

# *Industry and Workforce* Understanding Registered Apprenticeship as a Business Services Opportunity



Session I  
April 23, 2024

# 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](#)



# Agenda

- Welcome and Introduction
- How Registered Apprenticeship is structured and works in concert with the workforce system
- Recent RA system initiatives, funding opportunities, and partners
- WIOA funding and RA
- How to speak to employers about RA
- Q&A



# Poll #1

What is your role in the workforce system?

- Business Service Representative (BSR)
- Workforce staff that has some BSR responsibility
- Workforce Manager/Administrator
- Local Veterans Employment Representative (LVER)
- Other





# Introduction: RA as a Critical Workforce Development Tool



## **Michael Qualter**

Deputy Administrator  
Office of Apprenticeship  
U.S. Department of Labor



# Registered Apprenticeship Basics



## Jeff Smith

Workforce Liaison / Program Analyst

Office of Apprenticeship  
U.S Department of Labor



# ABOUT US

## FY 2023 FAST FACTS

**886K+**

Apprentices served

**25K+**

Active apprenticeship  
programs

**7,454**

New apprenticeship  
programs since 2021

**85%**

Growth of new apprentices  
over the past decade



## OUR MISSION

The **U.S. Department of Labor's Office of Apprenticeship** promotes and oversees quality, accessible Registered Apprenticeship opportunities for workers seeking higher-skilled, higher-paying jobs and engages employers seeking to build a qualified workforce.

Learn more at our [About Us fact sheet](#)



# Core Components of Registered Apprenticeship

## Industry Led

Programs are industry-vetted and approved to ensure alignment with industry standards and apprentices are trained for highly skilled, high-demand occupations.

## Paid Job

Apprenticeships are jobs! Apprentices earn progressive wage increases as their skills and productivity increase.

## Structured On-the-Job Learning/Mentorship

Programs provide structured on-the-job training to prepare for a successful career, which includes instruction from an experienced mentor.

## Supplemental Education

Apprentices are provided supplemental classroom education based on the employers' unique training needs to ensure quality and success.

## Quality and Safety

Apprentices are afforded worker protections while receiving rigorous training to equip them with the skills they need to succeed and the proper training and supervision they need to be safe.

## Credentials

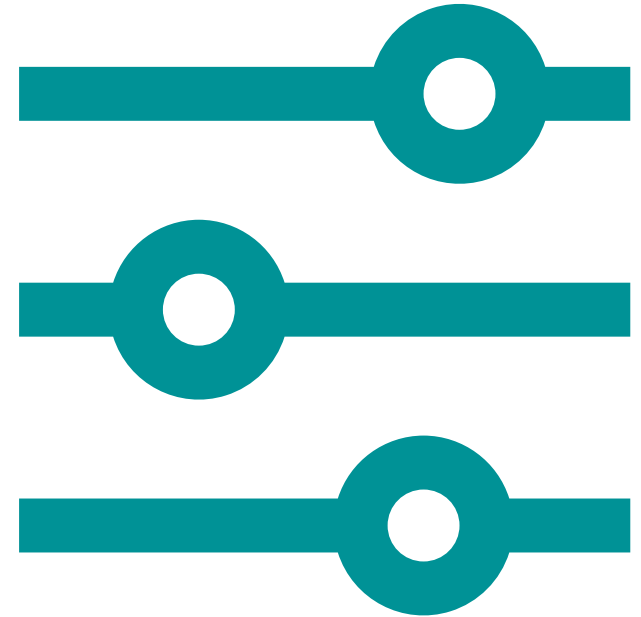
Apprentices earn a portable, nationally-recognized credential within their industry.





# Types of Registered Apprenticeship

- Time-based, competency-based, or hybrid
- Some programs are managed by a joint apprenticeship training committee
- Individual or group sponsorship



# 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**

# Growing Apprenticeship

SUCCESSFUL  
ENGAGEMENT WITH  
MAJOR EMPLOYERS  
TO GROW  
APPRENTICESHIP



ZURICH



ALCOA

SIEMENS



Mercedes-Benz

SCHAEFFLER



APPRENTICESHIPUSA™  
★★★



# Program Registration

- State-registered programs (SAA states)
- Federally registered programs
- National programs: multi-state, national programs



# What Do Apprenticeship Standards Look Like?

- An occupation and O\*NET code, identification of apprenticeship type, program length
- Sponsor responsibilities (such as record-keeping, health and safety)
- Apprentice qualifications, selection procedures, wage progression
- Work process schedule (on-the-job learning)
- Related instruction outline (144 hours per 2,000 OJT hours)





# Benefits of Apprenticeship – Business Case



## **Skilled Workforce**

Recruit and develop a highly-skilled workforce



## **Improved Productivity**

Improve profitability and positive impact to your bottom line



## **Reduced Turnover**

Minimize cost with reduced turnover and liability



## **Customizable Training**

Create flexible training options that ensure workers develop the right skills



## **Retain Workers**

94% of apprentices continue employment after completing an apprenticeship



# RA and WIOA Business Services

*Apprenticeship  
is an  
important  
option for  
business  
partners  
receiving  
WIOA services.*

- BSRs are ideally situated to help companies understand all their options, including Registered Apprenticeship
- Companies partnering on WIOA services will likely be interested in apprenticeship as an important option
- Employer partners are looking to minimize the number of different contacts, meetings, and reports
- Workforce and apprenticeship systems can benefit each other



# Recent RA System Initiatives and Funding Opportunities

- TEN 23-23: Quality Pre-Apprenticeship Programs
- Notice of proposed rulemaking to enhance the National Apprenticeship System
- Building Pathways to Infrastructure Jobs grant
- Apprenticeship Building America
- State Apprenticeship Expansion grants



# Partners and Resources

- Industry Intermediaries for Registered Apprenticeship
- Apprenticeship Ambassadors
- Apprenticeship Trailblazers
- Youth Apprenticeship Week
- Advanced Manufacturing Sprint



# APPRENTICESHIP FUNDING

## – ACCESSING RESOURCES

For more information, check out the [Industry Intermediary fact sheet on Apprenticeship.gov](#)



**Registered Apprenticeship Industry Intermediaries:** Through a partnership with DOL, these **20 industry intermediaries** offer expertise to help employers and labor organizations successfully launch, promote, and expand RA programs in growing industries.



Healthcare



Healthcare & Healthcare Information Technology



Healthcare, Public Service, & Healthcare Information Technology



Information Technology



Information Technology



Information Technology



Care Economy



Supply Chain Automation



Cybersecurity



Transportation, Distribution, & Logistics



Supply Chain (Nanotechnology & Semiconductors)



Supply Chain (Advanced Manufacturing)



Clean Energy



Hospitality



Advanced Manufacturing



Early Childhood Education



Education



Construction



Telecommunications



Early Childhood Education

APPRENTICESHIPUSA



# APPRENTICESHIP AMBASSADOR INITIATIVE

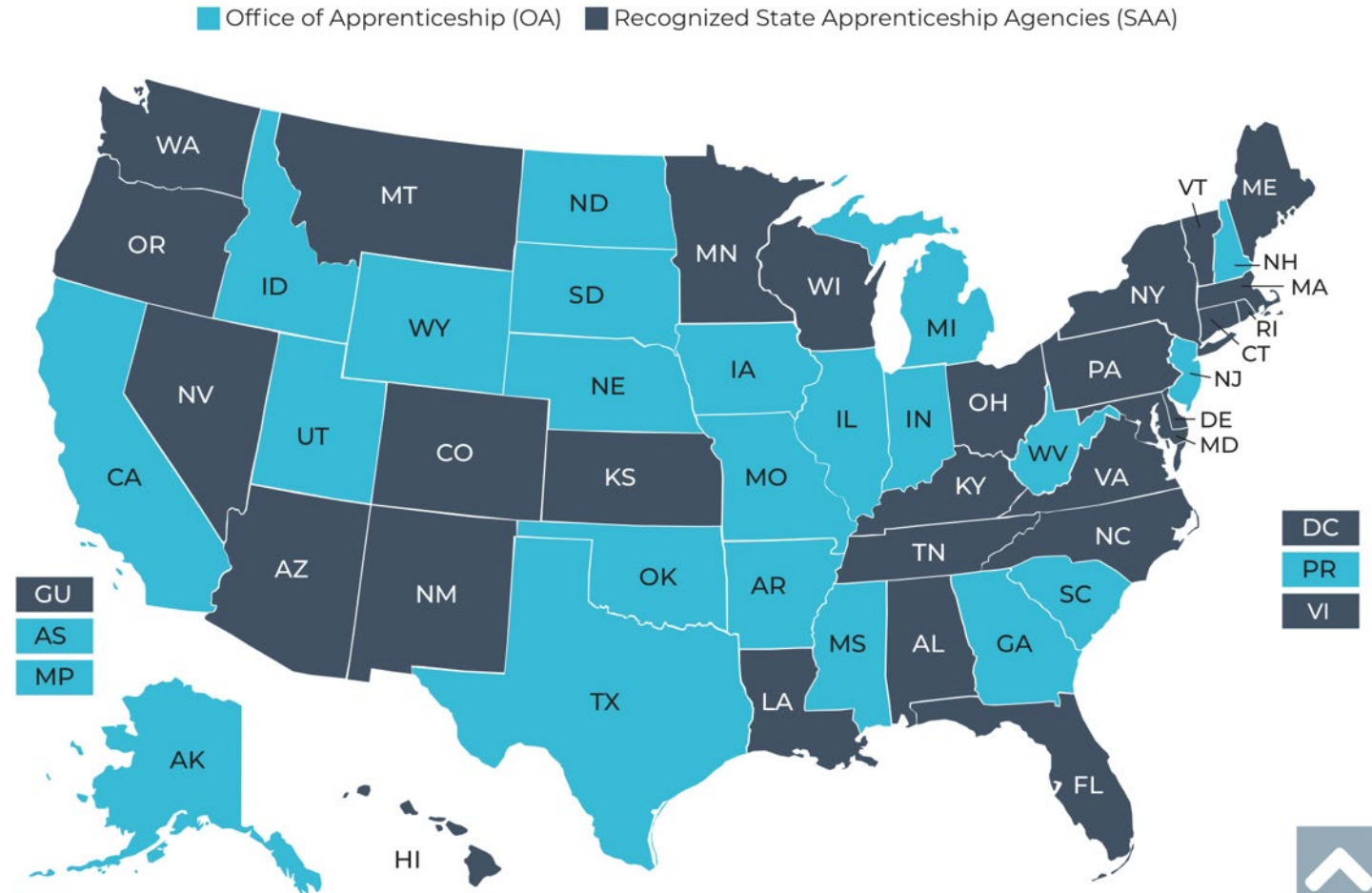


- The **Apprenticeship Ambassador Initiative** creates a national network of employers, labor organizations, industry associations, program sponsors, educators, workforce intermediaries, apprentices, community-based organizations, and other stakeholders to serve as **champions for expanding Registered Apprenticeship**.
- For more information check out the [Apprenticeship Ambassador page](#) on Apprenticeship.gov



# The Apprenticeship System

- 25 states and territories are Office of Apprenticeship (OA) states
- 32 states and territories have state apprenticeship agencies (SAA)





# Apprentice Trailblazer Initiative

The **Apprentice Trailblazer Initiative** is designed to create a national network of apprentices and apprenticeship graduates of all ages and backgrounds to feature their stories and hear their perspectives, show how Registered Apprenticeships increase opportunities, and bring awareness to other career seekers who may be interested in becoming apprentices.

**The first cohort of 57 Trailblazers was announced during National Apprenticeship Week, 2023.**





SAVE THE DATE FOR

# YOUTH APPRENTICESHIP WEEK - MAY 5-11, 2024



**Youth Apprenticeship Week (YAW)** is a nationwide celebration that highlights the benefits and value of Registered Apprenticeship programs for youth, ages 16-24.

**YAW builds on the success of NAW** and is a key part of the Department's Youth Employment Works Strategy. It challenges us to deepen partnerships across sectors and provide "no wrong door" to quality career pathways, paid work and wrap around services, and hire young workers through youth apprenticeships.

**YAW is an opportunity** for stakeholders to host events to showcase how Registered Apprenticeship creates a sustainable pipeline of skilled talent for youth across multiple high-demand industries such as cybersecurity, healthcare, agriculture, gaming and graphics design, advanced manufacturing, clean energy, engineering, artificial intelligence, transportation, and robotics.

For more information go to: [Youth Apprenticeship Week | Apprenticeship.gov](https://www.apprenticeship.gov)



# Advanced Manufacturing Apprenticeship Sprint

*In the 109 days between October 6, 2023, and January 23, 2024:*

**+160**

Organizations made new commitments to **workforce development** and job quality.

**+150**

**New advanced manufacturing-related Registered Apprenticeship programs** and occupations have been created or are newly under development.

**+127**

**Advanced Manufacturing-related Apprenticeship Accelerators** and outreach events were held by industry and workforce system partners.

**4,937**

**NEW APPRENTICES WERE HIRED**





# APPRENTICESHIP FUNDING



APPRENTICESHIPUSA™  
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# WIOA Funding and RA

- Under WIOA, registered apprenticeship programs automatically qualify to be included on the state's Eligible Training Provider List
- Individual Training Accounts are an effective support for WIOA participants to enter an apprenticeship
- Incumbent worker training and apprenticeship may be prioritized in WIOA state programs



# FUNDING REGISTERED APPRENTICESHIP THROUGH WIOA



## On-The-Job Training / On-The-Job Learning

On-The-Job Training (OJT) is funded through a contract, not Individual Training Accounts (ITAs). OJT contracts can cover one or multiple apprentices and, in some circumstances, OJT reimbursement under WIOA has increased from 50% to 75%.



## Related Training / and Instruction

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



## Supportive Services

**e.g., transportation & childcare**

WIOA formula funds can be utilized to provide a range of supportive services. If an ITA is used to fund the related training and instruction, the ITA can also be used to provide supportive services.



The workforce system supports the components of Registered Apprenticeship programs

# APPRENTICESHIP FUNDING – ACCESSING RESOURCES



## Open Funding Opportunities:

Are you looking for open funding opportunities to promote and expand apprenticeship? All [DOL funding opportunities](#) are posted on the apprenticeship.gov website



## Connecting with Existing Registered Apprenticeship Investments

Are you looking for an organization currently funded by the U.S. Department of Labor to help promote and expand apprenticeship?

Visit DOL's [Registered Apprenticeship Awardee Search](#) for a Database of apprenticeship investments, searchable by industry, location, and organization name. You can also learn more about accessing WIOA funding, state credits and tuition support.





# RA Helps Advance WIOA Goals

*Training And  
Employment  
Guidance Letter  
WIOA No. 13-16:  
Operating  
Guidance for the  
Workforce  
Innovation and  
Opportunity Act*

Adopting Registered Apprenticeship as a workforce strategy can help advance the goals of WIOA. RA:

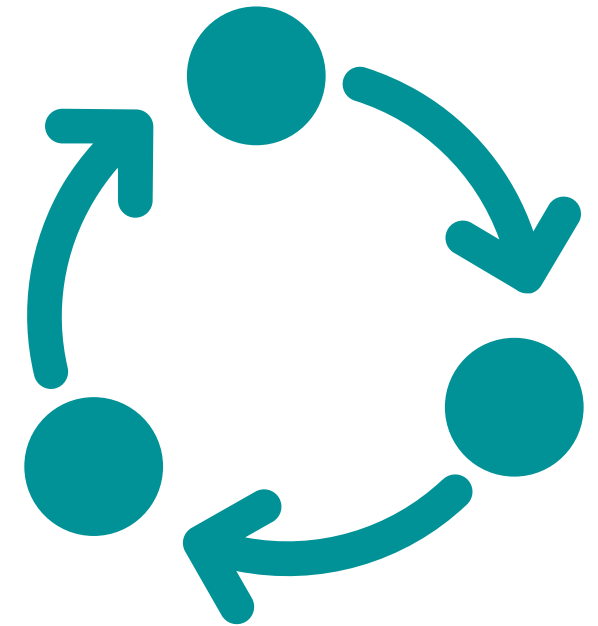
- Helps meet WIOA Performance Outcomes: employment rate, median earnings, credential attainment, and skill gains.
- Gives more individuals on Individual Training Accounts an opportunity to move into living-wage jobs
- Can help support Incumbent Worker Training
- Can increase the need for and use of On-the-Job Training Contracts
- Adds valued trainers to the Eligible Training Provider List





# How to Speak to Employers about RA

- Speak in the language of business:
  - Return on investment, productivity, employee retention
- Stress the benefits to the employer and its workers
- Focus on results, not process
- Employers are already investing in training—it makes sense to take part in the benefits of RA, including incentives to support program start-up and training expenses.



# Conclusion

- Registered Apprenticeship is the gold standard for training and workforce development.
- Understanding RA is important to helping employers in your region to take advantage of the benefits of apprenticeship.
- There are resources in the apprenticeship system and partners, such as industry intermediaries, to help your employers succeed.



# Questions and Answers



# BSR Training Series Sessions

## Session 2: Making Apprenticeship Central to Workforce Innovation and Opportunity Act Business Services

- How RA bolsters the success of WIOA business services
- The RA System and the role of ATRs
- How to coordinate and collaborate with ATRs and Navigators.

**June 6<sup>th</sup> from 11am-12pm ET**

**Scan to Register:**



## Capstone for ATRs and BSRs: Collaborating to Expand Registered Apprenticeship

- Interactive learning from workforce experts
- Effective ATR and BSR partnerships
- Implement training at the local level

**June 13<sup>th</sup> from 11am-12:30pm ET**

**Scan to Register:**



# Become A Center 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](mailto:RA_COE@SafalPartners.com)*

For more information, visit: [dolcoe.safalapps.com](https://dolcoe.safalapps.com)

