

Texas Workforce Forum
3-29-16 Session

Registered Apprenticeship: Information and Opportunities under WIOA [Revisited]

Registered Apprenticeship defined: A structured occupational training program that combines on-the-job training and related instruction in which workers learn the practical and conceptual skills required for a skilled occupation, craft or trade. USDOL's website contains many tools and resources (www.dol.gov/apprenticeship).

WIOA emphasizes the importance of Registered Apprenticeship (and pre-apprenticeship) through many new statutory provisions (e.g., required representation on State and Local Boards, programs stay on ETPL as long as they remain registered, pre-apprenticeship as a youth program service).

Five Core Components of Registered Apprenticeship

- 1) Employer Involvement is Integral
- 2) Structured OJT with Mentoring
- 3) Related Training and Instruction (RTI)
- 4) Rewards for Skill Gains
- 5) National Occupational Credential

Forget the Myths – Focus on the Facts

- Registered Apprenticeship (RA) is more than just construction
- RA programs can involve multiple or single employers
- RA has both union and non-union programs
- RA can be as short as one year
- The components of RA are very flexible (e.g., many models)

Funding Registered Apprenticeship Programs in Texas

- “Chapter 133 Funds” (Texas Education Code) – Administered by Texas Workforce Commission
- Texas Higher Education Coordinating Board (THECB) Funds
 - Note: A program cannot use both Chapter 133 Funds and THECB Funds
- WIOA Funding (e.g., supporting OJT, RTI, supportive services)

Big Benefits and Strong Results

- For Job Seekers – Earn and learn; Career pathways to higher skills/wages; Credential
- For Employers – Develop highly skilled workers; Reduce turnover; Increase productivity
- For Workforce System – Proven model to help job seekers; Key strategy to connect with businesses; Positive WIOA outcomes

How We Can Help

- Train staff, including case managers, business service reps (BSRs) and others
- Conduct employer outreach with BSRs
- Develop new programs
- Assist in marketing Registered Apprenticeship
- Connect with Workforce Solutions staff on existing opportunities
- Provide nuts and bolts technical assistance on enrollments, exits and other operational details
- Provide support and service at no cost

CONTACT INFORMATION:

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Apprenticeship**USA**



U.S. Department of Labor
Employment and Training
Administration

Registered Apprenticeship in the State of Texas

*Information and Opportunities Under WIOA
[Revisited]*

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Speakers

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First Things First: What is Registered Apprenticeship?

- A structured occupational training program that combines on-the-job training and related instruction in which workers learn the practical and conceptual skills required for a skilled occupation, craft or trade.



Apprenticeship**USA**

What We'll Cover

Updates and Info Worth Repeating!

- **Relevant WIOA Provisions**
- **Funding RA**
- **Myths vs. Facts**
- **Key Pieces/Roles Involved in RA**
- **The Current Landscape**
- **How We Can Help**
- **Benefits**
- **Tools, Resources, Contact Info**

Registered Apprenticeship Provisions in WIOA

POTENTIAL OPPORTUNITY	SECTION OF WIOA
RA as recognized post-secondary credential	Section 101(52)
RA on State Workforce Board	Section 101(b)(1)(C)(ii)(II)
RA on Local Workforce Board	Section 107(b)(2)(B)(ii)
RA on Eligible Training Provider List	Section 122(a)(2)(B) and (3)
Pre-apprenticeship as Youth program service	Section 129(c)(2)(C)(ii)
RA 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)

Translating Statutory Provisions Into Real Opportunities

- Integrate RA into workforce planning and policy
- Promote work-based learning and use WIOA resources to support RA
- Create new RA opportunities through focusing on services to employers
- Support career pathways for youth through pre-apprenticeship and RA
- Generate real results and positively impact performance

Funding RA in the State of Texas

- Texas Workforce Commission's Apprenticeship Training Program "aka" Texas Education Code - Chapter 133
- WIOA (including formula funds)



WIOA funds can support RA in multiple ways

- Supporting the classroom training portion
- Supporting the OJT component
- Providing supportive services
- You can be creative while still staying “inside the box”
- Don’t let myths about performance and the timing of “exit” stop you

About Pre-Apprenticeship

- Work Experience Youth Program Element includes pre-apprenticeship programs
 - Funding Priority: At least 20% of local youth allocation to support work experience
- Training and Employment Notice (TEN) 13-12 still valid http://wdr.doleta.gov/directives/attach/TEN/TEN_13-12_Acc.pdf
- Many great models of pre-apprenticeship across the country
- Toolkit on pre-apprenticeship published in December

Forget the Myths – Focus on the Facts

- RA is more than just construction
- RA programs can involve multiple or single employers
- RA has both union and non-union programs
- RA can be as short as one year
- The components of RA are very flexible



Five (5) Core Components of Registered Apprenticeship

1. Employer Involvement is integral
2. Structured OJT with Mentoring
3. Related Training and Instruction (RTI)
4. Rewards for Skill Gains
5. National Occupational Credential

The components are flexible and can be mixed-and-matched in different ways to develop appropriate solutions

- **Many models of Registered Apprenticeship**
 - Traditional, One-Year, Front-Loaded, Pre-Apprenticeship to RA, etc.
- **Three ways to complete Registered Apprenticeship**
 - Time-based, Competency-based, Hybrid
- **Flexibility in types of partners and their roles**
 - One constant is employer involvement in OJT
- **For WIOA, there are two ways to do RA from the perspective of participants**
 - WIOA participant  RA
 - Registered Apprentice  WIOA participant

Four (4) Key Roles within Registered Apprenticeships

- 1. Employers** (Provider of OJT/Work-Based Learning; Must Drive Program Design or RTI)
- 2. Sponsors** (Administer the Program; Can be employer or employer consortia, industry association, joint labor-mgt organization, educational or training provider, CBO, other workforce intermediary)
- 3. Educational (RTI) Provider** (Can be employer/ industry-based, joint labor-mgt organization, community college, other)
- 4. Public Workforce System** (Can provide up-front screening/referrals, provide basis skills and pre-apprenticeship, provide training funds (OJT contracts, ITAs, customized training), provide supportive services)

The Current Landscape in General

- **Did You Know:**
 - There are over 1,000 apprenticeable occupations in the United States today and we're trying to grow that number
 - In Texas, we have more than 11,600 apprentices currently registered

The Current Landscape: WIASRD Analysis

- Data for the four quarters ending 6/30/15 indicate WIA/WIOA funds are supporting RA in the following TX locations (49 individuals):
 - Southeast Texas WDB
 - Tarrant County
 - Upper Rio Grande WDB
 - Workforce Solutions Texoma
- In other words, there's room to grow

Going Forward: How We Can Help

- Train staff, including case managers, business service reps (BSRs) and others
- Conduct employer outreach with BSRs
- Develop new programs
- Assist in marketing RA
- Connect with Workforce Solutions staff on existing opportunities
- Provide nuts and bolts technical assistance on enrollments, exits and other operational details
- Provide support and service at no cost

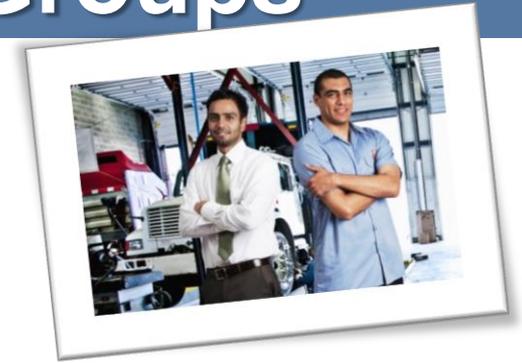
RA Partnerships Yield Benefits for Both of Your Key Customer Groups

- **For Job Seekers:**

- Earn and learn
- Career pathways to higher skills and wages
- Nationally recognized credentials and potential to earn college credit

- **For Employers:**

- Develop highly skilled workers through a flexible educational/training approach
- Reduction in turnover, increased productivity, improved bottom line



RA Partnerships Provide Benefits to the Workforce System

- **Proven model to help job seekers** immediately start working to increase skills and earnings
- **Strategy to connect with businesses** in diverse fields and advance industry sector strategies



RA Partnerships Provide Benefits to the Workforce System (2)

- **Improve Your Performance Outcomes**
 - Apprentices start working on day one
 - High retention (national average is 91%)
 - High starting wage (national average is \$16.50)
 - All apprentices earn a nationally-recognized credential
 - Measurable skill gains under WIOA
 - Remember the new effectiveness in serving employers indicator

Tools and Resources

- USDOL Office of Apprenticeship website
 - www.dol.gov/apprenticeship
- Quick start toolkit for building apprenticeship programs
 - www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf
- Federal resources “playbook”
 - www.doleta.gov/oa/federalresources/playbook.pdf

Additional Contact Information: Apprenticeship Training Representatives (ATRs)

- **There are four ATRs in Texas:**

- **Kelley Johnson** johnson.kelley@dol.gov (972-850-4676)

- Area: North Texas, Temple area

- **Troy Johnson** johnson.troy@dol.gov (210-308-4597)

- Area: Rio Grande Valley, El Paso, Central TX to include San Antonio/Austin, Midland-Odessa area

- **Julian Oviedo** oviedo.julian@dol.gov (210-308-4594)

- Area: San Antonio/El Paso/Corpus Christi/Victoria

- **James Carnes** carnes.james@dol.gov (713-652-0924)

- Area: Greater Houston and East to Beaumont

