








DISCOVER APPRENTICESHIP: THE WORKFORCE SYSTEM AND PARTNERSHIPS WITH REGISTERED APPRENTICESHIP PROGRAMS

Connecting apprenticeship programs with your state and local workforce system is a **win-win partnership**. It helps businesses thrive by creating highly-skilled, highly-productive employees, and it helps workers start new careers that offer higher wages.

The Workforce Innovation and Opportunity Act (WIOA) strengthens connections to apprenticeship and promotes apprenticeship as a proven work-based training strategy. Partnerships with apprenticeship help the workforce system increase worker skills, meet employer needs, and raise performance outcomes. WIOA Title I funds can be used to support placing WIOA participants into apprenticeship to support the one workforce vision of collaboration, cooperation and, ultimately, seamless connection across the spectrum of workforce development services.¹

WHAT IS REGISTERED APPRENTICESHIP?

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a nationally-recognized, portable credential. Employers can choose to register their programs with the U.S. Department of Labor to show prospective career seekers that their apprenticeship program meets national quality standards. In addition to the benefits of apprenticeship, registered apprenticeship programs offer several other incentives for employers of all sizes:

-  **Technical Assistance:** Access to a nationwide network of expertise, customer service, and support at no charge.
-  **National Credential:** Graduates receive a nationally recognized credential.
-  **Quality Standards:** Signifies program meets the national standards for quality and rigor.
-  **Tax Credits:** In many states, businesses can qualify for tax credits.
-  **Federal Resources:** Access funding and other resources from federal programs.

¹ WIOA Registered Apprenticeship Program Desk Reference. URL: <https://ion.workforcegps.org/resources/2020/03/30/14/24/WIOA-Registered-Apprenticeship-Program-RAP-Desk-Reference>

IS REGISTERED APPRENTICESHIP FLEXIBLE AND ADAPTABLE?

Yes! The length of a RAP can vary depending on the employer, complexity of the occupation, industry, and the type of program, with many programs as short as one year.

HOW CAN THE WORKFORCE SYSTEM PARTNER WITH APPRENTICESHIP?

The workforce system supports the components of RAPs.



- ▶ **Related training and instruction:** Under WIOA, all classroom training is funded through individual training accounts (ITAs). Programs must be on the state's eligible training provider list to take advantage of potential funding. In addition to ITAs for individual apprentices, utilizing contracts for cohort training is also possible.



- ▶ **On-the-job training (OJT):** On-the-job training (OJT) is funded through contracts, not ITAs. OJT contracts can cover one or multiple apprentices with the reimbursement for OJT typically at 50% of the apprentices' wage rate.



- ▶ **Supportive services:** WIOA formula funds can be utilized to provide a range of supportive services such as transportation and childcare. Also, if an ITA is used to fund the related training and instruction, the ITA can also be used to provide supportive services.

Apprenticeship Programs

- ▶ Visit our [Apprenticeship Finder](#) to search for apprenticeship programs in various occupational fields and in your area.

Apprenticeship Partners

- ▶ Visit our [Partner Finder](#) to connect with apprenticeship sponsors, training providers, apprenticeship consultants, American Job Centers and workforce development boards in your area.

DISCOVER APPRENTICESHIP TODAY!

For more information, visit the U.S. Department of Labor's one-stop source for all things apprenticeship: www.apprenticeship.gov.

Phone: 1-877-872-5627

Speech and Hearing Impaired: 1-877-889-5627