

Strengthen Building Trades Registered Apprenticeship Partnerships with the Workforce Innovation and Opportunity Act (WIOA)

Apprenticeship Sponsors as Eligible Training Provider

State Eligible Training Provider Lists (ETPLs) identify training programs on which certain workforce funds can be spent. The Workforce Innovation and Opportunity Act (WIOA) opens the door for Registered Apprenticeship (RA) programs to be included on these lists if the sponsors so choose. RA's are now automatically eligible to be added - and joining the list is easy to do.

This provision offers RA sponsors a new way to market their programs, and paves the way for closer collaboration among the workforce and apprenticeship systems, which, in turn, expands training opportunities for workers. For more Information, visit <https://www.dol.gov/apprenticeship/toolkit/implement.htm> and scroll to the bottom of the page to access several resources related to RA programs and the ETP list.

Partner Opportunities with the Workforce System

Many public workforce programs partner with RA sponsors to improve the success of candidates applying for apprenticeships. Additionally, public workforce *funds* can be used to support pre-apprenticeship / *Apprenticeship Readiness Programs (ARP)* – whether provided by community-based or labor organizations, apprenticeship sponsors, or others.

The workforce system typically provides supportive services for individuals enrolled in Apprenticeship Readiness Programs/pre-apprenticeship programs. These services might include transportation or child care, books, uniforms, tools or other items to promote the individual's success while in the program.

Apprenticeship Sponsors: A Viable Source for Employment and Career Pathways

Registered Apprenticeship continues to expand in the U.S. at rates not seen in a decade. The WIOA can be an effective recruitment tool to meet the new demand for apprentices.

A key function of the workforce system is to recruit, screen, and refer qualified candidates. Apprenticeship sponsors are encouraged to explore this method of recruitment. Sponsors may provide detailed criteria for candidate screening, and workforce systems will ensure they refer candidates who best meet their needs. By actively engaging with the workforce system, you can gain access to a pipeline of potential apprentice candidates from diverse backgrounds. To find a workforce center near you, please visit:

<https://www.careeronestop.org/businesscenter/FindJobCenters/american-job-center-finder.aspx?frd=true>

All potential candidates must be considered, which is why states, employers, and intermediaries have been making efforts to directly address those segments of the nation's population that remain under-represented in apprenticeships. This can reduce the costs to sponsors for recruitment of all target populations.

Apprenticeship Sponsors Provide Leadership for Apprenticeship Expansion - Including Diversity Outreach

Apprenticeship Readiness Programs (ARP) of North America's Building Trades Unions (NABTU) offer interested candidates the opportunity to gain the necessary and fundamental education and knowledge that will better enable them to succeed in a formal construction craft apprenticeship program. From plumbers to electricians, to ironworkers, elevator constructors, painters, bricklayers and more, career choices in the skilled trades are vast, diverse and plenty. ARP gives you the chance to "try on" union crafts and the construction industry before selecting a specific career trade. With a particular and specific emphasis being placed upon a broader outreach to women, people of color and transitioning military veterans, apprenticeship readiness programs aim to expand the diversity of the U.S. construction industry, while simultaneously informing and empowering candidates in their apprenticeship decision-making process.

NABTU provides a variety of successful strategies to support apprenticeship expansion while at the same time increasing diversity. Here are a few examples of these activities:

- In Oklahoma, the integration of ARP and the Workforce System supported the Electrical JATC. In August 2015, 15 WIOA-eligible adults received \$900 in supportive services.
- In California, the North Bay Labor Council kicked off a Trade Introduction Program (TIP) in April 2016 with a \$349,000 grant from the CA Employment Development Department. The funds were created by the California Clean Energy Jobs Act, approved by voters in 2012. As unions nationwide seek to stem the tide of declining membership, organized labor in the North Bay has launched a new effort to make apprenticeships in the trades more accessible to individuals without related work experience or a union connection. The training gives priority to women, people from disadvantaged backgrounds and veterans. The North Bay Building Trades Council, which oversees the program, has agreements with local unions to give priority to IIP graduates for apprenticeships. The goal is to place at least 65 percent into their apprenticeship programs, a target they are on pace to beat. For more information, visit <https://www.nabtu.org/>

Additional Information for Apprenticeship Sponsors

In an effort to give our Apprenticeship Sponsors additional resources we are including other links for your consideration. This information is available on the bottom of the <https://www.dol.gov/apprenticeship> page and includes the following:

- Occupations
- National Apprenticeship Week
- Tax Incentives
- Investments
- American Apprenticeship Grants
- Advisory Committee on Apprenticeship
- WorkforceGPS (ApprenticeshipUSA) <https://apprenticeshipusa.workforcegps.org/>
- Regulations
- Bulletins and Circulars
- Training and Employment Notices (TEN) and Training and Guidance Letters (TEGLs)