Attachment B
Quick Reference Guide
Registered Apprenticeship Performance and Measurement

One of the reasons often given by the workforce investment system for not referring or supporting Registered Apprenticeship programs is a lack of knowledge regarding how credit for performance captured in Registered Apprenticeship programs can be counted towards the Workforce Investment Act (WIA) and Employment Services (ES) performance goals. This attachment provides a quick reference guide on how to track and measure Registered Apprenticeship participants and capitalize on the opportunity to utilize apprenticeship strategies to augment performance under Common Measures.

(1) Referral of WIA and ES Participants to Registered Apprenticeship Programs

WIA and ES participants that are <u>not</u> employed at the time of participation and then receive a referral resulting in their entry into a Registered Apprenticeship program are to be counted in the Common Measures. Registered Apprenticeships are an "earn as you learn" on-the-job training approach, resulting in these participants to be counted as employed for the purpose of the purpose of the Entered Employment Rate. Enrollment in an apprenticeship results in a positive employment outcome at the time of exit.

Because most apprenticeships average four years in length, there is a positive impact on the Employment Retention Rate, which is normally calculated within 18 months of exit. Although apprentices earn more upon completion, the progressive wage schedule does have a positive impact on Average Earning calculations because apprenticeships tend to be in higher earning skilled occupations.

Since all Registered Apprenticeship participants are employed, wage records can be used to calculate their Common Measure results. There is no need for any additional or cumbersome data tracking.

<u>Example</u>
An adult participant that is not employed at the time of participation and receives WIA funded services and is subsequently referred to and participates in a registered apprenticeship program. When this participant exits WIA funded services, he/she is to be counted as employed in the Entered Employment Rate as long as this participant remains an apprentice (i.e., employed).

(2) Registered Apprenticeship Participants that Receive WIA Funded Support Services

Apprentices that receive WIA funded services that support their participation in their Registered Apprenticeship program are to be considered employed at the time of participation. These participants are considered incumbent workers for the purpose of Common Measure calculations are excluded from the Enter Employment Rate, but are included in the Employment Retention

and Average Earnings calculations. As stated above, Registered Apprenticeship participants have positive impacts on these calculations.

Incumbent worker intensive and training services are authorized statewide activities under WIA §134(a)(3)(A)(iv)(I) utilizing funds drawn from the state's reserve of adult, youth, and dislocated worker funds. With regard to eligibility for incumbent worker projects funded as statewide activities, ETA has previously stated that "these individuals do not necessarily have to meet the eligibility criteria for dislocated workers contained at §101(9) of the Act nor do they have to meet the criteria for employed adults and dislocated workers under §134(d)(4)(A)." WIA provides that statewide reserve dollars may be used for "implementation of innovative incumbent worker training programs." The Workforce Investment Board is empowered to define the term "incumbent worker" for these projects. The definition of incumbent worker may include any employed worker, including newly hired apprentices.

Example
An individual that is enrolled in a Registered Apprenticeship program and subsequently receives WIA funded support services is considered employed at the time of participation is excluded from the Entered Employment Rate calculation. However, this individual is to be included in the Employment Retention Rate and Average Earnings calculations.