

PERFORMANCE

Making ApprenticeshipUSA Work for the Public Workforce System:

PERFORMANCE OUTCOMES

Registered Apprenticeship is an employer-driven model that combines on-the-job training with job-related instruction. Apprenticeship is a “learn while you earn” model – apprentices receive a paycheck from the first day and progressive increases in wages as their skills advance. Apprenticeship offers an industry-proven approach in preparing workers for jobs while meeting business needs for a highly-skilled workforce.

ApprenticeshipUSA is one of the most effective strategies for engaging employers and increasing performance outcomes for the public workforce system. Apprenticeship helps workers get jobs, keep jobs, and increase their skills and earnings. Because it is a job, apprenticeship programs can help state and local areas meet their core performance outcome goals.

This quick reference guide is a resource to help workforce professionals understand how apprenticeship can positively impact performance measures. States and local areas must adhere to requirements in law, regulation, and guidance to appropriately track and report performance outcomes to the U.S. Department of Labor.

- ✓ **Employment:** Apprenticeship is a job from day one, so participants are employed when they begin an apprenticeship program. Apprenticeship completers have high employment retention rates – 91% 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 apprenticeship completers earn a national, industry-recognized credential from the U.S. Department of Labor. This credential is often in addition to an industry credential or state license.

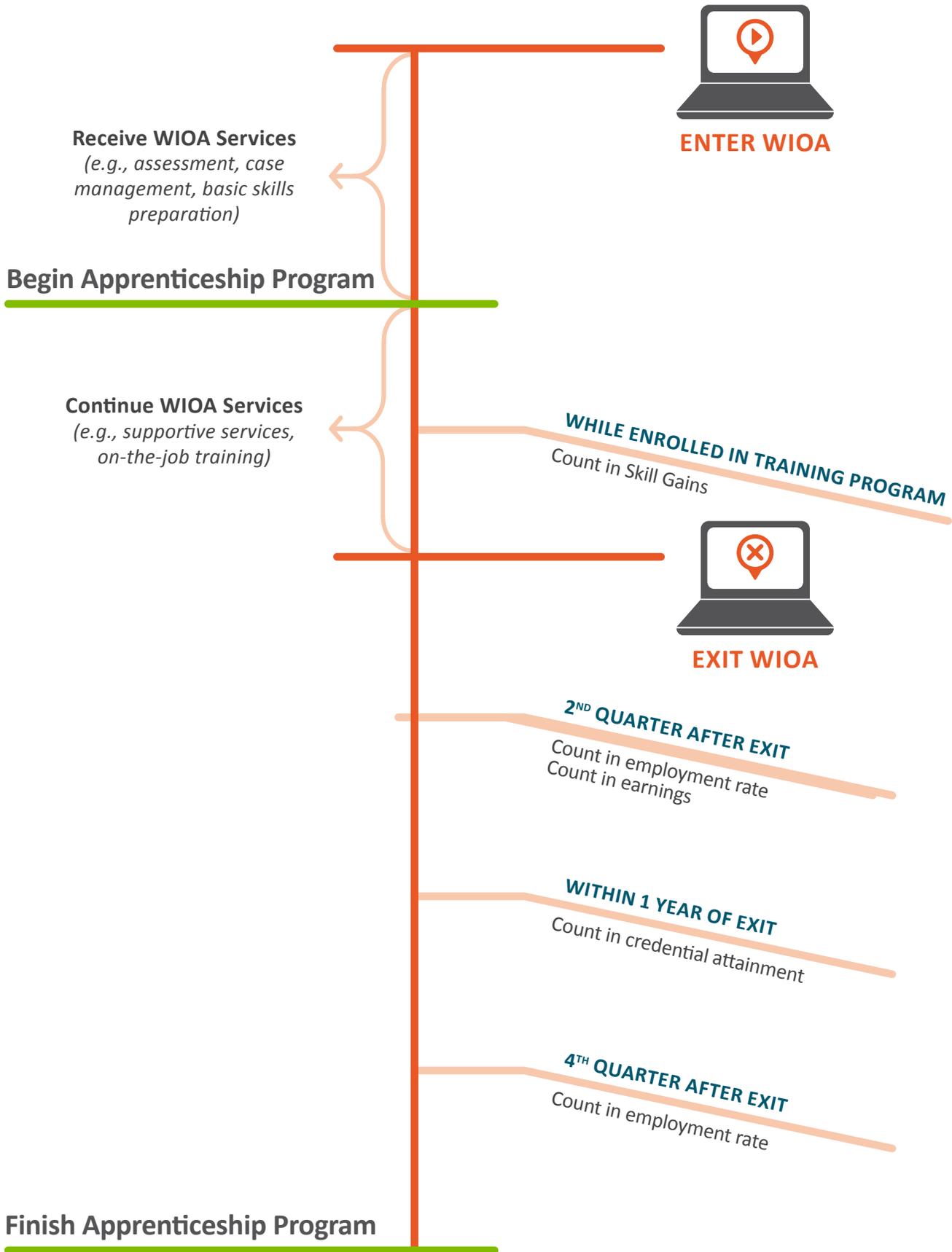
The Workforce Innovation and Opportunity Act (WIOA) continues the strong focus started under the Workforce Investment Act on achieving outcomes for workers and employers. Apprenticeship can help the workforce system achieve quality performance outcomes.

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 performance indicators for the Adult and Dislocated Worker programs.

INDICATOR ¹	IMPACT OF APPRENTICESHIP
<p>EMPLOYMENT</p> <p>Employed in the 2nd quarter after exit</p>	<p>An apprenticeship is a job – participants are employed at the beginning of the training. Under WIOA, this means that all participants (including incumbent workers) in apprenticeship programs may be counted positively in this measure, as long as they remain in the apprenticeship following exit from a program authorized by WIOA until the quarter of measurement.</p>
<p>EMPLOYMENT</p> <p>Employed in the 4th quarter after exit</p>	<p>Since apprenticeship programs range between one and six years, many programs last longer than the time that a participant will be enrolled in a program authorized by WIOA. If participants continue in the apprenticeship after exiting a program authorized by WIOA until the quarter of measurement, then they may count positively in this measure. If they have completed the apprenticeship program by the quarter of measurement, the likelihood of meeting this measure is also very high because 91% of apprenticeship graduates retain employment after completing their programs.</p>
<p>MEDIAN EARNINGS</p> <p>Earnings in the 2nd quarter after exit</p>	<p>Apprentices start at a good wage, and then 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.</p>
<p>CREDENTIAL ATTAINMENT</p> <p>Credential attainment during program participation or within 1 year after exit</p>	<p>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 credential under WIOA for this measure.</p>
<p>SKILL GAINS</p> <p>Achieve measurable skill gains while enrolled in training and education programs</p>	<p>The foundation of the apprenticeship model is that apprentices progressively increase their skills and competencies throughout the program. This new WIOA interim indicator will generally be a measure of interim progress of participants in an education or training program (including Registered Apprenticeship programs).</p>

¹ Information on WIOA performance indicators is based on statutory language and the U.S. Departments of Labor and Education Notice of Proposed Rulemaking released on April 16, 2015.



This graphic provides an example of how a participant in a program authorized by WIOA, who is enrolled in a Registered Apprenticeship program, may count positively in WIOA performance indicators.

Performance Indicators: Youth Program

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

INDICATOR ¹	IMPACT OF APPRENTICESHIP
<p>EMPLOYMENT & EDUCATION</p> <p>In education or training activities or employed in the 2nd quarter after exit</p>	<p>This indicator measures whether youth participants are in employment or education and training programs. Since an apprenticeship is a job, participants are employed from the first day. Apprenticeship programs are also considered education and training. On both counts, as long as participants remain in the apprenticeship following exit from a program authorized by WIOA until the quarter of measurement, they may meet this indicator.</p>
<p>EMPLOYMENT & EDUCATION</p> <p>In education or training activities or employed in the 4th quarter after exit</p>	<p>Similar to the performance indicator above, apprenticeship may also yield positive outcomes for this indicator. Apprenticeships last one to six years, often longer than participation in a program authorized by WIOA. Since apprentices are employed, and apprenticeships are education/training programs, if participants continue in the apprenticeship after exiting a program authorized by WIOA until the quarter of measurement, then they may count positively. If they graduate from the apprenticeship program before the quarter of measurement, the likelihood of meeting this measure is also very high because 91% of apprentices retain employment after their programs.</p>
<p>MEDIAN EARNINGS</p> <p>Earnings in the 2nd quarter after exit</p>	<p>Apprentices start at a good wage, and receive incremental increases in wages as their skills and knowledge increase. Therefore, the wages of an apprentice who has continued in the apprenticeship program through the quarter of measurement is likely to be high.</p>
<p>CREDENTIAL ATTAINMENT</p> <p>Credential attainment during program participation or within 1 year after exit</p>	<p>The national credential received by graduates of Registered Apprenticeship programs, referred to as a certificate of completion, is recognized under WIOA as a credential for this measure.</p>
<p>SKILL GAINS</p> <p>Achieve measurable skill gains while enrolled in training and education programs</p>	<p>This new WIOA indicator will generally be a measure of interim progress of youth participants in an education or training program (including Registered Apprenticeship programs). Since the foundation of the apprenticeship model is that apprentices progressively increase their skills and competencies, apprentices will be well-positioned to count positively in this new indicator.</p>

¹ Information on WIOA performance indicators is based on statutory language and the U.S. Departments of Labor and Education Notice of Proposed Rulemaking released on April 16, 2015.

EMPLOYER 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. Apprenticeship also helps businesses with their bottom line – increasing productivity, lowering turnover and recruitment costs, and increasing workplace safety. A survey of businesses with apprenticeship programs found that 97% 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 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, participants complete their training and then exit the program authorized by WIOA. Apprenticeships, however, range from one to six years. In many cases, participants will still be completing their apprenticeship programs after they exit from a program authorized by WIOA.

The length of 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 apprenticeship programs that adheres to WIOA and the 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 apprenticeship program and does not need any additional supportive or training services through a program authorized by 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 apprenticeships. A wage increase may be an appropriate point of exit from a program authorized by WIOA, as it means that apprentices have passed a milestone in their training, improved their skills, and increased their earnings – signaling that support through a program authorized by WIOA is no longer needed.

This section of the guide provides information to help workforce professionals think about program exit in the context of apprenticeship programs. However, when exiting participants from WIOA programs (including those participants in apprenticeship programs), states and local areas must follow applicable requirements in law, regulations, and guidance from the U.S. Department of Labor.

- **Credential Attainment.** Many 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 considered in determining an appropriate exit point from a program authorized by WIOA, given that this marks an important milestone in the apprenticeship. Attainment of a credential signals that the apprentice has successfully advanced along a career pathway and increased their skills in the field, and potentially moved beyond the point of needing support from a program authorized by WIOA.

For more information on Registered Apprenticeship programs and how the workforce system can use apprenticeship as an effective workforce strategy, visit the ApprenticeshipUSA toolkit at www.dol.gov/apprenticeship/toolkit/index.htm.

Note on On-the-Job Training (OJT): OJT contracts with employers with apprenticeships are a common way for the public workforce system to support participants in apprenticeship programs. In such a case, workforce professionals would adhere to the maximum length for OJT reimbursement allowed under WIOA and state/local policies and close OJT service accordingly at completion of OJT – even if the total length of the apprenticeship program extends beyond the length of the reimbursement timeframe of OJT.