



POLICY: REGISTERED APPRENTICESHIPS

EFFECTIVE DATE: **POLICY NUMBER: 2017-16**

PURPOSE

The policy on apprenticeships ensures that every Workforce Innovation and Opportunity Act (WIOA) participant who is eligible can benefit from available apprenticeship opportunities.

BACKGROUND

The Workforce Innovation and Opportunity Act (WIOA) provides an extraordinary opportunity for the public workforce system to transform and improve the quality of life for job seekers and workers through an integrated, job-driven system that links diverse talent to our nation's businesses. Registered Apprenticeship is a proven workforce strategy that can help state and local workforce systems transform how they meet the needs of businesses and workers and fully achieve the vision for the workforce system under WIOA.

CANCELLATIONS

This policy supersedes all pre-existing policies for Apprenticeships.

ACTION REQUIRED

Within 15 days of the receipt of this policy it is the recipient's responsibility to ensure all staff are informed of the policy and to create an internal process to ensure accountability.

QUESTIONS

Questions relating to this policy should be directed to the Director, Talent Development / WIOA at policy@worksourcemontgomery.com, or 240-641-6736.

POLICY

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 relies on 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.

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 health care, information technology, transportation, and energy – in which apprenticeship is used to meet business needs for qualified workers. Using apprenticeship as a workforce strategy will also contribute to higher performance outcomes in employment, retention, earnings, and credential attainment.

All Registered Apprenticeship programs, by virtue of their registration, can be on a state's Eligible Training Provider List and thereby eligible to receive federal workforce funding as pre-approved training providers. OJT can be used to support apprenticeship programs, and this change promotes the greater use of apprenticeship as a strategy to address the needs of both employers and job seekers.

WIOA also supports apprenticeship as a workforce strategy for youth. The law cites pre-apprenticeship activities and work-based learning among the youth program elements. WIOA also recognizes apprenticeship as a career pathway for Job Corps students, and supports coordination of the Youth Build program with pre-apprenticeship and apprenticeship programs.

DISCLAIMER

This policy is based on WSM's interpretation of the statute, along with the Workforce Investment and Opportunity Act; Final Rule released by the U.S. Department of Labor and federal and state policies relating to WIOA implementation. This policy will be reviewed and updated based on any additional federal or state guidance.