INTEGRATING WIA AND REGISTERED APPRENTICESHIP INTO WORKFORCE SYSTEM DESIGN
“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.”
Key Elements of Registered Apprenticeship

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
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)
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
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
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
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).
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
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.
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
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
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
The American Recovery and Reinvestment Act and Registered Apprenticeship: Yes You Can

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WICHITA WORKFORCE CENTER
REGISTERED APPRENTICESHIP DESK AID

Did you recently hear about registered apprenticeship? Are you an employer or job seeker?

Employer

- Employers interested in developing a Registered Apprenticeship should contact:
  
  Bonnie Duden
  Apprenticeship Program Consultant
  Kansas Department of Commerce
  (316) 771-8646
  bduden@kansascommerce.com

Job Seeker

- Do you think your current employer would develop a program for you?

  - Yes
  
  Visit KANSASWORKS.com or your local workforce center to learn about available Registered Apprenticeship opportunities. (See attachment on current openings)

  - No
  
  Do you know what trade/occupation you would like to work in?

    - Yes
      
      Visit Kansas Career Pipeline at www.careerpipeline.org to assess your interests and skills. Then follow the link to www.kansasapprenticeship.org to learn more or come in to the center for assistance.

    - No
      
      Visit with local employers in that occupation with the assistance of a business representative to see if they are hiring and willing to develop a Registered Apprenticeship.

      Transfer call to Kevin at ext. 6681
The American Recovery and Reinvestment Act and Registered Apprenticeship: Yes You Can

Pre-Apprenticeship Preparation for Apprenticeship

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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
The American Recovery and Reinvestment Act and Registered Apprenticeship: Yes You Can

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