



Alignment in Apprenticeship Initiatives

A Guide to Planning

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CoE Website:

<https://dolcoe.safalapps.com/>



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Objectives

Alignment Guidance Review

Examples of Service Alignment

Alignment Practices in Five States

Key 'Drivers' and Stakeholders Relevant to Alignment in Apprenticeship

Guidance on Alignment
of the Workforce System

*“To amend the Workforce Investment Act of 1998 to strengthen the United States workforce development system through innovation in, and **alignment** and improvement of, employment, training and education programs in the United States, and to promote individual and national economic growth, and for other purposes.”*



WIOA

*“Under WIOA, partner programs and entities that are jointly responsible for workforce and economic development, educational, and other human resource programs collaborate to create a seamless customer-focused one-stop delivery system that **integrates service delivery** across all programs and enhances access to the programs’ services.”*



Common Vision

August 13, 2015

ETA TEGL 04-15

OCTAE PM 15-3

RSA TAC 15-01



Vision for Apprenticeship in WIOA

- DOL TEN 17-06: Vision for 21st Century Apprenticeship
- DOL TEGL 02-07: Leveraging Registered Apprenticeship as a Workforce Development Strategy for the Workforce Investment System
- DOL TEN 44-11: Encouraging Enhanced Partnerships and Collaboration between the Workforce Investment System and Registered Apprenticeship Programs
- DOL TEGL 13-16: Guidance on Registered Apprenticeship Provisions and Opportunities in the Workforce Innovation and Opportunity Act (WIOA)



State Responses in Unified/Combined Plans

- Key Indicators of Investments by States in Apprenticeship:
 - State-level work group or committee to the SWDB – 17
 - Apprenticeship Expertise in AJCs – 16
 - Apprenticeship as a specific strategy to meet State Plan Vision – 17
 - Objectives in terms of #s of apprentices and #s of programs – 7
 - State-level investments or incentives to increase apprenticeship - 15



State Examples

- State Level Work Group
 - Illinois
 - Idaho
- Expertise in America's Job Centers (AJC)
 - Alaska
 - Connecticut
 - Kentucky



Illinois – State Level Work Group

- Workforce and Office of Apprenticeship created a Task Force incorporating Core Programs
- With Grant Activity – Task Force became the “Apprenticeship Illinois Committee” to SWDB
- Meet Quarterly
- Work Groups address:
 - Marketing
 - Systems and Support
 - Youth Apprenticeship
 - Pre-Apprenticeship
- Sustainability – AIC established SWDB Committee in State Code



Idaho – State Level Work Group

- Major Apprenticeship Grantees formed “Apprenticeship Idaho Coalition”
 - Idaho DOL (SAE, ASE, SAEI)
 - Idaho Workforce Development Council (YARG)
 - Idaho CTE (CSG)
- Stand-Alone Committee, but includes the SWDB
- Assess status of apprenticeship and develop strategies to expand together
- Current focus of AIC is to increase apprenticeship knowledge and expertise in state government operation



Alaska – Expertise in AJCs

- Included strategies to increase AJC expertise in Federal Grants
- AJC Business Service Teams – Support businesses with registration and implementation of programs
- Train service staff and case managers to engage participants in apprenticeship
- Expanding expertise to professionals in all Core and Required Programs
- Much is dependent upon leadership and commitment of OA and SWDB Apprenticeship Coordinator



Connecticut – Expertise in AJCs

- The SAA is housed within the Connecticut DOL Agency
 - Increases inclusion of programs in the ETPL
 - Facilitates connections between ATRs and BSRs
 - Engages expertise in all workforce-connected programs for “wrap-around”
- AJCs are established as the nucleus for skill pipelines
- Job Seekers: ATRs support Career Counselors and Case Managers to connect job seekers
- Businesses: ATRs operate as a part of the Business Service Team



Kentucky – Expertise in AJCs

- SAA is housed in the Kentucky Workforce Cabinet
- 5 Consultants
 - Support businesses to engage the workforce system and enroll qualified apprentices
 - Work with job seekers and Business Service Teams in all Kentucky AJCs
- 3 Registration Specialists – support businesses to register and implement programs
- Use WIOA performance as well as apprentice and program numbers to evaluate expansion and impact
- Goals to expand in parts of the state with limited programs and increase participation by specific populations



Why Alignment is Important

- Success
 - Expertise
 - Engagement
 - Investment
- Sustainability





Drivers

- Business
- Education/Training
- Workforce System
- Apprenticeship Office/Advisory Council



Other Stakeholders

- Government
- Economic Development
- Other Special Interest Groups





Next Sessions

- Session 2: Assessing Service Alignment in Apprenticeship (September 14)
 - Understand a leadership role as opposed to a “leveraged” role
 - Recognize different levels of alignment
 - Introduction to an alignment assessment tool and process designed for apprenticeship initiatives
 - Review support provided by the strategic partnership and system alignment center to leadership teams in assessment
- Session 3: Increasing Service Alignment in Apprenticeship Initiatives (October 19)
 - Recognize the importance of consensus in alignment definition
 - Assess how to make decisions to determine whether increased alignment will benefit an apprenticeship initiative
 - Understand how to use the assessment information to improve alignment
 - Recognize tools and resources available to support leadership teams with alignment





Executive Summary

A vision for customer service is established in the Workforce Innovation and Opportunity Act. For job-seeking and business customers, there are many employment and workforce service programs available in the community, so guidance in WIOA puts the responsibility on state and local leadership to place the 'complexity' of these programs behind the scenes and respond to customers as a system. The expertise of all programs should be available to our customers on demand.

While apprenticeship is not a program in the same sense as the 'core' and 'required' programs identified in WIOA to make their services available through the workforce system, the Department of Labor has provided guidance identifying the importance of apprenticeship support operating in alignment with the workforce system.

States have implemented their own steps to align apprenticeship activity, in light of both federal guidance and the service cultures unique to each state. In this webinar, we have reviewed practices in the states of Illinois, Idaho, Alaska, Connecticut, and Kentucky.

Guidance for alignment in WIOA applies to the workforce system, which is only one of the four critical drivers identified by the Registered Apprenticeship Center of Excellence on Strategic Partnership and System Alignment as important to effective apprenticeship expansion. Additional drivers include the Business Representation, the Apprenticeship Offices, and the providers of the 'Related Training Instruction'. The importance of their alignment is addressed in this session to set the stage for the next webinar which will review system alignment assessment.





Questions and Answers

- 11/22/06 - TEN 17-06: [Vision for 21st Century Apprenticeship](#)
- 7/12/07 - TEGL 02-07: [Leveraging Registered Apprenticeship as a Workforce Development Strategy for the Workforce Investment System](#)
- 5/10/12 TEN 44-11: [Encouraging Enhanced Partnerships and Collaboration between the Workforce Investment System and Registered Apprenticeship Programs](#)
- 7/31/15 TEN 04-15: [Expanding Registered Apprenticeships and Pre-Apprenticeships to Create a Pathway to Good Middle Class Jobs for Youth and Adults with Disabilities](#)
- 1/12/17 TEGL 13-16 [Guidance on Registered Apprenticeship Provisions and Opportunities in the Workforce Innovation and Opportunity Act \(WIOA\)](#)
- Become an Apprenticeship Partner: [Center of Excellence Partners \(jotform.com\)](#)



Resources



Thank You!

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