

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

Open Chat 1: What are your top three priorities for implementation of WIOA?

- Morgan (1001422769030197200): Can Apprenticeship programs use TANF Subsidized Employment funds?
- Nancy (1000723343405972078): audio is not working. poor audio.
- Korrie (1001324673047577338): regarding apprenticeships, i'd like to make sure we understand how they will impact performance measures, particularly credential attainment and employment.
- Troy (1001424753138079249): 1. High Level coordination of our plan connecting ABE students to apprenticeships and workforce activities
- Daniel (1001423040217690633): Local Control
- Larry (1000723343405971057): Ensure that participants are given every opportunity to become economically and socially self-sufficient
- Adam (1001423056993371220): Real Incumbent Worker Training opportunities/funding
- Loretta (1000723343405971163): Formula funds should support RA
- miraj (1001422965645016995): proper labor matching distribution systems; top quality workers and training for them; suitability clearance to make america safe
- Juanita (1001212336870482445): Regional Collaboration, Procurement of the One Stop Operator and Business buy-in
- Lorilei (1000723343405975330): draft regulations and implementation
- Susie (1001423239976236362): Maintain local control and flexibility, increase accountability of partners, improve training provider process
- Heather (1001424534004698166): Can CRP's promote the establishment of apprenticeships in the community; likewise act as the fiscal agents
- Cynthia (1001029170914368556) 2: striking a balance of what is possible and what is legislative
- Lisa (1001205242980922991) 2: Can we expand RA into medical vocational training?
- Christi (1001201941729494839): 1. Recognition of apprenticeship program sponsors as educational providers.
- Stan (1001423261331234981): Continued coordination between the Community College and the Department of Labor in my state
- Carol (1000723343405989802): Integration of services for youth, integration of services for disabled, get rid of "turf wars"
- Troy (1001424753138079249): 2. Effective collaboration with workforce partners and HHS
- John (1000723343405973533): expand apprenticeship
- Patricia (1000723343405970929): Career Pathway enhancement, connection with economic development, one-stop system development
- Dan (1001005576593278890): Helping registered apprenticeships.
- Geri (1000723343406000087): improving services for lower skilled incumbent workers to support their career advancement and job retention
- Daniel (1001423040217690633): Partners pay their equal share of AJC costs
- Mike (1001415445367256145): Maximize industry participation to ensure that program needs meet the labor market demands
- Larry (1000723343405971057): acquisition of valuable, portable credentials
- Jane (1000912844286914974): pre apprentice training and preparation programs funding
- Jamie (1001423943479306916): Understanding how to use WIOA to assist the expansion of apprenticeships
- Anne (1001411679224821068): make sure well communicated so both mandatory and non-mandatory partners are knowledgeable and can collaborate well
- Lettie (1000723343405997499): training -understandable rules and regs - funding
- Shirley (1001110256080310367) 2: Clear and understandable guidelines along with additional funding to help implement requirements.

WIOA Stakeholder Consultation:

WIOA and Registered Apprenticeship (9-12-14)

- Christi (1001201941729494839): 2. Inclusion of registered apprenticeship in WIB boards
- Dan (1001423861257774041): A workable definition of administrative costs similar to what we current have - not too narrow
- Kendra (1000926141399211708): Infrastructure cost sharing, eligibility in terms of working with incumbent workers, and effective partnerships.
- Christine (1000723343405969914): 1) Local control and flexibility, 2) Ability to grandfather in or re-procure and charter OSCC operators with the ability to provide co-located WP services with non-State staff, with state-local approval (per DOL MA "pilot" waiver under WIA-WP, 3) Obtain true partner funding and not just "people w/ no \$\$\$"
- Heather (1000723343405992777): Formula funds should be provided for RA and SAA's!!
- Patricia (1000723343406005502): Opportunities for occupational training linked with educational bridge programs
- Karla (1001324834368064786): Program and common measures
- Mike (1000908250579864988): determining what the changes are, how the performance measures will impact what we do, and then determine how to implement the program with changes
- Cynthia (1001414854884448234): Ease of transfer from WIA to WIOA. Understanding required elements. Local flexibility
- Rebecca (1001409436492805528): 1) Making the Required Deadlines related to implementation; 2) Understanding, translating, and implementing WIOA successfully
- Tanya (1001423234520969791): Implementing a monitoring and compliance plan to access the quality of service delivery to the targeted audience under RA
- Daniel (1001423040217690633): Flexibility for delivery of services
- Justina (1001230442806719886): Maintain local flexibility, shared resources with mandated AJC partners; common performance measures and data collection processes
- Kelly (1001425239298090693): Ensure that training programs at community level (such as Pre-Apprenticeship) are connected to RA through recognition, selection, or point-based priority system.
- Loretta (1000723343405971163): Verbiage needs to be much stronger than "reinforces connections with RA"
- Fred (1001132163667082976): Integration of CTE programs and accountability to WIOA; Integration of community college initiatives to WIOA; Integration of economic development and workforce development initiatives
- Cynthia (1001029170914368556) 2: fadequate funding to provide the services required
- Kenneth (1001423236995871530): Are the standards we hope to attain going to be judged by NATIONAL standards or LOCAL standards?
- Diana (1001422755358635297): preserve local control and flexibility
- Elizabeth (1000723343405973670): Achievable performance measures, clear and well-defined regulations, funding sufficient to address the new WIOA requirements
- Heather (1001408358197553850): Clearly defined performance measures and easliy understadbale policy. Also one federal system to track all services and job seekers so all partners are looking at the same information
- Norine (1001407929663046637): Including people with disabilities in all services offered through WIOA.
- Emily (1000723343406007385): Would like to see better integration of RA into WIOA - stumbling blocks have included - training timeframs and the lack of RA programs in our local area.
- Troy (1001424753138079249): 3. Reduce the stress on the field by receiving guidance and

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

templates as early as possible.

- Heather (1000723343405992777): Formula funding for SAA's!!
- Jon Rubin: Role community colleges can play
- Eva (1000907780794799824): 1. Apprenticeship implementation at State/Local level
- miraj (1001422965645016995): america needs to become safe. there are too many prisoners hurting innocent people in their previous jobs-- only to wait three years later to match into a job
- Rene (1001425355982558846): Dealing with out of school youth allocation increase
- Connie (1001424544050841547): Strategies to meet performance standards
- Tanya (1001425245703614857) 2: Align WIOA for apprenticeship purposes
- Scott (1001425509149388286): small employee awareness
- Larry (1000723343405971057): adequate supportive services especially transportation
- Ron (1001425442740533226): Ron clear understanding of terms and definitions between the two programs
- Pam (1000723343405986476): Allow more flexibility in terms of employer engagement, especially Incumbent Worker Training; strengthen the WIBs ability to require coordination and collaboration of the partners
- Angel (1001423753312861472): have a stronger system in place that connects willing employers to work with our subsidized job placement programs
- Paul (1001425541129433815): How are you going ensure that local WIA groups will work with apprenticeship programs? That has not been our experience!
- Will (1001221371070341862): I am a former job corp graduate, now JATC coordinator. Is there anyway to connect jobcorp training to pre-apprenticeship with registered apprenticeship?
- Christi (1001201941729494839): Expansion of apprentices by adjusting ratios of journeymen to apprentices
- Caran (1000916949383197136): performance measures; flexibility with service definitions when our area has limited apprenticeship opportunities
- Nina (1000723343405971073): Guidance on early implementation from USDOL; ability to use the waiver authority to facilitate early implementation; continuation of Wagner-Peyser demonstration state status
- Brenda (1001308553098291787): 1. Inclusive strategic planning 2. Utilization of real time labor market data to meet industry and customer needs. 3. Work based learning
- Maureen (1001314376659314385): We need apprenticeships on ETPL and we can't even get all our most-used vendors on ETPL since state takeover of our DB system (in CA).
- Robin (1001411343884136195): Provide quality, effective services to people with disabilities who are un- or under-employed
- Geri (1000723343406000087): aligning performance measures across funding sources to promote shared investment in training
- Cynthia (1001029170914368556) 2: the buy-in of all mandated partners
- Diane (1000723343405973582): what and how can we access funds for returning citizens ?
- Karla (1001324834368064786): Possibility of career laddering
- Patrick (1001422839485950211): Enhance Required Partnerships, Develop Regional Planning Environment, & Enhance Board & Business engagement or a broader scale.
- Janan (1001104869458087950): Sector-based training with implementation of paid apprenticeship and/or work-based training
- Deborah (1000723343405984525): With Career Services: understanding at what point enrollment occurs; local/regional: local control and flexibility
- Robert Dan (1001423153197803740): Follow policy designated in WIOA legislation, Follow State Policy in implementing at the local AJCC, Complete documentation as required by State Agencies
- Pamyła (1000723343405989371): Timing of Apprenticeship acceptance and enrollment into WIA

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

system. Timeline may not work with system.

- Joseph (1001114631321676598): Local level autonomy, no contradictory guidance at Federal and State level, local level oversight and authority
- Cynthia (1001029170914368556) 2: minimize the destruction of the current system
- Blanca (1001424558915200433): Will these apprenticeship programs provide certification to adults and youth in order to present and obtain qualified employment that will assist with self-sufficiency?
- Justina (1001230442806719886): Need more consolidated and marketing to engage employers
- Kathy (1001412942043128781): Offering employers incentives to open up more partnerships with institutions of higher learning.
- Jan (1000723343405991138): Employer engagement at all levels; clarity in federal and state regulations & policies; incentives for programs to co-enroll
- Beatrice (1001013932994009741): What is pre apprenticeship vs registered apprenticeship. how best to link youth.
- Emily (1000723343406007385): Better communication between the WIOA and RA administrators to ensure programs are implemented smoothly.
- Diane (1001325449938538361): increased , simplified ways for WIOA to fund apprenticeship
- Donny (1000919733373493442): Identify timelines and establish a connection with unions and non-unions
- Joel (1000723343405970584): Increase number and quality of training opportunities
- Lori (1001112334334868779): industry-recognized certifications in demand fields of employment in the immediate areas where people live. Better workforce training programs that can provide training to all youth and adults, and finally the alignment of all the agencies to get coordinated results
- Lucy (1001425244822949946): Determine how WIOA is going to benefit Apprenticeship vs. the limitations experienced under WIA
- Dan (1000923747663592743): Ensure that Governors and Chief Elected Officials follow the law in the appointment of board members.
- Andrew (1001326048450382730): Aligning and integrating registered apprenticeship with those seeking training through the WIOA systems; further alignment of Job Corps with registered apprenticeship and Job Corps
- Debra (1001423254186038715): Cooperation between state agencies, so the local levels can function effectively
- Christi (1001201941729494839): Improvement of one-stops by including small business and apprenticeships
- Lisa (1000723343405974835): Performance measures, direct entry for Title I enrollees into apprenticeships.
- Fred (1001132163667082976): incentivizing apprenticeship opportunities in partnership with community college programs
- Gwen (1000723343405975096): Ensure alignment to local and regional workforce board strategies in supporting high wage jobs
- Donna (1000835852813547920): Local Control, flexibility, clear and precise guidance in regulations and how will they affect performance if they are already employed regarding credentials, some programs are 4-5 years long
- Cynthia (1001029170914368556) 2: local control and flexibility
- Mike (1001415445367256145): Improved flexibility in the development of apprenticeship programs that meet the occupational needs of employers
- Debby (1001422957949426848): More flexibility with dislocated workers to allow them to work part time jobs and still be considered dislocated
- Larry (1000723343405971057): Opportunity for intergenerational partnerships

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Joanna (1001305856272168635): Clear federal guidance for state and local workforce agencies on the implementation of WIOA policies and the monitoring of WIOA partnership agencies and implementation of registered appren. programs.
- Mike (1000908250579864988): Set a brand and stay with it, the names of the program changes county by county state by state
- Heather (1001424534004698166): 1:1, no more than 1:2 ratio so that job seekers have a higher rate of retention.
- Emily (1000723343406007385): Well developed and identified "pre-apprenticeship programs for youth.
- Angela (1001423165130885753): what are the most common areas in demand for apprenticeship
- Mary (1000723343405974570): clear and concise definitions for common indicators across all core programs
- miraj (1001422965645016995): top medical support to help people transition into their careers. physical and occupational therapy improvements to help disabled do well in their careers
- Heather (1000723343405992777): Include RA as a performance measure for local areas.
- Cynthia (1001029170914368556) 2: maintaining customer choice
- Pam (1000723343405986476): Strengthen local control and flexibility
- Donna (1001409736807763213): Timelines, east of transition, understanding performance measures
- Caran (1000916949383197136): how to expand and improve reg apprenticeship program already in place
- Dan (1001423861257774041): Ability to retain current effective consortium structure for AJC operator - a grandfather provision would be great!
- Geri (1000723343406000087): stronger investment in post placement retention services
- Carol (1000723343405989802): clarification of intership - what is legal as far as paid- unpaid.
- Richard (1001423372629142167): Clear guidance to local programs, flexibility within the WIOA parameters, and alignment of partners and clearly defined roles, responsibilities and performance and financial mandates.
- Loretta (1000723343405971163): Fully integrate RA into WIOA
- Paul (1001425541129433815): We need help in approaching industry sectors to have apprenticeship training
- Blanca (1001424558915200433): Will the Tribal TANF programs be able to use these funds to their adult participants?
- Daniel (1001423040217690633): Increased funding to support additional mandates
- Larry (1000723343405971057): Dropout retrieval
- Cynthia (1000723343405972371): New RA programs developed in partnership with WIA staff specifically for WIA eligible participants
- Maureen (1001314376659314385): Mandate that AJCC staff be on apprenticeship advisory committee and vice versa to get the conversation going. Our problem: no engagement in either direction below WIB level. :-)
- Ebony (1001425533692741106) 2: opportunities for partnerships, flexibility with adults, dislocated workers, and persons with disabilities to work part-time
- miraj (1001422965645016995): honesty in america. communications improvement in media so americans can put food on the table
- gregory (1000723343405981241): Integration of Registered Apprenticeship into Economic Development goals
- Vinnie (1001423376434894080): Clear definition of pre apprenticeship
- Heather (1000723343405992777): Formula funding for SAA's - I'll keep saying it until someone listens. ;-)
- Diane (1001325449938538361): incentives for WIB boards to better utilize apprenticeship

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Janan (1001104869458087950): Improved alignment of systems with apprenticeship programs, workforce depts and local community colleges
- Lauren (1001122681591798321): Using training funds strategically to address wage and occupation equity gaps,
- Lucy (1001425244822949946): Identify funding sources available under WIOA to support Apprenticeship programs namely in the construction and building trades
- Heather (1001424534004698166): promote community awareness- increase incentives for partnering employers
- Jason (1001411967663102828): Understanding WIOA, Collaboration with agency partners, increased employer outreach toward apprenticeships
- Geri (1000723343406000087): stronger links between WIBs and apprenticeship programs
- Carol (1001420876784711830): Carol defining parameters around pre-apprenticeships
- Angel (1001423753312861472): programs that are more geared towards providing employment placement for those with criminal records
- Diana (1001422755358635297): spending 75% of youth funds on out of school youth
- Jeffrey (1000723343405998453): Take advantage of the current largely privatized system of craft apprenticeship using federal dollars only for innovative partnerships rather than subsidizing new parallel programs.
- Madera Workforce (1001127262431610107): Getting a UI staff person physically in the AJC
- Jane (1000912844286914974): support of apprentices into new technology programs with funding for laptops
- Ebony (1001425533692741106) 2: defining apprenticeship and eligibility
- Kelly (1001425239298090693): Greater transparency on indentures, completions especially for WOMEN and MINORITIES
- Cynthia (1000723343405972371): grants for new RA start up
- Pam (1000723343405986476): TA on integrating RA to Industry Sectors
- gregory (1000723343405981241): Increase funding opportunities for Registered Apprenticeship participants
- Larry (1000723343405971057): Reduction of opportunity gap
- Joseph (1001114631321676598): Cooperation and harmony among ALL staff in the workforce centers
- miraj (1001422965645016995): streamline a job application process. should work faster!
- Lori (1001112334334868779): making sure that the agencies give feedback to the actual results of those persons that have trained as to where they are working and if they are working within the area of training that they were issued the cert for
- Janan (1001104869458087950): Employer incentives to hire
- Carole (1001221375514207587): Understanding apprenticeship program
- Tanya (1001423234520969791): Promote RA program in underserved areas
- Maureen (1001314376659314385): Yes! Incentives for WIBs to better use apprenticeships!
- Diane (1000723343405973582): apprenticeship vs OJT?
- Lauren (1001122681591798321): Supporting pre-apprenticeship training for underrepresented groups
- Greta (1001420841058603747): Knowledgeable individuals on the front line at the workforce centers 2. Publicity to encourage better participation of individuals with hidden disabilities 3. Offer testing for people who are not typical thinkers
- gregory (1000723343405981241): Expand Registered Apprenticeship beyond traditional industries such as construction and manufacturing
- rolando (1001208268587868418): Will OJT waivers granted under WIA remain applicable under WIOA??
- Andy (1001423160676175286): Employer incentives in rural areas to develop apprenticeship

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- opportunities
- karen (1001231837912259619): Assisting youth that have dropped out of school and connecting a work/ edu component
- Ebony (1001425533692741106) 2: yes that's great Gregory! Apprenticeship beyond the traditional types
- Troy (1001424753138079249): Will grandfathered boards include RA on those boards?
- Cindy (1001425437162531983): Increased flexibility in apprenticeship program design to meet needs of employers
- miraj (1001422965645016995): where does this all come from?
- Maureen (1001314376659314385): RA reps having regular presence (even monthly) at AJCCs.
- Lauren (1001122681591798321): promoting apprenticeship in mfg, transportation and utility fields
- Geri (1000723343406000087): is the RA representation on WIBS in addition to the labor representation?
- miraj (1001422965645016995): apprenticeships in legal, medical, financial, insurance fields are needed too.
- Heather (1000723343405992777): Formula funding for SAA's!!!!
- Janet (1000723343405980720): will apprenticeships still go thru local community colleges. etc. or thru the job centers?
- Maureen (1001314376659314385): Educate AJCC staff/CM's on RA's.
- Heather (1001424534004698166): How can we max funding and have facilities? That's what we face in our rural area for training.....schools in the evening? This will help alleviate transportation barriers.
- Fred (1001132163667082976): How will RA be represented outside or organized labor? Will they be specifically identified members of LIB's?
- karen (1001231837912259619): Promoting more non-traditional apprenticeships
- Larry (1000723343405971057): How do RA's fit into the requirement for competitive bidding for youth programs?
- Andrew (1001326048450382730): labor representation has increased to 20%, including RA
- Mike (1001415445367256145): equal access and promotion of apprenticeship programs, regardless of labor affiliation
- Troy (1001424753138079249): Adult Ed has limited information on RA services, information and promotion...
- Heather (1000723343405992777): Formula funding for SAA's!!!
- miraj (1001422965645016995): janet, i do not think even ivy league colleges and their top nationally ranked colleges are getting equal access and apprenticeship opportunities yet
- Mary (1000723343405974570): increase available funds to support increased reimbursement rates for OJT & customized training
- Tanya (1001423234520969791): Institute apprenticeship programs that will allow americans to be competitive...thus keeping more jobs here.
- Paul (1001425541129433815): we need apprenticeship preparation for adults just as much as the youth
- Christine (1000723343405969914): Actually Andrew the 20% is beyond labor and RA, also includes others representing workforce -- read ACT which is clearer than summaries I've seen
- Geri (1000723343406000087): employer reimbursement allowable for industrial apprenticeship for incumbent workers?
- Carol (1001420876784711830): is there a time limit for OJT using WIA funds
- Carol (1000723343405979991): Audio is gone
- Karla (1001232044006483744): define preapprenticeship training
- miraj (1001422965645016995): where is information for registered apprenticeship?

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Janet (1000723343405980720): miraj our local community college does the majority of our apprenticeships- we do not do any thru our local job center.
- Maureen (1001314376659314385): RAs doing more promotion inside AJCCs and at job fairs AJCC's host.
- John (1000723343405973533): There is not enough funding for the development of apprenticeship programs.
- Wanetta (1001309265506044209): speaker keeps fading in and out even on the phone
- Terry (1001423253901284501) 2: DOL should require the use of Taft-Hartley funds for apprenticeship programs, not depend exclusively on WIOA monies
- Lettie (1000723343405997499): limited apprenticeship programs in the area, these need to increase IF they are a top priority for funding and coordination.
- Troy (1001424753138079249): YES,,,Karla (1001232044006483744): define preapprenticeship training
- Carol (1001420876784711830): Will there be any changes made to WIA eligibility with regards to required docs
- Heather (1000723343405992777): Ease regs around for ITAs for apprentices so that timing isn't as problematic.
- Carol (1000723343405989802): RA available to everyone- not just folks with connections in business
- Deborah (1001113757270207130): How will RAs be made available to dislocated workers and specifically to older workers?
- Robin (1001411343884136195): Provide more, specific information about how to use Registered Apprenticeship programs in conjunction with vocational rehabilitation
- Greta (1001420841058603747): I am confused about when the oppurtunities become available. Some of the webinars said not until 2016 and some comment that they are already a
- miraj (1001422965645016995): janet, what im saying is that students from ivy league colleges and their counterparts are still waiting to work in america. the standards have been very rigorous to enter too for them.
- Wanetta (1001309265506044209): say more about standardized measures for skill gains
- Carlton (1001407941903766394): Can you address this new law and how it affects DOL/VA recent refocusing of DVOP and LVER roles?

WIOA Stakeholder Consultation:

WIOA and Registered Apprenticeship (9-12-14)

Open Chat 2: What challenges did you experience in integrating RA into public workforce system planning and policy under WIA that can be addressed under WIOA?

- Madera Workforce (1001127262431610107): No local programs/employers, misconception of RA in the community and labor/union
- Brett (1001423741547883934) 2: WIA limited to two years of training funding
- miraj (1001422965645016995): the challenges are that the information is not conclusive or comprehensive
- Lisa (1001205242980922991) 2: Clarity on where and when funding (WIA) starts and ends and when RA begins
- Cynthia (1001029170914368556) 2: developing RA outside of the trade unions
- Elizabeth (1000723343405973670): Lack of understanding of value of RA with respect to WIA performance measures
- rolando (1001208268587868418): Lack of mandated cooperation with CTE
- Daniel (1001423040217690633): RA programs are virtually non-existent in our rural area
- Pam (1000723343405986476): Employer engagement - hard to get employers on board with it.
- Karla (1001324834368064786): How are skill gains going to be measured? Not all providers and One Stop Centers have access to the same instruments. If it becomes a PM, what are the law requirements to determine whether this measure has been attained or not?
- Steve (1000723343405984061): Integration didnt work under WIA. It didnt happen because performance measures were so different.
- David (1001423149863799423): recognition of RA program details
- Terry (1001423253901284501): disconnect between RA and Wagner-Peyser at the State Level
- Stephen (1000916139897773631): It was difficult to get employer buy-in to the apprenticeship program under WIA.
- Deana (1001423353437358933): yes agree with Daniel here also
- Kendra (1000926141399211708): Partnering at earlier stage of the process--before the apprentice begins working.
- Troy (1001424753138079249): Adult Ed was never included to any part of the discussion and integration efforts
- Ron (1001425442740533226): Apprernticship and WIA use the same words, but they often have differeent meanngs to the two system. This makes reporting very confusing.
- Heather (1001424534004698166): Community partnerships/education; in WIA my youth did not have access to job coaches
- Anna (1000907758449453501): RA traiing is longer than we can typically support
- Juanita (1001212336870482445): Registered Apprenticeship programs are on our Eligible Training Provider List in Louisiana. We have great relationship with them. Electricians and Plumbers locals sit on our WIB.
- John (1000723343405973533): There are very few apprenticeship programs nationwide. Placement was very scatter shot.
- Larry (1000723343405971057): Challenges: Paper work, employer indifference, RA not being felt as a viable option for youth (only a college degree is valuable).
- Daniel (1001423040217690633): Require RA programs to connect with the AJC
- Ralph (1000723343405973535): Difficulty establishing working relationship with RA
- Steve (1000723343405984061): The workforce folks had no incentive to partner with RA
- Mike (1000908250579864988): I've found the apprenticeship programs in our area to be the "old Boys" club, you have to know someone to get in the program
- Kelly (1001425239298090693): Significant local / state and private funds have been allocated to pre-apprenticeship training with no guarenteed linkages to RAPs. Evidence demonstrates that PAT is a very critical link in adult training pipeline.

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Lisa (1000723343405974835): Employers in emerging sectors have concerns about unionization
- Cherry (1001423352804582347): GAP funding in our area just starting and covers few programs
- Paul (1001425541129433815): How about a calendar for schedule of local WIA boards
- Rene (1001425355982558846): Low employee engagement to participate in RA
- Ebony (1001425533692741106) 2: Lack of diversity in the type of apprenticeships available
- Lettie (1000723343405997499): no local RA programs in the area, states should expand apprenticeship opportunity to non traditional jobs ... medical,??
- Cynthia (1001414854884448234): No local employer engagement. Lack of apprenticeship opportunities in the area.
- Patricia (1000723343405970929): Development of RA is very staff intensive. This means that more staff is needed to serve fewer people.
- Geri (1000723343406000087): If RA is an employment outcome, then can WIOA provide support during the 12-60 month period of the RA?
- Lisa (1001205242980922991) 2: forms and agreements that transfer from the WIA as handoff to the RA trainer/employer
- Cynthia (1001029170914368556) 2: restricted definition of RA
- Pam (1000723343405986476): Agree with Daniel re: the rural areas which is why it's hard to get employers on board
- Troy (1001424753138079249): Limited representation on WDC
- Shirley (1001110256080310367) 2: Many apprentices in our area are through the Unions and it has been difficult to make in-roads in their process.
- Scott (1001425509149388286): from an employers standpoint it is very difficult to be aware it exists as an option due to the pressures of business, and once aware it is very difficult to identify a clean path to utilize this benefit and train workers
- Carol (1000723343405989802): In 20 year of Voc Reh, have only has one person accepted in RA program - made equally available to individuals with disabilities. Very few opportunities in general
- Donny (1000919733373493442): Disconnect between local office of apprenticeship and the local workforce agencies.
- Janet (1000723343405980720): employer engagement- the employers work with our local community college on RA's so will they still work the community colleges?
- Angel (1001423753312861472): Yes Pam.. I agree. Employers seem to be apprehensive in partnering with the program
- Justina (1001230442806719886): Limited AR that are listed on ETPL - need more types of incentives to promote their listings.
- Shawna (1000723343405974181): apprenticeship programs last up to four years. WIA limited to two
- Carole (1001221375514207587): no prior experience utilizing RA
- Anna (1000907758449453501): RA sponsors speak a different language than WIA providers
- Carol (1000723343405996614): Challenge under WIA is that RAs that don't include costs for participants (costs for training are covered by unions, etc.) can't be called Apprenticeships. Is this going to be different under WIOA?
- Mary (1001333147957211777): Employers disinterest in RA
- Lori (1001112334334868779): allowing training providers the opportunity to become part of a apprenticeship programming - the cost seemed to be a problem
- Armando (1001331630118182510): lack of funding for employers
- Jane (1000912844286914974): having work sources understand the required documentation and education levels required to apply for apprenticeship and helping overcome those barriers
- Wanetta (1001309265506044209): multiemployer nontraditional RA needs 3rd party administration

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Andrew (1001326048450382730): some states vigorously resist the inclusion of registered joint apprenticeship programs as registered training providers.
- Ebony (1001425533692741106) 2: lack of diversity in the type of apprenticeships available
- Lei (1001228260512956256): apprentice selection is enmass, with most qualified being selected, unlike other training providers
- Lettie (1000723343405997499): who is telling apprenticeship programs to coordinate with WIOA AJC?
- Dan (1001423861257774041): Most RAs in PA are in Building Trades - Very few active programs in Advanced Manufacturing sector despite real need in machining and maintenance career paths
- Diana (1001422755358635297): Developing and registering apprenticeships takes too long as currently administered. Can take more than a year.
- Paul (1001425541129433815): Funding apprenticeship programs through WIOA would very helpful
- Kelly (1001425239298090693): WIOA staff need to have a deeper understanding of RA
- Heather (1001424534004698166): Misuse of funds.....Football games do not relate to campus tours (just to give an example)- WIA experience
- Joanna (1001305856272168635): Making sure there are jobs available after WIOA participants complete RA programs.
- Blanca (1001424558915200433): Getting employers to participate and provide an opportunity for those going through training.
- Lisa (1000723343405974835): The ETPL process is duplicative of the OJT and certification of vocational training program processes
- Janan (1001104869458087950): Strategies or incentives for employer buy-in and continued commitment
- Christi (1001201941729494839): Apprenticeship was not invited to participate in public workforce systems in the past. Now is the chance to change that.
- Will (1001221371070341862): employer incentives are missing
- Jeffery (1000935138941342280): limited to construction sector and that is not realistic for most customers
- Kathy (1001412942043128781): Employer engagement in programs that are new to the apprenticeship model; employers that are not accustomed to the role of an apprentice. Specifically, health care.
- William (1000723343405992371): Funding does not accommodate four years of funding for an apprenticeship
- Cynthia (1001029170914368556) 2: funding
- Jan (1000723343405991138): Some states/locals have limited experience with any involvement with apprenticeships; we need a 101 course; performance indicators cause hesitancy if not outright FEAR
- Geri (1000723343406000087): Difference between apprenticeship in the trades - entry into RA is a placement - and industrial apprenticeship which is usually for incumbent worker advancement
- Larry (1000723343405994512): Resistance to RA in Business and professional services industries
- Ross (1001324750081121949): lack of apprenticeship programs; only electrical and plumbing. Apprenticeships are with unions.
- Lauren (1001122681591798321): limited funding through WIA for pre-apprenticeship programming
- miraj (1001422965645016995): the extra information on the internet makes the jobs available to be scams or not is confusing. one labor system model is needed to process information correctly
- Gwen (1000723343405975096): Duration of apprenticeship and impact on performance, lack of funding support and lack of employer engagement

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Larry (1000723343405971057): Issues related to transportation: kids can't get to training sites!
- Heather (1000723343405992777): Integration of RA under WIA was limited. Ease regs so that timing of granting ITAs for apprentices is not impacted by when/if they are already employed. That's a big issue here.
- Ron (1001425442740533226): The roles of organized labor, SAA and WIA agencies are very convoluted. Roles must be made clearer.
- Justina (1001230442806719886): Some challenges in working with RA programs and community colleges programs on the same page and recognized
- Pam (1000723343405986476): Difficult to get RA Rep for our board. Again in rural areas, they're pretty scarce. I see this happening under WIOA as well.
- Donna (1001409736807763213): Historically, a lack of RA opportunities, timing is good with WIOA as RA are gaining more popularity and interest within the private sector
- Lorilei (1000723343405975330): Not widely used by employers
- Christi (1001201941729494839): Need to recognize that there are non-union apprenticeships, and individual employers that sponsor apprentices.
- Terry (1001423253901284501): Lack of consistent curriculum across apprenticeship programs
- Jane (1000912844286914974): outreaching to women for construction apprenticeships
- Mike (1000908250579864988): Apprentiships only offered at special enrollment times often once per year
- Wade (1001333844095191968): Fundamentally, the registraton process is too long and involved for most businesses to undertake.
- Barbara (1000913152943836118): I dont really understand RA, have not used them.
- Janet (1000723343405980720): Yes Lettie who is telling RA's to coordinate with WIOA???
- Christine (1000723343405969914): Limited opportunities in my region outside of construction
- miraj (1001422965645016995): in my family we cant figure out when the job placement match works?
- Karla (1001324834368064786): Current exclusivity contracts between an employer and a service program
- Wanetta (1001309265506044209): connectivity across the training and service delivery spectrum
- David (1001423149863799423): recognition of RA program availability in region
- Mary (1000723343405974570): apprenticeship programs are viewed as incumbent worker training opportunities, difficult to engage apprenticeship programs with new workers
- Cynthia (1001029170914368556) 2: finding any entity that will want to participate as a RA provider -- So far only 8 state wide by the definition of being on the ETPL
- Paul (1001425541129433815): Greater Access to WIA boards
- Donna (1000835852813547920): Alot of local apprentiship programs last up to 5 years before they are considered done with training, ie, electricians - to journeymen is 5 years long, that is a long time to follow someone to wait for that credential, will we still have the opportunity to record OCP's as gaining a credential like in WIA? Occupational Completion Points
- Anne (1001411679224821068): ****With adults, there has been a disconnect with WIA because there had been no way for individuals interested in apprenticeships to search for apprenticeships pre-employment. Not sure if NC interpretation or law, but must be employed before being an apprentice, and there has been a lot of sensitivity to keeping employers' apprenticeship programs quiet. . Pree-apprenticeships could be one way around this but also need to look at innovative ways individuals can self-select into aan apprenticeship career pathway
- Mary (1001423045276995681): Lack of RA opportunity locally. Many people are reluctant or unable to relocate.
- Patrick (1001422839485950211): Offering more emphasis on RA collaboration and flexibility on RA Programs would help improve cooperation. Making it a more open system and process.
- Loretta (1000723343405971163): Understanding of how public workforce system can support RA

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

sponsors

- Larry (1000723343405994512): RA retention for females
- miraj (1001422965645016995): the timeline associated
- rolando (1001208268587868418): Need to integrate supported services with RA
- Deborah (1000723343405984525): Challenges: employer engagement beyond the construction trades; lack of awareness that apprenticeship opportunities go beyond the trades; inconsistent between states (requirements more strict than other bordering state)
- John (1000723343405973533): Only 3% of all construction workers are apprentices. Expansion of RA is critical.
- Donny (1000919733373493442): Challenge to increase diversity with RA.
- Pam (1000723343405986476): Can this be part of the 20% WBL for Youth?
- Justina (1001230442806719886): Multiple provisions for positive outcomes...need more jobs
- Nora (1000723343405984120): WIA requiring a WIA receipt in a RA program to obtain a certificate/credential from a RA sponsor in a program longer than 2 years.
- Maureen (1001314376659314385): Limited enrollment times for RAs.
- Mark (1001423350010611626): Will funding be provided for longer periods of time or be required for longer periods of time for this program.
- Heather (1001424534004698166): Larger realm of professionals on the boards
- Lauren (1001122681591798321): Limited funding for RA staffing to travel, engage, make connections
- Diana (1001422755358635297): Apprenticeship = longer training = greater costs. Since costs will be measured, these are opposing forces.
- Cynthia (1001029170914368556) 2: Current there are no business consortium -- will it be possible to get someone besides the trade unions to participate
- Emily (1000723343406007385): Number of RA programs available and lack of pre-apprenticeship programs. Setting youth up in programs and then not having RA available
- Maureen (1001314376659314385): Need equal recognition of non-union apprenticeships.
- Nina (1000723343405971073): Hard to get any labor reps on local boards, let alone 20% labor and RA
- Christi (1001201941729494839): RA needs to be considered for both Youth and Adults in addition to dislocated workers.
- Lori (100112334334868779): allow funding to be used for training program purchases to JOB CORPS or YB
- Geri (1000723343406000087): poor understanding between RA systems and workforce systems of how each other operates
- Janan (1001104869458087950): Duration on apprenticeship and attaining programmatic outcomes within funding cycles
- Jeffrey (1000723343405998453): Difficulty in public recognition of apprenticeship as a valid form of post-secondary education.
- Terry (1001423253901284501) 2: Disparate impact on women
- Cynthia (1001029170914368556) 2: getting existing RA providers to get on more than the very few participants
- Heather (1000723343405992777): NO FUNDING FOR SAA'S
- Terry (1001423253901284501) 2: Better coordination with Voc-Rehab
- MiChelle (1000723343406003732): complications with marketing; seems cumbersome/overwhelming for employers... need to simplify to increase employer engagement
- Mary (1000723343405974570): apprenticeship programs are long term commitments ---
- Kelly (1001425239298090693): RAP need to have incentives to participate in public workforce system - they view it as cumbersome and dysfunctional. What type of incentives will DOL promote to engage RAPs with WIOA?

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Lauren (1001122681591798321): what Geri said!
- Jill (1000723343405984537): with OJT --- some apprenticeship training programs have multiple employers participating ----- OJT are usually set up with one employer ----- so in order keep working an apprentice may move from one employer to another as work with one employer may slow down --- can this be addressed?
- Judy (1000723343405971360): length of some of the RA programs
- Pat (1001019360232144026): Challenge - parameters of WIA regarding OJT and apprenticeship - what is the length of an appropriate OJT vs a 2 year apprenticeship?
- Larry (1000723343405994512): Introduction of state/fed regulations into business hr process
- Michelle (1000723343406003732): Training and connections between state and local wfd
- William (1000723343405992371): Who is a Representative of RA programs, the State staff responsible for the program? Often too few to accommodate local areas
- Armando (1001331630118182510): buy in from local unions
- Rebekah (1001222332473982892): unfamiliar with RA within WIA youth in rural area
- Geri (1000723343406000087): access to support services, tutoring, etc during first year of RA- when participant is considered placed
- Donna (1000835852813547920): Will there be funding to support this? Will we have to switch them over from apprenticeship programs to Customized training?
- Norine (1001407929663046637): Employers want to have more control over the program and sustainable outcomes of trained employees who will stay. How do we meet that need and keep the goals for services to the people we serve. Answer the employers issues about liability, health insurance and unemployment. A very complex system that is hard to explain when trying to integrate appre
- Richard (1001423372629142167): WIA performance measures and grant pools limited utility of doing long-term training such as registered apprenticeship programs, and focus often went just to very generic multi-craft pre-apprenticeship programs with little real connection to the actual register apprenticeships
- Emily (1000723343406007385): Streamlining processes
- Mike (1000908250579864988): help with the application fee, last on I saw required \$30 to apply
- Joseph (1001114631321676598): Apprenticeship programs have never gotten off the ground really in our state. It does no good to hype a program, then eliminate the funding and human resources to operate the program. If this is to work under WIOA there must be real money and people to run the program. Further, it does not good for the State and Federal to have a program and the representatives really not know anything about how it will be administered when asked.
- Lei (1001228260512956256): sponsors select most qualified; not those who need more help
- Heather (1001424534004698166): Yes Emily
- Carol (1000723343405996614): What other apprenticeship programs are there besides the trades? and where do I find a list?
- Anne (1001411679224821068): Apprenticeship has historically been viewed as a program for employers, not employees, needs to be a way (maybe even "blind") where individuals can apply to positions that are apprenticesable
- Gregory (1000723343405981241): Overcoming the stigma associated with skilled trades and the devaluation thereof
- Eva (1000907780794799824): Lack of understanding of the concept and its implementation at state level, which means that there are none (that we know of) here in PR
- Maureen (1001314376659314385): Point made by WIA mgr yesterday: Longer trainings are at odds with placement goals.
- Diane (1001325449938538361): Pre-apprenticeships used very effectively in California - need more clarity and simplified process and incentives to use WIOA funds for actual RA

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Troy (1001424753138079249): Underrepresented minority populations such as Native
- Justina (1001230442806719886): Labor is represented at 15% or more on our WIB
- Joseph (1001114631321676598): Let's do it right this time!
- Mike (1001415445367256145): apprenticeship program requirements are seen by employers in the construction industry as cumbersome and inflexible - do not meet the unique skill requirements of their employees/business model

WIOA Stakeholder Consultation:

WIOA and Registered Apprenticeship (9-12-14)

Open Chat 3: What concerns related to RA programs being on the Eligible Training Provider List (ETPL) have you had in the past that can be addressed under WIOA?

What issues need to be considered in order to implement the new WIOA provision that includes RA programs on the ETPL?

- Elizabeth (1000723343405973670): Entry into ETPL programs may not be tied directly to employer needs, especially in terms of cyclical sectors such as construction.
- Janet (1000723343405980720): None that I know of because we don't do RA's at the job center.
- David (1001326047918153634): WIB's are associations that should be incentivized to become apprentice program sponsors. It would better integrate apprenticeship with the workforce system. The WIB would be able to attract more employers and would be able to concentrate on local industry sectors.
- Emily (1000723343406007385): Although on the ETPL, not open for enrollments
- Jan (1000723343405991138): No past experience so no past issues
- Carlene (1001423761882385856): Performance and documenting performance
- Cynthia (1001029170914368556) 2: In CA will they have to meet the 70% placement
- Geri (1000723343406000087): industrial apprenticeships for incumbent workers considered not allowable
- Scott (1001425509149388286): it is hard for the employers to find, understand, and engage in the system. The benefits are not communicated clearly
- tina (1000723343405998413): Always seem to be out of funds.
- Ebony (1001425533692741106) 2: no past issues
- Loretta (1000723343405971163): Again, lack of Local Area understanding of RA and ETPL
- Brett (1001423741547883934) 2: The vast majority are over two years
- Andrew (1001326048450382730): Concerns have more to do with RA being excluded from training provider list.
- William (1000723343405992371): There are two parts to the answer. If you are referring to the hands-on training, then the employer of record is the Training Provider and should not have to qualify under the ETPL. If you are referring to the academic training, then it could be under a local community college which should be eligible under ETPL. The problem is the availability of classes. Online curriculum could be a problem with ETPL
- Katrina (1000723343405979461): Keeping the information up to date and concerns about employer confidentiality
- Susie (1001423239976236362): RA programs in our local area are not tuition based.
- Juanita (1001212336870482445): Programs last 5 years and it is difficult to appropriate funding when you do not receive an allocation that allows for such payment.
- Lei (1001228260512956256): RA programs only recruit periodically, not ongoing
- Dan (1001423861257774041): No problems, but little activity.
- Lorilei (1000723343405975330): no past issues
- Angel (1001424569702457585): RA is not allowed under WIA
- Cynthia (1001414854884448234): Length of the apprenticeship programs - some take 4 years or longer. How would WIOA monies cover the apprenticeship - a 4 year OJT?
- Joan (1001022857187459657): funding
- Pat (1001019360232144026): Putting business names out there, confidentiality...
- Justina (1001230442806719886): Limited number of RA programs that have applied to be part of the ETPL...need more local RA programs to submit
- Diana (1001422755358635297): Length of training is off-putting
- Cynthia (1001029170914368556) 2: portable certificates for other trades/skills
- Mary (1000723343405974570): RA and pre-apprenticeship programs traditionally elect not to

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

request to be added to the ETPL

- Lori (1001112334334868779): Making it easier for to become an eligible training provider and having that information clearly listed and easily found
- Janan (1001104869458087950): Lengthy process for programs to be on teh ETPL
- Kendra (1000926141399211708): We already have our apprenticeship programs on the ETPL. So, no problems.
- Greg (1001423357283248150): Need a streamlined apprenticeship system, and need more apprenticeship opportunities. For example, changing rules so that journey workers can have more apprentices working under them.
- Geri (1000723343406000087): pre-apprenticeship programs not linked to local apprenticeship programs
- Charles (1001422752047799880): ETPL in NY is much more cumbersome here than in other states and is not very user friendly
- Ken (1001105949374360960): That RA was eligible for ETPT in a number of cases
- Shawna (1000723343405974181): difficulties in getting training providers to report completer data
- Loretta (1000723343405971163): Will be helpful that RA sponsors are automatically on ETPL
- Terry (1001423253901284501) 2: DOL needs to encourage other sources of funding for apprenticeship programs (such as Taft-Hartley)
- Carol (1000723343405996614): RAs are only listed in the Minneapolis metro area, local sites in greater Minnesota are not listed on DOL site
- Diana (1001422755358635297): RA programs mostly related to skills trades
- Jean (1001425549918498721): We have had trouble in the past being listed on the ETPL list, eventhough we meet all eligibility criteria. Keeping the ETPL list accurate and up-to-date is key.
- Larry (1000723343405971057): In order to be on the ETPL, there needs to be quantifiable results/qualitifiable results. Known credentials might work.
- Emily (1000723343406007385): Too few opportunities listed - length of programs
- Lora (1000723343405980867): Not all RA programs will complete the ETPL process, we need their buy-in
- Wanetta (1001309265506044209): Difficulty of extending RA model to rural areas
- Barbara (1000913152943836118): Reporting requirements from training providers
- Anne (1001411679224821068): how does that work... does that mean coverage of the classroom component only or is there actual reimbursement for the work-based learning part of it?
- Lei (1001228260512956256): RA performance by cohorts not tracked
- Caran (1000916949383197136): they weren't on the ETPL in CA previously
- miraj (1001422965645016995): i need a physical person to tell me what kinds of opportunities are available to me. there are still no cwics or wipa projects still talking to me yet. i am waiting for all of that help and need a return on my investment with all my work and training participation
- Debby (1001422957949426848): Length of apprenticeship programs average 4 years from start to Journeyman status - will this be covered >
- Lisa (1000723343405974835): It is time oonsuming for the Sponsor to register the program on the ETPL. If the vocational piece is already a certified program then don't make it duplicative by having the sponsor register it again.
- Ebony (1001425533692741106) 2: is there anyway that the programs can be shorter, more comparable to technical/vocational programs
- Deborah (1000723343405984525): haven't had any on ETP: in the future there needs to be an understanding that whether funded by WIOA, all will be included in the measures
- Jane (1000912844286914974): what Cynthia said-length of apprenticeships programs
- Ron (1001425442740533226): Currently RA is a voluntary programs financed primarily by employers. The long term affects of putting it on the ETP list could lead to employers

WIOA Stakeholder Consultation:

WIOA and Registered Apprenticeship (9-12-14)

- abandoning thier programs to take on gevt subsidies .
- Geri (1000723343406000087): high entry criteria for entry into apprenticeship
 - Rene (1001425355982558846): Our ETPL don't have any RA program
 - Lisa (1001205242980922991) 2: All vocations on the DOLI list should be available in every market - not grayed out in their literature. Should be employer driven response.
 - Jon Rubin: State ETPL system cumbersome at best - apprentice programs don't normally want to jump through these hoops and be held to the tracking/reporting requirements
 - Patrick (1001422839485950211): Great idea. Program needs to be more open for easier enrollment and training starts.
 - David (1001423149863799423): no RA programs on past ETPL in our region
 - Joanna (1001305856272168635): The documentaton and certification of RA and the length of time for the RA programs training and the costs of the programs.
 - Terry (1001423253901284501) 2: Apprenticeship programs are male dominated - need more women in non-traditional apprenticeships
 - Cynthia (1001029170914368556) 2: not enough programs in the local area
 - Diana (1001422755358635297): Most RA programs related to skills trades less attractive to women.
 - tina (1000723343405998413): They have always said funds in Missouri are available in June & October, but still seem to never have funds
 - Pam (1000723343405986476): Sometimes the RA is very specific to an employer making it hard to collect adequate data. Also, because of that, sometimes the numbers will be very small for consideration for the ETPL
 - Daniel (1001423040217690633): How are apprentices charged for their training
 - Carol (1000723343405979991): The length of the waiting lists for apprenticeships and the lack of jobs, although there are starting to be more jobs available again.
 - Wanetta (1001309265506044209): forming more multiple employer nontraditional RAs for small biz
 - Joseph (1001114631321676598): Those allegedly supposed to be knowledgeable about RA are essentially clueless. The tail is wagging the dog. Sheep without a shepherd. Need the moeny, people, and commitment from those above!
 - Christine (1001423022522079679): streamline for CC and Unv so not hindered by overwhelming data
 - Kathy (1001412942043128781): Clearly defined apprenticeship models
 - Christine (1000723343405969914): Documenting past performance; length of programs; ability to get in synched in UI extensions-waivers; limited RA opporunities in general
 - Judy (1000723343405971360): communication & information consistency between local areas, RA, Community colleges-all our partners
 - Donna (1000835852813547920): Reporting, performance, credentials, length of time, funding to support them, drop out rate
 - Christi (1001201941729494839): The awareness of apprenticeships - especially ones that are fully employer paid (receiving no funding from outside sources) - will be significant.
 - Heather (1000723343405992777): Feds need to REQUIRE states to use the OA official formula for determining completion rates for the ETPL. Louisiana currently applies the same formula to RA as the rest of the short term training programs, and it doesn't do RA programs any favors. They come out with much lower completion rates.
 - Lisa (1000723343405974835): Most WIA Title 1 funding programs are for two years in length, Many apprenticeships are 4 to 6 years/
 - Madera Workforce (1001127262431610107): Just put them on there! Contracting issues. Getting them to list their programs. Reporting requirements.
 - Cynthia (1001029170914368556) 2: RA programs once qualified as RA should authomatically

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- qualify under ETPL
- Troy (1001424753138079249): Local community needs and employer connectivity in Single service area states
- Mary (1000723343405974570): need open entry programs---entrance dates into training are too few
- Salafai (1001333762617216892): Amount of time it takes to get into an apprenticeship program can impact those that are enrolled in WIA programs. How do these individuals get counted toward goals?
- Terry (1001423253901284501) 2: Need to incentivize serving people with disabilities through apprenticeship programs
- Diana (1001422755358635297): Apprenticeships programs appeal to young adults which is a fraction of the people we serve in the AJCs.
- Jane (1000912844286914974): simplify recording and tracking
- Geri (1000723343406000087): timing of apprenticeship openings, linked to local job market demand, not aligned with annual planning cycles
- Bev (1000723343405992736): Lack of understanding that RA is employer driven and industry sets the amount of time necessary to become proficient
- Mike (1000908250579864988): Currently don't have a apprenticeship program on our approved list, going forward need advance notice or a more open application process to apply for the apprenticeship programs.
- Heather (1000723343405992777): Feds need to REQUIRE states to use the OA official formula for determining completion rates for the ETPL. Louisiana currently applies the same formula to RA as the rest of the short term training programs, and it doesn't do RA programs any favors. They come out with much lower completion rates.
- Joseph (1001114631321676598): Getting someone on the eligible training provider list is far to arduous!!! Must be simplified!
- Greta (1001420841058603747): If not part of the system, it is unlikely you would have knowledge of these programs being offered.
- Kelly (1001425239298090693): More information needs to be provided to job center career coaches so that they can help nontraditional students consider RA.
- Cynthia (1000723343405972371): Empliyers not interested in WIA eligible applicants.
- Diane (1001325449938538361): Pre-apprenticeships must show direct link to real RA to qualify - as they are here in California. No pre-apprenticeships to nowhere!
- Lei (1001228260512956256): RA program costs usually paid by member or employer dues; so how does being on ETP help?
- Lisa (1001205242980922991) 2: promote IT and medical RAs
- David (1001423149863799423): more of a WIOA partnership
- Judy (1000723343405971360): communicating the needs of employers to RA to provide training
- Anne (1001411679224821068): I assume local decision re: use of what used to be called as ITAs for mix of work-based learning vs funding for classroom training/ed?
- Christi (1001201941729494839): Allowing small employers to find industry association program sponsors by including whether it is a SINGLE employer sponsor, or multi-employer will be critical going forward
- Richard (1001423372629142167): Many RAs did not want to participate in WIA for a variety of reasons, including performance requirements.
- Larry (1000723343405971057): How would the training voucher work?
- Joan (1001022857187459657): ETPL list requires training programs used by apprenticeship sponsors to be endorsed by Dept. of Education which presents challenges to enrolling WIA eligible individuals in pre-apprenticeship programs that could be offered by RA sponsors who have fantastic training programs

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- John (1000723343405973533): cost of application fees to some apprenticeship programs
- Melissa (1000723343405993274): Ask that US Bureau of Apprenticeship become more actively involved within ETPL and the American Job Centers.
- Ross (1001324750081121949): What is considered a pre apprenticeship program?
- Janet (1000723343405980720): Agree with Joseph- it's an arduous process to get an employer on the ETPL!
- Karla (1001324834368064786): Certifications for specific local needs, like CCENT for IT
- Kenneth (1001423236995871530): Lack of money along with timing of programs make it very difficult to involve apprentice programs in our area. Apprentice programs do not need our help in recruitment here locally. What would our local area do to support programs without money?
- Justina (1001230442806719886): Reporting separate positive benchmark of a RA program performance
- Geri (1000723343406000087): referral of candidates to apprenticeship who don't meet entry standards
- Loretta (1000723343405971163): Local Areas need to understand that public workforce system funds DO NOT need to help with funding the full term of RA. Once the WIA/WIOA activity is concluded, they are exited.
- Joseph (1001114631321676598): Ensure that RA is implemented WITH a robust office to administer it!
- Pam (1000723343405986476): What if an RA is developed for a specific employer? Why would we want to put it on the ETPL? Little if any opportunity for others
- Mike (1001415445367256145): apprenticeship programs are seen by many employers too cumbersome, inflexible for small employers or employers who want to cross-train workers using skills from multiple occupations
- Janet (1000723343405980720): RA
- Dan (1001005576593278890): WIA should fund current apprentices.
- Andrew (1001326048450382730): Lack of funding for qualified pre-apprenticeship programs
- Debra (1001423254186038715): Length of apprenticeship
- Joel (1000723343405970584): Making RA approved training program rather than trying to make it into OJT or customized training
- Heather (1001424534004698166): will it be a program or individualize planning
- Cynthia (1001029170914368556) 2: exclude pre-apprenticeship programs from the RA class
- Cynthia (1001414854884448234): Apprenticeship program entrance exams require a high skill level to pass - low income, low-skilled individuals are unable to pass the entrance exam
- Anne (1001411679224821068): big concern in NC re: dislocated workers and adults is that most (all?) apprenticeship programs are for employees, not jobseekers
- Kelly (1001425239298090693): Linkages to supportive services need to be in place to support workers entering RA as the length of the programs are typically longer and data demonstrates the first year of RA is the most challenging with the most dropouts occurring then
- Lei (1001228260512956256): Automatic eligibility for ETP-- does that mean they won't need to apply for ETP list?
- Cynthia (1001029170914368556) 2: preapprenticeship should be different than RA
- Janet (1000723343405980720): 'RA's don't fit in with performance measures- too long;
- Nina (1000723343405971073): no RA on our ETPL
- Larry (1000723343405971057): How would the ITA work?
- miraj (1001422965645016995): acronym etpl means what?
- Karla (1001324834368064786): Ohter: We have not been able to implement it in this area
- Dan (1001423861257774041): Don't know if this has been a problem
- Geri (1000723343406000087): apprenticeship coordinators don't know how to get on ETPL

WIOA Stakeholder Consultation:

WIOA and Registered Apprenticeship (9-12-14)

Open Chat 4: What questions do you have about changes to the performance measures under WIOA and how RA can “count” towards performance outcomes?

What type of performance measures would incentivize you to work with RA?

- Suzanne (1001030668616448086): Standardized eligibility and access to funding opportunities
- Justina (1001230442806719886): Create separate benchmarks for RA outcomes, separate education, training and employment
- Janet (1001009731494162865): Starting an RA should count as a success by any measure
- Madera Workforce (1001127262431610107): What is a credential/certificate from RA?
- Cynthia (1001029170914368556) 2: when would RA be exited from programs/completion date and exit be determined
- Kelly (1001425239298090693): How will "skills gains" be measured?
- Ron (1001425442740533226): Someone said apprenticeships are too long. That's true.
- Terry (1001423253901284501) 2: Registered apprenticeships are placements. Why do you need to incentivize it?
- Donna (1000835852813547920): Occupational Completion Points could work for a measurable credential for RA
- Diane (1000723343405987903): if you measure it, it will come.
- Paul (1001425541129433815): What are the current performance outcomes?
- Daniel (1001423040217690633): Allowing for interim credentials due to the length of apprenticeships
- Janet (1000723343405980720): RA's take too long to completed so it would be hard to track these individuals---
- Karla (1001324834368064786): How to measure the increase in skills that would be significant across different fields and even employment levels (i.e. assistant, vs. manager)
- Deborah (1000723343405984525): at what point in the process does someone become registered and start to count towards performance?
- Christine (1000723343405969914): Being clear on WHEN in the RA cycle they are considered an EE and which earnings to quantify
- Andrew (1001326048450382730): How could it not "count", as apprenticeship includes employment and training?
- Troy (1001424753138079249): Can RA's count toward completions if a certificate is issued?
- Anne (1001411679224821068): separate benchmarks for apprenticeship (and maybe even other types of work-based learning such as work experience) would be good
- Joan (1001022857187459657): include enrollment in RA as an outcome
- Lisa (1001205242980922991) 2: registration versus completion
- Larry (1000723343405971057): How does this affect youth's performance measures?
- Katrina (1000723343405979461): Need a separate performance measure based on required hours
- Larry (1000723343406002981): Agree: Starting an RA should count as a success by any measure
- Rebekah (1001222332473982892): enrollment in a RA should count as something, just as enrolled youth
- Armando (1001331630118182510): Considering RA as a placement
- Loretta (1000723343405971163): Need to tie RA activities into the performance measures outcomes
- Robert Dan (1001423153197803740): Do you have a table which would help us understand the changes from WIA to WIOA in regards to performance measures and expected outcomes??
- Lisa (1000723343405974835): The past performance of apprenticeships is an issue. It is our

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

understanding that detail participant level data is not captured for apprentices. That creates a problems from and ETPL certification standpoint.

- Jane (1000912844286914974): length of programs. completion standards of apprenticeship not compatible to other performance outcomes
- Jan (1000723343405991138): Waiting for draft regs to clarify definitions; this part of WIOA is a mammoth change
- Christi (1001201941729494839): Can OJT hours and wages increasing demonstrate performance?
- mary (1001333147957211777): Tie into performance measures
- Diane (1001325449938538361): Apprenticeship is employment from day one and should be counted as such
- Donna (1000835852813547920): If the OCP's will still be able to be used and the definition does not change from WIA to WIOA
- Leona (1001126959228635479): Will RA be included in all employment based, credential and skills measures?
- John (1000723343405973533): Fund third party testing for apprenticeships.
- Geri (1000723343406000087): count not just entry into RA, but completion of benchmarks during RA as laid out in apprenticeship agreement - for career advancement
- Dan (1001423861257774041): Apprenticeships can often take 4-5 years to complete - will this be accommodated in the performance metrics?
- Daniel (1001423040217690633): Determining how to get a credential and exit timely because apprentices are employed and earning wages
- Caran (1000916949383197136): can incremental completions be counted as successes
- Kelly (1001425239298090693): RA is already considered employment placement.
- Heather (1000723343405992777): "Can count" should be "will count". If it's a choice, then local areas won't bother with it. REQUIRE them to fund apprentices!!!!
- Greg (1001423357283248150): Make apprenticeship entry count as a placement.
- Larry (1000723343405971057): Pre-apprenticeship versus RA? Effect on performance measures?
- Judy (1000723343405971360): would we hang on to the participant during the full RA?
- Cynthia (1001029170914368556) 2: stretch on staffing in trying to keep connected with those goi thru 4-7 yearz apprenticeship
- Juanita (1001212336870482445): Placement can be a problem bcause our apprenticeship programs (unions) put the participants right to work. Hard to justify a placement.
- Lucy (1001425244822949946): Construction and building trades apprenticeships average a few years in length therefore there is a large time lag in order to meet the measures
- Heather (1001424534004698166): Utilize OJT with the apprenticeship
- Mike (1000908250579864988): To work with them at all will be a challenge, leave the performance out or set a very low bar
- Mary (1000723343405974570): segment out the length of training and offer a "count" for meeting benchmarks along the way from pre-apprenticeship through journeyman level
- Janan (1001104869458087950): Tracking outcomes within funding cycles given that some RAs are lengthy
- Ebony (1001425533692741106) 2: can apprenticeship be counted as real employment
- Greta (1001420841058603747): Whose performance are we measuring?
- Donny (1000919733373493442): Will pre-apprentice programs count as performance outcomes?
- miraj (1001422965645016995): how does the standarisation of these programs work; what does the ra qualify people to do over their careers; how does the training to become a expert work; what kind of money and incentives are involved; how do the certifications work; how long does it

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

take to qualify for an apprenticeship and what else needs to be done

- Angel (1001423753312861472): How does WIOA help to connect clients with employers that are willing to take them on as subsidized employees.
- michael (1000723343405983348): Most programs through WIOA are short term and does not meet the guidelines of RA, the time frames are way off
- Carol (1000723343405996614): Interim credentials should suffice for credential measure without participant having to complete full (4 or 5 year) RA program to meet performance measure
- Troy (1001424753138079249): Does RA count for completion if the student isn't working at 1yr out?
- Robert Dan (1001423153197803740): Will performance measures for youth be a separate report and measurable expected outcomes?
- Paul (1001425541129433815): One year of employment and completion of program are two indicators you could use
- Patrick (1001422839485950211): It may need to be different in performance outcomes based on length of training completion.
- Joseph (1001114631321676598): There is no sense in considering performance outcomes if the RA program does not have a solid backbone and a firm foundation. We cannot operate if the State / Federal gives with one hand and takes away with the other!
- Diana (1001422755358635297): A performance measure that separately measures RA.
- Rebekah (1001222332473982892): pre apprenticeship training spelled out and given credit for completing
- Anne (1001411679224821068): RA can't be a placement in NC because as currently structured, most/all adults in apprenticeship must be employees before they start an apprenticeship. Not sure if that will change or not.
- Karla (1001324834368064786): Obtaining a certificate
- Lori (1001112334334868779): Making it easier to become an ETPL especially if the training provider that offers industry-recognized certifications in demand fields on industry. Turnkey programs that teach youth and adult / men and women. allowing apprenticeship programming to include private industry training providers - allow monies to be spent on other programming
- Joan (1001022857187459657): require WIA funds to be used for pre-apprenticeship and/or apprenticeship training
- Karla (1001324834368064786): RA is already employment
- Kendra (1000926141399211708): Depends on when the apprentice is referred to us. If he/she has already begun working under the apprenticeship program, you may not get credit for employment. And, need to ensure apprenticeship programs allot for exit points that include an industry recognized credential, as credentials are back in the performance.
- Justina (1001230442806719886): Consider any element of paid work to be consider employment
- Lucy (1001425244822949946): OJT with apprenticeship should be encouraged and made available
- Lorlei (1000723343405975330): Track performance through first phase of completion; count apprenticeship as "real" employment
- Jan (1000723343405991138): Again the co-enrollment questions come into play; whose outcomes and when??
- Ron (1001425442740533226): DOL will need to figure out how to count people working and clarify the difference between "working" while enrolled and "incumbent Worker" and in turn develop understandable outcome measures.
- Janan (1001104869458087950): How is measurable skills gain defined
- Lisa (1000723343405974835): The wage measure for Title 1 is problematic. Apprentices start at a fairly low wage that can remain that way for a couple of years. Some state's wage expectation is 16 to 18 dollars an hour.

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Carol (1000723343405989802): Addition incentives for harder to place people to RA programs
- Kathy (1001412942043128781): Counting clinical experiences in with the apprenticeship models.
- Christi (1001201941729494839): pre-apprenticeship will need to be considered differently than RA, since they are not tracked in the DOL RAPIDS system
- Janet (1001009731494162865): RA is employment. The "test" is whether you keep your job or not
- Pam (1000723343405986476): If the RA is developed with a specific employer, more in line with an OJT, there may not necessarily be a credential requirement. Can the completion of the RA in this case be its own "credential" for purposes of the performance measures?
- Ross (1001324750081121949): what will be used to determine an attained credential if the participant still is in the program but the case is closed after the first two years?
- Mary (1000723343405974570): use the a career pathway like model for RA so participants can start along a continuum getting credit for what they already know
- Patricia (1000723343406005502): Count paid RA with wages as employment in the performance measures
- Armando (1001331630118182510): Credentializing RA completion
- Pat (1001019360232144026): When can WIA take credit/performance for an entered employment?
- William (1000723343405992371): Initial failure rates as employers have an interested candidate, but later find that they have remediation issues
- Janet (1000723343405980720): Money always works as an incentive!
- Theresa (1000723343405978713): For a training to easily get on the ETPL
- Elizabeth (1000723343405973670): If RAs such as building trades could provide a performance measure-acceptable certification (not necessarily completion) in the first year, Local Boards might be more likely to see the high value of engaging with these programs, based on not having to retain a participant for several years.
- Heather (1001424534004698166): Encourage milestone evaluations/job coach intervention to improve the benchmark outcomes
- David (1001423149863799423): How will integration of RA trainings be measured?
- Vinnie (1001423376434894080): Pre 6 month earnings compared to progressive and completed earnings
- Mike (1001415445367256145): Performance measures should focus on competency-based RA programs with clearly identified benchmarks throughout the program length
- Geri (1000723343406000087): allow OJT for start of RA
- michael (1000723343405983348): If a person is not employed, they are not eligible for RA
- Madera Workforce (1001127262431610107): We do not need to be incentivized...we would work with them if we could!
- Gwen (1000723343405975096): Duration of RA to outcomes required under performance can be problematic. WIOA needs to make this more flexible in terms of outcomes/performance measures
- Joseph (1001114631321676598): Establish a program; get it running successfully; then look at measures!
- Jim (1001423253286007812): what credentials will result from an RA?
- Juanita (1001212336870482445): Credential for early exit points
- Larry (1000723343405971057): Money associated with surpassing appropriate performance measures would incentivize alliances with RA.
- Vinnie (1001423376434894080): Higher incentive for completed apprenticeships
- Loretta (1000723343405971163): Performance Measures --> RA is employment; RA has credentials; RA has increased wages; RA has skill acquisition
- Will (1001221371070341862): employer incentives are needed

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Dan (1001423861257774041): Once hired, apprentices can often bid onto jobs outside of the apprenticeship occupation prior to finishing. This new job could be a win-win promotion but might not lead to a measurable credential,
- Karla (1001324834368064786): Integrate OJT and RA
- Pam (1000723343405986476): An incentive might be to not include them in performance measures at all.
- Lauren (1001122681591798321): Acceptance into RA may not immediately be a job, but nonetheless can often count as a placement, and work may start after a training period
- Heather (1000723343405992777): Apprentices that have been put to work at the beginning of their apprenticeship should still count towards entered employment - often the timing of granting the ITA comes down to that.
- Paul (1001425541129433815): apprenticeship preparation does not provide a job, apprenticeships do. Entry into an apprenticeship is an indicator
- Anne (1001411679224821068): need to think about performance measures for pre-apprenticeships; pre-apprenticeships have HUGE potential for connecting to WIOA populations
- Fred (1001132163667082976): transferrable credit for prior learning towards degrees
- Armando (1001331630118182510): offering college credits for RA
- Geri (1000723343406000087): RA is both an outcome and a training strategy
- Janet (1000723343405980720): AGree with Joseph! Get it up and running first- before we determine how to measure it!
- Lei (1001228260512956256): getting participants into RA is great, but what advantages does RA offer by being on the ETPL versus not being on ETPL-- don't see any. Being on ETPL doesn't change RA selection criteria, tuition for RA related instruction is self-supporting through membership
- William (1000723343405992371): Stackable certifications for each year
- Salafai (1001333762617216892): Should be able to count people who make application and go through process even if they don't get selected. The effort is important.
- Kenneth (1001423236995871530): Would an entire class be under the performance measure? Would every student get some funding?
- Daniel (1001423040217690633): Apprenticeship programs could make it a priority to hire WIOA participants
- Heather (1000723343405992777): Local areas don't want to fund apprentices if they don't count towards entered employment.
- Norine (1001407929663046637): agree with Heather
- Bev (1000723343405992736): Performance measures can be met as is. There needs to be a better understanding of what RA is and is not. by all WIB employees
- Donna (1000835852813547920): Economically, the construction industry crashed in Florida, many electricians lost their jobs
- Troy (1001424753138079249): agree with Heather

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

Open Chat 5: Do you see any challenges in using WIOA funds to support participation in RA?

- Carol (1000723343405996614): yes
- Madera Workforce (1001127262431610107): The length of training the RA offers is too long
- Lisa (1000723343405974835): The limited funds available to Title 1
- Judy (1000723343405971360): No problem
- Kendra (1000926141399211708): No
- Jane (1000912844286914974): yes
- Wanetta (1001309265506044209): eligibility is likely an issue after first year
- Cynthia (1001029170914368556) 2: no
- Paul (1001425541129433815): How would the funding be distributed
- Mary (1000723343405974570): length of training
- Diana (1001422755358635297): High cost of apprenticeships
- Juanita (1001212336870482445): No problem
- Angel (1001424569702457585): YES
- Troy (1001424753138079249): Not with Title1, YES with T2!
- Carlene (1001423761882385856): limited funding
- Heather (1001424534004698166): IF funding is used, it will improve outcomes
- Larry (1000723343406002981): Duration of the training period.
- Donny (1000919733373493442): YES!!!!
- Christi (1001201941729494839): If an association is the program sponsor, would ITA funds go to the program sponsor or the employer?
- Larry (1000723343405971057): Challenges: transportation and other supportive services
- Anne (1001411679224821068): Biggest challenge is cost/implications for # that can be served with any set amount of money... as with any work-based learning opportunity
- Cynthia (1001414854884448234): Some apprenticeships operate out of a union - individuals do not work for a single employer but multiple employer worksites. How do you track?
- Lorilei (1000723343405975330): length of training is too long
- Mary (1000723343405974570): cost of training
- John (1000723343405973533): Not enough apprenticeship programs.
- William (1000723343405992371): Would take the lion share of our current limited funds - train one at the expense of many
- miraj (1001422965645016995): yes- there seems to be a disregard for the length of time; displaced workers are having problems waiting too long
- Shirley (1001110256080310367) 2: Just need clarification on whether the funds can be used for the education component and/or as OJT
- Wade (1001333844095191968): No, it is employment training!
- Christine (1000723343405969914): Funding limitations; limited opportunities
- Heather (1001424534004698166): accurately*
- Heather (1001408358197553850): getting enough funding to do all of this
- Cynthia (1000723343405972371): Many RA programs are for incumbent workers - who are agefully employed with good wages
- Lucy (1001425244822949946): Limited funding vs. the high cost of Apprenticeship
- Justina (1001230442806719886): Limited funds to support length of training i.e., supportive services, fees, uniforms...
- Sharon (1001408733195498852): the length of training
- Ebony (1001425533692741106) 2: limited funding
- Deborah (1000723343405984525): WIOA funds from local boards? more clarification. also dependent on length and duration of training

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Theresa (1000723343405978713): Only if it changes when you can exit employed individual
- Donna (1000835852813547920): Again, the length of training VS Congress underfunding our programs every year
- Emily (1000723343406007385): Limited funding, eligibility, Dislocated Worker determination, length of training, employer buy-in
- Jan (1000723343405991138): Length of training makes one cautious; need to better understand new performance indicators
- michael (1000723343405983348): Definately, under WIOA funds, your not required to be fully employed, does not fit into RA
- Loretta (1000723343405971163): The length of training should have NO bearing on whether or not to partner with RA.
- Rebekah (1001222332473982892): funds
- Pam (1000723343405986476): Performance measures, credential attainment and eligibility
- Gwen (1000723343405975096): Duration of training and as well there continues to be funding constraints to establish robust RA programs
- Ron (1001425442740533226): Many. The WIA system thinks they know apprenticeship and in reality they really don't. t's more complex and much more well established.
- Vinnie (1001423376434894080): Agreement on measures
- Geri (1000723343406000087): RA means person is employed - paying to subsidize training for incumbent workers is low priority
- Janan (1001104869458087950): Possibly costs of training
- Jean (1001425549918498721): limited funding and length of training
- Salafai (1001333762617216892): What percent of WIOA funds vs employer contribution?
- Suzanne (1001030668616448086): Length of training and meeting common measures
- Keyana (1001424649632432350): it depends on how the money is allocated
- Karla (1001324834368064786): Length and cost of training
- David (1000919832083688852): Employers sometimes want to provide training to existing employees so that the employee can qualify for a higher slot in a current government contract. The employer and employee both want to get this training; employee gets a raise upon completion; employer gets a higher pay rate on the contract. The employee vacates their old slot and moves into a new slot. Everyone wins !!! A barrier is funding! Why not offer the employer a subsidy for this training if the employer agrees to fill the vacated slot with an unemployed worker who also gets a training OJT subsidy?
- Janet (1000723343405980720): Yes- WIA funds were always limited- we went to funding short-term trainings-less than 9 months- because we didn't want to put people into lengthy programs if funding would limit success!
- Patrick (1001422839485950211): Yes as it relates to tying up funds for training over a longer time period.
- Mark (1001423350010611626): Availability of enough funds to be able to support the numbers of apprentices over the years needed.
- Pat (1001019360232144026): length of training, cost of training
- Lisa (1000723343405974835): The ability to serve Dislocatd Workers as apprentices. DOL needs to change their rules on Dislocated Workers as Incumbent Worker once they enter an apprenticeship.
- Daniel (1001423040217690633): Not allowed to pay union dues for WIOA participants so they can get into an RA
- Carol (1000723343405989802): try abd get ficial aide from other sources for RA
- Jim (1001423253286007812): local agencies blocking use of funds at their discretion.
- Cynthia (1001414854884448234): Openings to apprenticeship programs don't occur often - some apprenticeships only accept applications once a year and have very few openings

WIOA Stakeholder Consultation:

WIOA and Registered Apprenticeship (9-12-14)

- Larry (1000723343405971057): Prove that apprenticeship results in better jobs.
- Christi (1001201941729494839): Funding should be considered similar to GI bill, funding support decreases as wages increase - which is a vital part of RA
- Kathy (1001412942043128781): finding industry partners if no more incentive is offered in future
- Thomas (1000723343405998505): RA should be able to be funded
- Carol (1000723343405996614): Yes IF WIOA funds can only be used for RA training. Many RAs don't have actual training costs as they are covered by unions
- Ron (1001425442740533226): People need to understand related instruction ns classroom training.
- Kelly (1001425239298090693): Since many RA programs are already INDUSTRY funded, perhaps there can be more flexibility in use of WIOA funds for supportive and retention services.
- Heather (1001424534004698166): Make sure to individualize.....rushing ppl through programs that have extensive barriers will cause suppression in our mission.
- Leona (1001126959228635479): Not if the employer is covering a large portion.
- miraj (1001422965645016995): america feels scary- i cant believe what happened here-- and now people in the government are trying to solve the problems-- the police and sheriffs turn a blind eye to peoples problem in community
- Larry (1000723343405971057): Apprenticeships need to address the need of youth with disabilities.
- Dan (1001423861257774041): Few existing apprenticeships outside of building trades - lot's of work to set up in other sectors including advanced manufacturing
- Anne (1001411679224821068): Need to think economic portfolio... local areas would need to identify an amount it wants to invest in work-based learning as a strategy and segment from other funds. (Would keep w-bl from eating up all costs and also make sure it's a strategy.)
- Eva (1000907780794799824): Funding / lenght of apprenticeship / lack of understanding
- Janet (1001009731494162865): Agree with David!
- Bev (1000723343405992736): many apprentices would not qualify for WIOA funds as I understand the requirements.
- Lori (1001112334334868779): Not as long as there is money available for a few years
- Troy (1001424753138079249): Funding must match duration of RA programs!
- Andrew (1001326048450382730): No. Joint apprenticeship is self-sustaining, but funding should be applied for people seeking RA opportunities through WIOA programs
- Lucy (1001425244822949946): Union dues are not funded via WIA while apprentices are in the program
- John (1000723343405973533): Make Pell grants available for apprentices
- Will (1001221371070341862): Carol thats not correct
- Donna (1000835852813547920): Can we do OJT and CT with the Apprenticeship progrzm also, to cut the elenght of time of service? Get an OCP for a credential?
- Diane (1001325449938538361): Training and technical assitance to local boards as to HOW to use WIOA \$ for apprenticeship would be most helpful
- Jan (1000723343405991138): Apprenticeship may be viewed are more complicated than beneficial
- David (1001423149863799423): Yes - length of time to complete training
- michael (1000723343405983348): RA must be mandated by DOL prior to giving money to the states, each state operates different, money must be mandated for RA or the state will not comply
- Joseph (1001114631321676598): No.t as long as the funds are going to be really be there to use and access!!! The funds cannot be a facade, mirage, illusion, etc. They must be viable, available, and plentiful!!!
- Paul (1001425541129433815): Funding for setting up and working with WIOA Education partners and employers/labor

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Cynthia (1000723343405972371): Getting an WIA eligible applicant through the vast pool of eligible applicants
- Jane (1000912844286914974): Most apprenticeships that are union face chamber challenges
- Heather (1000723343405992777): YES!!! Local areas and one-stops do NOT want to fund apprenticeship and if it's not a requirement for them to do so, they won't.
- Debra (1001423254186038715): How to coordinate with unions
- Caran (1000916949383197136): Union trust funds were considered first source funds for apprenticeship training so WIA dollars were seen as supplanting
- Justina (1001230442806719886): WIA can only support pre-apprenticeship (MC programs) at best
- Richard (1001423372629142167): The length of participation covered by funding would need to be clear and is a placement achieved for a participant at that point.
- Carole (1001221375514207587): yes, limited knowledge on RA, would need to understand before implementation
- Larry (1000723343405971057): securing employer cooperation.
- Diana (1001422755358635297): Takes too long to set up apprenticeships, expenditure requirements may not be hit if reserving funds for RA.
- William (1000723343405992371): Develop a tiered approach to apprenticeship - stackable ; so it does not have to be completed at one time or continuous
- Lauren (1001122681591798321): WIOA funds could support someone entering an apprenticeship that may operate with a model of several weeks or months of prep training post acceptance prior to placement with an employer
- miraj (1001422965645016995): getting access to one-stops centers seems hard too
- Ross (1001324750081121949): should union dues be paid from WIOA funds
- Kenneth (1001423236995871530): I SEE TWO PROBLEMS ARE PREVELANT - FUNDING and LENGTH of PROGRAMS. PF's will need to be adapted to length of programs.
- Mike (1000908250579864988): Depends on what the support is. Will we pay as an OJT, will we supply tools, clothing other support services? Biggest challenge is the limited number of or public knowledge of.
- Loretta (1000723343405971163): Coordinating with unions is also not an issue ... it's very easy to do.
- Christi (1001201941729494839): Merit-shop apprenticeships need to have equal access to funding opportunities.
- Norma (1001102880439698434): length of training, limited funding; if RA is paid employment ...what would WIOA funds support?
- Lori (1001112334334868779): If Heather is correct - then that is a huge problem!!!
- Paul (1001425541129433815): I adree with Heather wrote
- Bev (1000723343405992736): There are many non-union employers in many states.
- Dara (1000911057271747878): Heather, that's not true. We fund RA through our OJT program.
- Anne (1001411679224821068): Meant to say investment portfolio - needs to be part of the local area WIOA investment portfolio. Another option is to use state discretionary money and have it part of the state portfolio (or both)... state portfolio wouldn't subject to performance measures, unless that changed under WIAO
- Dan (1001423861257774041): Small employers are distrustful of Registering and unknown ramifications of doing so.
- Caran (1000916949383197136): funds would really only be used for pre-apprenticeship
- Armando (1001331630118182510): The unions accepting the participation and involvement as non dues payers
- Mary (1000723343405974570): lack of funding to support training for entrance into apprenticeship---many need basic skills, or bridge programs to qualify for apprenticeships

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Lucy (1001425244822949946): Lack of understanding in the local areas on how WIOA can be used for Apprenticeship
- Heather (1000723343405992777): It's true in Louisiana.
- Joseph (1001114631321676598): No money, no participation!
- Paul (1001425541129433815): WE help to approach industry to create apprenticeship programs
- Salafai (1001333762617216892): It would be good to look at past efforts by the OA to support the development of RA in childcare, health and office administration. Look at the type of funding it took to establish some of these programs. Also look at State governments that have developed RA and look at how much it cost them.
- Kelly (1001425239298090693): Need to fund Pre-apprenticeship
- Terry (1001423253901284501) 2: Yes, there are limited funds available. Organized Labor needs to contribute
- Eva (1000907780794799824): Totally agree with Lucy!! That's an issue ...
- Heather (1001424534004698166): partnering with DRS, CRPs could have assigned specialists in the schools to begin RAs earlier in education.
- Joan (1001022857187459657): agree with Kelly
- Larry (1000723343405971057): Need to coordinate various state/local departments concerned with RA and pre-apprenticeships
- Geri (1000723343406000087): including RA completion as an outcome, not just RA start
- MiChelle (1000723343406003732): RAs are employed at registration. We are encouraged to enroll RA and definitely a program with great potential, but when participants are employed at registration they are not captured in performance outcomes?
- Greta (1001420841058603747): I am surprised at what seems like barriers to access to the programs that will be offered.
- Lori (1001112334334868779): Allow VETERANS access to this funding
- miraj (1001422965645016995): RAs v the people who have been working in companies for a long time that get to keep working and not worry about all the audit tests and trainings the new workers have to do. the discrimination people feel as barrier to entry to work/
- Dan (1001005576593278890): Need to help the current apprentices.
- Troy (1001424753138079249): How to engage business to support RA's
- Loretta (1000723343405971163): Local Areas have the option to use OJT/OJL ... some do, some don't. Use of OJTs could be a great incentive for RA.
- John (1000723343405973533): Unfortunately employers associate apprenticeship with union.
- Lei (1001228260512956256): OJTs and support services can be used but not itas because related training for RA is covered by member dues or fees. So there's no benefit to RAs being on ETPI. Misleading to have ra on etpl.
- Shirley (1001110256080310367) 2: Can funds go directly to a union?
- Susie (1001423239976236362): RAs are not tuition based in our local area (covered by union dues). What is their incentive to partner with us?
- Anne (1001411679224821068): reading comments, we need some more guidance on exactly what costs we're talking about. Classroom training part of apprenticeship or also work-based learning. And if work-based learning, whose specific costs... and any caps?
- michael (1000723343405983348): WIOA clients might not qualify based on the established selection procedures
- Bev (1000723343405992736): Agree with Lori. Allow Veterans to be funded
- Joel (1000723343405970584): Using funds to pay for any remedial training prior to apprenticeships.
- Cynthia (1000723343405972371): RA programs are paid for by the employers and do not receive funding fromn the Feds

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Leona (1001126959228635479): WIOA should be paying for pre-apprenticeship.
- Jeffrey (1000723343405998453): Joint employer-union programs are already funded without federal support. Need to look for areas of growth that need start up costs covered.
- Heather (1001424534004698166): Shirley- when i was with a union funds went to the Workforce and we acted as a vendor.
- Mike (1001415445367256145): apprenticeship is typically time-based, rather than competency based, which makes accountability difficult
- Geri (1000723343406000087): high attrition of apprentices during first year of RA - they are employed but they still need supports like tutoring, support services, case management
- Fred (1001132163667082976): Only if it is used to displace other funding sources
- Armando (1001331630118182510): Including non-traditional populations as a part of the RA program
- Kelly (1001425239298090693): Apprenticeship is EARN while you LEARN so ideally participants are working while completing their training. The first year is most challenging with the transition - support new indentures with supportive services.
- LaKesha (1001423849537669825) 2: Heather has a lot of good points
- Lauren (1001122681591798321): people entering apprenticeship may face some initial outputs of money for tools, initiation fees, clothes, travel
- gregory (1000723343405981241): No. RA is not just a training program overseen by some employer it is a validated process overseen by USDOL so this ensures quality control. No different than schools being validated by USDOL.
- Larry (1000723343405971057): Attitudes of people towards apprenticeships; only colleges are valuable according to many parent.
- rolando (1001208268587868418): Too few employer incentives to increase RA availability
- Mike (1000908250579864988): Few times we tried, it failed miserably
- Ron (1001425442740533226): Using H1b funds but not WIA
- Angel (1001423753312861472): I m not really sure if this applies, but some employers are not willing to work with the subsidized program without a MOU on file
- Wanetta (1001309265506044209): multiple of the above
- Diane (1001325449938538361): ACA White Paper on RA - WIOA should be revived; taught off of circulated with local WIBs
- Mary (1000723343405974570): not enough WIA funds to support RA
- Jean (1001425549918498721): There weren't enough funds in our state to help fund our apprenticeship program.
- Lori (1001112334334868779): Unions are a problem if they will not allow this money to be used or recognized someone who rec'd credentials thru apprenticeship
- Joseph (1001114631321676598): What funds?
- Joel (1000723343405970584): Paid for the 1st part of a 2-year apprenticeship under OJT.
- miraj (1001422965645016995): i am waiting for customized training, on-the-job training, the RA program, core, intensive, services, etc. i am waiting for my match, so i am not getting access for the wia funds
- Lauren (1001122681591798321): Again, agree with Geri about case management supports for first year(s) of apprenticeship
- Christine (1000723343405969914): Actually not sure -- we do a LOT of OJT but I am sure if any are tied to an RA
- Kelly (1001425239298090693): Most of the RAPs in our area have no engagement with public workforce system and have indicated that they are not interested.
- Carol (1000723343405989802): Not sure
- Geri (1000723343406000087): paying for the related instruction during the apprenticeship
- Carol (1000723343405979991): In Montana, we pay for classroom training, OJTs and some

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- supportive services. It depends on each person's situation.
- Salafai (1001333762617216892): Using funds for union initiation fees, work clothing, transportation , etc.
 - Kenneth (1001423236995871530): We have one apprenticeship on the ETPL but have not funded any apprentices in a long time.
 - Mary (1000723343405974570): not registered as ETP
 - Jill (1000723343405984537): WIA funds used to support related classroom training along with other Agency fundings (TEXAS)
 - Paul (1001425541129433815): In my experince unions are the only ones who want apprnticeships
 - Angel (1001423753312861472): Career Training Services and Job Readiness
 - Justina (1001230442806719886): Most funds are used for pre-apprenticeship, and limited number of RA activities due to costs of union fees, transportation, tools and boots
 - Wanetta (1001309265506044209): same range of services as MT described
 - Gwen (1000723343405975096): WE have also done Pre Apprenticeship Training under WIA for economically disadvanaged youth graduating in CTE
 - Ross (1001324750081121949): we pay for supportive services, tools, laptop with books and software
 - michael (1000723343405983348): WIA funds were not allocated for RA, therefore, not in the big picture and they will not qualify for funding since they must be employed in a RA program
 - Ron (1001425442740533226): In general, employers pay the cost for RA
 - Paul (1001425541129433815): No Funding at ALL
 - Will (1001221371070341862): i agree that funds need to be provided for union registration fees
 - Mike (1000908250579864988): Apprentiships assume there is work, little work, few apprenticeships
 - Jill (1000723343405984537): There are many non-union apprenticeship training programs
 - Cynthia (1001029170914368556) 2: difficulty in encourage employers to offer RA . See this as being more a trades RA
 - Andrew (1001326048450382730): the disconnect between RA and WIA is evident.

WIOA Stakeholder Consultation:

WIOA and Registered Apprenticeship (9-12-14)

Open Chat 6: Are there any issues specific to your state or local area that are barriers to better connecting RA with other workforce programs under WIOA, and what would make those connections easier?

- Elizabeth (1000723343405973670): Lack of RA for apprenticeable job training opportunities.
- Anne (1001411679224821068): low-union states have unique challenges
- Loretta (1000723343405971163): Lack of dedicated funding for SAA
- Madera Workforce (1001127262431610107): Broader education/marketing of RA in the community to the employers
- Cynthia (1001029170914368556) 2: funds
- Christi (1001201941729494839): Will states be required to comply with the Federal Apprenticeship Regulations in order to receive WIOA funding?
- Justina (1001230442806719886): Number of openings RA opportunities that hire actual jobs
- Ebony (1001425533692741106) 2: lack of marketing of RA's
- Armando (1001331630118182510): better connectivity to state DOL in this area (CT)
- Emily (1000723343406007385): Lack of RA opportunities. Lack of working relationship with local unions.
- Deborah (1000723343405984525): lack of knowledge about RA opportunities beyond the trades for job seekers and employers
- Karla (1001324834368064786): Even if an employer is interested in participating, corporate is not engaged and seldom support local needs
- Mike (1001415445367256145): California needs test prevents the creation of new apprenticeship programs
- Jean (1001425549918498721): Funding
- Geri (1000723343406000087): low priority for training incumbent worker
- Christine (1000723343405969914): Need to develop-certify more RA opportunities in our region
- miraj (1001422965645016995): dupage county illinois needs pabss. protection and advocact support services through social security's redbook to work for people to clear messes up
- Andrew (1001326048450382730): Changes in the WIOA laws and regs will make it easier.
- Dara (1000911057271747878): Would love to tie Youthbuild participants to a construction RA if we had one available in the area.
- Karla (1001324834368064786): Funding
- Joan (1001022857187459657): funding
- Ron (1001425442740533226): Overcoming the insulate enviroments both systems have evolved to.
- Patrick (1001422839485950211): Inconsistency of RA engagement on LWIBs around the State.
- Wanetta (1001309265506044209): qualifying and registering rural residents, and paying for travel/housing, if able to cnx with RA
- Cynthia (1001414854884448234): Lack of RA's.
- Pam (1000723343405986476): Employer engagement by other than union-related.
- Larry (1000723343405971057): The major issues are 1)lack of knowledge; 2)need to communicate, 3)employer attitudes
- michael (1000723343405983348): Mandate funding for RA when DOL is providing funding to the states, each state operates in a different manner based on the guidance provided, MANDATE FUNDING FOR RA
- Troy (1001424753138079249): Single Service Area that lacks direct support for small rural communities
- Donna (1001409736807763213): Marketing to youth, parents and business community would be beneficial, lack of understanding of RA
- Lei (1001228260512956256): RAs select most qualified, regardless of whether they are WIA

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

participants or not.

- Christi (1001201941729494839): State Apprenticeship Agencies need to change ratios of journeymen to apprentices to allow more apprentices into RA
- Lorilei (1000723343405975330): lack of programs and opportunities
- Donna (1000835852813547920): Lack of any state policies/guidance recently, atleast in our last 5 year plan and of course, funding
- miraj (1001422965645016995): I need to feel the Redbook come alive for people!
- Emily (1000723343406007385): RA lack of understanding of how our programs work.
- Paul (1001425541129433815): WIA boards more or less ignore approaches for apprenticeship opportunity
- Dan (1001423861257774041): PA - lack of state or federal staff support to assist with establishing RA programs, especially outside of Building Trades
- Justina (1001230442806719886): job retention issues upon placement
- Geri (1000723343406000087): lack of relationships between JATC and WIB
- Joan (1001022857187459657): LWIB engagement with apprenticeship
- Daniel (1001423040217690633): Apprenticeship training not available in rural areas
- Kendra (1000926141399211708): RA needs to have a better understanding of what we can do to assist, and referring individuals to us for assistance. Also, there is a lack of RA programs and employers in our local area.
- Cynthia (1001029170914368556) 2: how would you connect disabled to register apprenticeship/TANF, Social security ticket to work
- Mike (1000908250579864988): limited publicity of opennings in apprenticeship programs
- Larry (1000723343406002981): The Federal RA rep is stretched too thin. He has to cover two states all by himself.
- Lora (1000723343405980867): Getting the RA's on the ETPL in California is extremely challenging
- John (1000723343405973533): Journeyman licenses are not portable from county to county in Florida
- miraj (1001422965645016995): PABSS
- Charles (1001422752047799880): the ETPL in NY will be a barrier to RA because it is so difficult to manage
- miraj (1001422965645016995): to help out
- Debra (1001423254186038715): local RA representative to work with WIOA staff
- Mary (1000723343405974570): There need to be jobs during and after training in the area for which they are trained
- Diana (1001422755358635297): RA folks that do not understand WIOA and its potential
- miraj (1001422965645016995): say the truth!
- Jean (1001425549918498721): lack of understanding of how RA programs work
- Andrew (1001326048450382730): More union jobs, more apprenticeship slots.
- Kelly (1001425239298090693): Fund programs - like PAT and incentivize RA to use graduates for direct entry!
- Jane (1000912844286914974): eligible participants
- Karla (1001324834368064786): Current agreements between employers and providers that won't allow for RAs or OJTs if other parties involved
- Thomas (1000723343405998505): Fed needs to mandate to State that it must participate with RA to be awarded funds
- Madera Workforce (1001127262431610107): RA has lack of understanding of our programs
- Terry (1001423253901284501) 2: There is limited connection to educational institutions
- Janet (1000723343405980720): I think our State folds do RA's -we aren't doing them at the county level- so we don't use WIA funds for RA's. If you want RA's done- let the county folks do

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

them, not the State folks. we live and work in the community and know our employers- they trust us.

- Richard (1001413548785300765): Low funding. Not enough RA opportunities.
- LaKeshia (1001423849537669825) 2: There is a lack of visibility of the local RA's. Then breaking the barriers to get youth into the programs.
- Patrick (1001422839485950211): RA Is a closed system.
- Geri (1000723343406000087): building trades not on the high priority occupation list for training
- Will (1001221371070341862): lack of employer incentives - they hire the participants and need help with deterring cost of new employees
- Joan (1001022857187459657): lack of understanding.
- Pam (1000723343405986476): Can you clarify what is meant by "RA" Rep. for boards? How is that different from "labor" rep?
- Ron (1001425442740533226): Lack of understanding of what local RA staff actually do.
- miraj (1001422965645016995): safety in workplace
- Mary (1000723343405974570): RA's need to be an approved training provider
- Janan (1001104869458087950): Getting RA's in various sectors, heavy focus on construction locally
- Loretta (1000723343405971163): State Plan --> need specific outcomes in the State Plan for partnership with RA
- miraj (1001422965645016995): ergonomics
- Joseph (1001114631321676598): There really has not been any program at the State level that has money and people associated with it. Must have a program that does not exist in name only. Must have funds, people, and a plan that is intelligible, understandable, and not written in invisible ink!!!
- Jane (1000912844286914974): proper preparation to required standards to apply for RA
- Jan (1000723343405991138): Small state; minimal funding; hard to make the dollars stretch in all directions
- Paul (1001425541129433815): We need greater access to WIOA
- Mike (1001415445367256145): pro-union apprenticeship boards block the approval of non-union RA programs
- Terry (1001423253901284501) 2: Where is Vocational Rehabilitation in this?
- Anne (1001411679224821068): Need clarification of how states can/do use apprenticeship for jobseekers. In NC, few if any programs involving adults are for jobseekers, apprenticeships are considered by definition for employees. Different I think for youth, it may be who sponsors the apprenticeships.
- Kathy (1001412942043128781): Lack of local understanding of true benefit the apprenticeship program would offer to a employer/ employers do not want liability
- MiChelle (1000723343406003732): Rural and/or smaller areas not kept in the loop
- Michael Ann (1000910660090572294): Lack of employer incentives
- Caran (1000916949383197136): Focus on industry sector may limit RA
- Cynthia (1001029170914368556) 2: lack of program in local area
- Lori (1001112334334868779): as LONG AS THEY SPEAK TO ONE ANOTHER and they understand what each other handles and who holds the purse-strings on certain areas
- Lauren (1001122681591798321): variance between SAC states and federal system
- Emily (1000723343406007385): Would be beneficial to have RA/WIOA combined forums to garner support and help with understanding
- John (1000723343405973533): Apprenticeship programs are very expensive to operate; hence so few of them.
- Debora (1000914035606434563): Both the RA and WIA Programs need to have a better understanding of how both work.

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Cynthia (1001029170914368556) 2: lack of training centers in local area
- Armando (1001331630118182510): Laretta AGREED
- Richard (1001423372629142167): State mandates on top of federal mandates often complicate matters
- Joan (1001022857187459657): lack of staffing
- Wade (1001333844095191968): Simplification of the application process to the ETPL.
- Heather (1000723343405992777): Lack of funding for the SAA and no requirements for one-stops to work with apprenticeship
- Cindy (1001425437162531983): Multi-employer state requirements limits interest from employers
- Tracy (1001409432937832819): Lack of understanding what apprenticeship means and who can connect
- Deborah (1000723343405984525): people understanding that RA are only for construction trades..can be in other occupations/industries
- LaKeshia (1001423849537669825) 2: Availability in rural areas.
- Pat (1001019360232144026): We want to be able to assist with apprenticeships with people already employed - they do not meet eligibility requirements
- Mike (1001207232116376725): integration into state plans
- Pat (1001019360232144026): We want to be able to assist with apprenticeships with people already employed - they do not meet eligibility requirements
- Mike (1001207232116376725): employer interest
- Janet (1000723343405980720): WE don't have any information on how to do RA's so we would need guidance and eliminate state staff in doing RA's.
- Diane (1000723343405987903): as related to other discretionary grants.
- Mary (1000723343405974570): Need information on RA's for high school students
- Troy (1001424753138079249): How RA can interact with Adult Ed and youth programs.
- michael (1000723343405983348): Must be on the STATE BOARDS, not just local WIBS
- Lucy (1001425244822949946): Pre Apprenticeship NOT limited to Youth
- Heather (1000723343405992777): FUND SAA's!
- David (1000919832083688852): Please put informational / training directed to workforce professional as to how they can get access / funding to jobseekers.
- Elizabeth (1001412151038413347): guidance, orientation and incentives for employers in non-traditional RA sectors such as healthcare
- Emily (1000723343406007385): Providing more exposure of RA programs to the AJCC staff.
- Diana (1001422755358635297): How to shorten time to get new apprenticeships/non traditional apprenticeships approved
- Cynthia (1001029170914368556) 2: focused only on registered apprenticeship -- need to open for more opportunities
- Joan (1001022857187459657): once WIA eligible and entered into an apprenticeship program with an employer, participant should remain WIA eligible for a set period of time. would provide employer incentive
- Norine (1001407929663046637): Ensure that people with disabilities are addressed through additional guidance and TA (response to pole)

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

Open Chat 7: Is there anything else you want us to share with us today?

- Loretta (1000723343405971163): RA needs to be fully integrated into WIOA.
- Daniel (1001423040217690633): How do small employers in a rural area take advantage of an RA
- Vinnie (1001423376434894080): Better ways to communicate to parents that RA is a great career choice
- Jane (1000912844286914974): this is great resource, need to do more and share back results
- Tammy (1001423141051567373): What is SAA?
- miraj (1001422965645016995): people who received contracts prior to october 2011, needs help to solve the problem, and move into RAs upon registration
- Richard (1001413548785300765): Need webinar sharing RA success stories
- Susie (1001423239976236362): We need to incentivize and develop non-traditional apprenticeship models.
- Andrew (1001326048450382730): Yes, Loretta.
- Mary (1000723343405974570): how can you use a braided funding stream to support long term training programs
- Geri (1000723343406000087): DOL should support national TA to help build bridges between WIBs and apprenticeship systems
- Lei (1001228260512956256): Does every interested rA need to apply to be on ETPL or can state App Agency automatically put them on ETPL?
- Lori (1001112334334868779): Women in non-traditional jobs RA funding
- Cynthia (1001029170914368556) 2: RA requirement is difficult in ou area due to lack of training ceters, lack of available RA, and major projects locally
- Lucy (1001425244822949946): Continue to keep RA in the forefront of WIOA
- Anne (1001411679224821068): May be beneficial to connect this conversation to RACC conversation for community college partners and to encourage full-state dialogue on apprenticeship + WIOA
- William (1000723343405992371): Apprenticeships need to be industry recognized programs and their focus of training not specific to a company. This relates to the recognition of transferrable skills. Small companies have a difficult time retaining employees thru the apprenticeship programs, larger companies often pay a momentary higher wage for the student but lock them into a set production location within their operations. This is onerous for the small company and the expense incurred. There should a consequence in stealing those within apprenticeship training, or the smaller companies will not embrace the effort.
- Larry (1000723343405971057): I cannot emphasize this enough: **TRANSPORTATION RESOURCES!**
- Elizabeth (1000723343405973670): RA is far more relevant than much of the for-profit training currently offered through the ETPL, but as it relates to the building trades, more difficult to qualify for.
- Lucinda (1001425451244862956): RA success stories
- Terry (1001423253901284501) 2: Agree with Lori
- Carlene (1001423761882385856): matching regs to introduction to RA
- Pam (1000723343405986476): Can you clarify the difference between an "RA" rep on the LWIB vs "labor" rep on the board?
- Joan (1001022857187459657): fully integrate apprenticeship into WIOA including metrics
- Ron (1001425442740533226): Agree with Geri!
- Paul (1001425541129433815): Better ways to communicate to K-12 students in apprenticeship programs
- Janet (1000723343405980720): Not sure where the State is getting its funding for RA's - so if

WIOA Stakeholder Consultation:

WIOA and Registered Apprenticeship (9-12-14)

- those funds could be given to the local's we could do RA's with some technical assistance.
- Diane (1001325449938538361): Apprenticeship incentivized as well as integrated
 - Elizabeth (1001412151038413347): incentives for employers in sectors that are not as familiar with RA such as healthcare
 - Lori (1001112334334868779): THANK YOU WILLIAM
 - Geri (1000723343406000087): address the OJT challenge for incumbent workers
 - Christi (1001201941729494839): Most apprenticeships are fully paid by employers - WIBs and one-stops should promote these great opportunities
 - Shirley (1001110256080310367) 2: Schools need to be involved in encouraging apprenticeships as an employment option
 - Eva (1000907780794799824): Technical Assistance for those state/local areas that do not have RA's on how to implement, from the ground up
 - Lauren (1001122681591798321): Both RA and the WIOA system need technical assistance, guidance and guidelines on ensuring equitable access and retention in apprenticeship for underrepresented populations
 - John (1000723343405973533): National Training Contractors in Job Corps should be automatically eligible training providers under WIOA
 - Carol (1000723343405996614): A list of all RAs
 - Larry (1000723343405971057): Relationship with youth with disabilities.
 - Shauna (1001227360706245360): Agree with Diane
 - miraj (1001422965645016995): what's up with global corporation lockouts? there are so many companies that have shut down that it scares me, because there is no information how things start out again
 - Terry (1001423253901284501) 2: Credentialling pre-apprenticeship programs
 - Cynthia (1001029170914368556) 2: next time have a webinar series to teach the legislation before having stakeholder meetings so we would be more aware of the criteria involved
 - Caran (1000916949383197136): Importance of basic skill prep like match for trades
 - Paul (1001425541129433815): We better communication to industry and employers to create more apprenticeships
 - David (1001326047918153634): There needs to be a series of trainings and videos on how apprenticeship works and how it can be intergrated into the WIOA system
 - Bev (1000723343405992736): When might we expect some official action that will filter down to both SAA and WIB
 - Karla (1001324834368064786): AGREE WILLIAM!
 - Anne (1001411679224821068): Note that apprenticeships can be used with colleges (UVA has had)... may help public perception
 - Elizabeth (1001412151038413347): understanding implications on the incumbent workforce
 - gregory (1000723343405981241): Need to educate the public on what is different between RA programs and training programs
 - Patrick (1001422839485950211): Better marketing to non-traditional apprenticeship candidates
 - Lei (1001228260512956256): Need to exempt RAs from cohort performance reporting or they will not be able to be on ETPL.
 - Shauna (1001227360706245360): Best practices of RA
 - Diana (1001422755358635297): Need to more fully explore why 59% over today's respondents are not involved in RA.
 - Andrew (1001326048450382730): Apprenticeship should be strengthened in government procurement, thereby increasing opportunities for apprentices.
 - Ruben (1001423962572692808): clear definition of regisered apprenticeship; are they confined on to union jobs
 - Cindy (1001425437162531983): Acessibility of training in rural areas, more flexiablity for

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- accepted related training models
- Diane (1001325449938538361): Education that apprenticeship is more than just bldg trades
- Angel (1001423753312861472): Available provider list of employers willing to work with programs that provide subsidized work
- Andrew (1000723343405990384): RA representatives could be the instruction provider, a single employer, or a JATC rep
- Dan (1001423861257774041): EEO Reporting Requirements for RA - many small to medium size employers are distrustful of the implications and either won't participate or keep participation below 5 to avoid the requirement. Consider raising to 20
- Deborah (1000723343405984525): thank you
- Eva (1000907780794799824): How to engage the private sector in RA's
- Wanetta (1001309265506044209): NGA session with John Ladd - emphasis on communication about RA as a career pathway - need to value traditional RA occupations as well as advance the idea of nontraditional occupations
- Gwen (1000723343405975096): Technical Assistance to local WIBS to grow their capacity surrounding RA
- Lori (1001112334334868779): AGREE WITH ANGEL
- Kelly (1001425239298090693): Dan good point!
- Daniel (1001423040217690633): How do we disassociate RA with Unions in order to meet employer concerns
- Shauna (1001227360706245360): How to get the buyin of employers
- Carlton (1001407941903766394): What about the veterans and how this new law impacts the recent DOL/VA refocusing of DVOP/LVER roles?
- Angela (1001423165130885753): Thank you !!
- Elizabeth (1001412151038413347): value of labor management education trust funds who have resources to leverage - how to braid multiple sources of funding including employer funding
- Jeffrey (1000723343405998453): Address lack of information available for marketing and promotion at national level. Accurate statistics about participation by industry sector are needed.
- Lauren (1001122681591798321): dedicated funding to address underrepresented populations preparation and success in RA
- Norine (1001407929663046637): I'm attending this webinar because I I wanted to learn about Registered Apprenticeships. As I support people with disabilities, this is an area where I would see a clear connection to the Employment First initiatives. I will be looking for further guidance.
- Paul (1001425541129433815): We need for funding to specifically Adult education schools not necessarily community colleges
- Lei (1001228260512956256): lots of emphasis on creating new RAs but can WIOA funds be used toward that? Not enough state funds to support development of new RAs.
- Wanetta (1001309265506044209): Thank you for listening and oppty to discuss
- Will (1001221371070341862): Connect job corp and youth build graduates to pre-apprenticeship in RA programs and incentivize employers connected to RA's!
- Renee (1001424744245237912): More RA training needed for youth program and our youth councils for the additional support.
- Andrew (1000723343405990384): Pre-Apprenticeship definition can be found at TEN 13-12
- Lori (1001112334334868779): AGREE WITH PAUL
- Mark (1001423077708917236): mark:How can we strat a registered apprenticeship program?
- Lauren (1001122681591798321): agree with Andrew about including RA in procurement opportunities
- Greta (1001420841058603747): I appreciate the need to get the paper work correct, but as an outsider, my main concerns is making the changes that will allow equal access to meaningful work for all Americans

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Renee (1001424744245237912): What are the basics of a RA? Where do we begin?
- Geri (1000723343406000087): Mark - find out if occupation already has an approved apprenticeship
- Cynthia (1001029170914368556) 2: when speaking try to not be too far from the mic -- it gets a tunnel effect otherwise
- Kelly (1001425239298090693): Renee - DOL website has great resources on RA
- Shauna (1001227360706245360): Agree with Renee- more information needed on the basics of an Apprenticeship model and where we can begin.
- gregory (1000723343405981241): Insert RA into common tax incentives such as Hope Credit and other income tax exemptions
- Larry (1000723343405971057): THANK YOU
- Kelly (1001425239298090693): Thank you !
- Eva (1000907780794799824): Thanks for a great webinar... Let it not be the last on this subject!!
- Geri (1000723343406000087): Mark - if it doesn't, need to develop job description, work based and related instruction curricula and submit with and employer to state or DOL Office of Apprenticeship for approval
- Pam (1000723343405986476): Can you provide a timeline on what needs to be implemented by 7/1/15 vs 7/1/16?
- Leona (1001126959228635479): SAA - State Apprenticeship Agency
- Lori (1001425542756173288): thank you
- Annette (1001423349579723103): Annette Thanks good information
- Shauna (1001227360706245360): Thank You- great discussion
- Barbara (1000913152943836118): Great Job, thank you!
- Lauren (1001122681591798321): Report metrics and benchmarks on equitable participation
- LaKesha (1001423849537669825) 2: Thanks
- Greta (1001420841058603747): Thanks for listening
- Anne (1001411679224821068): good discussion
- Richard (1001423372629142167): Thank you
- mary (1001333147957211777): Thank you
- Justina (1001230442806719886): Webinar audio much better today - thanks!
- miraj (1001422965645016995): thank you
- Elizabeth (1001412151038413347): great use of 60 minutes - polls, chat, giving info
- Janan (1001104869458087950): Thanks for opportunity for input
- Cindy (1001425437162531983): Thank you for listening
- Bernice (1000900648561753854): thanks
- Ross (1001324750081121949): thank you
- Kelly (1001425239298090693): If DOL can also work with DOT regarding OJT/SS funds - they are often not always used in conjunction with PAT programs - help at the federal level to ensure good support on the ground!
- Lauren (1001122681591798321): thank you for engaging with us!
- Larry (1000723343405971057): have a nice weekend
- Brenda (1001308553098291787): share RA best practices for review
- Jan (1000723343405991138): Love hearing these comments from all over
- Mike (1000908250579864988): audio good
- Dan (1000923747663592743): It is very valuable to have a complete archive copy of the comments during this webinar.
- Vinnie (1001423376434894080): Well done
- Juanita (1001212336870482445): Audio wonderful. Powerpoint helpful. Looking forward to the summary of the notes from the people online

WIOA Stakeholder Consultation: WIOA and Registered Apprenticeship (9-12-14)

- Renee (1001424744245237912): Thank you.
- Andrew (1001326048450382730): Thank you, folks. Our work is cut out for us.
- Lauren (1001122681591798321): What Kelly said about DOT
- Angela (1001423165130885753): excellent opportunity for inputs and info
- Stephen (1000916139897773631): Thank you!
- Karla (1001324834368064786): Thank you for the opportunity to share and the links to information!
- Sal (1001424846346175954): Thank you
- Will (1001221371070341862): thank you
- Carol (1000723343405989802): Thank you
- Leigh (1001334654976482654): Thank you
- Geri (1000723343406000087): add more background on RA to framing
- Jane (1000912844286914974): make sure to share
- Kenneth (1001423236995871530): The quicker you decide on PERFORMANCE STANDARDS the better it will be for all of us.
- Carlton (1001407941903766394): RLTW
- Arthur (1001401030981748219): Thank You
- Felicia Gaither: Hello, this is Felicia Gaither representing Tribal TANF at HHS/ACF. I am attempting to be included in the pre-call discussion.