

State-Led Approaches to Apprenticeship Expansion and Innovation



Housekeeping

- The event is being recorded, and the recording will be posted online afterward.
- Speaker biographies and related materials are available online.
- All participants are muted, but you can type your questions or comments into the Q&A box at any time. We will have a Q&A segment at the end of the session.
- You can hide captions or adjust settings with the Live Transcript button.

Strategic Investments to Advance Apprenticeships in the US



Cost of Scaling Apprenticeships

Program Costs

- Marketing and recruitment
- Wages and benefits
- On-the-job training
- RTI
- Mentors' time
- Administrative costs

Expansion Costs

- Industry specific outreach
- Population supports
- Supportive services

Infrastructure Costs

- State developed partnerships
- Employer outreach
- TA for program development
- Data collection
- Monitoring and compliance

State Investments to Advance Registered Apprenticeship

Incentivizing Employers & Sponsors through

- Subsidies
- Tax credits

Expanding Opportunity to

- Nontraditional sectors
- New populations

Streamlining RA infrastructure by

- Working with Intermediaries
- Improving processes

Case Study: Funding Landscape in Colorado: Findings

- **Largest cost** is labor in designing, marketing, and operating the program
- **Largest need for funding** is RTI, and also
 - Paying supervisors/mentors
 - Supportive services
- **TA needed** to develop programs, track participants, and manage programs

Case Study: Funding Landscape in Colorado: **Barriers to Funding**

Sponsors/Employers/RTI Providers:

- Finding and navigating funding opportunity applications is complicated
- Funding running out
- Labor for managing resources when braiding funding is time consuming

Agency Staff:

- Relationship dependency for awareness building
- Availability of funding relies on administration priorities
- State procurement process can deter eligible applicants
- Funding underutilized

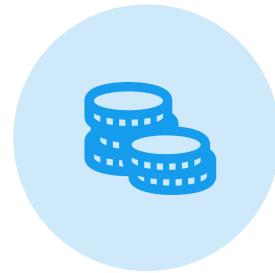
Recommendations



SUSTAINED AND
STRATEGIC
FUNDING



IMPROVE
CROSS-AGENCY
COLLABORATION



MATCH FUNDING
TO NEEDS



DEVELOP A TOOL
TO NAVIGATE
FUNDING

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