

WIOA Reauthorization

Bipartisan HELP Committee Discussion Draft

Assessment by AFA; Feedback from Members

Welcome

- Housekeeping
 - Mute on
 - Use “raise hand” to speak
 - Make active use of chat for questions/comments
 - Recording and summary of session will be made available
- Apprenticeships for America
 - Sign up on our mail list: <https://www.apprenticeshipsforamerica.org/get-involved>
 - Join up (it’s free!):
https://apprenticeshipsforamerica.quorum.us/new_member_registration/

Overview

- High-level goals...
 - Involve sidelined workers
 - Greater accountability for employment outcome
 - Leverage the workforce system
 - Equip youth with a career mindset
 - Improve state and local board flexibility
 - Streamline data collection
- Highlights...
 - Eligible Training Provider List changes
 - Youth Apprenticeship Readiness Grant (YARG) program
 - Flexibility pilot authority
 - State-level investments in industry or sector partnerships
 - Data system improvements
 - Reentry Employment Opportunities Program (REO)

Non-apprenticeship provisions of interest

- New “WIL” designation for high performing ETPL groups
- Consolidated WIOA grants allowed for 4 states and 4 regional consortia
- Allows single-state local area for some smaller states
- Allows for redesignation of local workforce development areas every 8 years
- Adds HBCU representation to state and local boards
- A variety of changes to performance metrics
- Allows for virtual one-stops

Non-apprenticeship provisions of interest (cont.)

- Allows for performance incentive funding
- Allow for greater flexibility for local boards on incumbent worker training and transitional jobs
- Adds “pay for success” to list of research topics to be pursued by US DoL
- Creates new national Reentry Employment Opportunities program
- Adds “digital literacy skills” to Adult Literacy and Education title.
- Mandates alignment of Adult literacy activities with Perkins-funded activities
- Overall WIOA Funding Authorization is “such sums as may be necessary”

Apprenticeship Provisions

- Seeks to integrate apprenticeship much more deeply into the workforce system
- Incorporates apprenticeship in operational and funding programming in WIOA
- Creates a new national youth apprenticeship funding vehicle

Integration

- Unified state WIOA plans now require "a description of the availability of apprenticeship and pre-apprenticeship programs in the State and the providers of such programs, including any that serve youth"
- Apprenticeship coordination and promotion now included in statewide activities
- Local boards must include apprentice program representation on standing committee on workforce
- Local plans must describe availability of "apprenticeship and pre-apprenticeship programs serving youth in the local area"
- Apprenticeship recognized as allowable activity for business services, Job Corps

Operations and Funding

- ETPL
 - Apprenticeship programs maintained as automatic additions to ETPL
 - Youth ETPL now also includes “providers of pre-apprenticeship programs, and apprenticeship programs, that serve youth”
- WIOA Youth Programming
 - Apprenticeship now included in definition of work-based learning
 - 10% of youth formula funding must go toward youth apprenticeship
- Apprenticeship named as eligible activity for
 - National Re-entry Grants
 - State Sector Partnership Development and Employer-based Training Activity Funds (to be funded with up to 10% of dislocated worker funds)

Youth Apprenticeship Readiness Grant

- \$65 million annually targeted for YARG from H1-B funds
- Goal
 - Increase youth participation in new or existing pre-apprenticeship and apprenticeship programs
- Provides grants to partnerships of high schools, community colleges, employers, non-profits, State agencies or other intermediaries.
- Supports both in-school youth and opportunity youth
- Prioritizes
 - Areas with workforce shortages
 - Demonstrated success
 - Serving low-income communities
 - Includes a high-need educational agency

YARG (cont.)

- Matching requirement: A non-Federal contribution of 25% required, which may be provided in cash or in-kind
- Allowed uses
 - Develop or expand a high-quality pre-apprenticeship program.
 - Develop or expand a high-quality apprenticeship program that serves youth, including registering such a program and its youth apprentices through the Office of Apprenticeship or an applicable State apprenticeship agency.

YARG (cont.)

- Key Definitions

- Youth Apprenticeship: An apprenticeship program registered by a State apprenticeship agency or under the Act of August 16, 1937 (commonly known as the 'National Apprenticeship Act') that is designed for youth not younger than age 16 or older than age 24.
- Pre-apprenticeship program means a program that
 - prepares youth to enroll in and complete an apprenticeship program;
 - articulates to an apprenticeship program that serves youth; and
 - in the case of a program with respect to a hazardous occupation, is provided only through classroom instruction for any youth pre-apprentice who is younger than the age of 18.

YARG (Definitions cont.)

- Eligible Entity: The term 'eligible entity' means a partnership that—
 - shall include as the lead applicant entity that is—
 - an education and training provider;
 - a workforce development system entity;
 - a **qualified intermediary**; or
 - a State agency of the State in which the partnership is located; and
 - shall include as a partner—
 - at least 2 employers or an industry or trade association that represents at least 2 employers;
 - an education and training provider;
 - the State apprenticeship agency;
 - a local board or the State board; or a local educational agency, if the partnership is serving in-school youth; and
 - may include as an additional partner—
 - the State educational agency;
 - an institution of higher education;
 - an Indian Tribe;
 - the State entity that coordinates higher education, such as a community college system office, a single State educational board, or State higher education agency
 - a community-based organization that offers job training; or
 - joint labor-management partnership.

YARG (Definitions cont.)

- A 'qualified intermediary' means—
 - a nonprofit entity that demonstrates expertise and experience in serving participants, employers, and schools by—
 - building, sustaining, measuring, and improving the quality and performance of apprenticeship programs that serve youth;
 - assisting in the design, approval, registration, and implementation of apprenticeship programs that serve youth, including program development and meeting program requirements, including registration and reporting requirements;
 - in collaboration with 1 or more State educational agencies, local educational agencies, or institutions of higher education included in the eligible entity involved, providing collaborative professional development activities such as training for workplace supervisors, mentors, counselors, and teachers, instructors, and other educators;
 - supporting the recruitment for, retention in, and completion of apprenticeship programs that serve youth with respect to potential or enrolled youth apprentices, including youth apprentices who are from low-income backgrounds or members of nontraditional apprenticeship populations;
 - developing and providing supportive services including by partnering with organizations to provide access to or referrals for supportive services, financial literacy services, and other support based upon needs of potential or enrolled youth apprentices; or
 - serving as a program sponsor; and
 - may consist of a—
 - labor-management organization;
 - community-based organization; or
 - industry association.

Questions

- Apprenticeship Integration
 - Are there any problems with the suggestions for integration of apprenticeships into the workforce system?
 - Are there other opportunities for integration that AFA should suggest?
- Operations and Funding
 - Are there any thoughts on ETPL provisions as they relate to apprenticeship?
 - Are there any additions/comments on national and state funding components?
- YARG
 - How might the definitions for youth apprenticeship and pre-apprenticeship be strengthened?
 - Is the definition of a “qualified intermediary” acceptable?
 - Is the match requirement reasonable?