



# A Journey to Success

**Registered Apprenticeship & Workforce Development Alignment**





# Getting to Know You

Share your level of knowledge of and  
experience with Registered Apprenticeship?

At Square One

Emerging

Advanced





# Agenda

1. **The Basics of Registered Apprenticeship**
2. **Safal Partners - Center of Excellence  
Overview & Six Components of  
Registered Apprenticeship Alignment**
3. **Cultivating an Environment for  
Registered Apprenticeship Growth**
4. **Question & Answer**

# Common Apprenticeship Misconceptions

Too costly for many employers

Labor Unions only

For non-college bound individuals only

A strategy for low-cost labor

Same as an Internship

Skilled trades only

Apprentices will leave after completion

Only serves new employees, not existing

# What is Registered Apprenticeship?

A Registered Apprenticeship Program (RAP) is a structured, employer-driven education and training model that combines paid on-the-job learning with classroom instruction, culminating in a nationally recognized credential.

**These programs are registered and approved by the Florida Department of Education and the U.S. Department of Labor.**

# A Wide Range of Industries & Occupations



Agriculture



Arts



Construction



Education



Energy



Financial Services



Healthcare



Hospitality



Information Technology



Manufacturing



Public Safety



Supply Chain

# Core Components of Registered Apprenticeship



**BUSINESS INVOLVEMENT** - Employers are the foundation of every Registered Apprenticeship Program.



**STRUCTURED ON-THE-JOB LEARNING** - Apprentices receive on-the-job training from an experienced mentor for typically not less than a year.



**RELATED TECHNICAL INSTRUCTION (RTI)** - Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, apprenticeship training schools, and is provided online or at the jobsite.



**REWARDS FOR SKILL GAINS** - Apprentices receive increases in wages as they gain higher level skills.



**OCCUPATIONAL CREDENTIAL** - Registered Apprenticeship Programs result in a nationally-recognized credential – a 100% guarantee to employers that apprentices are fully qualified for the job

# Apprenticeship Stakeholders



## Sponsor

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



## RTI Provider

The entity that provides related technical 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.



# Benefits to Employers

- Customized training that meets nationally recognized industry standards for an occupation/job title, resulting in highly skilled employees
- Increased productivity, safety, and improved workforce quality
- Increased employee retention (93%) and in Florida
- Scales a pipeline of qualified talent
- Reduced high costs of recruiting/hiring
- Enhanced workplace culture through mentorship
- Potential of eligibility for training grant reimbursement \$
- Return on Investment is \$1.50 for every \$1.00 invested

# Benefits to Apprentices

- Full-time Employee wages/benefits.
- Receives hands-on training from an experienced journey worker/mentor.
- Receives related technical instruction (education) resulting in improved skills and competencies.
- Progressive wage increases as apprentices meet their benchmarks for skill attainment.
- Earns a nationally recognized & portable credential from the Florida Department of Education & U.S. Department of Labor.
- Increased credibility, marketability, and mobility as a nationally recognized apprentice.
- Offers a clear pathway to a skilled career with opportunities for growth and advancement with a competitive salary and no student loan debt.



# 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 services including:
  - Monthly webinars
  - Quarterly virtual office hours
  - Individual compliance assistance and services
  - Online resources (desk aids, guides, frameworks, (etc.)



[Visit our website](#)





# Six Key Components of Workforce System Alignment with RA

# New Tool

## Key Components of Workforce System Alignment with Registered Apprenticeship



# Creating RA-Aligned Policies

State and Local WDBs often have state and local policies and procedure frameworks that align and guide development of work to support RA program implementation.

- Criteria and policies for **board membership** ensure appropriate representation for RA
- Policies/procedures **prioritize the use of RA as a service strategy** for WIOA Title I and may provide funding to support RA programs
- Local WDBs' AJC operators have **clear policies/procedures and support** for RA and WIOA/RA co-enrollment processes and training towards frontline case managers
- Funding-related policies **ensure use of available funds** to support RA expansion
- ETPL policy/procedures **provide automatic inclusion** of RA programs on ETPLs
- Business services policies/procedures **include implementation of RA** through OJT/IWT

# Embedding 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 RA programs
- 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



# Equipping BSRs

Business Services Representatives (BSRs) have the knowledge and expertise to assist employers with adopting RA programs and accessing funding.

BSRs...

- Regularly **work with ATRs** to promote RA programs
- **Guide employers** through the RA process
- Create **outreach plan** based on LMI with RA counterparts
- **Interact with intermediaries** to assist businesses with RA program development
- **Provide collateral** and education to partners
- **Communicate with case managers** about apprenticeship openings
- Assist businesses with **leveraging WIOA** and other funding

***Include in State/Local Rapid Response efforts***



# Improving Data Sharing and Data System Alignment

State apprenticeship and workforce systems align data systems, enabling sharing of data and improving cross-agency access.

- Workforce/apprenticeship systems **have formal agreements in place** to track, monitor, report and share data related to apprenticeship and WIOA metrics
- Co-enrollment data is **tracked and shared** consistently
- BSRs **capture** real-time data on employers' supply and demand needs, **communicate** with their local ATR/AN counterparts consistently
- State longitudinal and/or external data systems are used to **track, understand** and **share** data trends in apprenticeship populations
- Data around WIOA/non-WIOA funding support is used to **tell the story**, helping state leadership make informed decisions regarding policy and funding to expand RA

# Serving as an RA Convener

State/LWDBs engage stakeholders to expand RA, build talent pipelines, address workforce shortages, and increase employment and wages for workers.

- Engage with stakeholders to **develop and implement** RA programs that can access funding and resources through workforce system
- Sector Strategy initiatives **include RA as a strategy** for building the talent pipeline
- Create and maintain **a network (hub) of RA programs** to accelerate employer participation and to provide technical assistance
- **Collaborate** on high-demand, industry specific RA programs including technical assistance and funding
- Collaborative RA efforts **include mandatory partners** as part of convening activities
- Create **concise communication** and outreach for RA programs

# Becoming an RA Sponsor

LWDB becomes a group RA sponsor increasing opportunities for job seekers to access careers in high-demand industries and for businesses to access funding supports for apprentices.

- LWDB becomes a **RA program sponsor** for in-demand occupation(s)
- Occupations are **regularly added** to RA programs 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 RA program
- LWDB **ensures ability to support** employers with WIOA funding



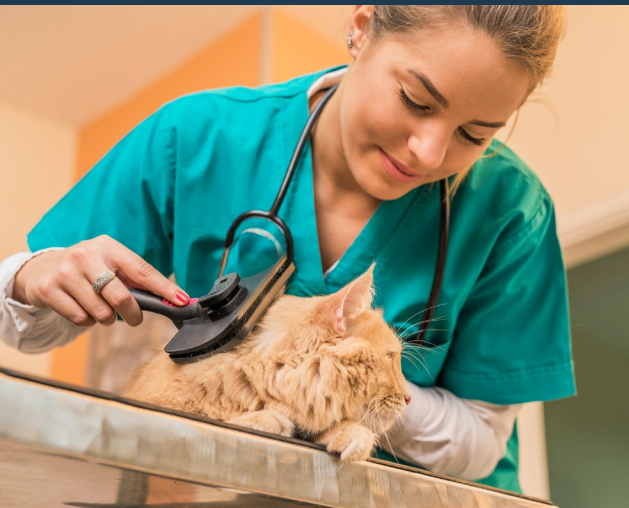
# Action Planning and Next Steps

# Key Questions to Consider

- Overall Alignment: Where is your Community?
- Does your workforce system have policies in place that promote RA?
- What organizations/partners are you already working with? Who else do you need at your table?
- What expertise do you have that can be tapped into?
- Do you employers understand the benefits of RA? Are there representatives who can convene employers and help them?
- How do you intend to work towards alignment? What steps can you take to increase alignment for successful RA program efforts?
- What support do you need?
- What questions do you have?



# Cultivating an Environment for Registered Apprenticeship Growth



# Florida's Apprenticeship Expansion Efforts

## CareerSource Florida & The Florida Department of Commerce

- State Policy
- Funds Apprenticeship Navigators at all of Florida's LWDBs
- Apprentice Florida website: [ApprenticeFlorida.com](https://ApprenticeFlorida.com)

## Florida Department of Education – State Apprenticeship Agency (SAA)

- Florida is a State Apprenticeship Agency (SAA): supported by nine (9) Apprenticeship Training Representatives (ATRs)
- Pathways to Career Opportunities Grants (PCOG)
  - The grant funds are to establish new, operate existing, or expand existing registered apprenticeship or pre-apprenticeship programs.
  - Since 2019, PCOGs has totaled \$105M.







# Florida's Apprenticeship Expansion Results

## Comparing FY2024 to FY2021

- 8,025 new apprentices, a 67% increase.
- Completers rose to 2,189, marking a 16% increase.
- Number of active apprentices reached 16,567, marking a 31% increase.

## FY2024

Apprenticeship completers earned an average exit wage of \$27.81 per hour (\$57,837 annually), a \$4,376 increase from the previous year.

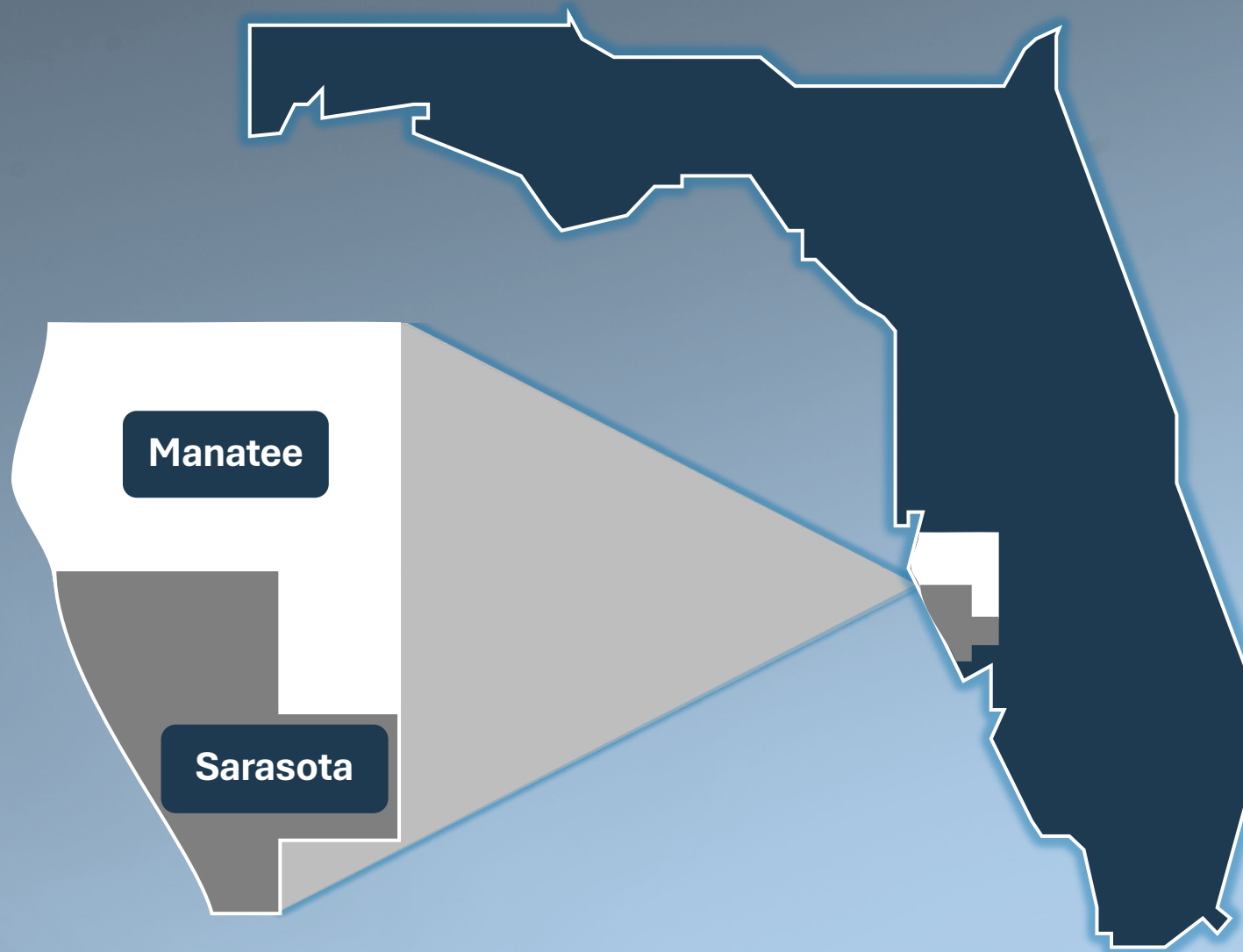
## February 2025

5,613 employers are participating in RAPs.

## July 31, 2025

- 317 Registered Apprenticeship Program (RAP) Sponsors for 612 occupations.
- 58 Pre-Apprenticeship Sponsors for 179 occupations.

In total, 22,444 registered apprentices and preapprentices engaged.



# CareerSource Suncoast (CSS) Apprenticeship Approach

CSS RAP  
Sponsorship

Increase RAPs &  
Preapprenticeship  
in our area

Collaboration with  
USDOL  
Intermediaries

Engage Post  
Secondary  
Institutions

CSS Funding &  
Apprentices of the  
Year Awards

# CSS RAP Sponsorship

1<sup>st</sup> in Florida - Registered Youth Pre-Apprenticeship (2000-2012)

In 2018, 1<sup>st</sup> Florida LWDB to Sponsor a Registered Apprenticeship

- Jobs For the Future - assisted with development of RAP Standards

Current CSS Sponsorship includes eight (8) occupations and five (5) employers

# CSS Sponsored Registered Apprenticeships

## **PGT Innovations**

- Tool and Die (4/2018)
- Industrial Maintenance Mechanic (5/2023)

## **Teakdecking Systems**

- Additive Manufacturing Technician (7/2023)
- Project Manager (7/2023)
- Industrial Production Supervisor (7/2023)

## **Crown Linen**

- Laundry-Machine Mechanic (4/2024)

## **Gold Coast Eagle Distributing**

- Merchandise Designer (12/2024)

## **Town of Longboat Key**

- Building Codes/Official Administrator (12/2024)





# Increase RAPs & Pre-Apprenticeship

1. Early Learning Coalition of Sarasota County Apprenticeship Program, GNJ (10/2023)
  - Child Care Development Specialist (10/2023)
  - Child Care Development Specialist (Adult) Pre-Apprenticeship (10/2023)
2. Manatee Technical College Registered Apprenticeship Program, GNJ (12/2023)
  - Child Care Development Specialist (12/2023)
  - Child Care Development Specialist (Adult) Pre-Apprenticeship (4/2024)
  - Pharmacist Assistant (12/2024)
  - Window Installer (12/2024)
3. Humane Society of Manatee County Apprenticeship Program, INJ (9/2024)
4. Bayside Pet Resort & Spa, Inc. Apprenticeship Program, GNJ (9/2024)
5. Laser RITE Business Services Apprenticeship Program, INJ (9/2024)
6. SAK Enterprises Apprenticeship Program, INJ (11/2024)
7. NCN Electric Apprenticeship Program INJ (12/2024)

# Collaboration with Intermediaries



Industry Experts - connect area employers, LEAs, Associations, and other stakeholders to assist development and expansion of RAPs



Facilitate Apprenticeship Accelerator events

- 7 events held since 6/2023



Webinars & Trainings

# Engage Post-Secondary Institutions

- Collaborated on the development of Manatee Technical College's (MTC's) first Registered Apprenticeship Program and a registered Pre-Apprenticeship program, both for Childcare Development Specialist.
- Assisted in developing standards with MTC for the Pharmacy Technician program in partnership with Manatee Memorial Hospital.
- Partnered with PGT to add a Window Installer occupation to MTC's RAP Sponsorship.
- Connected area employers to post-secondary institutions for Related Technical Instruction.

# CSS Funding & Apprentices of the Year Awards

Funded 41 apprentices for Related Technical Instruction and On-the-Job Training through WIOA over the past 3 years

Assist registered apprentices with support services funding  
(Credit Union 1 - private grant)

5 Apprentices of the Year Award  
Florida Makes (State Manufacturing Extension Program)

# How Did We Accomplish This?



## LWDB Policy & Procedure Changes

- Below Self-Sufficiency Definition
- Updated LOPs
- Staff training & development
- Umbrella OJT contracts



## Performance

- Good, and consistent data (MIS)
- Itinerant Credentials within Standards
- Focus on Demand / Targeted Occupations as much as possible



## Spread the Word

- Apprenticeship Accelerators/Lunch and Learns
- Community engagement (ex. EDC's, Chambers of Commerce)
- CSS website/social media
- Other outreach – school districts



# Questions & Answers



# Thank you!



**Sean Zubyk**

Apprenticeship Navigator  
(941) 212-2630  
szubyk@careersourcesc.com



**James Disbro**

Senior Director, Regional Alignment &  
Programs Development  
(941) 462-4308  
jdisbro@careersourcesc.com



**Jana Bauer**

Project Manager  
(321) 368-6825  
Jana.bauer@safalpartners.com

