

# Engaging Employers in Registered Apprenticeship: Tools and Tips for Business Service Representatives



September 20<sup>th</sup>, 2024

# Center of Excellence Overview



- U.S. DOL initiative to increase systems alignment across apprenticeship, education, and workforce
- Led by Safal Partners
- We provide no-cost TA including:
  - Monthly webinars
  - Quarterly virtual office hours
  - Individual TA/coaching sessions
  - Online resources (desk aids, guides, frameworks, etc.)



[Visit our website, request TA](#)



# Agenda

- Welcome and Introduction
- How Registered Apprenticeship is structured and works in concert with the workforce system
- Recent RA system initiatives, funding opportunities, and partners
- WIOA funding and RA
- How to speak to employers about RA
- Q&A



# Presenter



**Jeremy Faulkner**

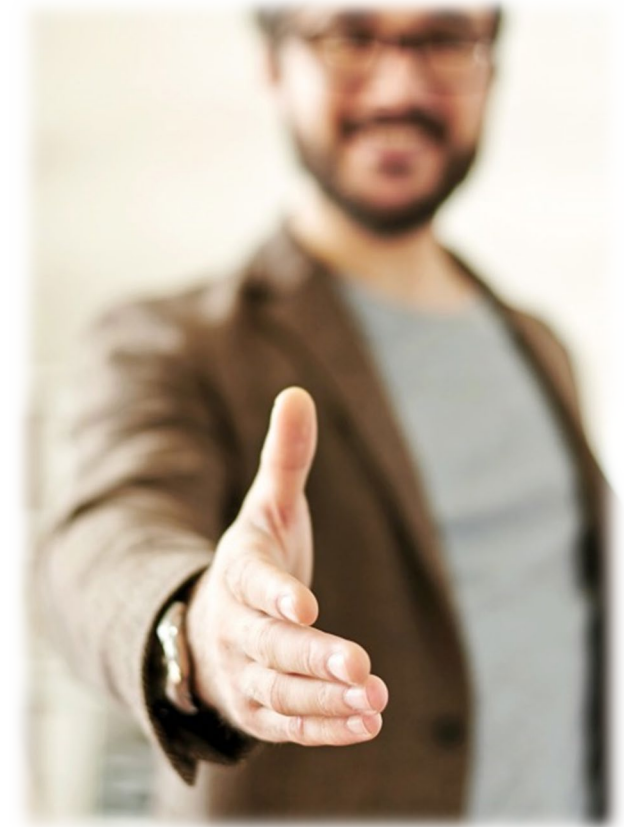
Senior Subject Matter Expert  
Safal Partners



# Poll #1

What is your role in the workforce system?

- Business Service Representative (BSR)
- Workforce staff that has some BSR responsibility
- Workforce Manager/Administrator
- Local Veterans Employment Representative (LVER)
- Other





# Registered Apprenticeship



# Registered Apprenticeship Defined

## Apprenticeship: A Proven Workforce Solution

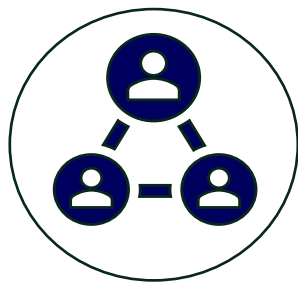
Registered Apprenticeship is a proven, customizable, and structured model to find and train new talent as well as upskill current workers in critical occupations.



# Five Core Components of Registered Apprenticeship



**Employer  
Involvement**



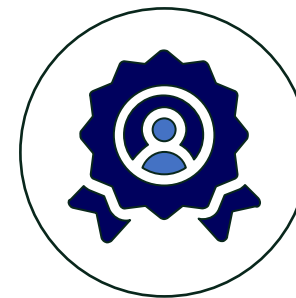
**Rewards for  
Skill Gains**



**Related  
Instruction (RI)**



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



**National  
Occupational  
Credential**



# Roles of Apprenticeship



## Sponsor

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



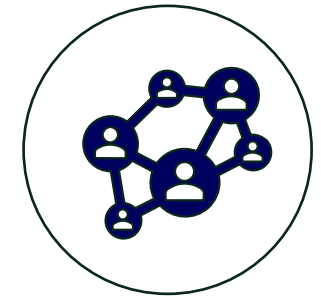
## RI Provider

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.

# ABOUT US

## FY 2023 FAST FACTS

886K+

Apprentices served

25K+

Active apprenticeship  
programs

7,454

New apprenticeship  
programs since 2021

85%

Growth of new apprentices  
over the past decade



## OUR MISSION

The **U.S. Department of Labor's Office of Apprenticeship** promotes and oversees quality, accessible Registered Apprenticeship opportunities for workers seeking higher-skilled, higher-paying jobs and engages employers seeking to build a qualified workforce.

Learn more at our [About Us fact sheet](#)



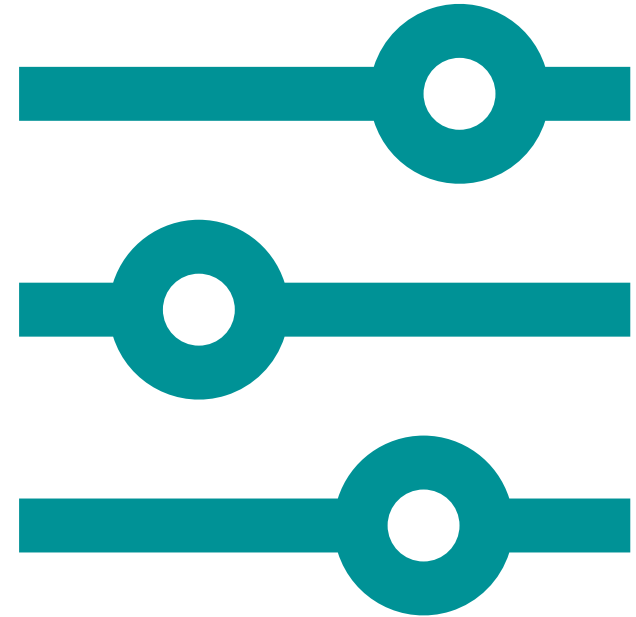
# Core Components of Registered Apprenticeship

Industry Led	Programs are industry-vetted and approved to ensure alignment with industry standards and apprentices are trained for highly skilled, high-demand occupations.
Paid Job	Apprenticeships are jobs! Apprentices earn progressive wage increases as their skills and productivity increase.
Structured On-the-Job Learning/ Mentorship	Programs provide structured on-the-job training to prepare for a successful career, which includes instruction from an experienced mentor.
Supplemental Education	Apprentices are provided supplemental classroom education based on the employers' unique training needs to ensure quality and success.
Quality & Safety	Apprentices are worker protections while receiving rigorous training to equip them with the skills they need to afford succeed and the proper training and supervision they need to be safe.
Credentials	Apprentices earn a portable, nationally-recognized credential within their industry.



# Types of Registered Apprenticeship

- Time-based, competency-based, or hybrid
- Some programs are managed by a joint apprenticeship training committee
- Individual or group sponsorship



# A WIDE RANGE OF INDUSTRIES



**Agriculture**



**Healthcare**



**Cybersecurity**



**Biotechnology**



**Transportation**



**Construction**



**Energy**



**Hospitality**



**Financial  
Services**



**Information  
Technology**



**Education**



**Advanced  
Manufacturing**



**Critical  
Supply Chain**



**Infrastructure**



**Engineering**



**Telecommunications**

# Growing Apprenticeship

**SUCCESSFUL  
ENGAGEMENT** WITH  
MAJOR EMPLOYERS  
TO GROW  
APPRENTICESHIP



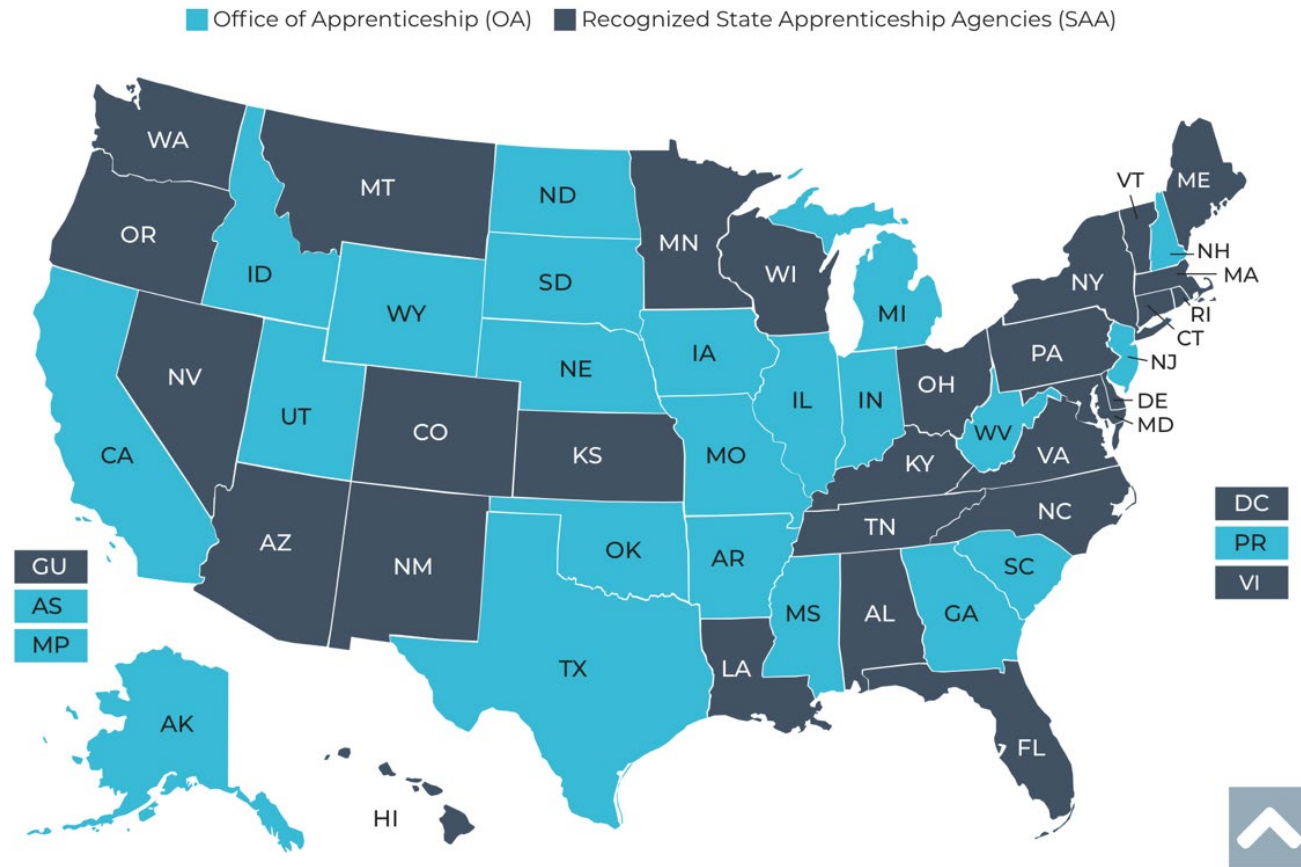
APPRENTICESHIPUSA™  
★★★





# The Apprenticeship System

- 25 states and territories are Office of Apprenticeship (OA) states
- 32 states and territories have state apprenticeship agencies (SAA)



<https://www.apprenticeship.gov/about-us/apprenticeship-system>



# What Do Apprenticeship Standards Look Like?

- An occupation and O\*NET code, identification of apprenticeship type, program length
- Sponsor responsibilities (such as record-keeping, health and safety)
- Apprentice qualifications, selection procedures, wage progression
- Work process schedule (on-the-job learning)
- Related instruction outline (144 hours per 2,000 OJT hours)



# Benefits of Apprenticeship – Business Case



## **Skilled Workforce**

Recruit and develop a highly-skilled workforce



## **Improved Productivity**

Improve profitability and positive impact to your bottom line



## **Reduced Turnover**

Minimize cost with reduced turnover and liability



## **Customizable Training**

Create flexible training options that ensure workers develop the right skills



## **Retain Workers**

94% of apprentices continue employment after completing an apprenticeship



# RA and WIOA Business Services

*Apprenticeship  
is an  
important  
option for  
business  
partners  
receiving  
WIOA services.*

- BSRs are ideally situated to help companies understand all their options, including Registered Apprenticeship
- Companies partnering on WIOA services will likely be interested in apprenticeship as an important option
- Employer partners are looking to minimize the number of different contacts, meetings, and reports
- Workforce and apprenticeship systems can benefit each other



# Recent RA System Initiatives and Funding Opportunities

- TEN 23-23: Quality Pre-Apprenticeship Programs
- Notice of proposed rulemaking to enhance the National Apprenticeship System
- Building Pathways to Infrastructure Jobs grant
- Apprenticeship Building America
- State Apprenticeship Expansion grants





# Partners and Resources

- Industry Intermediaries for Registered Apprenticeship
- Apprenticeship Ambassadors
- Apprenticeship Trailblazers
- Youth Apprenticeship Week
- Advanced Manufacturing Sprint





# Apprenticeship Funding



## Registered Apprenticeship Industry Intermediaries:

Through a partnership with DOL, these **20 industry intermediaries** offer expertise to help employers and labor organizations successfully launch, promote, and expand RA programs in growing industries.

For more information, check out the [\*Industry Intermediary fact sheet on Apprenticeship.gov\*](#)



Healthcare



Healthcare & Healthcare Information Technology



Healthcare, Public Service, & Healthcare Information Technology



Information Technology



Information Technology



Information Technology



Care Economy



Supply Chain Automation



Cybersecurity



Transportation, Distribution, & Logistics



Supply Chain (Nanotechnology & Semiconductors)



Supply Chain (Advanced Manufacturing)



Clean Energy



Hospitality



Advanced Manufacturing



Early Childhood Education



Education



Construction



Telecommunications



Early Childhood Education



# Advanced Manufacturing Apprenticeship Sprint

*In the 109 days between October 6, 2023, and January 23, 2024:*

**+160**

Organizations made new commitments to **workforce development** and job quality.

**+150**

**New advanced manufacturing-related Registered Apprenticeship programs** and occupations have been created or are newly under development.

**+127**

**Advanced Manufacturing-related Apprenticeship Accelerators** and outreach events were held by industry and workforce system partners.

**4,937**

**NEW APPRENTICES WERE HIRED**



# WIOA Funding and RA

- Under WIOA, registered apprenticeship programs automatically qualify to be included on the state's Eligible Training Provider List
- Individual Training Accounts are an effective support for WIOA participants to enter an apprenticeship
- Incumbent worker training and apprenticeship may be prioritized in WIOA state programs



# RA Helps Advance WIOA Goals

*Training And  
Employment  
Guidance Letter  
WIOA No. 13-16:  
Operating  
Guidance for the  
Workforce  
Innovation and  
Opportunity Act*

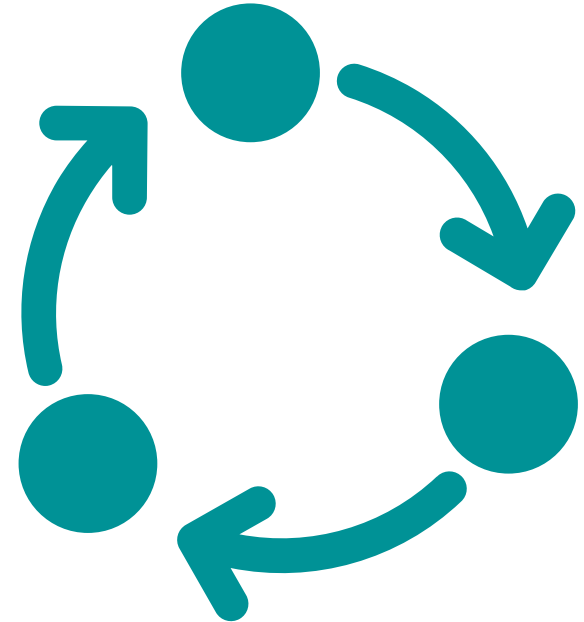
Adopting Registered Apprenticeship as a workforce strategy can help advance the goals of WIOA. RA:

- Helps meet WIOA Performance Outcomes: employment rate, median earnings, credential attainment, and skill gains.
- Gives more individuals on Individual Training Accounts an opportunity to move into living-wage jobs
- Can help support Incumbent Worker Training
- Can increase the need for and use of On-the-Job Training Contracts
- Adds valued trainers to the Eligible Training Provider List



# How to Speak to Employers about RA

- Speak in the language of business:
  - Return on investment, productivity, employee retention
- Stress the benefits to the employer and its workers
- Focus on results, not process
- Employers are already investing in training—it makes sense to take part in the benefits of RA, including incentives to support program start-up and training expenses.



# Conclusion

- Registered Apprenticeship is the gold standard for training and workforce development.
- Understanding RA is important to helping employers in your region to take advantage of the benefits of apprenticeship.
- There are resources in the apprenticeship system and partners, such as industry intermediaries, to help your employers to succeed.





# Become A Center Partner

- ☑ **Receive** no-cost expert TA, materials, and assistance
- ☑ **Network** with potential partners nationwide
- ☑ **Be** nationally recognized for your work

Scan for  
Partner 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)

