

WIOA and Registered Apprenticeship: Taking the Partnership to the Next Level



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Presenter



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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](#)



Objectives

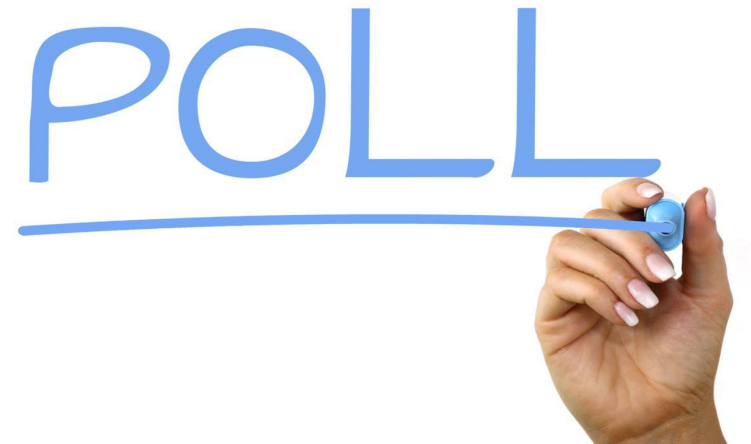
- Learn why RA and WIOA partnership is so beneficial
- Identify the points of intersection between workforce and RA
- Learn how to take action around points of intersection for success
- Bust myths that may be blocking your successful partnership
- Know where to go for additional information and support
- Questions and Discussion



Getting to Know You

Are you a....

- Workforce Board Director or Staff
- Service Provider Staff
- Educational Partner
- Vocational Rehabilitation Partner
- Apprenticeship Navigator
- Business
- Board Member
- Other?



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.



Assess your WIOA & RA Partnership

How would you assess your RA and WIOA Partnership?

1. **EMERGING** – we are interested in a partnership, but we are unsure how to get started.
2. **ADVANCING** – we have started to build the partnership.
3. **LEADING** – we have a successful partnership that includes co-enrollment between WIOA and RA.



Getting Started: RA Basics



Registered Apprenticeship

Registered apprenticeship is:

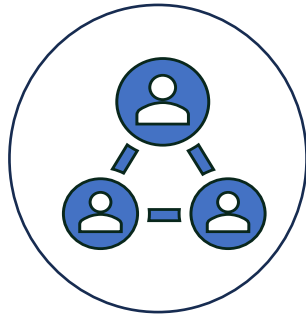
- a proven model of job preparation that combines paid on-the-job training (OJT) with related instruction to progressively increase workers' skill levels and wages;
- a proven business-driven model that provides an effective way for businesses to recruit, train, and retain highly skilled workers.



Five Core Components



Employer
Involvement



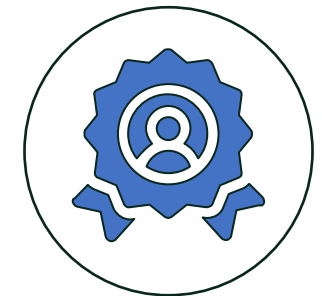
Structured On-the-
Job Learning
(OJL)



Related
Instruction
(RI)



Reward for Skill
Gains



National
Occupational
Credential

Spans all Sectors



Healthcare



Cybersecurity



Information
Technology



Education



Transportation



Construction



Financial
Services



Advanced
Manufacturing



Hospitality



Engineering



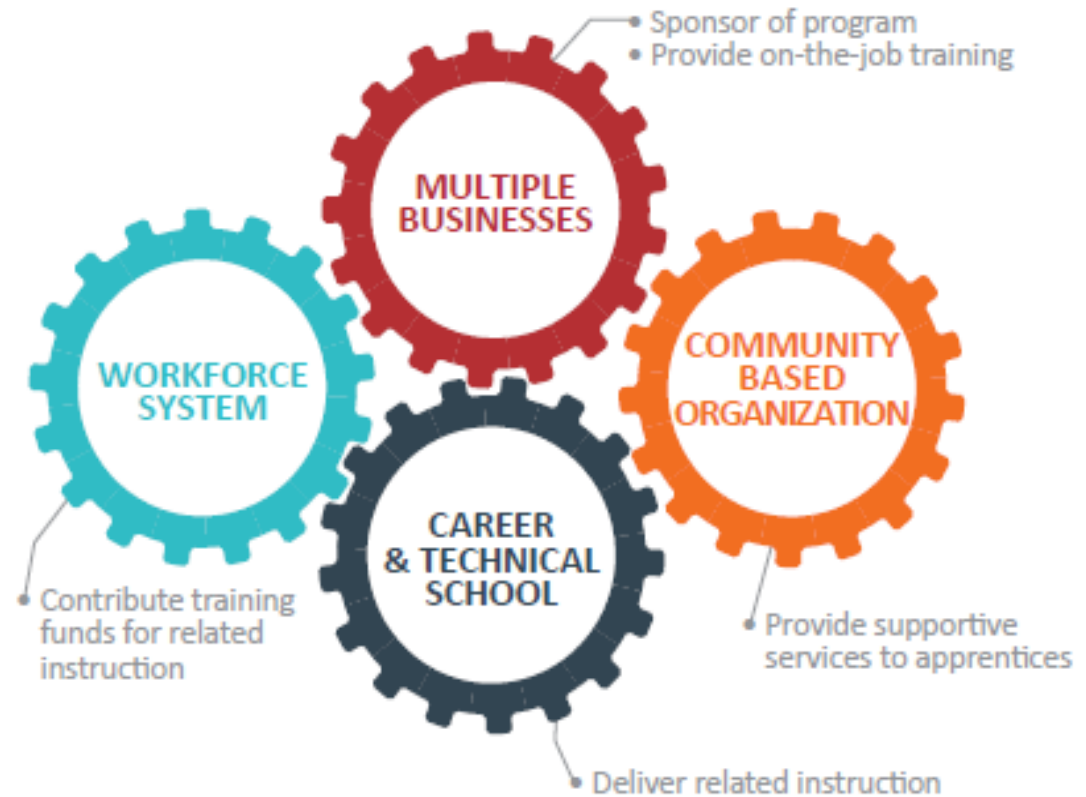
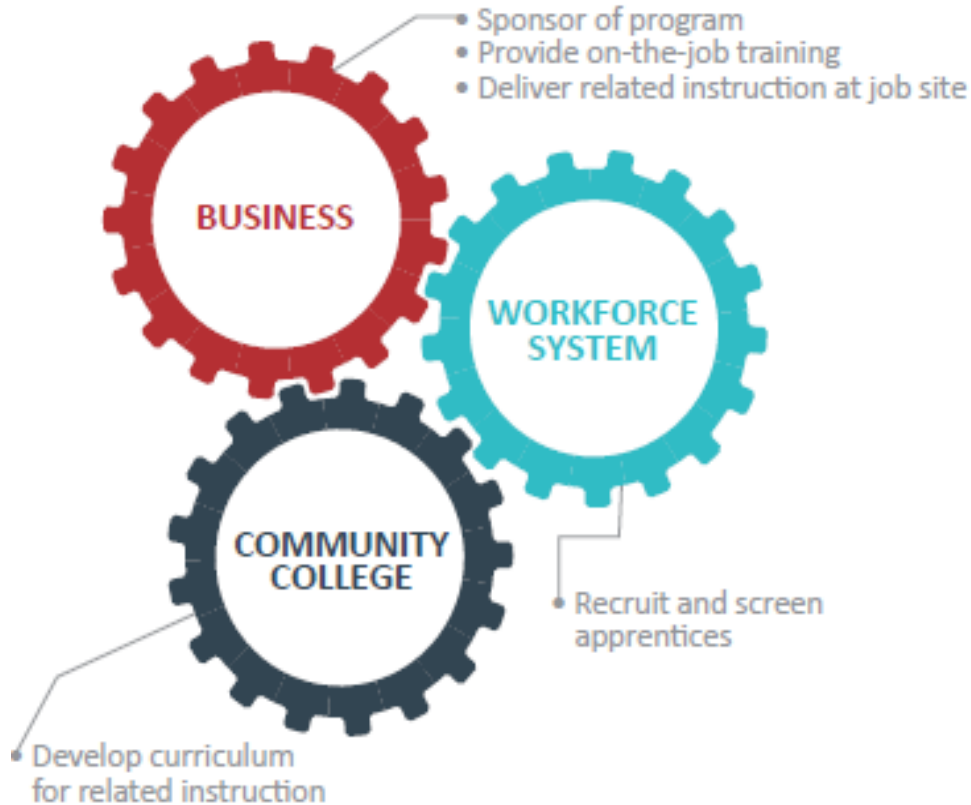
Energy



Tele-
communications



Forged through Partnerships



Forged through Partnerships



The Partnership – Let's Start with the “Why”



The Benefits

Businesses

- Supports recruitment of a highly-skilled workforce
- Improves productivity and retention
- Reduces turnover
- Averts layoffs

Job Seekers & Apprentices

- Earn while you learn
- Receive a nationally recognized credential
- Career pathway to self-sufficiency
- Wage growth
- Address barriers to employment such as child-care and transportation

WIOA & Other Partner Programs

- Facilitates strong program performance results – progressive wage increases, skill gains and nationally recognized credentials
- Aligns with WIOA's vision for business-focused, work-based training



The Benefits

- Proven ROI: Employers report on average \$1.47 for every \$1 invested in RA – highly cost effective in the long term
- Expand Workforce: With a training plan in place from day one, employers can take a skills-based approach to hiring which creates much larger talent pipeline
- Cost: Much less costly for apprentice than traditional college
- Retention Rate: 93% of apprentices who complete a Registered Apprenticeship retain employment
- Credential: Culminates in a national occupational credential
- Wages: Apprentices typically earn \$300,000 more over their careers than peers

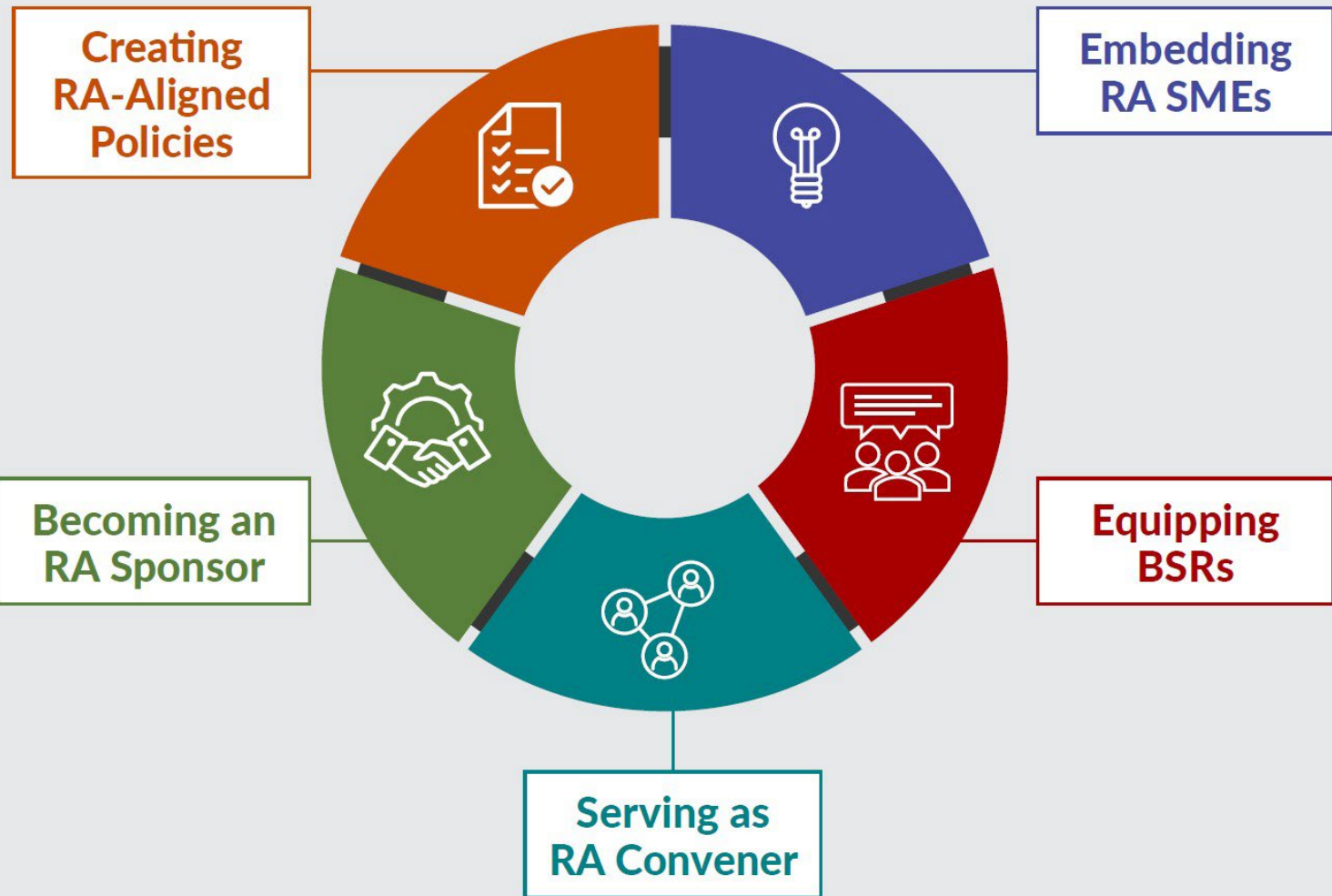


Workforce & RA Points of Intersection



New Tool

Key
Components of
Workforce
System
Alignment with
Registered
Apprenticeship



<https://dolcoe.safalapps.com>



Key WIOA Provisions & their Intersection with RA

1. State and local workforce boards
2. Funding supports
3. ETPs and ETP Lists
4. Performance outcomes
5. State and local planning
6. Policy and procedures



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State & Local Boards in Action: Cultivating the RA & WIOA Partnerships

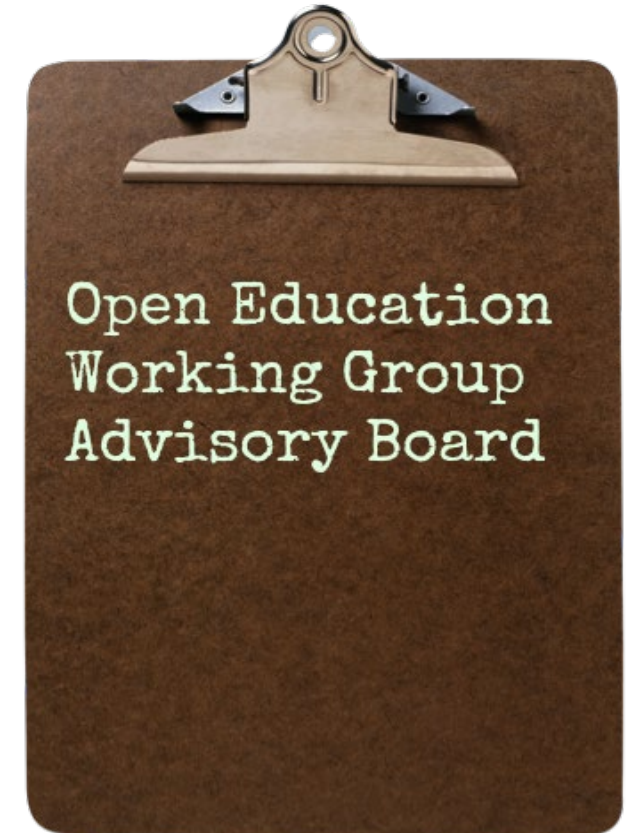
Workforce boards and the RA system share the same fundamental mission: connect workers to economic opportunity while meeting the skill needs of employers in high-demand industries.



State & Local Boards in Action: Cultivating the RA & WIOA Partnerships

It starts at the top

- Membership - [20 CFR 679.320](#)
- Functions - [20 CFR 679.370](#)
 - Convenes
 - Sets strategic direction
 - Engages and educates key stakeholders
 - Develops and executes policies
 - Serves as a RA sponsor



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WIOA Funds: Cultivating the RA & WIOA Partnership

WIOA Title I funds, and funding from the AJC partners/ workforce system established under WIOA, can be used in several ways to support RA programs.



WIOA Funding: Cultivating the RA & WIOA Partnership

Related Training & 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.

Co-enrollment Matters!

- With few exceptions, **RI, OJT and/or Support Services** may NOT be paid with WIOA funds in the absence of WIOA and RA co-enrollment.



Intersection: WIOA Funding Support

WIOA allows for another type of training that is a great fit for RA.

Anyone know what that is?



Myth Busting



Businesses only want to conduct RA with Incumbent Workers, but I can't serve those workers because they do not meet WIOA eligibility requirements.

**Yes, WIOA can! Businesses can use RA to improve
the skills of their existing employees.
Incumbent Worker Training**

20 CFR 680.780 An incumbent worker does not have to meet the eligibility requirements for career and training services for adults and dislocated workers under WIOA, unless they also are enrolled as a participant in the WIOA adult or dislocated worker program.



WIOA Funds: Cultivating the RA & WIOA Partnership

Other requirements for IWT:

- Must increase competitiveness – business and/or employee
- Employee must have worked with business for at least 6 months
 - If a cohort of employees, majority must meet 6-month rule
- Retention and layoff aversion are key



Myth Busting



Remember [20 CFR 680.800](#)

- The local area may reserve up to 20 percent of their combined total of adult and dislocated worker allocations for incumbent worker training.
- States and local areas must establish policies and definitions.
- States may use their statewide activities funds (per WIOA sec. 134(a)(3)(A)(i)) and Rapid Response funds for statewide incumbent worker training activities.



WIOA Funds: Cultivating the RA & WIOA Partnerships

But wait, there is so much more ...



- Basic, Individualized, and Follow-Up Services
 - Assessment of skill levels
 - Job preparation/coaching
 - Resume writing
 - Career counseling and support
 - Workforce preparation services
 - Financial literacy services
 - Follow-up services

[20 CFR 678.430](#)



WIOA Funds: Cultivating the RA & WIOA Partnership

What challenges or successes have you experienced with the use of WIOA funds for RA programs?



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The ETP List: Cultivating the RA & WIOA Partnership

There are several misconceptions regarding RA programs & ETPs which must be addressed to ensure apprenticeship continues to grow as an employment opportunity for jobseekers and a talent solution for businesses.



Myth Busting



The WIOA ETP List prohibits my ability to cover the costs of a RA program's RI component – too complicated!

No! RA programs are exempt from ETP requirements!

[MD ETP List Policy](#)

&

Use of WIOA funds for OJL and/or Supportive Services is not tied in any way to the ETP List.



Myth Busting



WIOA does not allow the use of training contracts instead of ITAs and the ETP List for RA's related instruction component.

False! It is 100% allowable to use a contract for RI, when funding a cohort of apprentices.

[TEGL_13-16.pdf \(dol.gov\)](#)



Key WIOA Provisions & their Intersection with RA 4

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Performance Measures: Cultivating the RA & WIOA Partnership

Adopting Registered Apprenticeship as a workforce strategy can significantly advance the objectives of WIOA. This approach not only supports overarching goals, such as enhancing career opportunities for job seekers and meeting the skill needs of business, but also addresses the specific performance measures outlined in the statute.



Performance Measures: Cultivating the RA & WIOA Partnership

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



Performance Measures: Cultivating the RA & WIOA Partnership

How would you assess your knowledge around WIOA performance measures and RA's impact on such measures?



Myth Busting



If it's a five-year program, I must stay attached to the participant(s) for the full five years.

Not true. Unless there is a state policy that says otherwise, once WIOA/workforce system resources are complete, the individual can be exited.

Be strategic about when to exit
Train career counselors/case managers
Establish policies and procedure

Remember, employment rate is achieved following exit.

Examples



Myth Busting



Example 1: You are supporting an apprentice through their largely front-loaded classroom training component (RI); when the RI is done, the individual can be allowed to exit.

Example 2: You will support 3 classes for the first semester of the RTI; allow exit after the first semester ends.

Example 3: Exit at the time of a scheduled wage increase.



Co-enrollment Matters!

- Unlock additional sources of RA program support for employers who sponsor programs and job seekers hired as apprentices.
- Share the outcomes.
- Boost overall alignment for workforce system.

Take-Away Tool on Performance Measures

WIOA Measure: Employment Rate Q2 Post-Exit

RA Impact: RA is an “earn and learn” model offering employment from day one. Whether or not the WIOA participant was an apprentice (i.e., employed) at the time of participation, Adults and DWs will be included in this metric, and because RA is employment, it yields a positive outcome.

- **TIP:** For Adults, to make the low-income priority, enroll potential apprentices before they start their RA program. Exit can occur once WIOA services are complete, still yielding a positive outcome.

WIOA Measure: Youth Employment and Education Rate in the 2nd Quarter after Exit

RA Impact: RA is employment and education combined, yielding a positive outcome for this metric. Exit can occur once WIOA services are complete, still yielding a positive outcome.



Take-Away Tool on Performance Measures

WIOA Measure: Employment Rate in the 4th Quarter after Exit

RA Impact: If the individual remains in a RA program (or completes the program), she/he is employed, yielding a positive outcome. Exit can occur once WIOA services are complete, still yielding a positive outcome.

WIOA Measure: Youth Employment and Education Rate in the 4th Quarter after Exit

RA Impact: If the individual remains in a RA program (or completes the program), she/he is employed, yielding a positive outcome for this metric. Exit can occur prior to the completion of the RA program, once WIOA services are complete, still yielding a positive outcome.



Take-Away Tool on Performance Measures

WIOA Measure: Median Earnings—2nd Quarter after Exit

RA Impact: If the individual remains in a RA program (or completes the program), she/he is employed, yielding a positive outcome. Exit can occur once WIOA services are complete, still yielding a positive outcome.

WIOA Measure: Credential Attainment

RA Impact: All RA programs end in a nationally portable, employer recognized credential. A RA Completion Certificate is a recognized post-secondary credential under WIOA. Some RA programs also include interim credentials, which are also industry-recognized. As long as the WIOA participant exits within one year of credential attainment, RA will yield a positive outcome for this metric. Also note that if Local Boards are supporting only the OJT component of a RA program, this metric does not apply.



Take-Away Tool on Performance Measures

WIOA Measure: Measurable Skill Gains

RA Impact: The apprenticeship model has an increasing skill gain built into the RA program. There are several opportunities for a positive outcome on this metric during RA program participation, such as completion of one year of the full RA program, a scheduled wage increase (which indicates an increase in skill levels), or the completion of the related instruction component. This metric supports longer term RA programs in particular, allowing Local Boards to take credit for positive outcomes during RA program participation.



Performance Measures: Cultivating the RA & WIOA Partnership

Understand how to correctly report RA and WIOA Co-Enrollment



The Workforce Innovation and Opportunity Act

WIOA Desk Reference

Registered Apprenticeship Reporting Guide

EMPLOYMENT

PIRL ELEMENTS 1600, 1602, 1604, & 1606

Registered Apprenticeship is a job from day one; participants are employed when they enter a RAP. Participants that exit WIOA but are still enrolled in a RAP will be coded as "2" for employed in a RAP in the elements listed below for any quarter after exit where this is the case:

- ♦ Employed in 1st (PIRL 1600), 2nd (PIRL 1602), 3rd (PIRL 1604), & 4th (PIRL 1606) quarter after program exit quarter

TYPE OF RECOGNIZED CREDENTIAL

PIRL ELEMENTS 1800, 1802, & 1804

All RAP completers earn a national, industry-recognized credential from the U.S. Department of Labor or a federally recognized State Apprenticeship Agency, which is considered a post-secondary credential under WIOA. This credential is often in addition to an industry credential or state license. For apprenticeship programs where participants earn multiple, stackable credentials throughout the program, each of these credentials should be reported as they are earned, not just the credential earned at completion. Although all credentials should be reported in the PIRL, note that only one credential attained per customer (PIRL 1800) will be included in the numerator of the credential attainment indicator.

- ♦ Type of Recognized Credential #1, #2, #3 – Enter the appropriate code to indicate a participant has received a certificate of completion of a Registered Apprenticeship (PIRL 1800, 1802, & 1804)

MEASURABLE SKILL GAINS

PIRL ELEMENTS 1806-1810 OR 1800/1802/1804=1

The foundation of the Registered Apprenticeship model is that apprentices progressively increase their skills and competencies through on-the-job training and related instruction. As an interim progress measure not based on exit, apprentices achieve measurable skill gains as they meet training/proficiency milestones. Therefore, even for longer-term RAPs, this measure will likely yield a positive outcome. In reporting this indicator, it is important to keep in mind the elements that record positive outcomes in the numerator (PIRL 1806-

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State and Local WIOA Planning: Cultivating the RA & WIOA Partnership

The WIOA State and Local Plans provide the strategic framework for collaborative strategies and should establish a roadmap for advancing RA under WIOA.



State and Local WIOA Planning: Cultivating the RA & WIOA Partnership

Fun facts

The word “Apprenticeship” is nowhere to be found in the first TEGL for WIOA State Plans.

Can you guess how many times “apprenticeship” is mentioned in the most recent State planning TEGL?

[Requirements for WIOA State Plans PYs 2024 - 2027](#)

How about MDOL’s 2020-2024 WIOA State Plan?

[State of Maryland 2022-2024 State Plan](#)



State and Local WIOA Planning: Cultivating the RA & WIOA Partnership

Are you at the “planning table?”

Get yourself there...connections are key

- Contact the local board director
- Attend a local board meeting and make the necessary connections
- Head to your local AJC and connect with Business Services staff



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State and Local WIOA Planning: Cultivating RA & WIOA Partnership

Policies establish the framework for and institutionalize practices that support WIOA and RA alignment.



Policies in Action: Cultivating the RA & WIOA Partnership

PROMISING examples include policies that:

- Establish a goal or even a mandatory level of WIOA funds (Statewide and/or formula) to be spent on one or more RA activities – RI, OJT, Support Services, etc.
- Clearly articulate ETP list requirements for RA.
- **Embed RA expertise in the AJC frontline staff. BSRs-ANs-ATRs**
- Engage all AJC partners, led by the OSO, in RA efforts.
- Establish state and local board membership and committee requirements that facilitate RA stakeholder engagement
- Establish a local planning process that includes RA stakeholders.
- **Require on-going training and education for all key stakeholders.**
- What else?



Policies in Action: Cultivating the RA & WIOA Partnership

What policies have been effective in advancing this partnership in your system and/or local area?



MD's Supportive Framework of Policies and Programs

- [Apprenticeship Navigators - MATP](#)
- [Maryland Apprenticeship Ambassador Program](#)
- [Apprenticeship Incentive Reimbursement Program](#)
- [Policy MD Hospitality Management RA Program](#)
- [Public Sector Apprenticeship Innovation Fund](#)
- [Youth Apprenticeship Grant Guidance](#)



Questions



No-Cost Resources



Guide to Identifying Partners



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

