

Putting Your WIOA Plan for Apprenticeship to Work

*Insight and Opportunities to Strengthen
Workforce Practitioner Knowledge
of Registered Apprenticeship*



Who We Are

[USDOL Registered Apprenticeship \(RA\) Technical Assistance \(TA\) Center of Excellence](#) on Strategic Partnerships and System Alignment

We provide no-cost TA services, products aimed at:

- Accelerating RA strategic partnerships
- Increasing alignment between apprenticeship and workforce and education systems
- Increasing use of RAP model in WIOA
- Boosting WIOA funded support for RA through co-enrollment
- Increasing workforce system participation in RAPs
- Doubling current statewide WIOA participation in RAPs



Center of Excellence Overview



- Led by Safal Partners (grant awarded July 2021), national partners include NAWDP, COABE, NDIC, FASTPORT and WIA
- We provide no-cost TA to accelerate sustainable partnerships, alignment of apprenticeship, workforce, and education systems to accelerate RA adoption.



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](#)



[Visit our website, request TA](#)



Baseline Report & Knowledge Gaps

Gaps Fell Into Four Areas:



Basic Knowledge



System Knowledge



Funding Knowledge



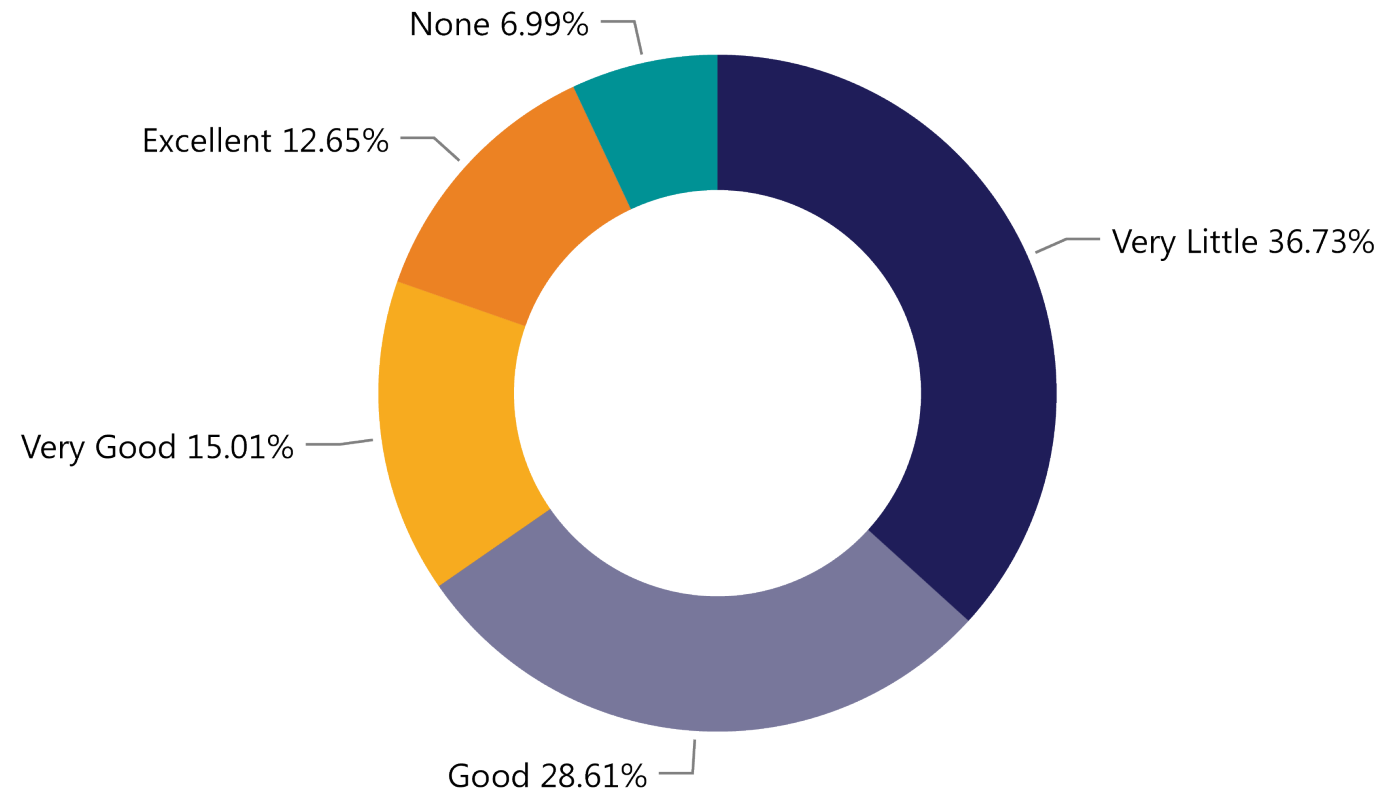
Sharing Knowledge



dolcoe.safalapps.com/resources/workforce

Programs Paying for RA

How would you rate your knowledge of who pays for each part of an apprenticeship program (related instruction, wages, administration)?

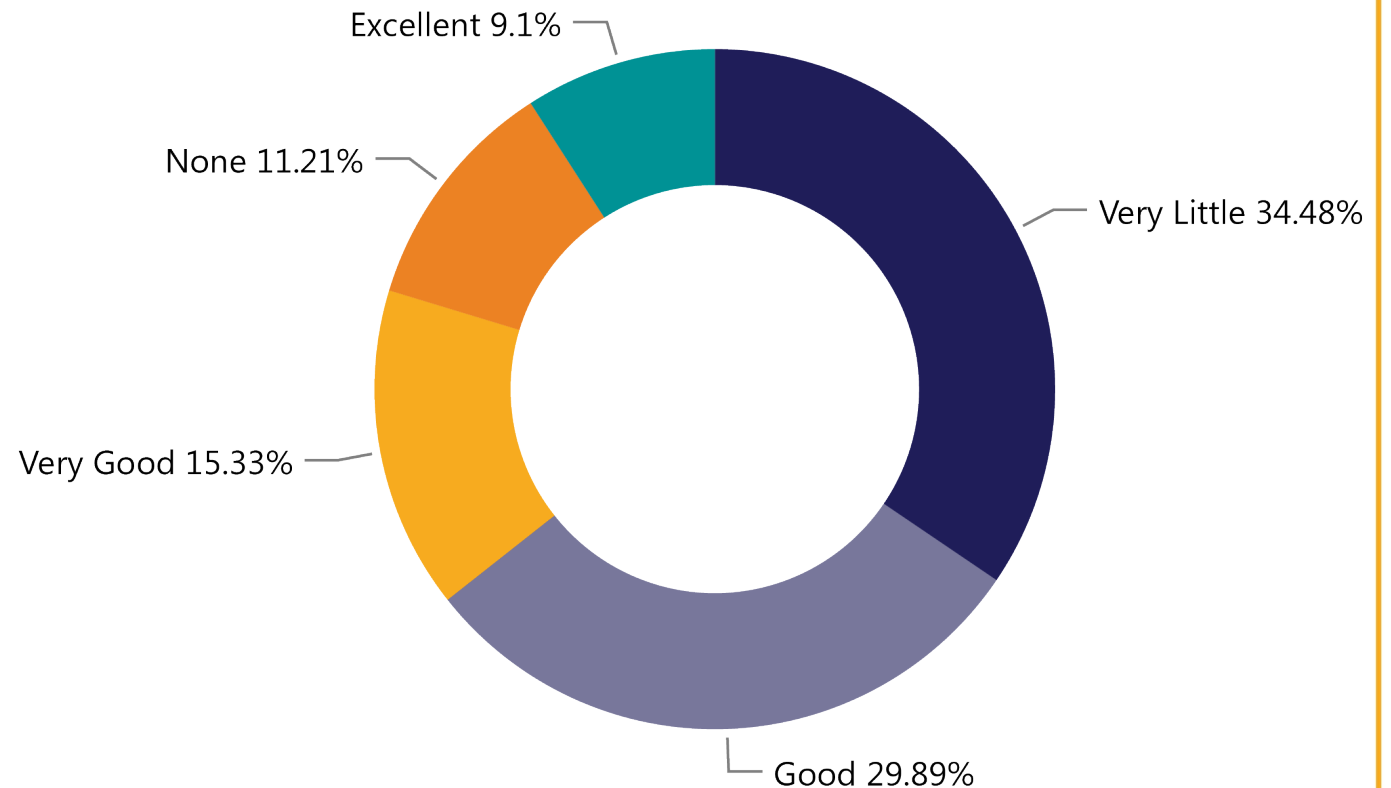


Source: 2023 Workforce System Registered Apprenticeship Baseline Knowledge Assessment Report - USDOL Center of Excellence, Safal Partners, NAWDP



RA & ETPLs

How would you rate your knowledge of the relationship between Registered Apprenticeship related instruction and your state or local eligible training provider list?

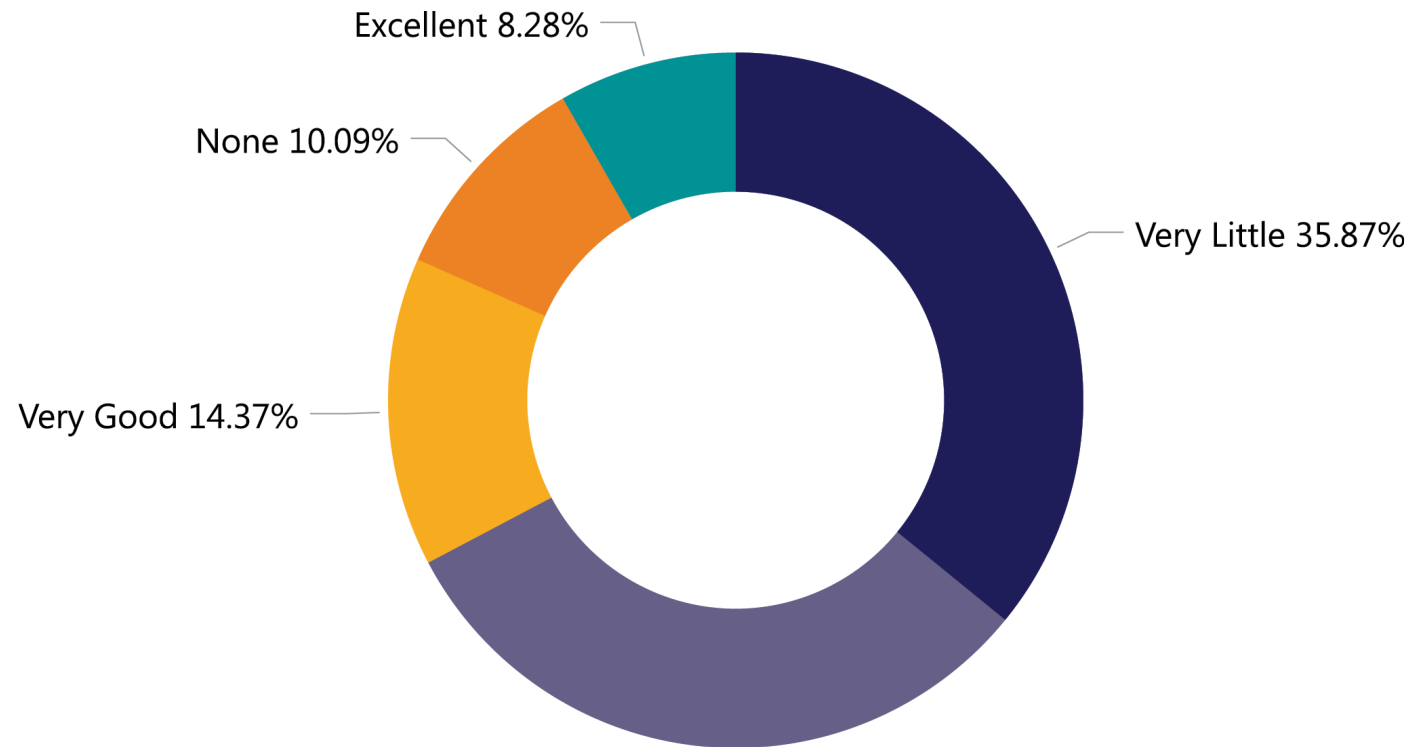


Source: 2023 Workforce System Registered Apprenticeship Baseline Knowledge Assessment Report - USDOL Center of Excellence, Safal Partners, NAWDP



RA & WIOA Performance Measures

How would you rate your knowledge on how Registered Apprenticeship correlates with performance measures?



Source: 2023 Workforce System Registered Apprenticeship Baseline Knowledge Assessment Report - USDOL Center of Excellence, Safal Partners, NAWDP



WIOA/RA Alignment Planning



System Alignment & Partnership



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.

RA Co-Enrollment and WIOA Benefits

- Unlock additional sources of RA program support for employers who sponsor programs and job seekers hired as apprentices
- Share the outcomes
- Boost overall alignment for workforce system

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RA Co-Enrollment and WIOA

Does frontline staff
and data teams
understand how to
correctly report
RA and WIOA
Co-Enrollment?

The Workforce Innovation and Opportunity Act

WIOA Desk Reference

Registered Apprenticeship Reporting Guide

EMPLOYMENT

PIRL ELEMENTS 1600, 1602, 1604, & 1606

Registered Apprenticeship is a job from day one; participants are employed when they enter a RAP. Participants that exit WIOA but are still enrolled in a RAP will be coded as "2" for employed in a RAP in the elements listed below for any quarter after exit where this is the case:

- Employed in 1st (PIRL 1600), 2nd (PIRL 1602), 3rd (PIRL 1604), & 4th (PIRL 1606) quarter after program exit quarter

TYPE OF RECOGNIZED CREDENTIAL

PIRL ELEMENTS 1800, 1802, & 1804

All RAP completers earn a national, industry-recognized credential from the U.S. Department of Labor or a federally recognized State Apprenticeship Agency, which is considered a post-secondary credential under WIOA. This credential is often in addition to an industry credential or state license. For apprenticeship programs where participants earn multiple, stackable credentials throughout the program, each of these credentials should be reported as they are earned, not just the credential earned at completion. Although all credentials should be reported in the PIRL, note that only one credential attained per customer (PIRL 1800) will be included in the numerator of the credential attainment indicator.

- Type of Recognized Credential #1, #2, #3 – Enter the appropriate code to indicate a participant has received a certificate of completion of a Registered Apprenticeship (PIRL 1800, 1802, & 1804)

MEASURABLE SKILL GAINS

PIRL ELEMENTS 1806-1810 or 1800/1802/1804=1

The foundation of the Registered Apprenticeship model is that apprentices progressively increase their skills and competencies through on-the-job training and related instruction. As an interim progress measure not based on exit, apprentices achieve measurable skill gains as they meet training/proficiency milestones. Therefore, even for longer-term RAPs, this measure will likely yield a positive outcome. In reporting this indicator, it is important to keep in mind the elements that record positive outcomes in the numerator (PIRL 1806-

State, Local Planning for RA

Recent studies show:

- 100% of WIOA State Unified & Combined Plans mention RA
- Key Drivers of RA/Workforce Alignment Utilized by only between 14 - 30% of States:
 - State level work group/committee with RA focus
 - Specialist expertise embedded at AJC level
 - Articulated RA strategies in the state plan
 - RA state level initiative (funding, incentives, etc.)

State Level Work Groups on RA

Showcase: Illinois

- Workforce system began coordinating with state OA office to align, leverage WIOA funding and services for RA
- 2016: Created an RA task group supported by IL Employment and Training – WBL Programs Division
 - Focus: weaving support for businesses involved in RA through all workforce services
 - Task group established a work plan, state received first federal apprenticeship grant.
 - Monthly virtual meetings, Quarterly in-person meetings
- Received additional grant funding, expanded under Governor's Office
- Now "Apprenticeship Illinois Committee" (AJC to IL WIB (the state WDB))



Embedding RA Specialists in AJCs

Showcase: Connecticut

- State Apprenticeship Agency (SAA) office is in Connecticut Department of Labor agency. Office alignment streamlines:
 - Addition of RAPs to state's ETPL
 - Connection between the SAA's 6 apprenticeship training representatives with BSRs to ensure that state/local WDBs create RA "wrap-around" services

Showcase: Florida

- Career Source Florida embeds Apprenticeship Navigators statewide in LWDB areas
- Provides ongoing RA training



Setting Specific RA Goals

- Only seven states (14%) set goals for new RAPs and registered apprentices in WIOA Plan
- Oklahoma – Workforce system uses current RA system information on # of apprentices and RAPs to set state expansion goals.
- Kentucky – State workforce leadership reviews RAP and apprentice #s with RA system leadership as well as WARN (Worker Adjustment and Retraining Notification) notice analysis including identifying companies and sectors currently sponsoring apprentices, and demographic data on current apprentices. Information supports strategies for rapid response, layoff aversion, business services, and strategic planning for state and local apprenticeship expansion initiatives.

Considerations in... Increasing RA Integration with Workforce Systems

State and Local Boards

- Does your state plan merely suggest RA alignment, or does it actually address **actions being taken for RA alignment**?
- Do you have a **work group or committee who is focused on RA** embedment and implementation into the workforce system?
- Are you looking for **funding** which will assist in growing RA?

Considerations in... Increasing RA Integration with Workforce Systems²

State and Local Boards

- Are you **working with industry trade associations** to create awareness of RA benefits?
- Do your **board members understand RA** and its benefits?
- Are you working to **embed RA and WIOA co-enrollment policies/training**?

Center of Excellence

Resources and Tools... Here to Help You!



Resources



Guide to Identifying Partners

<https://safal.partners/Partner-Resource>

- Case Studies
- Fact Sheets
- Funding Info
- Guides
- Podcasts
- Reports
- Toolkits
- Webinars
- News



Contact Us



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