**WorkforceGPS**

**Transcript of Webinar**

**Registered Apprenticeship: Supporting WIOA Implementation with High Impact**

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*Transcript by*

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GARY GONZALEZ: (In progress) – two business days to WorkforceGPS.

So I want to turn things over now to Debbie Carlson to introduce our speaker. Debbie, take it away.

DEBBIE CARLSON: Good afternoon, everyone. My name is Debbie Carlson. I'm with the Texas Workforce Commission, and I'm currently on a temporary assignment with the Department of Labor. And I have the honor this afternoon of being able to introduce today's speaker. I have had the pleasure of working with Maria for a number of years, and I'm sure that many of you have as well.

For those of you who have never met Maria, she brings a level of passion, excitement, and commitment to her work that is unparalleled. Maria is the multi-state navigator for the Office of Apprenticeship out of region four in Dallas, and I know she's going to have some amazing information for us this afternoon. Let's all get ready for an information-packed session on apprenticeship and WIOA. And welcome, Maria.

MARIA BRADY: Thank you so much, Debbie, and welcome, everyone. I can't begin to tell you how privileged I am to be able to deliver this information to you. Why don't we go ahead and get started with our learning objectives because you'll see from the slide that, despite the short amount of time we have together, we do have some ambitious learning objectives, but I'm confident we're going to get through it.

First off, in terms of WIOA and registered apprenticeship, there are five key what we call touchpoints. We call it touchpoints as an organizing principle, but basically there are five key points of intersection between WIOA and registered apprenticeship. That's where we're going to spend most of our time.

Of course we want you to understand the many different ways there are to support and otherwise fund registered apprenticeship programs using WIOA. We're going to talk about the eligible training providers and eligible training provider lists and elements that what makes a model policy, and we do have some examples.

We're going to highlight opportunities to improve your performance and of course you really can't talk about performance without talking about enrollment and exit because that's where the devil's in the details and we need to talk about those details. Now, regardless of where you are today, we're hoping to stimulate action planning because irrespective of where you are, there is always room for improvement. And of course we'll finish with additional information and where you can go for additional support.

OK. Now, as Gary mentioned, not everybody had a chance to go through the recorded session. So what I'm going to do and I'm going to do it rather quickly, I'm going to go through the highlights of the webcast. Then we're going to talk about WIOA legislative provisions that impact registered apprenticeship. We'll spend most of our time on those five points of intersection before getting into tools and resources.

OK. So this was the webcast where we talked about what's registered apprenticeship and what's ApprenticeshipUSA. Rather quickly there is an official definition of registered apprenticeship. It's a structured occupational training program that combines on-the-job training and related instruction. Two key pieces there, OJT or on-the-job training and related instruction, which we call RTI. It stands for related training and instruction.

Now, that's the official definition, but there's another take on it. Unfortunately, it's the best kept secret in talent development, which is something we're trying to change. Also, Secretary Perez likes to say that registered apprenticeship is likely the most underutilized strategy in our suite of workforce services. So that's coming right from the secretary of labor. It's also known as college without the debt.

Now, there are a lot of myths that's around registered apprenticeship, and that's part of the image issue that we are dealing with on a national level. But we recommend that you focus on the facts, not the myths. Registered apprenticeship is not just construction. Yes. That's our bread and butter and that's where we started but we are in every industry sector. We are in energy, advanced manufacturing, healthcare, IT, transportation and logistics, just to name a few.

It is not just a second chance system, nor is it inconsistent with a college degree because many graduates actually go on to get their associate's or bachelor's or even their doctorate. And actually, there was a wonderful example of somebody who got a PhD in your webcast. If you hadn't listened to the webcast, please do so when you can. There is a future, and this is an onramp to the middle class, as Secretary Perez likes to say. This is not outdated or outmoded or outlasted its usefulness. Simply put, it works.

There are many opportunities across the United States today. We have over 1300 apprenticeable occupations. And although programs used to be just time-based where you would go for four years or five years or a six-year program, that is not the case any longer.

We have competency-based programs and hybrid programs as well. Think in terms of the power of competency-based programs. Think in terms of its relevance for individuals with disabilities or individuals who perhaps needed additional assistance. So those are just some of the myths that surround registered apprenticeship.

Now, regardless of whether it's a mom-and-pop organization or whether it's a Fortune 100 company that has a registered apprenticeship program, there are always, always five key components always for every program.

First off is the employer. You cannot have a registered apprenticeship program without an employer. They are the foundation of the program. They are the provider of the OJT. The OJT is structured and supervised, and we expect at least a year of OJT, which we translate into 2,000 hours. The RTI, as I mentioned previously, is the classroom training or associated curriculum. It's basically the theoretical instruction, and we recommend 144 hours per year.

There are incremental rewards for increases in skill, and that progressive wage increase is a required part of every registered apprenticeship program. There is a national occupational credential that actually is consistent with a recognized postsecondary credential under WIOA that is stackable, portable, and it is signed by the secretary of Labor.

There are some basic players involved in every single registered apprenticeship program. There is always a sponsor, the entity that is responsible for administering the program. There is always the employer, which is the foundations of the program and provider of OJT. There is always a provider of the related instruction that could be an employer but it could be another entity. Now, look at it this way.

You can have a small registered apprenticeship program where the employer is the sponsor, the provider of the OJT, and the provider of the RTI. Now, look at the title on this slide. Flexibility is key. It depends on the employer. It depends on the occupation. And of course the workforce system, there are multiple opportunities for the workforce system to engage with registered apprenticeship.

What you're looking at right now is our national brand. This is actually – it's not even two years old. ApprenticeshipUSA is our national registered apprenticeship system. So that is our national brand which you'll be seeing much more of. And last year we had our first ever national apprenticeship week, and you'll see Secretary Perez to the right of your slide.

We had a presidential proclamation, more than 300 events, and we're looking to double that this year. OK. That was very quick. That was pretty quick and dirty. Now, let's talk about WIOA and registered apprenticeship.

OK. First off, here are some of the statutory references to registered apprenticeship. First, there are 71 definitions in WIOA. Number 52 is recognized postsecondary credential, and a registered apprenticeship completion certificate counts as a recognized postsecondary credential, which is just awesome. Also a representative from registered apprenticeship is now required to be on state and local boards, whereas it was only recommended under WIA.

And registered apprenticeship program sponsors are automatically eligible to be placed on the eligible training provider list, which is a clear signal that we want registered apprenticeship to kind of play in the ETPL sandbox, so to speak. And of course pre-apprenticeship is a part of work experience, which is one of the 14 youth program elements, and that's in section 129. So pre-apprenticeship, whether it's a youth service, whether it's for YouthBuild, whether it's for Job Corps, we're talking about career pathways, and we'll get into specifics with some of these.

OK. Let's talk about some of the opportunities that WIOA represents. In terms of the first item, there is clearly an opportunity to integrate registered apprenticeship into workforce planning and policy. Requiring a representative on the board is one way that WIOA does this. And in terms of planning specifically, WIOA represents an opportunity to reinforce registered apprenticeship in state plans, and we'll talk about planning in a little while.

Regarding the second item, obviously WIOA is focused on work-based learning because it is a proven strategy. That's why registered apprenticeship programs stay on the ETPL as long as they remain registered. That's also why the employer reimbursement for OJT and customized training was increased. Those two changes in and of themselves represent a strong signal in terms of priorities.

As for door number three, you've probably heard the saying that a workforce system without employers is like a bank without money. What's the point? Well, starting where the jobs are makes perfect sense, not to mention that there's also a new WIOA performance indicator on effectiveness in serving employers, and registered apprenticeship is clearly employer-driven.

In terms of supporting career pathways for youth, registered apprenticeship is recognized as a career pathway for Job Corps students, as the previous slide indicated, and YouthBuild offers work experience and training that are in coordination with pre-apprenticeship and registered apprenticeship programs.

As for the last item, yes. Most definitely registered apprenticeship generates real results. It can have a positive impact on every required performance indicator under WIOA, so the three employment-related outcomes, the two employment indicators, and the median earnings indicator. It counts in terms of credential attainment because registered apprenticeship completion certificates are recognized as a postsecondary credential that's national, portable, and industry-recognized.

In terms of the measurable skill gains indicator, registered apprenticeship is actually one of the things Congress had in mind when adding this indicator, and part of the reason was because they wanted a metric that specifically reported longer-term training programs like registered apprenticeship because some folks have said in the past that the performance accountability system creates a disincentive for longer-term training programs. So the measurable skill gains indicator was added in part to address that.

OK. Now, what we're talking about here is workforce system engagement. So it behooves us to first stop and take a look back and see where we are or where we were. And there are many studies that have been commissioned by the Employment and Training Administration regarding engagement between the One-Stop system and registered apprenticeship, and this 2008 study by Planmatics is one that I chose because of the statement that I thought was pretty clear. No ambiguity at all. It says there was very little coordination and virtually no integration between registered apprenticeship and the One-Stop system. So that's a pretty strong statement. That was in 2008.

In 2013 ETA started collecting data on utilization of registered apprenticeship as a training type under WIA. Now, if we look at the reported data – and the WIASRD is an individual record. It basically includes everything about who you're serving, what they're getting, and with what results. And the national WIASRD data for the four quarters ending June 30th of last year, there were only 12 states reporting any engagement with registered apprenticeship using formula funds. In the following quarter it was 14 states.

In the subsequent quarter, which actually included two quarters of WIA and two quarters of WIOA, 18 states were reporting activity. Now, I know it's not on your slide, but there is more recent public data available for the quarter ending March 31st, 2016, and there's only one quarter of WIA data in that. The other three quarters are WIOA, and it shows 20 states. So we're moving in the right direction, but we have a long way to go. And one of my favorite sayings is, "If you always do what you always did, you're always going to get what you always got." And maybe that's not good enough. So again, there are a multitude of improvement opportunities here.

OK. Now, we talked briefly about the fact that there are key points of intersection between WIOA and registered apprenticeship. Those five what we call touchpoints are on your slide. First off, there's funding support for registered apprenticeship. There's eligible training providers and eligible training provider lists. That's a key touchpoint for us. We're going to talk about performance outcomes, board membership, and state and local plans. OK.

Now, let's start with a polling question. Which of the following statements is true? Registered apprenticeship programs had automatic placement on eligible training provider lists under WIA. Choice B, having a representative on state and local boards was recommended under the Workforce Investment Act but required under WIOA. C, pre-apprenticeship was a youth program element under WIA and is part of a youth program element under WIOA. D, choices B and C.

OK. What do we have?

MR. GONZALEZ: So we're going to transition now to the polling section. You're going to see the polling window come up on your screen. To participate just mouse over and left click the radio option to the left of the selection to make your choice. Back over to you, Maria.

MS. BRADY: OK. Well, we're seeing the numbers come in, which is very interesting. OK. And I won't feel the thunder and tell you what most of the folks are entering. OK. All right. Actually, do you want to give the final results, Gary, and then I'll go on from there?

MR. GONZALEZ: Sure. Drum roll. Here we go. And as we can see, we've made the selections that your colleagues were making public.

MS. BRADY: OK. Now, the answer, you see most folks actually selected I want to say C, pre-apprenticeship was a youth program element under WIA and is part of a youth program element under WIOA. Actually, that's not the case. But choice B is the right answer, and that is having a registered apprenticeship representative on state and local boards was recommended under WIA but required under WIOA.

And there were a lot of different comments. Some folks said A, and there was no automatic placement under WIA. There – you still had to go through the application process, and B and C is not correct because C is not correct. So – and then several people had no vote. So hopefully that's clear. If not, please feel free to write a question in the chat window. So can we go on with the next section?

OK. All right. Now, what we're going to do is we're going to spend the rest of our time talking about these five touchpoints. After each one there will be a knowledge check or a polling question just to keep things interesting, and we're going to start with funding support for registered apprenticeship.

And the first place that I'd like to start is in federal policy, WIOA operating guidance in the form of a Training and Employment Guidance Letter or TEGL. Specifically, this is 3-15, and more specifically it's on page 11. Page 11 states very clearly what the workforce system can pay for vis-a-vis registered apprenticeship programs. So it's all right there.

Now, let's look at it in a different way. From the perspective of the workforce, think of registered apprenticeship as consisting of three buckets. Think of the OJT bucket. Remember that's a key component, one of the five components of every program. Then think of the RTI bucket. Remember that's the related instruction or the classroom training component, the theoretical portion of the occupation or trade. Then there's supportive services.

So if we look at it in the terms of these three buckets, for OJT the workforce system is going to fund that by contract. For the RTI that is going to be supported with an individual training account or an ITA, but unfortunately, the only way to use an ITA is if the program is on the ETPL. Now, I know that sounds like alphabet soup, and here's the bottom line. In order to use an ITA to pay for the RTI, the provider has to be on the ETPL.

Now, I mean, somebody should just smack me for saying that. That's total alphabet soup, but that's the reality. In order to use the ITA, the program must be on the eligible training provider list, and we'll talk about that briefly when we talk about ETPL as a touchpoint. Supportive services can be paid for with formula funds, or if the RTI is being funded with an individual training account, then the individual training account can also provide supportive services. OK. So that's the bottom line.

Now, here's an example of workforce system engagement and I know there's a lot of words on your slide but I'm going to just kind of summarize it for you. Basically, we had a situation in Tulsa, Oklahoma. There was a new electrical apprentice cohort that was starting last year right when WIOA became effective for ETA programs July 1st. So we had this cohort. Now, many folks on the selection list were unable to afford the up-front $900 payment that was necessary for tools and equipment.

Now, these tools and equipment would be with these individuals for the rest of their career, but $900 may as well have been $9 million. They didn't have it. I connected with the Tulsa executive director, Shelley Cadamy. Shelley was very honest and said she loves registered apprenticeship, hears that it's the greatest thing since sliced bread, but she wanted to start small.

So she looked at the selection list. There was 15 individuals on the list who were eligible as adults. They made the low income priority. So 15 received $900 in supportive services. They were enrolled becoming an apprentice because remember apprenticeship is a job. So once they're enrolled as an apprentice they're not going to make the low income priority.

So if you listened to some of these 15 individuals who received that $900 in supportive services, you'd probably be brought to tears. It has changed their lives, and now they're first-year apprentices. But now, even more importantly, perhaps, the executive director of Tulsa is now an evangelist for registered apprenticeship, and she's willing to take a bigger bite out of the registered apprenticeship apple, so to speak, next time around. And that's music to our ears.

So here's another example of workforce system engagement. This is on a bit of a grander scale, if you will. There's a very well-known employer that had concerns with their talent pipeline. Their external training was not meeting their needs. So they connected with economic development in Jefferson County, one of the workforce development areas in Colorado, and Jefferson County involved four other local areas.

They approached our state director of apprenticeship, Cynthia McLain. Cynthia developed standards of apprenticeship for the first cohort this past January. Now, you may remember from the webcast, those of you who listened in, that every program has standards of apprenticeship that contains all the detail, the OJT, the RTI. Well, the standards were approved on January 22nd. That was a Friday.

The program was placed on the Colorado eligible training provider list on Monday. Later in that week 10 WIOA eligible individuals were enrolled. Right after that they became apprentices, started the program, and they're all receiving a $5,000 ITA. When the ITA runs out, they will be allowed to exit. So this is taking a bigger bite out of the registered apprenticeship apple, but it's definitely doable.

OK. Now, before we move on I do want to say something about pre-apprenticeship. I know we're focused here on registered apprenticeship, but in terms of pre-apprenticeship, for youth you know that it's part of work experience in section 129. And work experience is one of the 14 program elements. There's a 20 percent expenditure requirement attached to work experience.

So having youth involved in pre-apprenticeship will help. In addition, providing pre-apprenticeship for older out-of-school youth can support the 75 percent out-of-school youth requirement which I know a lot of states and local areas are having difficulties meeting.

Now, remember pre-apprenticeship is also for adults. It doesn't have to be considered training unless it is. It could be considered short-term pre-vocational, and that's per TEGL 3-15. It could also be considered in some cases and consistent with state and local policy as an individualized career service. So I just wanted to mention that before we moved forward with the next polling question, and here it is.

You receive a voicemail message from a registered apprenticeship program sponsor expressing concern that they're not on the statewide ETPL or eligible training provider list, and, as a result, the workforce system will not be able to help apprentices in an upcoming class.

Why is the program sponsor making an incorrect assumption? A, because an individual training account could still be used to provide supportive services. B, because an ITA could still be used to provide supportive services and/or support the OJT component. C, because the ETPL pertains only to the RTI component of a registered apprenticeship program. D, because there are other components of the program that can still be supported. E, B and C. F is C and D. What are your answers?

OK. OK. Folks are gravitating towards one in particular. OK. Many folks are getting it right, which is terrific. OK. Gary, can we see what we have so far?

MR. GONZALEZ: Absolutely. We've made them public.

MS. BRADY: OK. So you can see actually the answer is C and D, because the ETPL only pertains to the RTI component. In other words, in a worst-case scenario – let's say a program is not on the ETPL. Well, remember those three buckets. There's still the OJT bucket. There's still the supportive service bucket. So that's true, and then the D is because there are other components of the program that can still be supported. Yes. There's the OJT. There's the supportive services. So the correct answer is C and D.

Now, A is incorrect, and A is because an ITA could be used to provide supportive services. An ITA can be used to provide supportive services if the ITA is being used to support classroom training. Otherwise, you would just use workforce funds. You wouldn't have to go through the process of generating an ITA because it's not for classroom training. And then B is incorrect because an ITA cannot support OJT. That has to be by contract. OK. Can we go back to the slides? Terrific.

OK. I'm going to move on to the next touchpoint, which is eligible training providers and eligible training provider lists. OK. These are the highlights. First off, as you know, registered apprenticeship program sponsors are automatically eligible to be included on those lists. However, they have to indicate their agreement. They cannot opt out, and that's based on the final regulations. In other words, a state can't say, oh, here are all of the program sponsors in the state. Let's put them all on the ETPL and then if they don't want to be, they can opt out. No. You cannot do that based on the final regulations. They have to be given the opportunity to say yes.

Now, what is in bold on your screen may very well rock your world, but this is the case. The intent is that registered apprenticeship programs are going to be on every list in the state. Now, why is this so important? And again, it's the alphabet soup. Programs have to be on the ETPL to take advantage of the ITAs to support the RTI. OK. In English, basically you have to be on this list in order to get an individual training account, and you have to use an individual training account to pay for classroom training.

OK. Now, again, here is the federal policy guidance, the WIOA operating guidance that pertains to eligible training providers. And this is basically TEGL 41-14, and what is on your slide is the bottom of page eight and the top of page nine. And this basically clarifies the kinds of information that should be required of registered apprenticeship program sponsors.

Unfortunately, in a lot of cases states are not just requesting the information in the guidance. They're making sponsors jump through a whole lot of hoops. That is not the intent, and when we add local policies, procedures, protocols, that actually adds another layer of complication. Ideally, state policies would clearly specify in unambiguous fashion that the following is for registered apprenticeship programs, and that would be no performance requirements, no reporting requirements, no cost requirements unless the provider is different from the sponsor.

Now, I know that that's going to be a surprise for many folks because I've seen ETPL policies where cost is being required of registered apprenticeship program sponsors. That's only appropriate if the provider is different from the sponsor.

Look at it this way. Right now, you're working for a state, and you're attending this webinar. Now, how as – let's say I'm your employer. How would I cost that out? In other words, most sponsors are going to be employers. Now, how are they going to cost out their – how much it costs to do the OJT, for instance? So they're – or the RTI, rather. So having a cost component for employers just doesn't make sense, and that's the rationale. Also, the policy would explain the rationale for the exceptions. Why is there no need to go through a detailed vetting and application procedure?

Now, the other item is really important to my office, and that is that programs taking applications are in-demand occupations by default. Section 122 of WIOA, which governs eligible training providers, it does talk about local boards providing training in in-demand occupations, and also section 134 does the same.

Now, for registered apprenticeship programs, if they're taking application, that means by definition that they have openings, which by definition means there are jobs, which by definition means it's in demand. At least that's how we see it. So a program taking applications would be an in-demand occupation by default, and ideally the policy would say that if it's on the state list, it's on every single local list across the state.

Now, we have some examples for you, and there is a link here. This is Oklahoma's ETPL policy, what they call out OWDI, Oklahoma Workforce Development Issuance. This is their version of a TEGL. Now, a couple of things. Excuse me. Notice that this is dated May 2nd of 2016. So am I saying the state was out of compliance because they didn't have a policy on July 1st of 2015 when WIOA became effective for ETA programs? No. Oklahoma did have a policy. This was their fourth iteration, and they were very willing to work with us to make certain changes. And let's talk about those changes.

Here are verbatim provisions in that policy. "Registered apprenticeship programs are exempt from performance and reporting-related requirements in order to enable these programs to be placed on the list with minimal burden." We love that. "All registered apprenticeship openings listed on the ETPL will automatically be considered as a statewide demand occupation." That is awesome. Very unambiguous. "Note that registered apprenticeship programs, if openings for new apprentices exist in the local area, should automatically be considered in-demand training." Again, those provisions make very clear the statutory intent.

The state of Texas also has a model policy, and their policy can be accessed at the link on your slide. And you'll also notice that this Workforce Development Letter, which is their version of a Training and Employment Guidance Letter, this is also dated later in the program year, May 9th. This was I believe the state's third iteration of an ETPL policy guidance, and my office is thrilled that the state of Texas was willing to work with us to improve this policy and to bring it further in line with statutory intent.

Now, what makes the Texas policy a model? It says clearly that there are, "no performance expectations for registered apprenticeship sponsors and training providers specifically to encourage their participation." It also says that, "Boards may establish additional criteria and require higher levels of performance for everyone by registered apprenticeship programs." It also says, "The only ETP criterion that applies to apprenticeships is that they be registered with the Department of Labor." So again, very unambiguous.

And then a final note about pre-apprenticeship programs and the ETPL. Just to clarify, the definition of a quality pre-apprenticeship program is on your screen. But just point of reference, programs are not registered with the Department of Labor. We do not register pre-apprenticeship programs.

Now, if a pre-apprenticeship happens to be a training program and they want to be placed on the ETPL, you have to go through the same application procedures as everyone else. Now, pre-apprenticeship may not necessarily be training, as we indicated earlier, but if it's training and you want to be placed on the ETPL, there are no exceptions. You have to go through the same application procedure.

Let's end this touchpoint with a polling question. What you're looking at, those five statements, are statements from actual state policies. So which of the following statements are potentially problematic in terms of supporting registered apprenticeship consistent with statutory intent? There are minimal performance expectations for registered apprenticeship sponsors.

Registered apprenticeship programs are subject to additional local requirements. Registered apprenticeship programs may quality for ITAs, if the occupation is a specified demand occupation. All programs must fill out the following forms and submit to the state workforce agency. Programs must have at least five apprentices in order to receive an ITA. Now, your possible answers are A, B, C, and D.

OK. Several folks are responding. OK. And I'm very glad to see that most folks – you can stop it, Gary, and publicize the results. Most folks said that all are potentially problematic, and that is correct. All of those statements are potentially problematic. When we say there are minimal performance expectations, it should say no performance expectations. When it says registered apprenticeship programs are subject to additional local requirements, that's potentially problematic.

Now, if the local is asking for something like an Employer Identification Number, well, that's fine. Registered apprenticeship programs may qualify for ITAs if the occupation is a specified demand occupation. Well, that's potentially problematic for obvious reasons. And all programs must fill out the following forms. No. Our sponsors will not walk away. They will run away.

And in one case here in the Dallas regional office I received a sample local ETPL application that was 28 pages. It was sent to me by a program sponsor who basically said they want nothing to do with WIOA because this is just more government bureaucracy. So that was obviously not the intent, and thankfully we've communicated what the intent is with that particular program sponsor. And programs must have at least five apprentices in order to receive an ITA. That is not appropriate, and it is not something that should be part of an ETPL policy.

OK, Gary. Can we go back to the slides?

OK. Let's start with performance outcomes and I know we've talked a little bit about it but let's get into more specifics. What you're looking at on the screen are the six primary performance indicators in the Workforce Innovation and Opportunity Act. So not withstanding final policy, right now registered apprenticeship is a win-win for all of those metrics.

Remember that registered apprenticeship is a job from day one. Now, the issue here is you want to enroll eligible individuals before they become an apprentice because otherwise they're not going to meet the low income priority for adults. And remember they're also earning up a wage from day one. The completion certificate is a recognized postsecondary credential under WIOA.

It supports the credential attainment rate which the definition in the statute is that they have to receive a recognized postsecondary credential during participation or within one year post-exit. So you have up until a year post-exit to get that completion certificate. And for longer-term programs the measurable skill gains, which is not based on exit – it is an interim progress measure, and registered apprenticeship was one of the things that Congress had in mind when they crafted this indicator.

OK. I know that we talked about myths very briefly. They were a big part of the webcast but this is another myth that pertains specifically to performance and specifically to exit and this is what I've been hearing for many, many years. It was the case under WIA and it's the case under WIOA and we're trying to change that.

So for instance, if you have a five-year registered apprenticeship program, you have to stay attached to those folks for the full five years. That is absolutely unequivocally not true. We initially clarified that in 2007 with Training and Employment Guidance Letter 2-07, which by the way is still effective today. So here's the bottom line. Unless there's a state policy that says thou shalt not, once WIOA is done the individual can be allowed to exit.

OK. So here are some examples. This is the real deal. Let's say you're supporting an apprentice through their front-loaded RTI, in other words, all of the classroom stuff is up front. When the RTI is done, allow the individual to exit. Or another example, let's say you've decided to support three classes for the first semester of the RTI. Allow exit to occur after the first semester ends. You could also allow exit to occur at the time of a scheduled wage increase.

Now, everybody is going to have their own performance standards for the median earnings in the second quarter after exit. So here you would actually be strategic about that. You may not want to allow them to exit at their first wage increase because maybe that's not on line with your target. Maybe you wait until the second. So there are choices. There are options.

OK. A local board is supporting an apprentice only for the first year of a two-year registered apprenticeship program. Which of the following statements is true? A, unless the program includes interim credentials, this will likely be a negative credential attainment rate outcome. B, if the board is supporting only the OJT, they can still take credit for credential attainment. C, the board will be unable to take credit for the retention measure. D, this will be a negative outcome even without interim credentials. So which one of those is true?

OK. The answers are coming in. Most folks are selecting the correct answer. OK. We can publicize that, Gary. Thank you. A lot of folks said that the answer was A, unless the program includes interim credentials, this will likely be a negative credential attainment rate outcome.

The reason why that is not true, that is false, is because remember what we said. It's a two-year program and you're supporting them through the first year and they have up until a year after exit to get that completion certificate. So actually it would likely not be a negative outcome. It would likely be a positive outcome.

So the correct answer is B, if the board is supporting only the OJT component, you can still take credit for credential attainment. Absolutely.

Now, some folks said the board will be unable to take credit for the retention measure. There is no retention measure under WIOA. That was a trick question. There – this will be a negative outcome even without interim credentials. No. I think it would likely be a positive outcome because the individual would attain the completion certificate within a year post-exit.

OK. Can we go back to the slides, Gary? Thank you.

OK. Let's talk quickly about board membership. This is a quick section, and what you see on the slide is exactly from the statute. Now, these are the requirements specific to registered apprenticeship. This is the statutory language which is identical for state representatives and local representatives except for the last few words.

So for the local board it's if such a program exists, and then there's one caveat. This is in fact the case unless there is a grandfathered board because as you know and WIA before it allowed a grandfathered board which the legislation calls an alternative entity. But irrespective of whether or not you have a grandfathered board, there is still labor representatives on the board that you can still make inroads with vis-a-vis supporting registered apprenticeship.

What's on your slide are the 12 legislative functions of a state board. What is in bold print are those clear functions where registered apprenticeship can have a positive impact. In other words, the state plan, reviewing policies to support alignment, continuous improvement metrics. Now, what is checked, the red check represents a new function. There were nine functions of the state board under WIA. There are 12 under WIOA. OK. So you have a signal of congressional intent.

For the local board under WIA there were eight functions of a local board. Under WIOA there are 13. The ones that are checked represent new functions, and you'll see the emphasis on career pathways, for instance, and also those functions that are in bold print are those where clearly the registered apprenticeship representative can have a positive impact.

Which of the following statements is true? A, registered apprenticeship program sponsors are required partners under WIOA. B, registered apprenticeship is expected to be represented on both state and local boards. C, registered apprenticeship is a core program with required representation on state boards. D, a registered apprenticeship representative on the state board can also be a registered apprenticeship representative on the local board. E, A and B. F, B and D. What is your answer?

OK. Let's see. OK. The answers are coming in, and most folks actually – yes. Most folks got it correct. The answer is B, bravo and D, delta. So in other words, registered apprenticeship is expected to be represented on both state and local boards, and a registered apprenticeship representative on the state board can also be a representative on a local board, and that's in the statute.

Now, let's see. Registered apprenticeship program sponsors are required partners. Several people said that. Actually, no. We're not a required partner, nor are we a core program. We're not a partner per se. We have required representation on the board, but we're not a partner. We don't have appropriated funding such as other programs do.

And OK. Gary, could we go back to the slide?

State and local planning. OK. Now, we're talking about sections 102 and 103 of WIOA, and the state plan is a strategic framework for collaborative strategies. It is not supposed to double as a doorstop. It is supposed to be something that's real, and whether the state submitted a unified or combined plan, there are strategic planning elements, operational planning elements, and both of those could impact registered apprenticeship. Now, I know this is actually language from a draft state plan. I know you don't want me to read this, but I have to because it's just beautiful. OK.

Under WIA, local boards were reluctant to support registered apprenticeship for multiple reasons, which was awesome that they were as honest as they were, including concerns regarding perceived performance implications. With the new provisions the state sees this as an opportunity to create a statewide vision that supports substantive partnerships. Music to our ears. Aligning those opportunities with WIOA service design and delivery in a holistic and comprehensive manner will take time and education and policy development to clarify broad parameters. This is awesome language.

Looking to the next several years we envision a workforce system where local boards and their One-Stop operators are robustly involved in supporting registered apprenticeship programs. Now, notice it also talks about getting to this point will be a large statewide endeavor that fully utilizes all available resources. Now, feel free to copy and steal this, but this is model language. This is absolutely awesome, and this would be nirvana.

OK. Local plans are required to contain 21 elements. Three of those elements pertain to registered apprenticeship, and those are on your slide. But there's a lot of impact that we can have here, and remember even though your local plan has already been submitted, there are still plan modifications.

So the question is how is registered apprenticeship incorporated into your planning? How is it incorporated into service design and delivery? And incorporation, incorporate is something that is – it's a word that we use all the time. I looked it up in the dictionary, and it defines incorporate as uniting or blending indistinguishably into an existing body. Another definition was to cause or merge or combine together into a united whole. So that's what we mean by incorporation, not an appendage, not an afterthought but part of the DNA, so to speak.

OK. Our last polling question. What is the expectation or intent behind strategic planning under WIOA in terms of registered apprenticeship? Substantive engagement between the workforce system and sponsors. Working in alignment with staff to meet the needs of business. The development of policy guidance that supports and doesn't burden program sponsors. Highlighting positive and promising practices of engagement. All of the above.

OK. So far most folks are getting it correct. And the answer is all of the above. Thanks, Gary. We can go back to the slides.

OK. Now, in terms of tools and resources you have to understand that every state has a state director. These are awesome individuals. Their website is on your slide but that is a key resource and we provide technical assistance at no cost. You've heard the expression, "Your tax dollars at work." Well, these are your tax dollars at work. We provide top-notch technical assistance, and we can support you.

Many states also have additional staff besides a state director. They have ATRs or apprenticeship training representatives that can also provide assistance. So make no mistake these staff are in fact a critical resource. We also have a number of tools that we have been publishing and part of the reason is because we're trying to publicize ApprenticeshipUSA and increase the number of apprentices and apprenticeship programs in this country.

We have a quick-start toolkit. We have a federal playbook that includes how resources from six federal agencies can support registered apprenticeship, a registration site, and pre-apprenticeship information that's the guide that we published in December is only 22 pages and it's an outstanding piece of work.

The RACC or Registered Apprenticeship College Consortium we talked about during the webcast, but basically it recognizes the link between completion certificates of registered apprenticeship and college credit. National Apprenticeship Week we're looking at November 14 through 20th. So this will be the second annual National Apprenticeship Week, and we're looking to have over 600 events this year.

And now, we will take questions. So, Gary, I will rely on you. Do I go up to the top?

MR. GONZALEZ: Yeah. If you want to – we want to start taking questions that were submitted earliest. I'll follow your lead.

MS. BRADY: OK. "Is there a link with more information on the WIASRD?" OK. What I would say to this questioner is go to www.doleta.gov/performance. That's doleta.gov/performance and look at workforce system results and there will be a public WIASRD file. Now, keep in mind these are millions of records and it's not like you can open up an Excel file. You need to have a statistical software package to analyze that data.

OK. "What or how is the formula funding distributed with the ITAs referenced?" Not totally sure what that question means, but in terms of ITAs, that's going to be governed largely by local policy. For instance, I mentioned in Colorado that they had a $5,000 ITA for each of those WIOA eligible individuals in that registered apprenticeship program. Now, some locals that would be above their cap because $5,000 would be too much. So I'm not sure I understand the question, but maybe that could be clarified.

"We are developing an online platform that helps trainers to gamify or make video training webinars interactive to increase attention for learners and collect data for trainers. In our case what will be the process for us? We provide tools and technology." When you're asking what will be the process for you, do you mean you want to register an apprenticeship program? I'm not sure exactly what you're looking at, but if you want to register an apprenticeship program, your first point of contact would be your state director, wherever – what state you're in.

OK. "Cannot RTI be supported with customized training funds also?" Yes. It can. "Wouldn't this be preferred to ITAs in many cases?" Well, the answer is it depends. An ITA is going to more likely be for an individual. Customized training is often viewed as an employer service. In other words, an employer has a cadre of individuals, incumbent workers who would receive the customized training.

"How do you recruit out-of-school youth for pre-apprenticeship training?" Well, that's a very large question, and there are a lot of different ways to answer it. The first thing I would do is you have low-hanging fruit in your adult population because now that the youth age goes up to 24, a lot of those are going to be adults. So if you have WIOA adults, look at which ones can be classified in addition as out-of-school youth. That's one easy answer.

"Since you're starting with a job to start with an apprenticeship employer-based training, why would their selection of a trainer be pertinent?" I'm not sure I understand the question. I'm sorry. I don't understand that question.

"Are the registered local boards prepared to do trainings in all demand jobs, or are there certain ones in Texas we should be in contact with?" The question just moved, Gary.

MR. GONZALEZ: You should see it to the left of the floating question marks.

MS. BRADY: Oh, OK. I was looking at the wrong – OK. "Are the registered local boards prepared to do trainings in demand jobs, or are there certain ones in Texas we should be in contact with?" I don't know. I don't understand the question. There are 28 local boards in Texas, and not all of them utilize registered apprenticeship. We're hoping to change that, and in Texas, if a registered apprenticeship sponsor has openings, it's automatically considered in demand.

And, Gary, the website that I'm looking at, it should be www.doleta.gov. There is a www there.

MR. GONZALEZ: Sorry. I took the direct link from the page. So this is –

MS. BRADY: Oh, OK. OK. That's fine. Thank you.

OK. "Can you use a single source contract to pay a provider who provides apprenticeship training? If so, do they not need to be on the ETPL because we are not using an ITA?" To pay a provider who provides apprenticeship training. If it's the classroom training component, then that would require an ITA, and in order to get the ITA you would have to be on the ETPL. So – but if you're talking about a contract, then I assume you're refer – the person is referring to OJT, the OJT component. The best way I can answer these questions is if I understand them. And if we don't have time to answer all of them, we can definitely do an FAQ or Q&A after this.

Let's see. "The link to the Texas policy gives me a 404 error message, page cannot be found." I'm sorry to hear that. Please feel free to e-mail me, and I will send you a copy of the Texas policy. You should not be getting that error message.

OK. "Are there regional or local collaboratives or groups organizing to develop apprenticeship programs?" Yes. "As opposed to just individual providers?" Yes. "If so, how might one find guidance on developing them and/or find out about existing ones?" Well, you could go to our toolkit, our registered apprenticeship toolkit that I just talked about, and there will be a lot of information in there. We also have employer associations that repre- – that are sponsors to multiple registered apprenticeship programs. So again, flexibility is key in our work. We work with employers, and employer needs are different.

"Can you supply a link to the U.S. DOL list of registered apprenticeships?" It says to the list of RAs. I'm not – I assume registered apprenticeship programs. We have 1300 apprenticeable occupations. If that's what you're interested in, that is on our dol.go/apprenticeship website.

"Will the registered apprenticeship system eventually support incumbent workers?" We do that now. Registered apprenticeship makes sense for a current workforce and a prospective workforce. So we would love for the workforce system to support our work with employers who want to develop programs for existing workers to upgrade their skills.

OK. "Seems to me that subsidizing employer participation via WIOA, OJT, and ITA payments undermines the real effect of traditional apprenticeship, which might result in way less retention of apprentices than real unsubsidized apprenticeship programs have achieved. Please comment." I'd love to comment, if I knew all the particulars. Let's see. I don't think – I don't think this is undermining or rather providing support for an employer that, let's say, is not prudent. There are a lot of employers that definitely need assistance and may not be able to run apprenticeship programs without having some additional support from the outside. Feel free to e-mail me, and we can have a further conversation.

"Can there be multiple registered apprenticeships in the region for the same occupation?" Yes.

"Would love to hear about how WIOA is supporting YouthBuild pre-apprenticeship for work experience in other parts of the country, if it's happening. Do you have an example or contact to send me?" I'm sure that the discretionary grants unit would be able to provide a resource for you.

"Is there a maximum age for registered apprenticeship?" In other words, to be an apprentice I assume. And there is not a maximum age. Now, obviously if you're 70 years old and you want to become an iron worker, that's problematic.

"Apprentices with ITAs, if WIOA is done after one year, what is the attained credential if no interim credential is in place?" OK. The example that I used was a two-year program. So therefore, if you supported them for just the first year, they would finish the following year, and you would have a year post-exit to get the credential. That's why it doesn't matter if there's an interim credential in that case. Now, if there was an interim credential, then that would be a slam dunk for the credential attainment indicator. Does that – I hope that helps. OK. So the attained credential would be the certificate of completion. I think that's the question that's being asked.

"Just to clarify, if an apprenticeship is four years and the local board supports ITA/OJT combined model during the first year then an increase in wages as competencies are met which show measurable gain, but would this also support a positive credential outcome given the credential is three years in the future?" That is an excellent question, and that's not something that I specifically covered. You're correct in your assumption, I'm assuming, if your assumption is that that would be a negative hit.

In other words, let me say that for everyone so that it's in English so that it's above board and transparent. Let's say you have a five-year registered apprenticeship program and you're only working with them for the first year. You're not going to see that completion certificate now unless – unless the program has interim credentials because our interim credentials are recognized by industry. Not every registered apprenticeship program that is several years in length has interim credentials. It's something that we're looking at specifically to better support the WIOA credential attainment indicator.

"How many registered apprenticeships were supported by WIOA last fiscal year across the U.S.?" Well, we don't work with fiscal years. We work with program years, and it's under 1,000 people.

"In California who is the director or contact person?" There – you can go to that website on the slide that says every apprentice – every state has a state director, and then you can click on that to find out. Rick Davis is the state director in California.

"Would you be able to give TA on apprenticeship at a state partners' conference?" Well, that certainly depends on what region that you're in, but there are many apprenticeship staff who could provide assistance.

"Can an ITA and OJT happen at the same time?" You bet. "And can supportive services?" In fact, if I was a program sponsor, nirvana for me would be that the workforce system would be helping me at least initially with the OJT, the RTI, and supportive services.

OK. "Do local One-Stops have funding for the classroom portion for the apprenticeship, e.g. Plumbing 101?" I can't say what local One-Stops have. Notice that you said local One-Stop. You didn't say local board. So an American Job Center is going to be based on contract. They're going to be under contract to the local board. So you're talking about a One-Stop operator. So I'm not exactly sure how to address that.

"Is there a national database of eligible training providers?" No. There are state lists only.

"You mentioned that the process should be simple for employers and sponsors. Does the same hold true for OJTs? Our state has a lot of hoops for OJT." I can't comment on OJT for OJT. I can comment on OJT as part of a registered apprenticeship program.

"How do we e-mail you?" Brady.Maria.R@dol.gov.

"With regard to the questions you didn't understand, could you follow up and answer these questions?" I would love to. I – I'm sorry that I don't understand everything that folks are frantically typing and trying to get their voices heard. I'm sorry about that, but I would love to.

"Are there special provisions and funding for veterans?" Depending on your state, that could very well be the case. I know that in the state of Texas they have several pots of money that are reserved for veterans. Also, just so you know – and this is the power of a registered program versus a non-registered program – veterans can only use their GI Bill benefits for a registered apprenticeship program, not just a Webster's Dictionary apprenticeship program.

"Is DOL recruiting employers who utilize a high percentage of foreign workers, training U.S. workers for the jobs that they are hiring foreign workers to do?" One of the things we're trying to do in this country is to change that. A lot of companies like from Switzerland, Germany, United Kingdom are coming over to the United States and they're bringing their apprenticeship programs with them because they can't find the skilled workforce. We're trying to change that.

"Utah is currently working together to support YouthBuild at a local technology school. Whoever asked that can contact me at" – oh, this is Kimber. Hi, Kimber – "Kburks@utah.gov if they are interested to know more." So the person who wanted information on YouthBuild and an example, go to kburks@utah.gov. That's Kimber Burks.

"Has DOL identified any research that illustrates the return on investment?" Oh, boy. Yes. Actually, for every dollar an employer spends, there is $1.47 return and that is a Canadian study and the Canadian system is much like ours. Now, there was a more recent study that actually replicated that, and the return was $1.50. Now, in terms of federal dollars, for every dollar invested – for every federal dollar invested, there's a $27 return, which is amazing.

"Which states utilize WIOA funds for registered apprenticeship the most?" I can tell you which local area, and this is public information. So I'm not saying anything that's untoward. But congratulations to Maricopa County in Arizona who reports the greatest number of apprentices each quarter.

"Are traditional apprenticeships valid now?" I don't know what that means. "Or just the regis-" – oh, "Or just the registered ones? What if your participant was in a traditional apprenticeship and placed at a job before the RTI started crossing program years, exited six" – OK. I'm not understanding all the particulars, but you're talking about the difference between a registered program and a non-registered program. And sure. You can still support non-registered apprenticeship programs. You're going to have to jump through all the hoops that every other provider is going to have to in order to get on the ETPL. And of course we only support registered programs.

"Is an ESL or ABE program considered a pre-apprenticeship program? Can WIOA funds be used to fund this?" Well, it could be considered pre-vocational. So it depends on the particulars, but I've seen some successful pre-apprenticeship programs that include adult basic education so that the folks can get their high school equivalency because many apprenticeship programs you're required to have at least a high school diploma or equivalency.

"Will registered apprenticeship programs have a distance ETPL versus a non-RA program in the same discipline?" I don't understand the question. If you're asking if we employ distance learning, the answer is correct. Yes. We do.

OK. That's – I don't have any more questions.

MR. GONZALEZ: And so, Maria, just to follow up on that last one, I think the submitter meant distinct programs.

MS. BRADY: Oh, "Will registered apprenticeship programs have a distinct ETPL versus a non" – no. It's going to be part of the statewide ETPL but there should be a flag that specifically says this is a registered apprenticeship program and also it's not going to have all the other information that all of the other providers on the ETPL are going to have.

"You talk at length about ETPL using WIOA formula funds. Will there be any alignment with I-TRAIN in California?" I cannot respond to that question.

MR. GONZALEZ: And so we've exhausted all the questions that have been submitted thus far. I want to point out that we have been recording today's session. We're going to post that recording in approximately two business days to WorkforceGPS along with a written transcript of everything that was said.

If you haven't done so already, you can download the PowerPoint from the file share window at the bottom left-hand of your screen. The PowerPoint has already been made available on WorkforceGPS. If you can't download now, you can access it from the event page on WorkforceGPS. And as I mentioned at the top of the hour, a webcast was made available in conjunction with today's live event. If you didn't have time to do that webcast, it is also available on the event page of WorkforceGPS.

So I'm not seeing any other questions rolling in, but I want to put it back to Maria, if you have anything else you want to address.

MS. BRADY: Thank you for your interest in registered apprenticeship. If you didn't get your questions answered, then please ask them again. It is absolutely critical that registered apprenticeship be integrated into the workforce system, and we're doing everything we can to support that.

If you need nuts and bolts technical assistance, please go to your state director. If they have any questions, they know that they can contact me. So please, thank you for your support of registered apprenticeship and ApprenticeshipUSA. Don't give up. You have got to engage with registered apprenticeship. Thank you.

MR. GONZALEZ: Thank you, Maria. I want to thank you.

(END)