

# From Insight to Impact: Peer-Informed Tools to Expand Registered Apprenticeship



CWA Meeting of the Minds  
September 2025



# Presenters



**Katie Adams**

Chief Delivery Office

Safal Partners



**Melissa Aguilar- Southard**

Senior Project Director

Safal Partners

# Welcome and Agenda

- Center of Excellence Overview
- Insights & Takeaways
- Working Groups
- Reconvene, Resources



# Center of Excellence Overview



# Center of Excellence Overview



- 4 Year U.S. DOL initiative
- Led by Safal Partners with 5 national partners
- Focused on four primary outcomes

## Outcome #1

Increase understanding about RA in the workforce system

## Outcome #2

Increase integration of service delivery and leveraging of resources

## Outcome #3

Increase RA partnerships

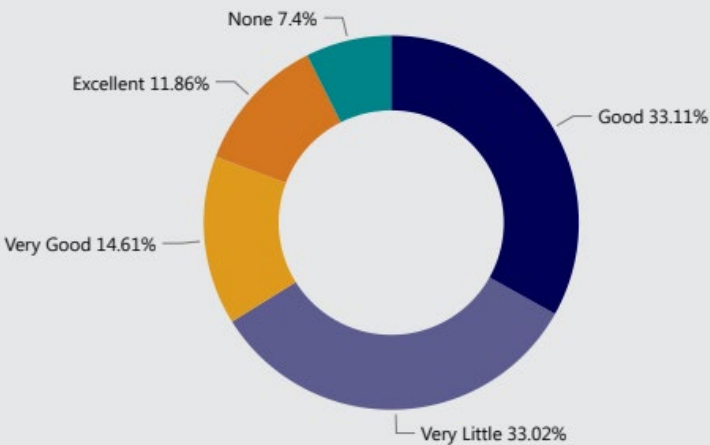
## Outcome #4

Improve system alignment

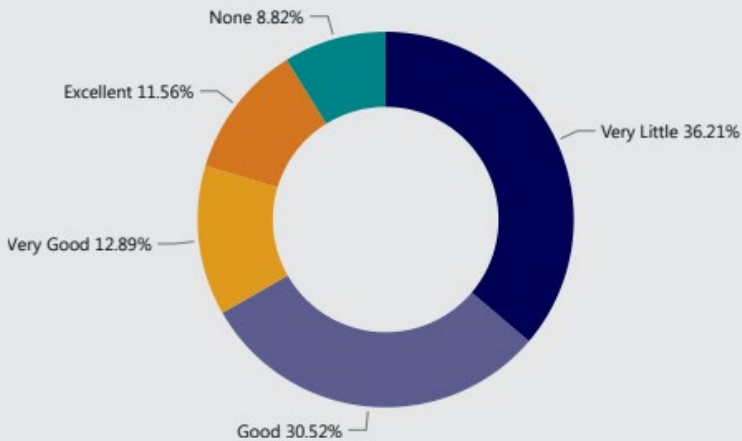


# Challenge #1: Workforce System Knowledge of RA

How would you rate your knowledge of the existing Registered Apprenticeship programs in your local area?



How would you rate your knowledge of the responsibilities of a program sponsor?



How's Your RA Knowledge? Questions Here

# Challenge #2: RA Inclusion in WIOA Plans

## Comprehensive WIOA State Plan Analysis

First-ever analysis of all 50 2020, 2024 WIOA State Plans for RA alignment with multi-part webinar sessions on WIOA state planning for RA

- Learn from states whose plans reflect strong WIOA and RA alignment
- Implement recommendations for state, local WIOA Plan focus on RA



# Indicators of RA Alignment in WIOA Plans:

▶ Baseline: RA mentioned as workforce strategy

1. Plan to utilize state and federal grants to expand RA
2. RA specifically articulated in strategy to meet State and local plan vision
3. State level RA work group or committee to State Workforce Board
4. RA expertise embedded in AJCs
5. State and local level initiative with investments for RA expansion
6. Specific objectives, goals for increased # of apprentices or new RA programs



# CA WIOA State Unified Plan RA Indicators:

YEAR	State-Level RA Committee	Local RA Expertise in AJCs	Federal RA Grant Plans	RA Strategy in State Plan	Measurable RA Goals	State-Level RA Investment or Policy	# of top SIX Indicators in State Plan
2016	✓		✓	✓	✓	✓	5
2020	✓			✓	✓	✓	4
2022 Mod	✓			✓	✓	✓	4
2024				✓	✓	✓	3

# Challenge #3: Lack of RA Partnerships

## National WIOA Title I, II Partnerships Report

Analyzed and developed first recommendations for WIOA Title I, Title II partnerships:

- Learn Title II educator RA knowledge gaps, TA needs
- Access recommendations for building pre-apprenticeship pathways for Title II learners, increasing access to RA
- Improve industry partner engagement on RA through IET

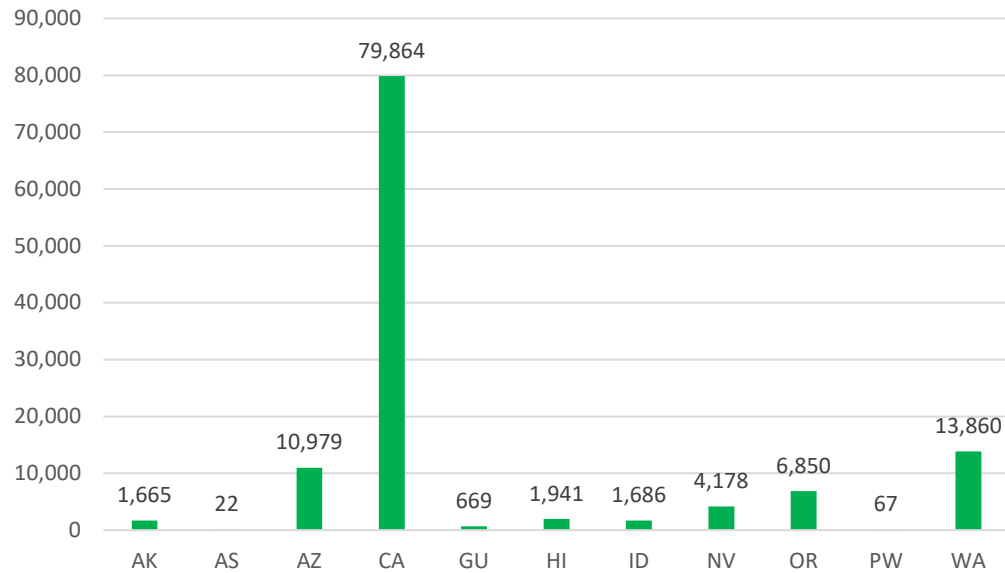


# Challenge #4: Knowing Key RA Components

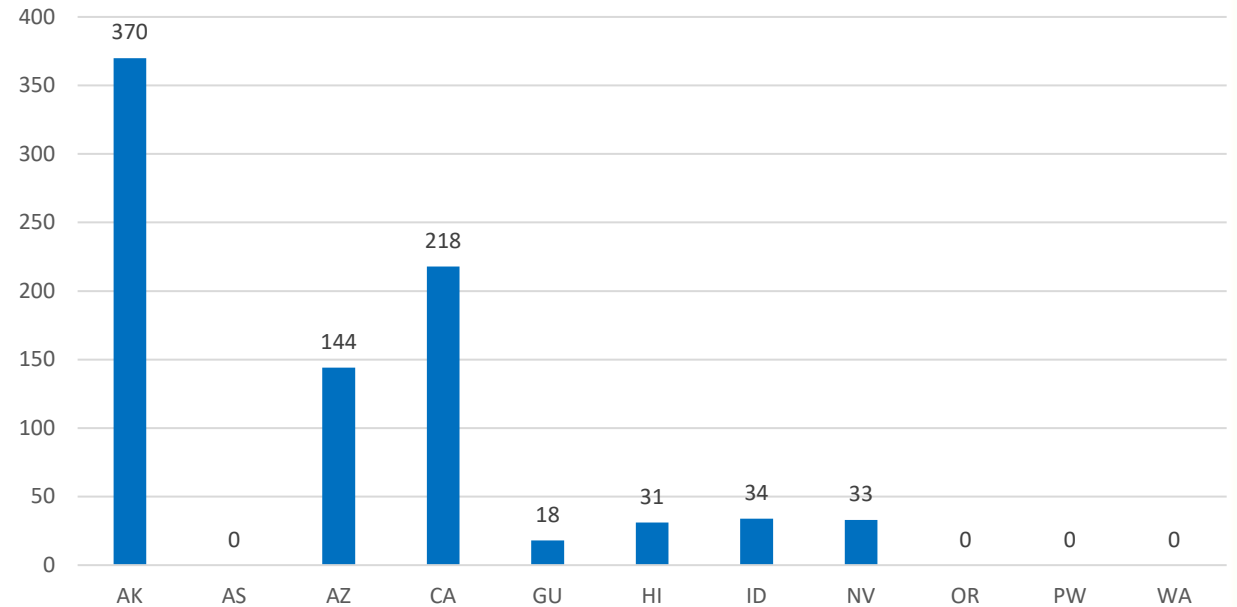


# Challenge #5: WIOA Title I / RA Co-Enrollment

**Total WIOA Title 1 (Adult, Dislocated Worker, Youth) Enrollment**



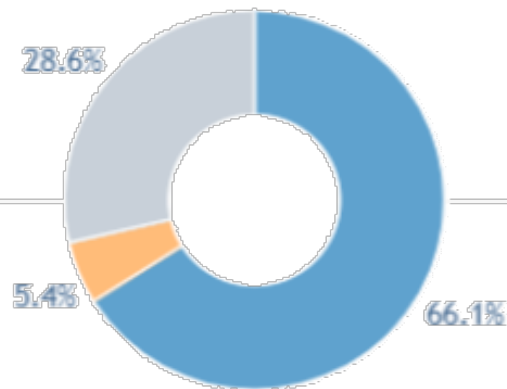
**WIOA/RA Co-Enrollment Total # (PIRL 931)**



# Challenge #5: Title I/RA Co-Enrollment

**Co-Enrolled in a Registered  
Apprenticeship Program (PIRL 931)  
by WIOA Title I Funding Stream**

■ Adult  
■ Dislocated Worker  
■ Youth



**Active Registered  
Apprentices in  
RAPIDS (FY2025)**

California





# Opportunities for Workforce Systems

- **Plan:** Proactively plan to utilize WIOA, grant funding to support RA
- **Develop Partnerships:** Meet to determine how each partner can use, leverage and braid program funding, resources, and services for RA.
- **Engage RA System:** Collaborate with local DOL OA/SAA staff on regular basis
- **Review Reporting:** Ensure accurate data to reflect the impact of WIOA on Registered Apprenticeship
- **Build Pre-Apprenticeship Pipelines:** Pre-apprenticeship bridge programs are important, especially for youth
- **Use RA Intermediaries:** Access help for outreach, technical assistance, funding, program sponsorship, etc. to launch and sustain RA programs

# Breakout Work

# Training and Partnerships

## ▶ How is your organization...

- Delivering training to staff on RA – onboarding, regular PD opportunities?
- Embedding or accessing RA expertise from RA SMEs or RA Partners?
- Working with DOL OA or DAS staff to get “RA Ready?”



# Training and Partnerships – *Report Out*

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# Braiding Funding and Co-Enrolling

## How is your organization...

- Providing staff training (case managers and business services) on understanding and accessing WIOA/RA co-enrollment benefits and processes?
- Providing braided funding across WIOA core partner programs and documenting it?
- Reviewing/creating guidance on OJT and Incumbent worker contract use for RA?





# Braiding Funding and Co-Enrolling – Report Out

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# Final Thoughts, Questions, and Discussion



# Online Resources

- [Center of Excellence Website](#)
- [Workforce System Registered Apprenticeship Baseline Knowledge Assessment Report](#)
- [Expanding Registered Apprenticeship Through the Workforce Innovation and Opportunity Act Title I and Title II Partnerships](#)
- [Apprenticeship Training Representative \(ATR\) and Business Services Representative \(BSR\) Training Series | Safal](#)
- [Pre-Apprenticeship Framework for Adult Education and IET](#)
- Demonstrated State Apprenticeship Leadership in 2020 Unified-Combined Plans
  - [Demonstrated State Apprenticeship Leadership in 2020 Unified-Combined Plans Part 1](#)
  - [Demonstrated State Apprenticeship Leadership in 2020 Unified-Combined Plans Part Two Apprenticeship Expertise in AJCs](#)
  - [Demonstrated State Apprenticeship Leadership in 2020 Unified-Combined Plans, Part Three: Meet State Objectives](#)

# Examples of California Work...



**GROW  
APPRENTICESHIP  
CALIFORNIA**

The Foundation for California Community Colleges team leads Grow Apprenticeship California that provides technical assistance.



**California  
Community  
Colleges**

Chancellors Office provides funding through the California Apprenticeship Initiative (CAI) New and Innovative (N&I) Grant Program for RA programs in priority and emerging industry sectors



**Apprenticeship  
Network**

Inland Empire Desert Region College Consortium; leverages the workforce and education systems of the region's community colleges, K-12 districts, and two Workforce Development Boards.



# Examples of California Funding...

- [Apprenticeship Innovation Funding](#) (AIF)
- [California Apprenticeship Initiative](#) (CAI)
- [Related Supplemental Instruction](#) (RSI)
- [Employment Training Panel](#) (ETP)
- [California Opportunity Youth Apprenticeship Grant](#) (COYA)
- [California Apprenticeship Council Training Funds](#) (CAC-TF)
- [Equal Representation in Construction Apprenticeships](#) (ERiCA)
- [State Apprenticeship Expansion, Equity and Innovation Grant](#) (SAEEI)
- [Women in Apprenticeship and Nontraditional Occupations](#) (WANTO)
- [US Department of Labor Grants](#) (USDOL)



## **California Stats**

Registered Apprentices: 92,611  
Registered Trainees: 1,213  
Registered Pre-Apprentices: 4,046

## **California Division of Apprenticeship Standards (DAS)**

[Division of Apprenticeship Standards - Navigating Registered Apprenticeship Funding Sources](#)



# We Would Love Your Feedback!

**Please take a  
moment to  
complete our  
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)

