



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR



What Does the Workforce System Know about Apprenticeship

Opportunities to Shrink Gaps and Build Strategic Partnerships

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Today's Moderator



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Today's Speakers



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Today's Objectives

- ▶ Enhance participant's understanding of the knowledge gaps identified in the Baseline Knowledge Report.
- ▶ Provide actionable strategies and recommendations to address the identified gaps in basic apprenticeship knowledge, system knowledge, funding knowledge and sharing knowledge.
- ▶ Promote the alignment of apprenticeship initiatives with the WIOA system through effective planning and coordination.
- ▶ Equip participants with the knowledge on WIOA funding to support apprenticeship expansion.
- ▶ Foster collaboration and communication between workforce system professionals, Business Service Representatives (BSRs), and other stakeholders.
- ▶ Empower participants to shrink knowledge gaps, build strategic partnerships, and help promote apprenticeship programs within their respective workforce systems.



Partnering with Local Workforce Development Boards...

Do you have a close working relationship with at least one Local Workforce Development Board (LWDB) or America Job Center (AJC)/One Stop Center?

- 1. No, we have not connected yet!**
- 2. Yes, we are working with a LWDB!**
- 3. We have a great relationship with multiple LWDBs!**

Please answer the poll in the pop-up window.



Co-Enrolling REGISTERED Apprentices with WIOA...

Have you successfully
co-enrolled a
registered apprentice
with Workforce Innovation
and Opportunity Act
funding?

- 1. No.**
- 2. We have worked through enrolling a few apprentices.**
- 3. We have enrolled multiple apprentices.**

*Please answer the poll
in the pop-up window.*



Co-Enrolling UNREGISTERED Apprentices...

Have you successfully
co-enrolled an
unregistered apprentice
with Workforce Innovation
and Opportunity Act
funding?

- 1. No.**
- 2. We have worked through enrolling a few apprentices.**
- 3. We have enrolled multiple apprentices.**

Enter answering instructions

(Additional answering instructions if needed)

State Workforce System Overview

WIOA Support Registered Apprenticeship

As a RAP sponsor or provider, there are several ways that your state and/or local workforce system can support your program...

The workforce system supports the components of RAPs.



- ▶ **Related training and 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 (OJT):** 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.

WIOA Customers

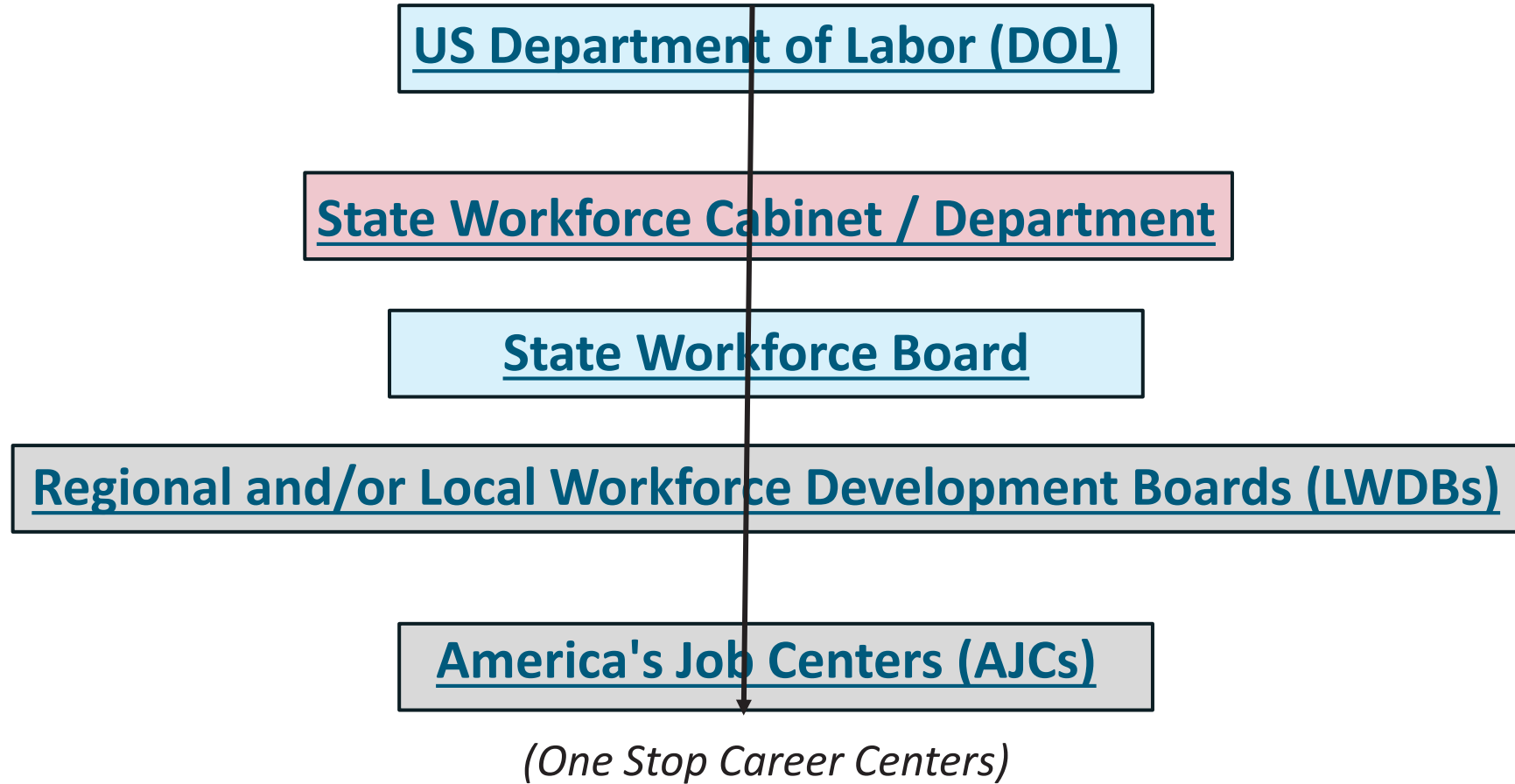


Job Seekers



Employers

Administration of WIOA (varies by State)



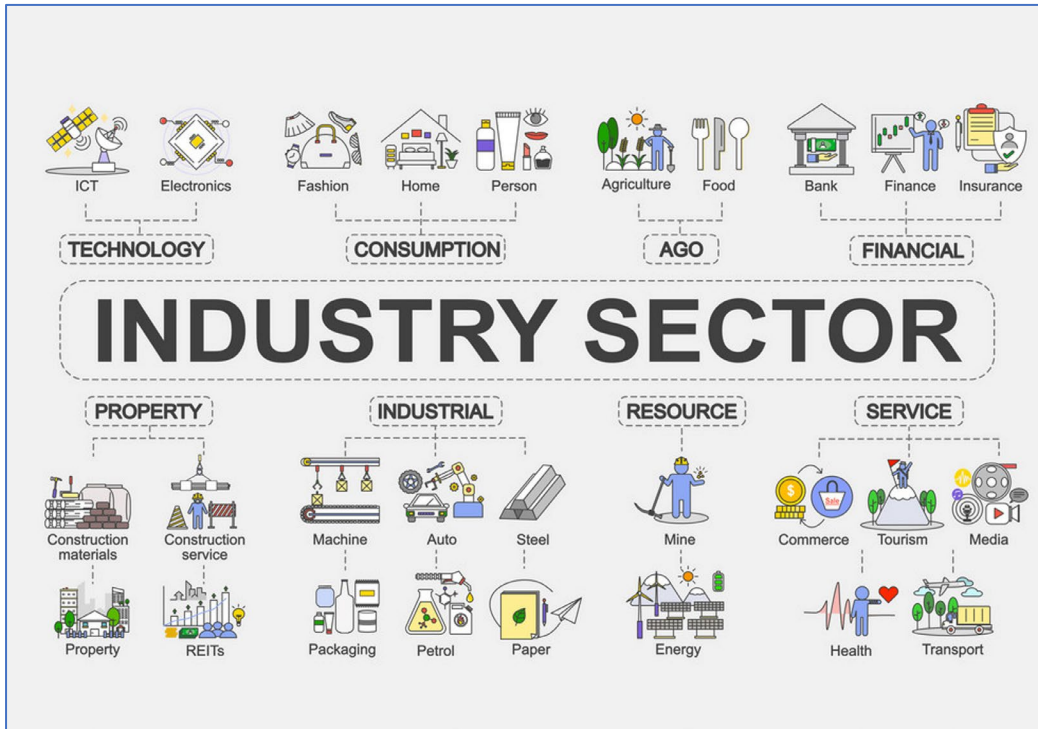
WIOA Eligibility - Job Seeker Categories

Adults	Dislocated Workers	Out-of-School Youth	In-School Youth
<ul style="list-style-type: none">➤ Ages 18+➤ Authorized to work in the U.S.➤ Registered for Selective Service➤ Unemployed or Underemployed➤ Priority of service applies	<ul style="list-style-type: none">➤ Ages 18+➤ Authorized to work in the U.S.➤ Registered for Selective Service➤ Terminated through no fault of their own or laid off and unlikely to return to same job/industry	<ul style="list-style-type: none">➤ Ages 16-24➤ Not attending school➤ One or more barriers to employment➤ 75% expenditure on OS Youth	<ul style="list-style-type: none">➤ Ages 14-21➤ Attending school➤ Low income➤ One or more barriers to employment

Industry Sector Priorities

► Why this is important:

- Often, states place emphasis on demand industries and occupations which have a heightened need for talent.
- There may be specific, available grants as related to those industries/occupations as well as hiring and training incentives.
- H-1B Occupations such as advanced manufacturing, healthcare, and information technology are typical industry priorities across workforce systems.



Understanding the Baseline Knowledge Report with CSG Grantee Key Takeaways

Who We Are

USDOL Registered Apprenticeship (RA) Technical Assistance (TA) Center of Excellence (Center)

- ▶ We provide no-cost TA services and products aimed at:
 - ▶ Accelerating RA strategic partnerships
 - ▶ Increasing alignment between apprenticeship and workforce and education systems
 - ▶ Increasing use of RA Program (RAP) model in WIOA
 - ▶ Boosting WIOA funded support for RA through co-enrollment
 - ▶ Increasing workforce system participation in RAPs
 - ▶ Doubling current statewide WIOA participation in RAPs



National Assessment

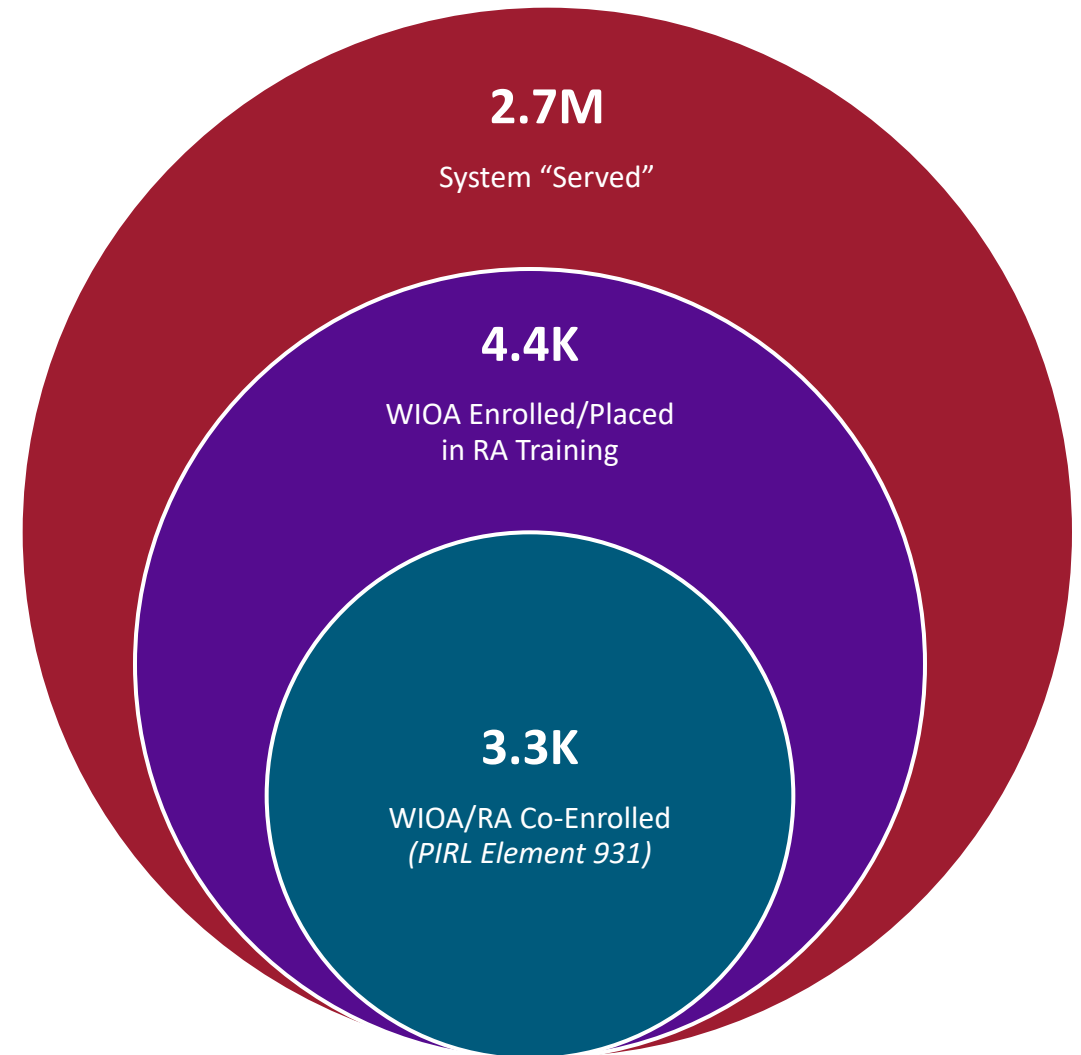
- ▶ First ever national assessment of workforce system knowledge of RA
- ▶ Undertaken to understand “gaps” in knowledge that may be contributing to overall low WIOA/RA co-enrollment



dolcoe.safalapps.com/resources/workforce

National Co-Enrollment

- ▶ Reviewed system-level data
- ▶ WIOA eligible job seekers
 - ▶ Placed into RA training (PIRL 1303, 1310, 1315)
 - ▶ Not necessarily co-enrolled (PIRL 931)
- ▶ Working with states to identify data, reporting training needs to improve



Four Areas: Knowledge Gaps



Basic Knowledge



System Knowledge



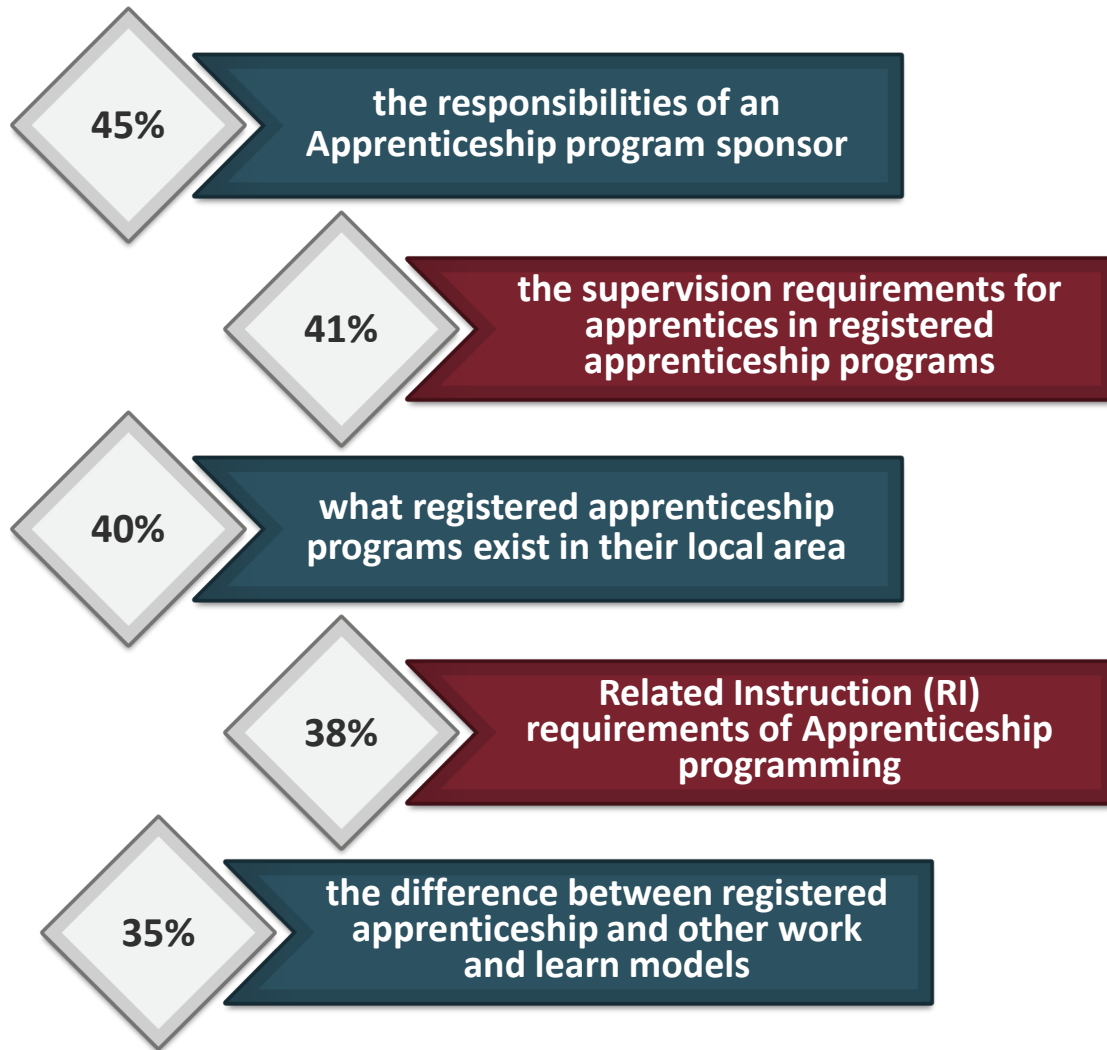
Funding Knowledge



Sharing Knowledge

- ▶ Knowledge gaps can be a factor in low co-enrollment.
- ▶ Understanding LWDB/AJC staff knowledge gaps can help you determine TA needed.
- ▶ Understanding available funding and support will help you help the customer.
- ▶ Sharing knowledge with partners helps build alignment in the system.

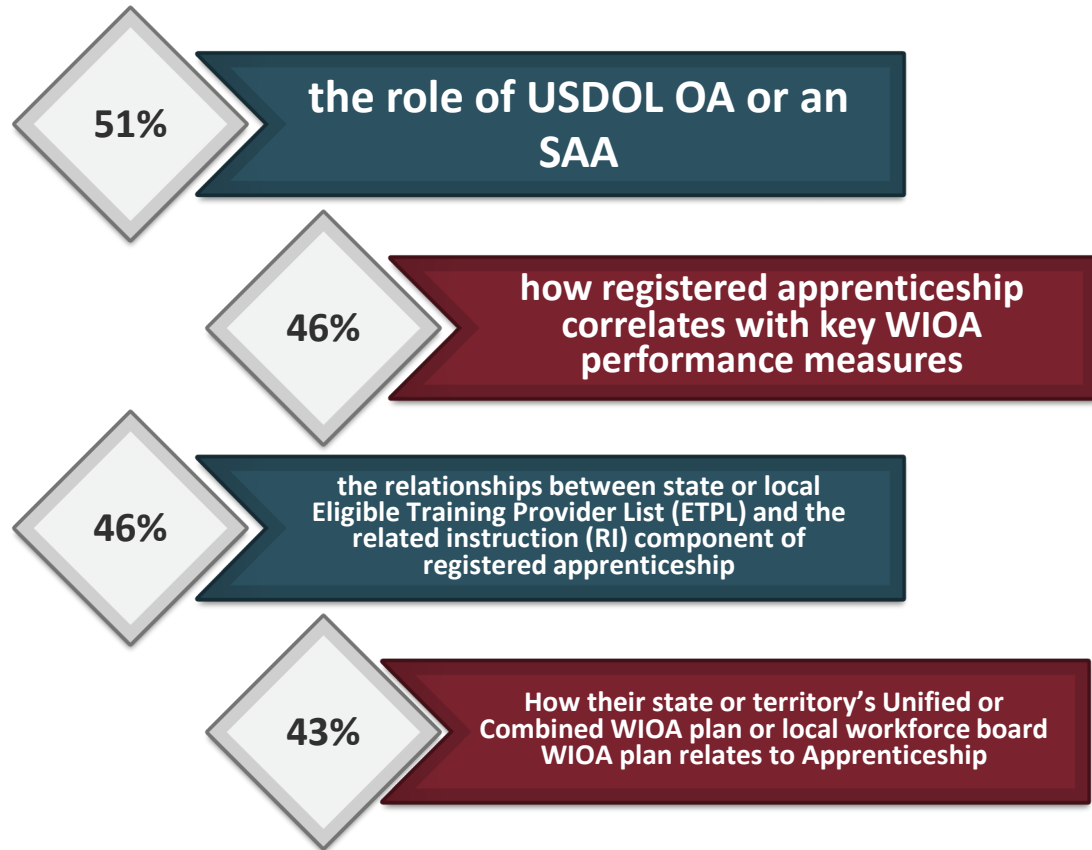
Basic RA Knowledge Gaps: “Do Not Understand”



Top TA Takeaways

- ▶ Seek to understand your local board's Business Service Representative structure and training provided.
- ▶ Offer to provide Apprenticeship 101 training to Business Service Reps.
- ▶ Educate your local board on the programs in their area by providing a list.

RA System Knowledge Gaps: “Do Not Understand”



Top TA Takeaways

- ▶ Introduce your ATR to your local board to educate the board on programs available.
- ▶ Suggest partnering with your local board and ATR for united outreach efforts.
- ▶ Educate your local board on enrolling apprentices and how this meets all 6 primary indicators of performance (WIOA performance measures).
- ▶ Have your ATR reach out to your local board to make them aware of approved programs and the desire to be placed on the Eligible Training Provider List (ETPL).

Funding Knowledge Gaps: “Do Not Understand”

Top TA Takeaways

- ▶ Seek to understand your local board’s:
 - Priority occupations and key industries
 - WIOA eligibility and expected processing time
 - Funding levels, fiscal year cycle and how quickly they anticipate spending funds
 - Supportive services offered and how that maps to your program’s needs
- ▶ Begin conversations about funding with your local board early.
- ▶ Review the local board’s ETPL to consider pre-approved providers and if there’s an opportunity to partner with or replicate to gain access to the ETPL.

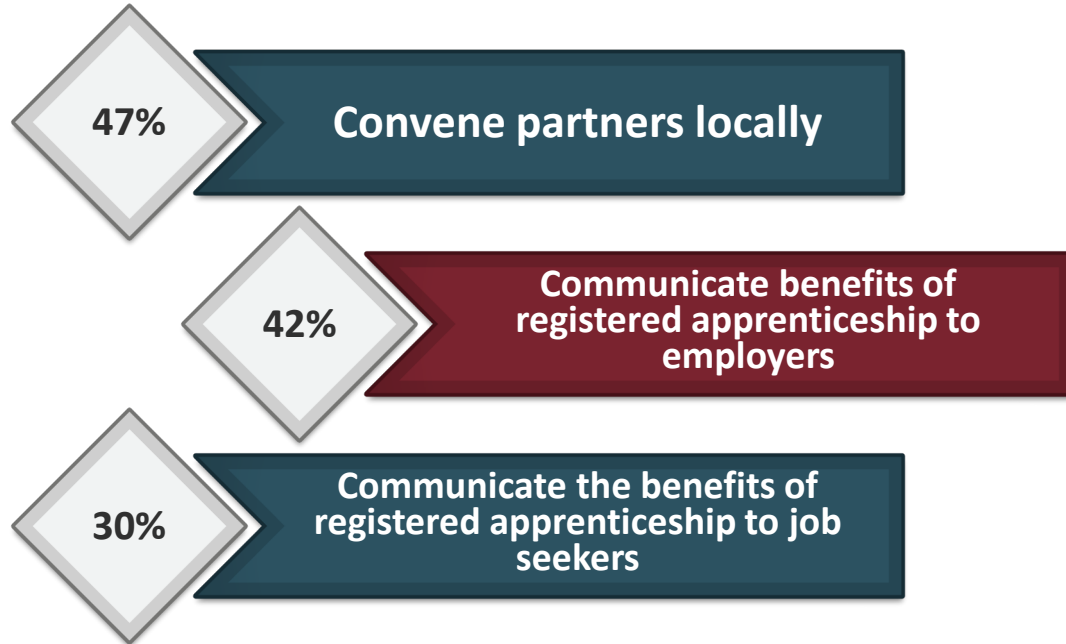
44%

What programs pay for the components of registered apprenticeship

33%

How to use WIOA supportive services to serve apprentices

Sharing Knowledge Gaps: “Do Not Understand”



Top TA Takeaways

- ▶ Partner with your local board to cohost an “Accelerator” model for outreach.
- ▶ Utilize the partnership as an opportunity to “train the trainer”.
- ▶ Provide tools and resources to the board’s BSR and Case Management team such as a tip sheet for discussing apprenticeships with customers.
- ▶ Educate your local board on the current RAP programs in their region and ones that are GI Bill-approved for Veteran customers.

WIOA/RA Alignment Planning

System Alignment & Partnership



RA Co-Enrollment and WIOA Benefits

- ▶ Unlock additional support / resources for employers .
- ▶ Assist job seekers with additional supports when hired as apprentices.
- ▶ Share the outcomes with co-enrollment partners.
- ▶ Increase performance accountability for the system and for partners involved.
- ▶ Helps to better define participant flow and facilitate access to comprehensive services.
- ▶ Boost overall alignment for the workforce system.
- ▶ Provide apprenticeship sponsors with resources for sustainability post CSG grant funding.

State, Local Planning for RA

► Recent studies show:

- ▶ 100% of WIOA State Unified and Combined Plans mention RA
- ▶ Key Drivers of RA/Workforce Alignment Utilized by only between 14 – 30% of States:
 - ▶ State-level workgroup/committee with RA focus
 - ▶ Specialist expertise embedded at the AJC level
 - ▶ Articulated RA strategies in the state plan
 - ▶ Introduction of RA state-level initiative (funding, incentives, etc.)

Center of Excellence

Resources and Tools...Here to Help You!

Center Resources & Services

Center Website: dolcoe.safalapps.com

- ▶ Request TA or Training
- ▶ Upcoming events:
 - ▶ August: “Rural Focus on Registered Apprenticeships” webinar
 - ▶ September – November: “Demonstrated State Apprenticeship Leadership in 2020 Unified/Combined Plans” – A three-part series webinar
- ▶ Become a Center Partner
 - ▶ Event notifications
 - ▶ Share promising practices





Resources:

▶ TEGL 13-16

Guidance on Registered Apprenticeship Provisions and Opportunities in the Workforce Innovation Opportunity Act (WIOA)

- ➔ <https://www.dol.gov/agencies/eta/advisories/training-and-employment-guidance-letter-no-13-16> -

▶ WIOA Registered Apprenticeship Desk Reference

Tool designed to help RAP sponsors and workforce boards navigate WIOA placement opportunities

- ➔ <https://ion.workforcegps.org/resources/2020/03/30/14/24/WIOA-Registered-Apprenticeship-Program-RAP-Desk-Reference>

▶ WIOA Performance Indicators and Measures

Overview of WIOA's Six Primary Indicators of Performance

- ➔ <https://www.dol.gov/agencies/eta/performance/performance-indicators> -

▶ Center of Excellence Documents

Visit the Center's website to find the following resources:

- ➔ <https://dolcoe.safalapps.com/resources/resourcesandtools> -
- *Workforce Board Guide to Identifying Pre-Apprenticeship and Registered Apprenticeship Partners*
- *Developing or Expanding a Registered Apprenticeship Program*
- *And many more!*



Any Questions?



*Feel free to type your
questions / comments
in the chat!*



Contact Us



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Thank You for Joining Us!



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