

Bridging the Gap: Empowering Adult Learners through Registered and Pre-Apprenticeship Programs



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Presenters



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Welcome and Agenda

- Center of Excellence Overview
- Background on Registered Apprenticeship
- Quality Pre-Apprenticeship
- Turning IET Programs into Pre-Apprenticeship Pathways
- Connecting with Workforce Partners
- Questions and Discussions



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](#)



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.

Poll – Knowledge of RA

What is your current knowledge level?

Complete our poll on Menti!

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OR

- Visit **menti.com**
- Enter code: **5919 7274**



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

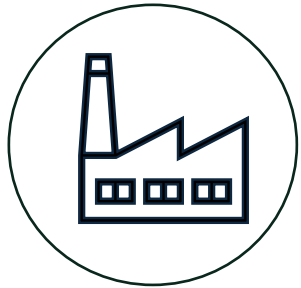


Energy

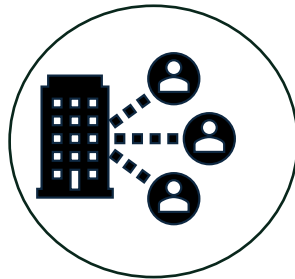


Tele-
communications

Five Core Components of RA



Industry Led



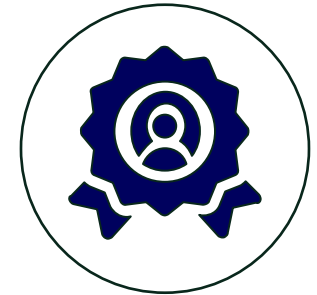
**Structured
On-the-Job
Learning &
Mentorship**



**Related
Instruction
(RI)**

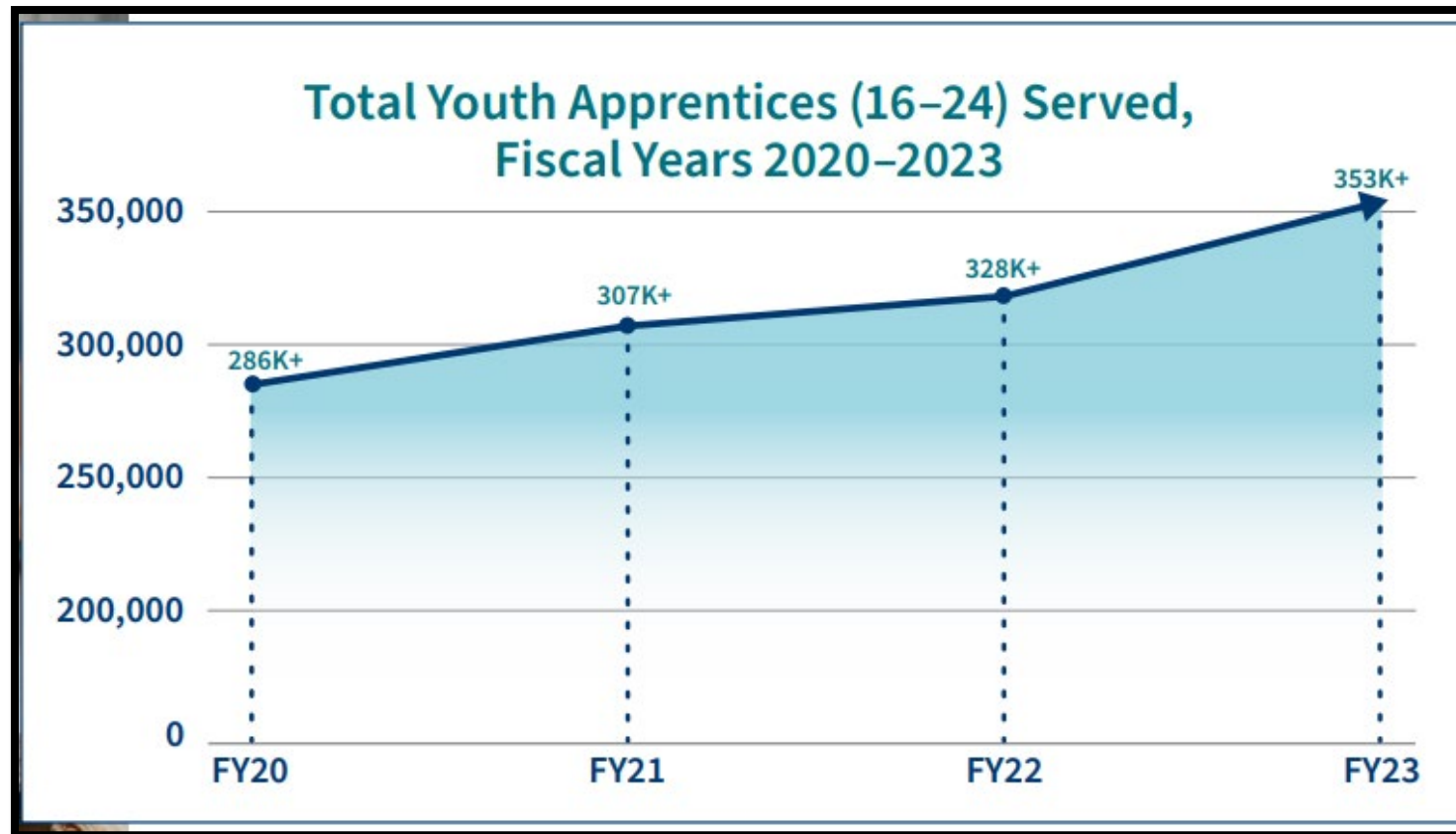


**Paid Job &
Rewards for
Skill Gains**



**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



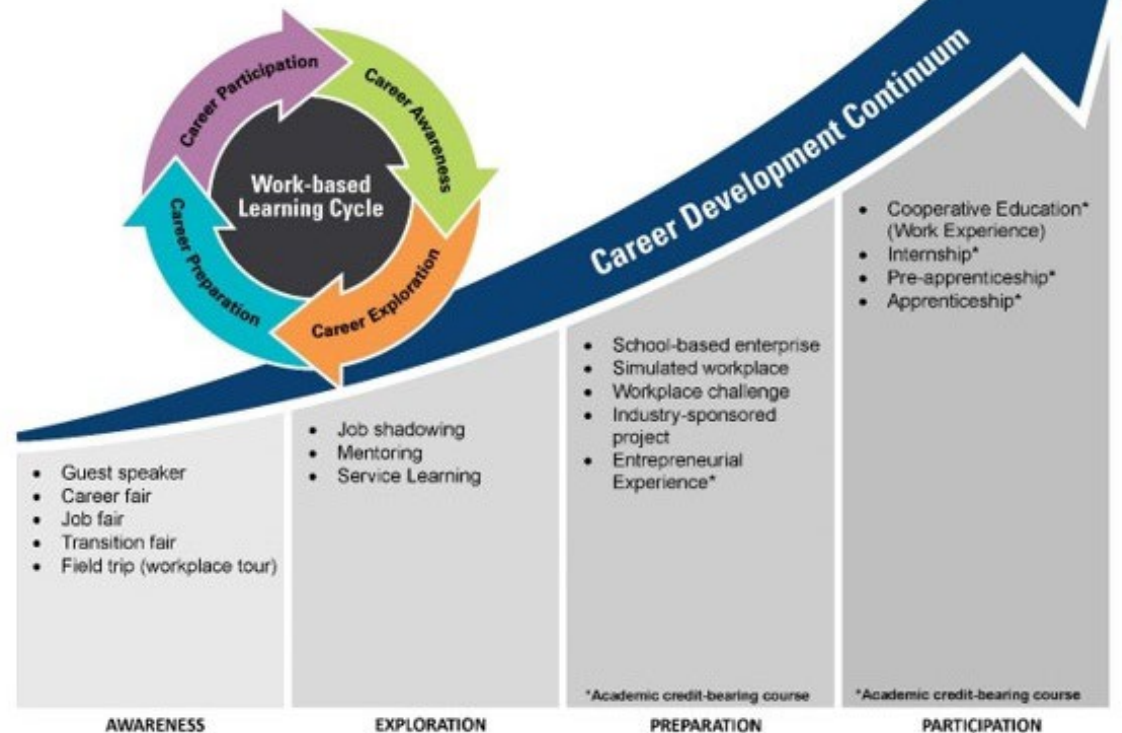
What is Pre-Apprenticeship?

- 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 afforded 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



Components of Quality Pre-Apprenticeship

- **Foundational Skill-Building:** Communication, teamwork, and problem-solving alongside basic technical training.
- **Career Exploration and Foundational Training:** Exposes students to various career paths while developing technical skills.
- **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).
- **Partnership Network:** Including workforce system, community and faith-based groups, advocacy organizations, labor groups, and educational institutions for supportive services, pathway development.
- **Paid Work Experience:** Fosters engagement, builds commitment, and helps students adapt to workplace expectations.

Turning IET Programs into Pre-Apprenticeship Pathways



Identify and Engage Partners

- Identify organizations sponsoring or supporting Registered Apprenticeship (RA) through:
 - [Apprenticeship.gov](https://www.apprenticeship.gov)
 - [Office of Apprenticeship \(OA\) or State Apprenticeship Agency \(SAA\) Office](#)
 - [Locate local training and education providers](#)
 - [Contact your local workforce development board](#)
- Identify local community supportive services provider(s)



Define Pre-Apprenticeship Goals

Define Pre-Apprenticeship Goals for Each Stakeholder:

Participant: Describe expected successful workforce outcomes for the individual

Program: Describe overall outcomes for all participants

Partner: Describe engagement and outcomes important to RAP sponsor



Align IET Curriculum with Apprenticeship Standards

- **Skills Mapping:** Ensure the IET program curriculum covers the foundational technical and employability skills required for entry into related Registered Apprenticeship programs.
- **Industry-Relevant Instruction:** Collaborate with employers and industry experts to design instruction that meets sector-specific needs, ensuring seamless transition to apprenticeships.
- **Credential Integration:** Embed industry-recognized credentials that are portable and aligned with apprenticeship requirements.



Embed On-the-Job Learning Opportunities

- Determine ways to incorporate parts/ foundations of RAP OJT into adult education pre-apprenticeship program.
- Introduce projects that mirror industry challenges to reinforce practical application of skills.
- Provide job shadowing, short-term hands-on training on-site through IET/pre-apprenticeship instruction.
- Track OJT-related work experience/ competencies toward RAP requirements



Implement RAP Pre/Enrollment Process



- Develop direct entry agreement with RAP sponsor for pre-apprenticeship program completers
- Participants complete preapplication assessments
- Present candidates to the RAP sponsor
- Assist and coach participants with RAP application process
- Support sponsor with articulated CPE/CPL verification toward RAP requirements
- Connect pre-apprentices with needed supportive services for ongoing support to improve retention and completion rates

Reflect & Share

1. What are you doing now or hoping to do with IETs and pre-apprenticeship?
2. What is one challenge you are facing in implementing these programs?
3. What is one success you have had?
4. What are your next steps?

Workforce Boards: The Key Ingredient

Poll – Workforce Board Engagement

How often do you engage with your workforce board on IET, pre-apprenticeship, or registered apprenticeship programs?

Complete our poll on Menti!

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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 participants 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 apprentices:
 - Publicize RA program opening
 - Screen candidates
 - Provide pre-apprenticeship training
- Provide supportive services to apprentices
- 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



Funding & Resources: WIOA Title I

- 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

Questions and Discussion



Become a Center Partner

- ✓ **Receive** no-cost expert services, including materials and support
- ✓ **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

