

**MEMORANDUM OF AGREEMENT**  
**STATE APPRENTICESHIP COUNCIL ALLIANCE**

This MEMORANDUM OF AGREEMENT is hereby made and entered into among the state apprenticeship councils across the nation, represented herein by the chairpersons of the respective state apprenticeship council or boards, for the betterment of our nation's registered apprenticeship system by achievement of our mutual goals as delineated herein.

**A. STATEMENT OF VISION AND PURPOSE:**

As we look to increase economic prosperity in our nation, Registered Apprenticeship is of exceptional importance. We face many hurdles in ensuring that our economy competes well within a rapidly changing landscape. One of our best strategies to address these challenges is Registered Apprenticeship (RA), a proven workforce training strategy to develop new talent in highly-skilled occupations that combines paid on-the-job learning with related technical instruction. Since 1937, RA programs have met the skilled workforce needs of American industry by training millions of workers for lifelong careers. For employers, apprenticeship is an effective and cost-efficient strategy to build their current and future workforce. For workers, apprenticeship means a real job that leads to a nationally portable credential that is valued in the labor market, along with the ability to 'earn while you learn' - which is particularly beneficial as individuals can support themselves and their families as they learn the skills their employer needs, while gaining post-secondary education.

Nationally, the Registered Apprenticeship system is implemented by federal and state government in partnership. The federal Office of Apprenticeship (OA) works in conjunction with independent State Apprenticeship Agencies (SAAs) to administer and advance the system. These agencies are responsible for registering apprenticeship programs, protecting the safety and welfare of apprentices, issuing nationally recognized certificates of completion to apprentices, promoting the development of new programs through marketing and technical assistance, assuring that all programs provide high quality training that produce skilled and competent workers.

Importantly, each of these agencies rely on advisory structures to provide recommendations on the improved operation of the Registered Apprenticeship system in specific strategic areas and on matters of critical importance. Federally, the Advisory Committee on Apprenticeship (ACA) fulfills this role as authorized by the National Apprenticeship Act. Comprised of approximately 30 individuals from the employer, public and labor sectors, this membership has the experience and background needed to provide critical input to the RA system as required by federal law. In balancing ACA membership, effort is made to ensure that diverse viewpoints and interests are represented to provide a foundation for developing advice and recommendations that are fair and comprehensive.

On a state or territorial level, apprenticeship agencies rely on State Apprenticeship Councils (SACs) to provide guidance related to the Registered Apprenticeship System. While the composition and responsibilities of these councils vary, members are dedicated stakeholders in the Registered Apprenticeship system who makes meaningful contributions to the SACs, and as leaders within their respective sectors, SAC members also act as champions for and liaisons to the model itself. Recently, the Office of Apprenticeship has increased connectivity to the SAA system through partnership with the National Association of State and Territorial Apprenticeship Directors (NASTAD) which is laudable from an administrative perspective. The federal ACA provides national guidance on the Registered Apprenticeship system to the Secretary of Labor, and to the Office of Apprenticeship which is responsible for approximately half of the national system. However, State Apprenticeship Council's provide guidance on a state level only, leaving a fragmented system of advisory input and guidance that requires coordination for the betterment of the RA system as a whole.

Therefore, the State Apprenticeship Councils hereby join together in this alliance through respective chairpersons, to advocate on behalf of quality Registered Apprenticeship programs and the national system as a whole, promote policies that support Registered Apprenticeship and elevate the key leadership role that State Apprenticeship Councils play across this nation through a unified voice towards the ultimate goal to create a seamless national system of Registered Apprenticeship.

The exciting state of Registered Apprenticeship today is possible due to days behind us. As the model is increasingly utilized around the nation for all growing occupations, our Alliance will provide input towards adaptation of the model with fidelity to Registered Apprenticeship, its continual improvement and betterment, and to facilitate the partnerships necessary to do so.

#### **B. PARTNERSHIP PRINCIPLES:**

As partners, we acknowledge and agree to operate under certain conditions. We will:

- Commit to the vision and purpose (articulated above) for this partnership.
- Operate under a set of core values that emphasizes trust, respect, and inclusiveness.
- Ensure that the focus of our work is on process and outcomes.
- Promote effective communication strategies and feedback loops within the partnership.
- Expect partners to take ownership for delivering outcomes for which they are responsible.
- Build an atmosphere of shared learning and share in each other's work.
- Celebrate and publicize success while actively addressing persistent barriers.

**C. ORGANIZATION AND SCOPE:**

As a necessary next step to achieve the goals and objectives for Registered Apprenticeship in accordance with the vision, purpose and principles as stated above, it has been determined by an initial coordinating committee of state apprenticeship council chairs to form the State Apprenticeship Council Alliance (hereinafter SACA or the "Alliance"). Accordingly, this document establishes a voluntary association of State Apprenticeship Councils as represented by the affirmative vote of the respective state apprenticeship councils to join such an alliance and attested to by the signature of the council chairperson on the date of execution. Furthermore, SACA is organized to achieve the following scope:

- a. Develop the Alliance as a means to advance the work of Registered Apprenticeship and determine the necessary committees and structure to best advance the purposes of the Alliance going forward, beyond the initial coordinating committee.
- b. Contribute to the Alliances' work towards its goals, which include to:
  - i. Organize the voice of advisory bodies for the national Registered Apprenticeship (RA) system;
  - ii. Partner with the federal Office of Apprenticeship (OA) and the National Association of State and Territorial Apprenticeship Directors (NASTAD) in work between the respective parties;
  - iii. Provide guidance to the national RA system that reflects learning gained through state efforts;
  - iv. Promote policies to support Registered Apprenticeship in the respective state and federal ecosystems in which RA programs operate;
  - v. Advocate on behalf of quality RA programs, State Apprenticeship Agencies (SAAs), and the national system of Registered Apprenticeship;
  - vi. Elevate the leadership of State Apprenticeship Councils within the RA system;
  - vii. Improve the RA system as a whole and on a state level through efforts of the Alliance.
- c. Represent the respective state apprenticeship council at the Alliance to share specific state goals, concerns, or best practices related to Registered Apprenticeship for the benefit of the national RA system.
- d. Participate in Alliance events as appropriate and possible, and contribute particular expertise through serving on specific subcommittees which may be organized from time to time on either a topical or standing basis by the SACA coordinating committee.
- e. Refrain from communicating on behalf of the Alliance as a whole, or representing a position which is attributed to the Alliance, unless authorized or empowered to do so by the SACA coordinating committee.

**D. ROLES AND RESPONSIBILITIES:**

To accomplish this scope in accordance with the vision, purpose and principles of this document, state apprenticeship councils, as members of the Alliance, shall be represented by their chairperson or designee and strive to reach decisions through consensus and commit to the work of the Alliance as a whole, by:

- a. Agreeing to advance the shared vision and goals of the Alliance, in accordance with this document.
- b. Attending and participating in the majority of Alliance related events, which will strive to be held in conjunction with NASTAD events.
- c. Serving on subcommittees determined as needed by the coordinating committee to the advance the work, to the extent that time and expertise allows.
- d. Advancing the work of the Alliance through respective individual efforts, regardless of the ability to participate in the work of subcommittees.
- e. Refraining from representing the Alliance or coordinating committee in efforts that may undermine the vision and purpose of the Alliance.
- f. Maintaining good communications, providing input on efforts of the coordinating committee, responding to requests, and informing the Alliance of progress in advancing the work.

**E. RIGHTS AND SIGNATURES:**

It is not the intention of the parties for this document to create any contractual rights among or between the signatories. Accordingly, no party has any legal right against any other party for a breach of contract claim under this document.

IN WITNESS WHEREOF, after receiving the affirmative vote of the respective state apprenticeship council to do so, the parties hereto have executed this agreement as of the last date below:

On behalf of AZ State Apprenticeship Council

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SIGNATURE DATE

On behalf of CT State Apprenticeship Council

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SIGNATURE DATE

On behalf of D.C. Apprenticeship Council

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SIGNATURE DATE

On behalf of HI State Apprenticeship Council

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SIGNATURE DATE

On behalf of KY State Apprenticeship Council

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On behalf of ME State Apprenticeship Council

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On behalf of MT State Apprenticeship Council

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On behalf of CA State Apprenticeship Council

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On behalf of DE State Apprenticeship Council

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On behalf of FL State Apprenticeship Council

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On behalf of KS State Apprenticeship Council

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On behalf of LA State Apprenticeship Council

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On behalf of MA State Apprenticeship Council

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On behalf of NV State Apprenticeship Council

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On behalf of NM State Apprenticeship Council

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On behalf of OH State Apprenticeship Council

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On behalf of PA State Apprenticeship Council

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On behalf of VT State Apprenticeship Council

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On behalf of WA State Apprenticeship Council

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On behalf of NC State Apprenticeship Council

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On behalf of OR State Apprenticeship Council

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On behalf of VA State Apprenticeship Council

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On behalf of WI State Apprenticeship Council

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