

Highlights: Training and Employment Guidance Letter (TEGL) 13-16

“Guidance on Registered Apprenticeship Provisions and Opportunities in the Workforce Innovation and Opportunity Act (WIOA),” dated January 12, 2017
https://wdr.doleta.gov/directives/attach/TEGL/TEGL_13-16.pdf

There are five core components of every Registered Apprenticeship program as follows:

1. Business Involvement – Employers are the foundation of the program and provide the structured OJT
2. OJT (On-the-Job Training) – Structured and supervised
3. RTI (Related Training and Instruction) – Academic or classroom training portion that complements the OJT
4. Rewards for Skill Gains – Apprentices receive increases in pay as their skills and knowledge increase
5. National Occupational Credential – The RA Certificate of Completion is a recognized post-secondary credential under WIOA

Registered Apprenticeship can enhance the WIOA system by:

- ✓ Promoting industry sector strategies and regional economic competitiveness
- ✓ Strengthening partnerships
- ✓ Emphasis on work-based training strategies
- ✓ Increasing access to education and training
- ✓ Increasing skills and creating career paths with credentials for workers
- ✓ Meeting the needs of out-of-school youth

Registered Apprenticeship provisions in WIOA:

- RA on State List of Eligible Training Providers
- RA Representation on State and Local Workforce Development Boards
- RA Completion Certificate as Recognized Post-Secondary Credential under WIOA
- Pre-Apprenticeship as Part of Work Experience Youth Program Element
- Pre-Apprenticeship/RA for YouthBuild
- RA as Pathway for Job Corps

Registered Apprenticeship Program Sponsors are automatically eligible for ETPL placement:

- Registered Apprenticeship can take many forms and the sponsors are diverse.
- Sponsors must be given the opportunity to “opt in.”
- Data collection on new RA programs should be added on a timely basis, at least semi-annually.
- The expectation is that RA programs will be included on all ETP Lists (state and local) with a minimally burdensome process.
- The registration status of RA programs must be reviewed by the State at least every two years.
- Pre-apprenticeship programs, which have a documented partnership with at least one RA program sponsor, do not have the same automatic eligibility status as RA programs.
- Also see TEGL 41-14, which can be accessed at https://wdr.doleta.gov/directives/attach/TEGL/TEGL_41-14.pdf.

WIOA Funding to Support Registered Apprenticeship:

- Funding the OJT Component of RA Program – The OJT component is supported by a contract, not an ITA. Contracts for multiple apprentices are also possible (the work process schedule can serve as the training plan). The potential reimbursement has increased under WIOA from 50% to 75%. For youth, Occupational Skills Training is a required program element that includes RA as a viable training option for youth 16-24.
- Funding the RTI Component of RA Program – ITAs can finance the educational portion of the RA program; when ITAs are utilized, they can also finance supportive services. Instead of individual ITAs for individual apprentices, cohort training is also possible (utilizing a contract). For youth, Occupational Skills Training is a required program element that includes RA as a viable training option for youth 16-24.
- Funding Supportive Services – WIOA funds can support a variety of supportive services for apprentices, including books, supplies, child care, transportation, tools and uniforms.

- Supporting Customized Training – Customized training agreements with RA program sponsors (e.g., for skill upgrading) can be supported by the State and Local WDBs.
- Supporting Incumbent Worker Training – LWDBs may use up to 20% of their adult and dislocated worker funds to support incumbent worker training.

Other Sources of Funding for Registered Apprenticeship:

- Trade Adjustment Assistance (TAA)
- State Funds
- Discretionary Grants (e.g., American Apprenticeship Initiative, Apprenticeship Expansion Grants)
- Additional Federal Funding: <http://www.doleta.gov/oa/federalresources/playbook.pdf>

WIOA Required Metrics Support Registered Apprenticeship:

- Employment in the 2nd and 4th Quarters after Exit – Registered Apprenticeship *is* employment; as long as the individual either stays in the program or completes the program, this will be a positive outcome.
- Median Earnings in the 2nd Quarter after Exit – Apprentices earn a paycheck from day one and receive wage increases commensurate with their level of knowledge and skill development.
- Measurable Skill Gains – This interim progress indicator supports RA program participation, and there are multiple ways to claim a successful outcome (e.g., completion of front-loaded RTI component, completion of first year of OJT).
- Credential Attainment – Credentials can be attained during participation or within a year after exit. The RA Completion Certificate is a recognized post-secondary credential under WIOA (Section 3(52)). Also note: If the workforce system supports only the OJT component of a RA program, it will not be held accountable for the Credential Attainment Rate.

The Workforce Innovation and Opportunity Act: *Advancing Apprenticeship as a Workforce Strategy*

The Workforce Innovation and Opportunity Act (WIOA) provides an extraordinary opportunity for the public workforce system to transform and improve the quality of life for job seekers and workers through an integrated, job-driven system that links diverse talent to our nation’s businesses.

Registered Apprenticeship is a proven workforce strategy that can help state and local workforce systems transform how they meet the needs of businesses and workers and fully achieve the vision for the workforce system under WIOA.

The critical strategies that are called for in WIOA, such as sector strategies and career pathways, are at the heart of the apprenticeship model. The foundation of apprenticeship is deep industry engagement that can further the workforce system’s efforts to support regional economies. Apprenticeship is an effective work-based learning approach that builds worker skills and establishes pathways to higher levels of employment and wages.



Why is Apprenticeship a Valuable Strategy for the Workforce System?

Registered Apprenticeship is an industry-driven model that combines on-the-job learning with job-related instruction. As an “earn and learn” model, apprentices are employed and earn wages from the first day on the job. Apprenticeship is a flexible training strategy that can be customized to meet the needs of any business. There are currently more than 1,000 occupations – including careers in health care, information technology, transportation, and energy – in which apprenticeship is used to meet business needs for qualified workers. Using apprenticeship as a workforce strategy will also contribute to higher performance outcomes in employment, retention, earnings, and credential attainment.

How does WIOA Build Stronger Connections to Apprenticeship?

Many workforce systems around the country have adopted Registered Apprenticeship as an effective strategy in working with employers, adults, dislocated workers, and youth. The implementation of WIOA provides clear opportunities to more fully align and integrate apprenticeship strategies into the public workforce system.

WIOA includes several changes that strengthen Registered Apprenticeship as a resource, a training strategy, and as a partner in the workforce system.

- ★ **Naming an apprenticeship representative to state and local workforce boards**
WIOA specifies inclusion of a member of the apprenticeship system on state and local workforce boards. Specifically, WIOA indicates that boards must include a representative of a joint labor-management apprenticeship program or, if none exists, a representative of an apprenticeship program. An apprenticeship representative may already be engaged on boards in some states and local areas. For others, the State Apprenticeship Agencies and the state offices of the U.S. Department of Labor's Office of Apprenticeship can assist you with identifying these representatives.
- ★ **Including Registered Apprenticeship programs on the Eligible Training Provider List**
All Registered Apprenticeship programs, by virtue of their registration, can be on a state's Eligible Training Provider List and thereby eligible to receive federal workforce funding as pre-approved training providers. This is one of the most important changes in WIOA, as it expands opportunities for job seekers and for the workforce system to use WIOA funds for related instruction and other apprenticeship costs.
- ★ **Promoting work-based learning to meet employer needs for skilled workers**
WIOA promotes greater use of work-based learning and a stronger emphasis on business services. WIOA provides for increased reimbursement rates for employers for on-the-job training (OJT). OJT can be used to support apprenticeship programs, and this change promotes the greater use of apprenticeship as a strategy to address the needs of both employers and job seekers.
- ★ **Supporting career pathways for youth through apprenticeship**
WIOA supports apprenticeship as a workforce strategy for youth. The law cites pre-apprenticeship activities and work-based learning among the youth program elements. WIOA also recognizes apprenticeship as a career pathway for Job Corps students, and supports coordination of the Youth Build program with pre-apprenticeship and apprenticeship programs.
- ★ **Using the apprenticeship model as a key strategy in meeting the needs of business**
The increased emphasis on work-based learning and business engagement in WIOA provides a new opportunity for the workforce system to integrate apprenticeship into its business services. Since employers are at the center of the model, apprenticeship automatically brings industry to the table. Therefore, apprenticeship aligns perfectly with sector strategies, industry partnerships, and other investments in meeting the needs of the business community.

To learn more about apprenticeship and its value to the public workforce system, please visit the ApprenticeshipUSA Toolkit at www.dol.gov/apprenticeship/toolkit.htm