

WORKFORCE DEVELOPMENT DIVISION
Workforce Policy and Service Delivery Branch
Technical Assistance Bulletin 151

Program: **Apprenticeship**

Subject: **Benefits of Registered Apprenticeship Training Programs**

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This Technical Assistance (TA) Bulletin provides Local Workforce Development Boards (Boards) with information regarding partnering with registered apprenticeship training programs to satisfy both employer and job seeker training needs.

As authorized by Texas Education Code, Chapter 133, the Texas Workforce Commission (TWC) receives funds from the Texas Legislature for registered apprenticeship training programs and administers these funds as set forth in the Commission's Apprenticeship Training Program rules (40 TAC, Chapter 837). However, not all registered apprenticeship training programs apply for these Chapter 133 funds.

The U.S. Department of Labor's (DOL) Office of Apprenticeship (OA) continues to encourage the building and strengthening of partnerships between the registered apprenticeship system and the Texas workforce system. Boards have been encouraged to use their local flexibility to supplement apprenticeship programs with Workforce Investment Act (WIA) funds.

Registered apprenticeship training programs have a proven success record. For example, in Fiscal Year 2006 (FY'06), registered apprenticeship training programs, including those funded under Chapter 133, earned an overall:

- successful completion rate of 71.20 percent;
- first- to second-year average wage increase of 16.68 percent; and
- first- to fourth-year average wage increase of 57.03 percent.

Chapter 133 funds pay only a small portion of the direct training costs associated with registered apprenticeship training programs, which can leave these programs lacking funds to provide the training needed at other stages of the process. Boards interested in benefiting from the successful completion rates and wage increases proven to result from registered apprenticeship training programs can use WIA funds to supplement them, including those programs funded by Chapter 133.

As Boards develop and update their workforce strategies to target high-growth, high-demand occupations, TWC believes that strengthening partnerships between Boards and registered apprenticeship training programs will maximize the use of available training dollars. Combining a Board's expertise and access to its local workforce development area (workforce area) with registered apprenticeship training programs' success in delivering training is a winning combination for Boards, employers, and job seekers.

WIA extends automatic initial eligibility to registered apprenticeship training programs. Registered apprenticeship training programs must apply to the Board in order to be included on *Texas' Statewide List of Certified Training Providers*. However, they are not required to submit performance information for initial eligibility determination.

The following examples set out individual scenarios of how registered apprenticeship training programs can benefit Boards, employers, and job seekers.

Board Example

A Board looking for ways to maximize its training investment reviews its high-growth, high-demand occupations list and discovers that many of the occupations are apprenticeable.

In pursuit of a stronger relationship with registered apprenticeship training programs the Board contacts the OA state director responsible for its workforce area to explore the possibility of partnering with existing registered apprenticeship training programs, or developing new registered apprenticeship training programs, to support workforce area demand. The OA lends assistance and the Board offers Texas Workforce Center services, sharing its relationships with area employers and Texas workforce system partners, as well as distributing WIA funds to support additional registered apprenticeship training.

Registered apprenticeship training programs provide quality training developed to meet an employer's need for a highly trained workforce. Such programs provide job seekers with quality training, while enabling them to receive competitive pay and embark on a promising career path.

The Board sees a positive impact on WIA performance when job seekers supported by WIA funds in a registered apprenticeship training program are counted in performance.

Employer Example

ABC Plumbing is interested in establishing a registered apprenticeship training program to recruit and train new plumbers. The Board helps ABC Plumbing with contacting the OA for assistance in becoming a registered apprenticeship training program. The Board also provides information on applying for Chapter 133 funds and evaluates the need for any additional funding, including WIA, to support employer or job seeker training needs in its workforce area.

Job Seeker Example

John is interested in receiving training as a plumber. The Board has an established relationship with several registered apprenticeship training programs in its workforce area. Of these, Texas Workforce Center staff contacts Triple AAA Plumbing and confirms that a new training class will start in a few weeks. The Board, which has a successful relationship with this registered apprenticeship training program—having previously referred a number of job seekers to the program and provided it with WIA funds—refers John and gives him the assistance he needs to enroll.

Employer and Job Seeker Information

Employers and job seekers interested in participating in a registered apprenticeship training program can locate necessary information on TWC's Web site at <http://www.twc.state.tx.us/svcs/apprentice.html>.

Employers or job seekers seeking to participate in a registered apprenticeship training program also can be directed to the following Web sites:

- The DOL Office of Apprenticeship list of state offices at <http://www.doleta.gov/OA/stateoffices.cfm>. Contact information for OA state directors is available on this list to assist employers interested in developing registered apprenticeship training programs, and to assist job seekers in locating existing registered apprenticeship training programs.
- The DOL Office of Apprenticeship Search Program Sponsors Database at <http://bat.doleta.gov/bat.cfm> provides information about registered apprenticeship training programs nationwide. Employers and job seekers can locate contact information for more than 400 registered apprenticeship training programs in Texas by selecting Texas and then the appropriate county.

More information is available to both employers and job seekers at the following Web sites:

- Regional DOL Offices of Apprenticeship: <http://www.doleta.gov/OA/regdirlist.cfm>
- National DOL Office of Apprenticeship: <http://www.doleta.gov/OA/national.cfm>

Please distribute this information to appropriate staff. Direct inquiries regarding this TA Bulletin to the assigned contract manager for your local workforce development area.