



# EXPANDING REGISTERED APPRENTICESHIP PROGRAMS (ERAP)

PRESENTED BY:

THE NET.AMERICA CORPORATION

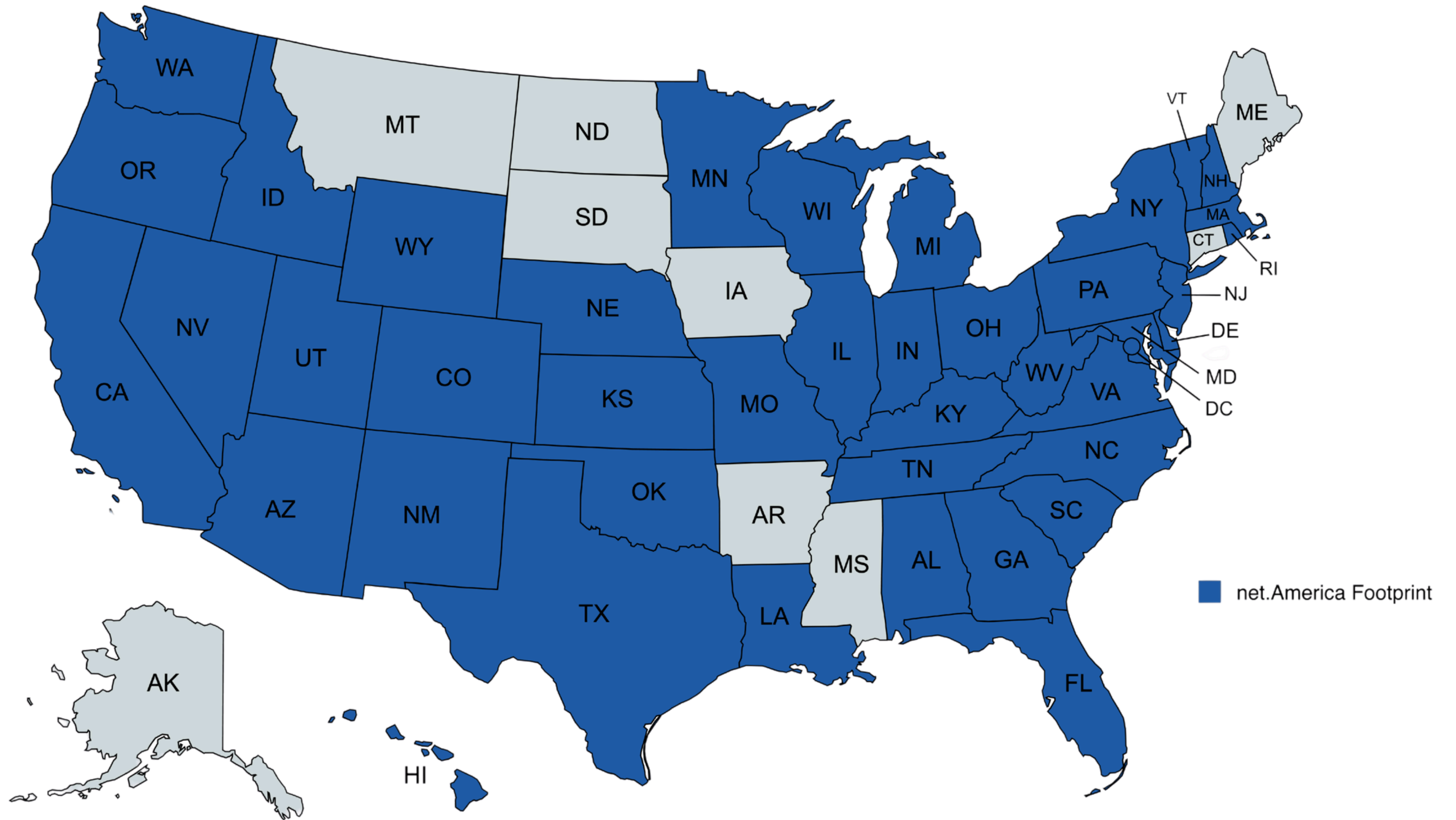


# Who is net.America?

A Woman-Owned 8(m) certified management consulting firm with more than 25 years of federal and state government contracting experience.

- Contracted Apprenticeship Industry Intermediary with the US Department Of Labor (USDOL) for traditional apprenticeships in the healthcare, information technology and energy sectors.
- Industry Focuses: Healthcare, IT and Energy
- Goals: expand current and create new Registered Apprenticeship Programs

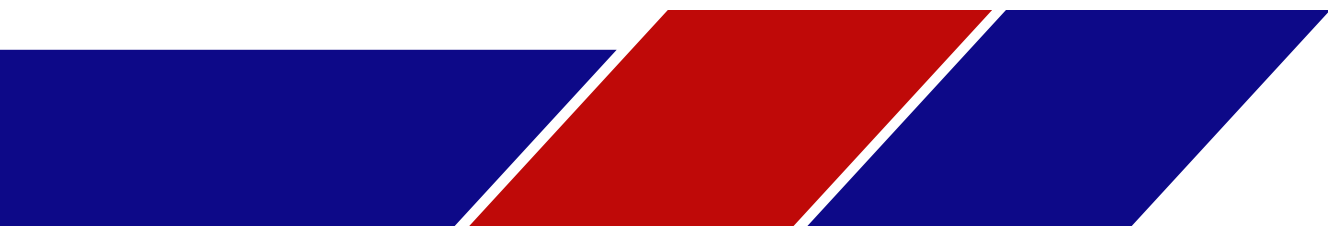




# What is Registered Apprenticeship?

A Registered Apprenticeship Program (RAP) is a proven model of apprenticeship that has been validated by the U.S. Department of Labor or a State Apprenticeship Agency.


**RAPs enable and energize more employers to participate and provide them access to larger talent pools that have been trained for entry-level to management positions, thereby meeting industry demands and reducing unemployment rates across the country.**





# What is Registered Apprenticeship?

A Registered Apprenticeship Program (RAP) is an "Earn as you Learn" training model used to develop a skilled workforce.

- Hired as an employee of the company that will train you in the skills you need for the job (On-the-Job training)
  - Also spend time in the classroom learning information you need to round out your training (Related Training Instruction)
  - Receive mentorship to help you succeed every step along the way
- 



# Types of RA Programs

In developing Registered Apprenticeship, three models exist:

- Competency-based programs: Apprentice progress is measured by achievement of job-related competency, both in skills and in workplace knowledge
- Hybrid programs: Apprentice completes predetermined range of hours and successfully demonstrates competencies
- Time-based programs: Apprentice completes a required number of hours in on-the-job training and related instruction

# Registered Apprenticeship



Programs can last  
**1-6 years**



**\$70,000**

Average salary of people  
who complete apprenticeships

Nearly  
**11,000**  
**new programs**  
were created in the past 5 years

Over the course of their careers,  
workers who complete  
apprenticeships earn an average of

**\$300,000 more**

than those who don't



**94%**  
of apprentices stay with their  
employers after completing  
their programs



**710,000 new**  
**apprentices**

since 2017

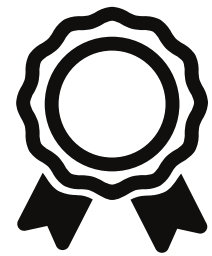


# Benefits of RAPs to Employers and Apprentices



## Technical Assistance

Access to a nationwide network of expertise, customer service, and support at no charge.



## National Credential

Graduates receive a national, industry-recognized credential.



## Quality Standards

Signifies program meets the national standards for quality and rigor.



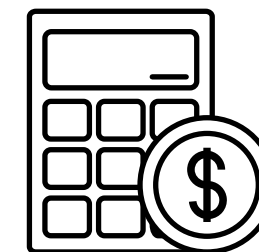
## Tax Credits

In many states, businesses can qualify for tax credits.



## Federal Resources

Access funding and other resources from federal programs.



## Recruiting Incentives

Veterans who qualify for the GI Bill benefits can receive a monthly stipend in addition to the wages they receive.

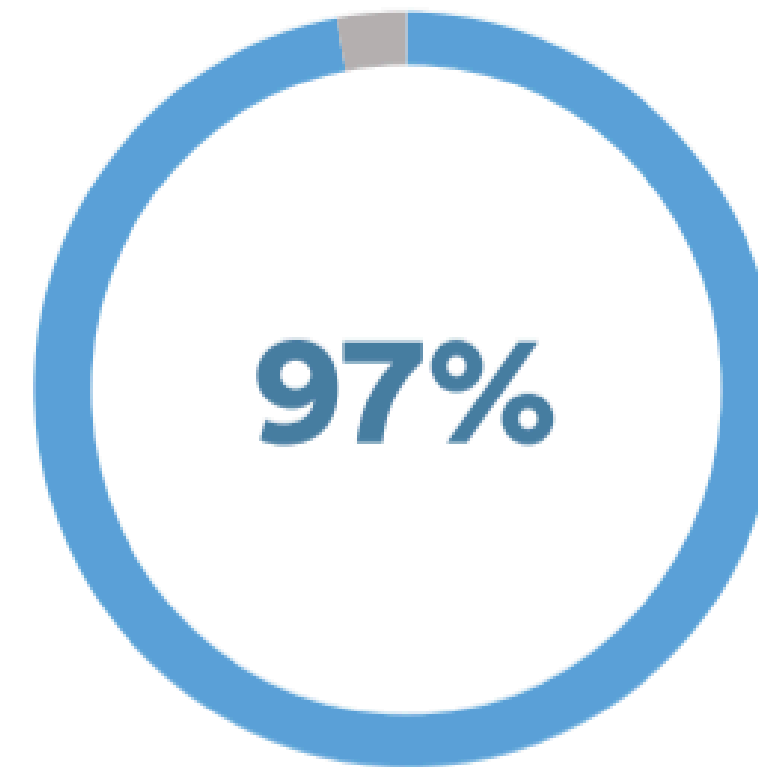


# Benefits of RAPs



## Employers Recommend Apprenticeship

Employer sponsors indicate very high levels of satisfaction with apprenticeship as a strategy for recruiting and developing a committed workforce.



would recommend  
apprenticeship as  
a training model

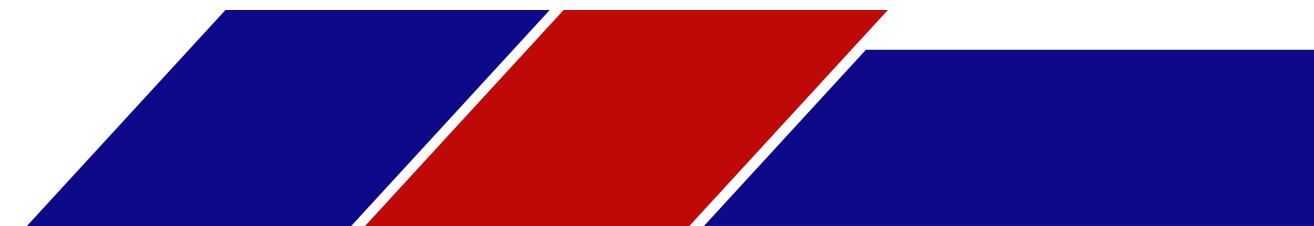
Source: Urban Institute "The Benefits and Challenges of Registered Apprenticeship: The Sponsor's Perspective" <https://www.urban.org/sites/default/files/publication/30416/411907-The-Benefits-and-Challenges-of-Registered-Apprenticeship-The-Sponsors-Perspective.PDF>

# What is ERAP?

## **Expanding Registered Apprenticeship Programs**

**ERAP has two main focuses:**

- Provide access to apprenticeship opportunities
- Expand apprenticeship into new industry sectors and occupations



# Benefits of ERAP

Apprenticeship can help employers achieve their recruitment goals and provide unique on the job training opportunities for students.

## Employers

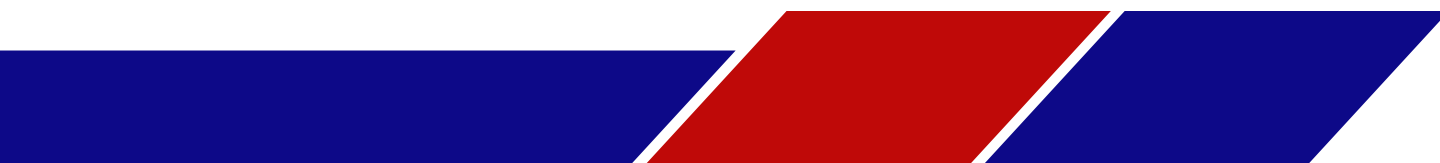
- Build a pipeline of skilled workers
- Gain workers with customized skills
- Boost retention

## Apprentices

- Earn wages while you learn on the job
- Create a pathway to a career through mentorship and training
- Boost retention

## Society

- Remedy to labor shortage
- Full employment of individuals





# What is an Apprenticeship Industry Intermediary?

**Apprenticeship Industry Intermediaries** provide expertise to help employers and other industry partners and the Office of Apprenticeship to successfully launch, promote, and expand RAPs in growing industries.



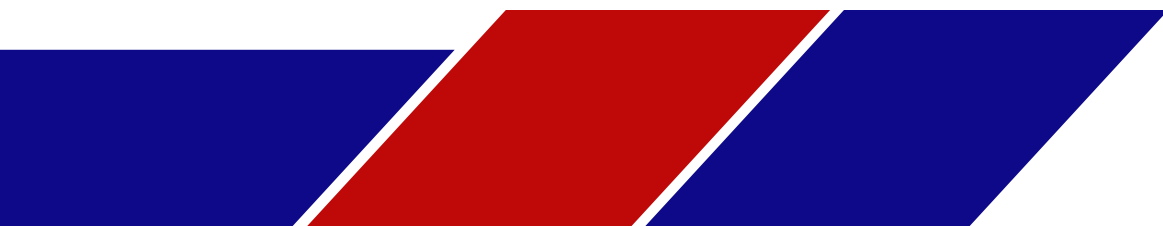


# net.America's Apprenticeship Intermediary Efforts

**Expanding Registered Apprenticeship Programs (ERAP):** net.America's goal is to expand current and create new RAPs for career seekers. Our commitment is to register an average of 750 apprentices or more a year over the life of the contract.

# Role of an Intermediary

- **Outreach to employers and other stakeholders**
- **Provide technical assistance to launch and sustain RAPs**
- **Develop curriculum, related instruction outlines, and competency-based RA program models**
- **Increase apprenticeship awareness**
- **Host apprenticeship accelerators and information session**
- **Incentive funding to registered apprenticeship programs**





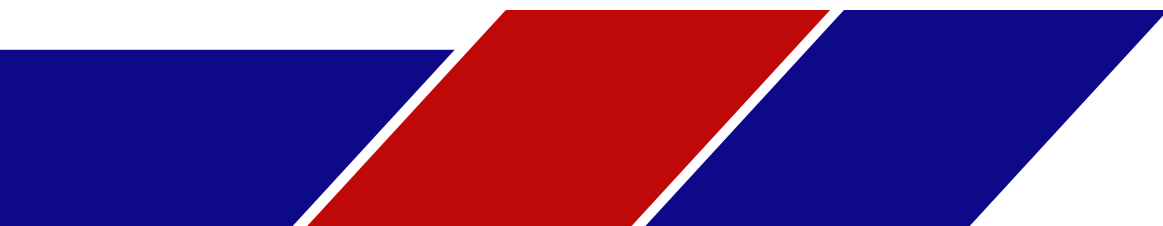
# Role of an Intermediary



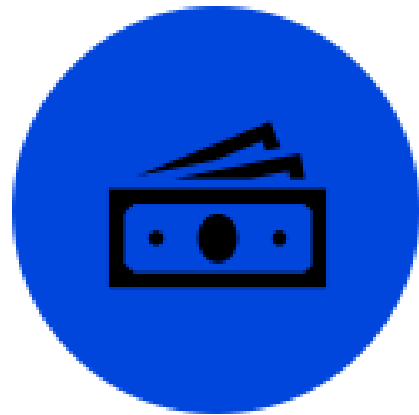
- **Identify and develop career pathways**
- **Develop partnerships to build ecosystem**
- **Provide expertise on strategies and best practices**
- **Facilitate workforce solutions to address workforce challenges**
- **Apprentice recruitment / screening**
- **Coordinate on-the-job and classroom training**
- **Marketing, outreach and strategic engagement**

# Incentive Funding

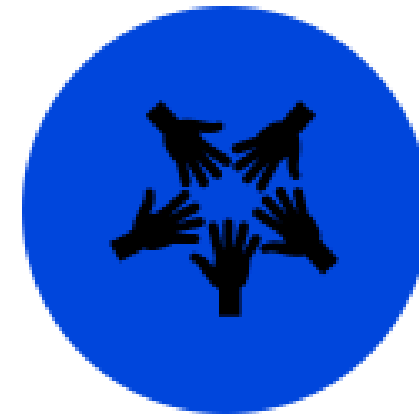
Intermediaries can provide modest incentive funding which helps to assist employers and partners offset the costs of developing, launching, and sustaining RA programs.



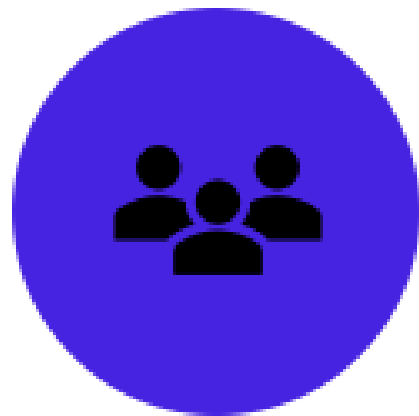
# Sources of Funding



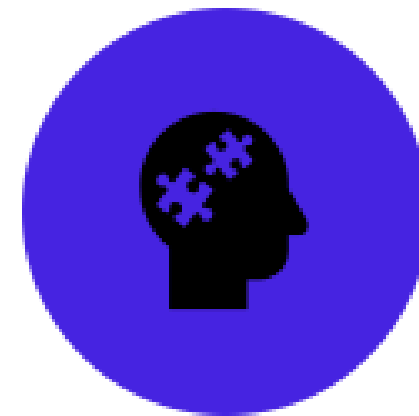
Existing State  
Funding  
Programs



Industry  
Intermediaries



Workforce  
Boards



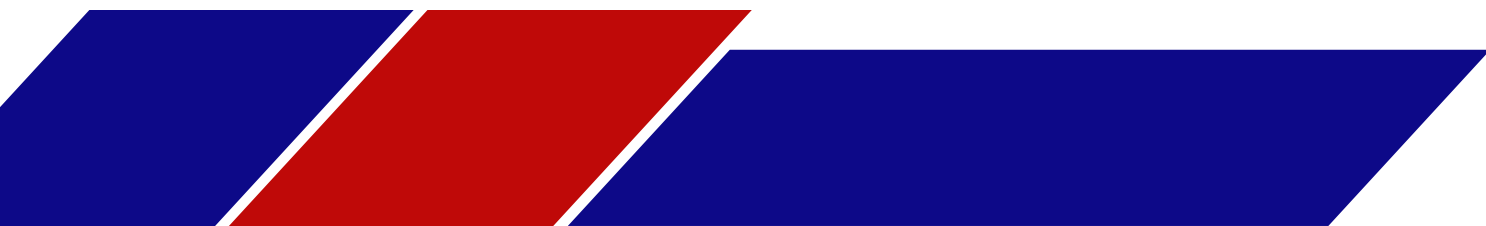
Foundations



# Expansion of Existing Programs



Intermediaries can provide additional guidance for expansion of existing programs to replicate in additional states and develop advanced career pathways.



# Strategy

## EMPLOYERS

- Partner with Employers
- Attend their meetings, business associations, and industry meetings
- Connect career seekers to opportunities

## GOVERNMENT

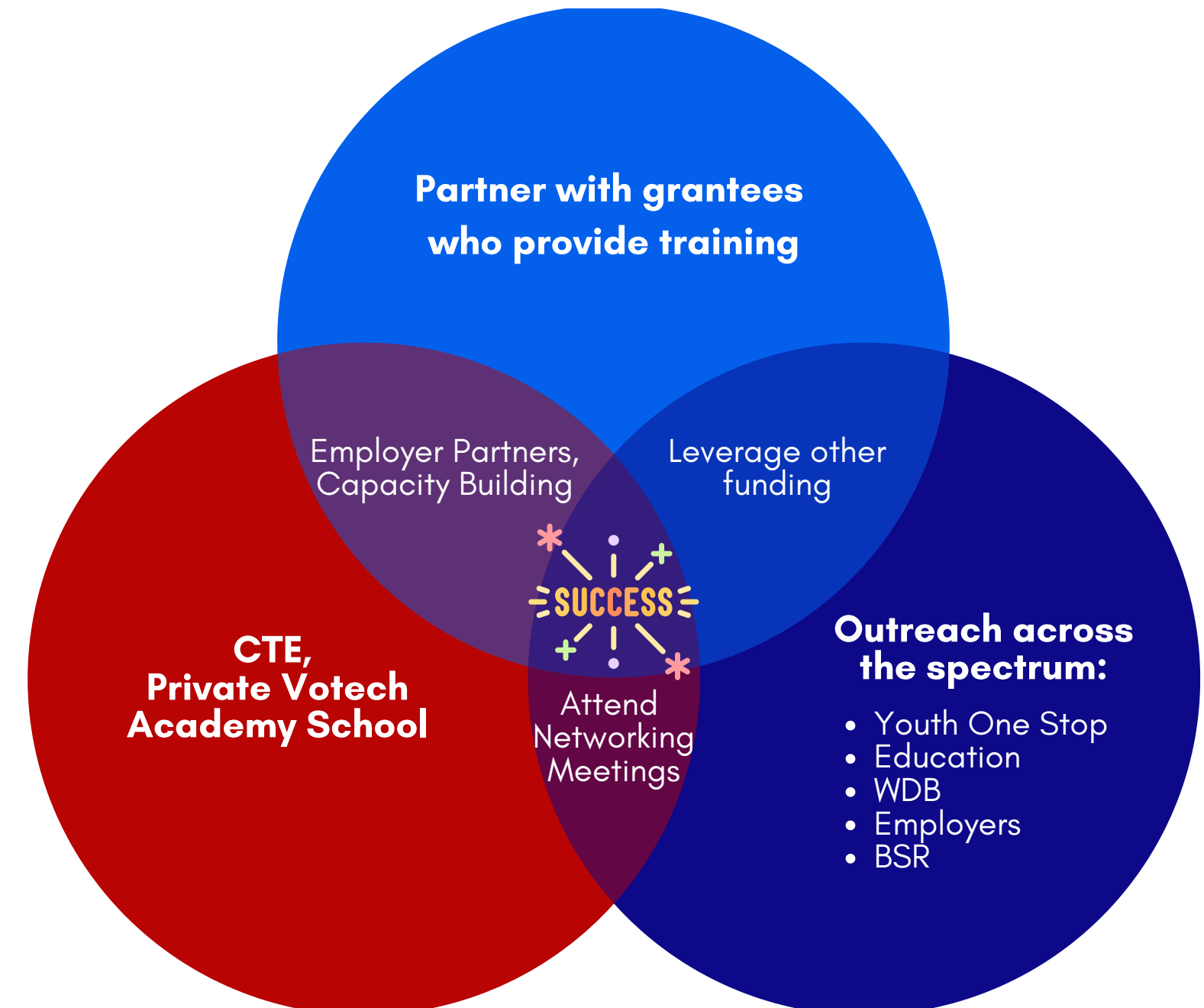
- Attend WDB meetings, Youth Committee meetings
- One Stop meetings and presentations
- Participate in Job Fairs and apprenticeship meetings

## SCHOOLS

- Partner with CTE schools
- Curriculum committees
- Private VoTech, Academy schools
- Universities, community colleges and more

## COMMUNITY BASED ORGANIZATIONS

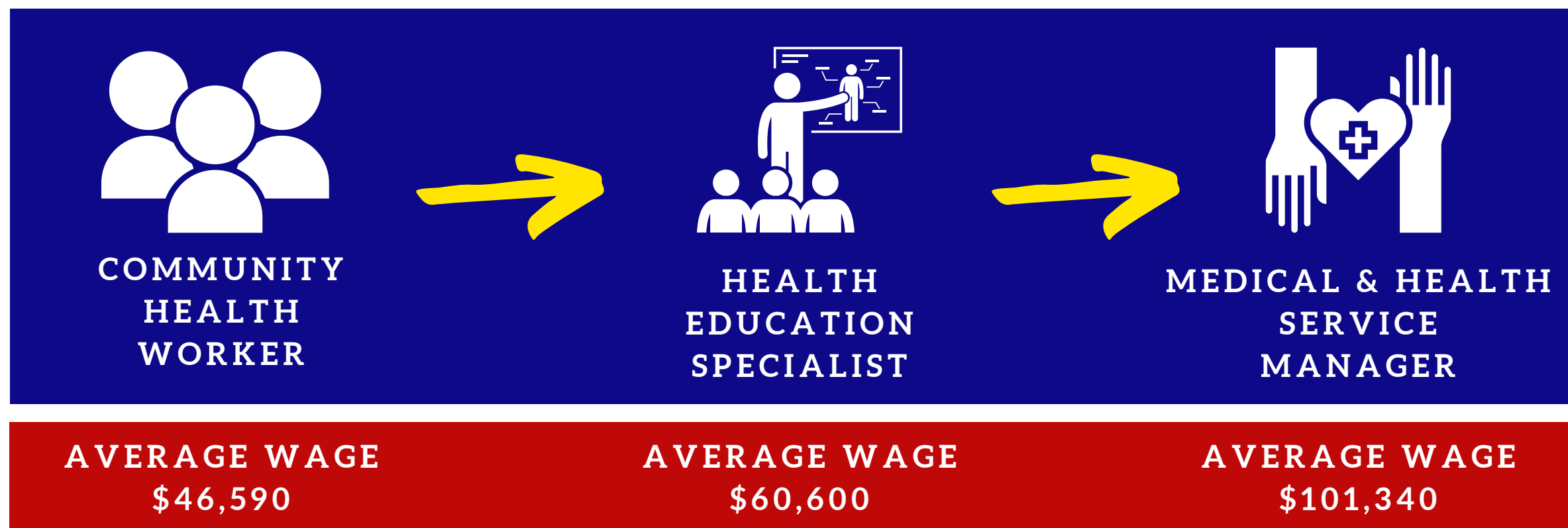
- Attend community network meetings
- Attend community events related to healthcare, information technology and energy industries.



# Example Healthcare Apprenticeable Occupations

- Behavioral Health Aide - Allies in Caring
- Community Health Worker - Staten Island Performing Provider Systems
- Medical Assistant - Trinity Health
- Certified Nursing Assistant - Bayada
- Peer Recovery Specialist - Jordan Peer Recovery

## Community Health Career Pathway





# Example Energy Apprenticeable Occupations

- Electrician - Independent Electrical Contractors
- Weatherization Technician - Urban League of Essex County
- Renewable Energy Technician - Oregon Solar
- Lineman - Southern West Virginia Community Technical College
- Energy Auditor and Analyst - California and Nevada IBEW/NECA LMCC

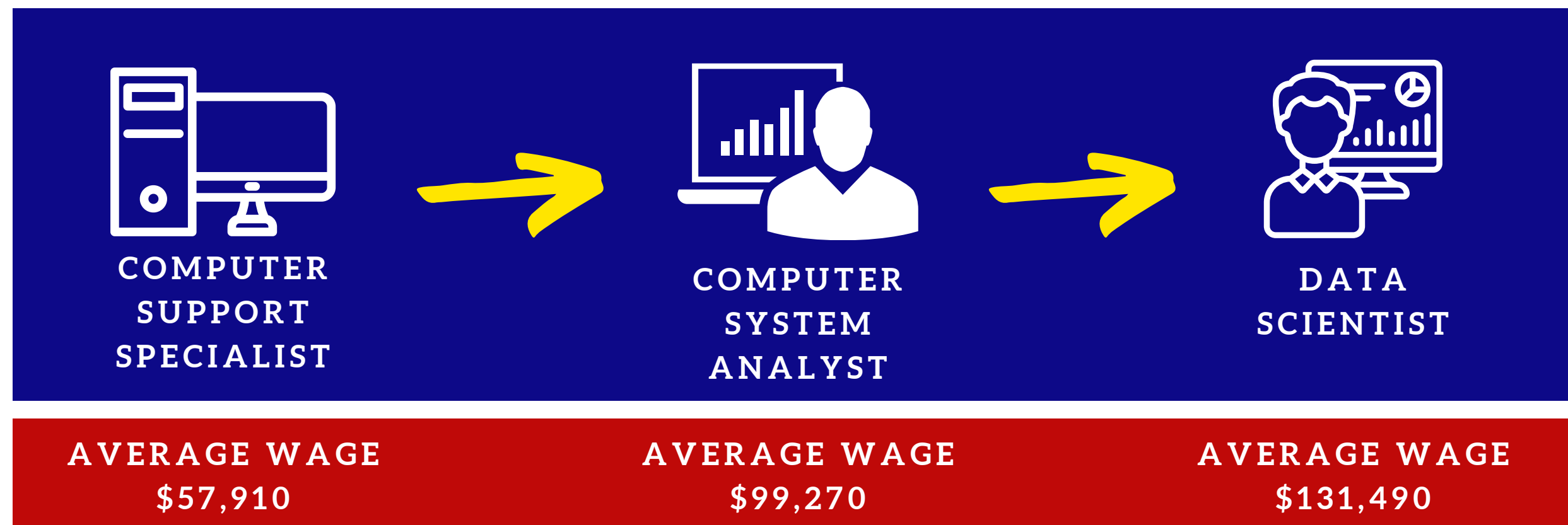
## Electrical Power Line Career Pathway



# Example Technology Apprenticeable Occupations

- Health Information Technology Specialist - Albany State University
- Cybersecurity Technician - Jarvis Christian University
- Information Technology/Cybersecurity - Rightvarsity Technologies
- Graphic Designer - Adaptive Construction Solutions

## Data Sciences Career Pathway





# Contact Us

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