

DATE: March 10, 2023

TO: Atlanta Regional Workforce Development Board

FROM: Rob LeBeau, Director - ARWDB

SUBJECT: Registered Apprenticeship Policy Update

Requested Action (What)

Adopt changes to the Registered Apprenticeship Policy as approved by the State Workforce Development Board (SWDB) on February 16, 2023.

Reason (Why)

Under previous SWDB policy, Registered Apprenticeship Programs (RAP) approved by USDOL and included on the State Eligible Training Provider List (ETPL) were required to be added to the local ETPL without the initial eligibility requirements for other Training Providers. However, some RAP's that did not include a work-based component were approved by USDOL and hence were becoming Training Providers outside of the normal process. In addition, some of the USDOL programs were commission-based (in violation of OJT policy) or for professions not on our in-demand careers list. Other workforce boards around the State were experiencing similar issues. The SWDB added provisions to State policy to address these issues by requiring:

1. The jobs to be in-demand occupations and labeled as such on the local ETPL
2. Full-time employment at the start of the RAP (consistent with OJT program regs)
3. LWDAs to consider and conduct adequate participant suitability when placing apprentices in WIOA funded RAPs to ensure RAPs and associated employment possess characteristics of a Good Job (per TEGl 07- 22), specifically:
 - Sustainable and stable living wages;
 - Connection to an accessible, long-term, in-demand career pathway within the region.
4. Inclusion of ETA form 671 (Program Registration) and an Employer Acceptance Agreement in the participant file.

Timeframe (When)

Effective immediately upon adoption.

Impact (Who and How Much)

RAP's that do not meet the above requirements will not be automatically added to the local ETPL. Those seeking careers in industries typically associated with commission-based compensation (i.e., beauty professionals) will not be able to receive WIOA funding for those programs.

Recommendation

Adoption of the SWDB policy changes is recommended. The updated policy document is attached.