



**Collaborate**

**For Success**

*Partnering with Registered Apprenticeship*

# Welcome

Presenter's Name and  
Organization

Local Workshop Co-hosts  
listed here



# Workshop Purpose

Provide steps for increased collaboration between Registered Apprenticeship and Workforce Development, focusing on:

- Understanding each system
- Assessing and serving potential and current apprentices
- Connecting employers to Registered Apprenticeship
- Exploring effective, shared outreach



# Workshop Outcomes

- Integrate Registered Apprenticeship into local Workforce Development activities and services
- Connect employers to the model
- Refer ready clients to local programs
- Develop outreach strategies for unique talent pools

# Workshop Norms

High level partnership building meeting

Understand our common elements

You've done this kind of work before

No judging/comparing

Establish a format for working together

Everyone gets to talk and everyone will listen

Everyone will participate

Self regulate your breaks

There are no stupid questions

Speak up – contribute what you know!





# Participant Introductions

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30 seconds or less – names and organizations



# Workshop Teams

Groups with equal mix of participants

Will work together on team exercises for remainder of workshop



# Workshop Manual

Each section of the manual covers a workshop module :

Section A: What's In It for You

Section B: Connections

Section C: The Employers' Choice

Section D: Effective Outreach

Section E: Contacts and Resources

Section F: Materials to host this workshop

- Use it as a desk reference
- Share it with colleagues
- Free to download:



# Collaboration Plan

- Reflect on the workshop topics throughout the day
- Consider how the topics can be put into actions for your organization
- Review the kinds of resources – time, leadership support, training – your organization may need to move plan forward



# What is Registered Apprenticeship?



IT'S PART OF THE WORKFORCE  
DEVELOPMENT SYSTEM

Post-secondary level education  
Paid On-the-Job Training  
Equivalent to College  
Regulated System of Excellence  
21<sup>st</sup> Century Industry Standards

What's  
In It  
for You

Section A

# Registered Apprenticeship in the 21<sup>st</sup> Century



What's  
In It  
for You

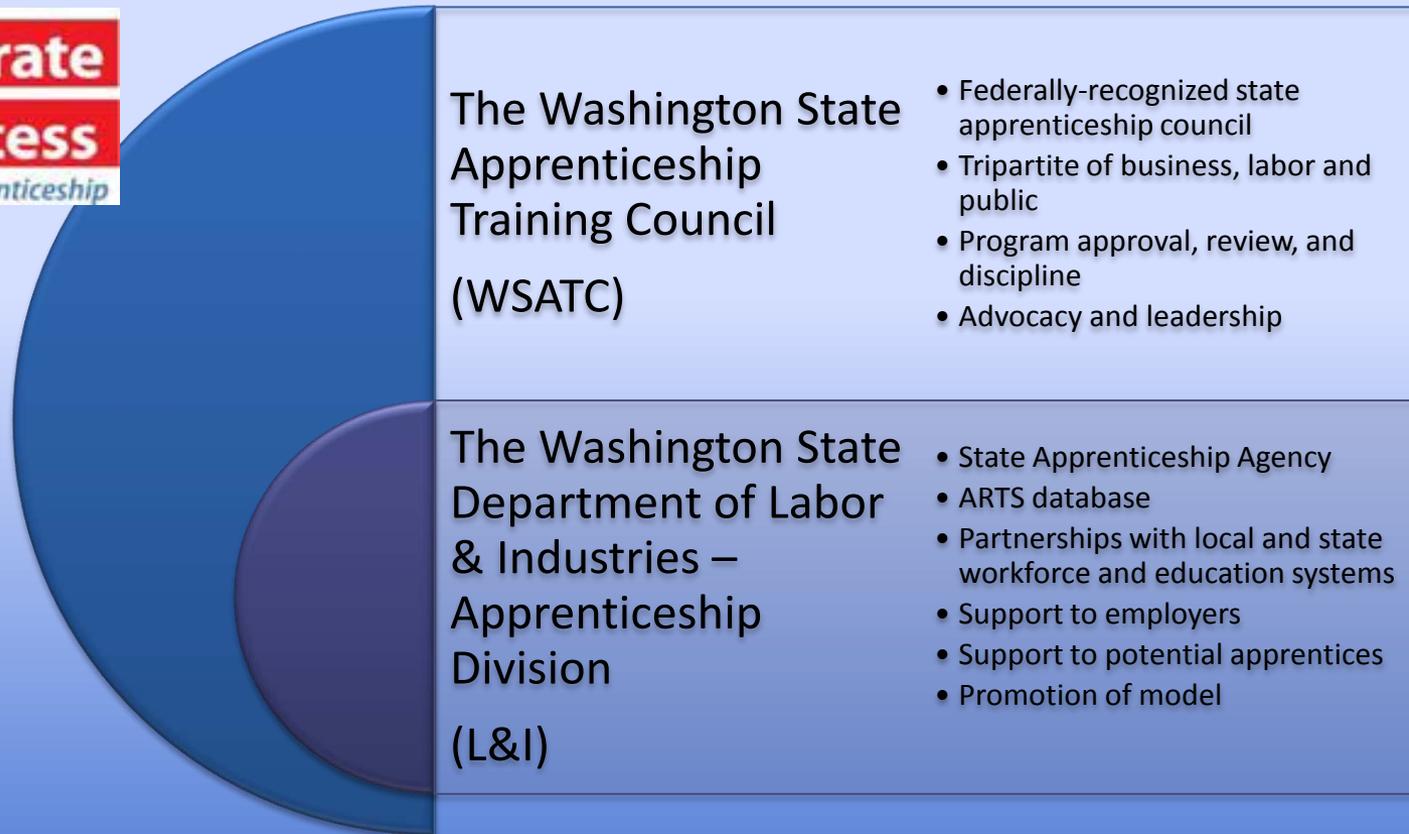
Section A

# Washington State Registered Apprenticeship



What's  
In It  
for You

Section A



# Federal-Level Registered Apprenticeship *(USDOL/Office of Apprenticeship)*

Program Registration  
Certificates of Completion  
Technical Assistance & Outreach  
Safety, Welfare and Quality of Training  
Partnership and advocacy with Workforce  
Development



# What's In It for You

The Office of Apprenticeship in Washington registers:

- Multi-state/non-construction programs
- Programs on Federal Installations
- Tribal Government/Employer Apprenticeships

Section A

# Federal Workforce Development System

Many federal-level agencies involved  
Five federal programs administered by 3  
Agencies



What's  
In It  
for You

Section A

**Workforce Investment Act** → **U.S. Department of Labor**

Carl D. Perkins Vocational and  
Technical Education Act → U.S. Department of Education

Temporary Assistance to  
Needy Families → U.S. Department of Health and  
Human Services

**National Apprenticeship Act** → **U.S. Department of Labor**

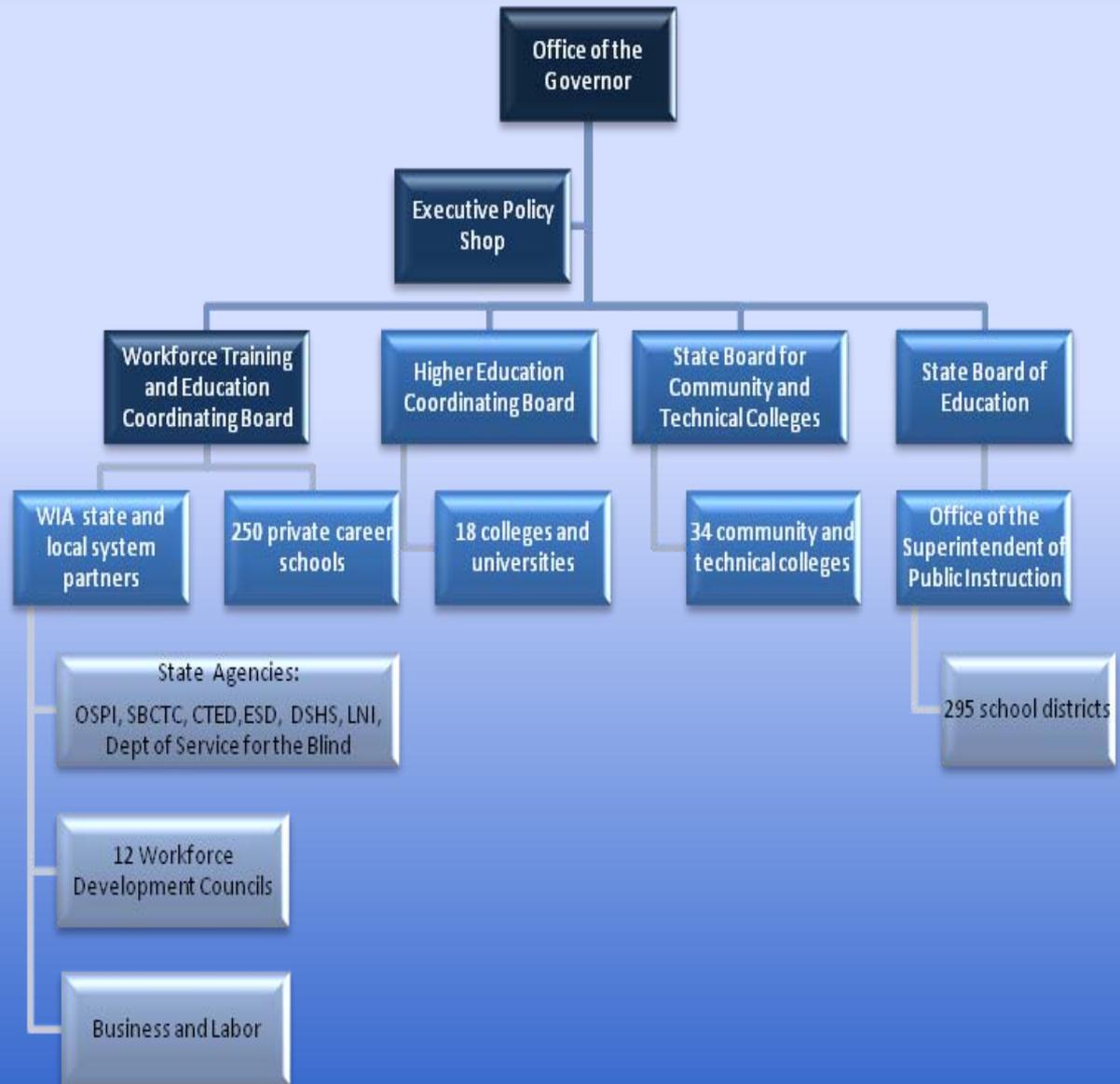
Job Corps → U.S. Department of Labor

# Washington State's Workforce Development System



What's  
In It  
for You

Section A



# State and Federal Contacts

SECTION E of the Manual Contains:

State and Federal Registered  
Apprenticeship Offices

Washington Apprenticeship Consultant

Field Offices

Workforce Development Agencies

WorkSource Centers

Community & Technical Colleges

Support Services

Outreach



What's  
In It  
for You

Section A

# The POSITIVE Impact of Registered Apprenticeship

The 2008 *Workforce Training Results* finds that:

- 91 percent of apprentices reported being employed seven to nine months after leaving training
- Program completers who were employed full time earned a median annualized salary over \$58,000
- The Projected participant benefits to age 65 far outweigh public investment in apprenticeship training by a ratio of 106 to 1, or \$270,336 to \$2,546.



What's  
In It  
for You

Section A

# Workshop Team Exercise One: What YOU Bring to the Table



What's  
In It  
for You

Section A

## INSTRUCTIONS:

1. Select a scribe and a reporter
2. Discuss “Assets” and “Challenges”
3. Use the Guiding Categories on handout

Report Out in 40 minutes:

Give ONE example showing how Registered Apprenticeship & Workforce Development can collaborate

# Collaboration Plan – Part I

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**20 minutes**



# Helping Registered Apprentices be Successful

First year can be difficult, even  
for “ready” apprentices

Life, work and school balance

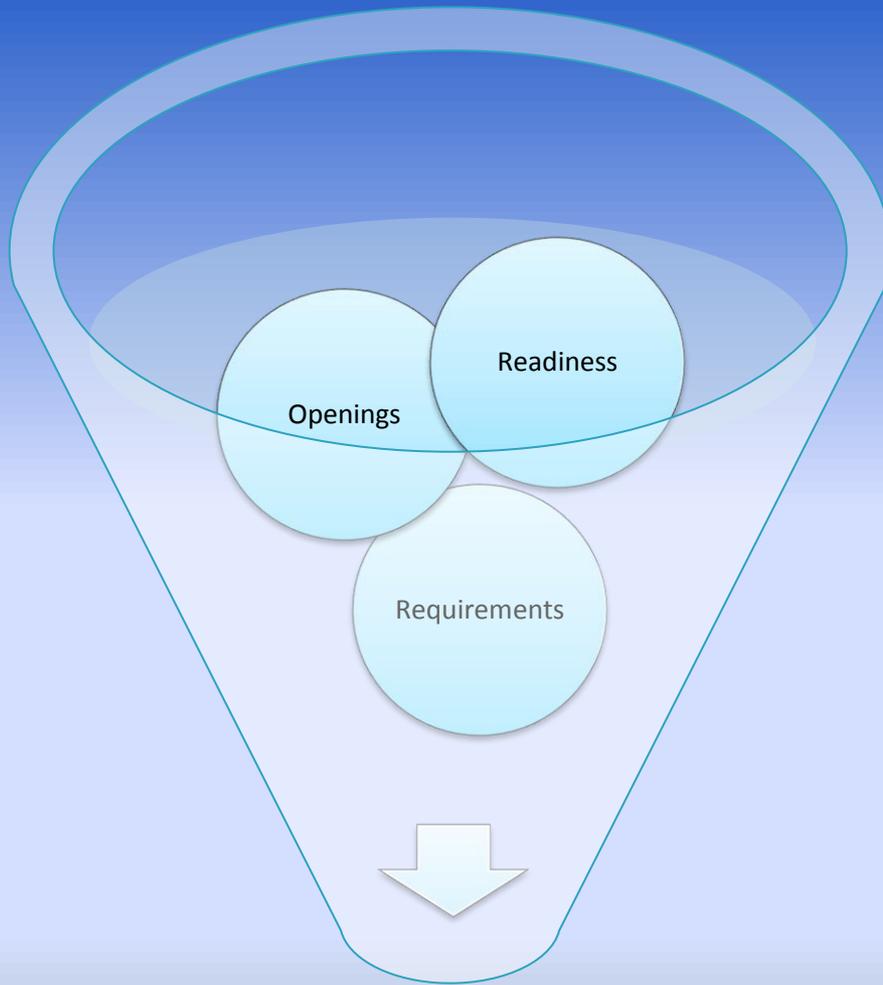
Overwhelming for someone  
without support system

# Connections: Linking People to Registered Apprenticeship

Section B



# Applying for Registered Apprenticeships



Competitive Process

Connections:  
Linking People  
to  
Registered  
Apprenticeship

Section B



# Making the Right Connection

Assessment is critical to the individual's success

**Pre-Apprenticeship** can be a good option:

- academic and technical training
  - work readiness
  - support services

Statewide pre-apprenticeships listed in the 2009 L&I Apprenticeship Catalog

# Connections: Linking People to Registered Apprenticeship

Section B



# Support Services for Pre-Apprenticeship

Many programs are serving  
WIA Title IB eligible youth and adults

Some are connected to local workforce  
development

Strategies to improve connections:

Outreach

Coordinated Assessment

Your Ideas

# Connections: Linking People to Registered Apprenticeship

Section B



# WorkSource Core Services Connections

WorkSource can help Registered  
Apprenticeship with:

Client Guidance in Applications  
Service Delivery Design  
Coordinated Outreach/Training

Registered Apprenticeship can  
help WorkSource by:

Posting job openings at Go2WorkSource  
Explaining specific screening processes  
Including in planning and outreach

# Connections: Linking People to Registered Apprenticeship

Section B



# WIA Title IB for Registered Apprentices

Registered Apprenticeships can be Eligible Training Providers

Individual Training Accounts:

- Eligible adults, working or not
- Registered Apprentices who qualify for WIA can use an ITA while enrolled in a program:
  - Need to continue to show need in self-sufficiency calculation
  - Need supportive assistance to remain in training

Connections:  
Linking People  
to  
Registered  
Apprenticeship

Section B



# Performance Measures

WIA Title IB Adults **do not** need to be exited from WIA as soon as they are enrolled in a registered apprenticeship

- **Employment Measure** when they do not need services
- **Training Measure** when they can still use help to transition (particularly in first year of program)
- Can Track Earned Credentials

# Connections: Linking People to Registered Apprenticeship

Section B



# Collaboration Plan – Part II

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**20 minutes**



# Employer Pipeline Vs System Pipeline



## The Employer's Choice

Section C

### Different Definitions

Employers: A Valve  
that releases product  
when needed

System: Time to Pump  
and Drill for resources



Registered Apprenticeship is the Closest Training  
Model to Employer Definition

# Advantages of Registered Apprenticeship Model



The  
Employer's  
Choice

Section C

- Good Return on Investment
- Industry Specifications
- Modern Fit for Any Industry
- Evolving Economic Opportunities
- Well-Cared for Workers
- Diversity
- Preservation of Skills

# Addressing Common Misconceptions



## The Employer's Choice

Section C

It will take too long

I don't have time

It's too expensive

Developing a new program is too much  
work

# Ways WIA can Support Employers



Individual Training Accounts

Customized Training

OJT Wage Matches

## WorkSource Core Services to Employers

Recruitment Services

Tax Credit Information

Wage and Occupation Data

Employee Training and Retraining

And more...

The  
Employer's  
Choice

Section C



# The Employer's Choice

Section C

## How to Connect Employers to Registered Apprenticeships

### 1. Contact a L&I Apprenticeship Consultant :

Helps determine connection (Training Agent or  
Program Sponsor)

Guides through approval/registration process

Gives ongoing technical assistance

**Training Agents** can connect nearly immediately

**Program sponsorship** takes about 6 months on  
average

### 2. Use ARTS Database to research programs

# Collaboration Plan – Part III

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**20 minutes**



# Five Steps to SMART Outreach

**S**tart with a Plan

**M**arket Specifically

**A**ssess the Situation

**R**einforce Instructions, Actions and Results

**T**iming is Everything

Promoting  
Registered  
Apprenticeship  
in the  
Changing  
Workforce

Section D



# Who is the face of Registered Apprenticeship Today – and Tomorrow

**Changing workforce** describes multi-faceted challenges:

Multiple-generation workplaces, demographics and culture, globalization, technology, and non-traditional work environments

**Talent pools** describes groups of work-age people who share common bonds or “characteristics”

# Promoting Registered Apprenticeship in the Changing Workforce

Section D



# Workshop Team Activity Two: Swimming in the Talent Pool!

There are many talented people who can contribute to the 21<sup>st</sup> Century workplace.

- What do you know about their common needs and career goals?
- What aspects of the Registered Apprenticeship model can fill those needs and career goals?

*Examining talent pools is a common private sector marketing strategy. It is not meant to depreciate individuality.*

# Promoting Registered Apprenticeship in the Changing Workforce

Section D



# Talent Pool: Youth

What characteristics of this talent pool could be a good match for registered apprenticeship, and why?

Based on the team's conversation about this talent pool's characteristics, some ways to reach out to this group include:

What research in the Youth Crosswalk was surprising/not surprising to your group, and why?



## Changing Workforce

Section D



# Talent Pool: Middle-Aged & Adult Workers

What characteristics of this talent pool could be a good match for registered apprenticeship, and why?

Based on the team's conversation about this talent pool's characteristics, some ways to reach out to this group include:

What research in the Middle-Aged/Adult Workers Crosswalk was surprising/not surprising to your group, and why?



## Changing Workforce

Section D

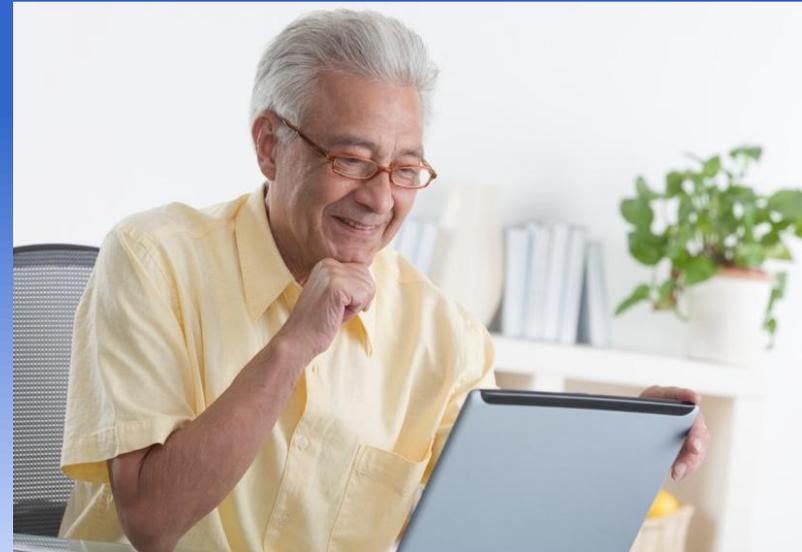


# Talent Pool: Older Workers

What characteristics of this talent pool could be a good match for registered apprenticeship, and why?

Based on the team's conversation about this talent pool's characteristics, some ways to reach out to this group include:

What research in the Older Workers Crosswalk was surprising/not surprising to your group, and why?



## Changing Workforce

Section D



# Talent Pool: Veterans

What characteristics of this talent pool could be a good match for registered apprenticeship, and why?

Based on the team's conversation about this talent pool's characteristics, some ways to reach out to this group include:

What research in the Veterans Crosswalk was surprising/not surprising to your group, and why?



## Changing Workforce

Section D



# Talent Pool: Women

What characteristics of this talent pool could be a good match for registered apprenticeship, and why?

Based on the team's conversation about this talent pool's characteristics, some ways to reach out to this group include:

What research in the Women Crosswalk was surprising/not surprising to your group, and why?



## Changing Workforce

Section D



# Talent Pool: Racial and Cultural Diversity

What characteristics of this talent pool could be a good match for registered apprenticeship, and why?

Based on the team's conversation about this talent pool's characteristics, some ways to reach out to this group include:

What research in the Diversity Crosswalk was surprising/not surprising to your group, and why?



## Changing Workforce

Section D



# Talent Pool: People with Disabilities

What characteristics of this talent pool could be a good match for registered apprenticeship, and why?

Based on the team's conversation about this talent pool's characteristics, some ways to reach out to this group include:

What research in the People with Disabilities Crosswalk was surprising/not surprising to your group, and why?



## Changing Workforce

Section D



# Collaboration Plan – Part IV & V

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**25 minutes**



# Plans to ACTION!

Using Your Collaboration Plan, Team Contacts,  
and Manual Resources

**Stay Connected**

**Share your Plan**

**Use the Manual**

**Host a Workshop**

# What Are YOUR Next Steps?

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**Share 3 actions from  
your Collaboration  
Plan**



# Evaluations

Please complete the workshop evaluation and volunteer form and leave it on your table

Please sign out on the Sign In/Sign Out sheet

Please see the workshop facilitator if you would like a signed Certificate of Participation



# Thank You

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Insert name and contact information here

