

Aligning Workforce and Registered Apprenticeship: Peer-to-Peer Learning Series



Session 2: September 26, 2025

Presenter

Katie Adams

Chief Delivery Officer
Safal Partners



Center of Excellence Overview

- U.S. DOL initiative to increase alignment, partnerships across apprenticeship, education, and workforce systems
- Led by Safal Partners; 5 national partners
- Provide technical assistance through:
 - 255 virtual, in-person and hybrid sessions
 - 18,000+ TA recipients
 - 82 webinars with 5,000+ participants
 - 41 states impacted via cohort or 1:1 TA
 - 4,483 commitments to drive RA strategic partnerships
 - 132 new TA resources on our website (desk aids, guides, webinars, etc.)



Agenda

- I. Center Overview > A Look at Alignment Fundamentals
- II. Spotlight: Missouri, Puerto Rico
 - Overview of Workforce and RA Systems
 - Key Alignment Practices
 - Aligning for Success
 - Challenges & Recommendations
 - Looking Ahead – Future Priorities/Goals
- IV. Facilitated Breakout Sessions
- V. Report Out and Wrap Up





Determining Alignment Fundamentals



Firsts: Understanding the Field

Multiple methodologies: ongoing data analysis, interviews, national and state assessments, focus groups, TA participant feedback, literature review. Work produced numerous firsts:

- First national assessment, "Workforce System RA Baseline Knowledge Assessment Report"
- First analysis of WIOA State Unified and Combined Plans for RA
- First framework for RA and WIOA alignment
- First analysis of national, state WIOA/RA co-enrollment data
- First landscape scan, analysis of Apprenticeship Networks across US
- First national report on WIOA Title I, II Partnerships, Pre-apprenticeship framework for adult IET programs
- First national Apprenticeship Training Representative (ATR)/Business Service Representative (BSR) training



Advancing Alignment: COE's Initiatives

Knowledge Assessment



WIOA State Plan Analysis



Key Components of Alignment



Data Sharing and Analysis

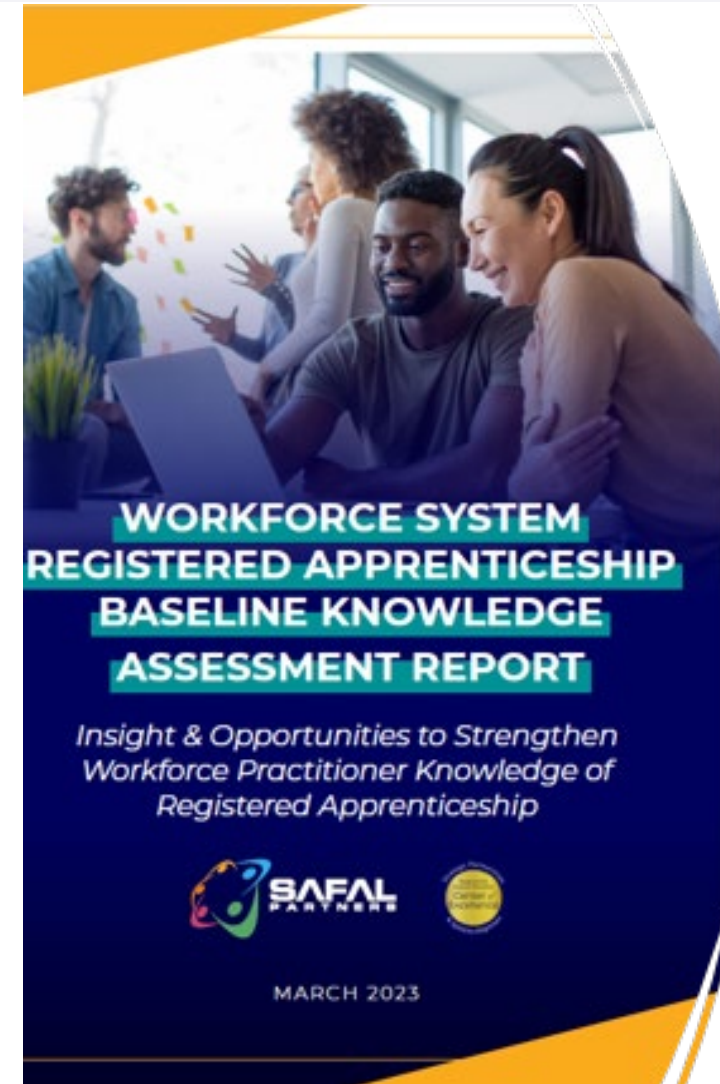


Baseline Knowledge – Rethinking Assumptions



NATIONAL ASSOCIATION OF
WORKFORCE DEVELOPMENT PROFESSIONALS
CONNECT, ADVANCE, INNOVATE

- RA knowledge is a leading indicator of workforce system alignment
- The degree to which an organization's leadership and/or staff has large RA knowledge gaps = degree of RA alignment and utilization in service delivery



Baseline Knowledge Assessment: Connecting Systems

51%	46%	46%	43%
DO NOT UNDERSTAND			
the role of USDOL OA or an SAA	how registered apprenticeship correlates with key WIOA performance measures	the relationship between their state or local Eligible Training Provider List (ETPL) and the related instruction (RI) component of registered apprenticeship	how their state or territory's Unified or Combined WIOA plan or local workforce board WIOA plan relates to Apprenticeship
"Very Little" = 38.88%	"Very Little" = 35.87%	"Very Little" = 34.48%	"Very Little" = 34.01%
"None" = 12.38%	"None" = 10.09%	"None" = 11.21%	"None" = 9.41%

Baseline Knowledge Assessment: RA 101

45%	41%	40%	38%	35%
DO NOT UNDERSTAND				
the responsibilities of an Apprenticeship program sponsor	the supervision requirements for apprentices in registered apprenticeship programs	what registered apprenticeship programs exist in their local area	related instruction (RI) requirements of Apprenticeship programming	the difference between registered apprenticeship and other work and learn models
"Very Little" = 36.21% "None" = 8.82%	"Very Little" = 31.13% "None" = 10.15%	"Very Little" = 33.02% "None" = 7.4%	"Very Little" = 30.81% "None" = 7.66%	"Very Little" = 28.07% "None" = 7.28%

Baseline Knowledge Assessment: Funding

44%

33%

DO NOT UNDERSTAND

what programs pay for the
components of registered
apprenticeship

how to use WIOA supportive
services to serve apprentices

"Very Little" = 36.73%

"None" = 6.99%

"Very Little" = 26%

"None" = 7.43%



Baseline Knowledge Assessment: RA Outreach

47%

42%

30%

DO NOT UNDERSTAND HOW TO

convene partners
locally

communicate
benefits of registered
apprenticeship
to employers

communicate the
benefits of registered
apprenticeship to
job seekers

"Very Little" = 37.46%

"None" = 9.18%

"Very Little" = 31%

"None" = 11.09%

"Very Little" = 24.22%

"None" = 6.08%

Contributors to Low WIOA Title I/RA Alignment

Multiple additional factors driving low incorporation of RA into WIOA service delivery including...

- Priority of meeting WIOA performance metrics – easier to meet with short-term training
- View of WIOA as "last dollar in" for RA given administrative burden vs. fewer restrictions with non-WIOA \$\$
- Few/no strategic relationships with RA system
- Very low understanding of Workforce System/WIOA on RA side
- Lack of easily accessible, system-focused, scalable training
- Separate data systems

The Significance of RA-Inclusive WIOA State Planning

- Increases RA incorporation into broader workforce goals
- Expands RA sponsors', apprentices', stakeholders' access to funding and resources
- Encourages RA-supportive policy development at the state and local level
- Prioritizes RA for WIOA service delivery to job seekers and employers
- Improves WIOA performance outcomes
- Increases likelihood of data sharing across systems



6 Indicators of RA Alignment in WIOA State Plans



- 1.State-Level RA Coordination Committee
- 2.Local RA Expertise
- 3.Federal RA Grant Engagement
- 4.RA Strategy in State Plan
- 5.Measurable RA Goals
- 6.State-Level RA Investment or Policy



Indicators of Alignment in 2024 WIOA State Plans



RA Alignment Indicator	# of States/Territories Meeting Indicator	% of States/Territories	% Change 2020-2024
1. State-Level RA Coordination Committee	14	21%	-12.5%
2. Local RA Expertise	22	33%	-8.3%
3. Federal RA Grant Engagement	47	71%	4.4%
4. RA Strategy in State Plan	36	55%	24.1%
5. Measurable RA Goals	9	14%	28.6%
6. State level RA Investment or Policy	33	50%	50%

Key Components of Workforce System Alignment with Registered Apprenticeship



Key Components of Workforce System Alignment with Registered Apprenticeship (RA)

The Significance of Data in Strengthening Alignment

Why Track, Use, and Share Data?

- Provides evidence, insights and accountability
- Drives strategic decision-making
- Informs resource allocation, improves efficiencies
- Assists in setting service delivery priorities



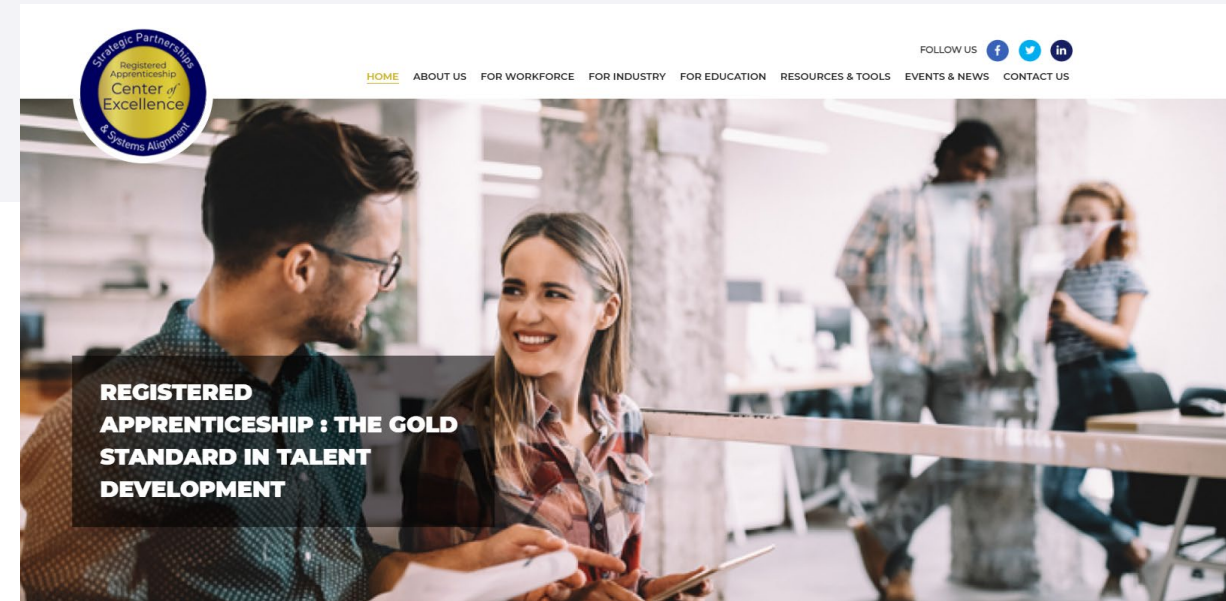
For Example – Data Shows Us....

- From 2020 to 20204, 37.5% growth in the # of states with 3 of the 6 RA alignment indicators in WIOA State Plan
- Current national WIOA Title I/RA co-enrollment rate = .6%

Sustaining Momentum

Center's web repository includes accessible, actionable tools:

- National ATR/BSR training
- WIOA State Planning webinars
- RA Guide for Chambers of Commerce
- Adult Education / IET Pre-Apprenticeship RA Framework
- Intermediary Assessment tool
- Tip Sheets on Working with Employers, Engaging Veterans, and more





Spotlight on State Teams





RA & Workforce Alignment: California



Presenters



Adele Burns

Chief
**Division of Apprenticeship
Standards**



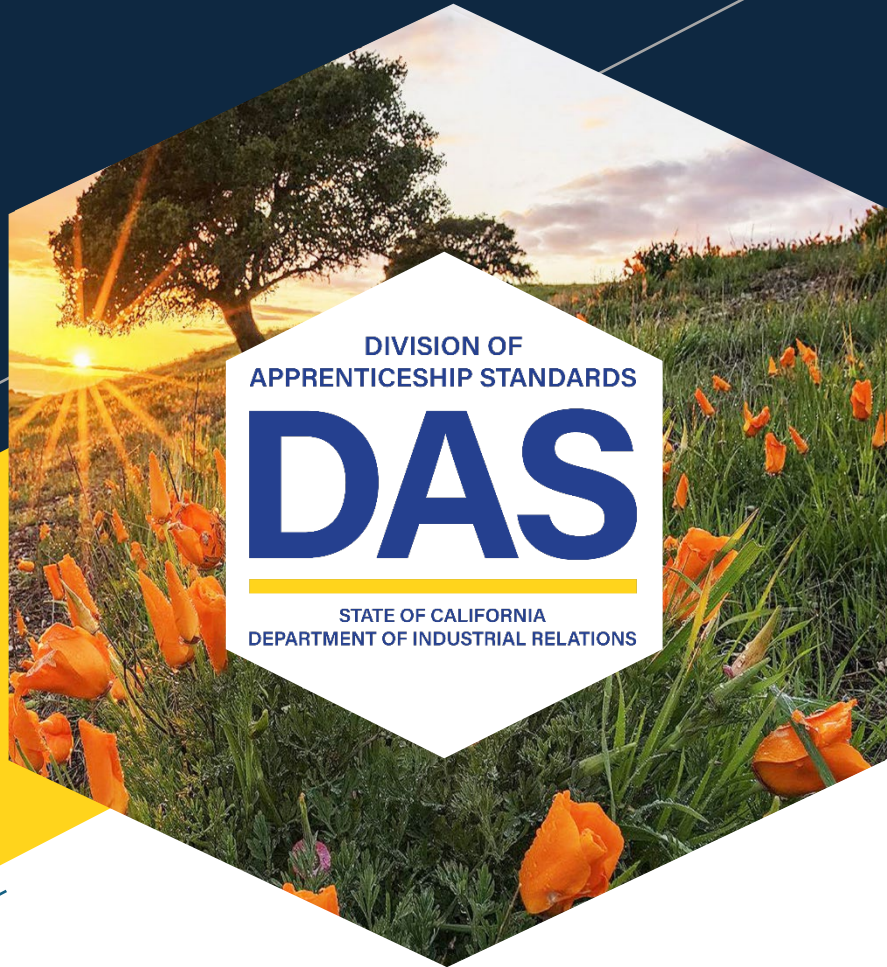
Chris Cagle

Director
Business Services &
Apprenticeship
**South Bay Workforce
Investment Board**



Jed Silver

Program Manager
**Workforce Development Board
of Contra Costa County**



WIOA and Apprenticeship Integration

CALIFORNIA
Reflections

CA Reflections

- Adele Burnes, Chief, Division of Apprenticeship Standards
- Chris Cagle, Director of Business Services & Apprenticeship, South Bay Workforce Investment Board (SBWIB)
- Jed Silver, Program Manager, Workforce Development Board of Contra Costa County

State Apprenticeship Expansion, Equity and Innovation Grant (SAEEI)

The SAEEI grants from USDOL were intended support states to achieve the following goals:

- Apprenticeship system expansion to support the development, modernization, and diversification of RAPs, particularly as a support for state reemployment and recovery efforts;
- Partnership and alignment to support workforce system alignment;
- Increasing the number of apprentices enrolled in RAPs, including from under-represented populations; and
- Innovation in apprenticeship expansion efforts to include program development and recruitment strategies.

DAS SAEEI Grant Overview

State Apprenticeship Expansion, Equity and Innovation Grant (SAEEI)

- DAS solicited proposals from Regional **Workforce Development Boards (WDB)** and **Apprenticeship Program Sponsors (APS)** to develop new apprenticeship programs or expand on existing apprenticeship programs that work to create opportunities for underserved communities.

Selected programs were required to work in collaboration with:

- Local Workforce Development Board (WDB)
- Employer/Organization/Industry Partner
- Local Education Agency (LEA)/Academic Partner
- Local/Regional Community Based Organizations (CBO)

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Applicants	Occupations	Region	Amount	Number of Apprentices Funded
Inland Empire Designing Equitable Apprenticeships (IEDEA)	IT & Cybersecurity, Health Care, Transit, Manufacturing, Civil Service	Inland Empire	\$1,824,000	380
Workforce Development Apprenticeship Program - Workforce Development Board Kern, Inyo & Mono	Workforce Development CWA	Central Valley, Bay Area, Los Angeles and Kern	\$640,000	133
South Bay WIB	Bio-Manufacturing, Healthcare, IT, Arts/Media/Entertainment, Energy/Climate	Los Angeles, Bay Area and Central Valley	\$2 Million	417
Statewide Expansion of Early Care & Education Registered Apprenticeship Programs (ECEPTS)	Early Childhood Education, Teachers, Home Visitor/Paraprofessional	Los Angeles, Bay Area and Central Valley	\$592,000	123
Jumpstart San Luis Obispo Partners	IT, Professional Services, Early Childhood Education, Advanced Manufacturing	Central Coast	\$2 million	380
P4E	EMT & Paramedic	Bay Area	\$240,000	50

2022 Awards

<https://www.dir.ca.gov/DAS/Grants/Grants.html>

- In 5 awards, the WDB was the primary recipient
 - IEDEA - in partnership with LAUNCH
 - WDAP – in partnership with CWA
 - SBWIB – Program Sponsor
 - SLO WDB – Partnered with SLO Partners
 - P4E – WDB of Contra Costa
- For 1 award, the awardee was the RAP and they partnered with the WDB
 - ECEPTS – Verdugo WDB

Reflections on WIOA and RAP

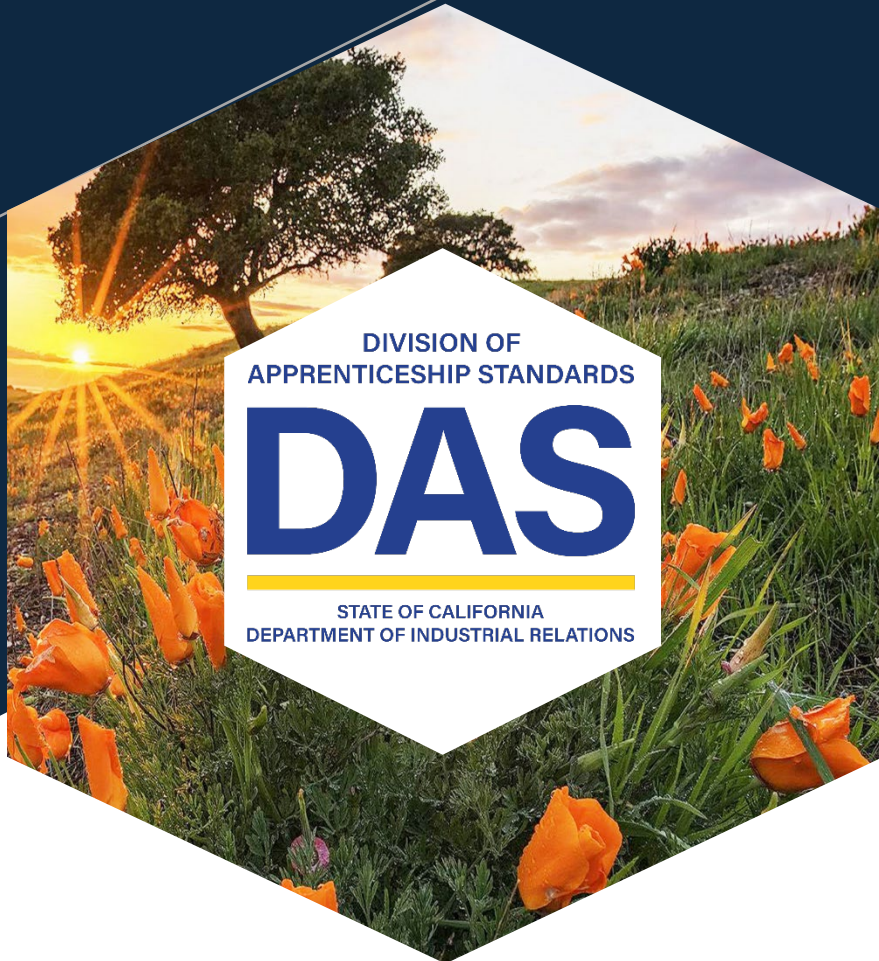
- Important to build pathways from WIOA services to RAP
- Should not necessarily be required for:
 - All apprentices to be registered with WIOA
 - WDB to be the primary apprenticeship program sponsor
 - WDB to be the exclusive fiscal entity for RAP funding
- Ideal role for WDB in apprenticeship:
 - Key sourcing pipeline for talent in need of the earn and learn pathway
 - Pre-Apprenticeship training to help build that pathway
 - Support services for WIOA eligible apprentices
 - Wage augmentation for WIOA eligible apprentices
 - Sourcing and supportive services for apprentices

Search Apprenticeship Programs

Identify Apprenticeship Program Partners

- DAS Apprenticeship Search: www.dir.ca.gov/das
- DOL Apprenticeship: www.apprenticeship.gov





Thank You



Apprenticeship and Workforce Innovation Unit



(916) 928-6800



DAS@dir.ca.gov



www.dir.ca.gov/das/



Exploring Apprenticeship Programs

A Pathway to Growth and Success

Chris Cagle, Director Business Services & Apprenticeship

South Bay Workforce Investment Board



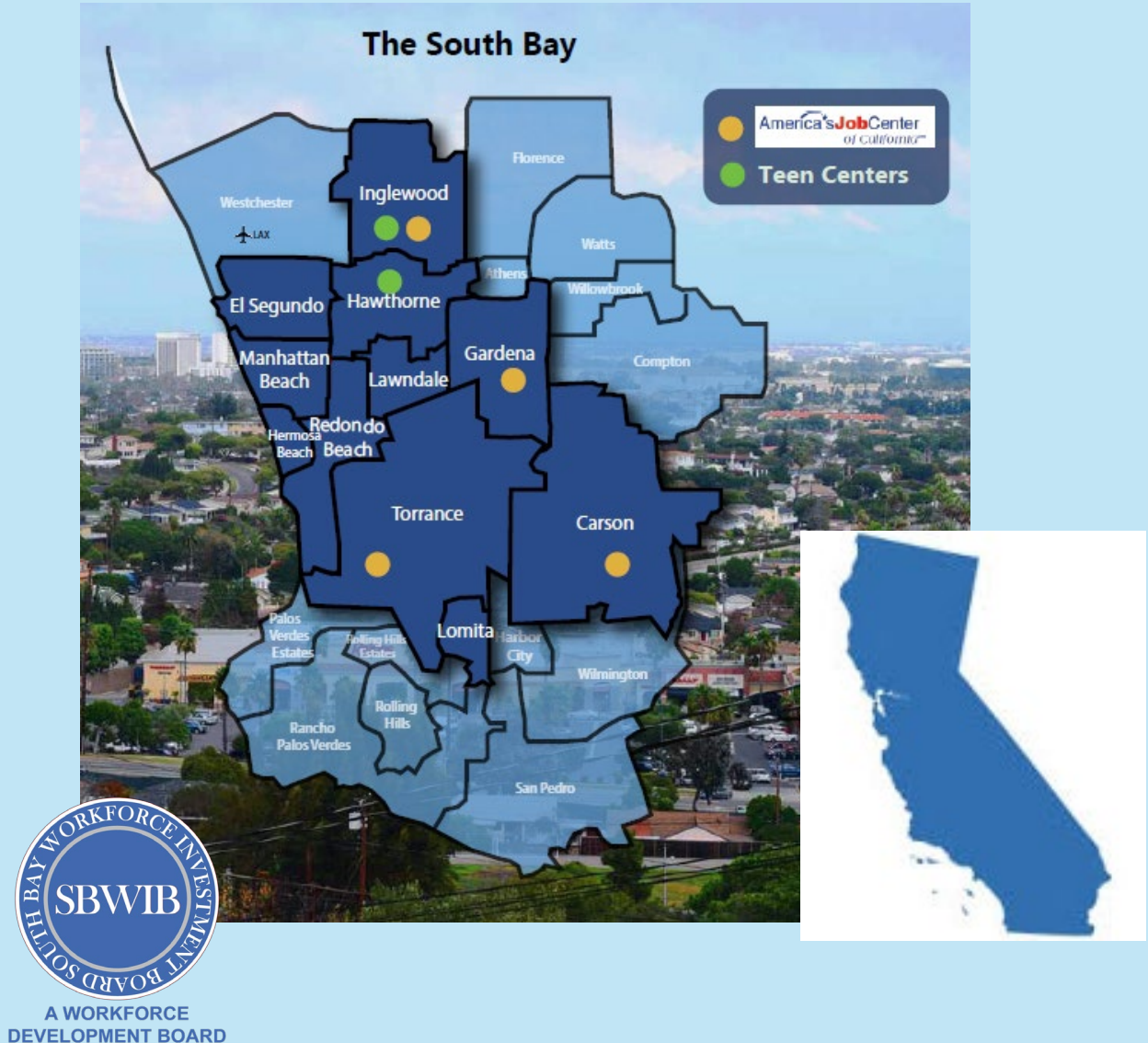
South Bay Workforce Investment Board

Service Area: 11 cities of South Bay, Los Angeles County, CA

Budget: \$35MM

Staff: 130 employees

Non-profit: allows flexibility to secure funding and go beyond service area and provide programming throughout California and the nation





SOUTH BAY WORKFORCE INVESTMENT BOARD

Putting people to work; helping business succeed.
Help Support our work to keep people employed.



AERO-FLEX

BIO FLEX

IT FLEX

SPACE-FLEX

Health Flex

Energy-Flex



APPRENTICESHIPS

Earn and learn training plan (non-traditional)

**On-the-Job
Training / Mentorship**
(min 2,000 hours)

**Classroom Education /
Related Instruction**
(min 144 hours)



Term
(min 1 year)



**National and State-
Recognized Credentials**



**Employment with
Wage Increase(s)**

Pre-Apprenticeship

Industry exposure and exploration

Three Learning Tracks

Registered or
Unregistered

Track I - Work Readiness Skills Training

Instruction and Coaching:

- Resume
- Job Application
- Interview Skills
- Employee Attributes

Track II - Related Technical Skills

- Students receive instruction specific to an occupation.
- Provided by the district or online courses provided by SBWIB

Track III - Work “Experience”

Examples:

- Job Site Field Trip
- Guest Speakers
- Job Shadow
- Internship

Short-term, closed ended, flexible design.

3 OPTIONS

Pre Apprenticeship for School Districts



Bio-FLEX Pre-Apprenticeship



Receive initial training and learn about the many local opportunities in the life sciences





High School Bio-Flex Graduate

Upon completing the following three tracks, participants will receive certificates of completion:

- **Track 1** - Work Readiness Skills
- **Track II** - Bioscience-Specific Technical Skills
- **Track III** - Employer-Driven Experience

• **Contact:** Diana Bell
Phone: (310) 970-7763
Email: dbell@sbwib.org
• **Visit:** www.sbwib.org/bioflex





Pre-Apprenticeship



BACHELOR 

PHD PROGRAMS 

UNDERGRADUATE 

CSUJH 

LifePathNetwork 

bioRxiv 

bioRxiv 

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Water-Flex

**Pre-Apprenticeship &
Registered Apprenticeship
Opportunities Available**

Jumpstart Your Career in Water Utilities!



Our Pre-Apprenticeship Program is your first step into a rewarding future in the water utility industry. This program opens the door to a stable, high-paying career with upward mobility. Work for local Water Districts with just a willingness to learn and grow!

Upon completing the following three tracks, participants will receive certificates of completion:

- **TRACK 1:** Worker Readiness Skills
- **TRACK 2:** Industry-Specific Technical Skills
- **TRACK 3:** Employer-Diverse Experience

Explore careers at water districts such as the Metropolitan Water District of Southern California, Water Replenishment District, Los Angeles County Sanitation Districts, and West Basin Municipal Water District

To get started, reach out to:
Piana Bell
Email: dbell@csbw.org
Phone: (310) 970-7763

This project received \$1,000,000 in the form of a total grant award from the Apprenticeship Building America grant, as implemented by the U.S. Department of Labor, Office of Apprenticeship, Training and Employment Development.

This program is provided by equal opportunity employers. Auxiliary aids and services are available upon request to individuals with disabilities by contacting us at 800-540-7833.

AERO-FLEX
PRE-APPRENTICESHIP

An Employer-Centric Earn and Learn Model for Engineering

Aero-Flex Pre-Apprenticeship

- Learn about exciting careers
- Content with top employers ready to hire
- Gain real world experience exploring career tracks
- Industry-requested technical credentials
- Continue to college, a registered apprenticeship, and/or employment

Employers

- Build your workforce pipeline of engineers
- Foster commitment to your needs
- Build a flexible, energetic workforce with common skill base
- A Nationwide Program

Aerospace Engineering Apprenticeship

- Gain hands-on training
- Get paid apprenticeship
- Obtain technical education in Aerospace Engineering
- Complete a baccalaureate degree
- Opportunity to graduate employed
- Access to a pool of candidates with work-readiness and entry-level technical skills
- Employer-defined training plan
- Career ladder to support training
- Scale program throughout the organization

Faster Than College!

Aero-Flex Employers & Partners:

HONEYWELL	GENERAL ATOMICS	LOCKHEED MARTIN	BELLFLOW	SAFRAN	RBC	ARMSTRONG	TENTEC
VERTEC	MORF3D	GE Aviation	BAE SYSTEMS	ERATANT	GEI	WESTERN	TRIMBLE
UNITED STATES OF AMERICA	NOVA	AMERICAN AIRCRAFT MANUFACTURING	BOEING	RAYSONIC	STAMP	AVIATION PARTS	AVIATION PARTS
UTAH STATE UNIVERSITY	UTEP	WEST	GOODYEAR	GOODYEAR	GOODYEAR	GOODYEAR	AMERICAN AIRCRAFT MANUFACTURING

Contact us: info@aeroflex.org | (310) 970-7760 • Visit: www.aeroflex.org/aeroflex

This project received 50.00% / 100% of its total cost from a grant awarded under the Apprenticeship Training America grant, as implemented by the U.S. Department of Labor's Employment and Training Administration.

Kearney staff and content are available upon request to individuals with disabilities by email at kenneth@kearney.com. Call 800-775-2002.

SPACE-FLEX

Pre-Apprenticeship &
Registered Apprenticeship
Equitable & Innovative
Training Opportunities





To get started today, contact us:
 South Bay Workforce Investment Board
www.sbwbi.org/apply-flex
 Email: info@sbwbi.org Phone: (310) 970-7700































This program received \$3,000,000 (8.2% of its total cost) from a grant awarded under the Apprenticeship Training America grant as implemented by the U.S. Department of Labor's Employment and Training Administration.

This program is provided by equal opportunity employers. Disability aids and services are available upon request to individuals with disabilities by call (310) 970-7700.

Sky-Flex



Pre-Apprenticeship & Registered Apprenticeship

Launch Your Future in Aviation!

Join the Sky-Flex Program and gain real-world training, industry-recognized credentials, and a clear pathway to a rewarding career in aviation.

Upon completing the following three tracks, participants will receive certificates of completion:

- **TRACK 1:** Work Readiness Skills
- **TRACK 2:** Industry-Specific Technical Skills
- **TRACK 3:** Employer-Driven Experience

To get started today, contact us:

Diana Bell
Email: dbell@slwbw.org
Phone: (310) 970-7763



This program is funded by \$1,000,000 of a grant from a grant awarded under the Apprenticeship Training America grant, as implemented by the U.S. Department of Labor Employment and Training Administration.

This program is provided by real opportunity employers. Availability and access are available upon request to individuals with disabilities by contacting the program at (310) 970-7763.

ARTS MEDIA & ENTERTAINMENT



**Pre-Apprenticeship & Registered Apprenticeship
Equitable & Innovative Training Opportunities**





















To get started today, contact us:
 South Bay Workforce Investment Board
www.sbwib.org AME-File
 Email: info@sbwb.org Phone: (310) 970-7720



AFCM LA Arts & Film Career Mentor

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CAREER PATHWAY APPRENTICESHIP PROGRAMS



Aero-Flex/Space-Flex SBWIB Registered Apprenticeships:

1. Aircraft Interior Design and Upholstery Assembler/Installer - A7
2. Optics Manufacturing Technician - A10
3. Electronic Assembler (aka Assembler, Installer, General) - A11
4. Facility Technician (aka Maintenance Repairer, Build) - A12
5. RF Assembler (aka Assembler, Installer, General) - A13
6. RF Technician (aka Industrial Manufacturing Technician) - A14
7. Aerospace Systems Assembler (aka Assembler, Installer, General) - A15
8. Aerospace Systems Technician (aka Industrial Manufacturing Technician) - A16
9. Facility Technician (Space/Aerospace) - A19
10. Industrial Machine System Technician - A20
11. Aerospace Manufacturing Engineer - A22

Bio-Flex SBWIB Registered Apprenticeships:

1. Production Technician (aka Bio-Manufacturing Technician)* - A1
2. Biomedical Equipment Technician (aka Biomedical Maintenance Technician)* - A2
3. Biomedical Equipment Technician (aka Biomedical Maintenance Technician) - A3
4. Inspector, Quality Assurance (aka Bio-Medical Quality Assurance Specialist) - A4
5. Bio-Production Technician (aka Bio-Manufacturing Technician) - A6
6. Bio-Medical Quality Technician (aka Microbiology Quality Control Tech) - A9

**Registered with DAS (Division of Apprenticeship Standards)*

Energy-Flex SBWIB Registered Apprenticeship:

1. Automotive Service Technician (aka Automotive Technician Specialist) - A17
2. Zero Waste Corps Member (aka Recycling and Reclamation Worker) - A21

Health-Flex SBWIB Registered Apprenticeships:

1. Certified Nursing Assistant (aka Nurse Assistant Certified)
2. Clinical Laboratory Scientist (aka Medical-Laboratory Technician) - A8
3. Substance Use Disorder Counselor (Certified Drug and Alcohol Counselor) - A18

IT-Flex SBWIB Registered Apprenticeship:

1. Cyber Intel Security Analyst (aka Cyber Security Support Technician) - A5

SBWIB Partners

ToolingU SME  **TOOLINGU** |  **sme**

1. Aerospace Engineer*
2. CNC Operator - Milling and Turning*
3. Industrial Engineering Technician (Aerospace Quality Assurance Technician)
4. Industrial Machine System Technician*
5. Tool and Die Maker
6. Aerospace Engineer

**Registered with DAS (Division of Apprenticeship Standards)*

West LA College



1. Dental Assistant (aka Dental Specialist)
2. Aircraft Structures Mechanic Assembler (aka Assembler, Installer, General)
3. Aircraft Airframe and Powerplant (A&P) Mechanic
4. Industrial Manufacturing Technician
5. Calibration Technician (aka Instrumentation Technician)
6. Early Childhood Educator
7. Pharmacy Technician

All registered with DAS (Division of Apprenticeship Standards)

El Camino College



1. CNC Operator – Milling and Turning (aka Aerospace CNC Machining Technician)
2. IT Lab Technician (aka Aerospace Electronics Technician)
3. Electromechanical Technician (aka Aerospace Electromechanical Technician)
4. Precision Machinist
5. Engine Operator (aka: Digital Video Editor)

All registered with DAS (Division of Apprenticeship Standards)

BRIC Foundation



**BRIC
FOUNDATION**

1. Animator
2. Game Designer
3. Visual Effects Artist
4. Tech Artist
5. Storyboard Artist
6. Concept Artist
7. Background Artist
8. Digital FX Artist
9. Production Manager

U.S. Department of Labor

Employment and Training Administration
200 Constitution Avenue, N.W.
Washington, D.C. 20210



May 2, 2025

Mr. Jan Vogel
Executive Director/Chief Executive Officer
South Bay Workforce Investment Board
11539 Hawthorne Blvd., Suite 500
Hawthorne, CA 90250

Dear Mr. Vogel:

Enclosed is your revised Appendix A, for your National Standards of Apprenticeship to include the following occupations:

1. Production Technician (Existing Title: Bio-Manufacturing Technician)
2. Biomedical Maintenance Technician (Existing Title: Biomedical Equipment Technician)
3. Biomedical Maintenance Technician (Existing Title: Biomedical Equipment Technician)
4. Bio-Medical Quality Assurance Specialist (Existing Title: Inspector, Quality Assurance)
5. Cyber Intel Security Analyst (Existing Title: Cyber Security Support Technician,
6. Bio-Production Technician (Existing Title: Bio-Manufacturing Technician)
7. Aircraft Interior Design and Upholstery Assembler/Installer (Existing Title: Industrial Sewing Machine Operator)
8. Clinical Laboratory Scientist (Existing Title: Medical-Laboratory Technician)
9. Bio-Medical Quality Technician (Existing Title: Microbiology Quality Control Tech)
10. Optics Manufacturing Technician (Existing Title: Optics Manufacturing Technician)
11. Electronic Assembler (Existing Title: Assembler, Installer, General)
12. Facility Technician (Existing Title: Maintenance Repairer, Build)
13. Rf Assembler (Existing Title: Assembler, Installer, General)
14. Rf Technician (Existing Title: Industrial Manufacturing Technician)
15. Aerospace Systems Assembler (Existing Title: Assembler, Installer, General)
16. Aerospace Systems Technician (Existing Title: Industrial Manufacturing Technician)
17. Automotive Service Technician (Existing Title: Automotive Technician Specialist)
18. Substance Use Disorder Counselor (Existing Title: Certified Drug And Alcohol Counselor)
19. Facility Technician (Existing Occupation Title: Maintenance Repairer, Build)
20. Industrial Machine System Technician
21. Zero Waste Corps Member (Existing Title: Recycling And Reclamation Worker)
22. Aerospace Manufacturing Engineer

The Office of Apprenticeship has found these National Standards of Apprenticeship to be in compliance with Title 29, Code of Federal Regulations parts 29 and 30.

We have enclosed a copy of the Appendix A to include this addition to your National Standards of Apprenticeship for your records.

We thank you for your efforts, and we value your commitment to the Registered Apprenticeship System.

Sincerely,

Douglas McPherson
DOUGLASS MCPHERSON
Acting Director
Division of Standards and Quality
Office of Apprenticeship

SBWIB - National Apprenticeship Occupations

1. Production Technician (Existing Title: Bio-Manufacturing Technician)
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5. Cyber Intel Security Analyst (Existing Title: Cyber Security Support Technician,
6. Bio-Production Technician (Existing Title: Bio-Manufacturing Technician)
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20. Industrial Machine System Technician
21. Zero Waste Corps Member (Existing Title: Recycling And Reclamation Worker)
22. Aerospace Manufacturing Engineer

SBWIB - DAS

Apprenticeship Occupations

- Bio Medical Quality Technician
- Aircraft Interior Design & Upholstery Assembler
- Certified Nursing Assistant
- Optics Manufacturing Technician
- Bio Medical Quality Assurance Specialist
- Bio Medical Quality Assurance Specialist
- Aerospace Systems Assembler
- Aerospace Systems Technician



Partner, Sponsor, and Employer Offerings



El Camino College

- Markets to students to gain interest
- Collects applications/resumes and pre-screens
- Funding to NG for each enrollment into an apprenticeship (\$1,000 per student)
- 2-degree credits for students who complete pre-apprenticeship



South Bay Workforce Initiative / Aero-Flex

Employer Offerings:

- Assistance with program design and customization
- Marketing materials
- Participant tracking
- Funding to NG when enrolled in OTJ Training (\$5,000 per student)

Student Offerings:

- Stipend after completion (\$500)
- Certificate of Completion
- Industry association membership (SME)
- Industry-recognized, stackable credentials



Northrop Grumman

- Provides 1 instructor and 1 assistant
- Floorspace & materials
- 8 weeks of OJT - hands on manufacturing projects, tours, guest speakers and interactions with engineers
- Potential job offer to students who complete pre-apprenticeship

Apprenticeship Providers

Are automatically eligible for the CA ETPL

Enrollments/graduates are not required for initial program approval

Continued Eligibility is not required

Local Areas cannot Manage in CalJOBS

Pre-Apprenticeship Programs

Do not have to be on the ETPL to receive WIOA Funds

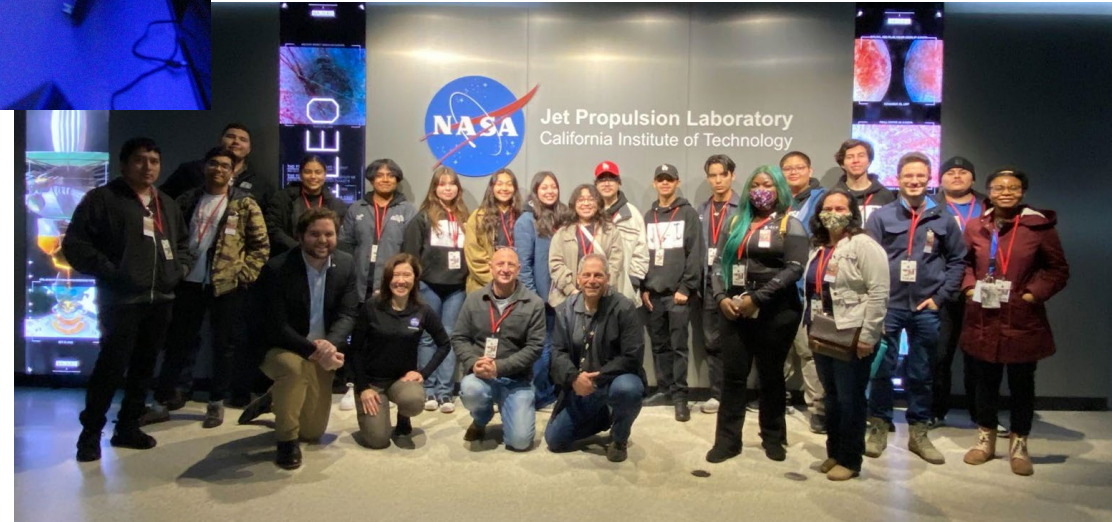
Must meet the application criteria listed in the application for their organization structure

Must award an industry-recognized credential or certificate

Must also submit an MOU between their pre-apprenticeship programs and a DAS or DOL registered apprenticeship program

DOL or DAS approved standards for the apprenticeship program must be submitted

Youth Tour of Jet Propulsion Laboratory - Pasadena, California





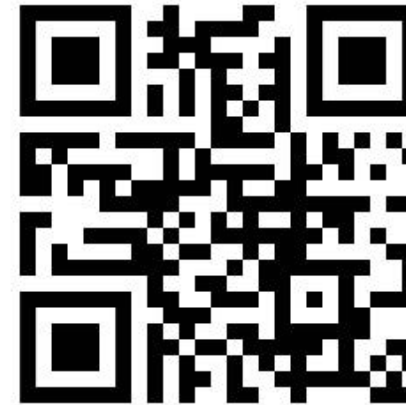
What is an employer-centric model?

- Flexibility
- Scalability
- Minimal changes to internal infrastructure
- Little to no cost
- Address needed soft skills
- Move at the speed of business

Regional Apprenticeship Networks

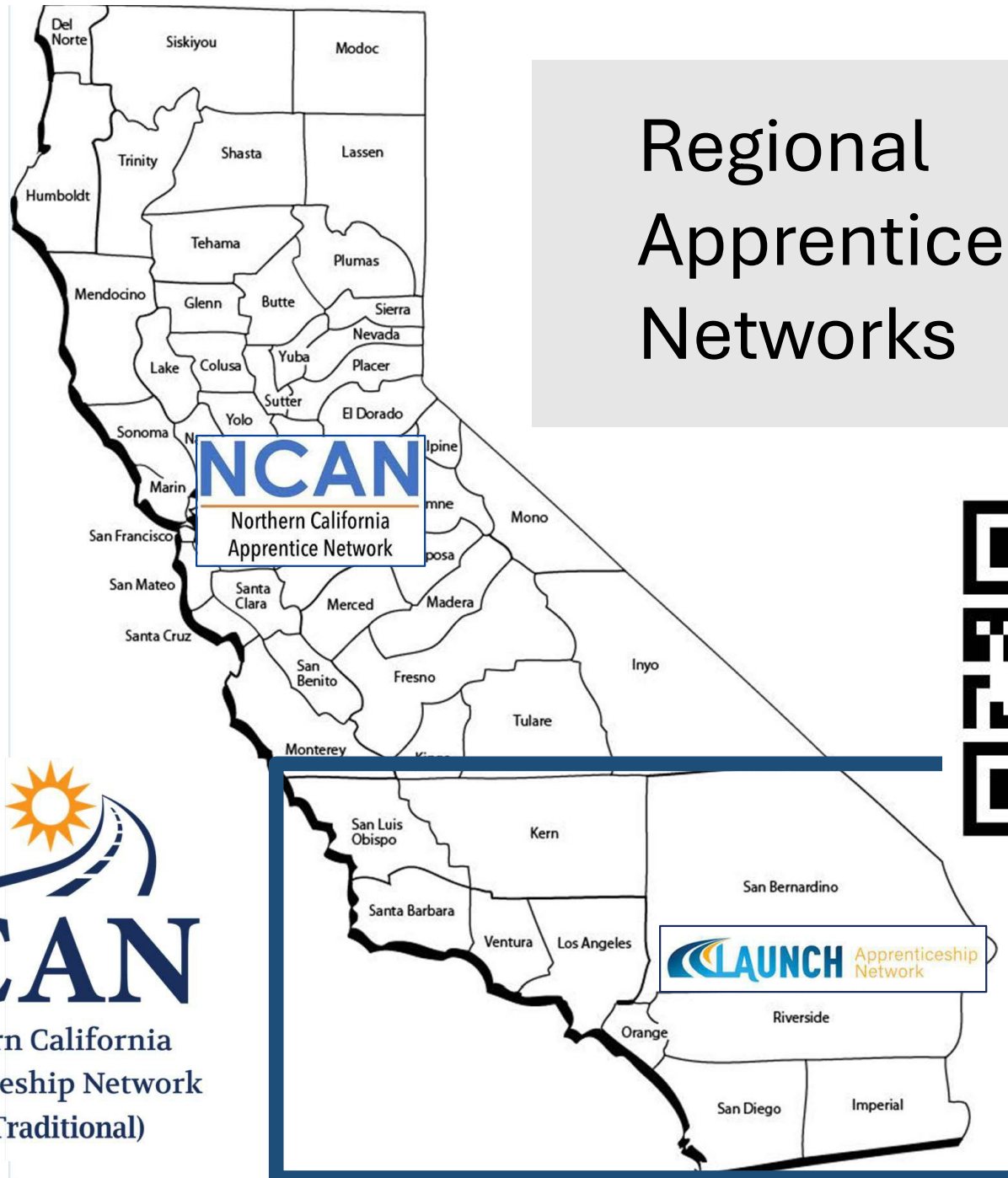
Counties Serving:

- o Los Angeles
- o Orange
- o San Bernardino
- o Riverside
- o San Diego
- o Imperial
- o Ventura
- o Kern
- o San Luis Obispo
- o Santa Barbara



To learn more, contact us at:

scan@sbwib.org



THANKYOU!



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America's **JobCenter**
of California™

Chris Cagle

Director of Business Services & Apprenticeship

South Bay Workforce Investment Board

11539 Hawthorne Blvd., Suite 500

Hawthorne, CA 90250

(310) 970-7724

310-213-5182 cell

ccagle@sbwib.org

www.sbwib.org



Workforce
Development Board
Contra Costa County

Bay
Area
Health
Workforce
Partnership

Paramedics 4 Equity (P4E) Program Update

JED SILVER,
PROGRAM MANAGER - WDBCCC

BACKGROUND

- BAHWP as Sectoral Lead
- AMR asks for help qualifying local talent

EMT pilot launched / The model we came to believe in

- Targeted Recruitment
- Financial & Academic Support
- Direct Job Placement
- Braided & Leveraged Funds
- Entry-level to Advancement



THE EMT MODEL

- Targeted Recruitment
- Financial & Academic Support
- Direct Job Placement
- Braided & Leveraged Funds
- Entry-level to Advancement





Workforce
Development Board
Contra Costa County

Bay
Area
Health
Workforce
Partnership

PARAMEDIC EXPANSION

- Understanding career advancement for EMT's
- Changing the dynamic for working EMT's
- Encouraged by DAS Chief Eric Rood to apply for SAEEL
- WDB secured ETP funds to leverage for training





IMPLEMENTATION

Goals (current)

- Register program with DOL/DAS (both complete)
- 50 apprentices w/ 3-month retention (73 at closeout)

Challenges

- Expanded reporting / strict performance for pay





RA & Workforce Alignment: Idaho



Presenters



Matthew Thomsen

Workforce Engagement
Director
**Idaho Workforce
Development Council**



Elsa Guillen

Program Supervisor
**Idaho Department of
Labor**

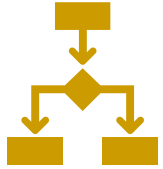


Morgan Galway

Workforce Development
Program Specialist
**Idaho Department of
Labor**



Overview of State Workforce & RA Systems



Idaho Apprenticeship Expansion

Idaho is an OA state



Funding Alignment

Personnel and expansion
funding to support
apprenticeships comes
from both state and
federal funding



WIOA Integration

WIOA alignment is
currently in process

Key Alignment Practices

Idaho Apprenticeship Expansion

- **2016 - 2024**
- **\$10 million** in federal funding
- Supported by:
 - **5 state agencies**
 - **2 non-profits**

Roles Identification and Coordination

- **Apprenticeship Idaho Coalition**
- Formed in **2020**
- **Goal:** Align state resources and funding to expand apprenticeships

Milestone

- **Fall 2024:** Coalition positioned under the Idaho Workforce Development Council's Work-Based Learning Committee
- **Fall 2024:** First annual report published
- **Early 2025:** Strategic plan adopted



Idaho Apprenticeship Funding Committee

Outcomes/Successes

- 8+ Agencies that are part of the committee
- Convene to discuss funding streams
- Best Practices
- Braiding of Funding / No Overlap

WIOA Integration

Successes

American Job Center statewide Coordination (6 Location in Idaho)

- Focus on core WIOA program services: Adult, Dislocated Worker, and Youth
- Monthly partner meetings

Promote holistic support

- education, training, career services, and wraparound supports

Braiding and aligned case management

- Example pathway: Work Experience → Pre-Apprenticeship → Registered Apprenticeship

Leverage Subject Matter Experts

- Identify key SME's to support RA case management and assist local staff

Aligning for Success



Outcomes/Successes

Apprenticeship Idaho Partner Success

- **80%** youth apprenticeship completion rate
- **65%** completion rate for full-program apprentices (FY25)
- **3,000+** apprentices statewide (more than double since 2016)
- **1,900+** apprentices enrolled in FY25

Challenges & Recommendations

Challenges

- Growing number of partners engaged in apprenticeship efforts
- Limited and inconsistent funding
- Duplication of funding sources and efforts
- Challenges with consistent data collection and reporting
- Limited access and opportunities in rural communities
- Policy and regulatory barriers
- Low public awareness and understanding of apprenticeships



Recommendations

- **Expand coordinated partnerships** to align apprenticeship efforts across industries.
- **Increase and stabilize funding** through diversified state, federal, and private sources.
- **Streamline funding processes** to reduce duplication and overlap.
- **Develop a centralized data system** to improve collection and reporting.
- **Invest in rural outreach** and delivery models to expand access.
- **Address policy gaps** and barriers through targeted reform.
- **Launch awareness campaigns** to promote apprenticeship opportunities statewide.



Strategic Goals

Apprenticeship Idaho Coalition Strategic Plan

- **Accessibility of Apprenticeships (Goal 1):** Expand apprenticeships across Idaho to ensure apprenticeship opportunities are accessible to all Idahoans, including those in rural areas.
- **Barriers and Policy Challenges (Goal 2):** Develop and implement policy recommendations that support apprenticeship access and outcomes for all Idahoans.
- **Supportive Services (Goal 3):** Provide apprentices with comprehensive support to overcome barriers to participation and success.
- **Data Utilization (Goal 4):** Utilize data to drive decision-making, track progress, and measure program outcomes.
- **Funding (Goal 5):** Expand funding opportunities to support apprentices, employers, and partner sustainability.
- **Awareness of Programs and Resources (Goal 6):** Increase awareness and visibility of apprenticeship programs among employers, potential apprentices, and the general public.



Contact Us

Matthew Thomsen

Workforce Engagement
Director – Idaho Workforce
Development Council

Matthew.Thomsen@WDC.Idaho.Gov

Elsa Guillen

Program Supervisor - Idaho
Department of Labor

Elsa.Guillen@Labor.Idaho.Gov

Morgan Galway

Workforce Development
Program Specialist - Idaho
Department of Labor

Morgan.Galway@Labor.Idaho.Gov





RA & Workforce Alignment: Arizona



Presenters



Joann Bueno, PHR

State Apprenticeship
Program Director
**Arizona Department of
Economic Security**



Deb Furlong

Business and Workforce
Operations Manager
City of Phoenix



Overview of State Workforce & RA Systems



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Key Alignment Practices

Employers

- Strategic Business Service Model
- Demand-Driven Sector Partnerships
- Work-Based Learning (Registered Apprenticeship)
- Talent Pipeline Development
- Inclusive Hiring & Retention Support

Job Seeker

- Integrated Access
- Career Pathways & Training
- Supportive Services that Reduce Barriers to Employment
- Work-Based Learning Opportunities
- Shared Case Management & Data Systems

Workforce / Education Partners

- Shared Planning & Governance
- Coordinated Career Pathways
- Work-Based Learning Partnerships
- Joint Outreach & Engagement
- Resource Leveraging & Funding Alignment
- Professional Development & Capacity Building



Aligning for Success



Outcomes/Successes

- Driven steady growth in the number of registered apprenticeships and active apprentices
- Achieved full integration of Registered Apprenticeship (RA) into the workforce system
- Creation of RA pathways in non-traditional industries such as semiconductors and education (K-12 Teacher RA)
- Maricopa County - leads nation in WIOA supported Registered Apprentices
- Established LWDB sponsorship of RA programs
- Strengthened regional collaboration among counties/LWDAs (CARAC)
- Aligned RA growth with local area strategic plans
- Expanded participation of underrepresented populations in RA



Challenges & Recommendations

Challenges

- Lack of Employer Engagement
- Local Area Capacity
- Funding
- Education Limitations



Recommendations

- Further communication, comprehensive support
- Support with LOS , grant writing

Looking Ahead



Future Priorities Goals Objectives

- More registered apprentices
- Increased engagement
- Grant opportunities
- Increased alignment
- Critical role in locates.
- Policies and legislation supporting growth and expansion of Registered Apprenticeship throughout the state
- More years - 100 years of AZ Apprenticeship in 2041



Contact Us

Joann Bueno, PHR

Arizona Apprenticeship Office
Arizona Department of
Economic Security

JBueno@AZDES.gov

Deb Furlong

City of Phoenix,
Community & Economic
Development

Deb.Furlong@Phoenix.gov



Take a Break

(2:40pm ET-3:00pm ET)





Facilitated Breakout Sessions



Facilitated Breakout Sessions



- You will be assigned a breakout room for a 30-minute discussion
- Each room will have a state team rep and facilitator to help ensure the conversation is engaging.
- This is your time to ask questions, learn from your peers, and expand your apprenticeship network—take advantage of this opportunity!

Breakout Room	Safal Facilitator
#1	Melissa Schroeder
#2	Alan Dodkowitz



Break-Out Room Report-Outs



What's Next



Identify your state's opportunities to enhance alignment

Share today's insights with your teams and partners

Explore Resources [Apprenticeship.gov](https://www.apprenticeship.gov) & [Safal Partners](https://safalpartners.org)

- Stay Connected
- Share strategies and tools



THANK YOU FOR JOINING US

Email us your questions at RA_COE@SafalPartners.com

For more information, visit: dolcoe.safalapps.com

