

Workforce Alliance of South Central Kansas



INTEGRATING WIA AND REGISTERED APPRENTICESHIP INTO WORKFORCE SYSTEM DESIGN

President Barack Obama

Inaugural Address to Congress – February 24, 2009.



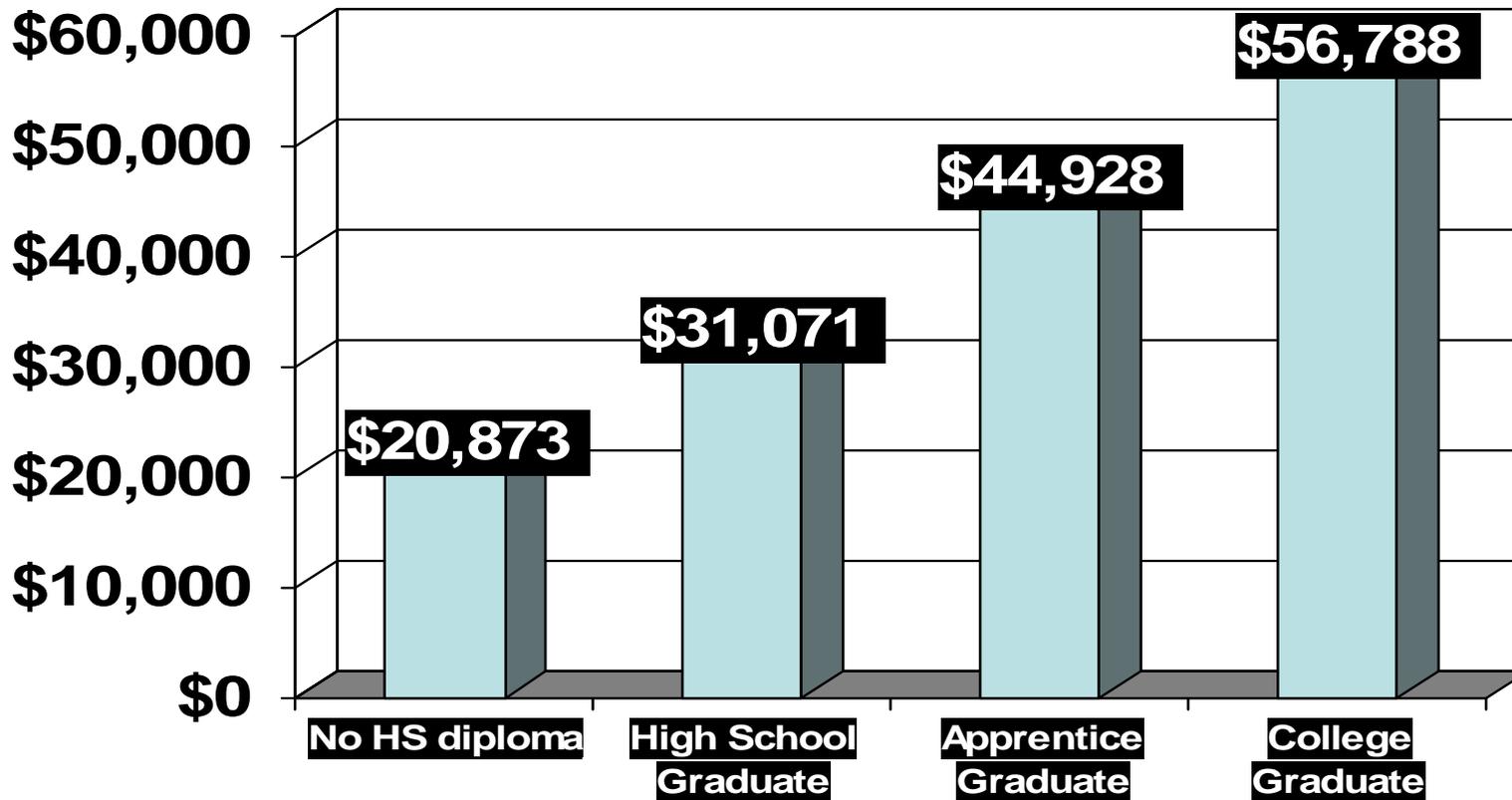
“It is our responsibility as lawmakers and educators to make this system work. But it is the responsibility of every citizen to participate in it. And so tonight, I ask every American to commit to at least one year or more of higher education or career training. This can be community college or a four-year school; vocational training or an **apprenticeship**. But whatever the training may be, every American will need to get more than a high school diploma. And dropping out of high school is no longer an option.”

Today's Registered Apprenticeship

- Earn while you learn model
- Combines immediate employment with a structured program of skill attainment over a multi-year period
- Combines on the job learning with related technical instruction
- Includes mentoring and clearly established career pathways



The Apprenticeship Advantage



■ Annual Wages per 2006 U. S. Census data, RAPIDS

Workforce Alliance of South Central Kansas



About Us

- Six Counties South Central Kansas
- Wichita MSA
- Rural
- Urban
- Manufacturing
- Aviation
- Health



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Our Model

- Registered Apprenticeship is embedded into the basic Workforce System Design

- It is not a program, project, burden, or difficult to achieve

- Three ways to attain skills:
 - Work (OJT)
 - Classroom then work (traditional)
 - Classroom and work (Registered Apprenticeship)



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State Support

- Registered Apprenticeship and WIA in the same cabinet level agency
- WIA state set aside funds the State Office of Apprenticeship
- Wagner Peyser staff are integrated into the regional delivery system
- State Regional Registered Apprenticeship staff are housed in the One Stop
- Technical assistance , Information Clearinghouse, and cross training of all One Stop staff done by State Office of Apprenticeship
- State makes grant funds available for RA scholarships used in conjunction with WIA case management
- State RA Director is engaged and supportive
- Waivers supporting RA are in place



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Local Workforce Investment Board Support

- Integration of RA part of the Local Area Plan
- Labor Representatives come from the RA Training Centers
- Eligible Training Provider list process is streamlined
- WIA staff have clear directions to support RA
- TEGL 02-07 is the “Yes We Can” document
- \$100,000+ in WIA funds to support RA past two years (90% of WIA funds flow through the Local Workforce Boards)
- Leveraging funds from non-WIA funds, grants and private foundations



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Employers Non-Financial System Support

- *Workforce Solutions* Business Team assigned Business Services Representative
- Promotion of RA
 - Posting on state job board at KansasWorks.com
 - Career fairs, EXPO booth space, Digital Signage, Resource Room materials
- Application Process
 - Pick up and drop off
 - Screening, testing, assessment
 - Assistance with meeting EO and recruitment goals
 - Attachment to WIA funds to support applicant



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Job Seekers Non-Financial System Support

☐ Core/Intensive Services in Career Center

- Job search and career explorations done concurrently as part of Center intake and assessment (CareerPath or Kansas Career Pipeline)
- Maintaining household income during process is critical
- Referrals to Community Based Organizations
- Application to Registered Apprenticeship (or any E & T activity) does not stop Core Services (if not accepted, services in place)
- Move to Intensive Services if more support is needed. Create Individual Employment Plan. Provide supportive services

Note: Jobseeker will either attach to the workforce or document he needs additional assistance to obtain or retain employment to qualify for training services (one of six criteria).



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WIA Financial Support for Employer Based Training

□ Source of Funds

- Adult and Dislocated Worker formula funds allocated by the State to the Local Workforce Investment Boards
- Funds set aside by the LWIB (up to 10% of the allocations) for incumbent worker training
- Governor's "set aside" or "discretionary" funds (up to 10% of the Adult and Dislocated Worker formula funds)
- Direct grants from the US Dept. of Labor, e.g. NEG, Stimulus
- Non WIA grants administered by LWIB



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WIA Financial Support for Employer Based Training

☐ Training Services Provided by Contract

- OJT-pays up to 50% of training costs, capped by wage rate
Caution: not wage reimbursement. Written for a worker not earning a self-sufficient wage as defined by the LWIB. A benefit to the individual
- Customized/Incumbent Worker-needed to increase earnings, avert layoff, or keep employer competitive. Pays up to 50% of training costs. A benefit to the employer and individual.

Worker does not have to be in need of training to obtain or retain employment leading to self-sufficiency

Worker must meet only core eligibility

Written for a group of employees to benefit the workforce



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WIA Financial Support for Employer Based Training

☐ Training Services Provided by Individual Training Account (ITA)

- Worker must meet eligibility guidelines
- Provider must be on the Eligible Training Provider List or a Registered Apprenticeship
- Barrier resolution may occur before or subsequent to RA application/acceptance
- WIA training enrollment concurrent with application to RA conducted at Workforce Center
- WIA training orientation concurrent with RA orientation conducted at the Training Facility
- Joint case management, single points of contact

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WIA Financial Support for Employer Based Training

Caution:

- WIA can pay for costs that are the responsibility of the Apprentice
- Apprentice must be treated the same as others
- Displacement by federal funds not allowed

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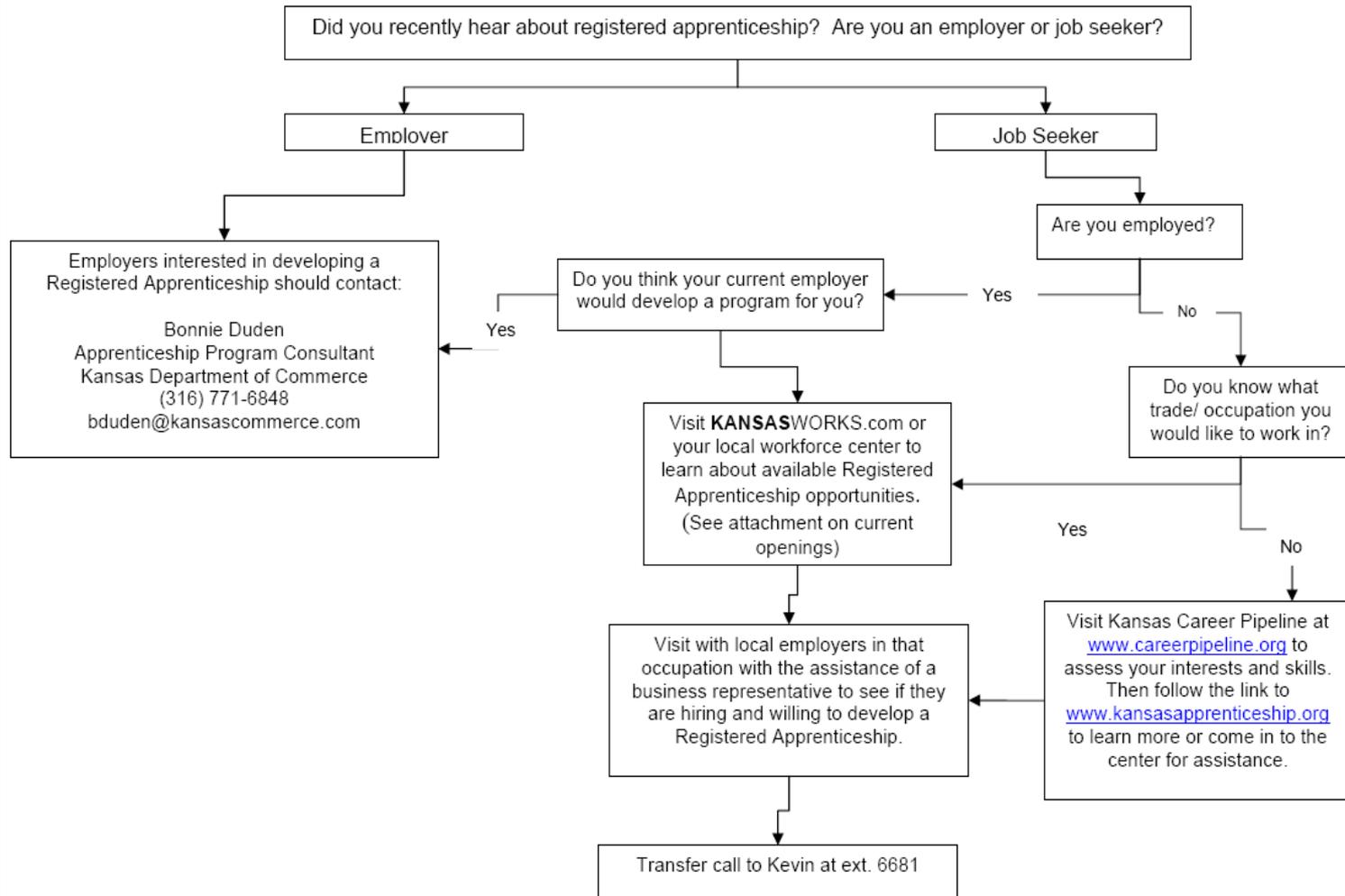


Preparation for Apprenticeship

- Heavy and Highway Equipment-Topeka YWCA, USDOT grant, for Career Assistance Network, articulates into several RA's
- Manufacturing Skills Certificate-piloted at Wichita Area Technical College, now statewide. Created by Aviation manufacturers as the stepping stone to advanced manufacturing in Aviation, expanded to other manufacturing clusters. Will be used as the template for Composites
- High School completion at the Wichita Workforce Center. Helps qualify interested applicants for RA openings. Joint project with Simon Foundation and the Wichita School District
- Kansel-CBO funded by trade unions to assist with GED completion

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WICHITA WORKFORCE CENTER REGISTERED APPRENTICESHIP DESK AID



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- Reach all customers: youth, seniors, women, and minorities
- Articulation agreements with secondary education
- Integrate with incumbent worker training
- High School to Registered Apprenticeship development
- Develop core competencies, **think green**, create a pipeline

SUCCESS!

EVERYONE IN THE SYSTEM VALUES AND ASSIMILATES REGISTERED APPRENTICESHIP INTO THEIR INDIVIDUAL BUSINESS MODELS



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