

# Office Hours: Workforce System Alignment with Registered Apprenticeship - Promising Practices for State & Local Boards



May 22, 2025

# 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

## Are you a....

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



# Quick Pulse Poll

## Did you attend our April 25<sup>th</sup> webinar?



The graphic features a photograph of several hands holding yellow puzzle pieces, symbolizing teamwork and alignment. To the right of the photo, the SAFAL PARTNERS logo is displayed, along with a circular seal that reads 'Strategic Partnerships', 'Registered Apprenticeship', 'Center of Excellence', and '& Systems Alignment'. Below the logo, the title 'Workforce System Alignment with Registered Apprenticeship: Promising Practices for State and Local Boards' is written in white text. Underneath the title, the date and time 'Friday, April 25<sup>th</sup>, 1:00-2:00 pm EST' are listed. At the bottom, the registration information 'Register at: <https://safal.partners/promisingpractices>' is provided.

**SAFAL PARTNERS**

**Workforce System Alignment with Registered Apprenticeship: Promising Practices for State and Local Boards**

Friday, April 25<sup>th</sup>, 1:00-2:00 pm EST

Register at:  
<https://safal.partners/promisingpractices>

Link to webinar recording:



# Discussion Leaders



**Alan Dodkowitz**

Senior Subject Matter Expert,  
Safal Partners



**James Disbro**

Senior Director,  
Regional Alignment  
& Programs Development  
CareerSource Suncoast

# First: Understanding the Field

## Deep dive into system understanding of RA

- Multiple methodologies: data analysis, interviews, partner surveys, working groups, TA participant feedback, literature review
- First analysis of national, state WIOA/RA co-enrollment data
- First analysis of WIOA State Unified and Combined Plans for RA
- First national assessment, "Workforce System RA Baseline Knowledge Assessment Report"
- First national assessment of Title II RA engagement, "Expanding RA through WIOA Title I and Title II Partnerships Report"
- First landscape scan, analysis of Apprenticeship Networks across the US





# Re-thinking Assumptions

Workforce system stakeholders aren't as engaged in or strategically planning for RA inclusion as initially thought.

Misalignment seen across multiple areas:

- State planning to local implementation
- WIOA funding utilization to policy development ...**and more**



# WIOA State Plans: 7 Indicators of Alignment

- 1) Apprenticeship mentioned as workforce strategy
- 2) Plans to apply for/utilize federal grants to expand apprenticeship
- 3) Apprenticeship articulated specifically in strategies to meet State Plan vision
- 4) State level apprenticeship work group or committee to State Workforce Board
- 5) Specialist expertise embedded into the American Job Centers
- 6) State-level initiative for RA expansion (i.e. investment of additional resources, statutes to incentivize/scale RA programs)
- 7) Specific objectives, goals for increased # of apprentices or RA programs



# Support at Top, Dropoff in Planning

RA Alignment Indicator	# of State Plans Included	% of States	# of Territories
1. Apprenticeship acknowledged as workforce strategy	50	100%	6
2. Plans to apply for/utilize federal grants to expand apprenticeship	42	84%	4
3. Apprenticeship articulated specifically in strategies to meet State Plan vision	17	34%	3
4. State level apprenticeship work group or committee to SWDB	17	34%	1
5. Specialist expertise in AJCs	16	32%	1
6. State level Initiative (e.g., investment of additional resources, statute designed to incentivize or encourage establishment of apprenticeships)	15	30%	2
7. Specific objectives and goals for increased # of apprentices or apprenticeship programs	7	14%	0

# Field-Informed TA: Creating New Tools

**Creating cross-system, responsive TA and training to drive outcomes.  
Products include:**

- First national ATR/BSR training (5-part series, capstone)
- First series of WIOA State Planning webinars on RA inclusion
- First Adult Education / IET Pre-Apprenticeship RA Framework
- First state level CTE RA Bootcamp, replicable model
- First Intermediary Assessment tool to assist states in RA expansion
- First WIOA/RA Co-Enrollment Dashboard

# State Progress: Interest, Investments

**Provided intensive TA, customized tools at request of 12 states on wide range of alignment topics including:**

- Cross-system collaboration
- WIOA funding uses for RA, supportive services
- WIOA State Plan development
- Braiding funding
- High school youth apprenticeship/CTE alignment
- Pre-apprenticeship
- AJC case manager/BSR training

## **Increase in state-level support for RA expansion**

- 28 states have enacted RA-supportive legislation in '23, '24
  - Employer incentives and tax credits – drive employer demand
  - Grant programs – LWDBs will seek \$\$ over/in addition to WIOA
  - Restructuring governance: RA and Workforce Systems alignment/consolidation (i.e. Virginia, Iowa, Vermont)





# Field Needs, Responds to Centers' TA

Data shows .03% national WIOA/RA co-enrollment rate....

242% increase in WIOA/RA co-enrollment in targeted states served by Center

Have produced 82 webinars with 5,000+ attendees....

95% participants “strongly agreed” TA was of high value and planned to implement

Initial goal of 200 partners in system alignment....

3,000 organizations have committed to developing new strategic RA partnerships

# Questions



# Share Promising Practices

## WHAT YOU DO MAKES A DIFFERENCE

We Want to Highlight Your  
Promising Practices for  
System Alignment with  
Registered Apprenticeship.



Submit your promising  
practice here:





# 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](mailto:RA_COE@SafalPartners.com)*

For more information, visit: [dolcoe.safalapps.com](https://dolcoe.safalapps.com)

