

New York State (NYS) Registered Apprenticeship (RA) Community College Group Program Pilot Program

Purpose: Under current New York State (NYS) regulations, NYS Registered Apprenticeship (RA) Group Sponsors are defined as a group or association of employers. Generally institutions of higher education do not meet this definition. This pilot program will allow the New York State Department of Labor (NYSDOL) an opportunity to explore the effectiveness of such entities operating Group Programs.

Pilot Program: NYSDOL will approve two (2) State University of New York (SUNY) community colleges to sponsor NYS RA Group Programs: SUNY Schenectady and Mohawk Valley Community College (MVCC). NYSDOL will also approve one (1) City University of New York (CUNY) community college to sponsor NYS RA Group Programs: College of Staten Island (CSI). These SUNY and CUNY campuses may apply to become a sponsor of group programs in occupations in the following industries: Healthcare, Human Services, Information Technology (IT), and Education. NYSDOL will consider trades/occupations outside of these industries on a case-by-case basis.

The pilot program will be approved for the length of the RA program(s) plus two years at a minimum to allow for apprentice completion of the program(s) and confirmation of RA Program outcomes. These community colleges will also be allowed to add programs during their initial two-year probationary program at the discretion of NYSDOL.

The colleges will follow the traditional application process for all NYS RA Program sponsors. They will work with NYSDOL Apprenticeship staff to develop and submit a new program application, including determining which trade/occupation(s) they are interested in applying for program(s) in. The application will be reviewed in accordance with review guidelines for all NYS RA Program applications. This will include a due diligence review and a 30-day public comment period. Since the colleges will be applying as a group program sponsor, they will need to identify relationships with at least two employers who will be providing the on-the-job training.

Programs approved under this pilot will be monitored regularly in accordance with NYS RA Program monitoring guidelines to ensure compliance with [Part 600](#) and [Part 601](#) of the Apprenticeship Regulations. NYSDOL Apprenticeship staff will be available to provide technical assistance as they do with all sponsors of NYS RA programs.

The pilot program will be reviewed on a regular basis for the duration of the pilot. If this program is successful, NYS may allow additional colleges, both two and four year colleges, to apply to become sponsors of group programs, and may consider allowing expanding the pilot program to allow for additional industries.

Additional Information:

- **Federal Regulations:** The U.S. Department of Labor's (USDOL's) Apprenticeship Regulations [Title 29 Code of Federal Regulations § 29](#) (29 CFR 29), effective on December 29, 2008 allow flexibility for RAP sponsors in addition to traditional sponsor entities such as employers, industry associations, and joint labor-management organizations. Under 29 CFR 29, workforce intermediaries such as Institutions of Higher Education as defined in Sections 101 and 102 of the Higher Education Act may now serve as RAP Sponsors. [Bulletin 2016-26](#), issued on March 21, 2016 by the U.S. Department of Labor Employment and Training Administration Office of

Apprenticeship (OA), clarifies what entities may serve as a sponsor of a Registered Apprenticeship Program.

- **New York State Regulations:** The NYS Apprenticeship Regulations, [Part 601, Registration of Apprenticeship Programs and Agreements \(Statutory authority: Labor Law, art.23; § 811.1\)](#), effective on February 9, 2011, define a sponsor as an employer, a single employer and a union, a group of employers, the New York State Department of Correctional Services, or a Joint Apprenticeship Committee (JAC) representing both employers and a union or unions, which has the ability to train Apprentices, and which is recognized as such by the Commissioner through the registration of a Program.
- The Regulations include two types of group programs, Group Non-Joint Programs and Group Joint programs and are defined as the following:
 - Group Non-Joint Programs consisting of a group or association of employers without the participation of a union representing employees, in which the group or association of employers acts as Sponsor, and where the Sponsor and its Signatories are bound by a Department approved agreement signed, collectively or individually, by the Sponsor and all the Signatories;
 - Group Joint Programs consisting of a group or association of employers and a union representing employees in accordance with a collective bargaining agreement which provides for participation in an approved Program, in which a Joint Apprenticeship Committee (JAC) acts as the Sponsor. JAC means a group composed of an equal number of representatives of the employer and union who are parties to a bona fide collective bargaining agreement and created for the purpose of Sponsoring an Apprenticeship Program(s);
- Under the NYS Regulations, community colleges do not meet the definition of a sponsor.