

Aligning Workforce and Registered Apprenticeship: Key Components for Success



2025 NAWDP Annual Conference
May 2025

Welcome and Agenda

- Center of Excellence Overview
- Basic Building Blocks of Registered Apprenticeship
- Six Core Components of Registered Apprenticeship Alignment
- Action Planning and Next Steps
- Q&A



Center of Excellence Overview



- U.S. DOL initiative to increase systems alignment across apprenticeship, education, and workforce
- Led by Safal Partners; 5 national partners
- We provide no-cost services including:
 - Monthly webinars
 - Quarterly virtual office hours
 - Individual compliance assistance and services
 - Online resources (desk aids, guides, frameworks, (etc.)



[Visit our website, request assistance](#)



Presenters



Alan Dodkowitz

Senior Subject Matter Expert

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Basic Building Blocks of Registered Apprenticeship



Getting to Know You

How would you describe your level of knowledge of and experience with Registered Apprenticeship programs?

- Advanced
- Emerging
- At Square One



Registered Apprenticeship

Registered apprenticeship is:

- a proven model of job preparation that **combines paid on-the-job training (OJT) with related instruction** to progressively **increase workers' skill levels and wages;**
- a proven business-driven model that provides an **effective way for businesses to recruit, train, and retain highly skilled workers.**



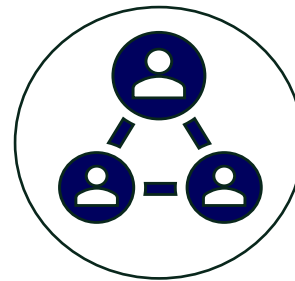
Five Core Components of Apprenticeship



Industry Led



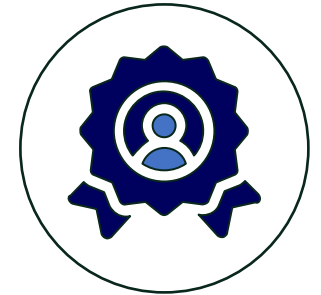
Paid Job



Structured On-the-Job Learning (OJL)/ Mentorship



Supplemental Education



Credentials

A WIDE RANGE OF INDUSTRIES



Agriculture



Healthcare



Cybersecurity



Biotechnology



Transportation



Construction



Energy



Hospitality



**Financial
Services**



**Information
Technology**



Education



**Advanced
Manufacturing**



**Critical
Supply Chain**



Infrastructure



Engineering



Telecommunications

Apprenticeship Stakeholders



Sponsor

An organization that agrees to operate an apprenticeship program and in whose name the program is registered.



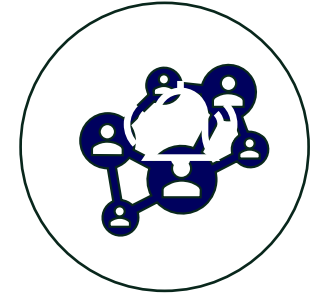
RI Provider

Entity that provides instruction to apprentices in the designated occupation's core knowledge, skills, and abilities.



Employer

Hires and provides paid on-the-job learning (OJL) for apprentices under supervision of a designated mentor who is a skilled professional in that occupation.



Partner

Organizations committed to assisting RA programs. They can play one or more roles.

Six Key Components of Workforce System Alignment with RA

New Tool

Key Components of Workforce System Alignment with Registered Apprenticeship



Creating RA-Aligned Policies

State and Local WDBs often have state and local policies and procedure frameworks that align and guide development of work to support RA program implementation.

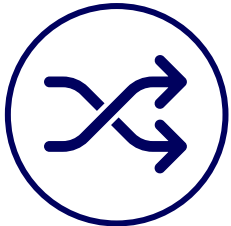
- Criteria and policies for **board membership** ensure appropriate **representation for RA**
- **Policies/procedures prioritize the use of RA** as a service strategy for WIOA Title I and may provide funding to support RA programs
- Local WDBs' **AJC operators have clear policies/procedures and support for RA** and **WIOA/RA co-enrollment** processes and training towards frontline case managers
- Funding-related policies ensure **use of available funds to support RA** expansion
- ETPL policy/procedures provide automatic inclusion of RA programs on ETPLs
- Business services policies/procedures include implementation of RA through OJT/IWT

Creating RA-Aligned Policies

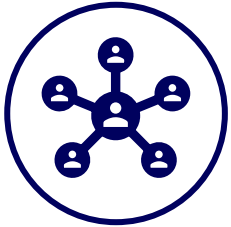
Actionable Items for Success: What Steps Lead to Strong System Alignment



Seek out Registered Apprenticeship representatives from WDB membership from labor and non-labor



Review and revise policies to ensure Registered Apprenticeship and WIOA alignment and activities internally



Establish state/local Registered Apprenticeship steering committees or connect to committees already established through the SAA or OA

Creating RA-Aligned Policies

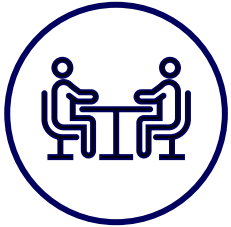
Actionable Items for Success: What Steps Lead to Strong System Alignment



Meet with local ATR and OA or SAA state directors to understand RA program approval process and establish streamlined process to include RA programs on state/local ETPLs



Advocate for dedicated funding allocations for RA activities, including dedicated staff in the AJC and institutionalize this practice in policy



Create MOUs with non-traditional partners for targeted population engagement

Embedding RA SMEs

State/LWDBs embed RA expertise in the AJC frontline staff to actively help engage employers and create RA pipeline.

- State/LWDB have RA navigators/SMEs within AJCs or region
- Case managers purposefully screen and refer job seekers to RAPs
- Co-enrollment procedures are used by case managers and partners
- Apprentices are supported throughout the RA program
- Partners work with AJCs to engage job seekers in RAPs
- Outreach to job seekers showing benefits to RA
- Training for case managers on RA
- Wagner-Peyser staff share RA info to job seekers and employers



Embedding RA SMEs

Actionable Items for Success: What Steps Lead to Strong System Alignment



Ask a state or local ATR to provide ongoing RA training to AJC staff, particularly those who are customer facing or hold regular meetings with AJC staff on RA



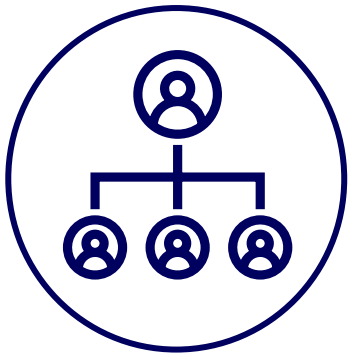
Explore federal and state funding opportunities to support staffing AJCs with RA expertise



Provide staff with link to Apprenticeship.gov Partner Finder for info on state and local program sponsors and links to State Apprenticeship Agency websites that have program sponsor info

Embedding RA SMEs

Actionable Items for Success: What Steps Lead to Strong System Alignment



Ensure that state and/or local case management systems capture WIOA Title I co-enrollment with RA so that the data reported in PIRL Element 931 is an accurate reflection of the level of co-enrollment



Embed an RA SME with offsite mandatory partners to focus on work with job seekers and employers

Equipping BSRs

Business Services Representatives (BSRs) have the knowledge and expertise to assist employers with adopting RA programs and accessing funding.

BSRs...

- Regularly work with ATRs to promote RA programs
- Guide employers through the RA process
- Create outreach plan based on LMI with RA counterparts
- Interact with intermediaries to assist businesses with RA program development
- Provide collateral and education to partners
- Communicate with case managers about apprenticeship openings
- Assist businesses with leveraging WIOA and other funding

Include in State/Local Rapid Response efforts



Embedding BSRs

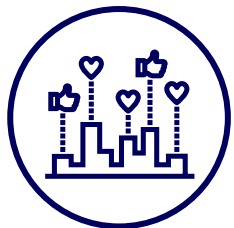
Actionable Items for Success: What Steps Lead to Strong System Alignment



Train BSRs on RA, including using intermediaries and working with local ATRs



Host roundtables and apprenticeship accelerators for businesses to learn about Registered Apprenticeship



Create and share Apprenticeship.gov materials with businesses on the benefits of Registered Apprenticeship

Embedding BSRs

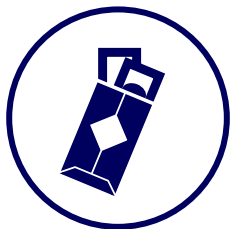
Actionable Items for Success: What Steps Lead to Strong System Alignment



Host apprenticeship job fairs to fill open positions



Present Registered Apprenticeship information at employer events (e.g., chambers of commerce, economic development)



Use WIOA Title I funds, per WIOA requirements, to support the OJT portion of a Registered Apprenticeship program

Embedding BSRs

Actionable Items for Success: What Steps Lead to Strong System Alignment



Set up regular communication with ATRs and partner organizations regarding Registered Apprenticeship programs



State should encourage and provide guidance on using rapid response/layoff aversion funds for Registered Apprenticeship

Improving Data Sharing and Data System Alignment

State apprenticeship and workforce systems align data systems, enabling sharing of data and improving cross-agency access.

- Workforce/apprenticeship systems have formal agreements in place to track, monitor, report and share data related to apprenticeship and WIOA metrics
- Co-enrollment data is tracked and shared consistently
- BSRs capture real-time data on employers' supply and demand needs, communicate with their local ATR/AN counterparts consistently
- State longitudinal and/or external data systems are used to track, understand and share data trends in apprenticeship populations
- Data around WIOA/non-WIOA funding support used to tell the story, helping state leadership make informed decisions regarding policy and funding to expand RA

Improving Data Sharing and Data System Alignment

Actionable Items for Success: What Steps Lead to Strong System Alignment



Establish/modify data sharing agreements to ensure workforce and apprenticeship system inclusion



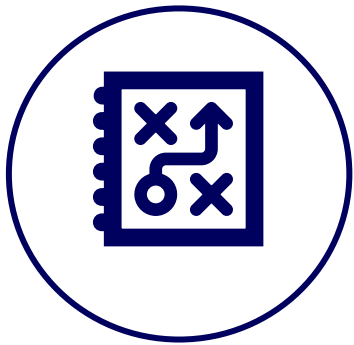
Ensure that state/local WIOA plans explicitly include WIOA and RA performance metrics for co-enrollment and collaborative strategic partnership efforts regarding employer outreach



Create/refine a process for collaborative cross-agency analysis and sharing of WIOA and RA performance data to determine performance against each required WIOA metric

Improving Data Sharing and Data System Alignment

Actionable Items for Success: What Steps Lead to Strong System Alignment



Develop a state-level working group and data lead on data sharing, system alignment, and co-reporting of workforce and RA collaboration with the development of baseline performance metrics



Offer regular training for case managers and other staff on WIOA/RA programs on co-enrollment data, how it is used, and the importance of accurately reporting data

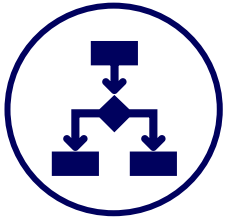
Serving as an RA Convener

State/LWDBs engage stakeholders to expand RA, build talent pipelines, address workforce shortages, and increase employment and wages for workers.

- Engage with stakeholders to development and implement RA programs that can access funding and resources through workforce system
- Sector Strategy initiatives include RA as a strategy for building the talent pipeline
- Create and maintain a network (hub) of RA programs to accelerate employer participation and to provide technical assistance
- Collaborate on high-demand, industry specific RA programs including technical assistance and funding
- Collaborative RA efforts include mandatory partners as part of convening activities
- Create concise communication and outreach for RA programs

Serving as an RA Convener

Actionable Items for Success: What Steps Lead to Strong System Alignment



Create Registered Apprenticeship programs that are high-demand industries per local LMI



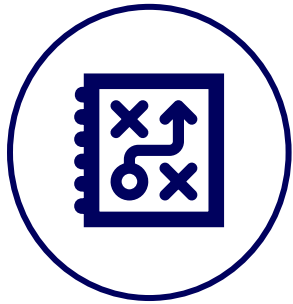
Engage with ATRs to establish Apprenticeship Accelerator events that bring together apprenticeship stakeholders and resources to accelerate the further use and adoption of Registered Apprenticeship



Collaborate with ATRs to establish processes to develop Registered Apprenticeship standards for businesses at a local level

Serving as an RA Convener

Actionable Items for Success: What Steps Lead to Strong System Alignment



Explore federal and state grant opportunities, philanthropic funding, and potential state funding to support industry-specific Registered Apprenticeship initiatives



Reach out to DOL Industry Intermediaries and state-based Registered Apprenticeship stakeholders

Becoming an RA Sponsor

LWDB becomes a group RA sponsor increasing opportunities for job seekers to access careers in high-demand industries and for businesses to access funding supports for apprentices.

- LWDB becomes a RA program sponsor for in-demand occupation(s)
- Occupations are regularly added to RA programs based on LMI
- Ed system is engaged with LWDB to provide RI
- RA sponsorship is sustainable through braided funding
- LWDB creates clear path to build pipeline for employers
- LWDB provides admin support, training and assistance to employer joining the RA program
- LWDB ensures ability to support employers with WIOA funding

Becoming an RA Sponsor

Actionable Items for Success: What Steps Lead to Strong System Alignment



Ask your local ATR/state RA director if there are other workforce board RA sponsors in your state so that you can connect with them to gain insight into the program development needs



Using LMI data, determine high-demand occupations/industries to know which occupations to add to your program standards and guide your employer outreach in program development



Reach out to your local ATR to begin the process of developing program standards for your board to become an RA sponsor

Becoming an RA Sponsor

Actionable Items for Success: What Steps Lead to Strong System Alignment



Engage with DOL Industry Intermediaries to learn how they can potentially support your new program development



Invite local businesses/employers to discuss potential interest in and become involved in RA program design to secure participation agreement



Identify potential high-quality post-secondary educational partners to provide RI and RA program occupations in design phase

Action Planning and Next Steps

Key Questions to Consider

- Overall Alignment: Where is your Community?
- Does your workforce system have policies in place that promote RA?
- What organizations/partners are you already working with? Who else do you need at your table?
- What expertise do you have that can be tapped into?
- Do you employers understand the benefits of RA? Are there representatives who can convene employers and help them?
- How do you intend to work towards alignment? What steps can you take to increase alignment for successful RA program efforts?
- What support do you need?
- What questions do you have?



To Move Forward....

Form your own community group and discuss the following:

- Overall alignment between the LWDB, AJCs, employers, education, economic development, CBO's, etc.
- Does the workforce system have policies and processes in place to support RA?
- How can you work together on alignment? Work groups? Task force? Etc.?
- Support / Questions?

THANK YOU FOR JOINING US

