

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

DOL Center of Excellence Webinar



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# Presenters



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# 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.



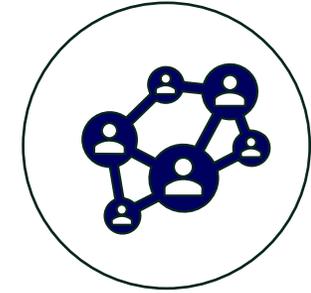
## RI Provider

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.

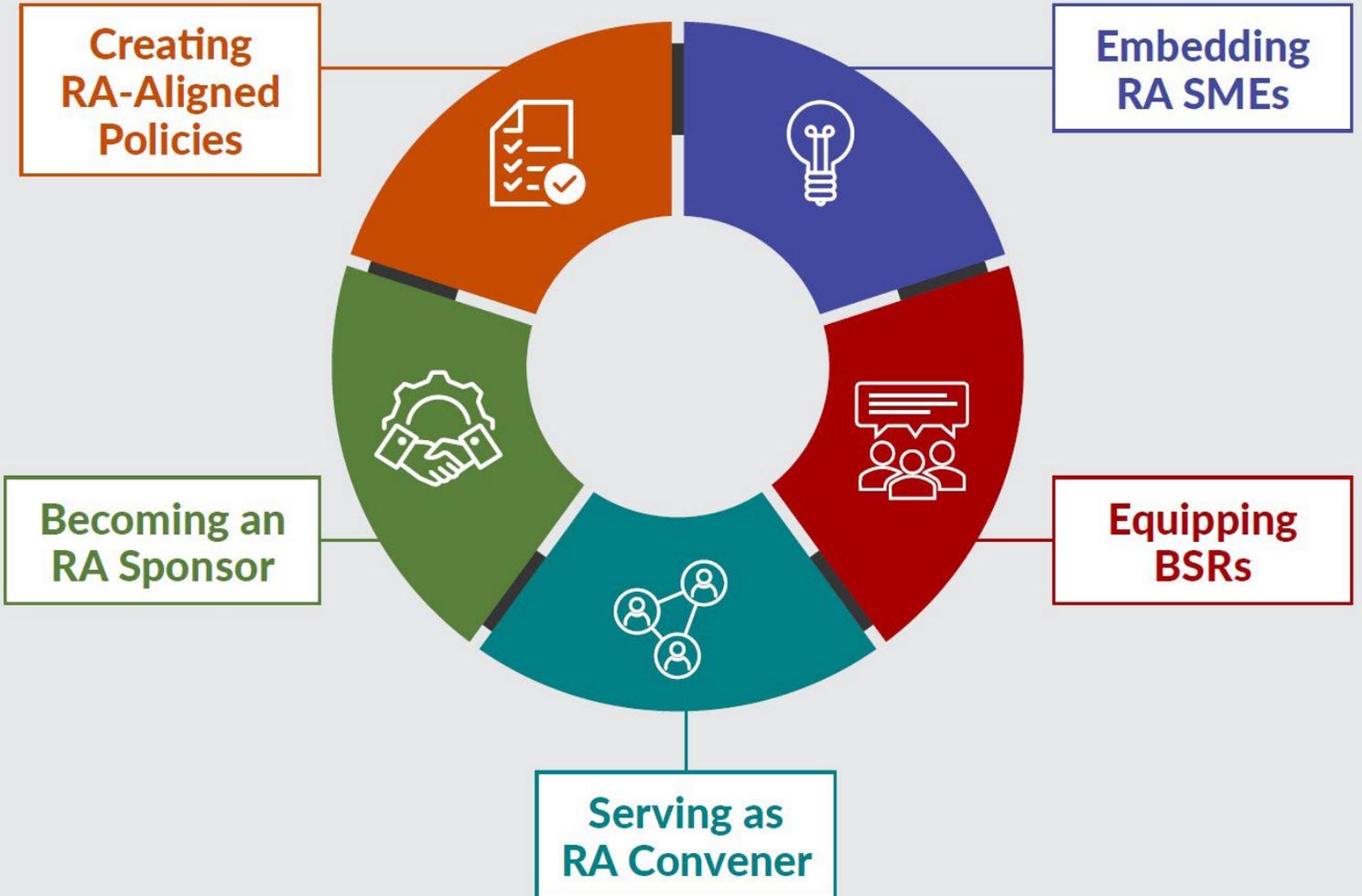


## Partner

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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For more information, visit:

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