

A New Tool to Use: Aligning Your Workforce System with Registered Apprenticeship

DOL Center of Excellence Webinar



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Presenters



Katie Adams

Chief Delivery Office
Safal Partners



Melissa Aguilar- Southard

Senior Project Director
Safal Partners



Lisa Rice

Subject Matter Expert
Safal Partners



Welcome and Agenda

- Center of Excellence Overview
- Five Core Components of Registered Apprenticeship (RA)
- Local and State Boards... Increasing RA
- Next Steps to Serve Jobseekers and Employers
- Questions
- Wrap Up



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.)



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Five Core Components of Registered Apprenticeship



Registered Apprenticeship Defined

Apprenticeship: A Proven Workforce Solution

Registered Apprenticeship (RA) is a proven, customizable, and structured model to **find and train new talent** as well as **upskill current workers** in critical occupations.



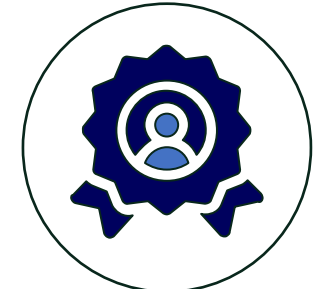
Five Core Components of RA



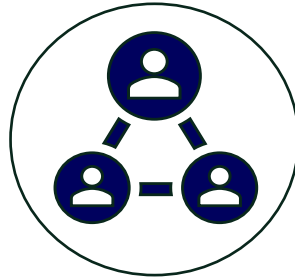
**Employer
Involvement**



**Related
Instruction (RI)**



**National
Occupational
Credential**



**Structured On-
the-Job Learning
(OJL)**



**Rewards for
Skill Gains**

Apprenticeship Stakeholders



Sponsor

An organization that agrees to operate an apprenticeship program and in whose name the program is registered.



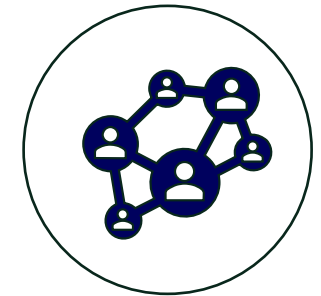
RI Provider

Entity that provides instruction to apprentices in the designated occupation's core knowledge, skills, and abilities.



Employer

Hires and provides paid on-the-job learning (OJL) for apprentices under supervision of a designated mentor who is a skilled professional in that occupation.

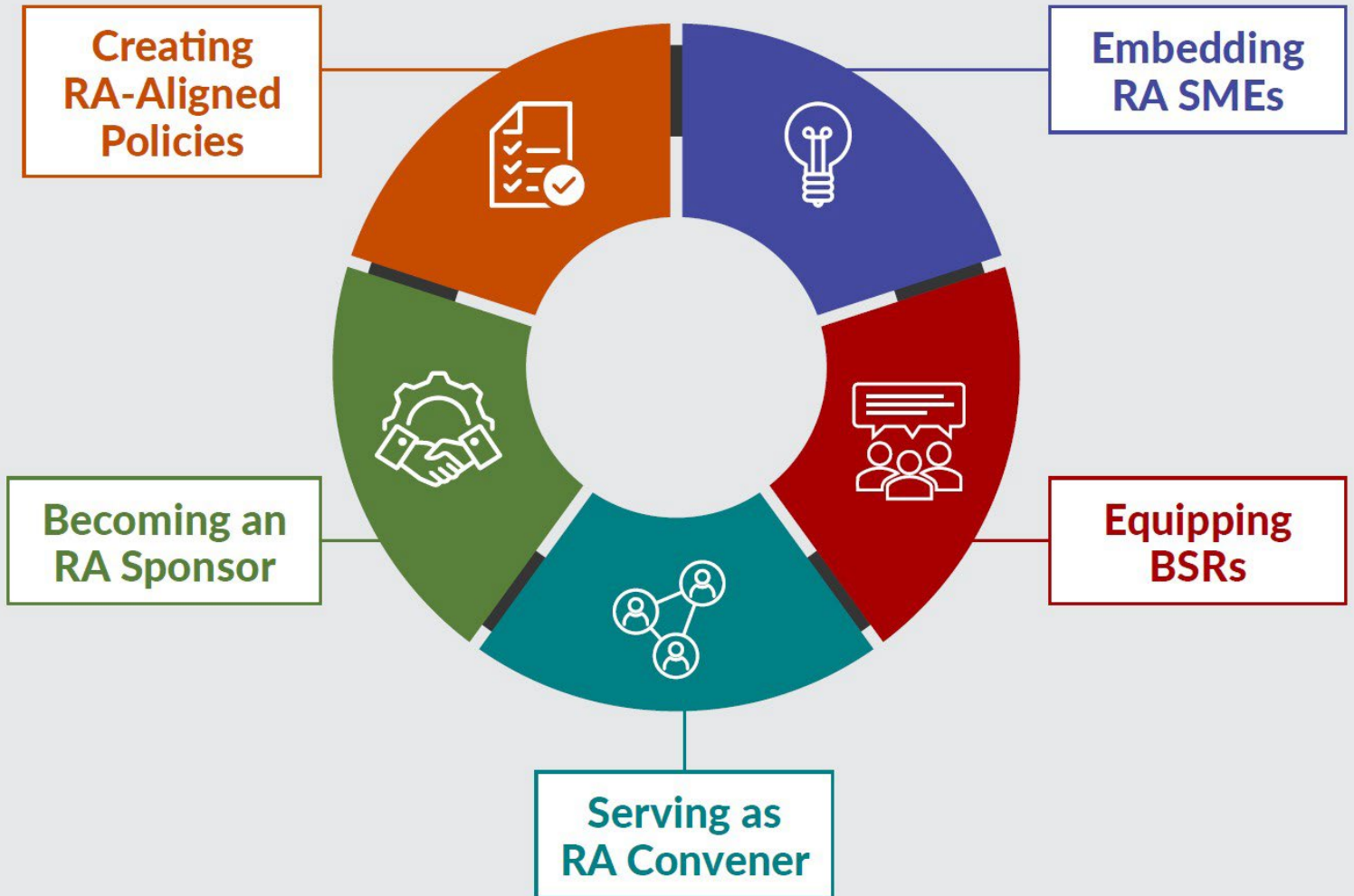


Partner

Organizations committed to assisting RA programs. They can play one or more roles.

New Tool

Components of Workforce Engagement In and Utilization of Registered Apprenticeship



Component #1: Policy Framework



State and Local WDBs have a policy and procedure framework that aligns and supports RA

- RA representative on WDB
- RAPs on ETPL
- WIOA Plans set goals for RA
- Co-enrollment policy directives
- RA funding allocations
- Partners are engaged in RA activities
- State/Local WDBs streamline policies to easily use RA

Component #2: Embed RA SMEs



State/LWDBs embed RA expertise in the AJC frontline staff to actively help engage employers and create RA pipeline.

- State/LWDB have RA navigators/SMEs within AJCs or region
- Case managers purposefully screen and refer job seekers to RAPs
- Co-enrollment procedures are used by case managers and partners
- Apprentices are supported throughout the RA program
- Partners work with AJCs to engage job seekers in RAPs
- Outreach to job seekers showing benefits to RA
- Training for case managers on RA
- Wagner-Peyser staff share RA info to job seekers and employers



Component #3: Equipping BSRs



Business Services Representatives (BSRs) assist employers with RA as a talent pipeline solution and collaborate.

BSRs...

- Regularly work with ATRs to promote RAPs
- Guide employers through the RA process
- Create outreach plan based on LMI with RA counterparts
- Interact with intermediaries to assist businesses with RAP development
- Provide collateral and education to partners
- Communicate with case managers about apprenticeship openings

State/Local Rapid Response efforts include RA



Component #4: RA Convener



State/LWDBs gather businesses and stakeholders to serve as regional hubs for RA/workforce alignment.

- State/LWDBs provide regional RA info sessions to economic development organizations, businesses, and public sector entities
- Sector Strategy initiatives include RA as a strategy for building the talent pipeline
- Create and maintain a network (hub) of RA sponsored programs to accelerate employer participation and to provide technical assistance
- State/LWDBs collaborate on high-demand, industry specific RA programs including technical assistance and funding
- Collaborative RA efforts include mandatory partners as part of convening activities



Component #5: RA Sponsorship



LWDBs becomes a group RA sponsor to support multiple high-demand industry workforce needs.

- LWDB becomes a RAP sponsor for in-demand occupation(s)
- Occupations are regularly added to RAP based on LMI
- Ed system is engaged with LWDB to provide RI
- RA sponsorship is sustainable through braided funding
- LWDB creates clear path to build pipeline for employers
- LWDB provides admin support, training and assistance to employer joining the RAP
- LWDB ensures ability to support employers with WIOA funding

Implementing the Tool



Component #1: Policy Framework



State/LWDBs have a policy and procedure framework that aligns and supports RA.

- Seek out RA reps for WDB membership from labor/non-labor sources
- Review and revise policies to ensure incorporation of RA activities
- State/Local RA steering committee
- Streamline process to include RAPs on ETPLs
- Funding allocations for RA activities including staff in the AJCs
- Create MOUs for further population engagement



Component #2: Embed RA SMEs



State/LWDBs embed RA expertise in the AJC frontline staff to actively help engage employers and create RA pipeline.

- Ask [ATR](#) to provide RA training to staff regularly
- Explore federal and state funding, consider hiring RA SMEs
- Provide staff with a listing of all [RAPs in the region](#)
- Provide a desk guide to ensure WIOA/RA co-enrollment via PIRL Element 931 is entered in the case management system
- Embed a RA SME with offsite mandatory partners to focus on RA work with job seekers and employers

Component #3: Equipping BSRs



Business Services Representatives (BSRs) assist employers with RA as a talent pipeline solution.

- Train BSRs on RA, including using intermediaries and working with ATRs
- Host roundtables and apprenticeship accelerators for businesses on RA
- Create and share Apprenticeship.gov materials
- Host apprenticeship job fairs
- Present RA information at employer events
- Use on-the-job learning contracts to support apprentice costs
- Regular communication with ATRs and partner orgs re: RAPs
- State encourages and provides guidance on Rapid Response funds

Component #4: RA Convener



State/LWDBs gather businesses and stakeholders to serve as regional hubs for RA/workforce alignment.

- Evaluate Labor Market Info for focus on RA
- Engage local ATRs to develop strategy for Apprenticeship Accelerators
- Create process with ATRs to jointly develop RA standards locally
- Engage public sector entities to develop group RAPs
- Explore federal and state funding to support industry-specific RA initiatives



Component #5: RA Sponsorship



LWDBs becomes a group RA sponsor to support multiple high-demand industry workforce needs.

- Engage with local RA ATR to develop program standards
- Connect with LWDBs who are RA sponsors to understand the process
- Determine high-demand occupation to begin RA sponsorship through convening and LMI data
- Invite local businesses/employers to discuss potential interest in RA program design to secure participation agreement.
- Identify potential education partners to provide RI for RAPs



Questions and Discussion



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- ✓ **Network** with potential partners nationwide
- ✓ **Be** nationally recognized for your work

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Partner Form



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