



Scaling the Care Economy Pipeline Through Registered Apprenticeships

Megan Baird, Deputy Administrator,
Office of Apprenticeship, U.S. DOL/ETA

www.apprenticeship.gov

June 14, 2022

Level Setting/Framing

- RAP is a proven, high-quality model used in all industries
- RAP – Industry driven not federally driven (key is it meets federal criteria, upholds quality, and unlocks benefits)
- RAP is a framework that ensures quality, but remains flexible
- Opportunities for the care economy



What is Registered Apprenticeship?

A Proven Workforce Solution

Registered Apprenticeship is an **industry-driven, high-quality** career pathway where employers can **develop** and prepare their **future workforce**, and individuals can obtain **paid work** experience, **classroom instruction**, and a portable, **nationally-recognized credential**.

Five Components of Registered Apprenticeship



Registered Apprenticeships are jobs



On-the-job learning in a work setting



Job-related classroom training



Learning with the help of a mentor



Industry-recognized credential

Types of Apprenticeship

Time-Based

Competency-Based

Hybrid


- **Time-based approach:** measures skill acquisition through apprentice's completion of at least 2,000 hours of on-the-job learning
- **Competency-based:** measures skill acquisition through apprentice's successful demonstration of acquired skills and knowledge
- **Hybrid:** measures apprentice's skill acquisition through a combination of specified minimum number of hours of on-the-job learning and the successful demonstration of competency

Steps to Establish RAP for Care Economy Occupations (Operational)

1. Have an occupation approved by the U.S. DOL's Office of Apprenticeship
2. Identify a willing sponsor and engage key partners (community organizations, schools, etc.) {sponsor, RTI, workforce/supportive services}
3. Understand and complete registration process – State (SAA) or Federal (OA)/national programs
4. **Develop core components of the program (meat and/or potatoes)**
 - ✓ *Develop Standards (includes Related Technical Instructions (RTI) & wage scale*
 - ✓ *Program type: time-based; competency-based; hybrid*
 - ✓ *On-the-job Learning (OJL)*
 - ✓ *Apprenticeship Registration & Employer Acceptance Agreements*
 - ✓ *Affirmative Action Plan*
 - ✓ *Qualifications and Acceptance Procedures*
 - ✓ *Employer acceptance agreement*
5. Launch and manage program



Strategic Questions Partners Should Consider

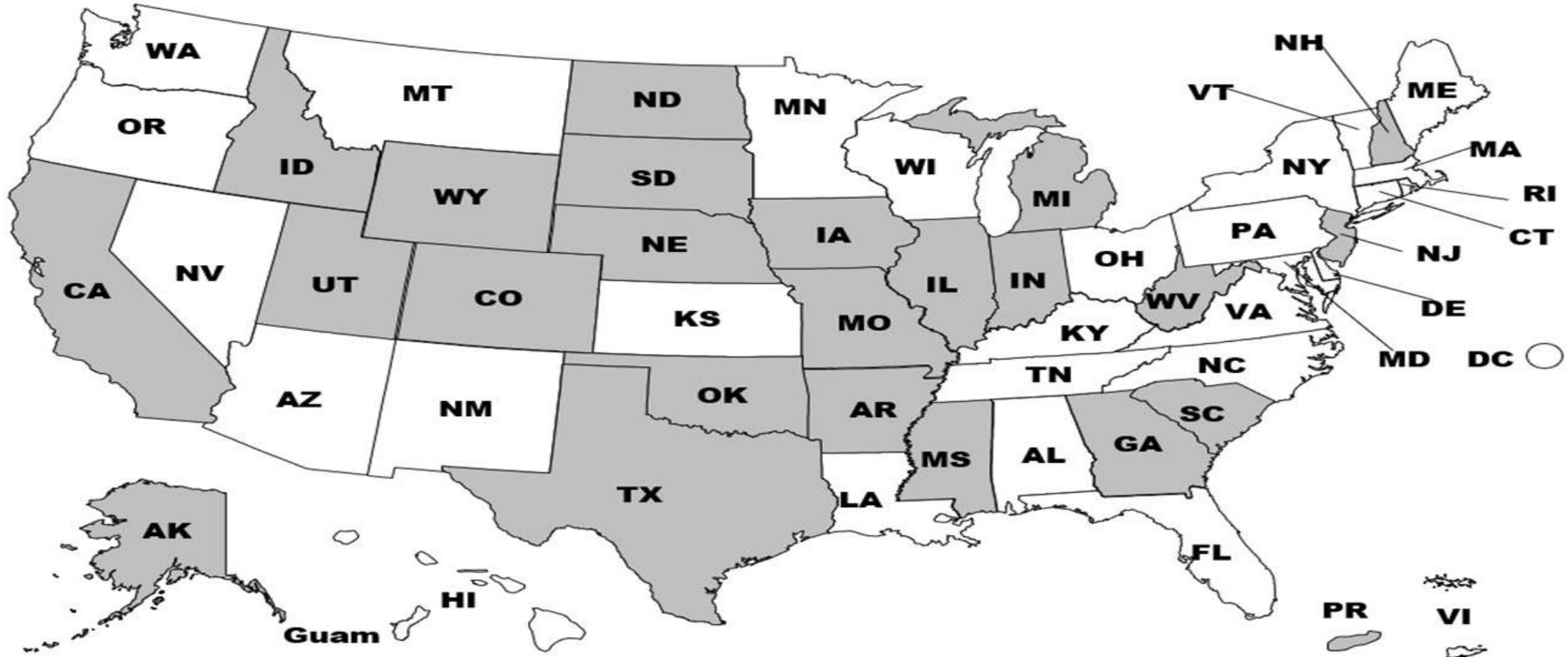
- Is organization prepared to make upfront investments in institution's long-term capacity?
 - Is organization prepared to navigate tension with partners in the existing ecosystem or foster collaboration?
 - Do organizations have established partners for deliverables (i.e., employers, labor unions, publicly funded workforce system, etc.)
- 

U.S. DOL's Office of Apprenticeship – How OA Supports States

The Registered Apprenticeship System

State Apprenticeship Agencies (SA)

Federal Office of Apprenticeship States (OA)



Benefits of Registering Your Program



Register

Take advantage of benefits such as funding opportunities, tax credits, and no-cost technical assistance when you register your program.

By registering your program with the U.S. Department of Labor or State Apprenticeship Agency, you will gain access to additional resources:



Access to a nationwide network of expertise, customer service, and support at no charge.



Access funding and other resources from federal programs. In many states, businesses can qualify for tax credits.



Graduates receive an industry-recognized and nationally-portable credential

Accessing Resources and Funding

- **Connecting with Existing Registered Apprenticeship Investments and the Workforce System:** Are you looking for an organization currently funded by the U.S. Department of Labor to help promote and expand apprenticeship? Visit DOL's database of apprenticeship investments, searchable by industry, location, and organization name. You can also learn more about accessing WIOA funding and state credits and tuition support.
 - Registered Apprenticeship Awardee Searchable Database: <https://www.apprenticeship.gov/investments-tax-credits-and-tuition-support/awardee-search>
- **DOL Partner Finder:** Seeking partners to help with your apprenticeship program? DOL's apprenticeship partner finder can help connect you with a broad range of apprenticeship stakeholders <https://www.apprenticeship.gov/partner-finder>
- **Registered Apprenticeship Industry Intermediaries:** Through a partnership with DOL, these industry intermediaries offer expertise to help employers and labor organizations successfully launch, promote, and expand RA programs in growing industries.
 - Learn more in our Industry Intermediary Fact Sheet: https://www.apprenticeship.gov/sites/default/files/508_OA_Registered_Apprenticeship_Industry_Intermediaries_03302022.pdf

Leveraging the Public Workforce System - Connecting with Workforce Development Boards

- Strategic planning bodies that receive WIOA Title I funding allocations from their respective State. Each Board consists of multiple agency and private sector representatives, with private sector representatives in the majority to ensure local boards are “business-driven.”
- Utilizes Registered Apprenticeship as a robust talent development strategy
- Benefits of partnering with Workforce Development Boards
 - Access to Federal and State Funding:
 - WIOA and State Credits and Tuition Support:
<https://www.apprenticeship.gov/investments-tax-credits-and-tuition-support>
 - Case Study and tips for working with your local Workforce Development Board:
<https://www.apprenticeship.gov/case-studies/maricopa-county-workforce-development-board>

A chalkboard with a lightbulb in the center. There are several chalk drawings on the board: two circles on the left, two circles on the right, and several short horizontal lines. The background is a dark grey chalkboard surface.

Thank You for Joining Us Today

Let's continue to explore ideas to grow apprenticeship

**Any Questions? The Office of Apprenticeship is here to help!
Contact us at apprenticeship@dol.gov, or visit
www.apprenticeship.gov.**