



The Value of Employers Partnering with Local Workforce Development Boards on Registered Apprenticeship

Approximately [560 local workforce development boards](#) (LWDBs) across the U.S. support employers and career seekers and can play a pivotal role in helping employers adopt Registered Apprenticeship (RA).

Employer Challenge

Talent Sourcing: With a rapidly growing older and retiring workforce, and a smaller-sized labor pool coming behind the Baby Boomer generation, employers need more help finding qualified candidates for their RA programs. In addition, traditional sourcing partners may not be familiar with RA or know how to effectively communicate its benefits or qualify candidates.

Training Talent: RA candidates may not have directly relevant occupational knowledge or skills to meet entry-level RA program requirements.

Training Providers: Employers do not always have relationships with training providers who can offer the required occupationally-related instruction (RI) for an RA program.

Related Instruction (RI) Costs: Employers may want or need assistance to help pay for the cost of apprentices' required RI.

LWDB Resources and Solutions

LWDBs and their AJCs have systems in place to publicize RA opportunities and recruit and screen candidates for employers' open RA roles. LWDB staff are more likely to be familiar with RA than traditional hiring partners and may even have full or part-time in-house RA subject matter experts.

LWDBs can design and provide pre-apprenticeship training for candidates or help employers identify relevant pre-apprenticeship programs provided by other organizations, recruit and screen candidates, and offer in-house training to supply a pool of work-ready applicants who possess the minimum knowledge and skills required.

LWDBs maintain Eligible Training Provider (ETP) Lists of education and training programs that are approved to receive Workforce Innovation and Opportunity Act (WIOA) funding. Those training providers can include nonprofit and for-profit training providers, Career and Technical Education (CTE) programs, and 2- and 4-year colleges and universities. LWDB staff can help employers find an approved training provider to offer the required RI and use WIOA funds to help offset RI costs for eligible apprentices.

Depending on local policy and funding, LWDBs can pay for all or a portion of WIOA-eligible apprentices' RI costs through Individual Training Accounts (ITAs). Payment is made directly to approved training providers, selected by the employer from the LWDB ETP List.



Employer Challenge

Labor Market and Occupational Information:

Employers new to RA or looking to expand their current RA program may not have access to wider local or regional labor market information (LMI) to help build their RA program and create a plan for finding candidates.

Supportive Services: Because RA programs require apprentices to complete both On-the-Job Learning (OJL) and RI courses, some apprentices may require additional resources and support that companies aren't typically used to providing employees.

Funding: Employers will often seek additional funding to help offset RA program costs, including funding toward apprentice wages, RI courses (e.g., tuition, curriculum development), tools and equipment, and program administration costs.

Partnerships: Employers and sponsors new to RA are often unaware of organizations in their area that can help support RA programs through funding, program publicity, talent sourcing and training support, wraparound services, and other resources.



LWDB Resources and Solutions (continued)

LWDBs have local and regional LMI and can help employers understand talent supply and demand trends, skills gaps, and emerging occupational needs, and help employers use LMI in building their RA program.


LWDBs can provide WIOA-eligible apprentices with supportive services such as vouchers for transportation, subsidized childcare, and tutoring services.

LWDBs may be able to provide employers with funding to help offset a portion of eligible apprentices' RA costs. For example, LWDBs can provide funding for:

- apprentice wages, through OJL contracts or Incumbent Worker Training (IWT) contracts
- apprentices' RI costs through ITAs

LWDBs can also assist employers in accessing tax credits, grant funding, and direct incentive funding to help defray program costs.

LWDBs are well-established in their local communities with networks across industry, education, and workforce. They can help employers connect with potential partners through industry sector-specific roundtables, regional talent pipeline initiatives, community outreach events, and more.



Partnering with an LWDB can help employers unlock a valuable pipeline of program candidates, training resources, partnerships, and funding to make RA easier, more affordable, and well-aligned with organizations' existing training and recruiting strategies.

LWDBs can be a key planning and implementation partner, providing guidance and support in navigating the local and regional RA and educational systems, and playing an ongoing role to ensure long-term RA program sustainability.

[Find the local workforce development board\(s\) in your area](#) to learn more.