



2024

WIOA WORKFORCE
INNOVATION &
OPPORTUNITY ACT

Partners' Conference

NOVEMBER 6-8 | LITTLE ROCK, AR





RAPx Talks: "Unlocking Apprenticeship Opportunities: A Roadmap for Businesses and Job Seekers"

Facilitator:



LaJuana Delph

Workforce Development Coordinator
State WAGE™ Coordinator



Office of Skills Development



A Division of the Arkansas Department of Commerce



REGISTERED APPRENTICESHIP OVERVIEW



Mark McManus

Apprenticeship Expansion Coordinator

The image features a stylized graphic of the Arkansas state flag on the left side. The flag is tilted and shows the word "ARK" in blue letters on a white background, surrounded by a blue border with white stars. The top and bottom edges of the flag are red. The main title "What is an Apprenticeship?" is positioned at the top right, overlaid on a red and blue gradient background.

What is an Apprenticeship?

- This is a time-tested employer-driven model of job preparation that combines paid on-the-job training (OJT) with related technical instruction (RTI) to progressively increase workers' skill levels, productivity, and wages.
- Registered Apprenticeship (RA) offers viable career options for new entrants in the workplace, as well as incumbent workers.

Arkansas Registered Apprenticeship Growth



- Arkansas has experienced an approximate 184% increase in the number of active apprentices going back to 2015, which was the launch of USDOL's American Apprenticeship Initiative.

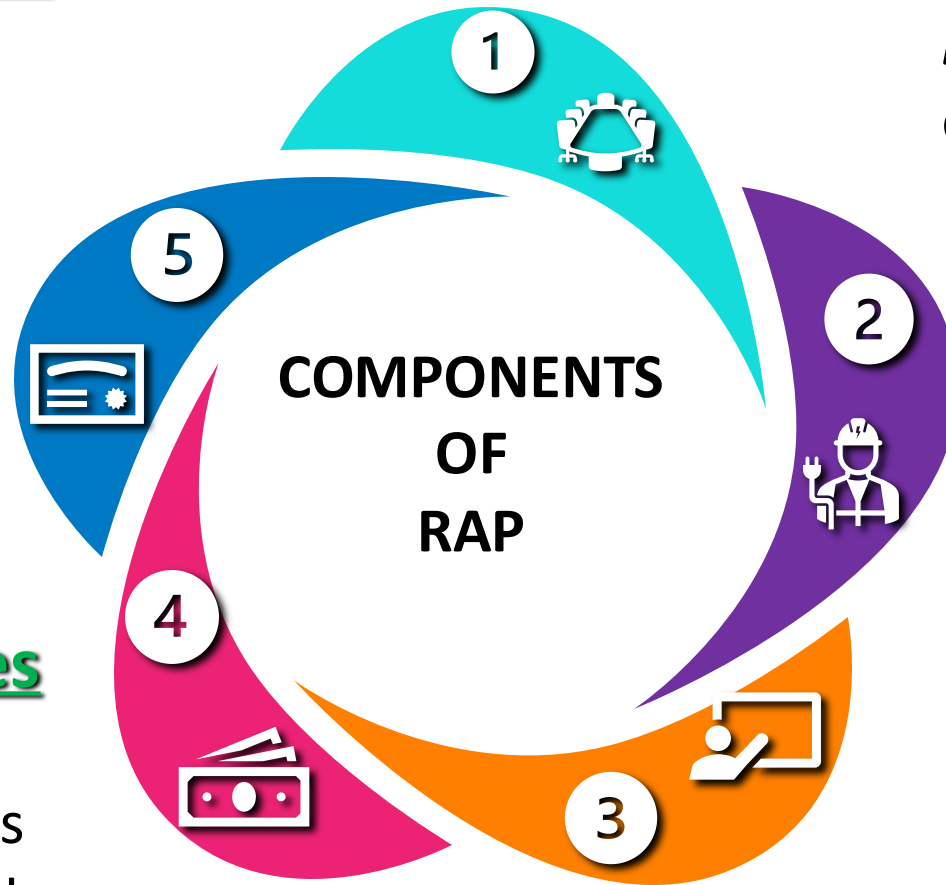


- Going from 3,527 active apprentices statewide compared to approximately 10,000 currently.

Components of Registered Apprenticeship

National Credentials

Successful completers received a nationally recognized **credential** from USDOL



Progressive Wages

Apprentices receive increases in **wages** as they gain higher levels of skill.

Business Involvement

Employers are the foundation of every RA program

On the Job Training

Apprentices receive **OJT** training from experienced mentors

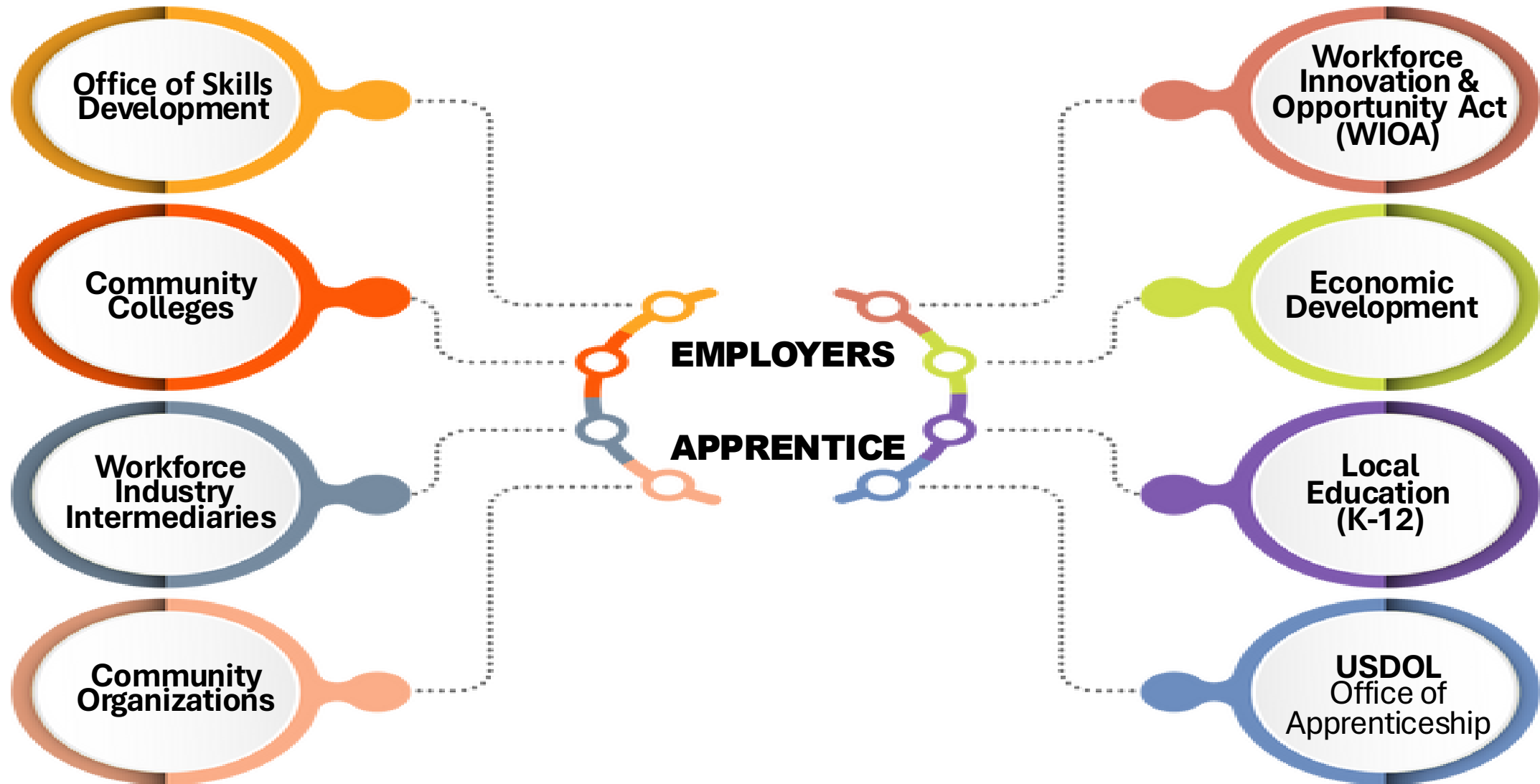
Related Instruction

Formalized **classroom** technical education supports the OJT

Apprenticeship Roles & Responsibilities

<p>EMPLOYER</p> <p>The foundation for every RAP. Hires the apprentice. Sets the vision for the needed workforce development strategy.</p>	<p>APPRENTICE</p> <p>Signs an Apprenticeship Agreement to participate in the RAP and adhere to the requirements specified in the approved Standards</p>
<p>TRAINING PROVIDER</p> <p>Responsible for delivering the RTI component under an approved Standards of Apprenticeship for a given occupation.</p>	<p>SPONSOR</p> <p>An entity that assumes responsibility for the administration of the program and serves as the partnering interface with USDOL.</p>

Every Partner Plays A Critical Role



Traditional Apprenticeship Occupations

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



Non-Traditional Apprenticeship Occupations

- Software Developer
- Data Analytics
- IT Generalist
- Behavioral Health Technician
- RN Graduate Residency
- Water Systems Specialist
- Turf Management
- Industrial Maintenance
- Quality Inspector
- CNC Operator



RA Expansion Successes by Industry Sector



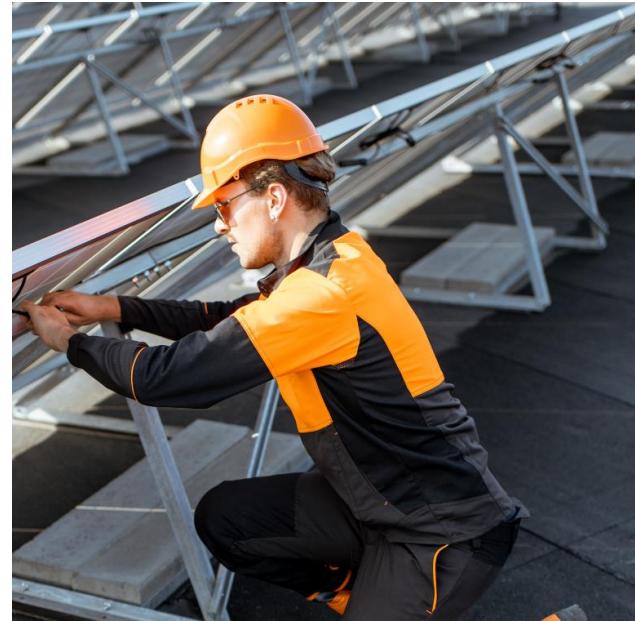
Manufacturing

Lockheed Martin, Post Foods, ConAgra, NestleUSA, Tyson Foods, Lacroix Precision Optics, Highland Machine Works



Health Care

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



Utilities/Energy

AR Rural Water Assn., Energy, AR Electric Cooperative, First Electric Cooperative



Information Technology

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



Business Involvement

EMPLOYERS



RICELAND®

FAMILY FARMER OWNED

The Benefits of Apprenticeships



KC Capers

Senior Manager of Training and Culture



The Apprenticeship Journey



Lonnie Emard
National Apprenticeship Director

Apprenticeship System

End-to-End Process Flow

Sourcing Talent

WIOA Partners
and other
organizations with
candidates

Supply

Project Management

Project
Implementation

Training
Management

DOL Sponsorship
Reporting &
Sustainability

Process

Employer Engagement

Business Services
With Other
Partners

Demand

Eliminating Barriers to Employer Participation



Diversity

Talent Management to help IT employers find diverse non-traditional candidates.



Sponsorship

Statewide sponsor for all employers using RAP and managing standards and RAPIDS



Project Management

Project managing employer process for RAP including project planning and paperwork



RTI Funding

Managing an inventory of training providers per occupation and covering the RTI cost



Reporting/Metrics

Managing all reporting and data analysis for continuous improvement for employer partners

Training Providers and Sponsors Role

End-to-End Process Flow

Sourcing Talent

- 1) WIOA Eligible candidates to *Training Provider and/or Sponsor*
- 2) Connecting the RAP Opportunity Employer to a *Training Provider and/or Sponsor*

Project Management

Project Implementation

Provide a Project Manager at no cost

Training Management

Options
Braided Funding

DOL Sponsorship/
And Admin

Employers
(98%) do not want to be the sponsor

Employer Engagement

- 1) Joint sharing of employer lists
- 2) Unified front on message
- 3) Consultant Approach



Training Provider

EMPLOYERS



PEOPLE SHORES

Empowerment ★ Impact Sourcing

Training and Mentoring paving the way for Career Advancement



Tami Cobb

Director, Workforce Development &
Government Operations



PARTNERS





Office of Employment & Training

Call to Action to the WIOA Partners



Regina Moses
Program Operations Manager



Job Seekers RAPs Referral

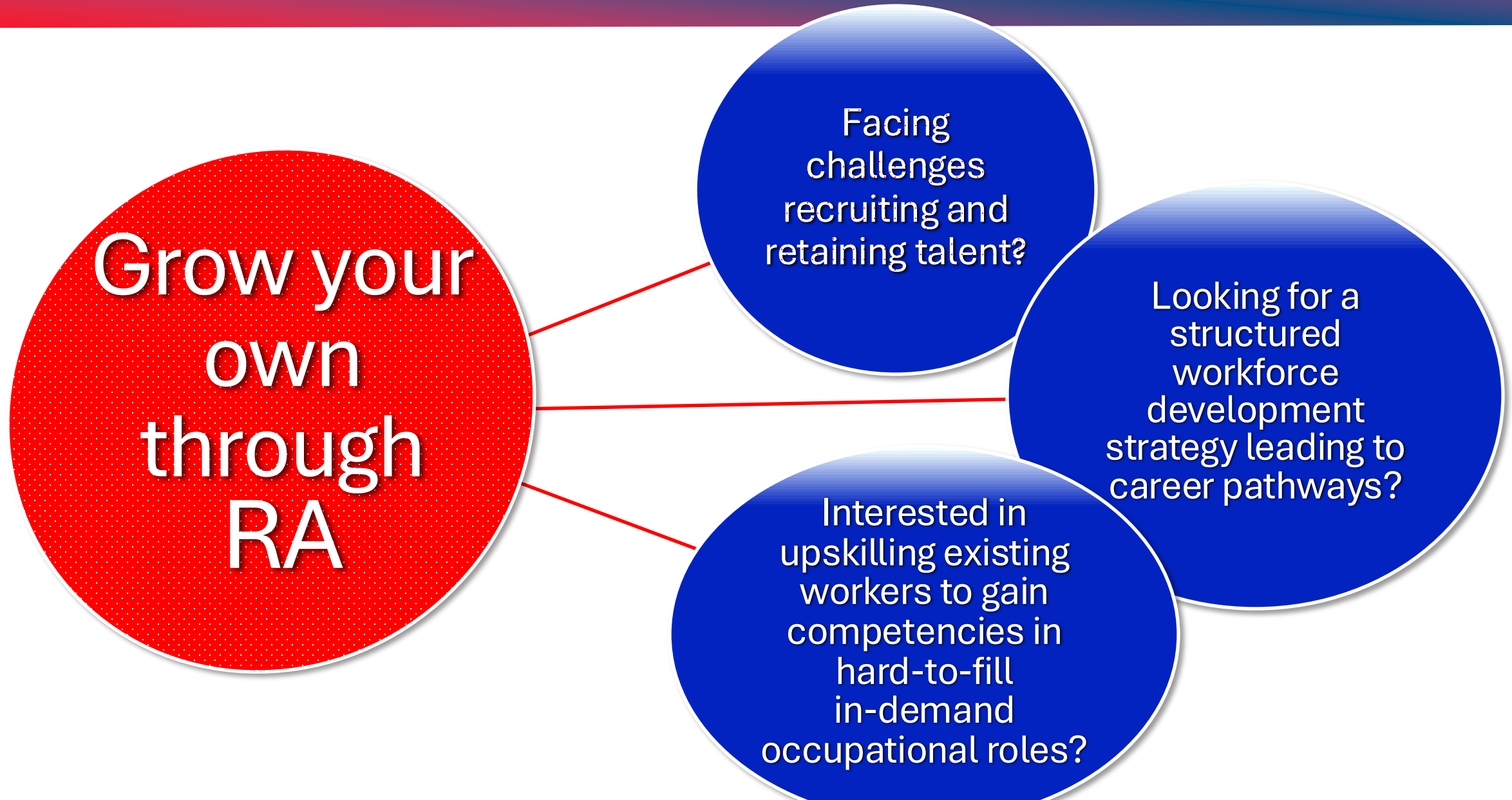
- Timing is Critical –
Determine Participant
WIOA Eligibility Prior to RAP
Enrollment
- Case Manager's Awareness
of RAP Opportunities

WIOA Partners Call to Action

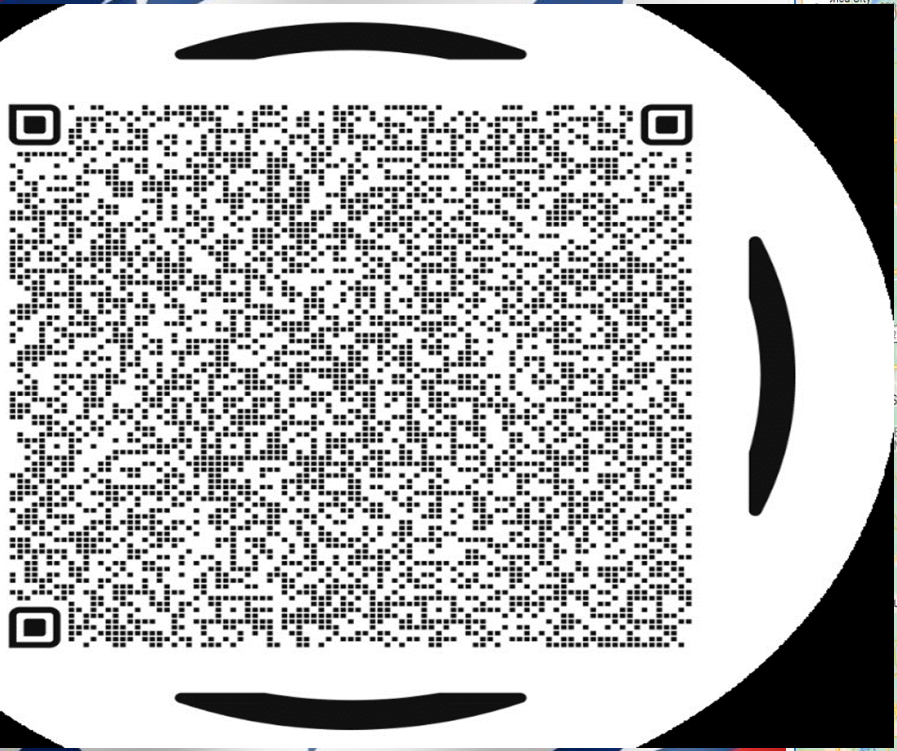
As a WIOA partner take the initiative to participate and educate yourself on registered apprenticeship opportunities, activities, and informational resources that are available to you...

- Attend/Participate in Weekly RA Expansion Meetings hosted by OSD
- Review the Apprenticeship Page of the OSD website
<https://arkansasosd.com/apprenticeship/registeredapprenticeship/>
- Arkansas Registered Apprenticeship Playbook
<https://simplebooklet.com/advantageapprenticeshipplaybo>
- Attend/Participate in ongoing Employers Growing Talent Through Apprenticeship Employer Forums hosted by OSD
- Apprenticeship Professionals Learning Network <https://apprenticeshipprofessionals.org/>
- **Partner with OSD when engaging employers concerning workforce development**

The Registered Apprenticeship (RA) Value Proposition



Search Current RAPs in Arkansas



Arkansas Apprenticeship Program

https://www.easymapmaker.com/map/9c3db3da8f000649c03b2cd1bfd1043c

City	County	Occupation	Industry Sector
None selected	None selected	None selected	None selected

Search

A map of Arkansas showing various locations marked with red circles containing numbers. The markers represent Registered Apprenticeship Programs (RAPs) and are distributed across the state, with notable concentrations in the Little Rock area (46), Tulsa area (27), and other major hubs. The map includes major highways, city names, and geographical features like rivers and forests. The interface includes a search bar and filter options at the top, and a scale bar and copyright information at the bottom.



Key Takeaways

How registered apprenticeships can drive workforce growth and development.

Reinforce the value of registered apprenticeships as a solution for workforce development challenges.

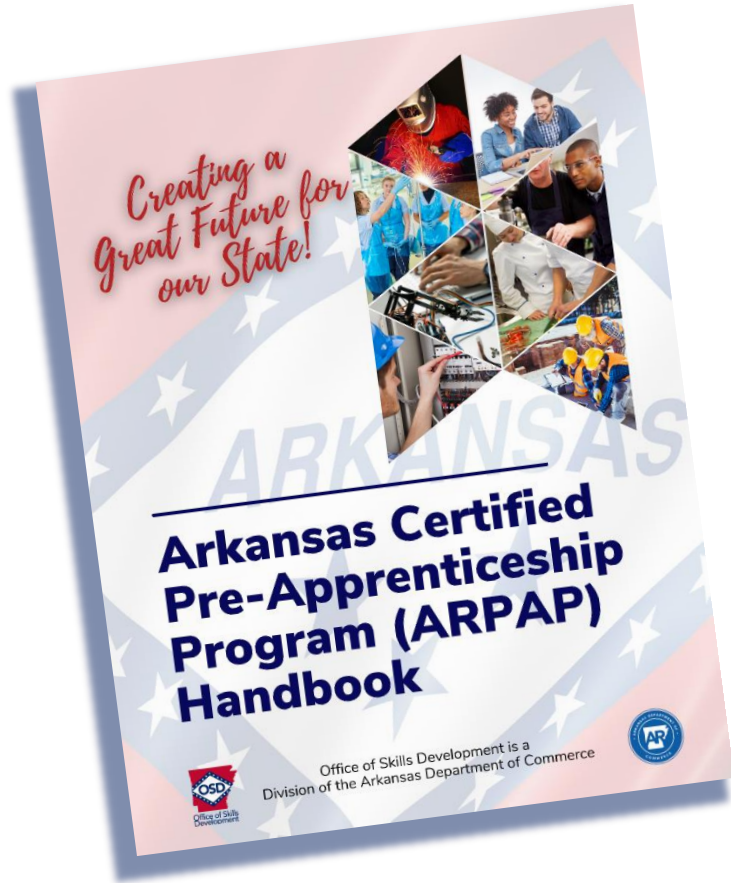
Encourage collaboration between businesses and WIOA partners to enhance apprenticeship programs and workforce growth.

Inspire the audience to explore the potential of apprenticeships in their organizations; understanding their role (WIOA partners) in supporting apprenticeship success.

Strategies for building and maintaining strong collaborative relationships with WIOA partners for enhanced outcomes

Pre-Apprenticeship Framework

Download the Arkansas Certified
Pre-Apprenticeship Framework



[Arkansas Certified Pre-Apprenticeship Handbook](#)



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Thank you!

**For specific
questions,
contact the
team.**

