



SUPPORTING REGISTERED APPRENTICESHIP WITH WIOA FUNDS

A Workshop for Florida Apprenticeship Navigators

July 14, 2022
11am-12pm Eastern



Maria R. Brady
Multi-State Navigator/WIOA SME
Dallas Office of Apprenticeship/R4
Brady.maria.r@dol.gov



Kelly Tang
Apprenticeship Success Coordinator
West Michigan Works!
ktang@westmiworks.org



A proud partner of the [americanjobcenter](#) network



Deb Furlong
Program Manager
Workforce Development Division
Maricopa County Human Services Dept.
Deb.furlong@Maricopa.gov

WIOA CAN SUPPORT RA IN SEVERAL WAYS

Support for the Apprentice (before entry)

- Supporting the OJL component of a RAP
- Supporting the RI component of a RAP
- Providing supportive services

Support for the Employer

- Cohort training for a group of prospective apprentices (RI component)
- Reimbursement of portion of wage rate (e.g., 50%), i.e., supporting the OJL
- Incumbent worker training (e.g., cohort training for current apprentices/RI)
- Assistance with registration of programs (e.g., Business Services Reps trained to support initial steps towards registration)





TO SUPPORT THE RELATED INSTRUCTION (RI), THE PROVIDER MUST BE ON THE ETPL

- RAPs are automatically eligible and must be given the opportunity to “opt in” with a minimally burdensome process
- TEGL 8-09 covers basic ETP/ETPL policy:
https://wdr.doleta.gov/directives/attach/TEGL/TEGL_8-19.pdf
- TEGL 8-09, Change 1 includes critical clarifying info released 5/17/21: https://wdr.doleta.gov/directives/attach/TEGL/TEGL_8-19_Change-1.pdf
- States must have a policy and protocols in place to support compliance with federal regulations and federal policy



THINK OF IT THIS WAY...

The public workforce system under WIOA can support the RI component of RAPs, the OJL component of RAPs, and the provision of supportive services

Funding the Key Components of Registered Apprenticeship Programs

RI	Under WIOA, all classroom training is funded through Individual Training Accounts. The provider must be part of the statewide ETPL (i.e., they must be an “eligible provider”). The only time RI is not funded through an ITA is if there is a class/cohort of individuals, in which case it may be funded as a whole by contract (i.e., cohort training).
OJL	OJL is funded through contracts, not ITAs. Contracts can cover one or multiple apprentices. The standard wage reimbursement is 50% of the wage rate of the individual/apprentice for a designated period of time (based on the contract and state/local policy).
Supportive Services	Can also be supported with WIOA funding. If the individual (apprentice) receives an ITA, the ITA can help finance approved supportive services. Services include transportation, childcare, uniforms, tools. Note that supportive services cannot be provided as a standalone service.



FROM TEGL 19-16 (PAGE 14)

KEY WIOA OPERATING GUIDANCE!



ETA is committed to fully integrating RA programs as an employment and training solution for one-stop centers. ETA wants to ensure local areas have maximum flexibility in serving participants and supporting their placement into RA programs. Given the unique nature of RA, there are several ways in which training services may be used in conjunction with these programs:

- An ITA may be developed for a participant to receive RA training;
- An OJT contract may be developed with a RA program for training participants. OJT contracts are made with the employer, and RA generally involves both classroom and on-the-job instruction. The OJT contract may be made to support some or all of the OJT portion of the RA program;
- A combination of an ITA to cover the classroom instruction along with an OJT contract to cover on-the-job portions of the RA is allowed; and
- Incumbent worker training may be used for upskilling apprentices who already have an established working/training relationship with the RA program.

Local areas may also include supportive services, in coordination with career and/or training services, to participants in a RA program. These supportive services must be consistent with WIOA section 134(d)(2), Section 12 of this TEGL, and state and local policies.



RA HELPS WIOA PERFORMANCE OUTCOMES

- Employment in 2nd Qtr After Exit and Employment in 4th Qtr After Exit – Registered Apprenticeship *is* a job from day one
- Median Earnings in 2nd Qtr After Exit – Apprentices earn progressively increasing wages based on skills acquired
- Measurable Skill Gains – Many opportunities for a MSG! (e.g., completion of one semester of RI or one year of OJL or earning a wage increase, etc.)
- Credential Attainment Rate – RAP Certificate of Completion counts (and don't forget the possibility of interim credentials for longer term programs)
 - Florida is an SAA state, which may make the incorporation of interim credentials into Standards of Apprenticeship easier; also consider other types of recognized credentials (that reflect measurable, technical skills)



FUNDING PRE-APPRENTICESHIP UNDER WIOA

- Pre-Apprenticeship is more prominent under WIOA – hence, the increased demand for apprenticeship staff to assist with pre-apprenticeship programs *for youth in particular*
- WIOA added a provision requiring local boards to spend at least 20% of their youth funding on “Work Experience”
 - Pre-Apprenticeship is listed as a type of work experience as is OJT (Sec. 129(c)(2)(C))
 - **NOTE: As of June 2021, RA for youth can now count towards the 20%**
- For Adults and Dislocated Workers, pre-apprenticeship programs *could* be considered a “short-term pre-vocational service” or other type of “individualized career service”

••• Funding Incumbent Worker Training (IWT) Under WIOA

- IWT also emphasized under WIOA
- Can be used to help avert potential layoffs or increase skill levels of employees so they can be promoted and create backfill opportunities
- Local Boards can use **up to 20%** of their A and DW funds to pay the federal share of the cost
 - The IWT has to take into account several factors (including participant characteristics and the connection between the training and the employee's/employer's competitiveness)
- Employers must pay a significant cost of the training for those WIOA participants in the IWT (based on size of employer—see slide notes)



Funding Customized Training Under WIOA

- Definition of **Customized Training** expanded under WIOA
 - Training designed to meet specific requirements of one or more employers,
 - That's conducted with employer commitment to employ individual upon successful completion, *and*
 - Employers pays a significant portion.... (currently a lot of language that used to simply say under WIA “employers paid not less than 50%)



Is This Acceptable Or Not? You Decide.

1. Florida has a USDOL/OA-funded Apprenticeship grant. The grant pays for the RI of apprentices' RAPs. WIOA provides supportive services.
2. Title I Adult/DW funds are providing Incumbent Worker Training dollars to support the RI component of a RAP, which training is funded by contract for the cohort receiving RI.
3. Title I, Title II, Title IV, and the State's OA-funded Apprenticeship grant are providing support for a youth on the autism spectrum, i.e., they're braiding resources to support his participation in a quality pre-apprenticeship program.

•••• What's the Allowable Source of Funding for These Services that are Part of the ISS?

1. Work experience (e.g., job shadowing)
2. Workforce preparation (e.g., working with others)
3. Transportation assistance
4. Stipend or incentive
5. Mentorship and Job Coaching
6. Assistance to employers (e.g., accommodations)
7. Developing a competency-based Registered Apprenticeship program as a feeder for a quality pre-apprenticeship program



Kelly Tang
Apprenticeship Success Coordinator
West Michigan Works!
ktang@westmiworks.org



<https://www.apprenticeship.gov/case-studies/west-michigan-works-workforce-development-board>



Why Registered Apprenticeship (RA)?



- Board involvement under WIOA
- Decrease burden on employers
- Increase career pathways/certificates
- Increase RAPS in non-traditional industries
- Low unemployment rate



Integrating RA – Action Steps



- Adopt an employer demand-driven approach
- Analyze labor market data
- Roll out sector strategy development with employer-led consortiums
- Partner with USDOL Office of Apprenticeship and State workforce representatives
- Intentionally integrate RAP into our service delivery



Impact on Services and Service Delivery



- Led to an accelerated advancement and growth of industry sector councils
- Industry sector development has given us the opportunity to recruit and market programs to employers & job seekers regionally
- Moved from case management to a career coaching model
- Bolstered relationships with employers
- Enhanced career pathway development
- RAPs become part of 'business services' toolkit
- Increased recruitment of underrepresented populations



Benefits

- Developed a systematic solution to problems facing businesses & workers in their sector of focus
- Expanded workforce intermediary functions can provide employers a high quality, high touch customer service experience
- Developed employment opportunities that will keep talent local
- Proven and promising practices
- Can leverage multiple resources to comprehensively serve an individual or employer
- Continued and deeper collaborations with educators, employers, USDOL, WDA and community partners



Deb Furlong
Program Manager
Workforce Development Division
Maricopa County Human Services Department
Deb.furlong@Maricopa.gov



MARICOPA COUNTY

A proud partner of the [americanjobcenter](#) network

<https://www.apprenticeship.gov/case-studies/maricopa-county-workforce-development-board>



HOW DID WE BECOME #1 IN THE NATION?

LEADERSHIP COUNTS:

- State of Arizona
- Maricopa County Board of Supervisors
- Maricopa Workforce Board
- Maricopa Human Services - Workforce Development
- Local employers and education providers



A proud partner of the [americanjobcenter](#) network

25% of our service budget and 40% of those served are in apprenticeships



HOW WE STARTED

- Met 1:1 with local apprenticeships programs
- Identified common goals
- Build collaboration and partnership on shared goals
- Trained program/Apprenticeship staff
- Designed a process
- Implemented and learned



MARICOPA COUNTY

A proud partner of the [americanjobcenter](#) network



HOW DID WE DO IT?

- All Career Advisors promote apprenticeships programs
- Business Services teams promotes apprenticeships
- Dedicated staff to each apprenticeship program
- Apprenticeship programs dedicate staff
- Strong and constant communication with our programs
- On site services (orientations & enrollment)
- Needs assessments (support services)
- Ongoing case management support
- Leadership check in meetings



MARICOPA COUNTY

A proud partner of the [americanjobcenter](#) network

OUTCOMES

- Higher percentage of veterans served
- Higher median wage
- Higher placement rates
- Higher retention rates
- Often less \$ than an OST
- Special populations

		Combined	Apprenticeship
Age	18-24	14.7%	37.0%
	25-34	30.7%	45.7%
	35-44	20.8%	14.1%
	45-54	17.9%	2.9%
	55-64	12.0%	0.3%
	65+	3.9%	0.0%
Vets		7.6%	10.0%
Disabled		2.8%	1.7%
Formerly Incarcerated		19.1%	17.6%
Low Income		39.9%	13.5%



We're Almost Done

**Before we open
it up for Q&A,
let's start off
with some
questions to get
the juices
flowing...**



Question #1

Is the following statement TRUE or FALSE?

“Placement on the state ETP list can allow the employer (provider of OJL) to be reimbursed up to 75% of the wage of the apprentice in certain circumstances.”



Question #2



Which of the following statements is FALSE?

- A. There are different rules, including rules around eligibility, for Adult, Dislocated Worker, and Youth Programs.**
- B. ITAs can fund the RI portion of a RAP.**
- C. Contracts can fund the OJL portion of a RAP.**
- D. Customized training is a service for employers where employers pay a significant share of the cost.**
- E. Pre-apprenticeship is heavily emphasized under WIOA as a form of work experience for youth.**
- F. None (all are true).**



Question #3

Which of the following statements is TRUE?

- A. If a RA program and/or their RI provider are not on the statewide ETPL, then WIOA funds cannot be used to support apprentices in that program**
- B. If a Local Board is supporting an apprentice's OJL, they cannot also support the RI (unless they have a waiver)**
- C. Individual Training Accounts (or ITAs) can be used to fund a percentage of the OJL as well as supportive services**
- D. It is possible for a Local Board to support an apprentice's RI, OJL and supportive service needs**
- E. None of the above (all are false)**



YOUR REGIONAL POCs



Bill Kraus
Deputy Director/Region 3
Kraus.William@dol.gov

