

Growing Your Workforce in America: A U.S. Department of Labor Overview of the Workforce System



SelectUSA Investments Summit
May 12

Welcome and Agenda

- Center of Excellence Overview
- Introduction to the Workforce System
- Introduction to Employer Services at a Local Level
- Introduction to Registered Apprenticeship
- The Business Case for Apprenticeship

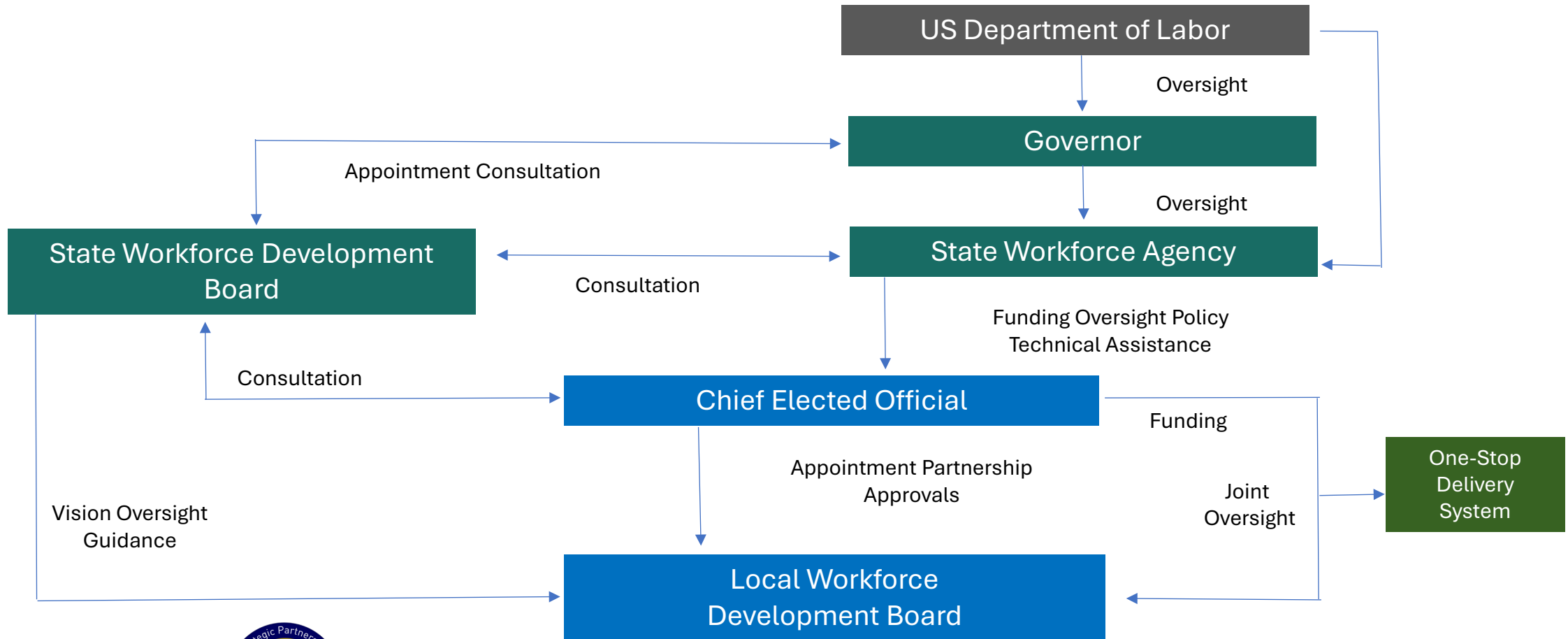


What is the Public Workforce System



The public workforce system, as defined by the US Department of Labor, is a network of ***federal, state, and local government-funded agencies*** and programs that ***provide services to workers, job seekers, and employers*** “to support economic expansion and develop the talent of our nation’s workforce.”

Overview of the Workforce System



Governing Structure of WIOA's Workforce System



american**job**center®



Introduction to the Workforce System and WIOA



Local Workforce Development Boards (LWDBs) are regional bodies that play a pivotal role in ***coordinating and overseeing workforce development initiatives*** within a specific locality or region.



The primary purpose of LWDBs is to ***align workforce training and education programs*** with the needs of local employers, industries and job seekers.



LWDBs collaborate with various stakeholders, including businesses, educational institutions, government agencies and community organizations, ***to strategize and implement workforce development policies and programs.***

WIOA's American Job Centers

The American Job Center Network is a **holistic workforce system** preparing job seekers to meet employer needs.



Introduction to Employer Services at the Local Level



The BSR – Your Critical Connection

While services may vary depending on the organization, region, or specific objectives, a Business Services Representative (BSR) serves as **the bridge between employers and workforce development resources, aiming to create mutually beneficial partnerships that enhance employment opportunities and support economic growth.**

Employer Services & BSR

BSRs meet with businesses to ***comprehend their talent needs*** including staffing requirements, skill gaps, and workforce challenges.

Services often include:

- Employer Engagement & Relationship Building
- Network and Collaboration
- Facilitating Access to Funding
- Compliance and Documentation
- Data Analysis & Reporting



Services Offered by BSRs

WIOA Required:

- Labor Exchange Activities
- Provision of labor market information
- Establishment of relationships and networks with large and small businesses
- Development and implementation of industry or sector partnerships

Services Offered by BSRs



Additional Services:

- Screening and referral of qualified job seekers
- Customized recruitment events including targeted job fairs
- Customized assistance or referral for assistance in the development of RA programs
- Developing and delivering innovative workforce services and strategies
- Facilitating access to funding through the workforce system
- Assistance to area businesses in managing reductions in force with rapid response and layoff aversion services.

Employer Services



Some LWDBs will offer other ***programs to further serve employer workforce needs*** such as:

- Industry Partnerships and Sector Strategies
- Apprenticeship Intermediary Services
- Apprenticeship Coordinators

Employer Driven Funds

Some of the key LWDB funding opportunities for employers may include:



- Incumbent Worker Training
- Customized Training
- On-the-Job Training
- Other State and Local Funding:
 - Subsidized Employment
 - State Apprenticeship Expansion

Employer Referrals & Access

Employers interested in leveraging WIOA and other funding sources should engage with their local BSRs to explore available resources, determine eligibility criteria, and referral processes.



WIOA and RA – The Big Picture



Introduction to Registered Apprenticeship



What is Registered Apprenticeship?

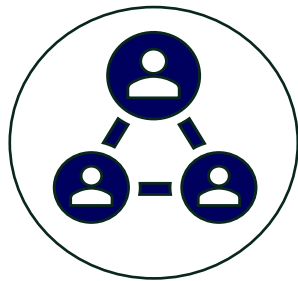
Registered Apprenticeship (RA) is a proven, customizable, and industry-relevant and US Department of Labor-approved model for organizations to ***find, train and retain new talent*** as well as ***upskill current workers*** in critical occupations.



Five Core Components of Apprenticeship



**Employer
Involvement**



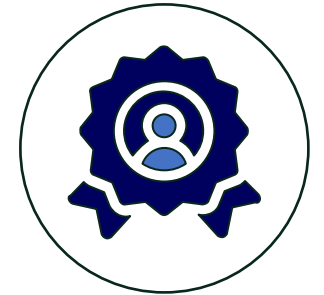
**On-the-Job
Learning
(OJL)**



**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

The Business Case for Registered Apprenticeship



Making the Business Case for RA



RA offers a ***proven, high caliber training strategy*** for workers to learn the skills that employers need for American businesses to grow and thrive in a competitive global environment.

Benefits of Apprenticeship – Business Case



Skilled Workforce

Recruit and develop a highly-skilled workforce



Improved Productivity

Improve profitability and positive impact to your bottom line



Reduced Turnover

Minimize cost with reduced turnover and liability



Customizable Training

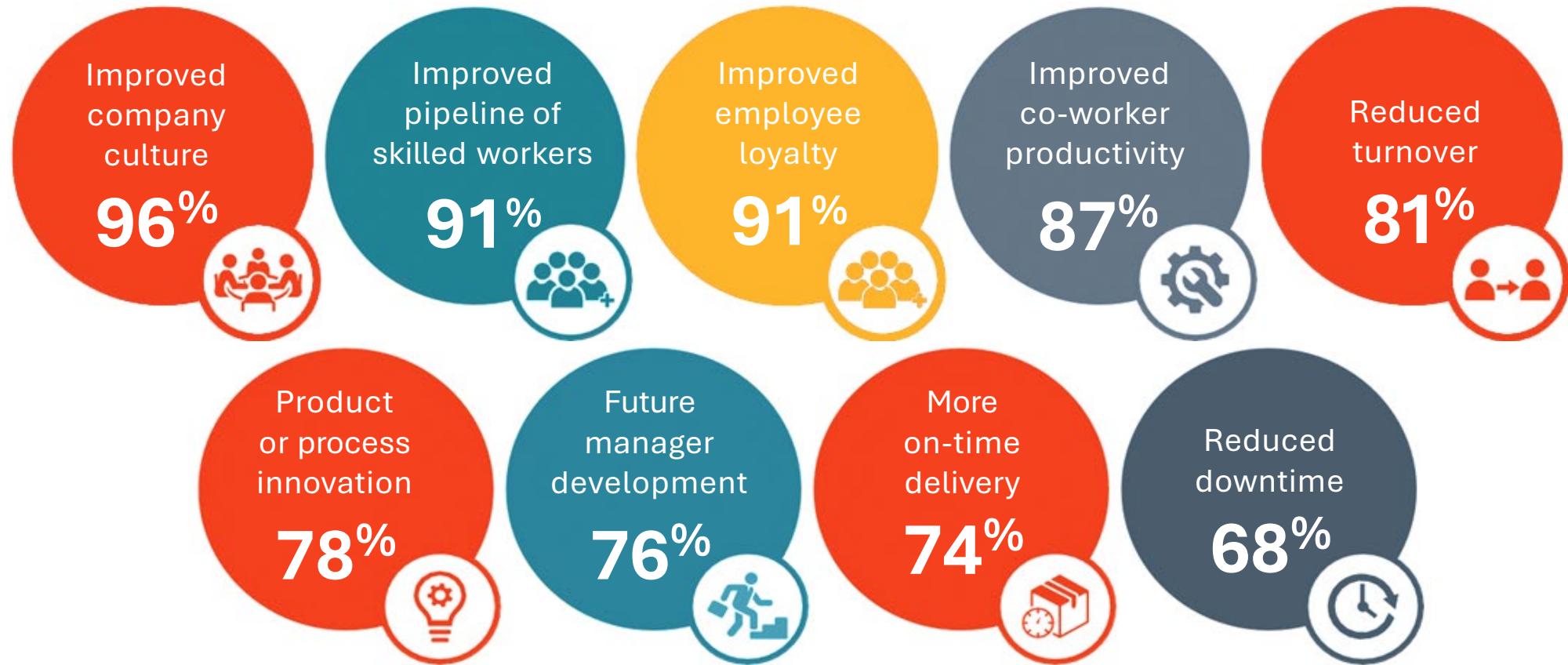
Create flexible training options that ensure workers develop the right skills



Retain Workers

94% of apprentices continue employment after completing an apprenticeship

American Apprenticeship Initiative (AAI) Evaluation



Federal/State Funding for RA

Several programs can help pay for RA related instruction courses at local colleges, making it more attractive for local employers to participate. **Examples include:**



- [The Workforce Innovation and Investment Act \(WIOA\) \(through Individual Training Accounts\) / On-the-Job Training / Supportive Services](#)
- [Pell Grants \(Up to \\$6,895 per Apprentice\)](#)
- [Federal Work Study Funds \(average of \\$2,500 per Apprentice\)](#)
- [State Tax Credits and Tuition Support](#)
- [GI Bill Benefits \(for approved programs\)](#)

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- ✓ **Network** with potential partners nationwide
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