



U.S. DEPARTMENT OF LABOR

**ETA VISION 2030**

**WORKFORCE CONVENING**

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MAY 16-18, 2023

# What Does the Workforce System Know about RA?

*Opportunities to Shrink Gaps, Build Strategic Partnerships*

# Today's Presenters



**Katie Adams**

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Safal Partners



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Maryland Department of Labor

# Who We Are, What We Do

- One of four DOL Registered Apprenticeship (RA) Technical Assistance (TA) Centers of Excellence
- We provide no-cost TA services, products, on-demand training and coaching aimed at:
  - Accelerating RA strategic partnerships
  - Increasing alignment between apprenticeship and workforce and education systems
  - Increasing use of RAP model in WIOA
  - Boosting WIOA funding support for RA through co-enrollment
  - Increasing workforce system participation in RAPs
  - Doubling current statewide WIOA participation for RAPs
- Five national partners, five initial focus states to identify and disseminate promising practices



# Baseline Knowledge Report

- First-ever national assessment of workforce system professionals' knowledge of RA
- Designed, disseminated by NAWDP

## Using Data to Drive TA

- Co-enrollment = lagging indicators
- Knowledge gaps = leading indicators

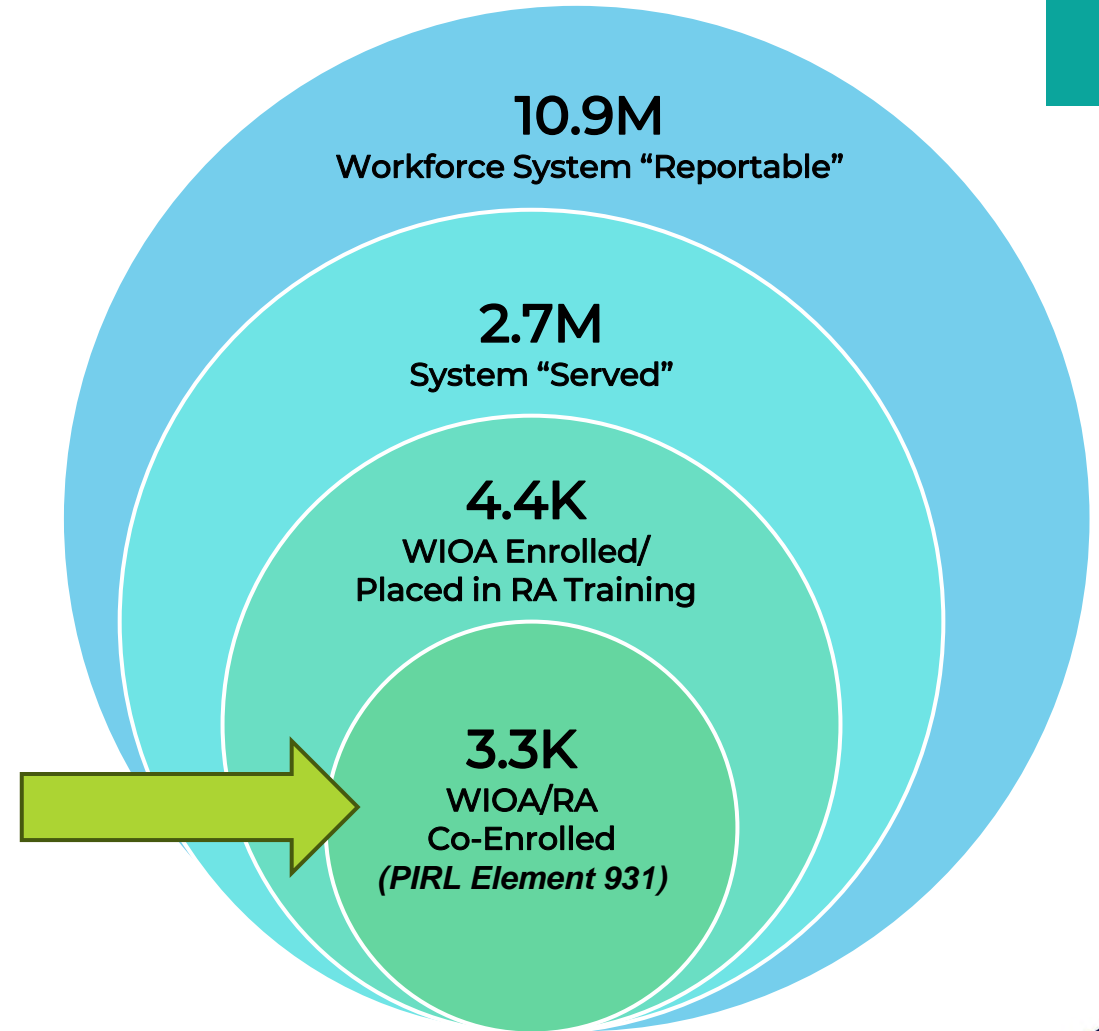


[dolcoe.safalapps.com/resources/workforce](https://dolcoe.safalapps.com/resources/workforce)



# Looking at Co-Enrollment

- Reviewed system-level data to establish baseline:
  - Starting at system level (approx. 10.9M Americans interacted w/workforce system)
  - Refined through a series of layers
  - NEW WIOA/RA co-enrollees identified as publicly-reported through PIRL Element 931
- Working w/OA, ETA to set reporting metric moving forward for consistent baseline
- Have identified gap areas contributing to underreporting



# Shrinking Gaps to Align Systems

## 4 Key Gap Areas:



Basic Knowledge



System Knowledge

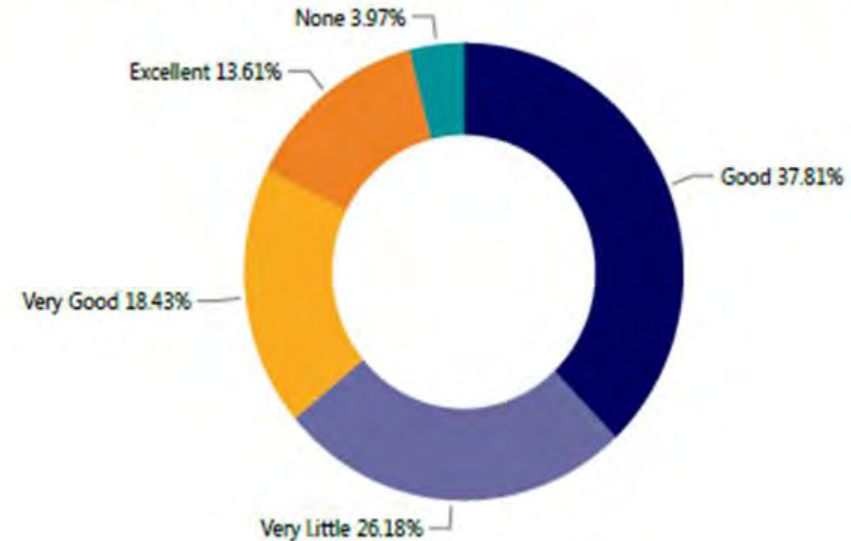


Funding Knowledge



Sharing Knowledge

Overall how would you rate your knowledge of Registered Apprenticeship?





# Basic RA Knowledge Gaps

## Top TA Takeaways

- Need for staff partnerships
- Transparent, accessible, accurate list of RAPs
- Tip sheets, training on core components of RA

↓	↓	↓	↓	↓
<b>45%</b>	<b>41%</b>	<b>40%</b>	<b>38%</b>	<b>35%</b>
<b>DO NOT UNDERSTAND</b>				
the responsibilities of an Apprenticeship program sponsor	the supervision requirements for apprentices in registered apprenticeship programs	what registered apprenticeship programs exist in their local area	related instruction (RI) requirements of Apprenticeship programming	the difference between registered apprenticeship and other work and learn models
"Very Little" = 36.21%	"Very Little" = 31.13%	"Very Little" = 33.02%	"Very Little" = 30.81%	"Very Little" = 28.07%
"None" = 8.82%	"None" = 10.15%	"None" = 7.4%	"None" = 7.66%	"None" = 7.28%







# RA System Knowledge Gaps

## Top TA Takeaways

- Staff engagement
- TEGL 13-16
- Streamline process for RAP sponsors inclusion as WIOA Title I Eligible Training Providers
- Using ETPL as starting point for identifying potential training providers for sponsors



<b>51%</b>	<b>46%</b>	<b>46%</b>	<b>43%</b>
<b>DO NOT UNDERSTAND</b>			
the role of USDOL OA or an SAA	how registered apprenticeship correlates with key WIOA performance measures	the relationship between their state or local Eligible Training Provider List (ETPL) and the related instruction (RI) component of registered apprenticeship	how their state or territory's Unified or Combined WIOA plan or local workforce board WIOA plan relates to Apprenticeship
"Very Little" = 38.88%	"Very Little" = 35.87%	"Very Little" = 34.48%	"Very Little" = 34.01%
"None" = 12.38%	"None" = 10.09%	"None" = 11.21%	"None" = 9.41%

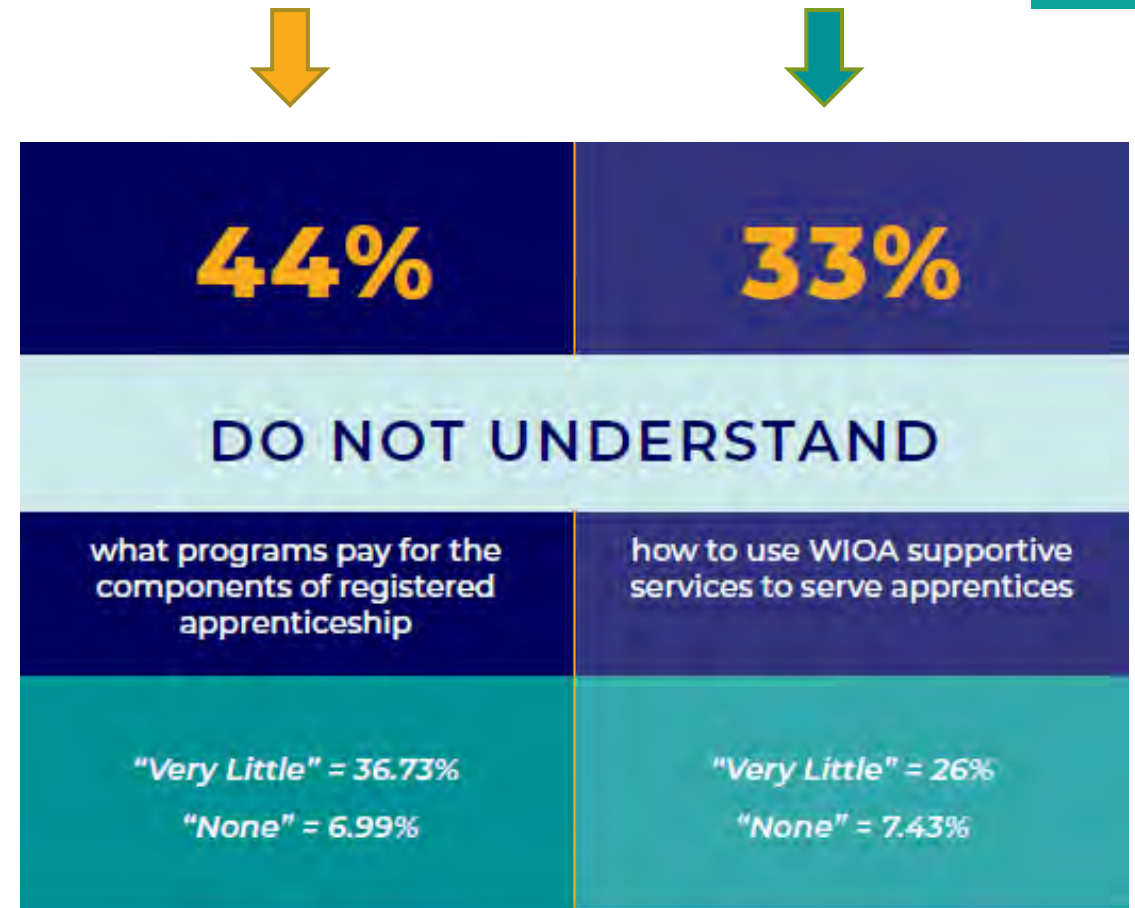




# Funding Knowledge Gaps

## Top TA Takeaways

- Training on ITAs, OJT contracts, set-aside and rapid response funding for RAP support
- Regular knowledge sharing on additional federal, state funding supports

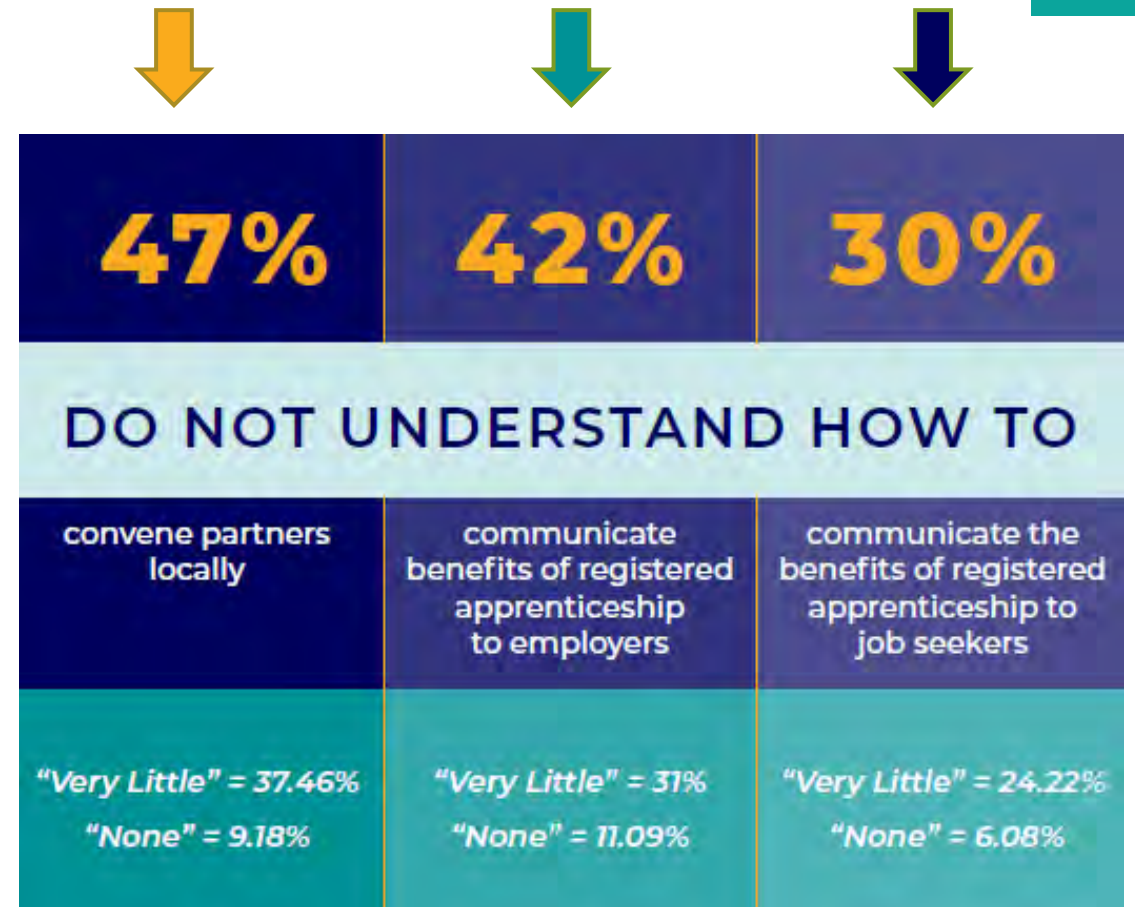




# Sharing Knowledge Gaps

## Top TA Takeaways

- “Accelerator” model for outreach – LWDB/workforce entity serving as convener
- Center of Excellence tools
- Talking points for BSRs
- Apprenticeship.gov, WorkforceGPS



# One State's Alignment Story

# Step 1: System Alignment

- ▶ October 2016: Maryland Department of Labor executed a strategic realignment of the Maryland Apprentice and Training Program
  - ▶ Transferred unit from the Division of Labor and Industry (DOLI) to the Division of Workforce Development and Adult Learning.
- ▶ Integrating RAPs with other workforce development services = increased leveraging resources and existing programs + better connecting job seekers to in-demand occupations in key industry sectors

<b>SENATE BILL 92</b>		
P1, K3	(PRE-FILED)	6lr0028
By: Chair, Finance Committee (By Request - Departmental - Labor, Licensing and Regulation)		
Requested: October 9, 2015		
Introduced and read first time: January 13, 2016		
Assigned to: Finance		
A BILL ENTITLED		
AN ACT concerning		
<b>Planned Apprenticeship Standards and On-the-Job Training Activities - Revisions</b>		
FOR the purpose of transferring the Apprenticeship and Training Council and the Youth Apprenticeship Advisory Committee to the Division of Workforce Development and Adult Learning; requiring the membership of the Council to include race and gender diversity, rather than representation by black and female persons; altering the duties of the Council; repealing the prohibition on persons offering, establishing, maintaining, or operating certain on-the-job training programs unless the programs were approved by certain persons; altering the duties of the Director of Apprenticeship and Training; making conforming changes; and generally relating to planned apprenticeship standards and on-the-job training activities.		
BY repealing and reenacting, with amendments, Article - Labor and Employment Section 11-403, 11-405, 11-406, and 11-409 to be under the amended subtitle "Subtitle 4. Planned Apprenticeship Standards and Activities" Annotated Code of Maryland (2008 Replacement Volume and 2015 Supplement)		
SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:		

# Step 1: System Alignment

## ▶ 2016 WIOA State Plan:

“[by] aligning apprenticeships with the Workforce Innovation and Opportunity Act (WIOA) system, Maryland will ensure traditional apprenticeship opportunities expand alongside the creation of new opportunities that are grounded in labor market demand.”



# Step 2: Outreach & Education

- ▶ Since system alignment, Maryland Apprenticeship and Training Program (MATP) team has made it a top priority to conduct outreach to both existing and potential RAP sponsors, as well as educating Local Workforce Development Area staff, K-12 and post-secondary education professionals, and diverse groups representing business and industry on the benefits of growing RA



# Step 3: System Building

- ▶ MD Labor has utilized nearly \$13 million in USDOL apprenticeship grant funds to expand and diversify the apprenticeship system in the state.
- ▶ Guiding principles for this work are:
  - ▶ supporting development of new RAPs OR
  - ▶ expansion of existing RAPs through sub-awards to external organizations
- ▶ Over 160 new RAPs have been created with grant funding.





# Step 3: System Building

- ▶ MD Labor encourages use of WIOA formula funds to support registration of new apprentices, especially those from under-represented populations
- ▶ MD Labor has assisted Local Workforce Development Areas to deploy local WIOA dollars to support registered apprentices
- ▶ Grant funds have been utilized to increase RAP innovations and capacity-building to serve all job-seekers



# Center Resources & Services

- Center Website: [dolcoe.safalapps.com](http://dolcoe.safalapps.com)
- Request TA, Training
- Upcoming:
  - Writing to RA in WIOA State Report Planning
  - May 25: Virtual Office Hours - "Using Supportive Services in RAPs" (1-2pm ET)
  - June 1: CWA WorkCon - "Developing a Regional Team to Scale Apprenticeship: The Southern California Apprenticeship Network"
- Become a Center Partner
  - Event notifications
  - Share promising practices



# Thank You



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**Scan & Become a  
Center Partner**

