



ARKANSAS STATEWIDE

APPRENTICESHIP SUMMIT

May 23, 2024

WELCOME!



AGENDA

Time	Topic/Workshop
9:00-9:15am	Housekeeping, Objectives, Welcoming Remarks
9:15-9:30am	Scanning the Room – Overview of Agenda
9:30—10:30am	Registered Apprenticeship: State of the State – Federal Perspective Registered Apprenticeship: State of the State – State Perspective
10:30—10:45am	BREAK
10:45—11:15am	Getting to Square One
11:15am—12:00pm	Managing the Process Practically Speaking
12:00pm—1:00pm	Working Lunch – Facilitated Dialogue (Program Scenarios / Individual Scenario)
1:00pm—1:15pm	BREAK
1:15pm—2:45pm	Funding Opportunities to Support Registered Apprenticeship
2:45pm—3:00pm	BREAK
3:00pm—3:50pm	Facilitated Dialogue: What's Next (We've Only Just Begun!)
3:50pm—4:00pm	Wrap-Up and Adjourn



**State of the
State:**

**Federal
Perspective**

ARKANSAS STATEWIDE

APPRENTICESHIP

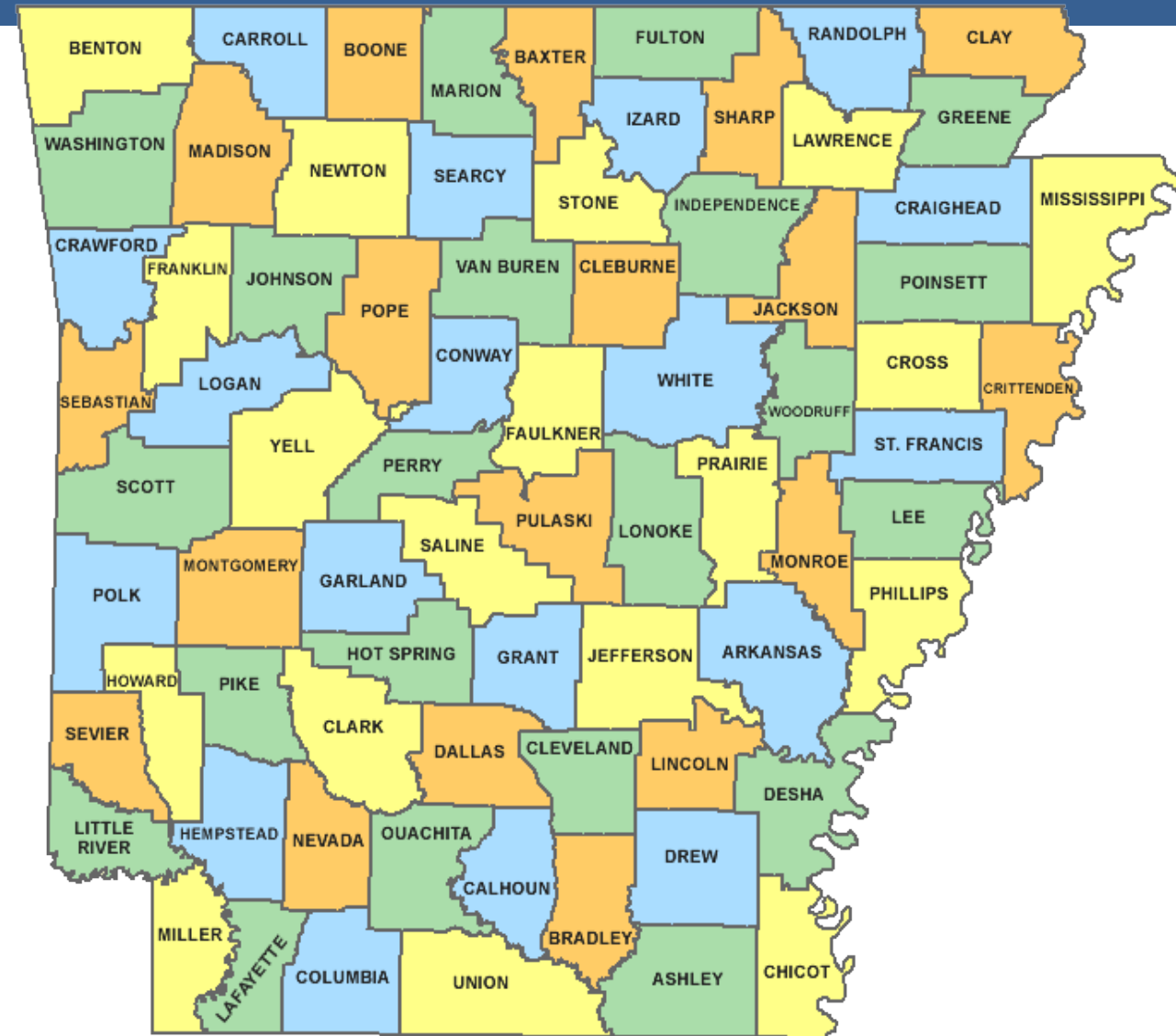
SUMMIT

May 23, 2024



Some Basic Statistics as of May 2024

- **9,309** Active Apprentices
- **2,447** New Apprentices in FY2024
- **379** Apprentices Completed their programs in FY2024
- **155** Active RAPs
- **6** New RAPs in FY2024
- **1,051** Active Employers across all Arkansas programs
- **31** New Occupations across all Arkansas Programs
- Average Wage: **\$15.82**



Some Demographics

- **Gender:**

- 91% Male, 5.3% Female, 3.6% Did Not Self-ID

- **Race:**

- 75% White
- 15.2% Did Not Self-ID
- 5% Black/African American
- 1.3% AIAN
- 1.3% Multi-Racial
- 1% Asian
- < 1% NHPI



- **Ethnicity:**

- 13.5% Hispanic, 66.5% Non-Hispanic, 20% Did Not Self-ID

- **Age:**

- 48.25% < 24 yrs
- 49.5% 25-54 yrs
- 2.2% 55+ yrs

- **Indiv w/ Disabilities:**

- .5% Yes, 44.1% No,
- 55.4% Did Not Self-ID

- **Veteran:**

- 86.9% Non-Vet, 5% Vet, 7.6% Did Not Self-ID

Where are the Registered Apprenticeship Programs in Arkansas

%	Industry Sector
81%	Construction
20%	Other Services (except Public Administration)
3.46%	Professional, Scientific and Technical Services
2.5%	Utilities
1.33%	Public Administration
1.28%	Manufacturing
1.23%	Educational Services
.063%	Health Care and Social Assistance

Do you see any
opportunities
here to grow
Registered
Apprenticeship

?

Find more Data & Statistics – *Apprenticeship.gov*



CAREER SEEKERS | EMPLOYERS | EDUCATORS | RESOURCES | ABOUT US | RA ACADEMY

HOME DATA AND STATISTICS



Dashboards

Apprentices by State

NEW Apprentice Population

DATA AND STATISTICS

monitors the growth and expansion of Registered Apprenticeships across industry sectors and all populations as a continuing goal of the National Apprenticeship System. Stakeholders should utilize existing data to better inform utilization analysis and targeted outreach to support apprentice participation goals. Browse through our visual dashboards to learn more about the apprenticeship system.

Data Visualization Dashboards

Apprentices by State

View apprentice counts by physical location (e.g. state) or by state-managed apprenticeship workload.

EXPLORE

Apprentice Population

View demographic comparisons of registered apprentices with the total available workforce.

EXPLORE



**State of the
State:**

**State
Perspective**

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Office of Skills Development

Workforce Connections Division, Arkansas Department of Commerce



State Perspective – RA in Arkansas

May 23, 2024

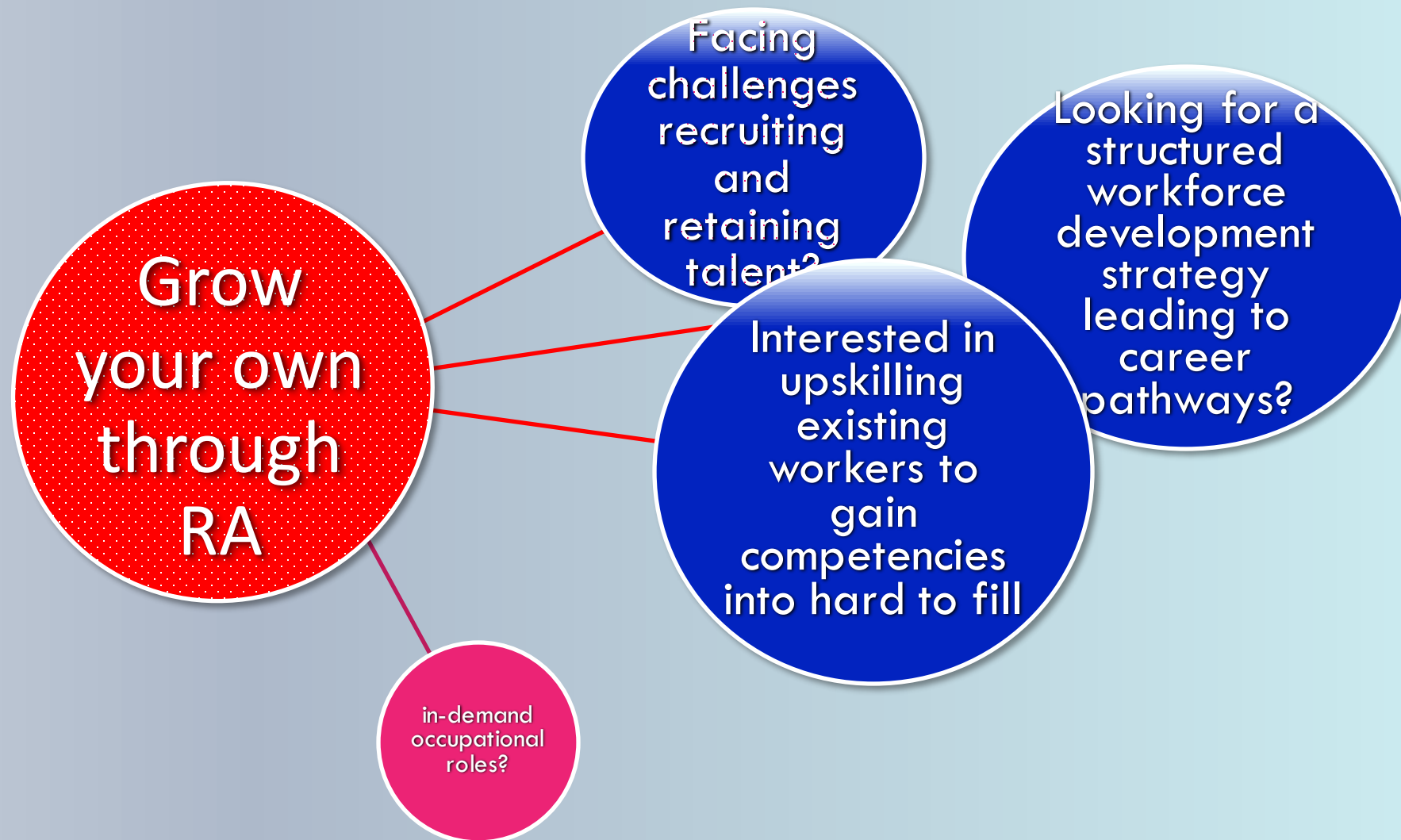
Arkansas Registered Apprentice Growth

- Since the launch of USDOL's American Apprenticeship Initiative (dating back to 2015), Arkansas has experienced significant growth in both the number of active apprentices and registered apprenticeship programs statewide.
- Utilization of the RAP model is being expanded across a wide variety of industry sectors and occupational areas.

Benefits for Employers

- Time-tested, structured earn and learn model
- Recruitment, development, and retention strategy
- Reduced turn-over
- Positive return on investment
- Apprenticeship tax credit
- State and/or Federal funding assistance

The Registered Apprenticeship (RA) Value Proposition



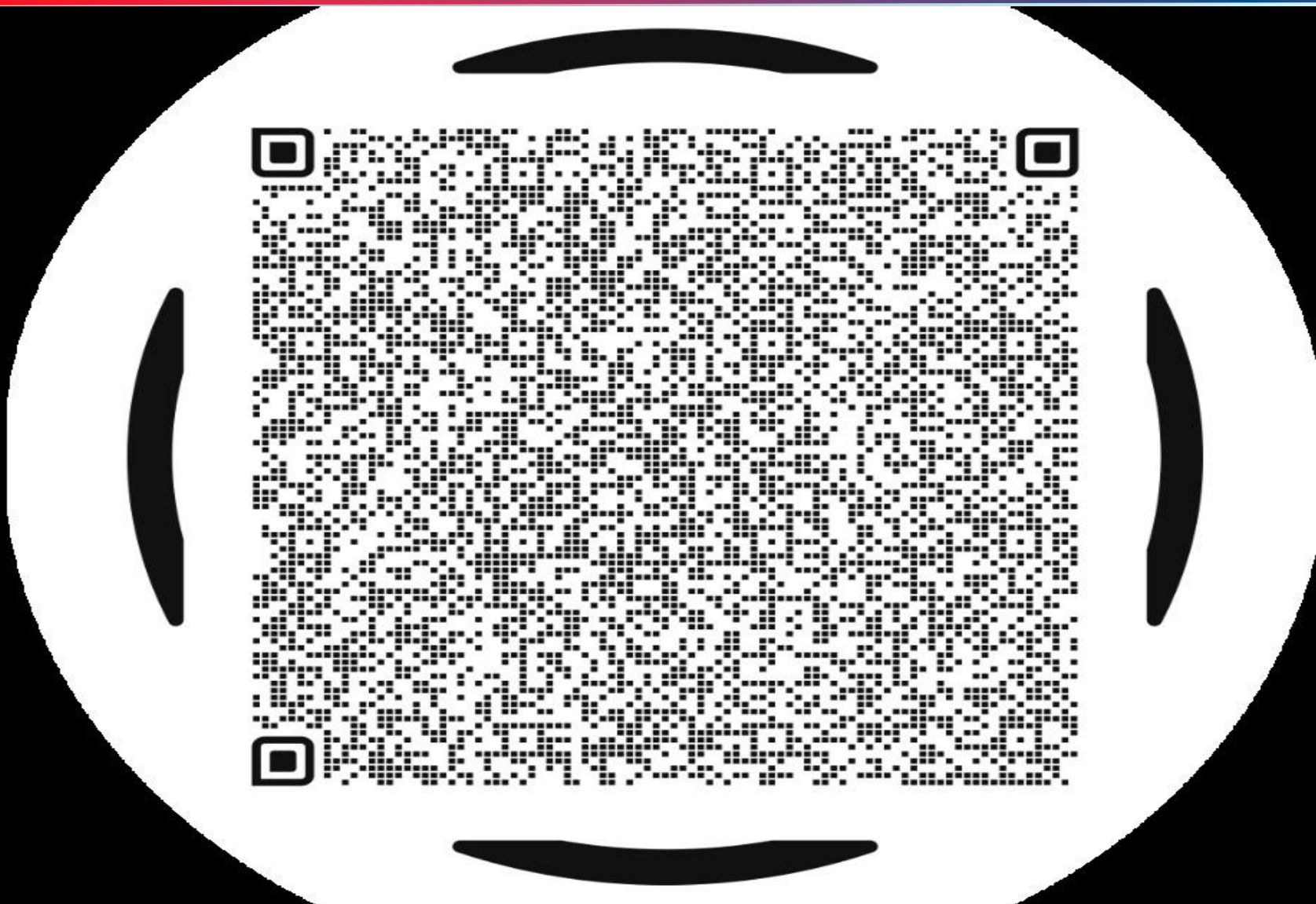
- USDOL has approved 1,112 occupations for Registered Apprenticeship
- There are currently 148 occupations using RA in Arkansas



**US DOL Approved
Apprenticeship Occupations**



Search Current RAPs in Arkansas



Search



The graphic on the left side of the slide is a stylized representation of the Arkansas state flag. It features a white field with a blue border containing white stars. The word "ARK" is written in blue, bold, sans-serif capital letters across the center. The flag is shown with a blue diagonal stripe running from the top left to the bottom right, creating a sense of movement or a fold.

Apprenticeship Job Postings

OSD is launching an apprenticeship job postings space on the website. An employer utilizing RA can post their apprenticeship job openings for free.

The image features a stylized graphic of the Arkansas state flag on the left side. The flag is partially visible, showing the red, white, and blue stripes and the word "ARK" in blue letters. A thick blue diagonal line runs across the flag graphic. The main title "State Funding for Apprenticeship" is displayed in white text on a red and blue gradient background at the top right.

State Funding for Apprenticeship

- Funding for Traditional Apprenticeship
 - CT \$800,000 yearly
 - TA \$1,611,456 yearly
 - This year's TA funded 41 programs, with 120 locations and 5,329 apprentices.
- Funding for Non-Traditional Apprenticeship
 - Evaluated on a case-by-case basis, with maximum RTI funding assistance of up to 75% of the total cost.

- Plumber
- Electrician
- Sheet Metal Worker
- Brick Mason
- Carpenter
- Painter



Traditional Apprenticeship Occupations



- Software Developer
- IT Generalist
- Community Health Worker
- RN Graduate Residency
- Agriculture Service Technician
- Water Systems Specialist
- Turf Management
- Industrial Maintenance
- Quality Inspector
- Machinist/CNC Operator
- Chemical Operator



Non-Traditional Apprenticeship Occupations



RA Expansion Successes by Industry Sector



Manufacturing

Lockheed Martin, Post Foods, ConAgra, NestleUSA, Albemarle, Tyson Foods, Lacroix Precision Optics, Baxter



Health Care

Saline Memorial Hospital, National Park Medical Center, Arkansas Children's Hospital



Utilities/Energy

AR Rural Water, Entergy, AR Electric Cooperative, First Electric Coop

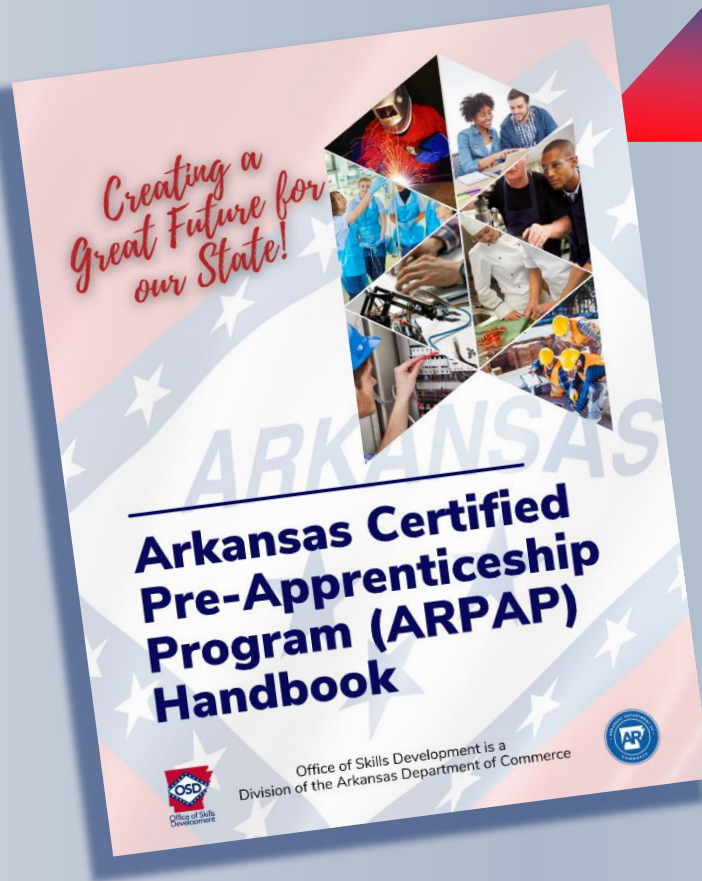


Information Technology

Walmart, JB Hunt, Arvest, Simmons Bank, Southern Bancorp, First Orion, Edafio Technology Partners

Pre-Apprenticeship Framework

**Download the Arkansas Certified
Pre-Apprenticeship Framework**



[Arkansas Certified Pre-Apprenticeship Handbook](#)

A graphic of the Arkansas state flag, featuring a white field with a blue border containing white stars. The word "ARKANSAS" is written in blue, with "ARKAN" visible. The flag is set against a background of red and white stripes.

The Purpose of ARPAP

The purpose of the Arkansas Certified Pre-Apprenticeship Program (ARPAP) is to ensure and establish that a state recognized standard is in place for qualifying programs to provide work readiness/preparation training which aligns with a RAP.

ARPAP Certification Allows for

EMPLOYERS

Participating employers to have an assurance that successful ARPAP completers are equipped with preparatory/work-readiness skills to move into their RAP, thus enhancing the work-ready talent supply pool.

PARTICIPANTS

Participating trainees (i.e., pre-apprentices) to have an assurance that successful completion of an ARPAP will provide an advantage for moving into a full-time employment career pathway via RAP, with partnering ARPAP employers.

Key ARPAP Components

**Alignment
to RAP**

**Committed
Employer
Partnerships**

Partner Call to Action

There are opportunities to learn more, connect, and engage in registered apprenticeship expansion in Arkansas:

- Participate in OSD Hosted Weekly RA Expansion Meetings
- Participate in the 2024 RA Expansion Strategy Planning Team
- Employers Growing Talent Through Apprenticeship – Employer Forums
- Employer Engagement Integration and Cross-Communication

Let's partner to leverage the State's resources to serve the workforce development needs of employers translating to career opportunities for job candidates!





Contact Information

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Getting to Square One

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SUMMIT

May 23, 2024



The National Brand

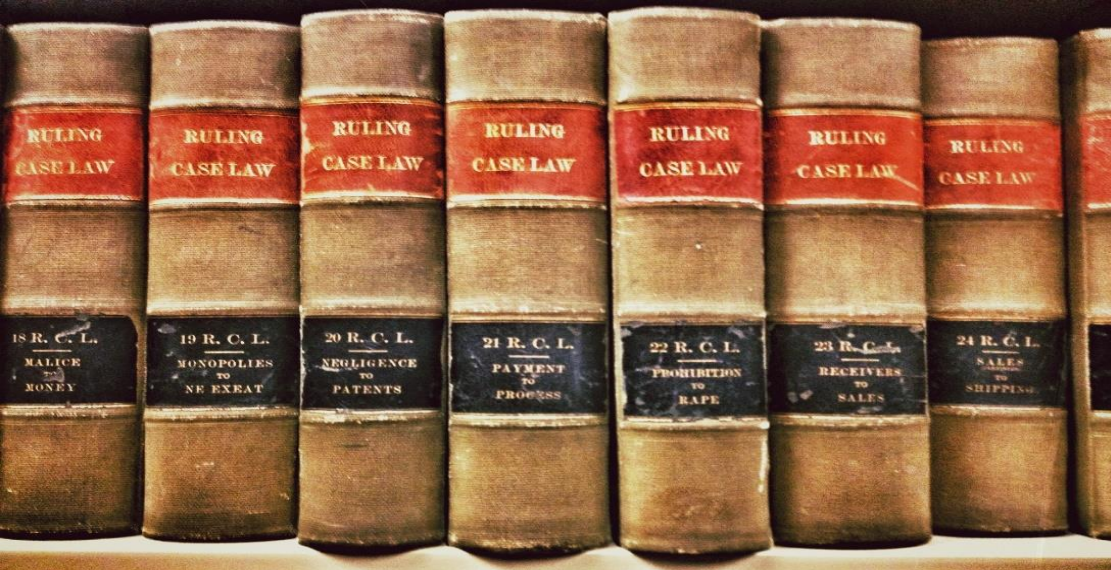
APPRENTICESHIPUSA™

Talent Moves You Forward ★★ ★ 

This initiative will support the Department's broader efforts to expand, diversify, strengthen, and modernize Registered Apprenticeship.

**Training and Employment Notice
(TEN) 20-15, Change 1
published 1/15/23**

**[https://www.dol.gov/agencies/eta/
advisories/ten-20-15-change-1](https://www.dol.gov/agencies/eta/advisories/ten-20-15-change-1)**



The National Apprenticeship Act aka The Fitzgerald Act



THE NATIONAL APPRENTICESHIP ACT

(50 State. 664; 29 U.S. C. 50)

To enable the Department of Labor to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices and to cooperate with the States in the promotion of such standards.

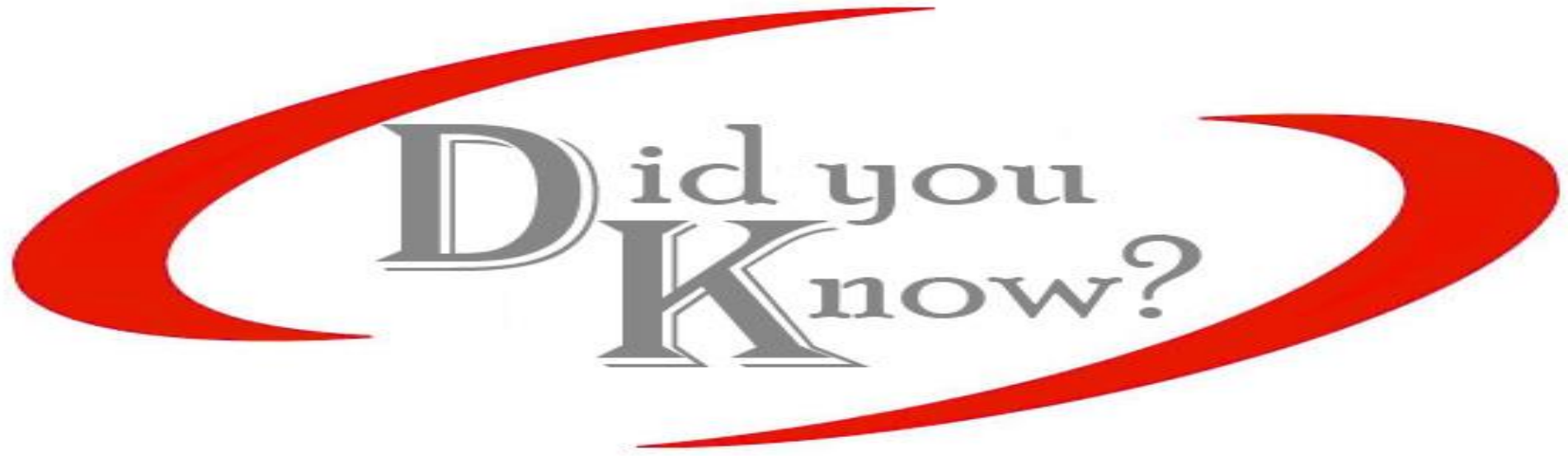
Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the Secretary of Labor is hereby authorized and directed to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, to extend the application of such standards by encouraging the inclusion thereof in contracts of apprenticeship, to bring together employers and labor for the formulation of programs of apprenticeship, to cooperate with State agencies engaged in the formulation and promotion of standards of apprenticeship, and to cooperate with the National Youth Administration and with the Office of Education of the Department of the Interior in accordance with section 6 of the Act of February 23, 1917 (39 Stat. 932), as amended by Executive Order Numbered 6166, June 10, 1933, issued pursuant to an Act of June 30, 1932 (47 Stat. 414), as amended.

SEC. 2. The Secretary of Labor may publish information relating to existing and proposed labor standards of apprenticeship, and may appoint national advisory committees to serve without compensation. Such committees shall include representatives of employers, representatives of labor, educators, and officers of other executive departments, with the consent of the head of any such department

SEC. 3. On and after the effective date of the Act the National Youth Administration shall be relieved of direct responsibility for the promotion of labor standards of apprenticeship as heretofore conducted through the division of apprentice training and shall transfer all records and papers relating to such activities to the custody of the Department of Labor. The Secretary of Labor is authorized to appoint such employees as he may from time to time find necessary for the administration of this Act, with regard to existing laws applicable to the appointment and compensation of employees of the United States: *Provided, however,* That he may appoint persons now employed in division of apprentice training of the National Youth Administration upon certification by the Civil Service Commission of their qualifications, after non assembled examinations.

SEC. 4. This Act shall take effect on July 1, 1937, or as soon thereafter as it shall be approved.

Approved, August 16, 1937. 



- The National Apprenticeship Act has never been reauthorized
- In 2021, a bill for a reauthorized NAA passed the House with bipartisan support (HR 447); it stalled in the Senate. In May 2023, HR 2851 was introduced (bi-partisan National Apprenticeship Act of 2023) ...
- One page versus hundreds of pages; annual funding to support the national registered apprenticeship system; annual funding for states; an emphasis on pre-apprenticeship as well as youth apprenticeship (which was defined as HS apprenticeship in HR 447), four-year state strategic plans for RA, etc.

DEPARTMENT OF LABOR

Employment and Training
Administration

29 CFR Part 29

RIN 1205-AB50

Apprenticeship Programs, Labor
Standards for Registration,
Amendment of Regulations

AGENCY: Employment and Training
Administration, Labor.

ACTION: Final rule.

SUMMARY: The Department of Labor (DOL or Department) is issuing this final rule to update regulations that implement the National Apprenticeship Act of 1937, 29 U.S.C. 50. DOL issued a notice of proposed rulemaking (NPRM) on December 13, 2007, outlining proposed updates to labor standards, policies and procedures for the registration, cancellation and deregistration of apprenticeship programs, apprenticeship agreements, and administration of the National Apprenticeship System. 72 FR 71020, Dec. 13, 2007.

DATES: *Effective date:* The final rule will become effective December 29, 2008.

29 CFR Part 29 aka “29/29”

Labor Standards for Registration

effective
December 29, 2008

<https://www.dol.gov/sites/dolgov/files/ETA/apprenticeship/pdfs/FinalRule29CFRPart29.pdf>

Notice of
Proposed
Rule
Making
(NPRM)
Published
1/17/24



*Coming
Soon*



**EXPECT
CHANGES**

Let's Focus on Today and Take a Closer Look at 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.



5 Core Components of EVERY Registered Apprenticeship Program



Employer Involvement Is Integral

Employer is the foundation for the RAP and must be directly involved and provider of OJT



Structured On-the-Job Training with Mentoring

Minimum of 2,000 hours Structured / Supervised



Related Instruction

144 hours recommended per year
Parallel | Front-loaded | Segmented



Rewards for Skill Gains

Increases in skills brings about increases in earnings



National Occupational Credential

Nationally recognized credential showing job proficiency; Recognized postsecondary credential under WIOA.

Apprenticeship & Registered Apprenticeship

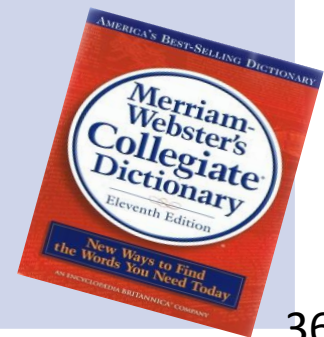
Registered Apprenticeship Programs

- 5 core components in *every* program
 - Employer; Structured OJT/OJL; Related Instruction or RI; Progressive Wage Increases; National Credential
- Performance evaluation includes:
 - Quality Assurance Assessments
 - EEO Compliance Reviews
 - Completion rates
- 29 CFR Part 29
- 29 CFR Part 30



“Non-Registered” Programs

- Webster’s Dictionary “Apprenticeship”
- Often do not consist of the same five core components or to the same extent
 - May only have OJT or OJL (no RI)
 - OJT/OJL may be less than 2000 hours
 - May not have progressive wage increases
 - Can lack safety and quality standards
 - May not have recognized credential that is portable, stackable
 - Etc.

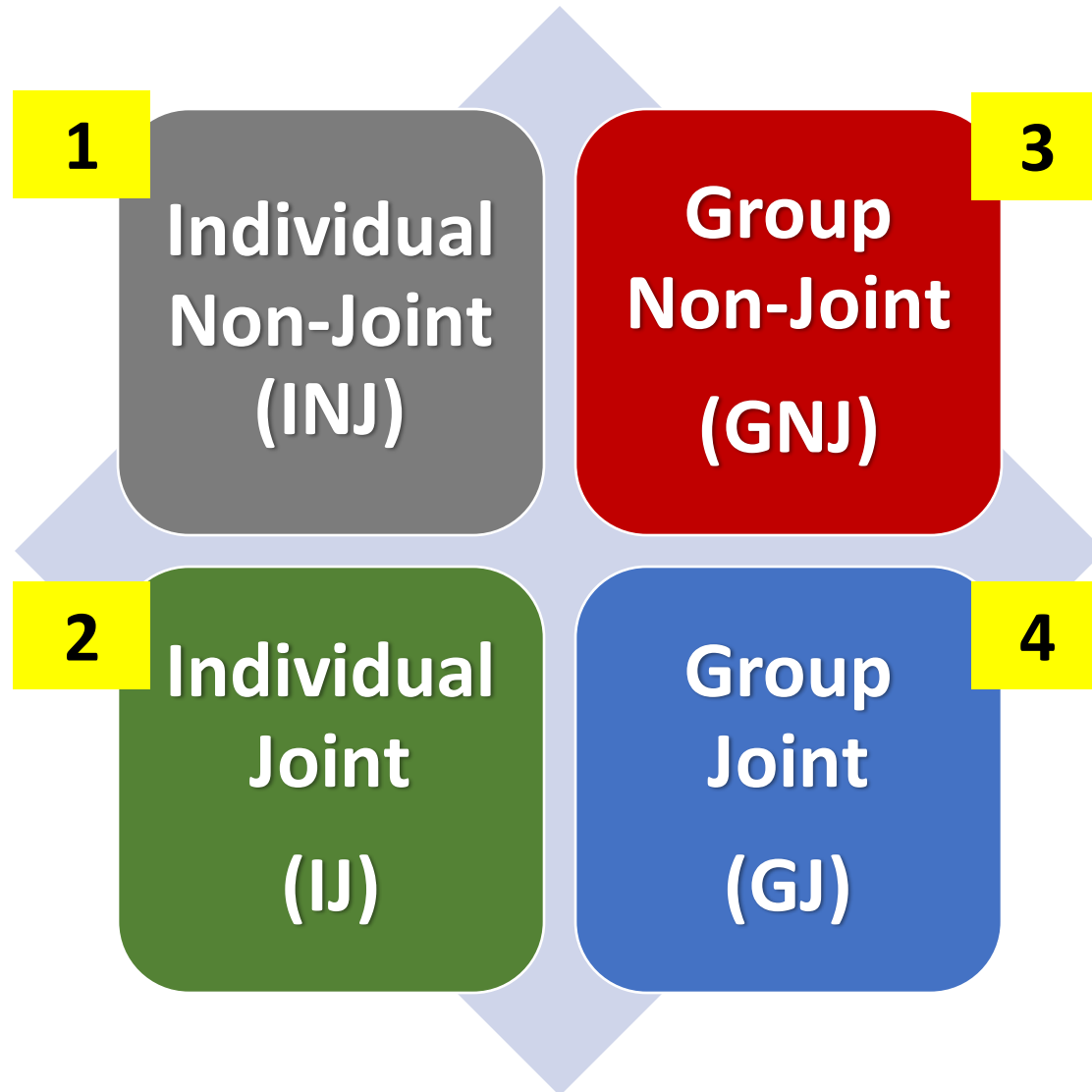


Key Players in EVERY Registered Apprenticeship Program

Program Sponsor	Employer(s)	Provider of RI
• Responsible for administering the program (they do the paperwork and data entry) • Can be the employer or another entity, e.g., a community college	• Provider of OJT • Often the program sponsor • Can be group of employers • Foundation and driver of the program • For veterans, ideally the employer is GI Bill certified	• Can be employer, community college, joint apprenticeship training committee, or other entity

- Other players may include the public workforce system and perhaps community-based organizations (e.g., for supportive services)

4 Basic Types of RAPs



An “Individual” program has one employer, whereas a “Group” program has multiple employers.

A “Joint” program implies union involvement, whereas a “Non-Joint” program does not have union involvement.

Standards of Apprenticeship

- Every RAP has *Standards of Apprenticeship*, first signed by the prospective sponsor, then signed and dated by the Registration Agency (which is USDOL's Office of Apprenticeship), i.e., by the State Director – John Kuznar in Arkansas.
- The Standards are a combination of several documents that, together, satisfy regulatory requirements for an organized, written plan for providing the two primary components (OJT and RI) for an apprenticeable occupation
- The “*Appendix A*” describes the OJT and RI in detail for a specific occupation; there is an Appendix A for every occupation that is part of a RAP

National Apprenticeship Website

www.apprenticeship.gov

- **LOTS of information and continuous improvement**
- **LOTS of features *including tools***

APPRENTICESHIPUSA

CAREER SEEKERS ▾

EMPLOYERS ▾

EDUCATORS ▾

RESOURCES ▾

ABOUT US ▾

RA ACADEMY

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Notice of Proposed Rulemaking

Read about the latest NPRM titled National Apprenticeship System Enhancements.

[LEARN MORE](#)



RA Academy Launched Nov. 2023

- Short, interactive modules on variety of topics

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RA ACADEMY

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[HOME](#) / REGISTERED APPRENTICESHIP ACADEMY



Welcome to the

Registered Apprenticeship Academy

The academy is designed to cater to all the Registered Apprenticeship program stakeholders playing a vital role in the success of the RA system.

- John V. Ladd, Administrator, Office of Apprenticeship

National Apprenticeship Week

Youth Apprenticeship Week

- NAW is a nationwide celebration that brings together business leaders, career seekers, labor, educational institutions, and other critical partners to demonstrate their support for apprenticeship
- **NAW 2023 (9th) was 11/12/23—11/18/23**
- Events taking place are registered on the NAW website, which also contains proclamations
- Although we celebrate National Apprenticeship *Week*, many states celebrate National Apprenticeship *Month*

- YAW began this year – 5/5/24—5/11/24 and is expected to be an annual event





Employer Engagement and Managing the Process is Next

ARKANSAS STATEWIDE

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May 23, 2024



TODAY WE WILL COVER:

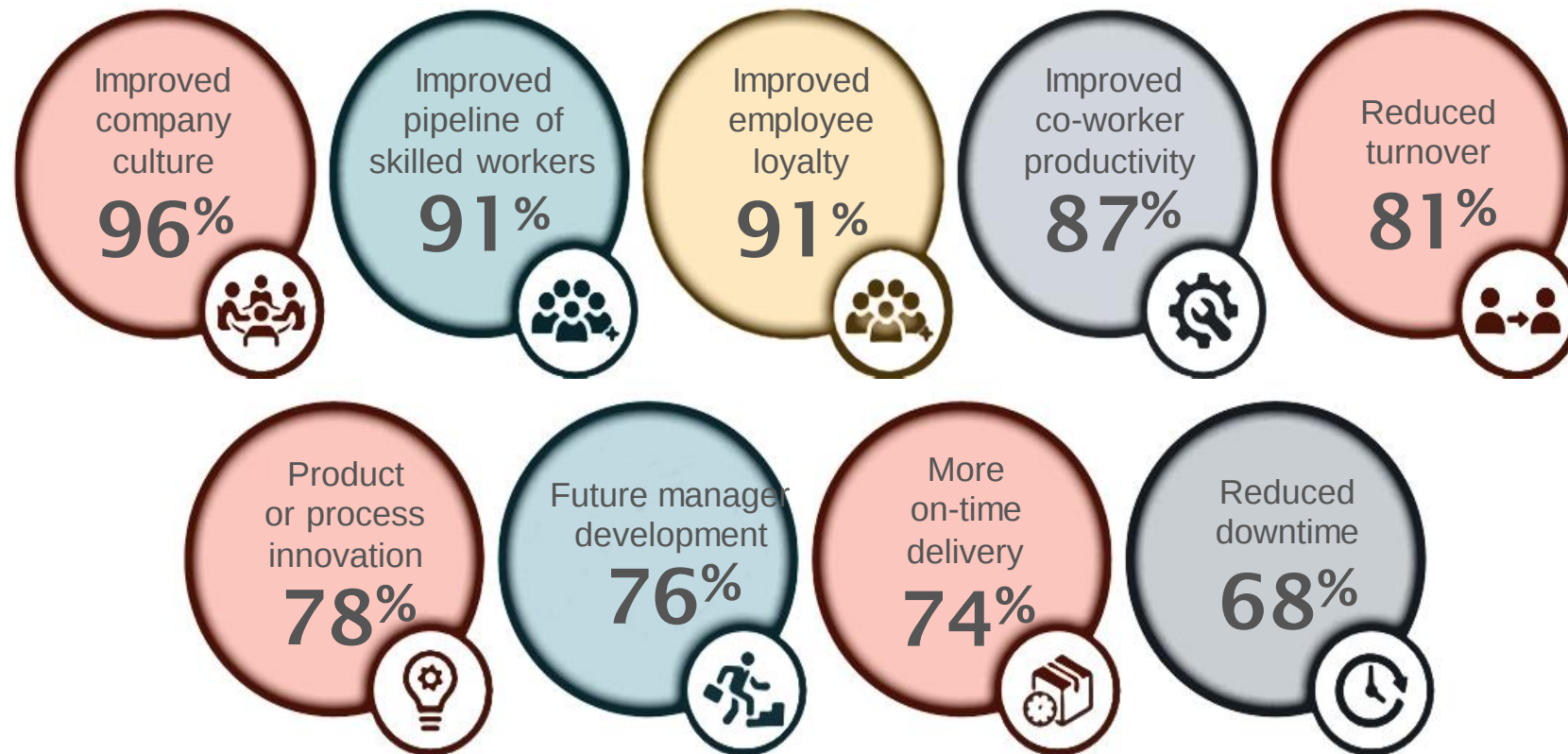
- **The Business Case for Apprenticeship**
- **Educators Engaging Businesses in Apprenticeship**
- **Engaging other Community Partners**
- **Managing the Process ... *practically speaking***

ROI for Business

Executives should include these and other cost components when conducting an ROI calculation:

- *Costs of designing & developing the program.*
- *Costs of all materials provided to each apprentice including PPE, if applicable.*
- *Costs of supervisors' and mentors' time.*
- *Costs of the facilities, tools, & equipment needed.*
- *Wages and benefits.*
- *Administrative and overhead costs.*

EMPLOYERS REPORTED THE FOLLOWING INDIRECT BENEFITS FOR THEIR APPRENTICESHIP PROGRAMS:



Educators involved in RAPs

Partnership with industry offers different benefits to businesses and to apprentices, which include:

- *Providing apprentices an accelerated career pathway.*
- *Creating a new pipeline of degree-seekers such as adult learners and diverse, underserved populations.*
- *Enhancing the competitiveness of local businesses by enlarging the pool of highly trained workers.*
- *Strengthening relationships with local employers.*
- *Developing new cutting-edge postsecondary learning opportunities*
- *Training to meet the skills gap in high-demand, high-skilled occupations.*

Considerations for Educators

Colleges must consider the full spectrum of costs that may be incurred, including:

- *Dedicated human resources/talent*
- *Management and tracking capabilities*
- *Administrative, faculty, and staff time*
- *Curriculum development*
- *Equipment and supplies*
- *Infrastructure, lab, and classroom space*
- *Any other costs specific to the program*

Roles that Colleges fill in Apprenticeship

Training provider: *deliver academic instruction driven by industry standards.*

- Responsibilities include co-creating apprenticeship curriculum alongside local businesses, granting progressive credentials based on competency testing, and facilitating access to financial aid & other support resources (e.g., *academic, tutoring, counseling*).

Roles That Colleges fill in Apprenticeship

Intermediary: *serve as connectors to their local business community while committed to providing students with quality education, experiential learning, and skills that meet employer needs.*

- **Responsibilities include recruiting, screening, and testing potential apprentices ready to begin with an apprenticeship sponsor. Work with individual employers, large & small, to design tailored curriculum that meets employers' business goals.**

Roles That Colleges fill in Apprenticeship

Sponsor: *the college or school operates the Registered Apprenticeship Program.*

- Responsibilities include assuming full responsibility for the administration and operation of an apprenticeship program. This includes employing or *coordinating* the employment of apprentices.

Establishing a RAP with Business

There are many pieces that need to be put into place to achieve success:

- 1. Define the vision for your registered apprenticeship program.***
- 2. Develop internal systems to support your program.***
- 3. Identify your champion.***
- 4. Define and build your program model.***
- 5. Implement and scale your registered apprenticeship program model.***

Questions for Educators to Business

Some questions that a college executive may want to consider addressing with employers:

- *Are apprentices engaged in the program?*
- *What did they learn through their engagement?*
- *Can apprentices accurately apply the knowledge in the workplace?*
- *How does the application of knowledge benefit the employer?*

Engaging Community Stakeholders

Stakeholders the College should consider to help create valuable & sustainable apprenticeships:

- ***High schools:** a pipeline for future apprentices, youth apprenticeships and pre-apprenticeships.*
- ***Veterans programs:** Veterans come with prior training and experience in several industries.*
- ***Non-profit organizations:** help address the need to support diversity & inclusion efforts.*
- ***Associations:** develop & disseminate info to partners w/ shared goals and support sector workforce goals.*

Engaging Community Stakeholders (cont'd)

Stakeholders the College should consider to help create valuable & sustainable apprenticeships:

- ***Policy Makers:*** can help to motivate local industry leaders and support increased funding opportunities.
- ***Chambers of Commerce:*** knowledge base of local industry and the power to engage employers.
- ***Workforce Development Boards/WIOA:*** critical partner w/ a pipeline of potential candidates, resources to support diversity initiatives, braided funding, marketing expertise, and employer relations (Business Services).

Effective Business Engagement Matters!

Phase 1—Research and Preparation

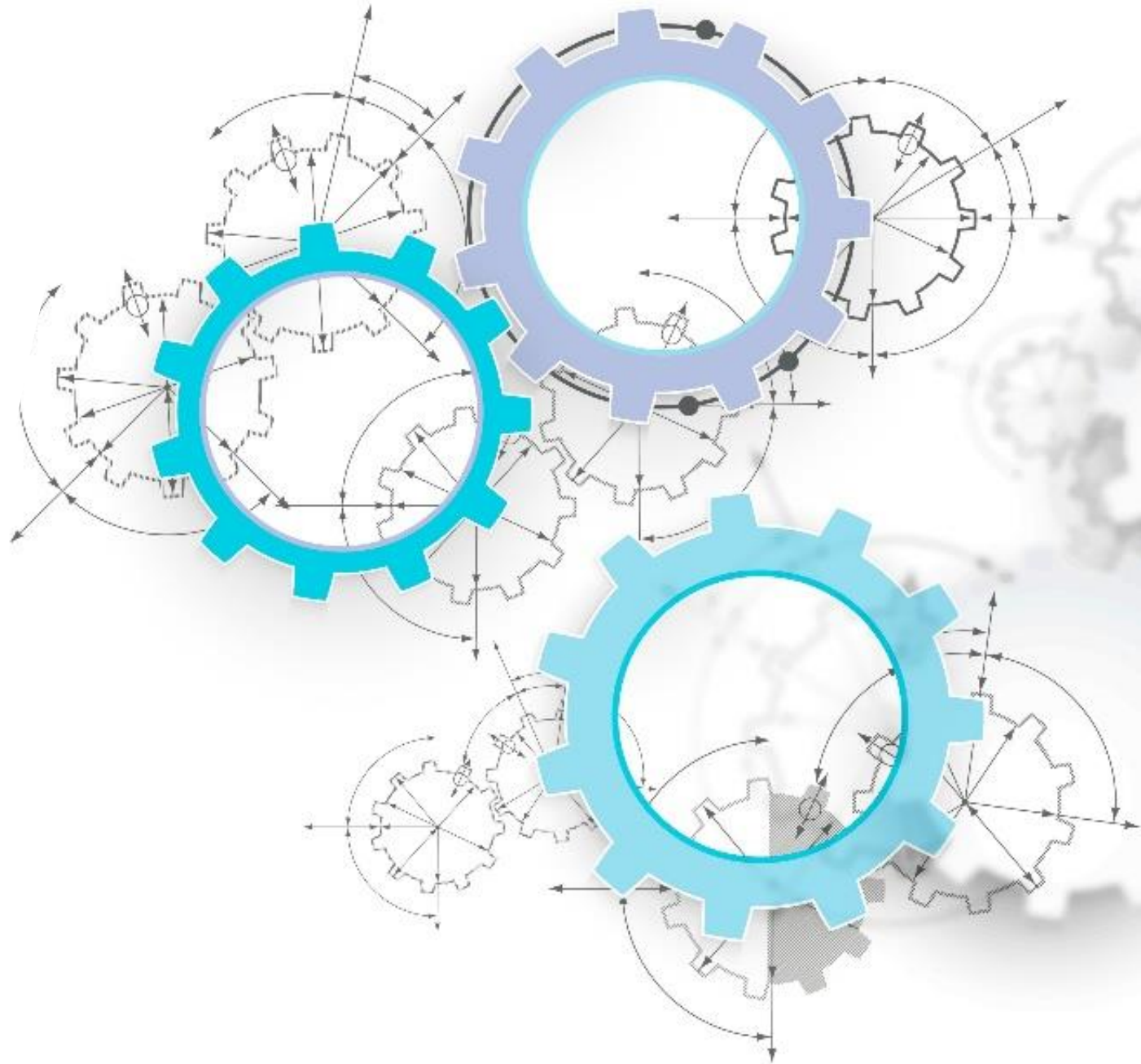
- What types of preparation can help make business outreach successful?

Phase 2—Building Relationships

- How can we build effective relationships with employers?

Phase 3—Getting to Commitment

- How can we get from conversation to commitment?



Phase 1—Research and Preparation

Use Research to Identify Businesses

- Identify important growing sectors and businesses
- Review their job openings for listings indicating a challenge that apprenticeship can solve
- Identify job openings for which apprenticeship could be a good solution
 - Research where apprenticeship programs already exist
 - Words like “entry-level” suggest an employer might be willing to train
- Keep track of what you learn

Phase 1—Research and Preparation

Recognize Business Challenges

Challenge	Indicator
Skill gaps in hiring	Job posting open for a long time
Development of existing talent	Businesses post openings for mid-level positions
Attracting and retaining talent	Jobs are constantly posted and reposted
Retiring workforce	Industry reports indicate short-to-mid-range retirements
Advancing technology	Business expresses interest in customized or technical training

Phase 1—Research & Preparation

Benefits of RA Compared to Traditional Hiring

Value built into the RA program	Additional value YOU may be able to add
Stepped up wages vs. full wages	Tax credits, workforce development grants, WIOA ITAs and OJTs
Increased retention	State / Federal subsidies
Provides repeatable, organized framework for recruitment, hiring, onboarding, and advancement	Shared recruitment costs/hiring incentives

Phase 2—Building Relationships

Take a Consultative Approach

- Listen more than you talk
- Prepare questions that can help you understand the business needs
 - What jobs do you have the most difficulty filling?
 - If your company has diversity goals, do you have difficulty attracting more diverse candidates?
- Validate their pain points and learn the business's culture
 - Start with a problem statement – not a solution
 - How can they solve their challenge? (recruitment, on-boarding, internal training, mentoring, etc.)

Phase 2—Building Relationships

Relate RA to What Business Already Does



Phase 2—Building Relationships

Speak the Language of Business



Apprenticeship Speak	Business Speak
Outreach and Selection	Recruitment and Interviewing
Work Processes/Competencies	Job/Position Descriptions, KSA's, Tasks, Responsibilities
Related Technical Instruction	Internal/External Training, Education or On-boarding
On-the-Job Learning (OJL)	Mentoring/Supervision of Work Performance and Reviews
Stepped-up Wages	Merit-Based Increases; Performance Incentives
Certificate of Completion	Credential/Title Change

Phase 2—Building Relationships Follow Up

Build on a Successful First Conversation

- Leave the first meeting understanding the employer's pain points
- Always set up for the next conversation with take-aways and set the next meeting
- Understand that there will be multiple future calls with different audiences
- Create an incentive to meet with you again

Phase 2—Building Relationships

Build Trust by Adding Value

- Provide examples of other businesses using apprenticeship in a similar occupation
- Offer to make a connection or set up a tour with another business that's successfully using apprenticeship
- *Draft* a Form 671-*Program Registration form* that identifies sponsor, employer, partner roles and occupational details
- Estimate the Benefits and *Return on Investment* (\$, #)

Phase 3—Getting to Commitment

Address Concerns / Dispel Myths

- **Apprenticeship comes with lots of paperwork and compliance requirements; won't work for small companies**
 - Intermediaries & partners can ease this burden
- **Apprenticeships are rigid**
 - Many aspects of apprenticeship can be customized
- **Apprenticeship is prohibitively expensive**
 - Businesses already spend lots of money to recruit, hire, onboard, and skill-up employees—*repeatedly*
- **After a significant investment, the apprentice might leave**
 - *Every* employee might leave, but apprenticeship has a much higher retention rate than other forms of hiring



Phase 3—Getting to Commitment

Other Tips to Get to Commitment

- Build organizational buy-in
- Bring the right partners to the table



Other Business Engagement Resources

- **Apprenticeship website**
 - <https://www.apprenticeship.gov/>
 - Including the RA Academy
- **Apprenticeship Community of Practice**
 - <https://apprenticeshipusa.workforcegps.org/>
 - Marketing and Outreach for Apprenticeship
 - Industry-Specific Resources
 - Return on Investment



Introducing the ETA-671

ETA 671 – Program Registration form, Section 1

This is your all-purpose information-gathering tool to capture ALL relevant details of an Apprenticeship Program, its Focus, Structure, Composition, and Partners

Use this Form when gathering potential Apprenticeship Program information, and then once as complete as possible, pass along to OSD OA for review and additional detail gathering before ultimately forwarding to DOL State Director to initiate draft Standards of Apprenticeship documents package and clarify final details for registration with Sponsor, Employer(s), RI/Training Provider(s), Intermediaries, etc.

Program Registration and
Apprenticeship Agreement
Office of Apprenticeship
Program Registration – Section 1

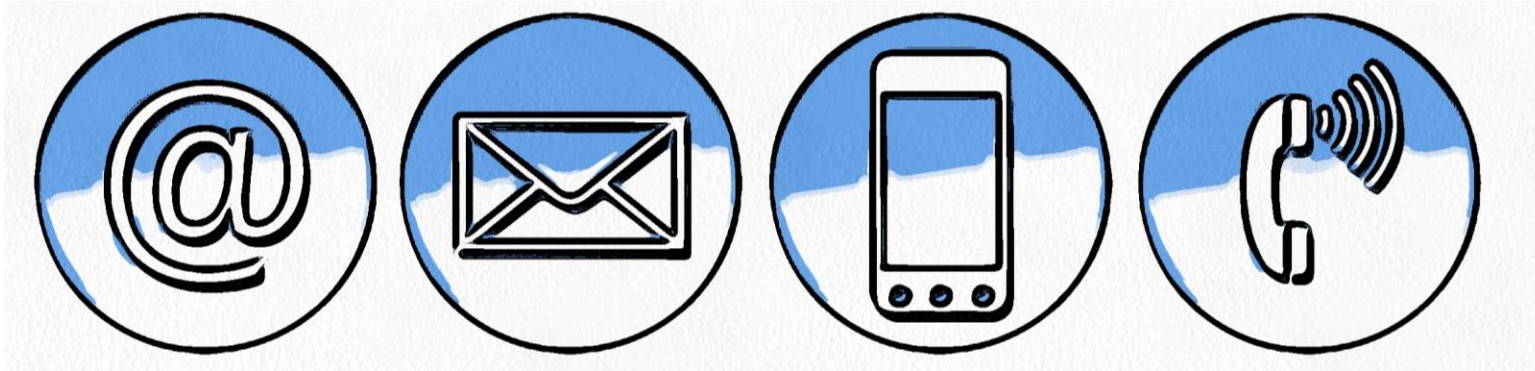
U.S. Department of Labor
Employment and Training Administration



OMB No. 1205-0223 Expiration Date: 06/30/2024

NOTE: THIS FORM SHOULD BE COMPLETED BY THE PROGRAM SPONSOR IN CONJUNCTION WITH THE REGISTRATION AGENCY.			
A. PROGRAM SPONSOR'S IDENTIFYING INFORMATION			
1. Employer Identification Number (Optional)		2. Program Number (When Assigned)	
3. Sponsor Name		4. Doing Business As (DBA) (If Applicable)	
5. Address			
6. City	7. State	8. Zip Code	9. County
10. Is the program sponsor's address provided immediately above different from the program sponsor's principal place of business in the United States (i.e., the location of the program sponsor's headquarters)? (Select One) ☐ Yes ☐ No If yes, please provide the address and point of contact information (first name, middle initial, last name, title, telephone number, and e-mail address) at the program sponsor's principal place of business in the United States:			
11. Sponsor Type (Select All That Apply) ☐ Employer ☐ Union/Labor ☐ Business Association ☐ Intermediary ☐ Community College/University ☐ Community-Based Organization ☐ Workforce Development Board ☐ Foundation ☐ Federal Agency ☐ State Agency ☐ City/County Agency ☐ Other: _____			
12. Parent Organization / National Affiliation			
B. PROGRAM SPONSOR'S POINT OF CONTACT AND OTHER RELEVANT INFORMATION			
1. Last Name, First Name, and Middle Initial			
2. Title			
3. Is this person the primary point of contact for information about the program? (Select One) ☐ Yes ☐ No NOTE: If there are additional program sponsor points of contact, please provide their name and contact information in a separate attachment.			
4. Point of Contact's Address (If different from Sponsor's Address in Section A)			
5. City	6. State	7. Zip Code	8. County

Contact Information



- John A. Kuznar, State Director
- U.S. Department of Labor/Office of Apprenticeship
- Little Rock Field Office
- Kuznar.John.A@dol.gov
- 972-850-4636
- 501-324-5415



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May 23, 2024



Part 1: Let's Discuss: Employer Situations for Apprenticeship?

- Aging workforce where skills and knowledge transfer is essential to sustain the business into the future?
- Constant Revolving-door filling Entry-level position?
- Skills gap between lower-level and higher-level positions (fill the pipeline with emerging leaders)?
- Long-term vacancies of essential skilled/tech positions?
- Lack of existing qualified talent in the workforce market?
- Rapid growth of business production demands?
- New advancements in industry-sector technologies?
- Others ... ?

Could Apprenticeship fit in a potential Layoff ?

- Apprenticeship could be a potential Layoff-Aversion /Layoff-Mitigation strategy ?
- Rapid Response situations – dislocated workers could be directed to potential Apprenticeship opportunities in the area ?
- Trade Adjustment Assistance (TAA) – eligible dislocated workers could be directed to potential Apprenticeship opportunities ?
- Others ... ?

Part 2: Individual-Level Scenario

Guiding Philosophy

- Programs and funding streams are *not* the front-end drivers of service design and delivery
- Customer needs drive the investment of diverse program/funding stream resources



Scenario

- David goes to an AR American Job Center, accompanied by a family member. He is 19 years old and is on the autism spectrum although he is high functioning. David also graduated from high school with a regular diploma (albeit a semester late).
- David meets with a WIOA-funded youth case manager, is determined eligible for WIOA youth services, and he undergoes an objective assessment including TABE testing.
- David is very interested in “robotics” and has had several related classes in junior high and high school. The case manager thinks the mechatronics registered apprenticeship program might be a good fit.

Scenario (2)

- David's math scores could be better based on his TABE assessment. He could probably use further instruction before he applies to the registered apprenticeship program.
- The sponsor of the program is forward thinking and sees much potential for individuals like David but they're a little uncertain because this is new ground for them. They haven't hired individuals with disabilities in the past.
- ***How can we help David succeed?***

Let's Discuss: What Does David Need to Succeed?

- Maybe some financial literacy instruction since he needs to learn how to handle a paycheck?
- ?
- ?
- ?
- ?
- ?
- ?

Here are Some Possibilities

- Perhaps some financial literacy instruction since he needs to learn how to handle a paycheck (and perhaps budgeting)
- Perhaps some work experience or job shadowing so he can see what the work is really like
- Perhaps math remediation to boost his scores and better prepare for the RA opportunity
- Mentorship and Job Coaching once on the job
- Transportation assistance to get to and from work
- Perhaps a stipend or an incentive
- Workforce preparation activities (e.g., competencies related to working with others, understanding systems, etc.)
- Assistance to the employer (e.g., accommodations)
- Perhaps develop a competency-based program for mechatronics

Figure out how to fund after figuring out what David needs

Activity/Service	How Might We Fund?
Work experience (e.g., job shadowing)	Title IB, Title IV
Math remediation	Title II, Title IB, Title IV
Workforce preparation (e.g., working w/ others)	Title II
Financial literacy instruction	Title IB, Title II
Transportation assistance	Title IV, Title IB
Stipend or incentive	Title IB
Mentorship and job coaching	Title IB, Title IV
Assistance to employer (e.g., accommodations)	Title IV
Developing a competency-based program	[Apprenticeship Grant?]

NOTE: Depending on the grant, an OA-Managed Apprenticeship Grant can also fund many of these services



FUNDING OPPORTUNITIES TO SUPPORT REGISTERED APPRENTICESHIP

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May 23, 2024





- **WIOA / Workforce Funds**
- **Grant funds managed by the USDOL Office of Apprenticeship**
- **State-Specific Funding and Benefits**
- **Working with Contracted Intermediaries**

WIOA / Workforce Funding

Employers/Sponsors

- WIOA may be able to fund employer/sponsor activities under Title I in particular
 - OJT contracts
 - Incumbent Worker Training contracts
 - Customized Training contracts



The RA Academy contains a new module on Contracting!

[Contracting to Support Registered Apprenticeship \(youtube.com\)](#)

WIOA / Workforce Funding

Individuals

- Individuals must be *eligible* to receive any type of WIOA funding to support their participation in a RAP or participation in a quality pre-apprenticeship program
 - Eligible as an Adult, Dislocated Worker and/or Youth
- This is one reason why the *timing* of WIOA participation relative to entry into a RAP is so critical
 - In general, an employed individual (like an apprentice) won't be eligible for WIOA Title I services



FUNDING REGISTERED APPRENTICESHIP THROUGH WIOA

The workforce system can support the two primary components of Registered Apprenticeship programs, in addition to supportive services



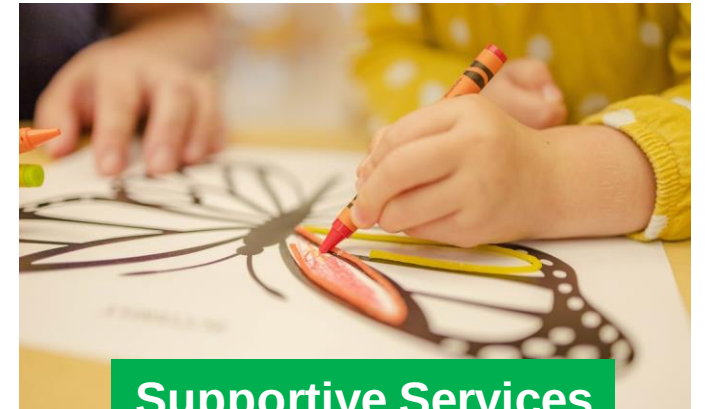
On-The-Job Training / On-The-Job Learning

On-The-Job Training (OJT) is funded through contract, not Individual Training Accounts (ITAs). OJT contracts can cover one or multiple apprentices, with wages reimbursed typically at 50%.



Related Technical Instruction

Under WIOA, all classroom training is funded through ITAs. To take advantage of potential funding, programs must be on the state's eligible training provider list. In addition to ITAs for individual apprentices, contracts for cohort training is also possible.



Supportive Services

e.g., transportation & childcare

WIOA formula funds can be utilized to provide a range of supportive services. Also, if an ITA is used to fund the related instruction, the ITA can also be used to provide supportive services.

FROM TEGL 19-16 (PAGE 14)

Key WIOA Operating Guidance!



ETA is committed to fully integrating RA programs as an employment and training solution for one-stop centers. ETA wants to ensure local areas have maximum flexibility in serving participants and supporting their placement into RA programs. Given the unique nature of RA, there are several ways in which training services may be used in conjunction with these programs:

- An ITA may be developed for a participant to receive RA training;
- An OJT contract may be developed with a RA program for training participants. OJT contracts are made with the employer, and RA generally involves both classroom and on-the-job instruction. The OJT contract may be made to support some or all of the OJT portion of the RA program;
- A combination of an ITA to cover the classroom instruction along with an OJT contract to cover on-the-job portions of the RA is allowed; and
- Incumbent worker training may be used for upskilling apprentices who already have an established working/training relationship with the RA program.

Local areas may also include supportive services, in coordination with career and/or training services, to participants in a RA program. These supportive services must be consistent with WIOA section 134(d)(2), Section 12 of this TEGL, and state and local policies.

OA-Managed Grants

- “Apprenticeship Grants” managed by USDOL’s Office of Apprenticeship are based on appropriated funding; these grants can *only* support *registered* apprenticeship and, depending on the grant, quality pre-apprenticeship
- If you are uncertain what past/current Apprenticeship Grants exist (e.g., in AR or elsewhere), check out the national website under the *Resources* tab
 - www.apprenticeship.gov > RESOURCES > Investments, Tax Credits, and Tuition Support

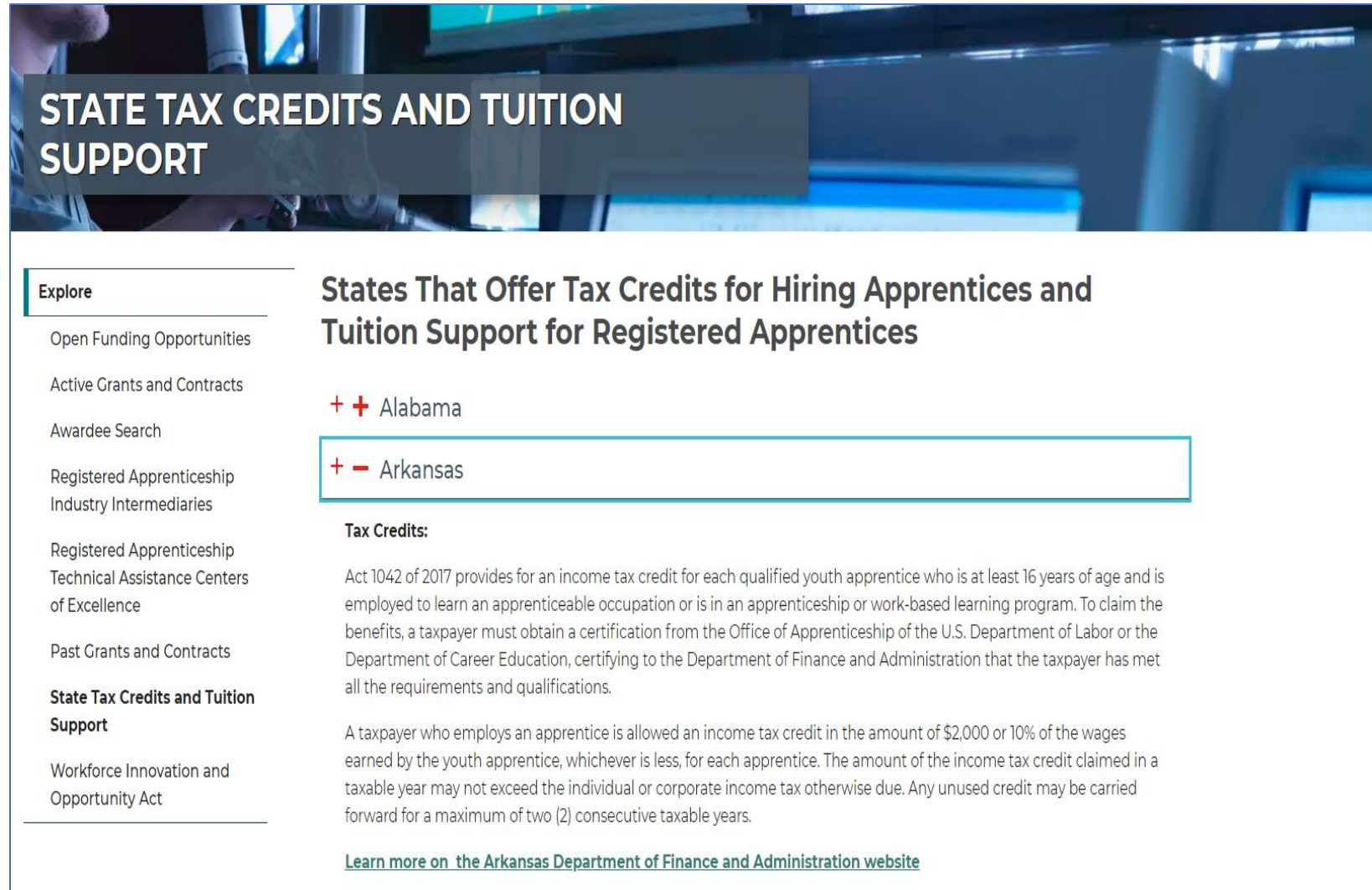
OA-Managed Grants in Arkansas

Grant Program/Initiative	Year	Amount
American Apprenticeship Initiative (AAI)	2014	\$4,000,000
State Apprenticeship Expansion Grants (SAE)	2016	\$1,989,990
State Apprenticeship Expansion Grants (SAE2020)	2020	\$450,000 (Tier 1)
State Apprenticeship Expansion Formula Grant (SAEF)	2023 (one year)	\$532,250

SAEF Round 2 Grants will be announced prior to 7/1/24.
Apprenticeship Building America (ABA) Round 2 Grants will
also be announced prior to 7/1/24.

Know Your State-Specific Funding & Benefits

- ***Know About Tax Credits current or planned***
 - Workforce staff (e.g., Business Service Reps) should be aware of any details related to tax credits to properly inform prospective sponsors



STATE TAX CREDITS AND TUITION SUPPORT

Explore

- Open Funding Opportunities
- Active Grants and Contracts
- Awardee Search
- Registered Apprenticeship Industry Intermediaries
- Registered Apprenticeship Technical Assistance Centers of Excellence
- Past Grants and Contracts
- State Tax Credits and Tuition Support**
- Workforce Innovation and Opportunity Act

States That Offer Tax Credits for Hiring Apprentices and Tuition Support for Registered Apprentices

+ + Alabama

+ - Arkansas

Tax Credits:

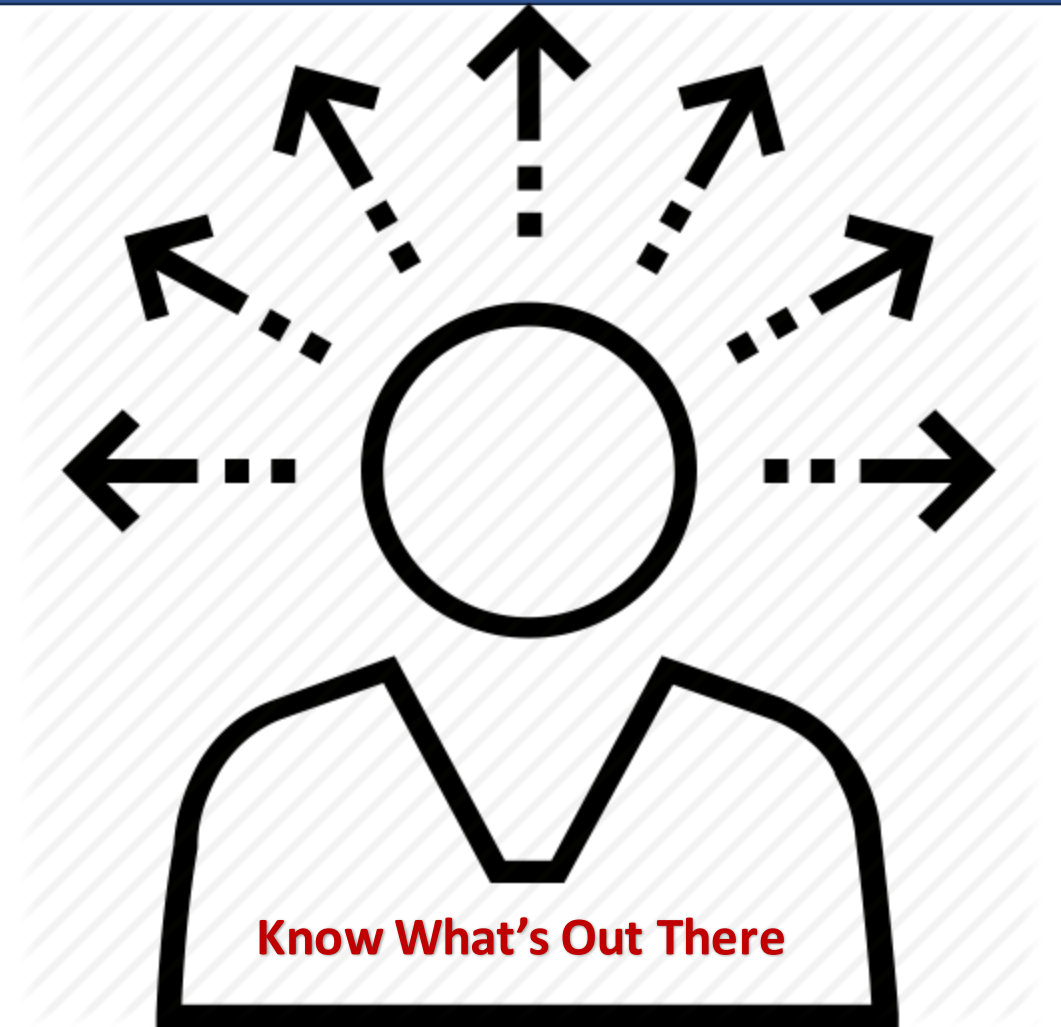
Act 1042 of 2017 provides for an income tax credit for each qualified youth apprentice who is at least 16 years of age and is employed to learn an apprenticeable occupation or is in an apprenticeship or work-based learning program. To claim the benefits, a taxpayer must obtain a certification from the Office of Apprenticeship of the U.S. Department of Labor or the Department of Career Education, certifying to the Department of Finance and Administration that the taxpayer has met all the requirements and qualifications.

A taxpayer who employs an apprentice is allowed an income tax credit in the amount of \$2,000 or 10% of the wages earned by the youth apprentice, whichever is less, for each apprentice. The amount of the income tax credit claimed in a taxable year may not exceed the individual or corporate income tax otherwise due. Any unused credit may be carried forward for a maximum of two (2) consecutive taxable years.

[Learn more on the Arkansas Department of Finance and Administration website](#)

Know Your State-Specific Funding & Benefits (2)

- *Dedicated State-funded for RA*
- *State-specific initiatives that may be time-limited*
 - For example, a state-funded “90-day apprenticeship sprint” for a specific occupation or using WIOA “state set-aside funding” to support a program for veterans or disconnected youth
- **The point is to be aware of what’s available**



Working with Contracted Intermediaries

- The Office of Apprenticeship has numerous **contracts** – for instance, with industry intermediaries
- **Intermediary** is a term now commonly used that reflects the expansion of Registered Apprenticeship; much funding has gone to support the work of intermediary organizations
 - Intermediary Fact Sheet available at https://www.apprenticeship.gov/sites/default/files/508_OA_Registered_Apprenticeship_Industry_Intermediaries_03302022.pdf
 - Example: H-CAP (Health Care Advancement Program) is a health care intermediary with a DOL contract

“Braided Funding” is Possible within Specified Parameters

- Braided Funding goes deeper than simply aligning resources, and it is *not* the same as Blended Funding
- Braided funding is about leveraging multiple resources to comprehensively serve an individual; each funding stream retains its identity and rules
- Leveraging resources is the very essence of the One-Stop system
- Caution: Do not duplicate services or attempt to blend funds



Stay In-the-Know



- Remember to periodically check out www.apprenticeship.gov for new funding opportunities and to understand what's already available

RA Academy Contains a Module on Funding Registered Apprenticeship



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EDUCATORS ▾

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RA ACADEMY



<https://www.youtube.com/watch?v=N00RbzBFJb0>



MISCELLANEOUS SLIDE:

FUNDING PRE-APPRENTICESHIP UNDER WIOA

- Pre-Apprenticeship is more prominent under WIOA – *for youth in particular*
- WIOA requires local boards to spend at least 20% of their Title I youth funding on “Work Experience”
 - Pre-Apprenticeship is listed as a type of work experience as is OJT (Sec. 129(c)(2)(C))
 - Training and Employment Guidance Letter (TEGL) 9-22 (3/2/23) allows RA for youth to count towards the 20% requirement
- For Adults and Dislocated Workers, pre-apprenticeship programs *could* be considered a “short-term pre-vocational service” or other type of “individualized career service”



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May 23, 2024

**Let's Take a
Break!**

Followed by:

**A Facilitated
Dialogue on
What's Next**





So, What's Next?

THANKS FOR
JOINING
US TODAY



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