

# Braiding Funds to Support Successful Registered Apprenticeship Programs An Introduction



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# Presenters



**Nicole Bentley**

Subject Matter Expert

Safal Partners



**Stacy O'Keefe**

Subject Matter Expert

Safal Partners



# Center of Excellence Overview



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



[Visit our website, request TA](#)



# Objectives

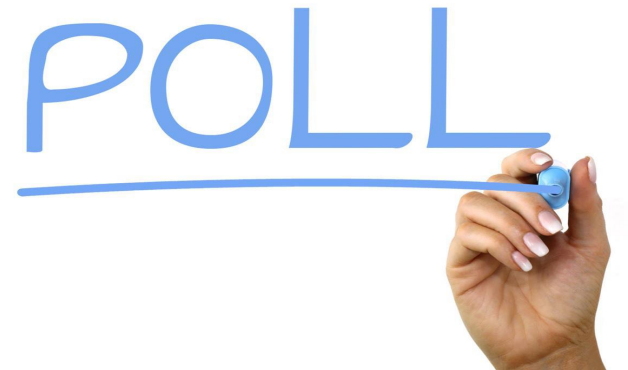
- Understand basic building blocks of Registered Apprenticeship (RA)
- Learn the benefits of RA programs for your job seekers and business customers
- Understand what it means to braid funds
- Learn the elements to success
- Complete a braided funds exercise
- Explore Alternative Funding Sources
- Questions and Discussion



# Getting to Know You

## Are you a....

- Workforce Board Director or Staff
- Service Provider Staff
- Educational Partner
- Vocational Rehabilitation Partner
- Apprenticeship Navigator
- Business
- Board Member
- Other?



# Assessing 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 and implementing programs and standards, recruiting apprentices, and convening stakeholders.





# Getting Started: RA Basics and Benefits



# Registered Apprenticeship

## Registered Apprenticeship is:

- a proven model of job preparation that combines paid on-the-job training (OJT) with related instruction to progressively increase workers' skill levels and wages;
- a proven business-driven model that provides an effective way for businesses to recruit, train, and retain highly skilled workers.





# Spans all Sectors



Healthcare



Cybersecurity



Information  
Technology



Education



Transportation



Construction



Financial  
Services



Advanced  
Manufacturing



Hospitality



Engineering



Energy



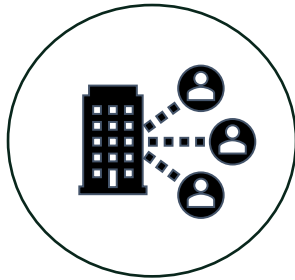
Tele-  
communications



# Core Components of RA



**Industry Led**



**Structured  
On-the-Job  
Learning &  
Mentorship**



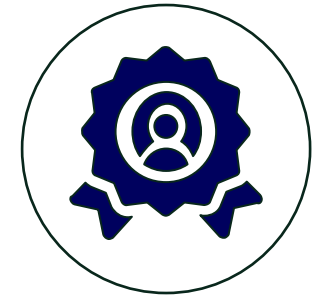
**Related  
Instruction  
(RI)**



**Paid Job &  
Rewards for  
Skill Gains**



**Quality &  
Safety**



**National  
Occupational  
Credential**

# Key Organizational Apprenticeship Roles

## Convener



## Sponsor

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



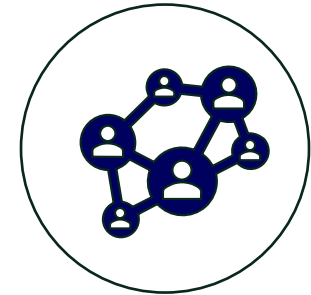
## RI Provider

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



## Employer

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



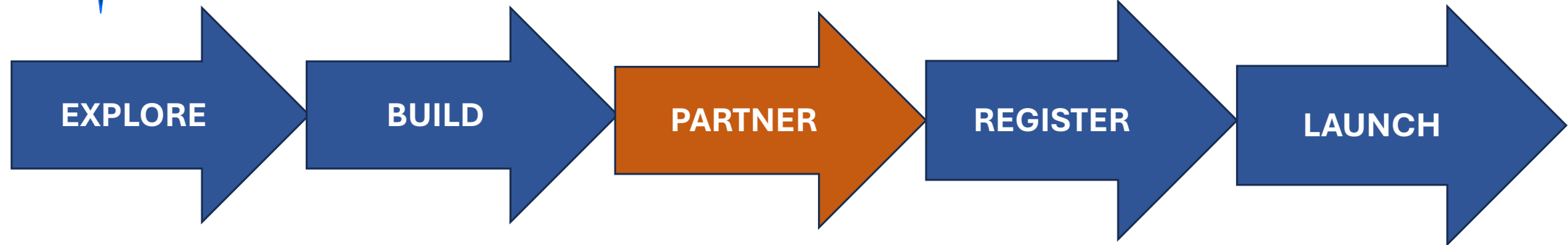
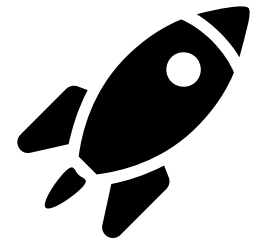
## Partner

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

# Building Blocks



## The Key Steps



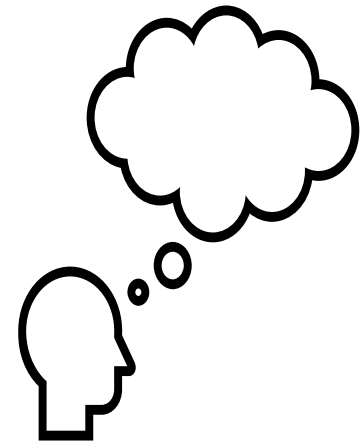
# Why Local Workforce Boards Should Prioritize Registered Apprenticeship



# The Benefits

Why does a Local Workforce Board want to engage in a braided funding effort to support RA programs....

What's the ROI?





# For Your Job Seeker Customers

## **The benefits for job seekers to participate in a Registered Apprenticeship program:**

- The "earn while you learn" concept provides a salary while building a career
- A "lead-in" to promising, well-paid careers in a variety of industries
- Higher quality of life and skills versatility
- Increased marketability and job security
- Portable credentials are recognized nationally and often globally
- Opportunity for college credit and future degrees



# For Your Business Customers

## The benefits for businesses to participate in a Registered Apprenticeship program:

- Recruit and develop a highly-skilled workforce that helps grow the business
- Improve productivity, profitability, and an employer's bottom line
- Create flexible training options that ensure workers develop the right skills
- Minimize liability costs through appropriate training of workers
- Increase retention of workers, during and following the apprenticeship
- Avert layoffs



# For Your WIOA Title I Programs' Performance

When a WIOA participant is enrolled in an RA program, the impact on performance is unmatched!



# Defining Braided Funding



# Braided Funding Defined

What if partners receiving funds to serve similar populations could coordinate their resources to support a common initiative—Registered Apprenticeship—while improving program efficiency, better serving both business and job seeker customers, and enhancing outcomes?

**This is braided funding.**



# Braided Funding Defined

To braid funding is to weave together multiple funding sources to support comprehensive, integrated service delivery that is seamless for the customer. Each individual funding source maintains its own identity and is tracked separately per its individual program requirements.





# Braided not Blended

Funds are combined into a single pool without discerning their source and specific requirements.



# Braided Funding: Essential for RA Programs

RA programs must:

- ✓ Find sustainable ways to cover operating costs.
- ✓ Maximize funding to best support participating businesses and job seekers and to ensure successful execution and completion of RA programs.

***This is what the one-stop system is all about...who already braids funds to best serve their customers?***



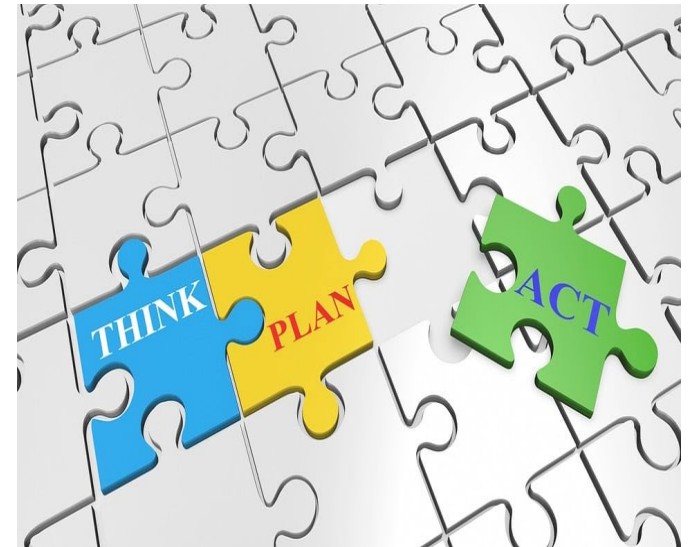
# Essential Elements of a Braided Funding Approach to Support RA



# Elements of a Successful Braided Funding Approach

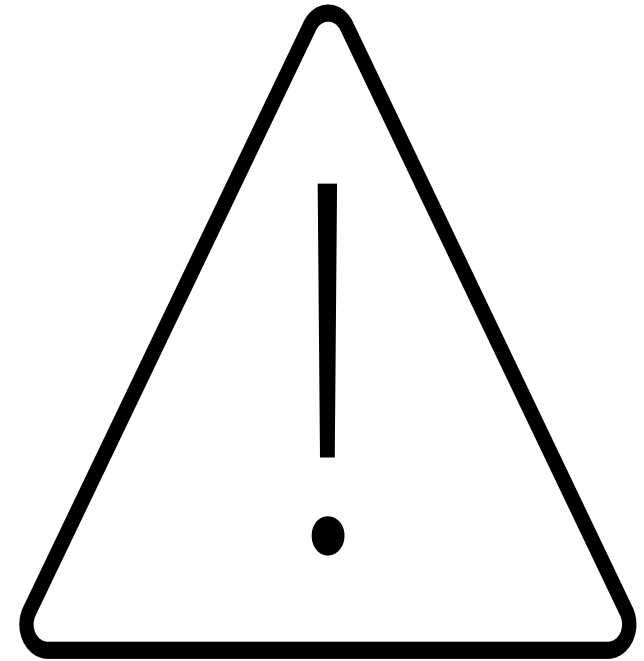
- Element 1: Map Your RA Program Costs
- Element 2: Map Your Assets
- Element 3: Outline a Plan

***Looks simple on paper...it's the quality of your partnerships that will make or break this approach!***



# Before You Dive In

- ✓ The essential elements are not necessarily linear, but all are crucial
- ✓ Begin where you are
- ✓ **Do NOT do this in a silo**
- ✓ **Engage relevant partners from Day 1!**
- ✓ Expect roadblocks
- ✓ Seek technical assistance when needed



# Element 1: Map Your RA Program Costs

## Program Development & Administration

- Staff Salaries and Benefits
- Outreach and Recruitment
- One-time Start-Up Costs
- Reporting

## Related Instruction

- Tuition
- Books
- Licensing Fees
- Testing Fees
- Assistive Technology

## On-the Job Training

- Wages – apprentice, mentors
- Incentives
- Extraordinary costs of training
- Skill gains testing

## Job Readiness

- Remediation
- Job Skills
- English as a Second Language
- Financial Literacy

## Supportive Services

- Childcare
- Transportation
- Rent/Housing
- Reasonable
- Clothing for work
- Assistive Technology





# Element 2: Map Your Assets

## Conduct an environmental scan of your landscape:

- Who are your partners?
- What funding do they bring to the table?
- Do you need to explore new partners/resources?



# Element 2: Assets in Your Own Backyard

## **WIOA has 5 titles – we will talk about first 4:**

- Title I – Part B. Adult, Dislocated Worker (DW) and Youth
- Title II - Adult Education
- Title III – Wagner-Peyser
- Title IV – Vocational Rehabilitation



# What could WIOA Title IB Support?

## 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

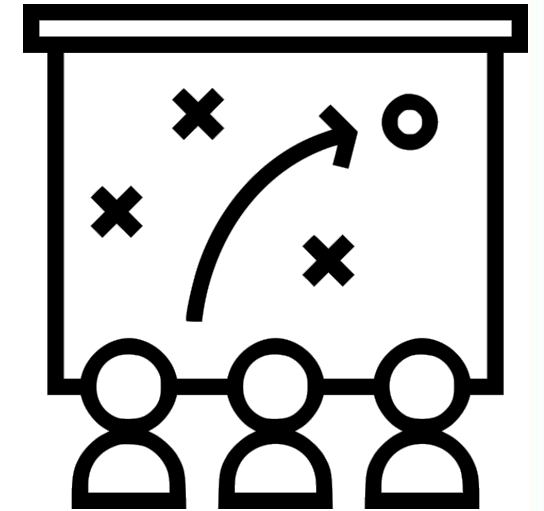
WIOA formula funds can be utilized to provide a range of supportive services such as transportation and childcare. Also, if an ITA is used to fund the related training and instruction, the ITA can also be used to provide supportive services.



# Think Strategically

## How are you using your WIOA Adult, Dislocated Worker and Youth funds right now?

- ✓ What are the priority service strategies and why?
- ✓ Are these strategies getting you the outcomes that RA would?
- ✓ How much funding is budgeted for training?



# Element 2: Start in Your Own Backyard

**WIOA has 5 titles – we will talk about first 4:**

- Title I – Part B. Adult, Dislocated Worker (DW) and Youth
- **Title II - Adult Education**
- Title III – Wagner-Peyser
- Title IV – Vocational Rehabilitation



# What Could WIOA Title II Support?



**Job Readiness**



**Instruction and education to attain a high school diploma or equivalent if needed for RA program participation**



**Activities or services designed to help the individual acquire critical thinking skills, digital literacy skills, and self-management skills such as working with others, showing up on time, etc. – all needed for RA program participation**





# Element 2: Start in Your Own Backyard

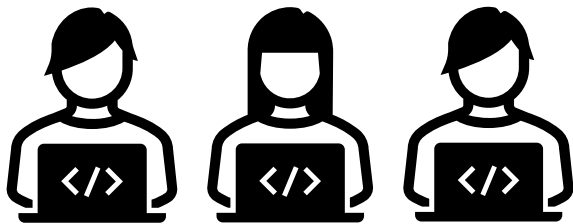
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- Title IV – Vocational Rehabilitation



# What Could WIOA Title III Wagner-Peyser Support?

**Think about your  
AJC Resource Rooms!**



# Element 2: Start in Your Own Backyard

## **WIOA has 5 titles – we will talk about first 4:**

- Title I – Part B. Adult, Dislocated Worker (DW) and Youth
- Title II - Adult Education
- Title III – Wagner-Peyser
- Title IV – Vocational Rehabilitation



# What Could WIOA Title IV Support?

- Recruitment of qualified candidates with disabilities
- Training and TA for businesses on accommodations, workplace access.
- **Did you know?**
  - Title IV requires State VR agencies to set aside at least 15% of their Federal VR program funds to provide ***Pre-Employment Transition Services*** to assist students with disabilities make the transition from secondary school to post-secondary education programs and competitive integrated employment.



# Element 3: Develop a Plan

## Rules of thumb:

- Could be customer-focused and needs-based
- Could be based on pre-identified services
- Individuals **must be eligible for and enrolled in** any program that provides funding (in addition to enrollment in RA program)
- **Duplication of services is prohibited**
  - **Example:** If Title IV can provide supportive services, do not fund supportive services with Title I *unless* the supportive services Title I is funding are not allowable under Title IV



# Element 3: Develop a Plan

## Two key components:

1. What are the costs – services the participant needs and/or pre-identified RA costs your board has decided to fund.
2. What are your assets - which partner programs might fund each of the costs.

***This must be done with key partners at the table!***



# Let's Give This a Try

## *“Braiding Funds to Help Mary”*

A customer-centered example.

Review and Discuss Handout



# Braiding Funds to Help Mary

| Participant Service Needs                     | Funding Options              |
|---|------------------------------|
| Math Remediation                              | Title II, Title IB, Title IV |
| Workforce Preparation                         | Title II, Title III          |
| Transportation Assistance                     | Title IB, Title IV           |
| RA Program OJL                                | Title IB                     |
| RA Program Related Instruction                | Title IB                     |
| Assistance for Business<br>re: accommodations | Title IV                     |





# Alternative Braided Funding Scenarios: Technical College System



# Apprenticeship Funding in Georgia

## HOPE Grant

- **Amount:** *A percentage of tuition calculated based on institution, hours, etc. Application due last day of the school term.*
- **Description:** This fund covers approximately 70% of student expenses for Georgia residents who are attending a Georgia public technical college to earn a certificate or diploma.

## Zell Miller Grant

- **Amount:** *A percentage of tuition calculated based on institution, hours, etc. Application due last day of the school term.*
- **Description:** Available to Georgia residents who are working towards a certificate or diploma at a Technical College System of Georgia (TCSG) or University System of Georgia (USG) institution.

## HOPE Career Grant

- **Amount:** *A percentage of tuition calculated based on institution, hours, etc. Application due last day of the school term.*
- **Description:** Available to HOPE-Grant-qualified students who enroll in select majors, including Cybersecurity.



# Apprenticeship Funding in Georgia (cont'd)

## Work Opportunity Tax Credit (WOTC)

- **Amount:** \$1,200 to \$9600 per employee, depending on target group. Submit by the 28<sup>th</sup> calendar day after the employee starts work.
- **Description:** Provides employers financial incentives when hiring workers from targeted groups. The most frequently certified WOTC is \$2,400 for each adult new hire.

## Retraining Tax Credit

- **Amount:** Up to \$1,250 per employee per year. Submit within one year of the original return.
- **Description:** Businesses can receive a tax credit of 50 percent of their direct training expenses, with up to \$500 credit per full-time employee, per training program. Only for retraining current employees in new technologies, not applicable for all apprentices.

## High Demand Apprenticeship Program (HDAP)

- **Amount:** \$5,000 per apprentice for up to 10 apprentices. FY2025 Round One employer selections have been made.
- **Description:** First ever state-funded apprenticeship program. Provides funding to Georgia employers to incentivize the creation and expansion of registered apprenticeship programs throughout the state. It aims to both upskill Georgians and increase skilled talent within Georgia's high-demand industries.



# Braiding Funds to Help Mary

| Activity              | Funding Options                   |
|-----------------------|-----------------------------------|
| RA Program OJL        | Title IB                          |
| Related Instruction   | Hope Grant, SAEF Grant            |
| Supportive Services   | Intermediary Assistance           |
| Program Related Costs | Work Opportunity Tax Credit, HDAP |

**Example:** Tuition cost for certificate program is \$5000. 70% is covered through HOPE Grant.

Remaining 30% can be covered through SAEF or additional DOL Grants that TCSG is awarded to bring final cost to \$0



# Questions



# No-Cost Resources



## Guide to Identifying Partners



# Evaluation

**Please take a minute  
to provide feedback on  
today's presentation.**

**Link to Evaluation**



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