21st Century Apprenticeship
And the Workforce System
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Laura Ginsburg, Division Chief | Office of Apprenticeship
US Department of Labor, Employment & Training Administration
September 19, 2017
President Signs Executive Order Expanding Apprenticeships in America

June 15, 2017

President Trump’s Presidential Executive Order Expanding Apprenticeships in America during the Administration’s Workforce Development Week.
Apprenticeship in America

FY 17 - Q3
Number of Active Apprentices

546,253

FY 17 Annual Goal

600,000

750,000

375,000
2013

546,253

600,000

750,000
Apprenticeship: a customized workforce solution that delivers results

- Employers gain a reliable pipeline of talent trained to their company’s specific skilled needs.
- Apprentices complete when the employer certifies they are fully proficient in their chosen occupation.
Registered Apprenticeship Provisions in WIOA

- Registered Apprenticeship on Eligible Training Provider List – Section 122(a)(2)(B) and (3)
- Registered Apprenticeship as recognized post-secondary credential – Section 3(52)
- Registered Apprenticeship on State Workforce Board – Section 101(b)(1)(C)(ii)(II)
- Registered Apprenticeship on Local Workforce Board – Section 107(b)(2)(B)(ii)
- Pre-apprenticeship as Youth program service – Section 129(c)(2)(C)(ii)
- Registered Apprenticeship as career pathway for Job Corps – Section 141(1)(A)(ii) and Section 148(a)(2)(B)
- Pre-apprenticeship/RA for YouthBuild – Section 171(c)(2)(A)(i)

...that is an integral part of WIOA...
Five Core Components of Registered Apprenticeship

- Employer Involvement
- Structured On-the-Job Learning
- Related Training and Instruction
- Rewards for Skill Gains
- National Occupational Credential

Adaptable and Flexible
Impressive Individual Outcomes
$300,000+ Lifetime Earning Advantage

Impressive Business Outcomes
For every dollar spent on apprenticeship, employers get an average of $1.47 back in increased productivity.

Impressive Public Benefits
$28 in benefits for every $1 invested by the Government.*

*(Source: An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States, Mathematica Policy Research, 2012)
The FY 16 Apprenticeship Initiative Featured $90 Million to Expand Registered Apprenticeship.
Many companies are using registered apprenticeship...
SEAs Established In Key Industry Sectors

- Information and Communication Technologies (ICT)
  - San Francisco, CA
- Advanced Manufacturing
  - Chicago, IL
- Energy
  - Dallas, TX
- Community Colleges
  - Washington, DC
- Public Service
  - Washington, DC
- Transportation and Logistics
  - Atlanta, GA
- Construction
  - Philadelphia, PA
- Healthcare
  - Boston, MA
Transforming Apprenticeship
Registered Apprenticeship College Consortium (RACC)

320 colleges joined the RACC

957 Apprenticeship Training Centers

Electrical Training ALLIANCE
Finishing Trades Institute
Heat & Frost Insulators & Allied Workers
Sheet Metal and Air Conditioning Industry
National Elevator Industry Educational Program
United Association of Plumbing & Pipefitters

15 National, Regional, State Organizations

American Association of Community Colleges
AFL-CIO Building and Construction Trades
Council on Adult and Experiential Learning (CAEL)
Colorado Community College System
North Carolina Community College System
Ohio Association of Community Colleges
Ohio Board of Regents
Oregon Department of Community Colleges
and Workforce Development

Collegiate Consortium for Workforce and Economic Development
South Carolina Technical College System
Southeast Maritime & Transportation Center (SMART)
Technical College System of Georgia (TCSG)
University of Alaska System
VA Tidewater Consortium for Higher Education
Wisconsin Technical College System
High School Registered Apprenticeship

Employers

High School

Dual enrollment

High school student

Registered Apprenticeship and CTE

College

College credits and industry credentials

No Debt
Registered Apprenticeship
Works for Industry and Workers

Build a Competitive Workforce
Employers Facing Complex Workforce Challenges in Competitive Domestic and Global Markets

Time-Tested Model
Proven Strategy for Recruiting, Training and Retaining World-Class Talent Used by Industry for Decades (and longer!)

Adaptable and Flexible
Registered Apprenticeship is a Solution and Can Be Integrated into existing Training and Human Resources Development Strategies!!!
BOARD Membership

State and Local Board membership was recommended before and now required under WIOA

Strategic Opportunities:
- Review and development of statewide policies to support alignment
- Continuous improvement of the workforce system
- Reviewing/Commenting on State (or Local) Plan

A representative who is a member of a labor organization or training director from a joint labor-mgt apprenticeship program or, if no joint program exists, a representative from an apprenticeship program.
Registered Apprenticeship is required to be incorporated into strategic planning. A discussion of career pathways is also required for both State and Local/Regional Plans and RA is included in the definition of career pathways.

State and Local Plans have been inconsistent and varied in terms of the level of incorporation of RA as a talent development strategy.

Two-Year Plan Modifications represent another opportunity that will be here before you know it.
ETPs and the ETPL

The ETPL or Eligible Training Provider List pertains only to the RTI component of a Registered Apprenticeship program (and ITAs are needed to access ETP training options).

RA program sponsors are automatically eligible to be ETPs and are required to provide only minimal information in order to be placed on the ETPL.

There has been inconsistent implementation of statutory intent insofar as minimum burden

- Lengthy application requirements
- Requirements to “apply” to every Local Board
The Workforce System Can Support the “Pieces” of RA Programs.

**OJT**  
On-the-Job Training or On-the-Job Learning (OJL)  
OJT is funded through contracts, not through Individual Training Accounts (ITAs). OJT contracts can cover one or multiple apprentices and, in most states, the potential OJT reimbursement under WIOA has been increased from 50% to 75%.

**RTI**  
Related Training and Instruction  
Under WIOA, all classroom training is funded through ITAs. In order to take advantage of potential ITAs, the RA program must be on the ETP List. In addition to individual ITAs for individual apprentices, utilizing contracts for “cohort training” is also possible.

**Supportive Services**  
Including Tools and Child Care  
WIOA formula funds can be utilized to provide a range of supportive services. Also, if an ITA is used to fund the RTI, the ITA can also be used to provide supportive services.
<table>
<thead>
<tr>
<th>Registered Apprenticeship Supports the WIOA Required Metrics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment in 2\textsuperscript{nd} Qtr After Exit</td>
</tr>
<tr>
<td>Employment in 4\textsuperscript{th} Qtr After Exit</td>
</tr>
<tr>
<td>Median Earnings in 2\textsuperscript{nd} Qtr After Exit</td>
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<tr>
<td>Credential Attainment</td>
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</tbody>
</table>
# RESOURCES

## Online Tools

<table>
<thead>
<tr>
<th>Tool</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SkillsCommons.org</strong></td>
<td>The world’s largest collection of OER for job-driven workforce development; over 8,000 materials available from TAACCCT grantees</td>
</tr>
<tr>
<td><strong>O*NET OnLine</strong></td>
<td>An occupational and skills information resource that can be searched by keyword, job families, fields of study/instructional programs, or industry</td>
</tr>
<tr>
<td><strong>Competency Model Clearinghouse</strong></td>
<td>The clearinghouse provides ready access to these industry-validated models and a collection of resources to support their use.</td>
</tr>
<tr>
<td><strong>mySkills myFuture</strong></td>
<td>Enables job seekers to match their occupational skills and experiences with the skills needed in other occupations to facilitate career mobility and improved economic prospects. Users can also get job listings and click through to hiring companies.</td>
</tr>
</tbody>
</table>
Navigating the ever-changing public workforce system can be challenging. Thanks to WorkforceGPS, the path to discovering innovative approaches for workforce and economic development just got easier! WorkforceGPS is your online platform for workforce strategies, tools, and content.

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[https://www.workforcegps.org/](https://www.workforcegps.org/)
Apprenticeship Toolkit in ACTION
www.dol.gov/apprenticeship/toolkit.htm

The toolkit has resources for people at all levels for the workforce system...

One-Stop Center Manager

Workforce Board Director

Business Services Representative

Case Manager
Quick-Start Toolkit

5 Step Format to take you from “exploring” to “launching” a Registered Apprenticeship Program.


Federal Resources Playbook

Guide to resources from various Federal Agencies to support Registered Apprenticeship.


DOL Registration Site

An electronic apprenticeship standards builder that allows potential new sponsors to build and register their program online.

http://www.doleta.gov/oa/registration/

RACC Site

Find information on becoming a RACC member and a database of college members and sponsors.

https://www.doleta.gov/oa/racc.cfm
Questions??