

# DRAFT: Levels of Workforce Engagement in/Utilization of Registered Apprenticeship

Level 1 – Implementing Policy	Level 2 – Engaging Jobseekers	Level 3 – Supporting Sponsors/ Businesses	Level 4 – Building RA Staffing, Partnerships	Level 5 – Serving as RA Convener	Level 6 – Becoming an RA Sponsor**
<p><b>Best Practice:</b> State/local RA steering committee, encouraging diversity of RA reps, regular communication protocol between workforce &amp; RA system for ETPL requests</p>	<p><b>Best Practice:</b> Utilize ITAs to help offset RTI costs, provide supportive services and referrals to other programs for support; co-enrolling WIOA/RA</p>	<p><b>Best Practice:</b> Host joint LWDB/RA System Apprenticeship Accelerators; structured training by RA for BSRs; utilizing OJT contracts to support employers’ apprentice wages</p>	<p><b>Best Practice:</b> Regular, proactive, collaborative work between workforce RA staff and Apprenticeship Training Representatives (ATR) (for industry, apprentice recruiting)</p>	<p><b>Best Practice:</b> Create network of RA sponsored programs to accelerate employer participation; serve as fiscal agent for larger network*</p>	<p><b>Best Practice:</b> Utilizing WIOA and non-WIOA funding (i.e., DOL, state grants) for program administration, employer/apprentice support</p>
<p><b>Reflected in:</b> ETPLs listing RAPs</p>	<p><b>Reflected in:</b> WIOA/RA co-enrollment ITA spending Supportive service provision</p>	<p><b>Reflected in:</b> Increase in RA sponsors OJT contract spending for RA wage reimbursement</p>	<p><b>Reflected in:</b> Increase in RA sponsors Increase in RA/WIOA co-enrollment Increase in funded services for RA support</p>	<p><b>Reflected in:</b> Increase in participating employers Increase in apprentice support from WDB (WIOA and non-WIOA funding)</p>	<p><b>Reflected in:</b> Participating employers Apprentice registrations</p>
<p><b>Steps to Move to Next Level:</b> Train case managers on RA benefits for job seekers  Create/provide tools to local RA sponsors for reverse referrals (for WIOA eligibility certification)</p>	<p><b>Steps to Move to Next Level:</b> Train BSRs on RA Create/share Apprenticeship.gov materials on RA benefits for employers  Review DOL Industry Intermediary list for assistance in employer engagement in high-priority occupations</p>	<p><b>Steps to Move to Next Level:</b> Explore state models of co-locating RA expertise (i.e. FL, others)  Discuss use of Governor’s Set Aside Funds with state board to support embedding RA SME in AJs</p>	<p><b>Steps to Move to Next Level:</b> BSRs and AJC RA SMEs coordinate on which employers are responding to/engaged in RA outreach  RA SMEs meet regularly and coordinate with ATRs on high-quality program development  Co-enrollment training is delivered to case managers on rolling basis</p>	<p><b>Steps to Move to Next Level:</b> LWDB evaluate local LMI, employer interest in RA  LWDB meets with ATR to develop process for gathering information into RA standards  LWDB develops strategy for dual-pronged RA implementation: employers to join RAP and employers to hire WIOA-certified job seekers for RA roles</p>	

**\*\*NOTE:** While some LWDBs may move more quickly to become an RA program sponsor prior to embedding RA in AJs or becoming a local and regional convener/hub, many boards view program sponsorship as a higher-level commitment because it requires dedicated funding and resources for overall program administration. In some cases, having access to non-WIOA funding (e.g., federal or state grant funds, philanthropic support and donations) may influence a board’s decision whether or not to serve as a sponsor earlier in the system alignment process.