
Policy Number: Section 2 Policy 22

Effective Date: 9-10-19

Registered Apprenticeship Policy

Purpose:

The purpose of this policy is to describe and to detail the regulations concerning Registered Apprenticeships.

References:

WIOA §§ 129(c)(2) & 134(c)(3)(A)(i)(I)
20 CFR 680 & 681
TEGLs 10-16, 13-16, 19-16, & 21-16
29 U.S.C. 50 et seq. (National Apprenticeship Act of 1937)
www.workforce.arkansas.gov/ACRS/ETPApprenticeShipList.aspx
ADWS Policy No. WIOA I-B – 1.2 (Definitions)
ADWS Policy No. WIOA I-B – 2.3 (Eligibility for Adult Program)
ADWS Policy No. WIOA I-B – 2.4 (Eligibility for Dislocated Worker Program)
ADWS Policy No. WIOA I-B – 2.6 (Eligibility for Out-of-School Program)
ADWS Policy No. WIOA I-B – 3.1 (Services for Adults and Dislocated Workers)
ADWS Policy No. WIOA I-B – 3.2 (Services for Youth)
ADWS Policy No. WIOA I-B – 3.3 (Occupational Skills Training)
ADWS Policy No. WIOA I-B – 3.4 (On-the-Job Training)
ADWS Policy No. WIOA I-B – 3.9 (Supportive Services)
ADWS Policy No. WIOA I-B – 3.5 (Registered Apprenticeships)

Policy:

Five core components Registered Apprenticeship (RA) Programs, and must include:

- Business involvement
- On-the-Job Training (OJT)
- Related Instruction
- Reward for skill gains
- National occupation credential

The length of training and skills and competency required for mastery of the occupation are set by industry standards.

OJT

An OJT contract may be entered into with registered apprenticeship program sponsors or participating employers in registered apprenticeship programs for some or all of the OJT portion of the registered apprenticeship program, consistent with the guidelines of this policy [TEGL 19-16]. Depending on the length of the registered apprenticeship and local policies, the OJT may last for some or all of the registered apprenticeship training [20 CFR 680.740(a)].

Even though the cost of training may be subsidized by WIOA funds, a participant in a RA is considered to be employed [TEGLs 10-16 & 13-16].

Related Instruction

RAs automatically qualify to be on the State's eligible training provider list. ITAs may be used to support the related instruction component of the RA for eligible apprentices.

Eligibility Requirements

Participant must first qualify for the respective WIOA program.

The case file must contain a determination of need for training services as determined through the interview, evaluation, or assessment, career planning using local labor market information and training provider performance information, or other career service received. If career services are not provided before training, the case manager must document the circumstances that justified the determination to provide training without first providing career services [20 CFR 680.220(b)].

A contract for the OJT may be written for an **unemployed** individual if they meet the general requirements of the respective program.

When contract for RA is written for an **employed** worker:

1. He/She must not be receiving a wage leading to self-sufficiency
2. He/She must expect to receive a wage leading to self-sufficiency because of the OJT; and
3. The OJT must be related to the introduction of new technologies, introduction to new production or service procedures, upgrading to new jobs that require additional skills, workplace literacy, or other appropriate purposes identified by the LWDB [20 CFR 680.210, 680.720, & 680.740].

For the purpose of determining "employment status," it is determined at the time of eligibility determination.

Allowed Assistance for Apprenticeship Programs

Supportive Services may be provided for those who demonstrate a need for them, subject to eligibility requirements.

Needs-related payments are not to be provided for RA due to conflicts between the Final Rule and TEGL 13-16. At the request of ADWS, Central will not provide these payments for RA unless subsequent guidance authorizes it.

Youth

Each of the 14 Program Elements available, as appropriate, to youth who have the skill level, academic level, and interest to participate in that activity. Case managers and participants should use the assessment and ISS to determine if a specific program is appropriate for the participant.

Pre-apprenticeship training is a category of Program Element 3, work experience. It includes:

- Training and curriculum that aligns with the skill needs of employers in the Central Area
- Access to educational and career consulting and other supportive services
- Hands-on, meaningful learning activities that are connected to career options
- Opportunities to attain at least one industry-recognized credential
- A partnership with one or more registered apprenticeship programs

All Youth may receive supportive services, as needed, and within other relevant CAWDB policy.

Approved by: <u>Michelle Allgood</u>	Date: <u>9-10-19</u>
Title: <u>CAWDB Chairperson</u>	

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