouri Department of Economic Development's Youth Opportunity Program.</p> <p>–Tax credits allocated to organization administering "positive youth development" or crime prevention projects approved through an application process.</p>
Montana	<p>–\$750 for each worker trained on-the-job.</p> <p>–\$1,500 tax credit for each worker trained who is also a veteran.</p>	<p>–Part of the Montana Registered Apprenticeship program.</p>
Nevada	<p>–All qualified real and personal property of an apprenticeship program is exempted from taxation.</p>	N/A
South Carolina	<p>–\$1,000 for each registered apprentice employed for at least 7 months during each year of an apprenticeship program, for up to 4 years.</p>	N/A
Virginia	<p>–Tax credit for providing eligible worker retraining to qualified employees, including apprentices.</p> <p>–Value of tax credit is 30.0 percent of all training costs through a community college or up to \$100 per employee per year for training costs at a private school.</p>	<p>–"Qualified employees/apprentices": Individuals approved by the Virginia Apprenticeship Council through an application process.</p>
West Virginia	<p>–Up to \$1,000 or 50.0 percent of actual wages paid for each apprentice hired as part of a qualified apprenticeship training program.</p>	N/A

**Source**

National Conference of State Legislatures, "Incentives for Apprenticeships," February 6, 2019, <https://www.ncsl.org/research/labor-and-unemployment/incentives-for-apprenticeships.aspx>, Accessed March 9, 2020.

**Attachment B**  
**State Registered Apprentice Tuition Supports**

State	Tuition Assistance	Details/Notes
Georgia	<p>–Georgia residents attending a public technical college to earn a certificate or degree are eligible for a grant that can cover up to 70.0 percent of student expenses.</p> <p>–Another grant program can cover up to 100.0 percent of all tuition costs for students entering a select group of occupations.</p>	N/A
Indiana	<p>–Has a special employment and training fund, which is funded from penalties and interest from the unemployment insurance system.</p> <p>–Ivy Tech Community College receives some of these funds to train officially registered apprentices and journeymen and to upgrade training in some skilled trades.</p> <p>–Workforce Ready Grant pays all tuition and regularly-assessed fees for qualifying high-value certificates for up to two years.</p>	N/A
Iowa	<p>–The Iowa Economic Development Authority manages the Iowa Registered Apprenticeship Development Fund, which provides \$1.0 million per year to support job training services to employees who are registered apprentices of eligible businesses.</p> <p>–Funding is provided to businesses in the form of loans, which are forgivable as long as the employers use the moneys to train a specified number of workers.</p>	N/A
Maine	<p>–Pending the availability of appropriations, the Maine Department of Labor is required to cover 50.0 percent of tuition costs for apprentices in good standing in public education institutions and to provide training cost assistance to sponsor groups.</p>	<p>–The Maine Apprenticeship Program is required to produce a biennial plan, including projected apprenticeship enrollments and a budget request, to assist the Legislature is appropriating funds for the program.</p>
Texas	<p>–The Texas Workforce Commission provides funds to local education agencies and apprenticeship providers to support the costs of classroom instruction in registered apprenticeship training programs.</p>	<p>–To receive funding, an apprenticeship program must be under the direction of an apprenticeship committee consisting of sponsor representatives.</p>
Washington	<p>–Colleges are required to waive an amount equal to one-half of the standard per-credit amount for tuition, services, and activities fees for apprentices.</p>	<p>–Students must be registered with the Washington State Apprenticeship Council or U.S. Department of Labor's Employment and Training Administration to be eligible.</p>

**Sources**

- National Conference of State Legislatures, "Incentives for Apprenticeships," February 6, 2019, <https://www.ncsl.org/research/labor-and-unemployment/incentives-for-apprenticeships.aspx>, Accessed March 9, 2020.
- Education Commission of the States, "State Information Request: Apprenticeships," July 18, 2019, <https://www.ecs.org/state-information-request-apprenticeships/>, Accessed on March 9, 2020.



## Statewide Apprenticeships

September 2019

STATE ▲	DOES THE STATE HAVE STATUTE OR REGULATION ON APPRENTICESHIPS?	CITATION	WHAT IS THE REGISTRATION AGENCY FOR APPRENTICESHIP IN THE STATE?	IS THERE A STATEWIDE APPRENTICESHIP PROGRAM?	WHAT ENTITY COORDINATES THE STATEWIDE PROGRAM?	CITATION	IS THERE A REQUIRED INSTRUCTIONAL CONNECTION BETWEEN POSTSECONDARY EDUCATION AND APPRENTICESHIPS?	CITATION
Alabama	No		U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	Yes, Apprenticeship Alabama.	Alabama Department of Commerce		No, however related instruction can be provided by a community college, a technical school, an apprenticeship training school, or by the business itself.	<a href="#">Link</a>
Alaska	No		U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	No, however provides information on apprenticeships in the state.	N/A		No, however, related instruction is required for registered apprenticeships, which could take place at a postsecondary institution.	
Arizona	No		Arizona Apprenticeship Office, Arizona Department of Economic Security	Yes, Arizona Apprenticeship Program	Arizona Department of Economic Security, Apprenticeship Office		No, however, related instruction is required for registered apprenticeships, which could take place at a postsecondary institution.	
Arkansas	Yes	A.C.A. § 6-52-201 et. seq.	U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	Yes, Arkansas Apprenticeship.	State Apprenticeship Coordination Steering Committee	A.C.A. § 6-52-201 et. seq.	No, however an apprenticeship training program may be co-sponsored by a public school district, an education service cooperative, a state postsecondary institution, a vo-tech school, or a two-year community college.	A.C.A. § 6-52-207
California	Yes	Cal. Code Regs. tit. 8, § 200 et seq.	U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	No, however provides information on apprenticeships in the state.	N/A	Cal. Code Regs. tit. 8, § 200 et seq.	No, however the Board of Governors of the California Community Colleges may provide related and supplemental instruction to apprentices.	Cal. Lab. Code § 3074
Colorado	No		U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	No, however provides information on apprenticeships in the state.	N/A		No, however, related instruction is required for registered apprenticeships, which could take place at a postsecondary institution.	
Connecticut	Yes	C.G.S.A. § 31-22m et. esq.	Connecticut Labor Department, Office of Apprenticeship & Training	Yes, Connecticut's Apprenticeship Program.	Connecticut Department of Labor and Connecticut State Apprenticeship Council	C.G.S.A. § 31-22m et. esq.	No, however related instruction may be given in a classroom through trade or industrial courses or by correspondence courses of equivalent value or other forms of self-study.	C.G.S.A. § 31-51d-5

Attachment C

STATE ▲	DOES THE STATE HAVE STATUTE OR REGULATION ON APPRENTICESHIPS?	CITATION	WHAT IS THE REGISTRATION AGENCY FOR APPRENTICESHIP IN THE STATE?	IS THERE A STATEWIDE APPRENTICESHIP PROGRAM?	WHAT ENTITY COORDINATES THE STATEWIDE PROGRAM?	CITATION	IS THERE A REQUIRED INSTRUCTIONAL CONNECTION BETWEEN POSTSECONDARY EDUCATION AND APPRENTICESHIPS?	CITATION
Delaware	Yes	19 Del. C. § 1101	<a href="#">Department of Labor, Division of Employment &amp; Training</a>	No, however provides information on <a href="#">apprenticeships in the state.</a>	N/A	19 Del. C. § 1101	No, however related instruction for apprentices refers to a formal and systematic instruction designed to provide the apprentice with knowledge of the theoretical and technical subjects related to the trade. In the standards there are recommended hours of supplemental instruction and requirements for instructors.	19 Del. C. § 1101
District of Columbia	Yes	D.C. Code § 32:1401 et seq.	<a href="#">Office of Apprenticeship Information &amp; Training, Department of Employment Services</a>	No, however provides information on <a href="#">apprenticeships in the state.</a>	N/A	D.C. Code § 32:1401 et seq.	Yes, Associate Director of Apprenticeships engages with the State Board of Education and area community colleges on the administration and supervision of related and supplemental instruction to ensure the coordination of the instruction with job experiences.	D.C. Code § 32-1405
Florida	Yes	Fla. Stat. § 446.011 et seq.	<a href="#">Florida Department of Education</a>	No, however provides information on <a href="#">apprenticeships in the state.</a>	N/A	Fla. Stat. § 446.011 et seq.	No, however requires related instruction, which is defined as an organized and systematic form of instruction designed to provide the apprentice with knowledge of the theoretical subjects related to a specific trade or occupation.	Fla. Stat. § 446.021
Georgia	No		<a href="#">U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship</a>	No, however the <a href="#">Technical College System of Georgia</a> has a partnership with the DOL to an "earn and learn" program at eight colleges for manufacturing apprenticeships.	No, however the <a href="#">Technical College System of Georgia</a> supports "earn and learn" opportunities in the state.		Yes, instruction for apprenticeships provided through the <a href="#">Technical College System of Georgia</a> .	<a href="#">Link</a>
Hawaii	Yes	Haw. Rev. Stat. Ann. § 372-1 et seq.	<a href="#">Department of Labor and Industrial Relations, Workforce Development Division</a>	No, however provides information on <a href="#">apprenticeships in the state.</a>	N/A	Haw. Rev. Stat. Ann. § 372-1 et seq.	Yes, related instruction and training of teachers and coordinators for instruction is the responsibility of the community colleges of the University of Hawaii system.	Haw. Rev. Stat. § 372-6
Idaho	No		<a href="#">U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship</a>	No, however provides information on <a href="#">apprenticeships in the state.</a>	N/A		No, however apprenticeships require related instruction which can be given through classroom, occupational or industrial courses, or by electronic web-based media, or other forms of self-study approved by the Office of Apprenticeship at the US Department of Labor.	<a href="#">Link</a>
Illinois	No		<a href="#">U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship</a>	Yes, <a href="#">Apprenticeship Illinois</a> .	<a href="#">Illinois Workforce Innovation Board</a>		No, however provides key elements of apprenticeships including instruction method which recommends classroom and on-the-job training for instruction method.	<a href="#">Link</a>
Indiana	Yes	Ind. Code § 22-4-25-1	<a href="#">U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship</a>	Yes, <a href="#">Industrial Apprenticeship and Building Trades JACT Apprenticeship</a> .	<a href="#">Ivy Tech Community College</a>		Yes, Ivy Tech works with employers across the state to design and deliver technical programs specific to industry needs.	<a href="#">Link</a>

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Iowa	Yes	Iowa Code § 15B.1 et seq.	<a href="#">U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship</a>	Yes, <a href="#">Earn &amp; Learn.</a>	Iowa Economic Development Authority	Iowa Code § 15B.1 et seq.	No, however registered apprenticeships will provide training in a classroom setting or online, but does not specify this needs to be through a postsecondary institution.	Iowa Code § 15B.1-4, Iowa Code § 15C
Kansas	No		<a href="#">Kansas Department of Commerce, Apprenticeship Program</a>	Yes, <a href="#">Kansas Works.</a>	Kansas Apprenticeship Council		No, however apprentices must complete related technical instruction. The employer or local committee determines the related technical instruction training requirements according to industry standards.	<a href="#">Link</a> <a href="#">FAQ</a>
Kentucky	Yes	Ky. Rev. Stat. Ann. § 343.010 et seq.	<a href="#">Kentucky Department of Labor, Education &amp; Workforce Development Cabinet</a>	Yes, <a href="#">Modern Apprenticeship.</a>	Department of Workforce Investment within the Kentucky Workforce Development Cabinet	Ky. Rev. Stat. Ann. § 343.010 et seq.	No, however requires related instruction defined as an organized and systematic form of instruction designed to provide the apprentice or trainee with knowledge of the theoretical and technical subjects related to the apprentice's occupation.	Ky. Rev. Stat. Ann. § 343.010
Louisiana	Yes	LSA-R.S. § 23:381 et seq.	<a href="#">Louisiana Workforce Commission</a>	Yes, <a href="#">Apprenticeship Louisiana.</a>	Louisiana State Apprenticeship Council	LSA-R.S. § 23:381 et seq.	No, however requires related instruction can be linked with community colleges and could allow students to receive college credit towards a degree.	<a href="#">Link</a>
Maine	Yes	26 M.R.S.A. § 3201 et seq.	<a href="#">Maine Department of Labor</a>	Yes, <a href="#">Maine Apprenticeship Program.</a>	Maine Department of Labor	26 M.R.S.A. § 3201 et seq.	No, however an apprenticeship instructor must 1) meet the Department of Education's requirements for a career and technical education instructor or be a subject matter expert who is recognized within an industry; and 2) have training in teaching techniques and adult learning styles.	26 M.R.S.A. § 3203
Maryland	Yes	Md. Code. Labor and Employ § 11-401 et seq.	<a href="#">Maryland Department of Labor, Licensing &amp; Regulation, Division of Workforce Development and Adult Learning</a>	Yes, <a href="#">Maryland Apprenticeship and Training Program.</a>	Department of Labor, Division of Workforce Development and Adult Learning	Md. Code. Labor and Employ § 11-401 et seq.	No, however related instruction is required and may be offered in a classroom.	Md. Code Regs. 09.12.43.05 (E)
Massachusetts	Yes	Mass. Gen. Laws Ann. ch. 23, § 11E - 11W.	<a href="#">Department of Workforce Development</a>	No, however provides information on <a href="#">apprenticeships in the state.</a>	N/A	Mass. Gen. Laws Ann. ch. 23, § 11E - 11W.	No, however, related instruction is required for registered apprenticeships, which could take place at a postsecondary institution.	
Michigan	No		<a href="#">U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship</a>	No, however provides information on <a href="#">apprenticeships in the state.</a>	N/A		No, however postsecondary institutions are involved in a federally funded state-initiative.	<a href="#">Link</a>
Minnesota	Yes	Minn. Stat. Ann. § 178.01 et seq.	<a href="#">Minnesota Department of Labor and Industry</a>	Yes, <a href="#">Apprenticeship MN.</a>	<a href="#">Department of Labor and Industry, Division of Labor Standards and Apprenticeship</a>	Minn. Stat. Ann. § 178.01 et seq.	No, however instructors providing technical instruction must meeting the Department of Education's requirements for a vocational-technical instructor or be a subject matter expert.	Minn. Stat. Ann. § 178.036



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Mississippi	No		U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	Yes, Mississippi Apprenticeship Program.	Mississippi Community College Board, Division of Work-Based Learning, Apprenticeship, and Special Initiatives		Yes, the Mississippi Community College Board coordinates the statewide program.	<a href="#">Link</a>
Missouri	No		U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	No, however provides information on apprenticeships in the state.	N/A		No, however, related instruction is required for registered apprenticeships, which could take place at a postsecondary institution.	
Montana	Yes	MCA. § 39-6-101 et seq.	Montana Department of Labor & Industries, Apprenticeship and Training Program	Yes, Montana Registered Apprenticeship.	Department of Labor and Industry	MCA. § 39-6-101 et seq.	Yes, Montana Registered Apprenticeship requires related college level coursework.	<a href="#">Link</a>
Nebraska	No		U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	No, however provides information on apprenticeships in the state.	N/A		No, however, related instruction is required for registered apprenticeships, which could take place at a postsecondary institution.	
Nevada	Yes	N.R.S. § 610.010 et seq.	Governor's Office of Workforce Innovations	Yes, Nevada's Apprenticeship Project.	Truckee Meadows Community College	N.R.S. § 610.010 et seq.	No, however Nevada's Apprenticeship Project team works with employers to identify an educational partner for related technical instruction. There are no restrictions on what educational provider employers use.	<a href="#">Link</a>
New Hampshire	Yes	N.H. Rev. Stat. Ann. § 278:1 et seq.	U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	Yes, ApprenticeshipNH.	The Community College System of New Hampshire	N.H. Rev. Stat. Ann. § 278:1 et seq.	Yes, the Community College System of NH is the training site for ApprenticeshipNH programs.	<a href="#">Link</a>
New Jersey	Yes	N.J. Stat. Ann. § 34:1A-36 et seq.	U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	No, however provides information on apprenticeships in the state.	N/A	N.J. Stat. Ann. § 34:1A-36 et seq.	No, however related and technical instruction can be provided by four-year and community colleges and technical schools.	<a href="#">Link</a>
New Mexico	Yes	N.M. Stat. Ann. § 21-19A-1 et seq.	New Mexico Department of Workforce Solutions, Labor Relations Division	No, however provides information on apprenticeships in the state.	N/A	N.M. Stat. Ann. § 21-19A-1 et seq.	No, however, related instruction is required for registered apprenticeships, which could take place at a postsecondary institution.	
New York	Yes	N.Y. Lab. Law § 810 et seq.	New York State Department of Labor, Division of Employment and Workforce Solutions	No, however provides information on apprenticeships in the state.	N/A	N.Y. Lab. Law § 810 et seq.	No, however related instruction can take place at a trade school, community college, or BOCES.	<a href="#">Link</a>
North Carolina	Yes	N.C. Gen. Stat. Ann. § 115D-11.5 et seq.	North Carolina Department of Commerce, NCWorks Apprenticeship	Yes, ApprenticeshipNC.	North Carolina Community Colleges	N.C. Gen. Stat. Ann. § 115D-11.5 et seq.	Yes, the community college system manages ApprenticeshipNC.	N.C. Gen. Stat. Ann. § 115D-11.5 through 11.14

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North Dakota	No		U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	No, however provides information on apprenticeships in the state.	N/A		No, however classroom instruction can take place at training centers, technical schools, community colleges, and four-year colleges and universities.	<a href="#">Link</a>
Ohio	Yes	Ohio Rev. Code Ann. § 4139.01 et seq.	Office of Workforce Development, ApprenticeOhio	Yes, ApprenticeshipOhio.	Apprenticeship Council, Department of Job and Family Services	Ohio Rev. Code Ann. § 4139.01 et seq.	Yes, every apprentice must receive related instruction, and related instruction must be designed and/or provided in conjunction with the university system of Ohio.	Ohio Admin. Code 5101:11-3-02(A)
Oklahoma	No		U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	No, however provides information on apprenticeships in the state.	N/A		No, however the Oklahoma State Regents for Higher Education are partners in the Oklahoma Works Initiative.	Executive Order 2017-34 Okla. Admin. Code 1:2017-34
Oregon	Yes	Or. Rev. Stat. Ann. § 660.002 et seq.	Oregon State Bureau of Labor and Industries, Apprenticeship and Training Division	No, however provides information on apprenticeships in the state.	N/A	Or. Rev. Stat. Ann. § 660.002 et seq.	No, however apprentices can earn credit towards an associate degree at a community college for classroom hours or for the completion of an apprenticeship.	<a href="#">Link</a>
Pennsylvania	Yes	43 Pa. Stat. Ann. § 90.1	Pennsylvania Department of Labor and Industry, Bureau of Labor Law Compliance	No, however provides information on apprenticeships in the state.	N/A	43 Pa. Stat. Ann. § 90.1	No, however, related instruction is required for registered apprenticeships, which could take place at a postsecondary institution.	
Puerto Rico	No		Department of Labor & Human Resources		N/A		No, however, related instruction is required for registered apprenticeships, which could take place at a postsecondary institution.	
Rhode Island	Yes	28 R.I. Gen. Laws Ann. § 28-45-1 et seq.	RI Department of Labor and Training, Division of Professional Regulation	No, however provides information on apprenticeships in the state.	N/A	28 R.I. Gen. Laws Ann. § 28-45-1 et seq.	No, however instruction can take place at a postsecondary institution.	<a href="#">Link</a>
South Carolina	No		U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	Yes, Apprenticeship Carolina.	South Carolina Technical College System		Yes, apprenticeship program housed within the South Carolina Technical College System. In partnership with ReadySC, Technical College System creates training programs for apprenticeship employers.	<a href="#">Link</a>
South Dakota	No		U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	Yes, StartTodaySD Apprenticeship Program.	South Dakota Department of Labor		No, however apprentices can complete training and can earn credit at postsecondary institutions.	<a href="#">Link</a>
Tennessee	Yes	Tenn. Code Ann. § 62-76-201 et seq.	U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	No, however provides information on apprenticeships in the state. Additional info.	N/A	Tenn. Code Ann. § 62-76-201 et seq.	No, however formal articulation agreements between apprenticeship training programs and postsecondary can exist.	<a href="#">Link</a>

Attachment C

STATE ▲	DOES THE STATE HAVE STATUTE OR REGULATION ON APPRENTICESHIPS?	CITATION	WHAT IS THE REGISTRATION AGENCY FOR APPRENTICESHIP IN THE STATE?	IS THERE A STATEWIDE APPRENTICESHIP PROGRAM?	WHAT ENTITY COORDINATES THE STATEWIDE PROGRAM?	CITATION	IS THERE A REQUIRED INSTRUCTIONAL CONNECTION BETWEEN POSTSECONDARY EDUCATION AND APPRENTICESHIPS?	CITATION
Texas	Yes	Tex. Educ. Code Ann. § 133.001 et seq.	U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	Yes, Apprenticeship Training Program.	Texas Workforce Commission	Tex. Educ. Code Ann. § 133.001 et seq.	No, however, related instruction is required for registered apprenticeships, which could take place at a postsecondary institution.	
Utah	Yes	Utah Code Ann. § 35A-6-101 et seq.	U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	No, however provides information on apprenticeships in the state.	N/A	Utah Code Ann. § 35A-6-101 et seq.	No, however classroom training can take place at technical schools, community colleges and four-year colleges.	<a href="#">Link</a>
Vermont	Yes	Vt. Stat. Ann. tit. 21, § 1101 et seq.	Vermont Department of Labor, Apprenticeship	Yes, VT Registered Apprenticeship Program.	State of Vermont Department of Labor	Vt. Stat. Ann. tit. 21, § 1101 et seq.	No, however classroom instruction can take place at community colleges.	<a href="#">Link</a>
Virginia	Yes	Va. Code Ann. § 40.1-118 et seq.	Virginia Department of Labor and Industry	Yes, Virginia Registered Apprenticeship Program.	Department of Labor and Industry	Va. Code Ann. § 40.1-118 et seq.	No, however related instruction for apprentices can be completed at a community college, technical college or four-year institution.	<a href="#">Link</a>
Washington	Yes	Wash. Admin. Code 296-05-001 et seq.	Department of Labor & Industries, Apprenticeship Section	No, however provides information on apprenticeships in the state.	Washington Department of Labor and Industries, Apprenticeship Section	Wash. Admin. Code 296-05-001 et seq.	No, however the Apprenticeship Committee can work with community or technical colleges to create associate degree pathways for individuals engaged in a apprenticeship.	Wash. Rev. Code Ann. § 49.04.150
West Virginia	Yes	W. Va. Code Ann. § 30-1E-1 et seq.	U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship	Yes, Apprenticeship in Motion.	Department of Commerce, West Virginia Development Office.	W. Va. Code Ann. § 30-1E-1 et seq.	No, however technical training can be provided by colleges, employer, specialized providers, and career and technical centers.	<a href="#">Infographic Link</a>
Wisconsin	Yes	Wis. Stat. Ann. § 106.001 et seq.	State of Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards	Yes, Wisconsin Apprenticeship Program.	Bureau of Apprenticeship Standards, Wisconsin Department of Workforce Development.	Wis. Stat. Ann. § 106.001 et seq.	No, however apprenticeship instructors must meet the educational and occupational requirements of the Wisconsin Technical College System Board.	Wis. Admin. Code DWD § 295.02
Wyoming	No		U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship		N/A		No, however, related instruction is required for registered apprenticeships, which could take place at a postsecondary institution.	