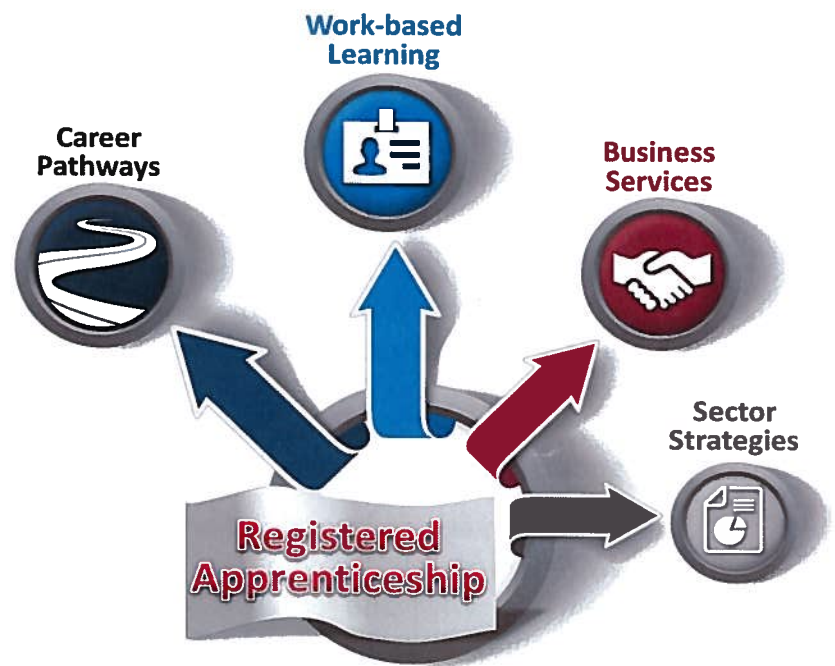


The Workforce Innovation and Opportunity Act: *Using Apprenticeship to Build a Workforce for Today's Economy*

The Workforce Innovation and Opportunity Act (WIOA) provides a unique opportunity for the public workforce system to transform and improve the quality of life for job seekers and workers. Through Registered Apprenticeship, workers can learn the transformational career skills they need to succeed by partnering with employers looking to develop skilled workers to compete in today's global economy.

Registered Apprenticeship is a proven approach that can help state and local workforce systems meet the needs of both businesses and job seekers, creating a pipeline of skilled workers that can compete in today's economy. In fact, Registered Apprenticeship has proven to be the most effective training process for reinvigorating a company's competitiveness, productivity, and performance.

The basis of apprenticeship is deep industry involvement in worker training and educational programs. Programs can transform and prepare businesses and a regional economy's workforce to meet the changing demands of the 21st century marketplace. Registered Apprenticeship is an effective work-based approach that builds worker skills and establishes pathways to higher levels of employment and wages. WIOA creates career pathways, as well as sector and business strategies to facilitate success.



Why Registered Apprenticeship is a Valuable Strategy for the Workforce System

Registered Apprenticeship is an industry-driven training approach that combines on-the-job learning with job-related classroom instruction. As an “earn and learn” model, apprentices are employed and earn wages from the first day on the job. Registered 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 Cybersecurity and IT, Healthcare, Financial Services, Transportation, and Energy – in which apprenticeship is used to meet the needs of businesses and provide transformational skills for workers. Registered Apprenticeship also leads to higher workplace performance, reduced worker turnover, and worker credential attainment.

WIOA Promotes Success through Registered Apprenticeship

Many state, regional, and local workforce systems around the country have used Registered Apprenticeships when working with employers, adults, dislocated workers, and youth in their area. WIOA provides even more opportunities to fully align and integrate apprenticeship programs into the public workforce system.

WIOA includes several features that strengthen Registered Apprenticeship as a tool, a training program, and as a partner in the workforce system.

- ★ **WIOA requires an apprenticeship representative to sit on state and local workforce boards**
WIOA requires inclusion of a member of the apprenticeship system on state and local workforce boards. Specifically, WIOA requires that boards include a representative of a joint labor-management apprenticeship program or, if none exists, a representative of an apprenticeship program. An apprenticeship representative may already be engaged on boards in some states and local areas. For others, the State Apprenticeship Agencies and the state offices of the U.S. Department of Labor's Office of Apprenticeship can assist you with identifying these representatives.
- ★ **WIOA makes more funds available for Registered Apprenticeship Programs**
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 providers of classroom training. This is one of the most important changes in WIOA, as it expands opportunities for job seekers and for the workforce system to use WIOA funds for related instruction and other apprenticeship costs.
- ★ **WIOA promotes work-based learning to meet employer needs for skilled workers**
WIOA promotes greater use of work-based learning and a stronger emphasis on business services. WIOA provides for increased reimbursement rates for employers for on-the-job training (OJT). OJT can be used to support apprenticeship programs, and this change promotes the greater use of registered apprenticeship as a strategy to address the needs of both employers and job seekers.
- ★ **WIOA supports registered apprenticeship as a workforce strategy for youth**
WIOA lists pre-apprenticeship activities and work-based learning among the youth program elements. WIOA also recognizes registered apprenticeship as a career pathway for Job Corps students, and supports coordination of the Youth Build program with pre-apprenticeship and registered apprenticeship programs.
- ★ **WIOA facilitates alignment of registered apprenticeship with the needs of the business community**
The increased emphasis on work-based learning and business engagement in WIOA provides an exciting opportunity for the workforce system to integrate registered apprenticeship into its business services. Since employers are at the center of the model, apprenticeship automatically brings industry to the table. Therefore, registered apprenticeship aligns perfectly with sector strategies, industry partnerships, and other investments in meeting the needs of the business community.

To learn more about registered apprenticeship and its value to the public workforce system, please visit the Apprenticeship Toolkit at www.dol.gov/apprenticeship/toolkit.htm