

System Building to Scale Apprenticeship



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Presenters



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Welcome and Agenda

- Center of Excellence Overview
- Findings from Safal's Analysis
- Safal's Work to Build to Scale
- Examples from the Field
- What You Can Do
- Questions and Discussion



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](#)



Online Resources, On-Demand TA



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.

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

Registered Apprenticeship Partner Profile Questionnaire



REGISTERED APPRENTICESHIP (RA) PARTNER PROFILE QUESTIONNAIRE

This questionnaire is intended to help you build a network in your area around Registered Apprenticeship (RA). With the information gathered here, your board should be better able to engage with and convene RA stakeholders to expand RA program opportunities. It is designed to be used in conjunction with the USDOL RA TA Center of Excellence "Workforce Board Guide to Identifying Pre-Apprenticeship and Apprenticeship Partners" publication. This publication and more information on the Center can be found online at dolcoe.safalapps.com.

Organization Name:

Website:

Organization Type:



Findings from the Field



Firsts: 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 US



Rethinking Assumptions

Workforce system stakeholders aren't as engaged in or strategically planning for RA incorporation 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 RA 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 in 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



2020 State WIOA Plan RA Leaders

While no state or territory had all seven indicators of RA alignment in their Unified or Combined Plan, 15 had four or more indicators

Six (6) Indicators

Pennsylvania
Texas

Five (5) Indicators

Arizona
Illinois
Iowa
Kentucky
Nevada
New Mexico
Oklahoma

Four (4) Indicators

Alaska
Arkansas
Connecticut
Florida
Idaho
Kansas
Maine
Missouri
New York
Wisconsin

US Territories:

- American Samoa
- District of Columbia
- Guam



Low Utilization Due to Several Factors

Workforce boards, Title I providers cited:

- Other state and local priorities
- Lack of RA knowledge
- Few/no strategic relationships with RA system
- Priority of meeting WIOA performance metrics
- View of WIOA as "last dollar in" for RA given administrative burden vs. fewer restrictions with non-WIOA \$\$
- Lack of consistent, accessible, modularized training – i.e. Workforce System not a catalog on the RA Academy
- Separate data systems
- LWDBs don't see themselves as "conveners" of local industry



Knowledge Gap: 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%



Knowledge Gap: How RA Works

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%



Knowledge Gap: Funding

44%	33%
DO NOT UNDERSTAND	
what programs pay for the components of registered apprenticeship	how to use WIOA supportive services to serve apprentices
<i>"Very Little"</i> = 36.73% <i>"None"</i> = 6.99%	<i>"Very Little"</i> = 26% <i>"None"</i> = 7.43%



Knowledge Gap: Communication

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
<i>"Very Little"</i> = 37.46% <i>"None"</i> = 9.18%	<i>"Very Little"</i> = 31% <i>"None"</i> = 11.09%	<i>"Very Little"</i> = 24.22% <i>"None"</i> = 6.08%



The Center's Work



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 incorporation
- 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**



Examples from the Field



Examples

- **Howard County Community College:** State board and local economic development authority provides funding to the college to offer IT apprenticeships to local students.
- **Indiana Office of Work-Based Learning and Apprenticeship**
 - Through efforts of the state, OWBLA aligned credits with CTE and community college partner, Ivy Tech, to build a pathway for apprentices to complete with an associate's degree.
- **College of the Canyons and South Bay WIB-** Local board received a \$12 million Federal grant and worked with the College of the Canyons to deliver services to over 5,000 apprentices and pre-apprentices.



Take-Aways



Create Connections with State, Local WDBs

- Most RA sponsors, participating employers have NO relationships with or awareness of WDBs – not accessing services, funding, or resources.

Educate Partners on WDBs:

- Sector strategies: priority occupations and key industries
- WIOA and non-WIOA funding
- Policies on OJT contracts, which WIOA and non-WIOA funding "buckets" and services they will apply to RA
- Funding levels, fiscal year cycle and how quickly they anticipate spending funds
- Supportive services offered and how that maps to your program's needs
- Candidate pool – IS and OS Youth Programs
- ETPL program registration process



Engage Chambers of Commerce

Chambers of Commerce can play a key role in building a stronger RA system by:

- Increasing industry awareness of RA
- Connecting RA sponsors, RTI providers, RA system staff to local businesses and employer groups
- Creating pathway for WDB jobseekers to member RA programs



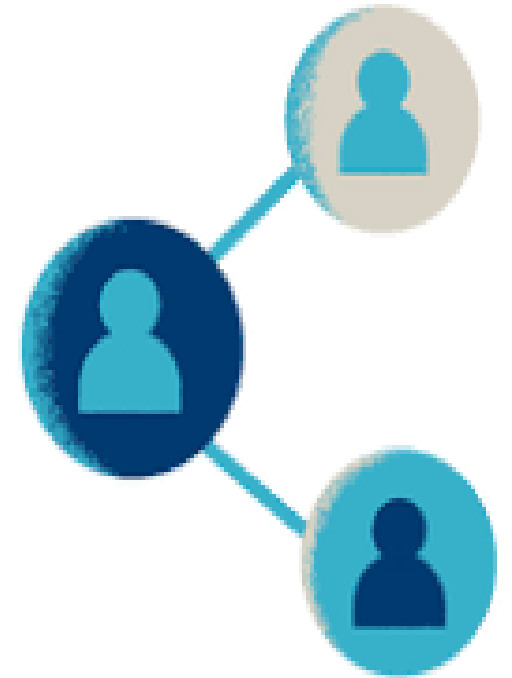
Partner with Secondary, Post-Secondary Ed

- Deepen connections with local high schools, community colleges, career and technical education providers, and four-year school to establish a stronger RA programs.
- At the high school level, work to develop programs for juniors or seniors eligible to apply for paid on-the-job training experience with an employer while receiving RTI at school.
- At the secondary level, build programs that embed industry credentials in RTI curriculum and oftentimes leads to the award of industry-recognized credentials.



Participate in Apprenticeship Networks

- Apprenticeship networks serve as a platform for organizations to come together, build awareness, and share best practices to expand professional advancement through apprenticeship programs. Safal has worked to identify two primary types of networks:
 - **Private-Sector Networks:** Based out of consortia of businesses, local chambers of commerce, and other business groups. They seek to build a network for businesses to connect and advance apprenticeship.
 - **Public-Sector Networks:** Based out of local workforce systems, they view the alignment of registered apprenticeship and workforce development as crucial. Also serve as conveners of those in the apprenticeship ecosystem, bringing together the workforce system, employers, RI providers, and other different partners.



Questions and Discussion



Contact Us, Become a Partner

- ✓ **Receive** no-cost expert TA, materials, and assistance
- ✓ **Network** with potential partners nationwide
- ✓ **Be** nationally recognized for your work

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Thank You for Joining Us

Email us your questions at RA_COE@SafalPartners.com

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