

Aligning the Workforce and Apprenticeship Systems: Registered Apprenticeship and WIOA 101 for Case Managers



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3:45-4:45 pm



Presenters



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Safal Partners



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Lead Subject
Matter Expert

Safal Partners



Welcome and Agenda

- Center of Excellence Overview
- The Basics of Youth Apprenticeships
- Youth Oriented Case Management
- Questions for Follow Up
- Wrap Up



Poll – Getting to Know You



- Audience Affiliations:
 - Employers
 - Registered Apprenticeship Program Staff
 - State or Local Workforce Boards
 - American Job Center Partners
 - Post-Secondary/Proprietary Education
 - Service Providers
 - Community Based Organizations
 - Other?



Poll – Getting to Know You



RA Affiliations:

- Self-Proclaimed Expert in RA
- I Understand the Concept of RA but Not an Expert
- I am at a 101 Level with RA

COE Overview



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 TA including:
 - Monthly webinars
 - Quarterly virtual office hours
 - Individual TA/coaching sessions
 - Online resources (desk aids, guides, frameworks, etc.)



[Visit our website, request TA](#)



The Basics of Youth Apprenticeship



What is Youth Apprenticeship?

A **youth apprentice** is defined as...

an in-school OR out-of-school youth
between the ages of 16 and 24...

who **receives industry-validated Related Instruction for an RA program (for in-school youth) from their school** while...

completing part-time, paid, work-based experience from an employer under a mentored supervision as part of...

a **Registered Apprenticeship program approved by DOL or a state apprenticeship agency (SAA) or a pre-apprenticeship program.**



Substantial Benefits for Youth

Helping students understand the benefits of RA is crucial:

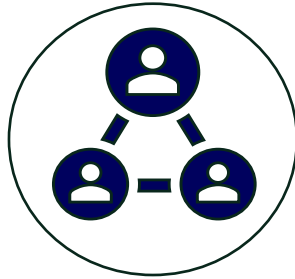
- RA is a pathway to a career from the start
- RA provides a way to get paid to learn skills and get work experience
- Often leads to offer of full-time employment following graduation or program completion soon after graduation
- Increases your lifetime earnings potential: average starting salary for apprentice completers is \$80,000 per year (U.S. DOL)
- Provides way to earn national credential – move and earn anywhere
- Can help lower – or even eliminate – the cost of taking college courses



Five Core Components of RA



**Employer
Involvement**



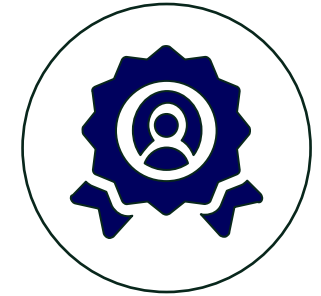
**Structured On-
the-Job Learning
(OJL)**



**Related
Instruction (RI)**



**Rewards for
Skill Gains**



**National
Occupational
Credential**

High-Quality Youth Apprenticeship

In addition to meeting core RA requirements, high quality youth programs:



Provide dual enrollment pathway for college credit for RI



(if school is sponsor)
Include articulated agreement with another program sponsor to ensure students can continue paid OJL (and RI if needed) after graduation

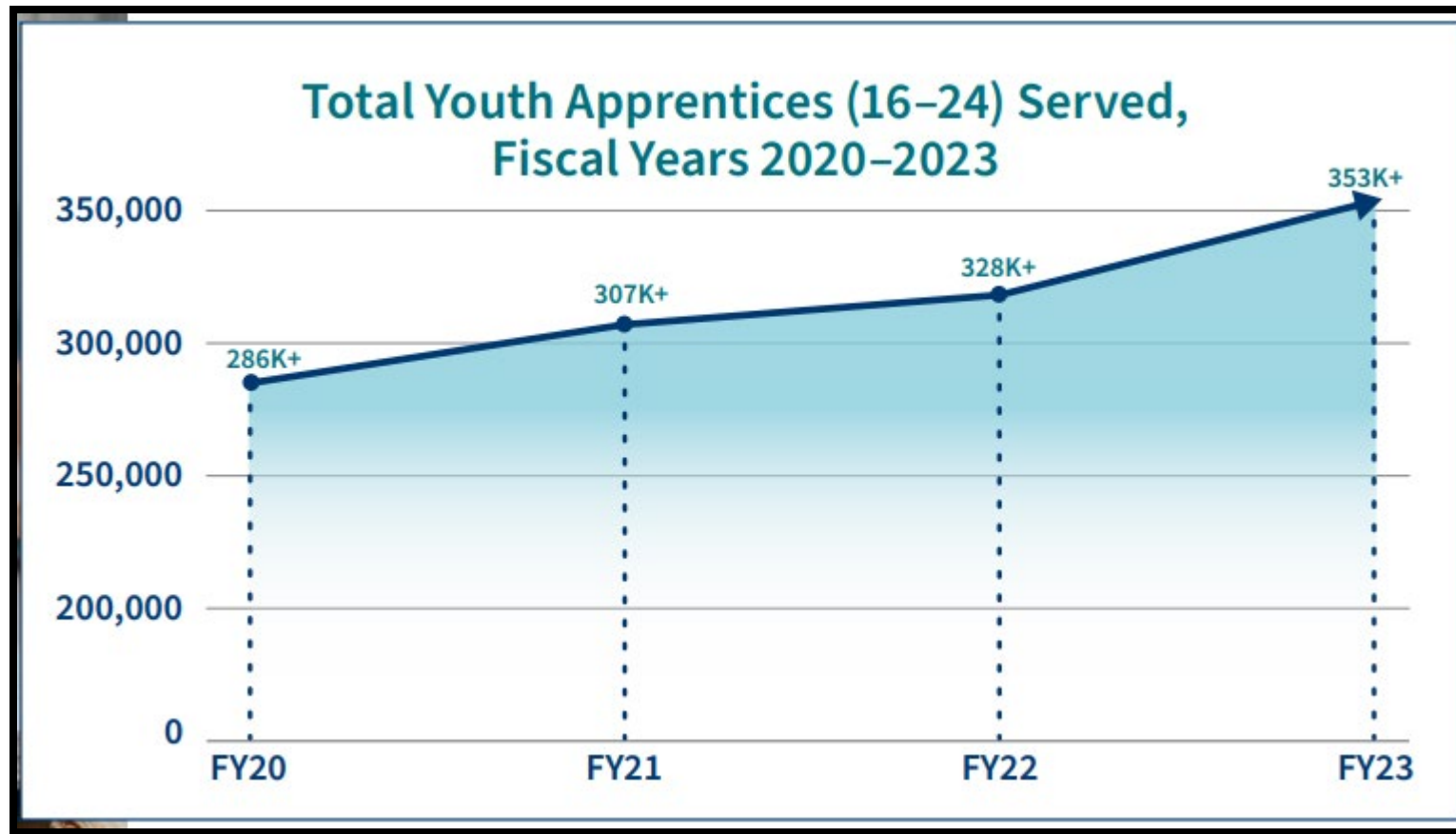


Provide apprentice with a clearly-outlined career pathway beyond RA program completion for occupations that provide a family-supporting wage



Embed, or prepares student to test out for, industry-recognized certifications or credentials

Apprenticeship for Youth



In 2023, there were

353,177

Youth Apprentices
Served



Source: <https://www.apprenticeship.gov/>

High-School Aligned Apprenticeship Programs



Juniors or seniors are eligible to apply for paid on-the-job training experience with an employer while receiving RI at school.



Embeds industry recognized credentials into RI curriculum.



RI counts toward high school graduation requirements and potentially college credits, creating a seamless transition from secondary to post-secondary education.



Often acts as pre-apprenticeship programs that provide a pathway to a full RA program.



College-Aligned Youth Apprenticeship Programs



Available at vocational, community, and four-year colleges and generally for 18-24 year olds.



Embeds industry credentials in RI curriculum and oftentimes leads to the award of industry-recognized credentials.



RI counts towards college credits, enabling student to graduate.



Generally, a Registered Apprenticeship program that leads to the award of a DOL-issued certificate.



Youth Oriented Case Management



New Tool

Key
Components of
Workforce
System
Alignment with
Registered
Apprenticeship

Creating
RA-Aligned
Policies

Embedding
RA SMEs

Becoming an
RA Sponsor

Equipping
BSRs

Serving as
RA Convener

<https://dolcoe.safalapps.com>



Embedding RA Knowledge

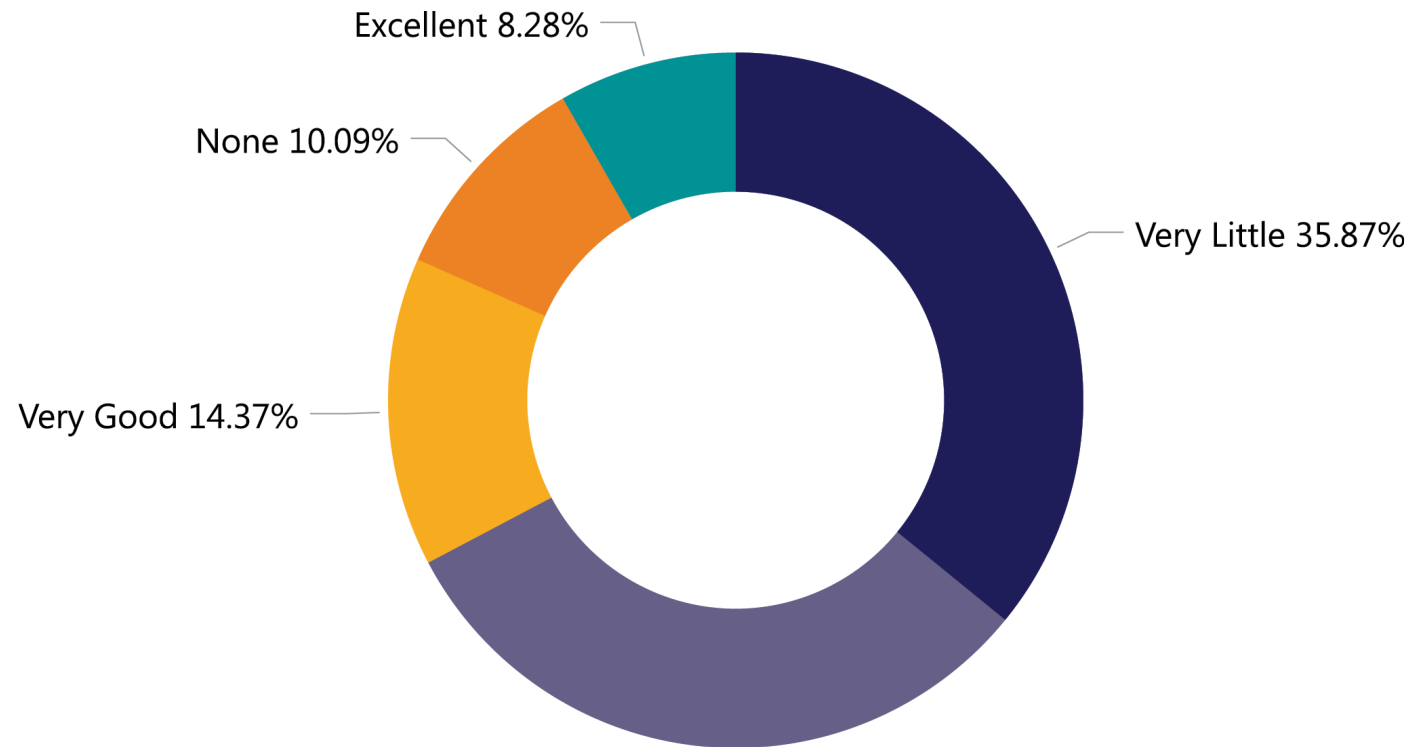


Frontline case management must have a bit of knowledge about pre-apprenticeship and registered apprenticeship programs to ensure they can talk with the youth customers about the advantages of RA.



RA & WIOA Performance Measures

How would you rate your knowledge on how Registered Apprenticeship correlates with WIOA performance measures?



Source: 2023 Workforce System Registered Apprenticeship Baseline Knowledge Assessment Report - USDOL Center of Excellence, Safal Partners, NAWDP



RA Alignment: Performance

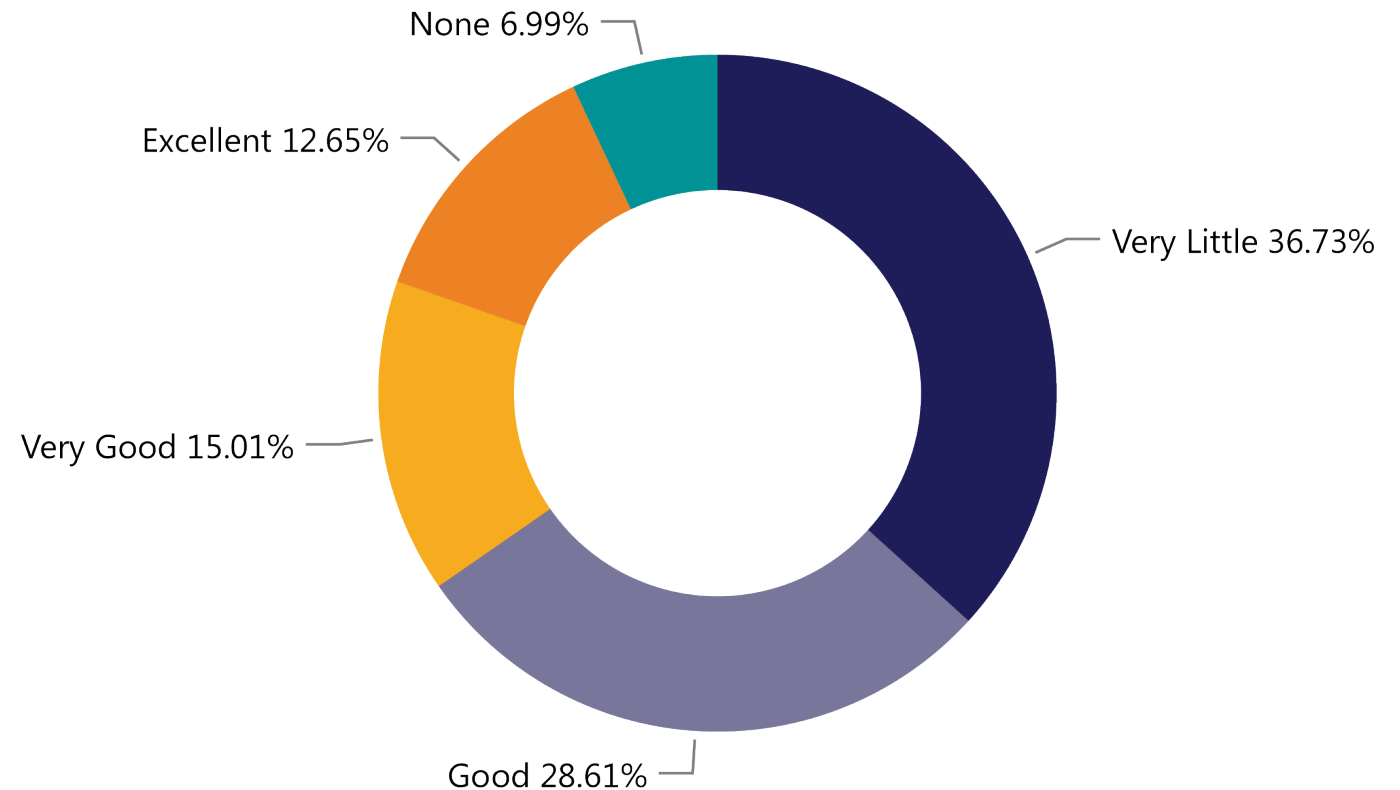
RA improves performance outcomes!

- ☐ Entered Employment Rate Q2 and Q4 post exit
- ☐ Median Earnings Q2 post exit
- ☐ Measurable Skill gains
- ☐ Credential Attainment
- ☐ Effectiveness in Serving Employers
- ☐ Youth Employment & Education Rate Q2 post exit



Programs Paying for RA

How would you rate your knowledge of who pays for each part of an apprenticeship program (related instruction, wages, administration)?



Source: 2023 Workforce System Registered Apprenticeship Baseline Knowledge Assessment Report - USDOL Center of Excellence, Safal Partners, NAWDP



WIOA Funding, Supports for RA

Related Training and Instruction

Under WIOA, all classroom training is funded through individual training accounts (ITAs). Programs must be on the state's eligible training provider list to take advantage of potential funding. In addition to ITAs for individual apprentices, utilizing contracts for cohort training is also possible.

On-the-Job Training

On-the-job training (OJT) is funded through contracts, not ITAs. OJT contracts can cover one or multiple apprentices with the reimbursement for OJT typically at 50% of the apprentices' wage rate.

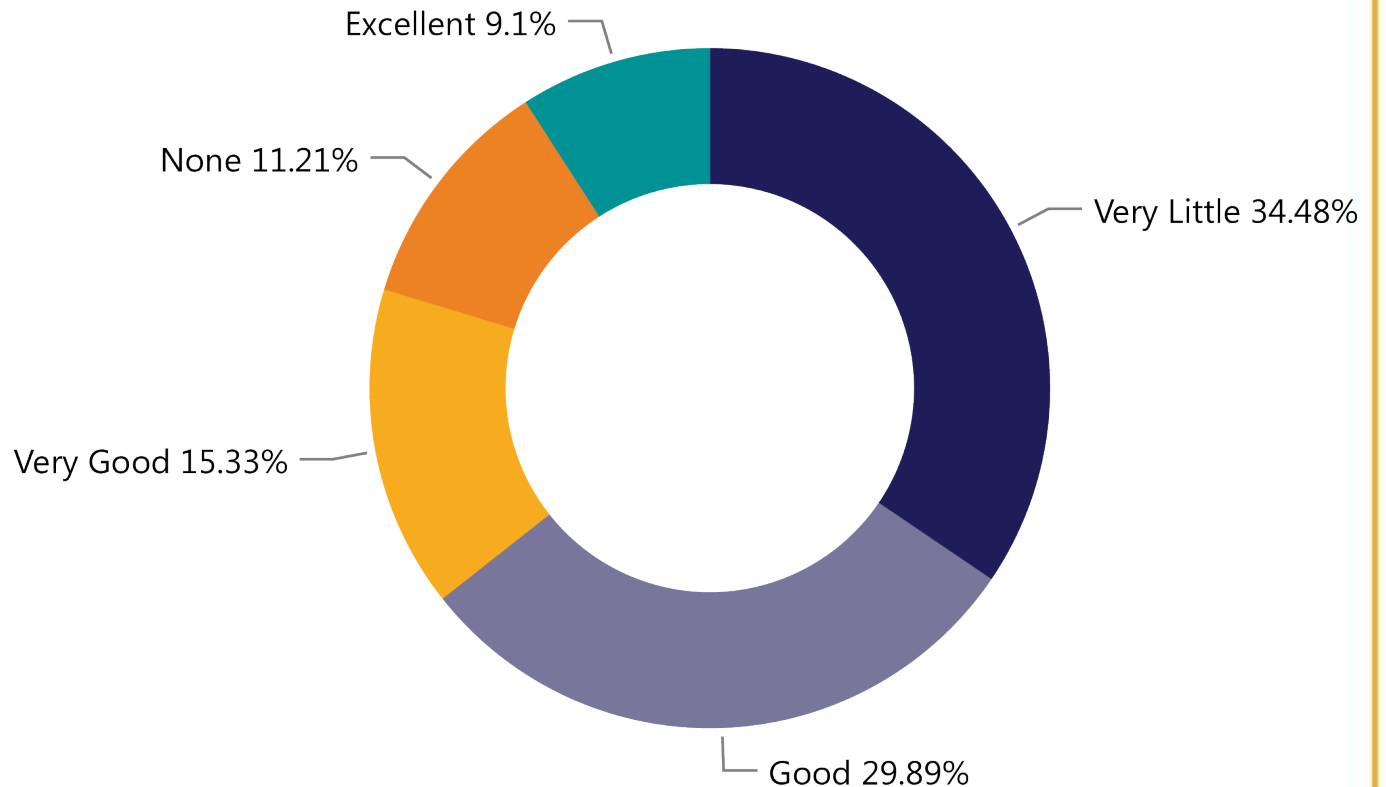
Supportive Services

WIOA formula funds can be utilized to provide a range of supportive services such as transportation and childcare. Also, if an ITA is used to fund the related training and instruction, the ITA can also be used to provide supportive services.



RA & ETPLs

How would you rate your knowledge of the relationship between Registered Apprenticeship related instruction and your state or local eligible training provider list?



Source: 2023 Workforce System Registered Apprenticeship Baseline Knowledge Assessment Report - USDOL Center of Excellence, Safal Partners, NAWDP



RA Alignment: ETPL

- RA programs must be on the state/local eligible training provider (ETP) list to unlock WIOA funds for Related Instruction (RI).
- Under WIOA, **all RA programs are automatically eligible** for the ETP list, and each state workforce agency (SWA) must have a process in place to ensure this happens.
- Unlike other training providers/programs, RA programs have no performance-related requirements for inclusion on the ETP list. SWAs and Local WDBs may not require even minimal performance information.
- The requirement that training programs on the ETP list be for in-demand occupations does not apply to RA programs.



Benefits of Leveraging WIOA / RA Together

- Unlock additional sources of RA program support for employers who sponsor programs or hire apprentices
- Unlock additional resources for job seekers who are hired as apprentices with supportive services or assistance with classroom training
- Shared outcomes
- Boost overall alignment understanding for workforce system

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Promising Practices



- Colorado launched its youth apprenticeship program, CareerWise Colorado, in 2016. CareerWise is an independent public-private partnership that functions as a workforce intermediary. [CareerWise Colorado | Youth Apprenticeship Programs](#)



- South Carolina has a registered youth apprenticeship programs that operate through community and technical college system... regionally focused. [Youth Apprenticeship | Apprenticeship Carolina - a division of the SC Technical College System](#)



- Tech Ready Apprentices for Careers in Kentucky (TRACK) is a business and industry driven youth apprenticeship program with a partnership between the Kentucky Department of Education's Office of Career and Technical Education and the Kentucky Office of Apprenticeship to provide secondary students with career pathway opportunities to create a pipeline for students to enter post-secondary apprenticeship training and RA. Students receive a nationally recognized credential at little or no cost. [TRACK Resources - Kentucky Department of Education](#)



Questions for Follow Up



Questions for You



- Are your youth case managers being trained on pre-apprenticeship / registered apprenticeship opportunities – do you know where those opportunities are?
- Are there RA navigators/SMEs embedded within AJCs or your local area who can work with you on better understanding and recruiting for RA programs?
- Are you purposefully discussing, screening and referring youth to pre-apprenticeship / RA programs?
- Are there WIOA / RA co-enrollment procedures being used consistently by case managers and across all mandatory partners?



Questions for You



- Are you working with other AJC partners to engage youth who may be interested in RA programs?
- What type of outreach is happening to target youth populations, communicating the benefits of RA?
- Are you receiving RA training to effectively engage youth and communicate the benefits of RA?
- Are you working with Business Services / RA reps to understand which employers may be interested in employing youth?



Final Thoughts...

- Talk with your colleagues about pre-apprenticeship and registered apprenticeship programs!
- Have your youth explore the RA jobs in your area:
<https://www.apprenticeship.gov/apprenticeship-job-finder>
- Communicate with your local board's Business Services Representatives to find out about employers who are working with RA.



Wrap Up



No-Cost Resources



Guide to Identifying Partners



Questions, Thoughts, Assistance Needed?

- Because we are so close on time, we are asking you to either place your questions in the chat for us to follow up on
 - or
 - scan the QR code and send us your question(s) where you may also request technical assistance as well.

Email: RA_COE@SafalPartners.com



***We are here
to help you!***



Thank You for Joining Us

For more information, visit: dolcoe.safalapps.com

