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Effective: April 23, 2024

Subject: Youth Apprenticeship Policy

South Central Workforce Investment Board (SCWIB) supports Pre-Apprenticeship and Registered Apprenticeship programs for Youth. The SCWIB partners with training providers, apprenticeship providers, employers, and other WIOA partners to develop Youth Pre-Apprenticeship and Registered Apprenticeship activities. Discussions with partners are ongoing to continue moving this policy forward.

Registered Apprenticeship is a model of job preparation that combines paid on-the-job training (OJT) with related instruction to increase workers' skill levels and wages. Registered Apprenticeship is also a business-driven model that provides a way for employers to recruit, train, and retain skilled workers.

The Registered Apprenticeship program consists of the following five core components:

Business Involvement – Businesses are the foundation of the Registered Apprenticeship program and must play an active role in building the program and be involved in the program design and execution.

On-the-Job Training – Every Registered Apprenticeship program includes structured OJT. The training is developed by mapping the skills and knowledge of the apprentice must learn over the course of the program to be proficient at the job.

Related Instruction – Apprentices will receive related instruction or classroom training that complements the OJT. Related instruction may be provided by a community college, technical school or college, and apprenticeship training school, online, or at the work site.

Rewards for Skills Gains – Apprentices receive increases in pay as their skills and knowledge increase.

National Occupational Credential – Every graduate of a Registered Apprenticeship program receives a nationally-recognized credential, referred to as a Certificate of Completion, issued by the U.S. Department of Labor or a federally recognized State Apprenticeship Agency. The length of training and the skills and competencies required for mastery of an occupation are set by industry.

Registered Apprenticeship program sponsors are automatically eligible for placement on the Missouri-approved ETPS list.

Pre-apprenticeship is a program designed to prepare individuals to enter and succeed in a Registered Apprenticeship program and has a documented partnership with at least one Registered Apprenticeship programs.

A pre-apprenticeship program must be included on the ETPS list and includes the following elements:

- Approved Training and Curriculum based on industry standards and approved by the documented Registered Apprenticeship partners that will prepare the individual needed to enter one or more Registered Apprenticeship programs.
- Strategies for Long-Term Success that increase opportunities for under-represented, disadvantaged or low-skill individuals to meet the entry requirements in one or more Registered Apprenticeship programs.

The Region supports apprenticeship as a workforce strategy for youth. The law cites pre-apprenticeship activities and work-based learning among the youth program elements. WIOA also recognizes apprenticeship as a career pathway for Job Corps students and supports coordination of the Youth Build program with pre-apprenticeship and apprenticeship programs.

Apprenticeship programs are promoted through:

- Registered apprenticeships will be promoted as an avenue for employers to recruit and hire lower skilled workers to fill skilled occupation jobs.
- Partnerships with the area Chambers of Commerce are used to promote work-based training programs, particularly registered apprenticeship programs. Monthly announcements promoting services for employers are submitted to the chambers for inclusion in their monthly digital newsletters.
- The region partners with secondary and post-secondary education providers to assist with WIOA eligible job placement of students graduating from educational programs. Paid internships combined with work readiness training promotes the utilization of work-based training to connect participants to high paying, training related job opportunities.
- The region's staff networks with employers from high-demand job clusters to promote the registered apprenticeship program. Members of the same industry clusters are encouraged to support and use the apprenticeship program for hiring new workers.
- Registered apprenticeship and work-based training programs are promoted as an effective source for re-employment of justice-involved individuals and other targeted populations needing employment and training services for reemployment.
- Registered apprenticeship and work-based training are promoted as a way of connecting individuals who recently obtained a HISET through attendance of AEL as a way of increasing job specific skills relating to sustainable employment.

Contact: Please direct comments or questions regarding this policy to info@scwib.org