

## Attachment B

### Use of Workforce Investment Act Funds to Support Registered Apprenticeship

| <b>Activity</b>  |  |   |   |  |
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| Encourage entities to sponsor and register new programs and occupational training, including the cost of OJT and related instruction | <b>Guam</b> in partnership with the Guam Shipyard and Guam Power Authority. Since inception, nearly \$1.4 million in WIA funding has been invested in salaries, benefits, and educational assistance.  | The <b>Durham, North Carolina</b> WIB recently issued a RFP for a health care initiative using the DOL Health Career Lattice model, which integrates apprenticeship for the Certified Nursing Assistant level. The <b>Winston-Salem</b> WIB granted \$15,000 to a tool & die trade program. | <b>Pennsylvania's Job Ready</b> program, which is a combination of WIA and private funds, supports apprenticeship training programs. The local WIBs also regularly support apprenticeship training. | The <b>West Virginia</b> State WIB has funded apprenticeship programs in aerospace and wastewater treatment. |
| Provide related instruction or other education that satisfies specific apprenticeship requirements.                                  | <b>Kansas</b> WIBS pay the cost of related instruction and purchase uniforms and tools for apprentices.  | The <b>Winston-Salem, North Carolina</b> WIB provided \$37,000 to a sponsor to pay for related instruction for the Senior Maintenance Tech trade.   | <b>South Dakota</b> provides \$50,000 to 10 sponsors to help pay for related instruction from the Governor's WIA Discretionary Fund.  |  |
| Supplement Apprentices' wages  | <b>Idaho</b> and Boise State University will fund a pilot project in Advanced Manufacturing. The state will use \$50,000 from WIA set-a-side funds to pay half the apprentices' wages for the first three months. The university will fund the costs of related instruction for the first year.      |   |   |  |
| Provide on-the-job training/learning   | <b>Alaska's</b> local workforce centers agree to pay up to 50 percent of the employers wage costs for the first 1,000 hours of apprenticeship. In this way, employers evaluate the trainee's soft skills and can make a reasonable assessment of the individual's capacity to complete the training. | <b>Maryland</b> used its WIA discretionary dollars to provide matching funds for customized training. In 2006, it granted a 50-50 match for an incumbent health care worker apprenticeship program.   |   |  |

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| <p>Disseminate information about apprenticeship programs</p>  | <p><b>Many states</b> routinely co-sponsor career expos with the state apprenticeship office and the federal Office of Apprenticeship.</p>   | <p><b>Maryland's</b> state WIB has provided \$50,000 of its performance measures incentive funding to the State Apprenticeship Agency to market apprenticeship in the state.</p>  |  |  |
| <p>Pre-apprenticeship or preparatory training designed to provide related work experience to prepare candidates for Registered Apprenticeship</p> | <p><b>California's Greater Long Beach</b> WIB sponsors a Construction Jobs Initiative which provides pre-apprenticeship training and builds connections between the One-Stop Centers and Registered Apprenticeship programs.</p> | <p><b>Pennsylvania's Lancaster County</b> WIB has partnered with the Keystone Chapter of the Association of Builders and Contractors to conduct pre-employment training; the <b>Wilkes-Barre</b> WIB is partnering with the Building and Construction Labor-Management Council and local school districts to prepare at-risk youth to enter into apprenticeship programs.</p> | <p><b>Washington State</b> supports pre-apprenticeship programs for 500 individuals in food processing, biotechnology, communications, health care, construction and manufacturing from the Governor's WIA Discretionary Fund.</p> |  |

## Attachment B Other Funding Sources for Apprenticeship Program

| Activity  |   |   |   |
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| <b>Encourage entities to sponsor and register new programs and occupational training including the cost of OJT and related instruction</b>                                | <b>Alaska's</b> Denali Fund uses <b>state Department of Labor funds</b> to support tuition, instructor's wages, books, tools, required clothing, incidental stipends, lodging, transportation, and administration.  | <b>Guam</b> signed into law the Guam Registered Apprentice Program (GRAP) to invest in skilled training in the form of <b>tax incentives</b>  | <b>Vermont's</b> Workforce Education and Training Fund, a state program <b>funded by the state legislature</b> to help employers with workforce development issues, has regularly funded apprenticeship proposals.                                  |
| <b>To provide related instruction or other education that satisfied specific apprenticeship requirements.</b>   | Seventy percent of <b>Guam's</b> Manpower Development Fund goes to the Apprenticeship Training Program at the Guam Community College. The revenue source is <b>registration fees on non-immigrant temporary workers.</b>                                    | <b>Washington State</b> Legislature awarded 10 incentive grants from the <b>General Fund</b> for school districts to negotiate and implement agreements with local apprenticeship programs. | The <b>Texas</b> Workforce Commission supports the apprenticeship program with \$1.6 million per year from <b>General Revenue funds</b> under Chapter 133 of the Texas Education Code. The program helps support the cost of classroom instruction. |
| <b>To provide on-the-job training/learning</b>  | <b>Alaska</b> has a state training and employment program (STEP) which is funded by <b>UI Trust fund</b> contributions. Funds have been used for individuals who don't qualify for WIA support. STEP funds have been used for construction apprenticeships. |   |   |
| <b>To disseminate information about apprenticeship programs:</b>  | <b>Washington State legislature provided funds</b> to the Apprenticeship and Training Council to promote apprenticeship to high school students and educators in 2006.  |   |   |
| <b>To develop and provide pre-apprenticeship or preparatory training designed to provide related work experience to prepare candidates for Registered Apprenticeship.</b> | <b>The District of Columbia</b> provides \$1.2 million to support pre-apprenticeship programs with <b>General Revenue</b> funds to apprenticeship sponsors. Upon completion, sponsors have agreed to take students who complete the program.                |   |   |