

# Expanding Registered Apprenticeship

Virtual Town Hall | 9-17-2020 | 1 P.M.

## Event Questions and Answers

**Category:** Texas Workforce Commission

- 1. What is the name of the report that Commissioner Alvarez III just mentioned? Where is it available?**
  - Commissioner Alvarez referenced the Tri-Agency Report to the Office of the Governor entitled *Prosperity Requires Being Bold: A Progress Report* released in February 2020. [The report can be found online here.](#)
- 2. Commissioner, we are having great success with Pre-Apprenticeships in Digital Marketing, Data Analytics and Cyber Security in San Antonio, Austin and Dallas. We need a list of partners that offer Pre-Apprenticeships that we do not offer in IT, where can we get a list?**
  - DOL offers a robust website that anyone can research to find companies and partners who offer a range of occupations and opportunities, including IT. The website is <https://www.apprenticeship.gov/partner-finder>.
- 3. That is where we need support, employers to understand how the Apprenticeship programs, outside of the trades works, there is low adoption from employers. How is the TWC working with Employers to increase adoption? Are there metrics in place to advance apprenticeship with Texas Employers?**
  - TWC consistently partners with local workforce development boards and other entities to promote creating and expanding registered apprenticeship programs across the state. Additionally, to increase employer participation, TWC issues funding opportunities allowing local workforce development boards and community/technical/vocational colleges to apply for monies to offset employer on-the-job training costs. These grantees are responsible for quarterly reporting that allows TWC to track and monitor the success and efficacy of the program. These and other metrics are used to determine how best to engage more employers and design effective outreach initiatives.

#### 4. Can you highlight how other boards & colleges can also take advantage of/compete for that Apprenticeship funding as well? Thanks!

- There are a variety of resources that can help fund apprenticeship training. Some of these include:
  - Workforce Innovation and Opportunity Act (WIOA): is supportive of Registered Apprenticeship Programs (RAP). Local Workforce Development Boards can help finance the primary components of RAP including on-the-job training, related training instruction, and supportive services, if the individuals (apprentices or prospective apprentices) are eligible for WIOA services as a qualified Adult, Dislocated Worker, or Youth as defined by WIOA criteria. Please visit our [Directory of Workforce Solutions Offices](#) to locate the office nearest you.
- Funding opportunities to support program creation or expansion:
  - **Federal Apprenticeship Funding:** Each year the U.S. Department of Labor (DOL) announces funding opportunities, some of which are focused on apprenticeship expansion activities. To view current DOL funding opportunities please visit [DOL's Grants website](#).
  - **State Apprenticeship Funding:** Department of Labor (DOL) provides federal Apprenticeship Expansion funding to TWC—branded as ApprenticeshipTexas—to support apprenticeship expansion by engaging industry and workforce intermediaries, developing apprenticeship programs, and outreaching to new sectors and under-represented populations. Expansion funding is accessed through a partnership with Local Workforce Development Boards or community/technical colleges. DOL funding has sought to build on previous efforts to increase the number of apprentices in Registered Apprenticeship Programs (RAPs). Funds are announced through competitive Request for Applications (RFA) process.

All competitive TWC funding opportunities can be found by browsing postings for the Texas Workforce Commission on the [Texas Comptroller of Public Accounts website](#).

TWC—as provided in Texas Education Code, Chapter 133—grants funds to local education agencies (LEAs) and apprenticeship committees to support the costs of job-related classroom instruction in registered apprenticeship training programs. Registered apprenticeship training programs must partner with an LEA or their own apprenticeship committee, which act as fiscal agents for Apprenticeship Training Program funds. The LEA and the apprenticeship committee are the funding link between the registered apprenticeship training program and TWC. Funding cycles are open in June each year.

Submission forms and resources are available at the [Apprenticeship Program website](#).

- **Tax Credits:** Eligible employers can receive a federal tax credit ranging from \$1,200 to \$9,600 for each qualified employee hired under the Work Opportunity Tax Credit (WOTC) program, or \$9,000 over a two-year period for employees hired who were long-term public benefit recipients prior to hire. Tax credits currently available for new hires are available at the [TWC's Work Opportunity Tax Credit website](#).
- [Subscribe to the TWC mailing list](#) to receive notifications when the next Request for Application is available.

**5. Would love the contact of a person who could help answer questions for us on trying to start a registered app. in Jasper, Tx. (followed up during program but we can draft a response for everyone who reviews Q&A doc)**

- Employers interested in starting a Registered Apprenticeship Program anywhere in the state of Texas are encouraged to contact the ApprenticeshipTexas team at [apprenticeshiptexas@twc.state.tx.us](mailto:apprenticeshiptexas@twc.state.tx.us). The ApprenticeshipTexas team will answer any questions you may have and guide you through the registration process.

**6. Is the curriculum developed by the TWC or does the college do that part?**

- TWC does not develop curricula for RAPs. If an employer decides to partner with a community college to provide related technical instruction, the partners collaborate to develop the curriculum based on the skills and knowledge needed by apprentices.

**7. Is there a Texas Apprenticeship Coalition that exists where the voice of workforce boards, employers, Cities, ED's, CBO's and apprenticeship practitioners discuss the current and future state of apprenticeship? Specifically, how to address the current adoption of apprenticeship in specific industries particularly those with high/in-demand jobs and an identification of the current challenges and innovative opportunities to support the talent supply and employer demands in our Texas cities?**

The ApprenticeshipTexas team engages with workforce partners across the state and provides funding to local areas to assist with meeting employer training needs, where the apprenticeship model can be a premier solution.

Through events like the Expanding Registered Apprenticeship Town Hall the ApprenticeshipTexas team will continue to bring workforce partners together virtually to continue statewide, regional, and local conversations.

Next fall, the ApprenticeshipTexas Conference will provide partners with an additional forum to learn best practices, exchange ideas and discuss challenges and opportunities to apprenticeship expansion.

**8. Has anything been set up concerning apprenticeships and insurance regulations regarding students under the age of 18 working in an industrial environment?**

- Currently, the state abides by the US Fair Labor Standards Act. One of the provisions from the Fair Labor Standards Act addresses child labor to ensure that when young people work, the work is safe and does not jeopardize their health, well-being or educational opportunities. The provisions also provide limited exemptions. Please go to <https://www.dol.gov/agencies/whd/child-labor> to learn more about students under the age of 18 who wish to work.
- For additional resources, please visit the [Texas Education Agency website](#).

**9. Can you work with Pre-apprenticeship programs in High Schools?**

- As Dr. Janes highlighted in her remarks, Independent School Districts (ISDs) are a key partner in establishing pre-apprenticeship programs and building a pathway to apprenticeship for youth. Employers or community colleges interested in working with their local ISD or finding out more about pre-apprenticeships in their area can contact their local Workforce Solutions office for assistance. Please visit our [Directory of Workforce Solutions Offices](#) to locate the office nearest you.

10. Can you restate what the answer was for the pre-apprenticeships programs in high school?

- Please see answer 9 above for pre-apprenticeship information.

**Category:** United States Department of Labor Office of Apprenticeship

*Questions answered by Lee Price, Texas State Director, USDOL Office of Apprenticeship*

11. Great stats Lee, thanks for the information stats on apprenticeship, how many employers have adopted the apprenticeship and in what industries? What is the DOL doing to help employers understand how they can benefit from Apprenticeship Programs. Are there targets that the DOL is focused on?

- Great question. The Office of Apprenticeship has undertaken several marketing plans to help employers, apprentices and sponsors alike know the benefits of Registered Apprenticeship. The first plan was the Apprenticeship USA campaign a couple of years ago to educate potential sponsors and employers about the great benefits of apprenticeship. The new marketing plan is Discover Apprenticeship, in which Dudley Light told you about during our presentation. The goal of this campaign is to get the information out to all concerned about apprenticeship and its benefits. Stand by for more on Discover Apprenticeship. We will always have an important need for the

traditional apprenticeships and that information will continue to be marketed. But in the past few years we have made great gains in the non-traditional apprenticeship areas (IT, medical, advanced manufacturing, etc.) and one of the major goals will be to reach out to employers and potential sponsors in those areas to introduce the benefits of apprenticeship.

**12. What are the dates for National Apprenticeship week?**

- National Apprenticeship Week 2020 will be held November 8-14, 2020. [Check the National Apprenticeship Week website for updates.](#)

**Category: Workforce Solutions of Gulf Coast / Employers**

*Questions answered by Crosby Brito, Employer Service Project Manager, Workforce Solutions Gulf Coast Workforce Board*

**13. How did you engage your operations team to get on board in participating in the apprenticeship?**

- This one is hard to answer, depending on who is asking it. In Gulf Coast, 90% of the Registered Apprenticeship Programs were developed through staff outreach. Employers didn't come to us; we went to them. When I was over that department, I had staff reach out to the decision maker. We started off with the vice presidents and owners, then worked our way down. It is a lot tougher when you deal with the management team and hope they are able to sell it to the higher ups.
- Moderno Porcelain Works: Rafael Alvarez is considered co-owner, so all he had to do was get his trainers, leads and supervisors on-board to see the benefit of hiring and training people without experience. The company culture he developed makes it easy to have his team see the big picture.
- HI-TECH- We met with the HR Director, Trainer and VP. We pair RAP with OJT, so they saw the how the reimbursement and offset of costs would be a no brainer.

**14. Who provides the related instruction for Hi Tech and Moderno?**

- HI-TECH Concrete and Pumping and Moderno Porcelain Works both provide their own related technical instruction for apprentices.

**15. Are either of the employers in Gulf Coast working with pre-apprenticeships?**

- No, they are not.

**Category: San Jacinto Community College**

*Questions answered by Dr. Sarah "Sallie Kay" Janes, Associate Vice Chancellor  
Continuing & Professional Development, San Jacinto College District*

**16. Dr Kay - Does this mean there is no fee for this apprenticeship crosswalk credit?"**

- That depends on the community college process and policies. You would have to go to the particular community college to see how that works.