# Identifying Pre-Apprenticeship and RA Partners

## Partner Roles in Registered Apprenticeships (RA)

See pages 6-7 of OA Quick Start Up Apprenticeship Toolkit for partner roles

## RA system

Partners within the RA system can help you navigate the opportunities and requirements of Registered Apprenticeship and pre-apprenticeships. The Apprenticeship Director (either for the federal OA or the state office) a critical early connection to make, and can serve as a useful gateway to other contacts as well as provide guidance on any relevant state policy. The federal OA has also made several investments in RA that could support or coordinate with pre-apprenticeship: Sectors of Excellence are a strong source of industry-focused program support, and 37 states received State Apprenticeship Expansion grants that often have a particular industry or equity focus. In addition, OA’s Industry Intermediary and Equity Partners in RA contracts can also serve as a resource to identify relevant apprenticeship standards, potential employer partners, or other opportunities.

*How to identify contacts in the RA system:*

* To find out whether your state is an OA state or SAA state: <https://www.doleta.gov/OA/contactlist.cfm>
  + OA State Director or Multi-State Director: <https://www.doleta.gov/oa/stateoffices.cfm>
  + SAA states – State Apprenticeship Director: <https://www.doleta.gov/oa/stateagencies.cfm> Please not that this list also includes information about the state department in which the Apprenticeship office is located. In addition, some of these states may have experienced recent turnover that is not yet reflected on the OA website. We recommend checking the state’s Apprenticeship page to confirm contact information.
  + State level tax credits and tuition: <https://www.doleta.gov/oa/taxcredits.cfm>
* Sectors of Excellence: <https://www.dol.gov/sites/default/files/SEAsOverviewFactSheet.pdf>
* SAE Grantees: <https://www.dol.gov/sites/default/files/2016-apprenticeship-state-project-summaries.pdf> and <http://webapps.dol.gov/DOLGrantData/KeywordSearch.aspx?parameter=FOA-ETA-16-13B>
* American Apprenticeship Initiative Grantees: <https://www.dol.gov/newsroom/releases/eta/eta20150909>
* Industry Intermediary and Equity contractors: See attached handout.

Pre-Apprenticeships distinguish themselves from other job training programs by serving as a pathway into Registered Apprenticeship. They not only deliver high-quality curricula but also develop relationships with RA programs that allow graduates to continue along a pathway to into RA. While Pre-Apprenticeship does not have the same level of consistency as RA programs, there is a movement to formalize pre-apprenticeships. In fact, in several states, the State Apprenticeship Office also registers pre-apprenticeships. Even if your program is not in one of these states, their guidelines can serve as a good starting point for programs to understand current expectations for pre-apprenticeship programs.

*How to identify pre-apprenticeship contacts:*

* States that register Pre-Apprenticeships:
  + Massachusetts: <http://www.mass.gov/lwd/labor-standards/das/new-pre-apprentice-procedures.html>
  + North Carolina: <https://www.nccommerce.com/wf/job-seekers/apprenticeships/pre-apprenticeship>
  + Oregon: <http://www.oregon.gov/BOLI/ATD/pages/a_ag_partners.aspx>
  + Washington: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/About/IntroProg/>
  + Wisconsin: <https://dwd.wisconsin.gov/apprenticeship/pdf/WI-Pre-Apprenticeship-Readiness-Program_DETA-17818-P_(N%200715).pdf>

## RA sponsors

RA sponsors can be employers, industry associations, labor-management organizations, or intermediaries such as a community college or nonprofit. The sponsor is at the center of an RA program – serving as the contact point for registering the program and taking responsibility for the apprentice’s training. If the sponsor is not an employer, employers are still required to hire the apprentice, offer structured on-the-job learning, and provide progressive wages.

The sponsor (and participating employers) are critical partners to pre-apprenticeship programs that can ensure alignment between the skills and competencies of pre-apprenticeship and apprenticeship programs. These organizations can provide direct input on the quality and content of the pre-apprenticeship curriculum. RA sponsors and employers can also host work-based learning opportunities to help prepare students for the OJL component of an RA program. Finally, they can provide guidance to students about other aspects of moving along the talent pipeline, including understanding how and when to apply for their RA program.

*How to identify RA sponsor contacts:*

* LEADERS: <https://www.dol.gov/apprenticeship/leaders.htm>
* Ask the State Apprenticeship Director or federal State/Multi-State Director
* Intermediaries (see other stakeholders below) can also be a good resource to connect you to RA sponsors.
* CareerOneStop Apprenticeship Finder: <https://www.careeronestop.org/Toolkit/Training/find-apprenticeships.aspx>
* OA site database of all RA sponsors that are federally registered: <https://oa.doleta.gov/bat.cfm>
* Some SAA states list this information on their websites:
  + Arizona: <https://des.az.gov/sites/default/files/apprenticeship_program_list_june_%202016.pdf>
  + California (federal state): <http://www.dir.ca.gov/databases/das/aigstart.asp>
  + Connecticut: <https://www.ctdol.state.ct.us/progsupt/appren/SponsorReport.htm>
  + District of Columbia: <http://does.dc.gov/service/how-be-apprentice>
  + Florida: <https://app1.fldoe.org/workforce/apprenticeship/search.aspx>
  + Hawaii: <http://labor.hawaii.gov/wdd/home/job-seekers/apprenticeship/type-of-apprenticeships-available//>
  + Kentucky: <http://labor.ky.gov/dows/doesam/AppAndTraining/Documents/CURRENT%20APPRENTICESHIP%20PROGRAMS.pdf>
  + Louisiana: <http://www.laworks.net/Apprenticeship/APP_Info.asp>
  + Maryland: <https://www.dllr.state.md.us/labor/approcc/approcclinks.shtml>
  + Massachusetts: <http://www.mass.gov/lwd/labor-standards/das/dat/all-active-sponors.xlsx> available here; <http://www.mass.gov/lwd/labor-standards/das/apprenticeship-program/overview-of-apprenticeship-for-work.html>
  + Minnesota: <https://secure.doli.state.mn.us/apprenticeshipsponsor/>
  + Montana: <http://apprenticeship.mt.gov/independent-sponsors> AND <http://apprenticeship.mt.gov/union-sponsors>
  + Nevada: <http://labor.nv.gov/Meetings/Prevailing_Wage_Files/SAC_Program_List/>
  + New Mexico: <http://www.dws.state.nm.us/Apprenticeship/Current-Programs>
  + New York: <https://www.labor.ny.gov/apprenticeship/sponsor/index.shtm>
  + Ohio: <http://omj.ohio.gov/Program/index.stm>
  + Oregon: <http://www.oregon.gov/boli/ATD/pages/a_ag_itrades.aspx>
  + Rhode Island: <http://www.dlt.ri.gov/profregsonline/SponsorInqPage.aspx>
  + Vermont: <http://labor.vermont.gov/workforce-development/apprenticeship/apprenticeship-sponsors-by-trade/>
  + Virginia: <http://www.doli.virginia.gov/apprenticeship/search_title_city.cfm>
  + Washington: <http://www.lni.wa.gov/tradeslicensing/apprenticeship/programs/>
  + Wisconsin: <http://dwd.wisconsin.gov/apprenticeship/statistics_data/active_wtt.pdf>

## Union partners

While not all Registered Apprenticeship programs are union affiliated, unions are strong supporters of Registered Apprenticeship and can be valuable pre-apprenticeship partners. Unions can support broader options for career advancement through relationships with high quality employers that offer strong wage progression. They can provide access to state-of-the-art facilities, expert instructors, and other training resources. They can provide input on curriculum or union validation of your curriculum. Union apprentices and journey-level workers are also potential mentors for your students. Finally, unions can serve as a referral source of individuals interested in the industry but not yet ready for their RA.

When reaching out to unions, the best initial contact is generally their Apprenticeship Coordinator or Training Director.

*How to identify local union contacts:*

* UNITE HERE – hotel, gaming, food service, manufacturing, textile, distribution, laundry, transportation, and airport industries: <http://unitehere.org/who-we-are/affiliates/>
* SEIU – wide range of service industries: <http://www.seiu.org/members#local-select>
* National Nurses United – healthcare: <http://www.nationalnursesunited.org/>
* United Food and Commercial Workers – grocery, retail, packing and processing, chemical workers, cannabis, distillery: <http://www.ufcw.org/locator/>
* Retail, Wholesale, and Department Store Union - retail, grocery stores, poultry processing, dairy processing, cereal processing, soda bottlers, bakeries, health care, hotels, manufacturing, public sector workers like crossing guards, sanitation, and highway workers, warehouses, building services, and distribution: <http://rwdsu.info/about-the-rwdsu/connect-with-rwdsu-localsregional-councils>
* Other AFL-CIO union affiliates: <https://aflcio.org/about/our-unions-and-allies/affiliates>

## Other stakeholders

*Workforce system:*In addition to navigating the resources and opportunities of WIOA, Workforce Development Boards and Job Centers also have broad networks of partners. They can help you identify other training providers with leading industry training, employers who are looking for new sources of talent, or individuals that would be strong matches for your program.

*How to identify contacts in the workforce system:*

* Workforce Development Boards: <https://www.servicelocator.org/workforcecontacts.asp>
* American Job Centers: <https://www.careeronestop.org/localhelp/americanjobcenters/find-american-job-centers.aspx>

*Intermediaries* serve as hubs between employers and service providers. Examples include WRTP in Wisconsin, Keystone Development Partners in Pennsylvania, and LIFT in Indiana, Kentucky, and Ohio. They can align supply and demand along the talent pipeline, so that graduates of programs have a greater likelihood of finding a job or RA program. Many employers prefer to work through an intermediary they trust rather than be approached by a wide range of organizations with overlapping demands. Intermediaries can help you partner with other community based training providers to deliver consistent industry training that meets the needs of local employers.

*How to identify strong intermediaries in your area:*

* Intermediaries are generally rooted in their local communities rather than members of a single national network. Intermediaries rely on their reputation among other nonprofits and employers, so if you are not already aware of strong intermediaries in your community, or might be able to learn about them by asking your partners. Or, let JFF know if you want help identifying intermediaries in your area.
* Regional collaboratives within the National Fund for Workforce Solutions: <https://nationalfund.org/regional-collaboratives/>

Community colleges serve in a variety of roles in the RA system. They frequently serve as related instruction providers, but are also increasingly serving as the RA sponsor. Colleges that are part of OA’s Registered Apprenticeship College Consortium (RACC) have agreed to provide college credit to apprentices. Community colleges can serve as an intermediary or help employers with RA design. Finally, a number of colleges provide pre-apprenticeship programs. They can serve as useful resources to programs in vetting curriculum and ensuring that training aligns with academic and RA pathways.

Community colleges are huge institutions, so the wrong contact might not be aware of the RA or pre-apprenticeship work happening at the college. For example, some colleges house their RA programs in the credit side of the college, while others house it in their continuing education or workforce development side. Before you reach out to an individual at the college, review their website, ask partners, or ask the State Apprenticeship Director to figure out the contact.

*How to identify community college contacts:*

* Registered Apprenticeship College Consortium (RACC) members. Contacts will list apprenticeship contact: <https://www.doleta.gov/oa/RACC/College_Members.cfm>
* All community colleges, does not designate appropriate contact: <https://www.servicelocator.org/community_colleges.asp>
* JFF can help you identify community colleges, and the appropriate contact, in your area that are offering RA programs.