

The Workforce Innovation and Opportunity Act

WIOA Desk Reference Registered Apprenticeship

Registered Apprenticeship Programs (RAPs) are an employer-driven, “earn while you learn” model that combines on-the-job training (OJT) / on-the-job learning (OJL) with job-related instruction in curricula tied to the attainment of industry-recognized skills standards. The OJT is provided by the employer who hires the apprentice. WIOA represents a tremendous opportunity to explore, expand and emphasize the utilization of RAPs as a work based learning option, as well as workforce system talent development strategy. WIOA funds may be used to support placing participants in both the classroom and OJT portions of the program, and/or used to provide supportive services to participants that help an individual succeed in an RAP.

Placing WIOA Participants into Registered Apprenticeships

With the significant expansion of Registered Apprenticeship programs in high-demand fields, WIOA Title I funds, in addition to other sources of public and private funds (such as State Apprenticeship Expansion Grants (SAE) or the Apprenticeship State Expansion Grants (ASE)), can be used to support placing WIOA participants into RAPs.

ETA strongly encourages the workforce system to use WIOA funding to support placing WIOA participants into RAPs in the following ways:

INDIVIDUAL TRAINING ACCOUNTS (ITA)

RAP sponsors are able to use ITA funds to support the educational portion of the RAP for WIOA-eligible apprentices. ITAs can also finance pre-apprenticeship training in preparation for formal RAPs if the provider of the pre-apprenticeship training is on the State Eligible Training Provider (ETP) list.

ON-THE-JOB TRAINING

WIOA expands the potential for utilizing OJT to support participant placement into RAPs. OJT employers may receive up to 50% reimbursement of the wage rate (or more in certain circumstances) of OJT trainees to help defray personnel training costs. States and Local Workforce Development Boards can set up arrangements with RAPs where participants may engage in OJT for multiple employers who are signatories to the RAP, consistent with State and Local policies. Unlike the related instruction component, the OJT component is supported by a contract, not an ITA.

CONTRACTED CLASSES FOR TRAINING COHORTS FOR RELATED INSTRUCTION

In certain circumstances, a Local Board may determine that a contract with an ETP to train a cohort of potential apprentices in in-demand industry sectors or occupations may be developed instead of utilizing individual ITAs. This approach provides an efficient and well-suited process for certain cohorts of RAP training.

YOUTH OCCUPATIONAL SKILLS TRAINING

Youth occupational skills training is one of the 14 program elements under the WIOA Youth program and includes RAP as a viable training option for youth 16-24 that provides both a living wage and a pathway to the middle class.



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This program element also emphasizes training that aligns with in-demand industry sectors and occupations, which is a key component of RAP programs.

CUSTOMIZED TRAINING

State and Local Boards can support participant placements in RAPs through customized training agreements under WIOA. Customized training provides states and local areas with the flexibility to ensure that training meets the unique needs of the job seekers and employers or groups of employers.

INCUMBENT WORKER TRAINING

Local Boards may use up to 20% of their adult and dislocated worker funds to pay the federal share of the cost of incumbent worker training, enabling current workers/apprentices to remain on the job while in training, which is strongly emphasized in WIOA.

SUPPORTIVE SERVICES

WIOA funds can support a variety of supportive services for WIOA participants who are apprentices, including books, supplies, child care, transportation, tools and uniforms.

Additional Resources

- ◆ www.Apprenticeship.gov
- ◆ www.doleta.gov/apprenticeship
- ◆ TEGL 13-16, *Guidance on Registered Apprenticeship Provisions and Opportunities in the Workforce Innovation and Opportunity Act (WIOA)*
 - https://wdr.doleta.gov/directives/corr_doc.cfm?docn=9125
- ◆ TEGL 08-19, *Workforce Innovation and Opportunity Act (WIOA) Title I Training Provider Eligibility and State List of Eligible Training Providers (ETPs) and Programs*
 - https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=5389
- ◆ TEGL 19-16, *Guidance on Services provided through the Adult and Dislocated Worker Programs under WIOA and the Wagner-Peyser Act Employment Service (ES), as amended by title III of WIOA, and for Implementation of the WIOA Final Rules*
 - ◇ https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3851
- ◆ TEGL 17-18, *Availability of Program Year 18 Funding for State Apprenticeship Expansion*
 - ◇ https://wdr.doleta.gov/directives/corr_doc.cfm?docn=5113
- ◆ Apprenticeship Community of Practice
 - ◇ <https://apprenticeship.workforcegps.org/>
- ◆ Registered Apprenticeships and On-the-Job Training: Providing Work-Based Learning Opportunities
 - ◇ https://ion.workforcegps.org/resources/2015/09/16/17/49/Registered_Apprenticeship_OJTs_Work-Based_Learning

