

Building a School to Apprenticeship Pipeline for Opportunity Youth



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Presenter



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Subject Matter Expert

Safal Partners

Welcome and Agenda

- Center of Excellence Overview
- What are Opportunity Youth?
- Why Registered Apprenticeship is a way to engage them
- How can we get Opportunity Youth into Registered Apprenticeships?
- The Role of the Workforce System
- Questions and Wrap-Up



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](#)



Quick Pulse Poll #1

Are you a....

- Workforce Board Staff
- Service Provider Staff
- Educational Partner
- Vocational Rehabilitation Partner
- Employer
- Board Member
- Registered Apprenticeship Staff
- Other



Quick Pulse Poll #2

When it comes to Registered Apprenticeship I am...



- Just starting out
- Somewhat familiar with the basics but don't utilize it often
- Very knowledgeable and often refer people to programs
- What is Registered Apprenticeship??

Opportunity Youth Meeting Them Where They Are with Innovative Solutions



Opportunity Youth Defined

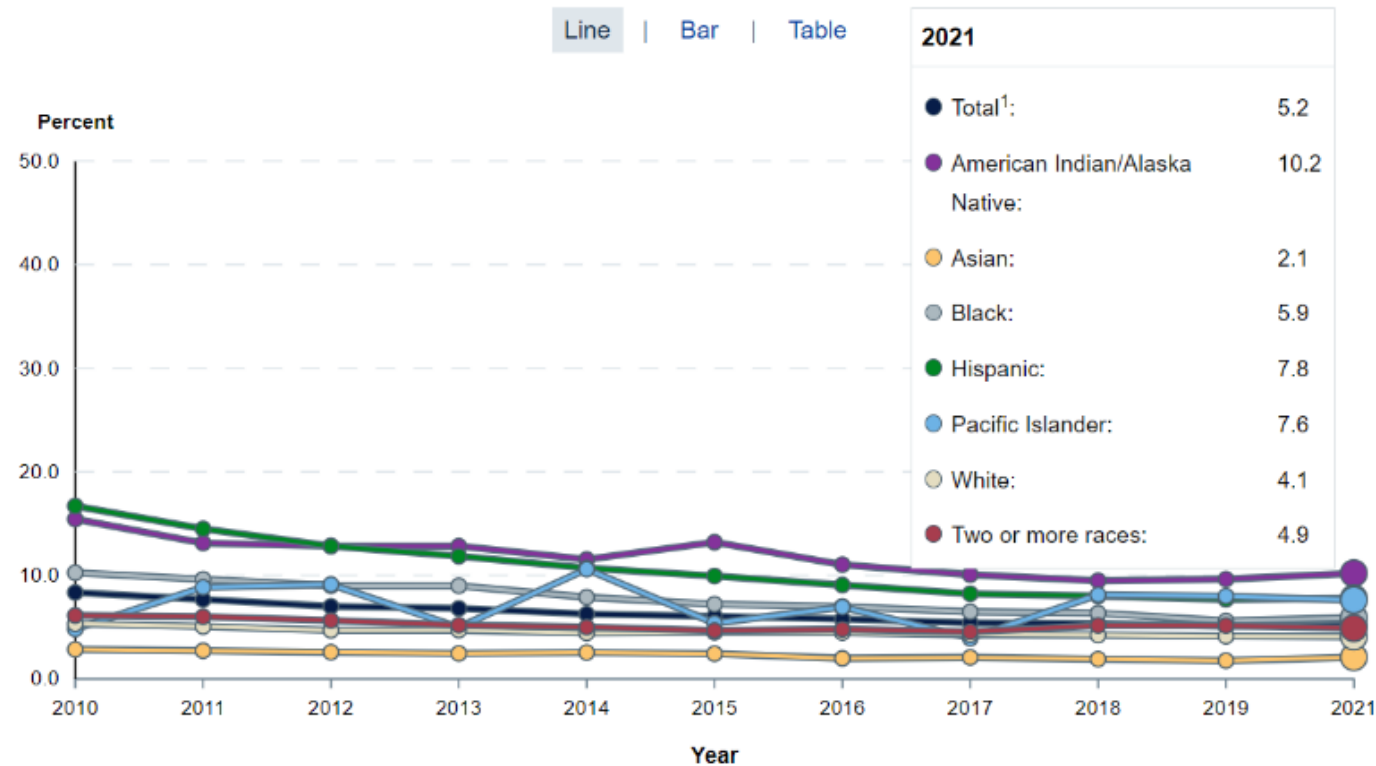
Young people between the ages of 16 and 24 who are neither enrolled in school nor participating in the labor market.

Challenges They Face

- **Disability**: Over 16% of disconnected youth have a disability, while only 5% of connected youth face similar challenges.
- **Expectant and Parenting Youth and Young Adults**: Approximately 28% of opportunity youth are expectant or parenting- four times more likely to be mothers than their connected counterparts.
- **Homelessness**: A significant portion of youth experiencing homelessness are also disconnected from school due to substantial disruptions in their education.
- **Incarceration**: Youth with a history of incarceration face an elevated risk of disconnection from their communities, with a higher representation of Black individuals (12%) compared to white peers (7%).
- **Impoverished**: Nearly twice as likely to live in poverty. Individuals from high-poverty areas are significantly more likely (21%) to be opportunity youth compared to their peers from low-poverty areas (6%).

Opportunity Youth – The Numbers

Estimate in 2021: 1.9 million students dropped out of high school (3.46m in 2016)



Source: <https://nces.ed.gov/>

Apprenticeship: A Way to Engage Opportunity Youth



What is Registered Apprenticeship?

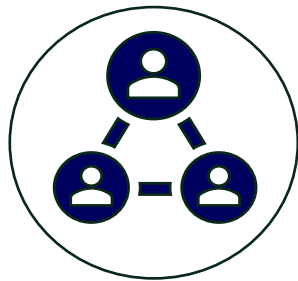
Registered Apprenticeship (RA) is a proven, customizable, and industry-relevant and US Department of Labor-approved model for organizations to ***find, train and retain new talent*** as well as ***upskill current workers*** in critical occupations.



Five Core Components of Apprenticeship



**Employer
Involvement**



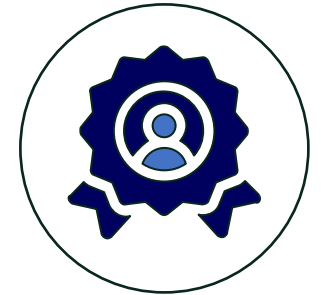
**Structured
On-the-Job
Learning
(OJL)**



**Related
Instruction
(RI)**



**Rewards for
Skill Gains**



**National
Occupational
Credential**

A WIDE RANGE OF INDUSTRIES



Agriculture



Healthcare



Cybersecurity



Biotechnology



Transportation



Construction



Energy



Hospitality



**Financial
Services**



**Information
Technology**



Education



**Advanced
Manufacturing**



**Critical
Supply Chain**



Infrastructure

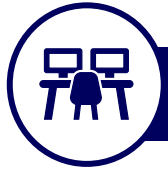


Engineering



Telecommunications

Apprenticeships for Opportunity Youth



Connection to employment and education



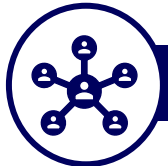
Career pathway beyond RA Program completion for occupations that provide a family-supporting wage



Roadmap to credential, certification, and degree attainment



Connection to mentors who can offer support and guidance



Linkages to critical supports to assist them in their learning and earning pathway

How Can We Get Opportunity Youth Into Apprenticeships?



Key Questions



- How can we engage the workforce system to recruit Opportunity Youth?
- What partnerships do we need? What partners do we already have that can support a program?
- How can we bring employers in and support them in employing Opportunity Youth? What occupations are they interested in?
- How will we integrate industry needs/occupation requirements into our RI?
- What can we do to reduce barriers for Opportunity Youth?

Engage the Local Workforce System

- **Utilize the Local Workforce System:** Local Workforce Boards (LWDBs) oversee local workforce agencies, including American Job Centers (AJCs), which manage various programs serving Opportunity Youth.
- **AJCs administer key initiatives such as:**
 - Workforce Innovation and Opportunity Act (WIOA) Title I Youth Program
 - YouthBuild
 - Other state and local workforce initiatives
- **Recruitment into Registered Apprenticeship (RA) Programs:**
 - AJC staff can actively recruit Opportunity Youth into RA programs.



Work with Other Providers

Opportunity Youth are more likely than their peers to rely on public assistance programs such as:

- Supplemental Nutrition Assistance Program (SNAP)
- Temporary Assistance for Needy Families (TANF)
- Medicaid

Work with community organizations, schools, and social service providers including:

- Youth shelters
- Foster care agencies
- Alternative education programs
- Workforce development initiatives
- Mentorship organizations



Recruit Employers



Highlight Business Benefits: Educate employers on how hiring Opportunity Youth can address workforce shortages and increase retention.



Offer Financial Incentives & Support: Inform employers about available tax credits, wage subsidies, grants and funds that offset registered apprenticeship costs.



Provide Training & Mentorship Resources: Assist employers in developing structured mentorship and support systems to help Opportunity Youth succeed in the workplace.



Leverage Community Partnerships: Encourage employers to collaborate with local workforce boards, schools, and community-based organizations that work with Opportunity Youth to create direct recruitment pathways.

Gen-Z: Interested in Different Occupations

1. Sustainable Energy Specialist
2. Digital Content Creator
3. Health and Wellness Coach
4. Cybersecurity Analyst
5. App Developer
6. Social Impact Consultant
7. User Experience (UX) Designer
8. Remote Work Specialist
9. E-Sports Professional
10. Mental Health Professional



Source: [LinkedIn](#)

But They Are Also The “Toolbelt Generation”



47%

Young adults interested in trades career

5.1%

Pay increase for new construction hires vs. 2.7% in professional services

23%

Students studying construction trades rose from 2018 to 2024

16%

Vocational-focused community colleges increase in enrollment

299K

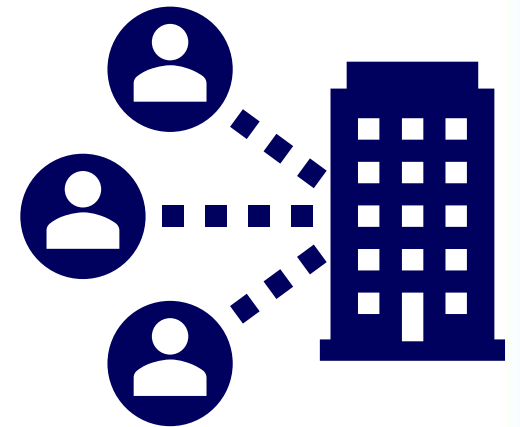
More electricians than 2014 - median age fell by 2.9 years

95%

Optimistic about job security and believe they won't be replaced by AI - [Thumbtack](#)

Align with CTE Standards and Ensure Hands-On Training

- **Align Curriculum with Industry Needs:** Incorporate CTE standards by aligning the curriculum with current industry needs.
- **Integrate Work-Based Learning:** Embed work-based learning opportunities within CTE programs, allowing students to gain hands-on experience in real-world settings.
- **Collaborate with Industry Partners:** Partner with local businesses to design apprenticeship programs that meet both educational and industry requirements.
- **Incorporate Industry-Recognized Credentials:** Include industry-recognized credentials in apprenticeship programs to validate students' skills and competencies according to CTE standards.



Reduce their Barriers through WIOA

Transportation Assistance:

- Providing transit passes, ride-share credits, or direct transportation options ensuring youth can commute to RA training sites or workplaces.

Childcare Support or Referrals:

- Support for childcare costs and/or referral to childcare programs such as Head Start Early Childhood Learning Centers.

Necessary Work Equipment and Tools:

- LWDBs and the local workforce system may utilize WIOA funding to assist with purchasing (or reimburse the cost for) tools and uniforms RA programs require.

Stipends During Pre-Apprenticeship:

- The availability of stipends for pre-apprenticeship programs often determines whether an Opportunity Youth will be able to participate.

Emergency Assistance Funds:

- LWDBs can ensure WIOA Title I Youth funds are offered to provide immediate financial relief for healthcare needs, car repairs, or housing issues.

Other Supports to Reduce Barriers

Housing Assistance:

- Refer participants to the U.S. Department of Housing and Urban Development. Additionally, Section 8 housing vouchers are available for those who qualify through their local public housing agency.

Documentation and Paperwork Assistance:

- LWDBs can support youth participants with obtaining identification documents, completing forms, and understanding program requirements.

Additional Supports:

Work with other partners including:

- Vocational Rehabilitation – WIOA Title IV
- Adult Education- WIOA Title II

Workforce Boards: The Key Ingredient



How Workforce Boards Can Help Education Providers



- Provide WIOA Individual Training Account (ITA) funding to support apprentices' RI costs.
 - Make connections with employers, sponsors.
 - Host convenings between education and industry.
- Provide pipeline of Opportunity Youth to enroll in programs.
 - Add programs to the Eligible Training Provider List (ETPL).
 - Support the development of RI curriculum using labor market information and industry standards.

How Workforce Boards Can Help Employers/Sponsors

- Provide a pipeline of Opportunity Youth Apprentices:
 - Publicize RA program opening
 - Screen candidates
 - Provide pre-apprenticeship training
- Provide supportive services to Opportunity Youth.
- Provide WIOA OJT contract funding to support percentage of apprentice wages.
- Build partnerships w/training providers on ETPL for RI; utilize ITAs to pay for all/portion of apprentices' RI costs.
- Support registering and implementing RA programs.
- Host convenings (job fairs, recruiting events, etc.) to connect potential apprentices and employers.



How Workforce Boards Can Help **Community-Based Organizations**

- Provide education on RA.
- Connect potential apprentices with employers.
- Provide supportive services to apprentices.



- Connect potential apprentices to other resources available within the community.
- Leverage funding programs.

Get to Know Your Workforce Board

Each Workforce Board has:



- Sector strategies: priority occupations and key industries.
- Policies on OJT contracts, which WIOA and non-WIOA funding "buckets" and services they will apply to RA.
- Funding levels, fiscal year cycle and how quickly they anticipate spending funds.
- Supportive services offered and how that maps to your program's needs.
- Candidate pool – IS and OS Youth Programs.
- ETPL program registration process.

Questions and Discussion



No-Cost Resources



Guide to Identifying Partners



THANK YOU FOR JOINING US

Email us your questions at RA_COE@SafalPartners.com

For more information, visit: dolcoe.safalapps.com

