



RA TA Center of Excellence

- **What:** USDOL Grant awarded to Safal Partners in July 2021; CWA is Center partner leading work in CA
- **Focus:** Building **sustainable partnerships to support system alignment** of the national workforce and education systems to **accelerate Registered Apprenticeship adoption**.
- **Activities:**
 - Providing TA on a National Scope
 - Engaging Key Stakeholders
 - Coordinating with Federal and State Investments



Why Youth Apprenticeship?

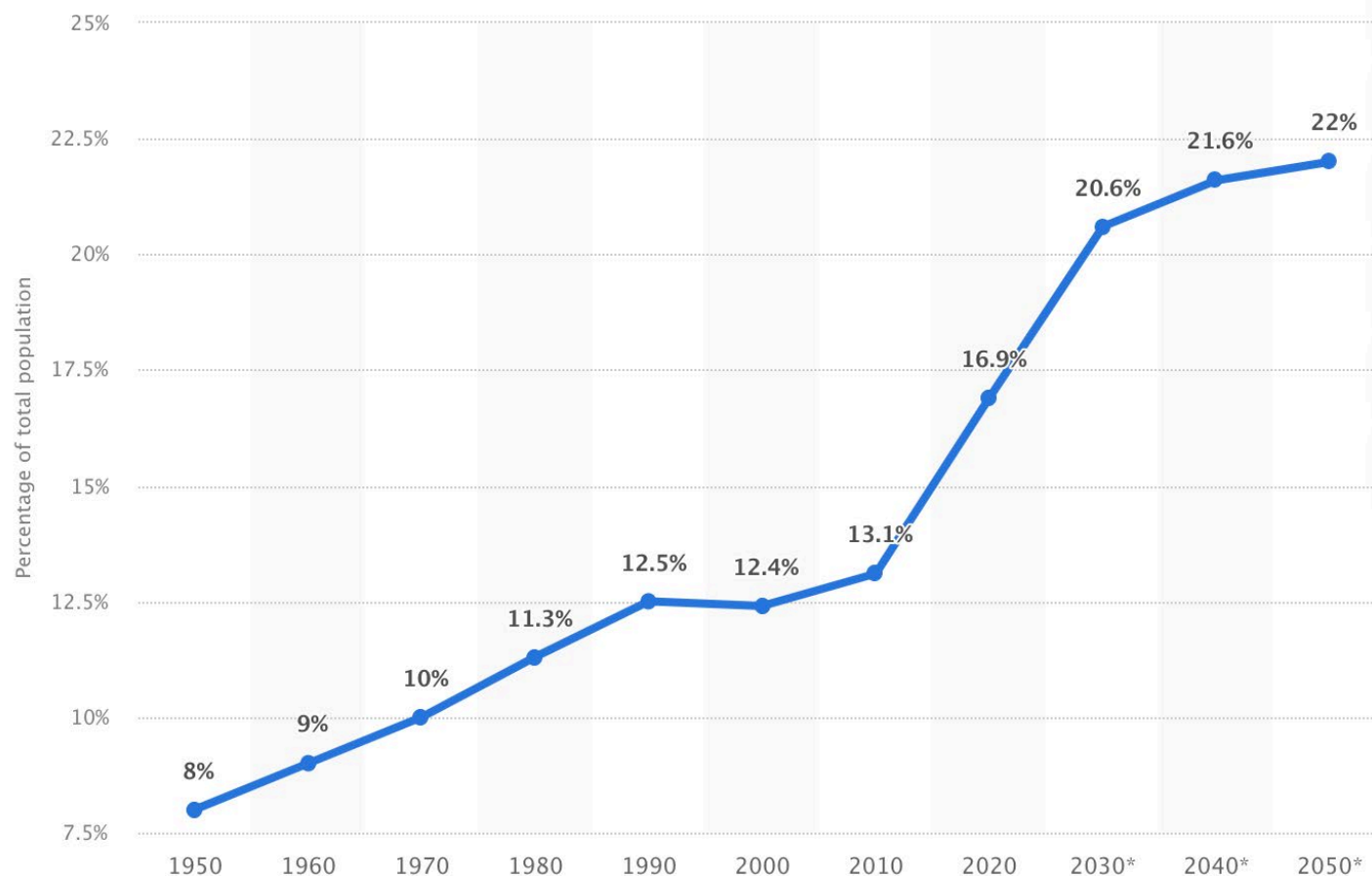
Why Now?



- Labor Market Forces
- Changing Nature of Work
- Federal and State Incentivization

The U.S. Labor Market is Aging

Number of American workers at or nearing 65 is growing rapidly while....

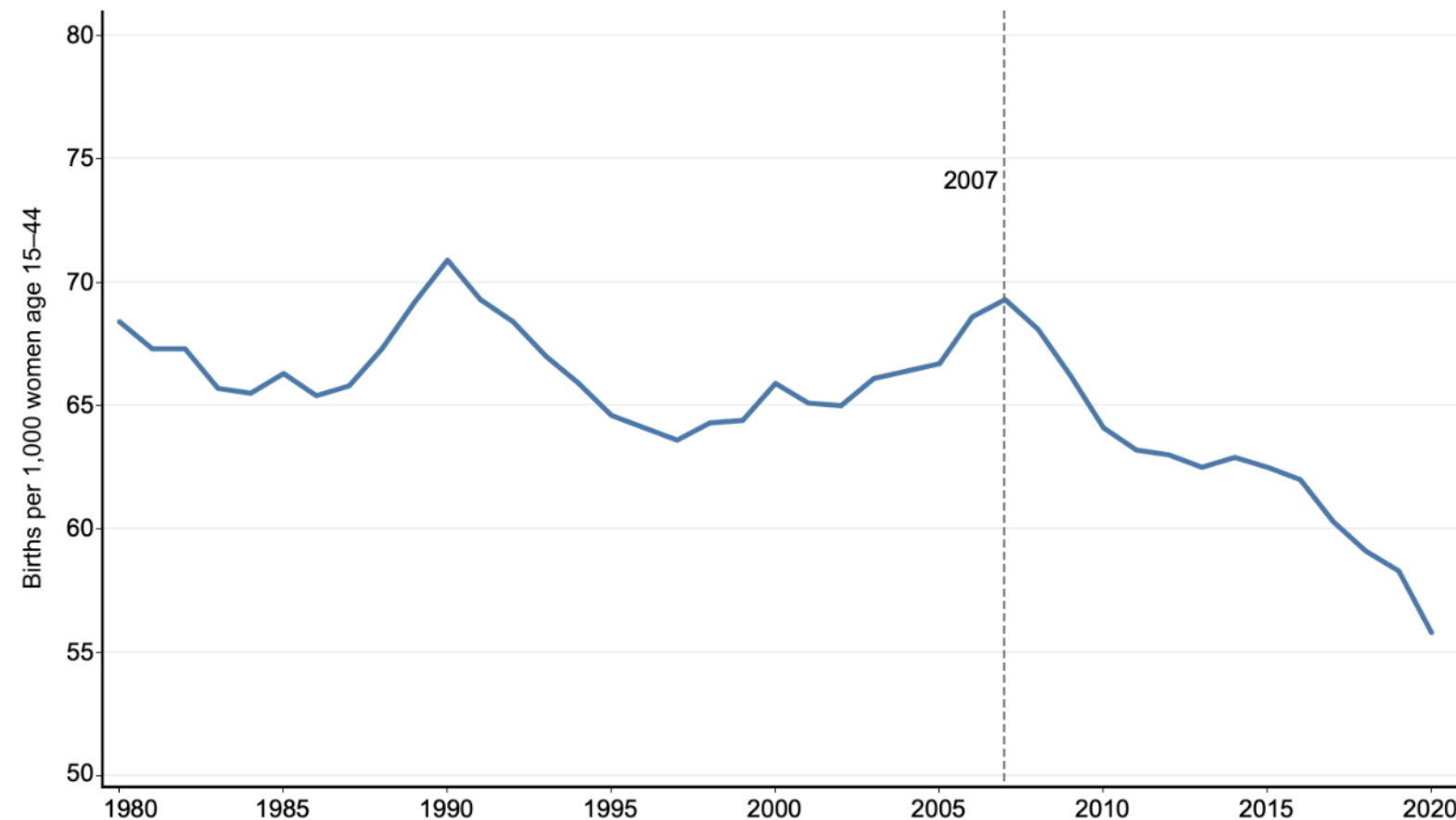


The Birth Rate Isn't Keeping Pace

...U.S. birth rates are dropping steadily. The U.S. birth rate has fallen by 20% since 2007 and “cannot be explained by demographic, economic or policy changes.”

TREND IN US BIRTH RATES

YEARLY, 1980–2020



Source: Birth rates collected from CDC Vital Statistics Reports for 2015, 2019, and 2020.

EconoFact econofact.org

Nature of Work is Changing

For Employers & Workers Alike

Business: Automation & Technology

- Institutionalization of remote work
- 50% of business leaders surveyed accelerating job automation post-Covid
- Most technical skills "half-life" of 2.5 years = constant need for training

Workers Reconsidering Assumptions

- Gig economy & self-employment
- Less stigma around length of stay
- Value of post-secondary degree or academic certificate & student debt



Federal & State Incentivization

Growing Visibility & Value of Apprenticeship

Federal investments

- Massive USDOL investments including Youth Apprenticeship Readiness Grants (YARGs), Youth Apprenticeship Intermediary Contracts

State investments

- In 2020 states passed 494 pieces of legislation related to apprenticeship
- Recent announcement \$65 million DAS youth apprenticeship grant program

Workforce Alignment

- 100% of 2020 – 2023 State Unified and Combined Plans mentioned Registered Apprenticeship as part of WIOA planning
- 84% incorporated federal grant planning to expand RA



Employer Motivation for RYA

**As forces
converge,
employers
increasingly
realizing need
to:**

- Engage with students far earlier in their academic careers to ensure they are work-ready on Day 1
- Heighten visibility to be viewed as local employer of choice
- Have structured training plan in place to
 - help schools inform curriculum
 - more quickly shrink potential skills gap
- Use recruiting & training model that produces positive ROI and higher FTE rates (vs. internships and co-op experiences)



Tech Registered Youth Apprenticeship Program

School: North/South Tech
High School (MO)

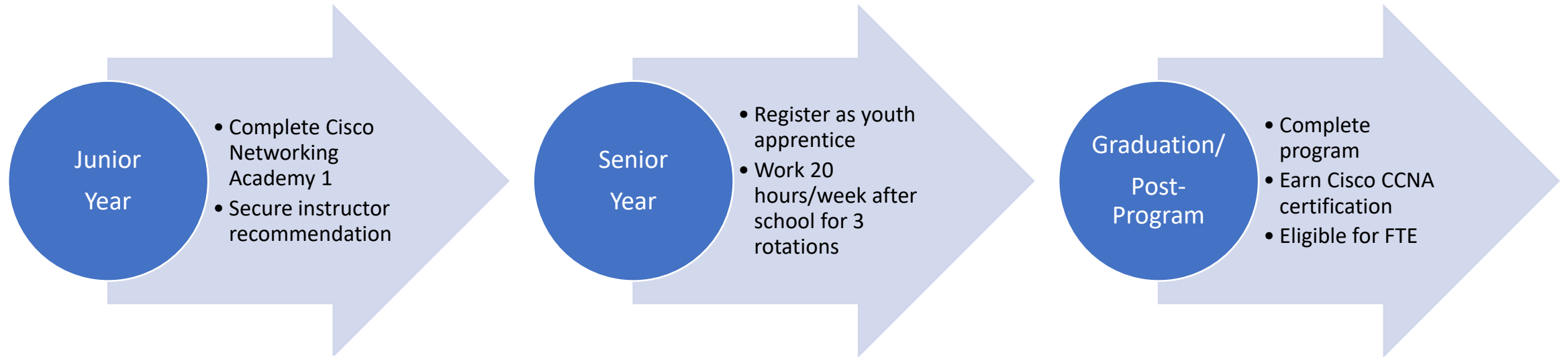
Employer: World Wide
Technology (WWT)



- WWT: Fortune 100 “Top Company to Work For”
- Provides supply chain tech to nearly 50% of Fortune 500 companies
- Developed program with local high school-based Cisco Networking Academy
- Signed 5 high school students as Configuration Technicians last week; creating pipeline of HS talent
- Will result in CCNA credential, USDOL Journeyworker credential



High-Tech Youth RA Program

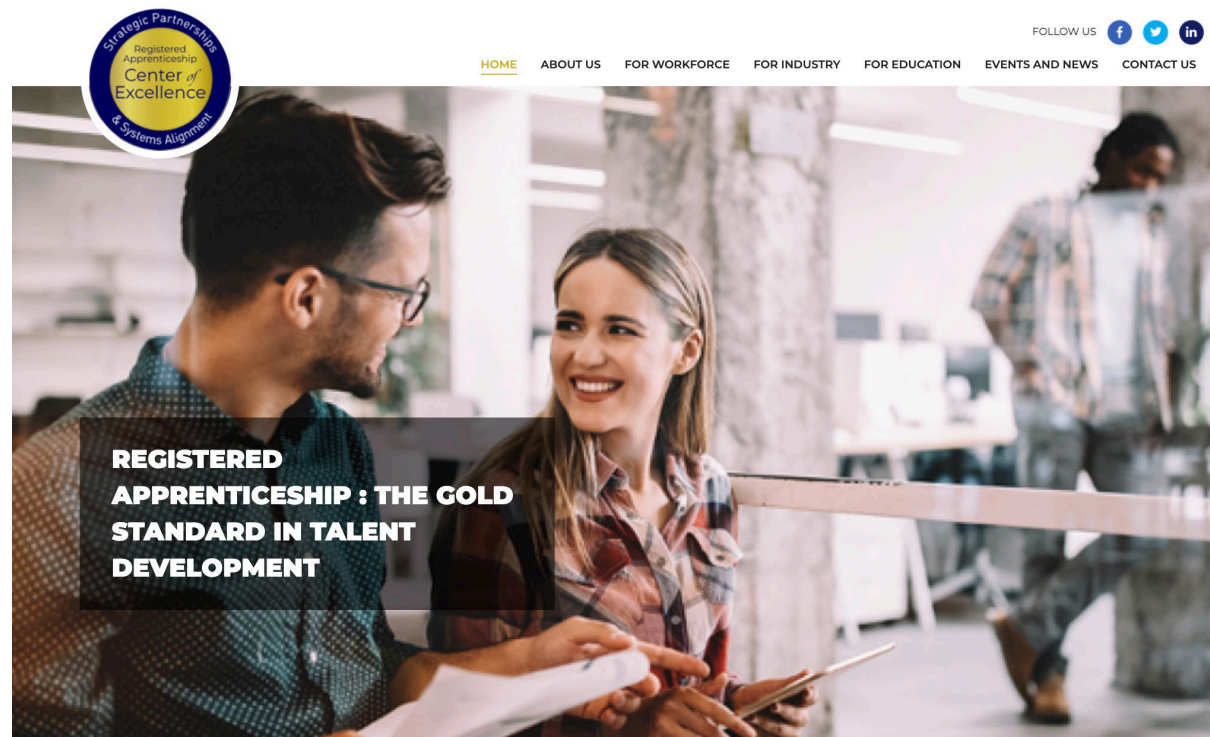


**World Wide
Technology**





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