



Overcoming Youth Barriers Through Registered Youth Apprenticeship and Work- Based Learning

MAWD
Breakout Session
April 27, 2022





Agenda

- What is Youth Registered Apprenticeship (YRA)?
- Why YRA Now?
- How Apprenticeship Aligns with WIOA
- Youth Apprenticeship in Missouri
- Youth Apprenticeship Success Stories
- Missouri and USDOL RA TA Center of Excellence
- Resources

What is Youth Registered Apprenticeship?

- An industry-driven, high-quality, “earn and learn” model for in-school and out-of-school youth between the ages of 16 - 24
- Bridges the classroom and workplace
- Enables employers to engage earlier with students to prepare them for full time work
- Provides students with mentor-led, paid work-based learning resulting in a portable, national credential





Core Components

Industries for Youth RA



Healthcare



Cybersecurity



Information
Technology



Biotechnology



Transportation



Construction



Financial
Services



Advanced
Manufacturing



Hospitality



Engineering



Energy



Telecommunications



Why Now?

- Increased need for work-ready employees in tight job market
- Provides structured plan for shrinking skills gaps
- Student and parent concerns around student loan debt (apprenticeship as the “debt free” college alternative)
- Provides employers with important tool
 - by creating access to broader sources of talent



How WIOA and Youth Apprenticeship Align

- Promotes partnership strategies between education, workforce and industry
- Strengthens worker pipelines by engaging and preparing students earlier in their academic careers to meet local/regional sector workforce needs
- Gold standard in work-based learning approach that builds student/worker skills and gets youth on career pathway to higher-quality, higher-paying jobs
- RA sponsors are on state ETPLs, establishing opportunity for investing WIOA resources in related training component of youth RA programs
- Focus on skill building directly maps to Measurable Skills Gains performance metric



Youth Apprenticeship and WIOA Performance Metrics

Benefits of WDBs engaging in Youth Apprenticeship:

- Helps meet Workforce Innovation and Opportunity Act (WIOA) performance measures including **Youth Education and Employment rates for both 2nd and 4th quarter** (94% of all apprentices who complete a program are hired as full-time workers and 91% are still with their employer a year out)
- Provides your board with the knowledge that RA skills training meets your local business needs, since it is employer-driven, while giving you the **credential performance measure**
- Ensures **higher median earnings after 2nd quarter** performance metric is met, especially since apprentices receive a raise during their apprenticeship
- Provides a **measurable skills gain** after completion of one year of the program



Youth Apprenticeship in Missouri

- DHEWD
- As of April 2022:
 - 24 high schools and CTE programs are youth RA sponsors - offering a total of 86 programs with 112 registered in-school youth apprentices
 - 13 Missouri colleges and universities are RA sponsors – offering a total of 49 programs for both youth and adults



RA TA Center of Excellence

- Awarded to Safal Partners in July 2021
- Focus: **Building sustainable partnerships to support system alignment** of the national workforce and education systems to accelerate Registered Apprenticeship adoption.
- Work: Providing technical assistance on a national scale by drawing on proven innovation at the local level to accelerate adoption and integration of Registered Apprenticeship with workforce and education systems.

Three primary tasks:

- **Providing TA on a National Scope**
- **Engaging Key Stakeholders**
- **Coordinating with Federal and State Investments**





Partners

National Partners

- National Association of Workforce Development Professionals (NAWDP)
- FASTPORT
- Wireless Infrastructure Association (WIA)
- Coalition on Adult Basic Education (COABE)
- National Disability Institute (NDI)

State Lead Partners

- Missouri Office of Workforce Development and State Workforce Development Board
- Texas Workforce Commission
- California Workforce Association
- North Carolina Association of Workforce Development Boards
- Iowa Workforce Development



How You Can Participate

- ☑ **Share** your best practices and challenges with us
- ☑ **Disseminate** TA materials to your partners
- ☑ **Facilitate** connections with your partners
- ☑ **Become** a Center Partner





Resources

- Missouri DOL OA Apprenticeship Training Representatives
- DOL RA TA Center of Excellence
- NAWDP
- Apprenticeship Missouri
- WorkforceGPS



For More Information



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