

# The Workforce System and Partnerships with Registered Apprenticeship Programs

Connecting Registered Apprenticeship programs with your state and local workforce system is a **win-win partnership**. It helps businesses thrive by creating highly skilled, highly productive employees, and it helps workers start new careers that offer higher wages.

The Workforce Innovation and Opportunity Act (WIOA) strengthens connections to apprenticeship and promotes Registered Apprenticeship as a proven work-based training strategy. Partnerships with Registered Apprenticeship help the workforce system increase worker skills, meet employer needs, and raise performance outcomes. WIOA Title I funds can be used to support placing WIOA participants into Registered Apprenticeship to support the one workforce vision of collaboration, cooperation, and, ultimately, seamless connection across the spectrum of workforce development services.<sup>1</sup>

## WHAT IS REGISTERED APPRENTICESHIP?

Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce; and individuals can obtain paid work experience, and receive progressive wage increases, classroom instruction; and a portable, nationally recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor (DOL) or a State Apprenticeship Agency. In addition to these benefits, Registered Apprenticeship programs offer other incentives for employers of all sizes:

- ▶ Technical Assistance: Access to a nationwide network of expertise, customer service, and support at no charge.
- ▶ National Credential: Graduates receive a portable, nationally recognized credential.
- ▶ Quality Standards: Signifies program meets the national standards for quality and rigor.
- ▶ Tax Credits: In many states, businesses can qualify for tax credits.
- ▶ Federal Resources: Access funding and other resources from federal programs.

<sup>1</sup> WIOA Registered Apprenticeship Program Desk Reference (<https://ion.workforcegps.org/resources/2020/03/30/14/24/WIOA-Registered-Apprenticeship-Program-RAP-Desk-Reference>).



## IS REGISTERED APPRENTICESHIP FLEXIBLE AND ADAPTABLE?

Yes! The length of a Registered Apprenticeship program can vary depending on the employer, complexity of the occupation, industry, and the type of program, with many programs as short as 1 year.

## HOW CAN THE WORKFORCE SYSTEM SUPPORT REGISTERED APPRENTICES?

The workforce system supports the components of RA.

- ▶ **Related Instruction:** Under WIOA, all classroom training is funded through individual training accounts (ITAs). Programs must be on the state's Eligible Training Provider List (ETPL) 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 (OJT):** OJT is funded through contracts, not ITAs. OJT contracts can cover one or multiple apprentices, with the reimbursement for OJT typically at 50 percent 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.

## KEY STRATEGIES FOR WORKFORCE SYSTEM ALIGNMENT WITH THE REGISTERED APPRENTICESHIP SYSTEM

- ▶ By building Registered Apprenticeship directly into federally approved WIOA state and/or local 2-year plans.
- ▶ By conducting outreach to both existing and potential RA program sponsors, WIOA agencies can increase sponsors' awareness of how WIOA can help them build and diversify.
- ▶ By educating state/local Workforce Development Area staff, K-12 and post-secondary education professionals, and diverse groups representing business and industry on the benefits of growing RAs; this will bring the WIOA system closer to Registered Apprenticeship.



### REGISTERED APPRENTICESHIP PROGRAMS

Visit our [Apprenticeship Finder](#) to search for apprenticeship programs in various occupational fields and in your area.

### REGISTERED APPRENTICESHIP PARTNERS

Visit our [Partner Finder](#) to connect with Registered Apprenticeship sponsors, training providers, apprenticeship consultants, American Job Centers, and workforce development boards in your area.

- ▶ By ensuring that RAs recognized by either USDOL or a State Apprenticeship Agency are on a state's ETPL.
- ▶ By dedicating WIOA discretionary funds to either:
  - 1) support the development of new RA programs;
  - 2) expand existing RAs through funding, or
  - 3) support quality pre-apprenticeships in order to grow and diversify existing RA programs.

## Explore Registered Apprenticeship Today!

Want to learn more? Visit the U.S. Department of Labor's one-stop source for all things apprenticeship: [www.apprenticeship.gov](http://www.apprenticeship.gov) or email us at [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov).

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