

# Connecting Workforce and Registered Apprenticeship in Light of the RAISE Act



2025 Raising the Bar Conference  
September 9, 2025

# Welcome and Agenda

- Center of Excellence Overview
- Overview of Registered Apprenticeship
- What is the RAISE Act?
- How the RAISE Act Impacts Maryland
- What You Can Do
- Questions and Discussion



# Presenter



**Alan Dodkowitz**

Subject Matter Expert

Safal Partners

# 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](#)



# Online Resources, On-Demand Assistance



## WELCOME TO THE CENTER OF EXCELLENCE

Registered apprenticeship is the proven gold standard in workforce development. Better aligning industry, workforce and education around apprenticeship can help build a stronger, more resilient, and future-ready American workforce.

The Registered Apprenticeship Technical Assistance Center of Excellence is focused on helping key stakeholders across these three systems build and scale strategic partnerships to put more American workers on high-quality apprenticeship career pathways.

[READ MORE](#)

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

Scan for  
Assistance



# Quick Pulse Poll #1

## Are you a....

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



# Overview of Registered Apprenticeship



# 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.

# What Is Registered Apprenticeship?

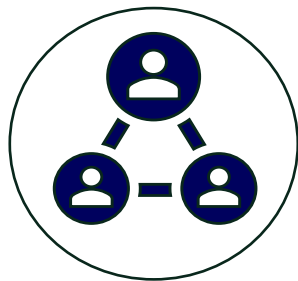
Registered Apprenticeship (RA) is a proven, customizable, and industry-relevant and US Department of Labor-approved model for organizations to **find, train and retain new talent** as well as **upskill current workers** in critical occupations.



# Five Core Components of Apprenticeship



**Employer  
Involvement**



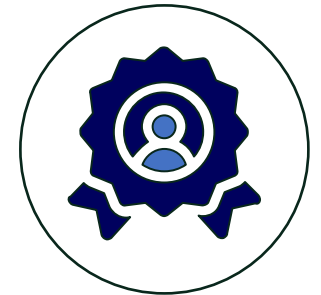
**On-the-Job  
Learning  
(OJL)**



**Related  
Instruction  
(RI)**



**Rewards for  
Skill Gains**



**National  
Occupational  
Credential**

# Key Apprenticeship Roles



## Sponsor

An organization that agrees to operate an apprenticeship program and in whose name the program is registered.



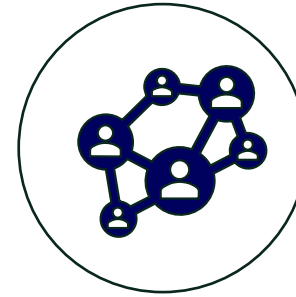
## RI Provider

Entity that provides instruction to apprentices in the designated occupation's core knowledge, skills, and abilities.



## Employer

Hires and provides paid OJL for apprentices under supervision of a designated mentor who is a skilled professional in that occupation.



## Partner

Organizations committed to assisting RA programs. They can play one or more roles.



## Convener

Group responsible for bringing entities together to discuss RA opportunities.

# A WIDE RANGE OF INDUSTRIES



**Agriculture**



**Healthcare**



**Cybersecurity**



**Biotechnology**



**Transportation**



**Construction**



**Energy**



**Hospitality**



**Financial  
Services**



**Information  
Technology**



**Education**



**Advanced  
Manufacturing**



**Critical  
Supply Chain**



**Infrastructure**



**Engineering**

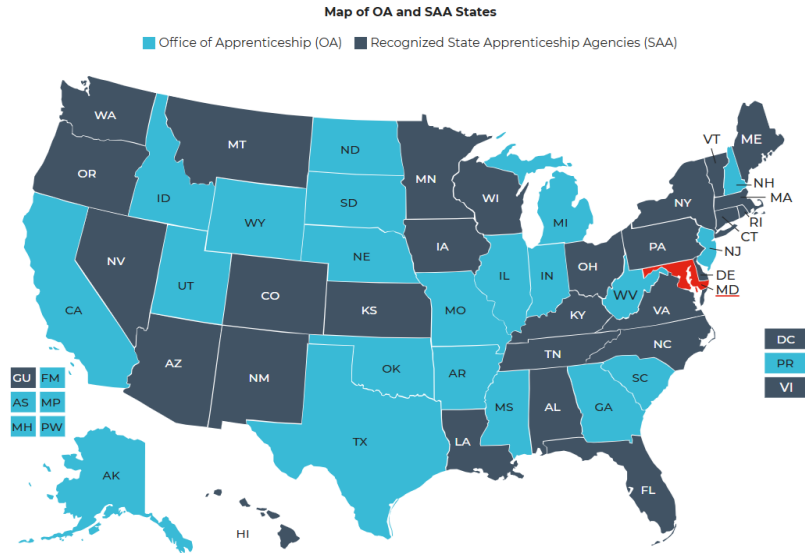


**Telecommunications**

# Registered Apprenticeship in Maryland



# The National Registered Apprenticeship System



- **Office of Apprenticeship (OA States)** – State apprenticeship programs are run and managed by the USDOL.
- **State Apprenticeship Agency (SAA States)** – An agency of a State government that has responsibility and accountability for apprenticeship within the State recognized by the USDOL to register and oversee apprenticeship programs and agreements for Federal purposes.

# MD is a SAA State

# Maryland's Registered Apprenticeship System

- Maryland has **its own State Apprenticeship Agency** (SAA) – Maryland Apprenticeship and Training Program (MATP) – Division of Workforce & Adult Learning
- The MATP approves programs, through the twelve-member Maryland Apprenticeship and Training Council (MATC), formulates policies, registers standards and agreements, determines which skilled trades are apprenticeable, and formulates and adopts standards of apprenticeship.



# Maryland's Registered Apprenticeship System



Maryland companies employed **15,454 apprentices** in 2024, **marking a 475% increase since 2014.**

Maryland offers apprenticeships in **over 230 registered occupations.**



# Composition of the MATP

Maryland has **18 Apprenticeship Navigators** throughout the State ready to assist in program development.

## Other key individuals to contact:

- **Apprenticeship Maryland Program (Youth Apprenticeship):** Logan Dean ([logan.dean@maryland.gov](mailto:logan.dean@maryland.gov))
- **Apprenticeship Tax Credit:** Kevin Hunt ([kevin.hunt@maryland.gov](mailto:kevin.hunt@maryland.gov))
- **Compliance Reviews:** Coral Crawford ([coral.crawford@maryland.gov](mailto:coral.crawford@maryland.gov)), Pam Luby ([pamela.luby@maryland.gov](mailto:pamela.luby@maryland.gov))
- **Grant Managers:** Mark Howe ([mark.howe@maryland.gov](mailto:mark.howe@maryland.gov)), Wayne Salter ([wayne.salter@maryland.gov](mailto:wayne.salter@maryland.gov))

# Locating Programs in Maryland



[Maryland Apprenticeship Locator - Maryland Apprenticeship and Training Program \(MATP\)](#)

# Maryland 2030: Ambitious Goals for the State!



The Blueprint sets a **goal for 45% of high school graduates completing an apprenticeship or an industry-recognized occupational credential** by the 2030-2031 school year.



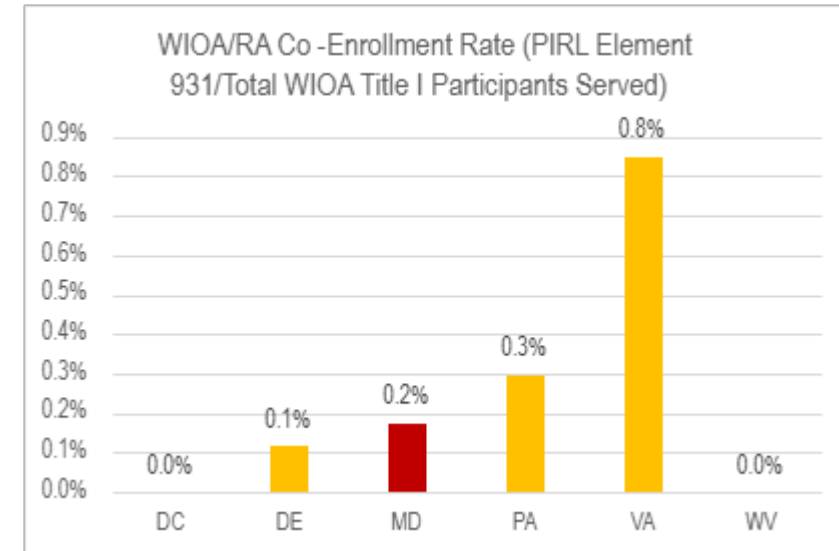
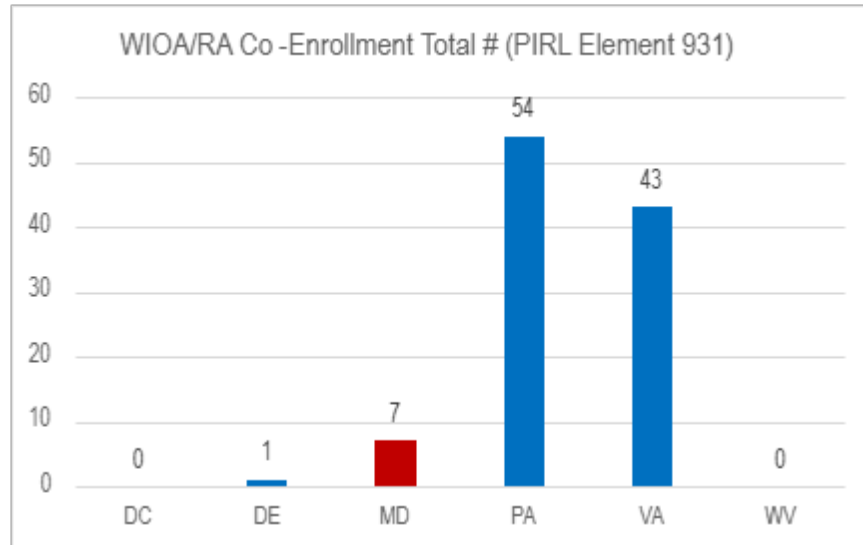
Coordinated through The Apprenticeship Maryland Program (AMP), the program consists of **at least one year of related classroom instruction** and a **workplace component of at least 450 hours**.



There are **nearly 300 employers actively participating**, representing industries including architecture, healthcare, construction, hospitality, manufacturing, government, and others.



# But Only Modest Co-Enrollment



# What is the RAISE Act?



# The RAISE Act

- The **Registered Apprenticeship Investments for a Stronger Economy (RAISE) Act**, was signed into law by Governor Moore on April 8, 2025.
- The RAISE Act creates tools to expand registered apprenticeship to new industries, employers, and communities while maintaining high standards of quality and transparency.
- As the first workforce bill signed by Governor Moore this session, it demonstrates Maryland's commitment to expand registered apprenticeship.



# The RAISE Act Explained

The **Registered Apprenticeship Investments for a Stronger Economy (RAISE) Act**, introduces several initiatives to enhance Maryland's apprenticeship programs

1. Sets a 1:1 apprentice-to-journey person ratio, allows more flexible ratios for nonhazardous industries to expand access.
2. Repeals the Youth Apprenticeship Advisory Committee, shifting youth apprenticeship efforts under broader statewide CTE and apprenticeship councils.
3. Establishes the Maryland Office of Registered Apprenticeship Development (MORAD) to scale registered apprenticeships across industries and occupations to meet the needs of the State's economy.
4. Creates a "Registered Apprenticeship Development Advisory Board" to work with MORAD in development of strategy and reviewing outcomes.
5. Creates the Registered Apprenticeship Qualified Intermediary Program, offering grants or contracts to support intermediaries in launching and managing RA programs.



# The RAISE Act (continued)

6. Launches the Maryland Pay Per Apprentice Program, providing pay-per-apprentice funding to employers and sponsors for newly hired apprentices.
7. Establishes a dedicated Pay Per Apprentice Fund, annual appropriation to sustain employer and sponsor support.
8. Reduces barriers to entry for employers, especially small businesses, by offsetting costs related to recruitment, training, materials, and accommodations.
9. Supports high-growth, nontraditional industries like IT and advanced manufacturing through flexible ratio standards and intermediary funding.
10. Aligns with the Apprenticeship 2030 Commission's recommendations for scalable, inclusive career pathways.



# How it Changes Maryland's System

- **Modernizes Ratio Requirements:** Allows more apprentices per mentor in low-risk industries like tech—enabling more scalable program models.
- **Replaces Youth Structures:** Shifts responsibility for youth RA integration to existing bodies like the Maryland Apprenticeship and Training Council and Career and Technical Education Committee, which will align apprenticeships with other Blueprint for Maryland's Future goals to make students college and career ready.
- **Creates a Centralized Office for Expansion:** Establishes MORAD within the Department of Labor to coordinate, promote, and expand RA across agencies and sectors.
- **Formalizes a Pay Per Apprentice Model:** Establishes a funding mechanism for annual appropriation to seed apprenticeship creation.

# What You Can Do



# Align Your Efforts with the RAISE Act

- **Integrate RAISE into your Local Plan:** Update goals, strategies, and performance sections to reflect RAISE priorities and use the state's Local Plan Guidance as your template for where to embed these changes.
- **Work directly with the new Office of Registered Apprenticeship Development:** Build a standing liaison process for employer leads, program design help, and joint outreach.
- **Leverage the Qualified Intermediary Program:** Identify (or become) regional intermediaries to convene partners—especially in nontraditional sectors.
- **Utilize the Apprenticeship Pay-Per-Apprentice incentive fund:** Align BSRs and case managers to help sponsors/employers apply for funds and set quarterly targets for employer enrollments tied to this fund.
- **Coordinate with the Registered Apprenticeship Development Advisory Board:** Offer board input/data, and route local industry intelligence so the Board's statewide strategy reflects your region's needs.
- **Align with MATP grant opportunities:** Watch MATP's active RA grant pages for program-build dollars.

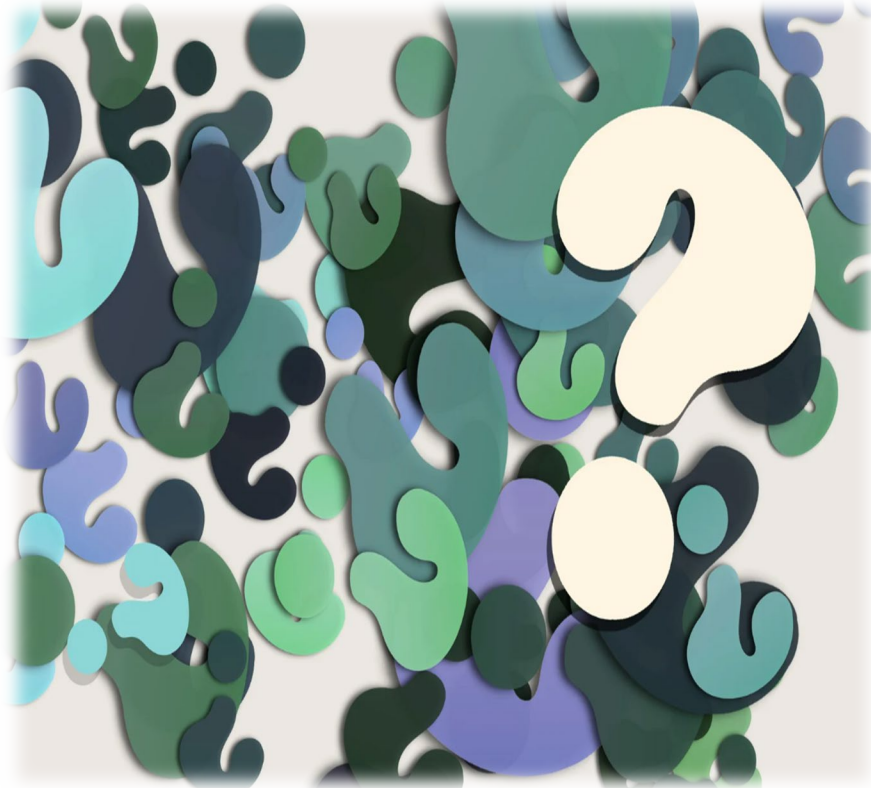


# Implement the Blueprint 2030 Goals

- **Partner with schools:** Collaborate with school districts and community colleges to embed high-school-level RA and industry-recognized credential (IRC) programs into the curriculum.
- **Serve as intermediary and promote IRCs:** Act as local conveners to identify quality IRCs aligned with labor market demand and support schools in adopting them through the official vetting and approval process.
- **Analyze, monitor, and report progress:** Track outcomes data in your region — number of students completing apprenticeships or IRCs and use results to guide targeted outreach and improvement efforts.
- **Engage employers to build youth-ready talent pipelines:** Partner with local businesses to sponsor RA and youth apprenticeship programs, providing them with information on program benefits and connecting them with education and training institutions to co-develop offerings.
- **Prioritize supports and resources:** Offer transportation, mentoring, or awareness campaigns—to ensure students in underserved and rural communities can engage in RA or credential pathways.



# Key Questions



- What occupations does local labor market information show are in high demand and what interests youth?
- What partnerships do we need? What partners do we already have that can support a program?
- How will we integrate industry needs/occupation requirements into our RI?
- How will we create a Dual/Concurrent Enrollment plan (for high school apprentices)?
- How will we ensure RI and OJT count toward both high school graduation and RA program requirements (for high school apprentices)?

# Embedding RA Subject Matter Expertise

# Key Components of Alignment

**Six aspects of  
aligning  
workforce system  
programs,  
support with RA**



# #1: Creating RA-Aligned Policies



State and Local WDBs often have state and local policies and procedure frameworks that align and guide development of work to support RA program implementation.

- Criteria and policies for board membership ensure appropriate representation for RA
- Policies/procedures prioritize the use of RA as a service strategy for WIOA Title I and may provide funding to support RA programs
- Partnering program service providers have policies/procedures on clear WIOA/RA co-enrollment processes and training towards frontline case managers
- Funding-related policies ensure use of available funds supports RA expansion
- ETPL policy/procedures provide automatic inclusion of RA programs on ETPLs
- Business services policies/procedures include implementation of RA through OJT/IWT

## #2: Embedding RA SMEs



State/LWDBs embed RA expertise in the AJC frontline staff to actively help engage employers and create RA pipeline.

- State/LWDB have RA navigators/SMEs within AJCs or region
- Case managers purposefully screen and refer job seekers to RAPs
- Co-enrollment procedures are used by case managers and partners
- Apprentices are supported throughout the RA program
- Partners work with AJCs to engage job seekers in RAPs
- Outreach to job seekers showing benefits to RA
- Training for case managers on RA
- Wagner-Peyser staff share RA info to job seekers and employers

# #3: Equipping BSRs



Business Services Representatives (BSRs) have the knowledge and expertise to assist employers with adopting RA programs and accessing funding.

BSRs...

- Regularly work with ATRs to promote RA programs
- Guide employers through the RA process
- Create outreach plan based on LMI with RA counterparts
- Interact with intermediaries to assist businesses with RA program development
- Provide collateral and education to partners
- Communicate with case managers about apprenticeship openings
- Assist businesses with leveraging WIOA and other funding

**State/Local Rapid Response Efforts Include RA**



# #4: Data Sharing, System Alignment



State apprenticeship and workforce systems align data systems, enabling sharing of data and improving cross-agency access.

- Workforce/apprenticeship systems have formal agreements in place to track, monitor, report and share data related to apprenticeship and WIOA metrics
- Co-enrollment data is tracked and shared consistently
- BSRs capture real-time data on employers' supply and demand needs, communicate with their local ATR/AN counterparts consistently
- State longitudinal and/or external data systems are used to track, understand and share data trends in apprenticeship populations
- Data around WIOA/non-WIOA funding support used to tell the story, helping state leadership make informed decisions regarding policy and funding to expand RA

# #5: Serving as RA Convener



State/LWDBs engage stakeholders to expand RA, build talent pipelines, address workforce shortages, and increase employment and wages for workers.

- Engage with stakeholders to develop and implement RA programs that can access funding and resources through workforce system
- Sector Strategy initiatives include RA as a strategy for building the talent pipeline
- Create and maintain a network (hub) of RA programs to accelerate employer participation and to provide technical assistance
- Collaborate on high-demand, industry specific RA programs including technical assistance and funding
- Collaborative RA efforts include mandatory partners as part of convening activities
- Create concise communication and outreach for RA programs



# #6: RA Sponsorship



LWDB becomes a group RA sponsor increasing opportunities for job seekers to access careers in high-demand industries and for businesses to access funding supports for apprentices.

- LWDB becomes a RA program sponsor for in-demand occupation(s)
- Occupations are regularly added to RA programs based on LMI
- Ed system is engaged with LWDB to provide RI
- RA sponsorship is sustainable through braided funding
- LWDB creates clear path to build pipeline for employers
- LWDB provides admin support, training and assistance to employer joining the RA program
- LWDB ensures ability to support employers with WIOA funding



# Frontline Staff is Key



**Case Managers** and **Career Coaches** assess career seekers for readiness and appropriateness for RA programs.

- **Build Individual Employment Plans** that accurately indicate enrollment in both WIOA and RA, when applicable.
- Populate the local **case management system** with the relevant data around program enrollment(s).
- Determine if **WIOA can fund** one or more of the components of the RA program and execute accordingly.
- **Know the RA programs** on your **Eligible Training Provider (ETP) List** and educate job seekers on those programs to facilitate informed choice.



# BSRs are Key



- **Include RA programs** on their menu of services when meeting with businesses
- **Participate in** Rapid Response (RR) events or educate RR teams
- Regularly **work with MATP Apprenticeship Navigators** to promote RAPs
- **Guide employers** through the RA process
- **Create outreach plan** based on LMI with RA counterparts
- **Interact with intermediaries** to assist businesses with RAP development
- **Provide collateral** and education to partners
- **Assist with exploration** of the Eligible Training Provider List to find providers of Related Instruction
- **Communicate with case managers** about apprenticeship openings



**More to come on BSRs...**



# Joining the Efforts



## Together....Case Managers & BSRs



- **Publicize** RA program openings and screen candidates.
- **Encourage** your organization to host RA job fairs – specific to open RA positions in your area.
- **Connect** potential apprentices to other resources available within the community
- **Create** an RA work group with local MATP staff
- **Share** your knowledge with leadership, BSRs, other Case Managers



# Questions and Discussion



# We Would Love Your Feedback!

**Please take a  
moment to  
complete our  
evaluation form.**

**Scan for  
Evaluation 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)

