

Advancing Apprenticeship as a Workforce Strategy



Breaking Through The Walls

WIOA and APPRENTICESHIP

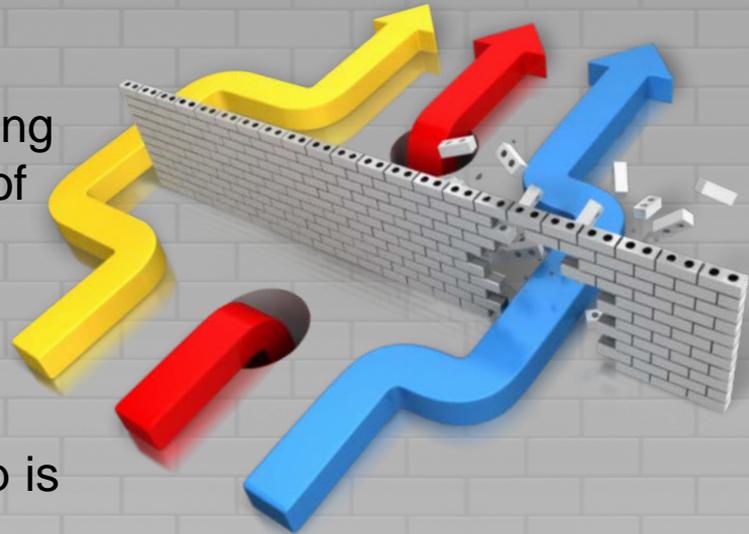
The critical strategies that are called for in WIOA, such as sector strategies and career pathways, are at the heart of the apprenticeship model. The foundation of apprenticeship is deep industry engagement that can further the workforce system's efforts to support regional economies. Apprenticeship 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 the construction trades, manufacturing, health care, information technology, transportation, and energy – in which apprenticeship is used to meet business needs for qualified workers.



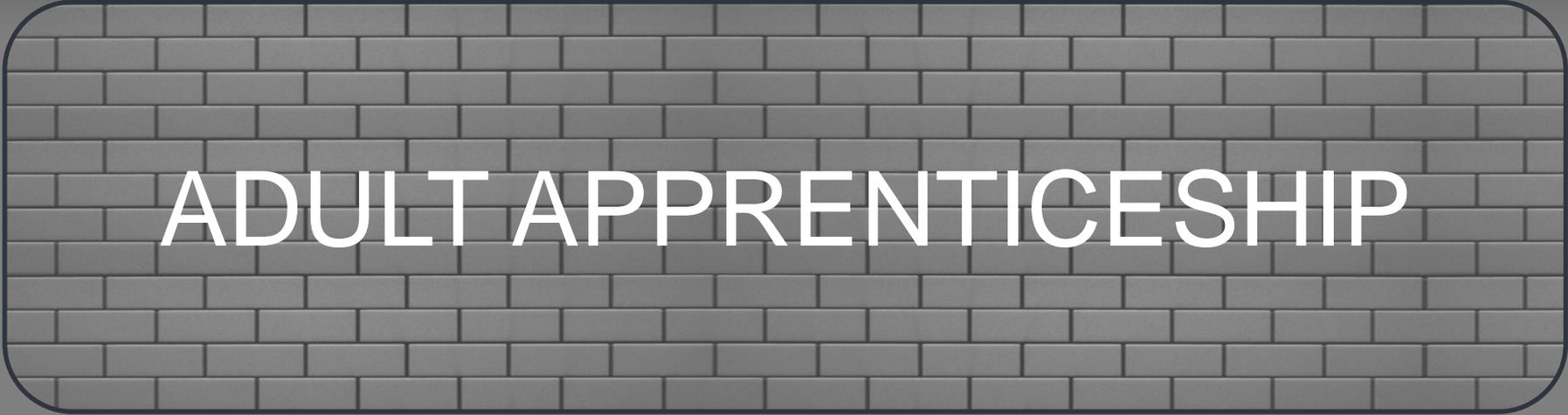
Benefits of using apprenticeship as a workforce strategy

Higher performance outcomes in employment

Increase Retention numbers

Increased Earnings of Participants

Credential Attainment



ADULT APPRENTICESHIP

ADULT APPRENTICESHIP



Employer Involvement Is
REQUIRED

Employers are the foundation



Structured PAID On-the-Job Training with Mentoring



Related Training and Instruction

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



Rewards for Skill Gains

Increases in skills brings about increases in earnings



National Recognized Credential

Nationally recognized credential showing job proficiency. Sponsor certifies individual is fully competent for career.

Utilize Registered Apprenticeship
as a key business engagement strategy &
incorporate in sector strategies



Business Engagement Strategy
Sector Strategy

Use workforce funds
to help apprentices get on-the-job learning
through a OJT contract



Structured
On-the-Job Training

Provide supportive services
to participants – or use training funds
through ITAs or customized training



Related Training
and Instruction

Count apprentice wages
in the earnings performance measure under
WIA and median earnings under WIOA



Rewards for Skill Gains

Count the RA national credential
in the new performance measure for
credential attainment



National Credential

ADULT APPRENTICESHIP—Key Partners



Arkansas Apprenticeship Coordination Steering Committee
www.ArkansasApprenticeship.com



Arkansas Apprenticeship Coalition
www.A-A-C.org

State Apprenticeship office: Randy Prather, Randy.Prather@Arkansas.gov; 501-682-1360

USDOL, Arkansas State Director: Lee Price, Price.Lester@DOL.GOV; 501-324-5415

PRE APPRENTICESHIP



PARTNERSHIPS with pre-apprenticeship will provide career pathways for youth and target populations!!!!

What is a Pre Apprenticeship Program?

Quality pre-apprenticeship programs contribute to the development of a diverse and skilled workforce by preparing participants to meet the basic qualifications for entry into one or more Registered Apprenticeship programs. Through a variety of unique designs and approaches, pre-apprenticeship programs can be adapted to meet the needs of differing populations being trained, the various employers and sponsors they serve, and specific opportunities within the local labor market.

Key Components

Approved Training and Curriculum--Training and curriculum based on industry requirements for specific occupation

Strategies for Long-Term Success--

Strong recruitment strategies

Educational and pre-vocational services

Specific career and industry awareness workshops and job readiness courses

Exposes participants to local, state and national Registered Apprenticeship programs

Industry recognized certifications (OSHA, CPR, etc)

Access to Appropriate Support Services.

Promotes Greater Use of Registered Apprenticeship to Increase Future Opportunities

Benefits of Pre Apprenticeship

Explore and learn about exciting careers

Qualify to meet the minimum standards for selection to a Registered Apprenticeship program

Benefit from classroom and technology-based training

Get a start on career-specific training with viable career pathway opportunities

Build your literacy, math, English, and work-readiness skills employers desire

Advance into a Registered Apprenticeship program

Questions?



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