

Mass Workforce Issuance

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Policy Information

To: Chief Elected Officials
Workforce Development Chairs
Workforce Development Directors
Title I Administrators
Career Center Directors
Title I Fiscal Officers
DCS Operations Managers

cc: WIOA State Partners

From: Alice Sweeney, Director
Department of Career Services

Date: August 14, 2015

Subject: **Expanding Registered Apprenticeships and Pre-Apprenticeships to Create a Pathway to Good Middle Class Jobs for Youth and Adults with Disabilities**

Purpose: To notify Local Workforce Development Boards, One-Stop Career Center Operators and other local workforce partners of [Training and Employment Notice \(TEN\) No. 4-15, Expanding Registered Apprenticeships and Pre-Apprenticeships to Create a Pathway to Good Middle Class Jobs for Youth and Adults with Disabilities](#), posted by the Employment and Training Administration (ETA) and the Office of Disability and Employment Policy (ODEP). This TEN informs the public workforce system and partners of a research paper entitled [Registered Apprenticeship Programs: Improving the Pipeline for People with Disabilities](#) and provides information and resources on promising strategies to promote the inclusion of youth and adults with disabilities in registered apprenticeships and pre-apprenticeships.

Background: Many of America's jobseekers desire to participate in the modern global economy but lack the skills and education needed to succeed. Expanding registered apprenticeships and pre-apprenticeships provides more Americans, including youth and adults with disabilities access to a proven path to employment and the middle class.

Registered apprenticeship uses an effective "earn and learn" model that is accessible to all levels of the labor force and have a long history of providing career ladders and

pathways to the middle class. According to the [“American Job Training Investments: Skills and Jobs to Build a Stronger Middle Class”](#), 87 percent of apprentices are employed after completing their programs, and the average starting wage for an apprenticeship graduate is over \$50,000.

Research conducted by the Office of Disability Employment Policy (ODEP) in 2007 and 2012 revealed that youth and young adults with disabilities rarely participate in apprenticeship programs. Completion of a registered apprenticeship program should be considered as a long-term employment outcome for youth and adults with disabilities at competitive salaries with little or no educational debt.

ODEP and ETA’s Office of Apprenticeship are collaborating to disseminate the aforementioned research paper and to highlight innovative ways in which registered apprenticeship can be used to promote employment opportunities for people with disabilities.

Technical Assistance and Resource Materials

Technical assistance and resource materials to aid the American Job Center network, employers, Federal agencies, and others to support expanded partnerships with quality pre-apprenticeship programs and registered apprenticeship programs include:

- [Labor Standards for the Registration of Apprenticeship Programs \(Title 29, CFR Part 29\)](#). These revised regulations provide a framework that supports an enhanced, modernized apprenticeship system.
- [Employer FAQ’s](#). Employers can learn about how to develop a business-driven, registered apprenticeship program to attract companies, increase wages, and benefit their communities.
- [Registered Apprenticeship College Consortium \(RACC\)](#). RACC is a national network of postsecondary institutions, employers, unions, and associations working to create opportunities for apprenticeship graduates who may want to further their skills by completing an Associates or Bachelor’s Degrees.
- [TEN No.10-09, Toolkit and White Paper on Improving Transition Outcomes of Youth with Disabilities through Apprenticeship \(2009\)](#). Provides information on a white paper and toolkit which focuses on expanding apprenticeship opportunities for young and young adults with disabilities.
 - [Improving Transition Outcomes of Youth with Disabilities by Increasing Access to Apprenticeship Opportunities issue paper](#)
 - [Apprenticeship Toolkit](#)
- [Apprenticeship Community of Practice \(CoP\)](#). This website provides free information about innovations in registered apprenticeship programs. First time user of the CoP, go to the home page, and click on the “join this community” button in the top right corner of the screen to acquire a user name and password.

Action

Required: Please disseminate this information to appropriate staff and workforce partners.