

SUPPORT FOR REGISTERED APPRENTICESHIP

OBJECTIVES:

- To support employer needs for skilled workers;
- To take an affirmative step towards increasing employment of dislocated and adult low-income workers;
- To create added job placement incentives for employers by subsidizing training costs for eligible, new hires; and
- To increase and promote Registered Apprenticeship training opportunities by leveraging Workforce Innovation and Opportunity Act (WIOA) funding.

SUPPORT OPTIONS:

Occupational Skills Training – Under an Occupational Skills Training plan (Apprentice Related Instruction), Virginia Career Works- Greater Peninsula agrees to pay the cost of the related instruction for applicable entry level employees, 18 years of age or older, with family income less than 200% of the U.S. Department of Health and Human Services Income Guidelines, and with the understanding that the satisfactory completion of this training will result in the individual moving beyond their entry level salary status. Such payments for training shall not exceed 24 months or \$5,000, whichever occurs first and can include the cost of books.

On-the-Job Training (OJT) Support for Registered Apprenticeship – Under this plan, the employer would enter into an OJT Agreement with Virginia Career Works- Greater Peninsula to provide DOLI approved Registered Apprenticeship training to new employees who have been pre-selected for Registered Apprenticeship, and who are eligible for enrollment into a Workforce Innovation and Opportunity Act (WIOA) program. Employers who hire and train individuals under an OJT agreement may be reimbursed 50% of the new employees' wages during the agreed upon training period, up to a maximum period of 24 months or \$5,000, whichever occurs first.

“Coupled Training” – Under a Coupled Training Plan, the employer would enter into an agreement with Virginia Career Works- Greater Peninsula to provide an OJT job placement for a WIOA eligible individual who has been pre-selected for Registered Apprenticeship. Virginia Career Works- Greater Peninsula would agree to pay the cost of up to 24 months of related apprenticeship training from a third party, DOLI approved, training provider and reimburse to the employer 50% of the wages paid to the Apprentice for the initial 6 – 12 weeks of on-the-job training, or until such time as the total WIOA contribution for OJT and classroom training reaches a maximum cost of \$5,000. The employer would be required to sign a formal agreement to pay the remaining cost of the related Registered Apprenticeship Training and retain the Apprentice as a full-time employee.

BENEFITS:

- Cost effective solution for recruiting and hiring new employees (no fee to employers or candidates)
- Employer interviews and selects qualified, pre-screened candidates
- Personalized staff support services from initial contact to completion of training period

FOR MORE INFORMATION CONTACT:

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NOTE: The number of WIOA sponsored training opportunities at any given time may be limited based on current activity and funding availability