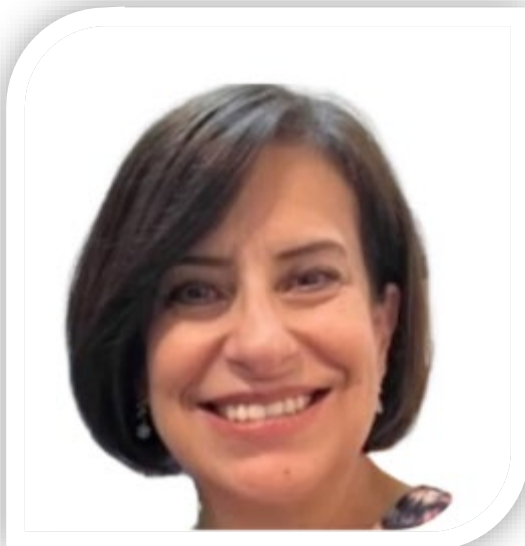


Registered Apprenticeship: An Employer Pipeline Solution and Why You Should be Selling It



August 2024

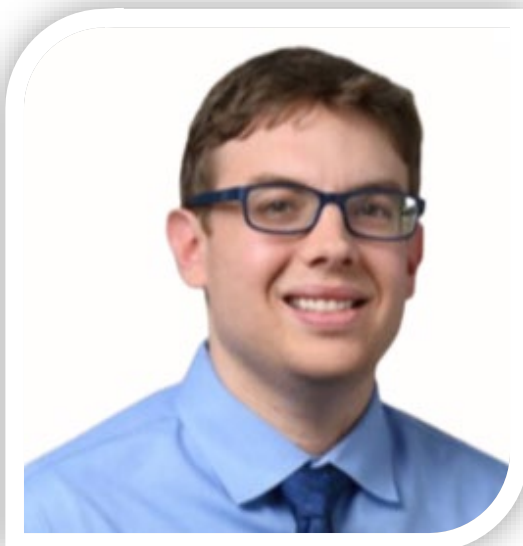
Presenters



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Welcome and Agenda

- Center of Excellence Overview
- An Overview of Registered Apprenticeship
- The Registered Apprenticeship Ecosystem
- Engaging with Local Businesses- Workforce Boards Hold the Key
- Working with ATRs and Assisting in Apprenticeship Navigation
- Coordinating Service Delivery
- Questions and Closing Thoughts



Landscape Assessment

Are you a....

- Workforce Board Staff
- Service Provider Staff
- Educational Partner
- Vocational Rehabilitation Partner
- Employer
- Board Member
- Other



Center of Excellence Overview



[Visit our website & request TA](#)



- U.S. DOL initiative to increase systems alignment across apprenticeship, education, and workforce
- Led by Safal Partners
 - Collaboration with 5 national partners
- We provide no-cost technical assistance (TA) including:
 - Monthly webinars
 - Quarterly virtual office hours
 - Individual TA/coaching sessions
 - Online resources (desk aids, guides, frameworks, etc.)



Online Resources, On-Demand TA



WELCOME TO THE CENTER OF EXCELLENCE

Registered apprenticeship is the proven gold standard in workforce development. Better aligning industry, workforce and education around apprenticeship can help build a stronger, more resilient, and future-ready American workforce.

The Registered Apprenticeship Technical Assistance Center of Excellence is focused on helping key stakeholders across these three systems build and scale strategic partnerships to put more American workers on high-quality apprenticeship career pathways.

[READ MORE](#)

Registered Apprenticeship Partner Profile Questionnaire



REGISTERED APPRENTICESHIP (RA) PARTNER PROFILE QUESTIONNAIRE

This questionnaire is intended to help you build a new or existing relationship with Registered Apprenticeship (RA) and provide information on your organization's interest in RA. The questionnaire is designed to be completed by an individual who is responsible for RA program operations in your organization. The questionnaire is available in English and Spanish. The questionnaire is available in both English and Spanish. The questionnaire is available in both English and Spanish. The questionnaire is available in both English and Spanish.

Organization Name:

Website:

Organization Type:



[Center of Excellence Resources and Tools](#)

An Overview of Registered Apprenticeship



What is Registered Apprenticeship?

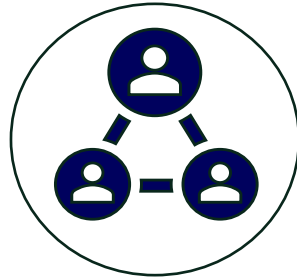
Registered Apprenticeship is a proven, customizable, and structured model to find and train new talent as well as upskill current workers in critical occupations.



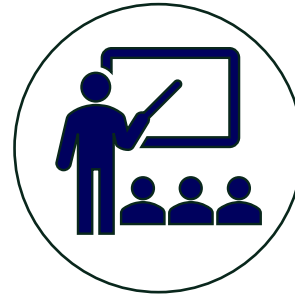
Five Core Components of RA



**Employer
Involvement**



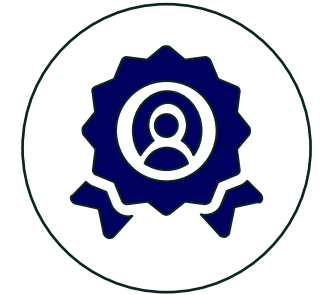
**Structured On-
the-Job Learning
(OJL)**



**Related
Instruction (RI)**



**Rewards for
Skill Gains**



**National
Occupational
Credential**

How's Your RA Knowledge?

Basic

I know what it means, but I don't know how to utilize it and don't have significant experience with it.

Intermediate

I understand RA, I've had experience with RA in some capacity, and I feel comfortable educating internal and external stakeholders about it.

Expert

I have extensive knowledge and relevant experience:

- developing programs
- accessing multiple sources of funding;
- convening stakeholders ;
- adding programs to the ETPL;
- recruiting apprentices or employers.



Key Organizational Apprenticeship Roles



Sponsor

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



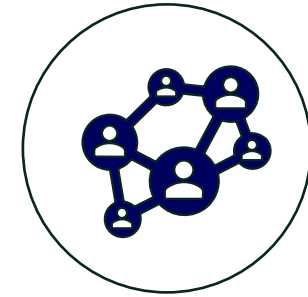
Employer

Hires and provides paid OJL for apprentices under supervision of a designated mentor who is a skilled professional in that occupation.



RI Provider

Entity that provides instruction to apprentices in the designated occupation's core knowledge, skills, and abilities.



Partner

Organizations committed to assisting RA programs. They can play one or more roles.

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)

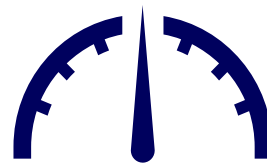


Engagement Poll

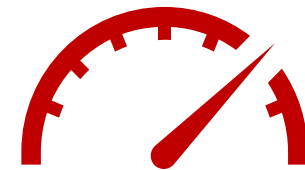
How would you rate your organization's level of RA engagement?



Low



Medium

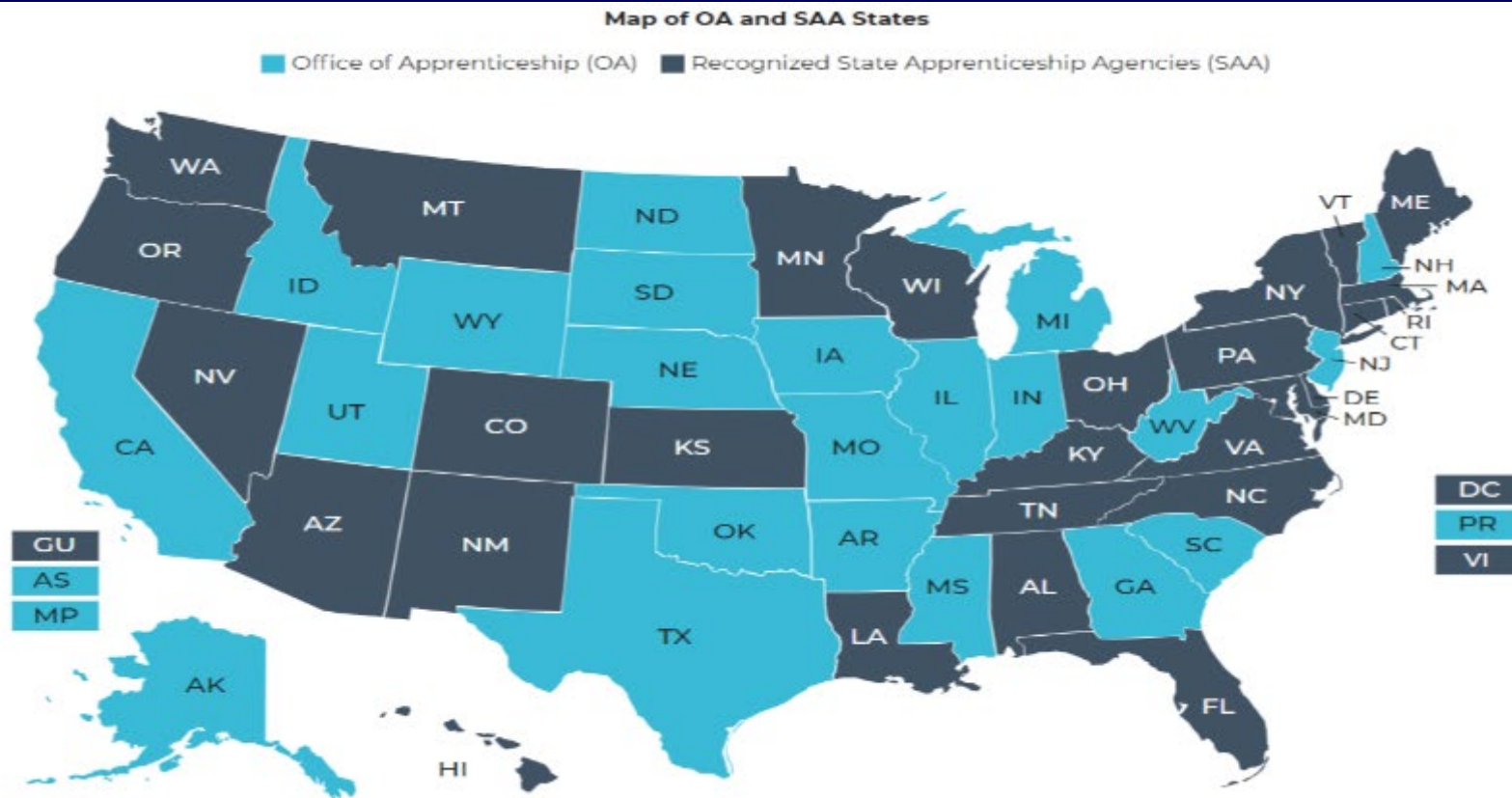


High

The Registered Apprenticeship Ecosystem



The National Registered Apprenticeship System



Program Registration

- State-registered programs (SAA states)
- Federally registered programs
- National programs: multi-state, national programs



WIOA Funding, Supports for RA

Related Training and Instruction

Under WIOA, all classroom training is funded through individual training accounts (ITAs). Programs must be on the state's eligible training provider list to take advantage of potential funding. In addition to ITAs for individual apprentices, utilizing contracts for cohort training is also possible.

On-the-Job Training

On-the-job training (OJT) is funded through contracts, not ITAs. OJT contracts can cover one or multiple apprentices with the reimbursement for OJT typically at 50% of the apprentices' wage rate.

Supportive Services

WIOA formula funds can be utilized to provide a range of supportive services such as transportation and childcare. Also, if an ITA is used to fund the related training and instruction, the ITA can also be used to provide supportive services.



State Funding, Private Sources

- Increasing number of states providing:
 - Direct incentive (per apprentice) funding
 - Tuition subsidy to offset RTI costs
 - Grants to support program start-up, expansion, sustainability
- Private foundations increasingly supporting RA and youth RA



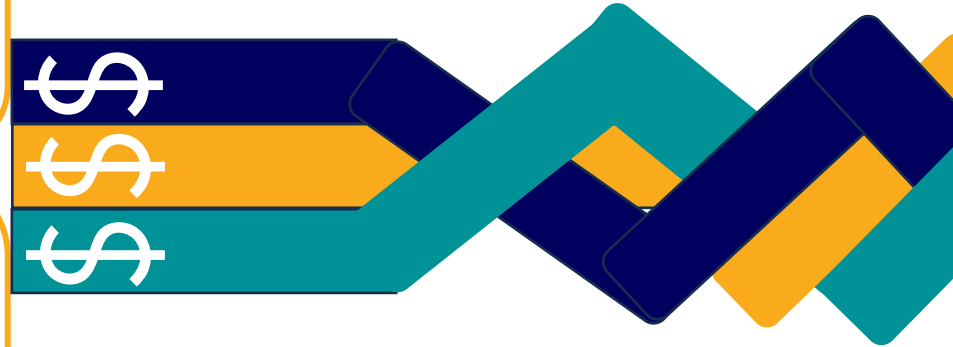
Braiding Funds to Support RA

Students

- WIOA
- Veterans Benefits
- SNAP/TANF

Institution

- State/Federal Grants
- DOL – Apprenticeship Grants
- State Workforce Grants
- Adult Ed Grant Funds



Tuition
Fees
Supplies
Wrap-Around
Services



Apprenticeship Funding

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



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.



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



Partners and Resources

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



Local Workforce Systems, Business Services & Registered Apprenticeship



Business Engagement and RA

- Registered Apprenticeship is the gold standard for training and workforce development.
- Understanding RA is critical to offering the best workforce solutions to your local business community.



Poll

How would you assess your local workforce system's business engagement efforts?

1. **EMERGING** - there is interest in business engagement and offering solutions to business needs, but we are not sure where to start
2. **ADVANCING** - there is an active plan and for business engagement and training for BSRs on business solutions beyond the traditional
3. **LEADING** - business engagement efforts are prioritized by the local workforce board, there is a structured and collaborative approach for outreach, efforts are tracked, and BSRs are well-informed on all business solutions they can offer to business



Advancing from Emerging to Leading: the BSR Approach

While services may vary depending on the organization, region, or specific objectives, a Business Services Representative (BSR) serves as **the bridge between businesses and workforce** development resources, aiming to create mutually beneficial partnerships that enhance employment opportunities and support economic growth.



BSR Approach: Solutions Driven

Philosophy: We can best serve our communities by engaging with all partners to identify and overcome challenges through a collaborative approach.

Methods should be **Proactive. Integrated. Sustainable.**

This work is ongoing and dynamic and requires a continuous improvement approach!



Achieving Effective Business Engagement Efforts with an RA Focus

Secure	Know	Find	Promote	Demonstrate	Formulate
Secure Local Workforce Development Board support.	Know what assets your workforce system and RA can provide to businesses.	Find your Apprenticeship Representative/ ATR – he/she knows the RA landscape and can support your efforts with businesses.	Promote training sessions for BSRs on Registered Apprenticeship .	Consistently demonstrate your value to your business customers.	Formulate strong partnerships to provide comprehensive coordinated solutions.



Local Workforce Development Board Support

LWDBs that support effective business engagement prioritize:

- Services to both the job seeker and the business customer.
- Registered Apprenticeship as a key solution for businesses.
- Policies and procedures that support business engagement efforts with a focus on RA as a solution for businesses.
- A staffing structure that includes one or more BSRs with RA expertise and/or promotes collaboration between BSRs and ATRs.
- On-going training and education for business services representatives.



What can you do to secure/enhance LWDB support?

- Ensure you are at the table.
- Make sure the right businesses are represented on the board, and the business majority is maintained.
- Help the board gather input from business, industry associations, and economic development agencies to understand the needs in the local area.
- Offer to provide training and education to the LWDB and its members on business solutions and RA.
- What else?



What's the Return on the RA Investment?



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



Businesses Report Benefits

Improved
company
culture

96%



Improved
pipeline of
skilled workers

91%



Improved
employee
loyalty

91%



Improved
co-worker
productivity

87%



Reduced
turnover

81%



Product
or process
innovation

78%



Future
manager
development

76%



More
on-time
delivery

74%



Reduced
downtime

68%



Benefits of Apprenticeship – Workforce System

*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 and meet the needs of the hardest to serve job seekers:

- Helps meet WIOA Performance Outcomes: employment rate, median earnings, credential attainment, and skill gains.
- Provides training while also earning a wage.
- Provides job seekers the opportunity to move into living-wage jobs
- Can help prevent layoffs.
- Adds valued trainers to the Eligible Training Provider List



BSRs Working with Apprenticeship Representatives for Successful Apprenticeship Navigation



Poll 2

Which level best describes your current partnership with your RA system?

- None
- Communication: *Share Information*
- Coordination: *Work Together*
- Collaboration: *Plan/Act Jointly*



Apprenticeship Representatives Complement the Work of BSRs

Although each State is different, collaboration between the BSR and ATR will consistently support success.

Apprenticeship Representatives or ATRs perform functions that can support the efforts of BSRs.

- Complementary functions of ATRs include:
 - Management of RA programs and ensuring adherence to laws and regulations
 - Oversight of the development and implementation of registered apprenticeship programs
 - Provision of technical assistance to employers, sponsors, and other stakeholders
 - Conducting outreach to promote apprenticeship programs
 - Provision of support to apprentices and sponsors throughout the duration of the program



Framework for ATR and BSR Collaboration

Three Critical Pillars

- ① Roles and Responsibilities: Defining who does what
- ② Communication: Keeping the lines open
- ③ Leadership: Setting expectations



Excellence in Practice: Brevard County, Florida

Making Apprenticeship Central
to WIOA Business Services



From Business Liaison to Apprenticeship Navigator

Before Apprenticeship Navigator (AN) role:

- Engagement with Registered Apprenticeship was minimal.
- Business Liaisons provided services to businesses, including those that were operating RA programs.
- Business services included:
 - Recruitment
 - Job postings
 - OJT services

Point of Contact for RA:

- Role fulfilled by a Business Liaison
- Increased awareness and growth of workforce and RA collaboration



The BSR: When a Local WDB does not have the AN Position

It's about functions not position titles.

BSR and AN functions are similar:

- Business Engagement
- Use of LMI data
- Relationship-building with business and other partner programs like WIOA
- Industry-led work

The AN FUNCTIONS can and should be performed by BSR(s)

- Designate one BSR to be the lead for RA
- Provide training to all or one BSR on RA programs and alignment with WIOA
- Forge a partnership with the ATR to help the BSR team with needs of RA – development and expansion



Coordinated Service Delivery Efforts



An RA-Focused BSR Plus an ATR Yields Great Results

- Both roles are clearly defined. Important to stay in your lane:
 - ATR- Federal/State Registered Apprenticeship Laws and documents
 - AN- CareerSource WIOA Services
- Both work in collaboration with educators, businesses, RA sponsors, and other community partners to create unique pathways.
 - Connecting veterans and programs to Veterans Registered Education Training Provider
 - Using Skillbridge
 - Developing curriculum
- The power of two yields great results.
 - Necessary support services for RA can be addressed when both the ATR and AN are present.
 - Lines of communication transparent.
 - ATR and AN phone calls/meetings
 - Invite to meetings (when appropriate)
- Collaboration is facilitated by:
 - Identification of common goals
 - Passion for supporting local economy and the workforce



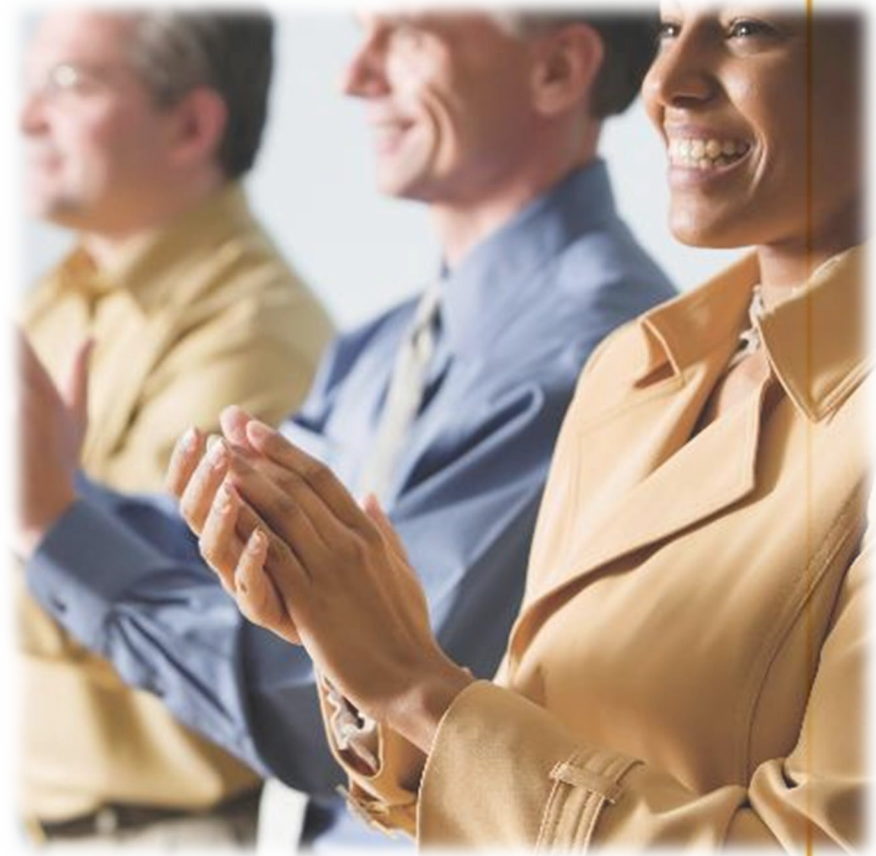
Business Engagement Tips

- **Group Meetings** – businesses and RA sponsors
 - Businesses with interest meet with RA program sponsors
 - Provide an overview of RA defining program and roles
- **Group Education** – small & large consortiums/associations
 - Present the benefits of RA to all stakeholders
 - On-going service provided through the one-stop center
 - Offer long-term solutions and investment in their business(es)
- **Career and Technical Education (CTE) and Adult and Community Education** – talent pipeline development
 - First stage component to help feed into RA programs
 - CTE and Pre-apprenticeship programs developed around RA programs in local area.



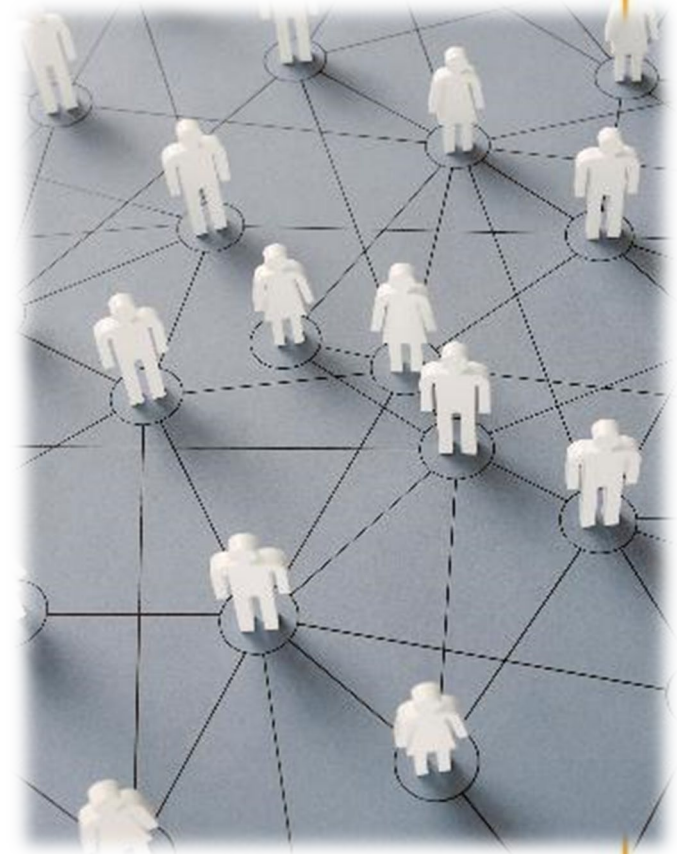
Challenges To Triumphs

- Not all engagements lead to new or expanded programs.
 - The more education you can provide and successes you can share, the more stakeholders will engage.
- Funding and sustainability of RA programs can be challenging.
 - Be familiar with potential funding that can support RA programs. Options available through different sources.
- Potential development can come to a complete stop, if businesses want to proceed, they will reengage.
- Many stakeholders are unaware of RA successes.
 - Witnessing a graduation of apprentices is powerful



Lessons Learned

- Be strategic when looking at workforce solutions
- Use **networking opportunities** to engage with businesses, educators, associations and start the conversation about RA
- Use **LMI data with community needs** to identify opportunities to support existing RA programs and/or to create new RA programs
- Must **know your ATR** – he/she knows the RA landscape and can support your efforts with businesses



Words of Wisdom



Customer Service



Collaboration



Ask Questions



Network



Be Open to Change



**Monitor Trends in
Your Region**

Assessing and Enhancing Collaboration



Level of Interaction with Your ATR



BUSINESS SERVICES REPRESENTATIVES:

Enhance Your Level of Interaction with Your Apprenticeship Training Representative

No matter what your current level of partnership with your Apprenticeship Training Representative (ATR), you can take steps to enhance your work together. The model below illustrates the three Cs of effective partnership: Communication, Coordination, and Collaboration. Each requires a different level of investment and commitment.



Communication
Share information

Coordination
Work Together

Collaboration
Plan/Act Jointly

The Three Cs

Communication: Business Service Representatives (BSRs) and ATRs make a point to talk to each other, but without a plan to share information or data.

Coordination: BSRs and ATRs work together to align services, but there is no formal structure for the interaction. Interaction may be on a case-by-case basis.

Collaboration: BSRs and ATRs plan and act jointly. They work together and support each other in reaching organizational goals.

Keep this tool handy as a reminder to work on your partnership with the ATR in your region and/or state.

[View the Desk Tool](#)

Tips for Moving to the Next Level of Interaction

Currently do not work with the ATR

- Find out who the ATR for your region is and introduce yourself
- Talk about your respective outcome measures and how you can support each other
- Share the list of companies you are working with

Currently work with the ATR and want to enhance the impact

- Plan a joint partner visit
- Develop a strategic approach to company outreach
- Create a shared informational database

Good working relationship with the ATR but want to plan/act jointly

- Get buy-in from leadership
- Conduct joint outreach to high priority companies
- Track outcomes to show impact of the collaboration



Poll 3

Could you benefit from additional training on enhancing your working relationship with the ATRs in your region?

- Yes
- No
- It depends



Key Takeaways

Registered Apprenticeship is an important resource that can help the employers you work with.

Registered Apprenticeship can help workforce agencies achieve their performance goals.

It is important to reach out to your ATRs. Collaboration is the key to success.



Questions and Answers



No-Cost Resources



[Guide to Identifying Partners](#)

- Request no-cost online or in-person training for your organization
- Become a Center partner to receive notification of upcoming webinars, Virtual Office Hours
- Visit our website for downloadable materials



Contact Us

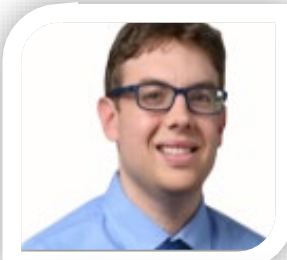


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