

Attachment III

Making Registered Apprenticeship Work for the Public Workforce System: Performance Outcomes

Registered Apprenticeship is one of the most effective strategies for engaging employers and increasing performance outcomes for the public workforce system. Registered Apprenticeship helps workers get jobs, keep jobs, and increase their skills and earnings. Because it is a job, Registered Apprenticeship programs can help states and local areas meet their targets on the WIOA primary indicators.

- ✓ **Employment:** Registered Apprenticeship is a job from day one, so participants are employed when they begin the apprenticeship program.
- ✓ **Retention:** Registered Apprenticeship completers have high retention rates – 91 percent of apprenticeship graduates retain employment.
- ✓ **Earnings:** The average starting apprentice wage is \$15.00 an hour. Graduates earn an average of \$50,000 a year.
- ✓ **Credential Attainment:** All Registered Apprenticeship completers earn a national, industry-recognized credential from the U.S. Department of Labor, which is considered a post-secondary credential under WIOA. This credential is often in addition to an industry credential or state license.

The Workforce Innovation and Opportunity Act (WIOA) continues the strong focus started under the Workforce Investment Act (WIA) on achieving outcomes for job seekers and employers. Registered Apprenticeship can help the workforce system achieve quality performance outcomes. This quick reference guide is a resource to help local workforce professionals understand how Registered Apprenticeship can positively contribute to performance measures.

Performance Indicators – Adult and Dislocated Worker Programs

Use the table below to understand how Registered Apprenticeship can contribute to positive outcomes for each of the WIOA primary performance indicators for the Adult and Dislocated Worker programs.

Category	Contribution of Apprenticeship	WIA Measure	WIOA Indicator ¹
Employment	Registered Apprenticeship is a job – participants are employed at the beginning of the training. Under WIOA, this means that all participants (including incumbent workers) in Registered Apprenticeship programs are counted positively in this measure, as long as they remain in the Registered Apprenticeship program following exit from WIOA until the quarter of measurement.	<u>Entered Employment:</u> Employed in the 1st quarter after exit	<u>Employment Rate:</u> Employed in the 2nd quarter after exit <u>Employment Rate:</u> Employed in the 4th quarter after exit
Employment Retention	Since Registered Apprenticeship programs range between one and six years, many programs last longer than the time that a participant will be enrolled in WIOA. This is not a barrier to positive outcomes. Since apprentices are employed, if participants continue in the Registered Apprenticeship after exiting WIOA until the quarter of measurement, then they will count positively in this measure. Even if they have completed the program, the likelihood of meeting this measure is very high as 91 percent of apprenticeship graduates retain employment.	<u>Employment Retention:</u> Employed in the 2nd and 3rd quarters after exit	No retention indicator under WIOA
Earnings	Apprentices receive increases in wages as their skills and knowledge increase. Therefore, the earnings of apprentices are likely to be high because they receive incremental increases in wages throughout their training.	<u>Average Earnings:</u> Earnings in the 2nd and 3rd quarters after exit	<u>Median Earnings:</u> Earnings in the 2nd quarter after exit
Credential Attainment	By definition, graduates from Registered Apprenticeship programs receive a credential issued by either the U.S. Department of Labor or a federally-recognized State Apprenticeship Agency. This national occupational credential, referred to as a certificate of completion, is a recognized post-secondary credential under WIOA for this measure.	Not a measure under WIA	<u>Credential Attainment:</u> Credential attainment during program participation or within 1 year after exit
Skill Gains	The foundation of the Registered Apprenticeship model is that apprentices progressively increase their skills and competencies throughout the program. As an interim progress measure that is not based on exit, apprentices achieve measurable skill gains as they meet training/proficiency milestones. Therefore, even for longer-term Registered Apprenticeship programs, this measure will likely yield a positive outcome.	Not a measure under WIA	<u>Skill Gains:</u> Achieve measurable skill gains while enrolled in training and education programs

Performance Indicators – Youth Programs

Use the table below to understand how registered apprenticeship can contribute to positive outcomes for each of the WIOA primary performance indicators for the Youth program.

Category	Contribution of Apprenticeship	WIA Measure	WIOA Indicator ¹
Employment and Education (2nd quarter)	This indicator measures whether youth participants are in employment or education or training programs. Since Registered Apprenticeship is a job, participants are employed from the first day. Registered Apprenticeship programs are also considered a training/education program. On both counts, as long as participants remain in the Registered Apprenticeship program following exit from WIOA until the quarter of measurement, it will be a positive outcome.	<u>Placement in Employment or Education:</u> Measured in 1st quarter after exit	<u>Placement in Employment or Education:</u> Measured in 2nd quarter after exit
Employment and Education (4th quarter)	Similar to the performance indicator above, Registered Apprenticeship will also yield positive outcomes for this indicator. Registered Apprenticeship programs last one to six years, often longer than participation in WIOA. Since apprentices are employed, and since Registered Apprenticeship programs are education/training programs, if participants continue in the apprenticeship after exiting WIOA until the quarter of measurement, they will count positively. Even if they graduate from the Registered Apprenticeship program, the likelihood of meeting this measure is very high as 91 percent of apprentices retain employment after their programs.	Not a measure under WIA	<u>Placement in Employment or Education:</u> Measured in 4th quarter after exit
Earnings	Apprentices receive incremental increases in wages as their skills and knowledge increase. Therefore, the wages of an apprentice who has continued in the Registered Apprenticeship program through the quarter of measurement is likely to be high.	Not a measure under WIA	<u>Median Earnings:</u> Earnings in the 2nd quarter after exit

Credential Attainment	The national credential received by graduates of Registered Apprenticeship programs, referred to as a certificate of completion, is a recognized post-secondary credential under WIOA.	<u>Attainment of a Degree or Certificate:</u> Measured in the 3 rd quarter after exit	<u>Credential Attainment:</u> Attainment during program participation or within 1 year after exit
Skill Gains	The foundation of the Registered Apprenticeship model is that apprentices progressively increase their skills and competencies throughout the program. As an interim progress measure that is not based on exit, apprentices achieve measurable skill gains as they meet training/proficiency milestones. Therefore, even for longer-term Registered Apprenticeship programs, this measure will likely yield a positive outcome.	Not a measure under WIA	<u>Skill Gains:</u> Achieve measurable skill gains while enrolled in training and education programs
Literacy and Numeracy Gains	This WIA measure assessed increases in literacy and numeracy of youth participants, but will not be a performance indicator under WIOA.	<u>Literacy/ Numeracy Gains:</u> Educational increases in first year of program	Not a measure under WIOA

Effectiveness in Serving Employers Measure

In addition to the indicators outlined above, WIOA establishes a sixth primary indicator that will measure the effectiveness of services to employers. Registered Apprenticeship is a proven model for employers to recruit, train, and retain highly-skilled workers. Registered Apprenticeship also helps businesses with their bottom line – increasing productivity, lowering turnover and recruitment costs, and increasing workplace safety. A survey of businesses with Registered Apprenticeship programs found that 97 percent would recommend apprenticeship to others.

The new WIOA employer indicator has not yet been defined by the U.S. Department of Labor. However, given the significant benefits of Registered Apprenticeship for businesses, workforce systems that use apprenticeship programs as part of their employment and training strategies will be well-positioned to effectively serve the employer community.

Program Exit

As any workforce professional knows, the point of program exit is a key factor in the calculation of performance outcomes. For most training services provided under WIA/WIOA, participants complete their training and then exit the WIA/WIOA program. Registered Apprenticeships, however, range from one to six years. In many cases, participants will still be participating in their Registered Apprenticeship programs after they exit from WIA/WIOA.

The length of Registered Apprenticeship programs is not a barrier to positive outcomes under the performance measures. However, it does require state and local workforce systems to determine an appropriate approach to exiting participants in Registered Apprenticeship programs that adheres to WIOA regulations, provides quality employees for businesses, and ensures increased skill sets for workers.

The point of exit should be based on when the participant is successfully moving through the Registered Apprenticeship program and is no longer receiving services from WIOA. The following are two factors to consider when determining an appropriate exit policy.

- Wage Increases. Apprentices receive progressive increases in pay as their skills and knowledge increase – this is a core element of all Registered Apprenticeships. A wage increase may be an appropriate point of exit from WIOA, as it means that apprentices have passed a milestone in their training, improved their skills, and increased their earnings – signaling that support through WIOA may no longer be needed.
- Credential Attainment. Many Registered Apprenticeship programs offer interim occupational credentials that can be attained by apprentices during their program. The attainment of a credential is another aspect that could be factored into the determination of an appropriate exit point from WIOA, given that this marks an important milestone in the Registered Apprenticeship program. Attainment of a credential signals that apprentices have successfully advanced along a career pathway and increased their skills in the field, and potentially moved beyond the point of needing WIOA support.

Note on On-the-Job Training (OJT): OJT contracts with employers for Registered Apprenticeship is a common way for the public workforce system to support participants in Registered Apprenticeship programs. In these cases, the workforce system would adhere to state/local policies on OJT reimbursements and the maximum allowable length of OJT assignments.

For more information on how the workforce system can achieve qualify performance outcomes through Registered Apprenticeship, view the on-line tutorial on this topic located at <http://www.dol.gov/apprenticeship/toolkit.htm>.