

Help is Here!

Federal Resources to Create Industry-Aligned Pre-Apprenticeship Programs



December 2024

Presenter



Katie Adams

Chief Delivery Officer

Safal Partners



Center of Excellence Overview



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



[Visit our website, request TA](https://dolcoe.safalapps.com)



Assessing Your RA Knowledge

Basic

I know what it means, but I don't know how to utilize it and don't have significant experience with it.

Intermediate

I understand RA, I've had experience with RA in some capacity, and I feel comfortable educating internal and external stakeholders about it.

Expert

I have extensive knowledge and relevant experience developing and implementing programs and standards, recruiting apprentices, and convening stakeholders.



Getting Started: RA Basics and Benefits



What Is Registered Apprenticeship (RA)?

A proven model of job preparation that combines **paid on-the-job learning (OJL)** with **mentorship** and **coursework**/"related instruction" (RI) to progressively **increase workers' skill levels and wages.**

The most time-tested, industry-validated model for employers to **recruit, train, upskill, and retain workers for critical occupations.**



Spans all Sectors



Healthcare



Cybersecurity



Information
Technology



Education



Transportation



Construction



Financial
Services



Advanced
Manufacturing



Hospitality



Engineering



Energy



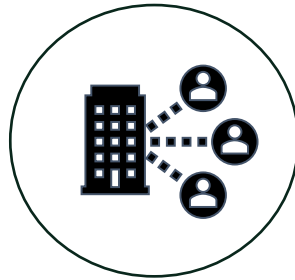
Tele-
communications



Five Core Components of RA



Industry Led



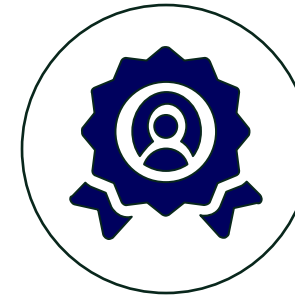
**Structured
On-the-Job
Learning &
Mentorship**



**Related
Instruction
(RI)**

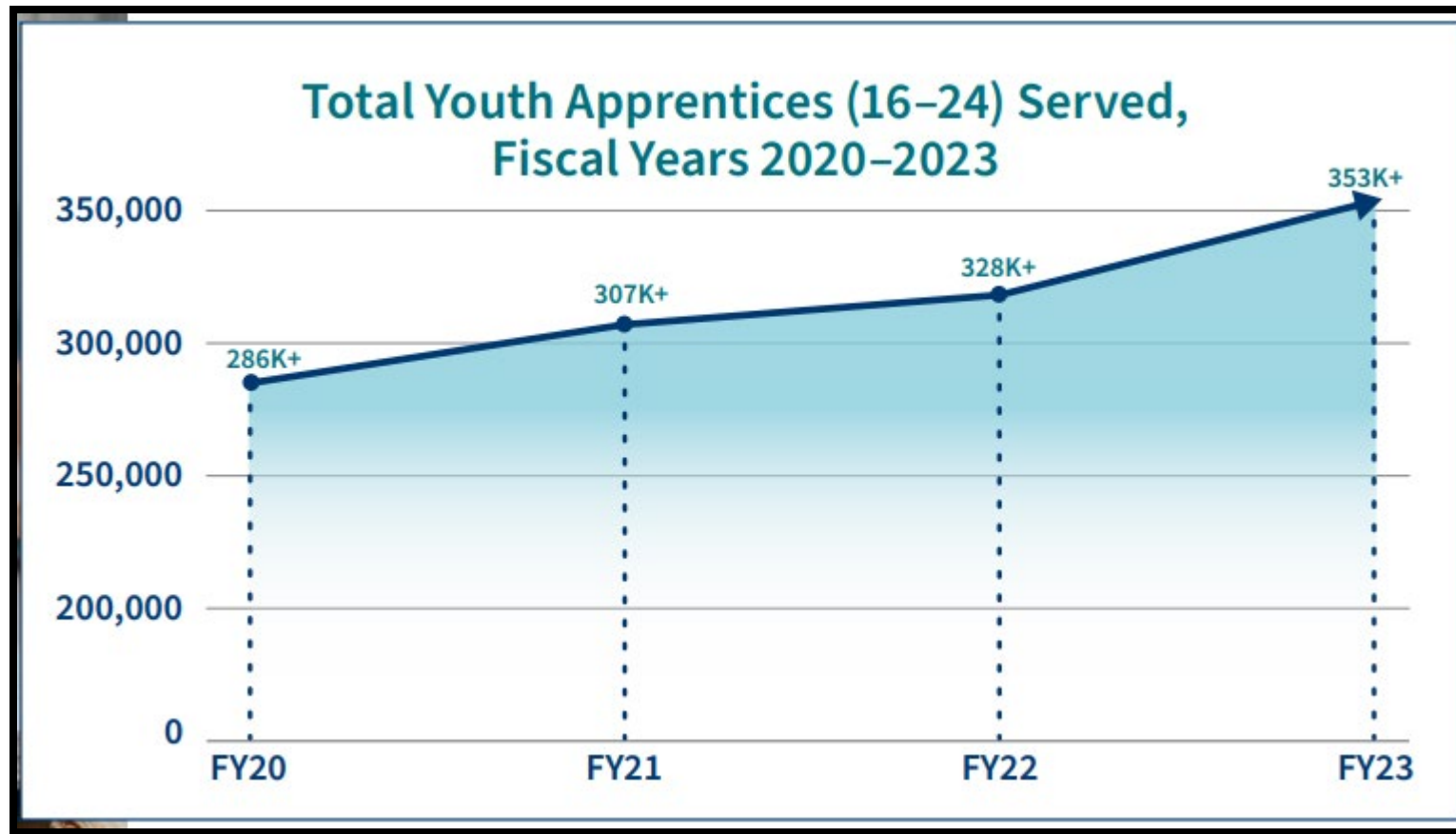


**Paid Job &
Rewards for
Skill Gains**



**National
Occupational
Credential**

Growth of 16-24 Year Old Students in RA



In 2023, there were

353,177

Youth Apprentices
Served

RA Offers Clear Benefits for Students

- Academically-linked career pathway
- “Earn and learn” – training is paid while gaining work experience
- Often leads to offer of full-time non-apprentice employment following program completion (94% of completers are retained)
- Provides family-support wages, economic mobility
 - \$80,000 average starting salary (U.S. DOL)
 - \$300,000 higher lifetime earnings than non-apprentice peers (U.S. DOL)
- Increases academic and industry-valued credential attainment
- Lowers – or eliminates – potential student debt for post-secondary education



Quality Pre-Apprenticeship Programs



What is Pre-Apprenticeship?

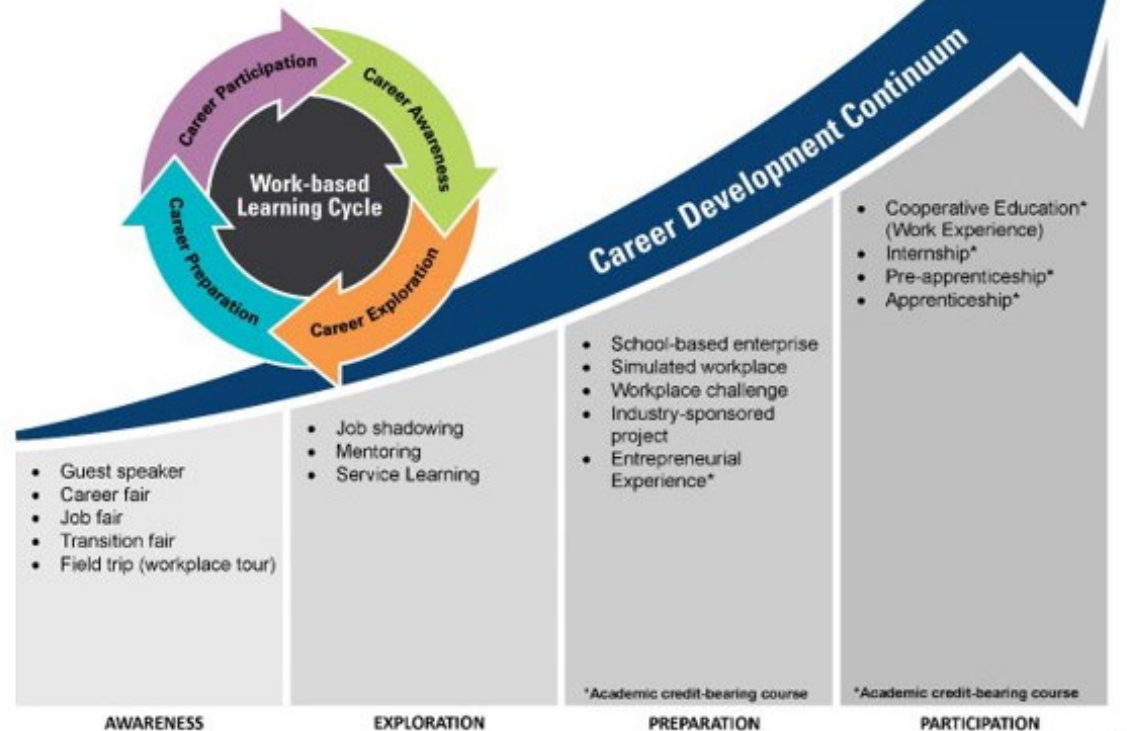
- A program or set of strategies designed to **prepare individuals for entry into an RA program.**
- **May vary in length and scope**, and may include basic skills training, academic skills remediation, and industry awareness.
- Completers may be accorded preferential consideration for **direct entry into an apprenticeship program** and/or apply coursework and experience toward RA program requirements through CPE/CPL.



Well Aligned with CTE



Work-based Learning Cycle of Experiences



TRACK: Tech Ready Apprentices for Careers in *Kentucky*

- Launched during the 2013-2014 school year
- Partnership between state Office of Career and Technical Education and Kentucky Office of Apprenticeship
- Provides high school students with pre-apprenticeship experience and opportunity to fast-track transition to an RA program
- Employers partner with area technical centers to design the selection process and the program of study sequence, allowing them to tailor the program to their specific need.
- Initially trades-focused but now in **16 different career areas**.
- Has served **over 500 youth apprentices** in various career pathways and **over 90 employers**.



Components of Quality Pre-Apprenticeship

1. **Foundational Skill-Building:** Communication, teamwork, and problem-solving alongside basic technical training.
2. **Career Exploration and Foundational Training:** Exposes students to various career paths while developing technical skills.
3. **MOUs with RA Sponsors:** Formalized agreements that provide completers with preferential direct entry, ability to apply coursework to RI requirements (through CPL) and hands-on OJL to competency requirements (through CPE).
4. **Partnership Network:** Including workforce system, community and faith-based groups, advocacy organizations, labor groups, and educational institutions for supportive services, pathway development.
5. **Paid Work Experience:** Fosters engagement, builds commitment, and helps students adapt to workplace expectations.



What Kind of Help Is Available?

Two Primary Types of Federal Resources

Technical Assistance

No-cost SME by sector, occupation or geography to assist with:

- Organizational understanding of RA and pre-apprenticeship
- Pre-apprenticeship program design
- Connections to local RA program sponsors
- MOU development with IHEs (if relevant/desired), RA sponsors

Provided most often by:

- State and local apprenticeship system staff
- Intermediaries
- Grantees

Funding

Provided through federal programs, grants, and incentive funding to assist with:

- Program design and development
- Program administration
- Direct pre-apprentice (student) expenses (e.g., tuition/fees for courses, supplies)
- Non-duplicative supportive services

Provided most often by:

- Intermediaries
- Local workforce development boards
- Federal apprenticeship grant recipients



DOL Apprenticeship.gov



www.apprenticeship.gov



Funding, Resources: DOL Intermediaries, Grantees

- Federally-designated, contracted intermediaries and grant recipients
- Typically focused on specific industries, sectors or occupations

Grant and Incentive Funds Can Often Pay For

Programmatic Expenses

Program Administration

- Staffing and planning, implementation, operations

Direct Program Expenses (not participant wages or reimbursement)

- Tuition and fees
- Curriculum development
- Training materials

Pre-Apprentice Supports

Participant Expenses (reasonable and directly related to program participation), i.e. non-duplicative supportive services:

- Transportation
- Child care
- Training equipment
- Supplies
- Books
- Uniforms



Funding, Resources: WIOA Title



- Administered by Local Workforce Development Boards (LWDBs) and their American Job Centers (AJCs)
- Eligible beneficiaries:
 - Adult learners (Adult or Dislocated Worker programs)
 - In-school (Youth program) or Opportunity Youth eligible participants

WIOA Title I Funds Can Often Pay For

Pre-Apprenticeship Paid Work Experience

Allowability varies by LWDB policy

- Amount and length of wage reimbursement to be determined by LWDB policy
- Paid to provider of work experience
- Likely uses OJT-type contracts

Training Costs (through Individual Training Accounts)

- Paid to ETPL approved training providers
- Can be used toward pre-apprentice training expenses
 - Tuition/fees
 - Books
 - Uniforms, training equipment, etc.
 - Supportive services



Funding, Resources: SNAP E&T



- Run through states or state partners (i.e. colleges, CBOs, AJCs, etc.)
- Post-secondary age eligible participants

SNAP E&T Funds Can Pay For

100% or 50-50 Funds

Administrative Expenses

- State staffing and planning, implementation, operations
- Partner provider administrative expenses

Direct Program Expenses (not participant reimbursement)

- Tuition and fees
- Case management/career navigation
- Job Development

ONLY 50-50 Funds

Participant Expenses (reasonable and directly related to program participation), i.e. supportive services, e.g.:

- Transportation
- Child care
- Training equipment and supplies
- Books
- Uniforms
- Licensing fees



Federal Student Aid Programs

- Federal student can be utilized if pre-apprenticeship program is embedded in a credit-bearing academic certificate or degree program

Grant and Funding Resources

Pell Grant

- Course tuition/fees
- Pre-apprenticeship program equipment or supplies
- Books and materials

Federal Work Study

- Training wages associated with pre-apprenticeship work experience for students who meet eligibility (financial need) criteria



Helpful QR Codes



**DOL TEN: Quality
Pre-Apprenticeship**



**DOL
Investments**



**RA TA Center of
Excellence
Website**



Questions



Contact Us, Become a Partner

- ✓ **Receive** no-cost expert TA, materials, and assistance
- ✓ **Network** with potential partners nationwide
- ✓ **Be** nationally recognized for your work

Scan for Partner
Form



Thank You for Joining Us

Email us your questions at RA_COE@SafalPartners.com

For more information, visit: dolcoe.safalapps.com

