



U.S. DEPARTMENT OF LABOR

ETA VISION 2030

REGIONAL CONVENING

NOVEMBER 14-15, 2023

Effectively Leveraging Partnerships; Tools to Expand Registered Apprenticeship



Today's Panel



Cierra Mitchell

Division Director
Office of Apprenticeship
U.S. Department of
Labor



Katie Adams

Chief Delivery Officer
Safal Partners



James Disbro

Senior Director
Regional Alignment & Programs
Development
CareerSource Suncoast



Melissa Aguilar-
Southard

Director
Safal Partners

Who We Are, What We Do

- U.S. Department of Labor Registered Apprenticeship (RA) Technical Assistance (TA) Centers of Excellence
- Focus: accelerating partnerships, increasing alignment between apprenticeship and workforce, education systems:
 - Increasing use of RAP model in WIOA
 - Boosting WIOA funding support for RA through co-enrollment
 - Increasing workforce system participation in RAPs
 - Doubling current statewide WIOA participation for RAPs
- No-cost TA services to states, local boards and organizations
 - Website with digital tools
 - Monthly webinars, virtual Office Hours
 - In-person, virtual and hybrid customized TA



Setting the Stage: Workforce RA Knowledge

- First-ever national assessment of workforce system professionals' knowledge of RA

4 Key Gap Areas:

-  Basic Knowledge
-  System Knowledge
-  Funding Knowledge
-  Sharing Knowledge



dolcoe.safalapps.com/resources/workforce





Basic RA Knowledge Gaps



45%	41%	40%	38%	35%
DO NOT UNDERSTAND				
the responsibilities of an Apprenticeship program sponsor	the supervision requirements for apprentices in registered apprenticeship programs	what registered apprenticeship programs exist in their local area	related instruction (RI) requirements of Apprenticeship programming	the difference between registered apprenticeship and other work and learn models
"Very Little" = 36.21% "None" = 8.82%	"Very Little" = 31.13% "None" = 10.15%	"Very Little" = 33.02% "None" = 7.4%	"Very Little" = 30.81% "None" = 7.66%	"Very Little" = 28.07% "None" = 7.28%

TA Takeaways

- Staff training on RA from OA/SAA agency
- Transparent, available, accurate list of RAPs
- Tip sheets, training on core components of RA





RA System Knowledge Gaps



51%	46%	46%	43%
DO NOT UNDERSTAND			
the role of USDOL OA or an SAA	how registered apprenticeship correlates with key WIOA performance measures	the relationship between their state or local Eligible Training Provider List (ETPL) and the related instruction (RI) component of registered apprenticeship	how their state or territory's Unified or Combined WIOA plan or local workforce board WIOA plan relates to Apprenticeship
"Very Little" = 38.88%	"Very Little" = 35.87%	"Very Little" = 34.48%	"Very Little" = 34.01%
"None" = 12.38%	"None" = 10.09%	"None" = 11.21%	"None" = 9.41%

TA Takeaways

- Meeting w/OA or SAA SD
- [TEGL 13-16](#)
- Streamline process for RAP sponsors incorporation as WIOA Title I Eligible Training Providers
- Using ETPL as starting point for identifying potential training providers for sponsors





Funding Knowledge Gaps



TA Takeaways

- Evaluating local policy on RA priority for funding
- Training on ITAs, OJT contracts, set-aside funding for RA support
- Supportive services training for case managers

44%	33%
DO NOT UNDERSTAND	
what programs pay for the components of registered apprenticeship	how to use WIOA supportive services to serve apprentices
"Very Little" = 36.73% "None" = 6.99%	"Very Little" = 26% "None" = 7.43%

Sharing Knowledge Gaps



TA Takeaways

- “Accelerator” model for outreach – LWDB/workforce entity serving as convener
- Talking points for BSRs
- New RA Academy on Apprenticeship.gov, WorkforceGPS

47%	42%	30%
DO NOT UNDERSTAND HOW TO		
convene partners locally	communicate benefits of registered apprenticeship to employers	communicate the benefits of registered apprenticeship to job seekers
<i>“Very Little”</i> = 37.46% <i>“None”</i> = 9.18%	<i>“Very Little”</i> = 31% <i>“None”</i> = 11.09%	<i>“Very Little”</i> = 24.22% <i>“None”</i> = 6.08%



One State's Alignment Story

CareerSource Florida's Role in RA Expansion

- CareerSource Florida Strategic Apprenticeship Policy
- New ETPL Policy
- Apprenticeship Navigators
- DOE Pathway to Career Opportunities Grant (PCOG) - \$15M awarded
- WIOA Support of RA Programs



Florida's Collaborative Partners

- Apprenticeship Navigators
- Apprentice Florida website
 - CareerSource Florida (CSF)
 - DOE
 - Florida Commerce
- Florida Registered Apprenticeship Team
 - CSF Apprenticeship Navigators
 - FL DOE Apprenticeship Training Representatives



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org



2022-23 Florida RA Accomplishments

- Total # of active apprentices = **17,435** (5,005 new apprentices registered)
- 33% increase in the total # of newly registered apprentices over last year
- 303 active RAPs - 36 new
- Total of 120 apprenticeable occupations - 21% increase over previous year
- 2,135 apprentices completed their program, an increase of 218
- The apprentices who completed their apprenticeship earned an *average* exit wage of \$25.70 per hour, which equates to an annual salary of \$53,642, an increase of \$4,013.

Cultivating an Environment for RA Programs

- Apprenticeship programs expansion and development
- LWDB/Provider staff training and development of how to serve apprentices
- Online resources (local, state, and national)
- State and local support and guidance via policies, procedures and training
- Level of investment from employers (skin in the game)
- WIOA funding – Work-based training and individual training accounts
 - WIOA income eligibility and LWDB locally approved definitions of below self-sufficiency

CareerSource Suncoast (CSS)

- CareerSource Suncoast Apprenticeship Program, GNJ - Sponsor
 - 2018: Worked with DOL Intermediary (JFF) to establish first LWDB Sponsored RA Program in Florida - Tool and Die Maker
 - CSS is now one of three LWDBs statewide to Sponsor RA Programs
 - Updated the CSS RA Standards/Appendix 2023 to sponsor more occupations/employers
 - CSS recently added four occupations to its RA Program Standards:
 - Manufacturing and Production Technician
 - Industrial Production Supervisor
 - Project Manager
 - Industrial Maintenance Mechanic
 - New programs currently in development are Retail Operations Specialist, Laundry-Machine Mechanic, Heavy Truck Driver, and CNC Machinist
 - CSS Sponsored two FloridaMakes Apprentices of the Year awarded – 2022 & 2023

“Levels” of Workforce System/Apprenticeship Alignment

Levels of Alignment

- **Draft** tool to solicit feedback
- Describes stages or levels of local workforce board alignment with, engagement in RA
- Goal: provide WDBs with a framework for:
 - determining current role/engagement in RA
 - potential next steps to increase engagement/alignment with RA
 - informing policy, partnership formation

DRAFT Levels of Alignment

Level 1	Level 2	Level 3	Level 4	Level 5	Level 6**
Local WDBs meet RA board inclusion requirement; adds RA programs to ETPL; incorporates RA into WIOA Plan	AJCs refer job seekers to RAPs	BSRs promoting RA to local industry employers	State/LWDB embeds RA expertise in system, AJCs	LWDB serves as regional RA convener	LWDB becomes RA sponsor

DRAFT - Level 1

Level 1	Looks Like	Best Practice	Reflected In	To Move to Next Level
Local WDBs meet RA board inclusion <u>requirement</u> Adds RA programs to <u>ETPL</u> incorporates RA into WIOA Plan	- One RA rep on state and LWDB boards - RA programs on ETPLs	State/local RA steering committee, encouraging diversity of RA <u>reps</u> Regular communication protocol between workforce & RA system for ETPL requests Creates specific strategies or goals for RA in WIOA plan	- ETPLs listing <u>RAPs</u> - WIOA plan - Leadership understanding, support of RA engagement	- Train case managers on RA benefits for job seekers - Create/provide tools to local RA sponsors for reverse referrals (for WIOA eligibility certification) (other) (other)

DRAFT - Level 2

Level 2	Looks Like	Best Practice	Reflected In	To Move to Next Level
AJCs refer job seekers to RAPs	Case managers referring job seekers to existing RAPs on ETPL Providing some screening services	Utilize ITAs to help offset RTI <u>costs</u> Provide supportive services and referrals to other programs for <u>support</u> Co-enrolling WIOA/RA	• WIOA/RA co-enrollment • ITA spending • Supportive service provision	• Train BSRs on RA • Create/share Apprenticeship.gov materials on RA benefits for <u>employers</u> • Review DOL Industry Intermediary list for assistance in employer engagement in high-priority occupations • (other)

DRAFT - Level 3

Level 3	Looks Like	Best Practice	Reflected In	To Move to Next Level
BSRs promoting RA to local industry employers	BSRs working with ATRs to promote, develop RAPs for local industry talent needs	Host join LWDB/RA System Apprenticeship Accelerators Structured training by RA for BSRs Utilizing OJT contracts to support employers' apprentice wages	• Increase in RA <u>sponsors</u> • OJT contract spending for RA wage reimbursement	• Explore state models of co-locating RA expertise (<u>i.e.</u> FL, others) • Discuss use of Governor's Set Aside Funds with state board to support embedding RA SME in AICs • (other) • (other)

DRAFT - Level 4

Level 4	Looks Like	Best Practice	Reflected In	To Move to Next Level
State supports/helps fund, LWDB embedding RA expertise in system, AJCs	Paid staff with RA expertise in individual AJCs, or working regionally across WDBs to focus on RA development, alignment	Regular, proactive, collaborative work between workforce RA staff and ATR (for industry, apprentice recruiting)	• Increase in RA <u>sponsors</u> • Increase in RA/WIOA <u>co-enrollment</u> • Increase in funded services for RA support	• BSRs and AJC RA SMEs coordinate on which employers are responding to/engaged in RA <u>outreach</u> • RA SMEs <u>meet</u> regularly and coordinate with ATRs on high-quality program development • Co-enrollment training is delivered to case managers on rolling basis

DRAFT - Level 5

Level 5	Looks Like	Best Practice	Reflected In	To Move to Next Level
LWDB serves as regional RA convener	WDB regularly convening stakeholders on <u>RA</u> Expanding to serve as regional hub for RA/Workforce <u>alignment</u> Applying for federal or state grant funding to scale RA	Create network of RA sponsored programs to accelerate employer <u>participation</u> Serve as fiscal agent for larger network*	• Increase in participating <u>employers</u> • Increase in apprentice support from WDB (WIOA and non-WIOA funding)	• LWDB evaluate local LMI, employer interest in <u>RA</u> • LWDB meets with ATR to develop process for gathering information into RA standards • LWDB develops strategy for dual-pronged RA implementation: employers to join RAP and employers to hire WIOA-certified job seekers for RA roles

DRAFT - Level 6

Level 6	Looks Like	Best Practice	Reflected In
LWDB becomes RA sponsor	Registering program for in-demand occupations, convening local industry for program implementation, engagement with education system for RTI	Utilizing WIOA and non-WIOA funding (i.e., DOL, state grants) for program administration, employer/apprentice support	• WDB RA sponsorship rates • Participating employers • Apprentice registrations

Table Exercises

Two Discussion Points

1. Review Tool

- Are these the right “levels” of alignment?
- Do the levels include all relevant supporting information?
- How would you revise?

2. Assess Organizational RA Work

- At which “level” would you currently rate your organization?
- What would your organization need in order to move to the next “level?”
- Would you say your organization is “highly motivated,” “moderately motivated,” or “not motivated” to increase engagement in RA?

Wrap-Up, Center Resources

Center Resources & Services

- Center Website: dolcoe.safalapps.com
- Request TA, Training
- Upcoming:
 - Nov 16: Demonstrated State Leadership in WIOA State Plans
 - Dec 7: Virtual Office Hours - "Educational Institutions & LWDBs Collaborating to Develop RA Programs)
 - Jan 2024: National BSR RA Training
- Become a Center Partner
 - Event notifications
 - Share promising practices



Thank You



Melissa Aguilar-Southard, Safal Partners
Melissa.Aguilar-southard@safalpartners.com



Katie Adams, Safal Partners
Katie.adams@safalpartners.com



James Disbro, CareerSource Suncoast
jdisbro@careersourcesc.com

**Scan & Become a
Center Partner**

