

Building Tomorrow's Workforce: Implementing Innovative Apprenticeship Programs

National Community Action Partnership

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Disclaimer

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Collaborative on Economic Mobility Project Overview

Purpose

“The Collaborative on Economic Mobility is intended to highlight emerging and promising practices in economic mobility for low-income communities and to expand the capacity of the Community Action network to deliver services that promote economic mobility.”

What is Economic Mobility?

“The measure of how an individual or family’s economic well-being changes over time. The movement of an individual from a lower economic level to a higher economic level refers to upward mobility. The movement from a higher economic level to a lower economic level refers to downward mobility.”

Key Focus Areas

Workforce
Development

High-Quality
Education

Community-
Asset Building

Two Generation
and Whole
Family
Approaches

Innovative
Community
Programs and
Organizations

Promising Practices in Workforce Development

- Sector-based approaches that align training programs with the specific needs of key industries experiencing growth
- Employer engagement and demand-driven strategies
- Hands-on experience and mentorship opportunities
- Integration of technology and digital literacy initiatives
- Entrepreneurship and small business development




Apprenticeship as a Pathway to Economic Mobility

In today's rapidly evolving job market, workforce development is key to building strong, resilient families and fostering long-term economic growth. It goes beyond simply filling job vacancies, it's about creating meaningful career pathways that drive long-term economic growth. By investing in education and training, we empower individuals to:

- **Increase Earning Potential:** Skilled workers command higher wages, improving financial stability.
- **Enhance Job Security:** In-demand skills provide resilience in an ever-changing job market.
- **Contribute to Community Prosperity:** A skilled workforce attracts businesses, driving growth and strengthening local economies.
- **Break Cycles of Poverty:** Access to quality training creates opportunities for upward mobility.



A person wearing work gloves is operating a sewing machine. The image is overlaid with a semi-transparent blue filter. The text is centered and reads:

“Apprenticeship represents a valuable investment in skills that can put workers on a proven path to the middle class while getting the job done for employers and businesses looking to grow and expand”

Source: [The Federal Resources Playbook for Registered Apprenticeships | U.S. Department of Labor](#)

Exploring Apprenticeships as a Pathway to Economic Mobility

What are Apprenticeships?

- Include a blend of paid on-the-job training and classroom instruction aimed at preparing workers for skilled careers.
- Provide workers with a practical, skills-based education that helps them secure good-paying jobs.
- Allow workers to learn job skills while earning an income, experience wage progression throughout the skill-building process, and gain the opportunity to earn a widely recognized and portable certificate of completion and proficiency.



Types of Apprenticeships

Feature	Registered Apprenticeship	Apprenticeship	Pre-Apprenticeship
Registration	Registered with DOL or State Apprenticeship Agency and abides by 23 established standards	Any apprenticeship that is not formally registered with DOL	Not necessarily registered
Wage	Paid employment	May be paid a stipend, starting hourly wage, or unpaid	May be paid a stipend, starting hourly wage, or unpaid
Credential	Nationally recognized credential upon completion	May or may not lead to credential, but not always nationally recognized	May or may not lead to credential, but not always nationally recognized
Duration	Typically 1-5 years depending on chosen industry	Typically 1-5 years depending on chosen industry	Shorter term, often a few weeks to months
Purpose	Provides industry-vetted, paid job training that leads to full occupational proficiency while earning a portable, nationally recognized credentials	Offers structured, paid or unpaid job training to prepare individuals for skilled careers, potentially leading to industry-recognized credentials	Foundational program designed to prepare individuals to enter and succeed in Registered Apprenticeships

Key Components of a Registered Apprenticeship



ON-THE-JOB TRAINING (OJT)

- Structured, hands-on training provided by a qualified mentor/instructor.
- Apprenticeship programs must define clear learning objectives and competencies.
- Skills are developed according to industry standards and employer needs.
- Regular evaluation and feedback are provided to the apprentice.



RELATED INSTRUCTION (RI)

- Provides the technical knowledge and theoretical foundation for the occupation.
- Curriculum is aligned with OJT industry standards to ensure a cohesive learning experience.
- Instruction can be delivered through various methods, including classroom instruction, online courses, and self-study. Federal rules recommend at least 144 hours of related instruction per year.
- Often provided by educational institutions, community colleges, or training providers.



WAGES AND PROGRESSION

- Apprentices are paid employees and receive a progressive wage scale.
- Wages gradually increase as Apprentices acquire new skills and advance through the program.
- The wage progression schedule is established at the beginning of the program and is known to the Apprentice.
- Ensures that Apprentices are compensated fairly for their increasing value.



MENTORSHIP

- Experienced journey workers serve as mentors/instructors to guide and support apprentices.
- Mentors provide on-the-job training, answer questions, and offer guidance throughout the Apprenticeship.
- Mentor training is essential to ensure mentors have the skills to effectively support Apprentices.
- Although not a requirement for successful program completion, a strong Mentor-Apprentice relationship is recognized as a valuable factor that can enhance learning outcomes.



CREDENTIALS

- Upon completion of apprenticeship program, apprentices earn a nationally recognized credential to certify that the apprentice has achieved the required skills and competencies.
- Credentials enhance career prospects and demonstrate a commitment to professionalism and industry standards.
- Credential portability is a nationally recognized credential that is accepted by employers nationwide.
- Credentials may include certificates of completion, industry recognized certifications, accreditations, modules, or “stackable credentials” that build up qualifications over time.

Benefits of a Registered Apprenticeship Program

For Employers

- Creates a reliable pipeline of qualified, job-ready workers.
- Apprentices who are actively engaged in hands-on learning, tend to be more committed and are more likely to stay with the organization long-term.
- Employers experience Return on Investment (ROI) through increased productivity, reduced turnover, and the development of a highly skilled workforce.

For Career Seekers

- Allows individuals to receive a paycheck while building valuable skills and on-the-job experience.
- Provides the opportunity to earn a nationally recognized, portable credential that validates their expertise and enhances their career flexibility across industries and locations.
- Supports long-term career pathways, often leading to opportunities for career advancement.

Benefits of a Pre-Apprenticeship

- **Bridge to Registered Apprenticeships:** Designed to prepare individuals to enter and succeed in Registered Apprenticeship Programs (RAPs).
- **Industry-Relevant Training:** Curriculum based on industry standards, taught by qualified instructors.
- **Hands-on Experience:** Provides practical, simulated real-world training environments.
- **Career Exploration:** Offers a "pre-vetting" opportunity for individuals exploring career paths.
- **Foundational Skill Development:** Focuses on building essential skills for success in advanced training.
- **Comprehensive Support Services:** Stipends, Career Guidance & Mentorship, Transportation Assistance, Childcare Assistance, Housing Support, Academic Tutoring (e.g., Math), Industry-Recognized Credentials (e.g., CPR), Soft Skills & Professionalism Training



Action Steps for Implementation

Identify Industry Needs	Conduct research to determine in demand skills, emerging industries, and current apprenticeship opportunities in your community/region.
Engage Employers	Build partnerships with local businesses and major employers in the community to develop apprenticeship opportunities
Collaborate with Educational Institutions	Build partnerships with local schools, technical colleges, and community colleges to create pathways and support for apprenticeship candidates.
Seek Out New Partners	Find new apprenticeship partners in your area by using the Apprenticeship Partner Finder.
Secure Funding	Explore grant opportunities and identify programs and services you already have that could be leveraged with new or existing funding streams.
Develop Program Structure	Design a structured program that satisfies the apprenticeship elements needed to meet the recommended standards
Engage the Community	Raise awareness of your agency's supportive services for apprenticeship programs and encourage promotion of these available workforce opportunities.
Recruit and Screen Participants	Implement a screening process for recruiting and selecting interested apprenticeship candidates.
Evaluate and Improve	Regularly assess program effectiveness, collect feedback from employers and apprentices, and adjust as needed.

Exploring Apprenticeships in Community Action Agencies

Wayne County Criminal Justice Center



LEAP TO TEACH

Learn and Earn Apprenticeship Program



CELEBRATE SUCCESS!



LEAP TO TEACH

Learn and Earn Apprenticeship Program



Get Paid to Learn!

LEARN

Become an Early Childhood Educational Professional by completing free coursework leading to a Child Development Associate credential.

& EARN

480 hours of experience working with children in a center-based Wayne Metro Head Start classroom and a monthly stipend.

APPRENTICESHIP

Opportunities are designed to mentor candidates through the credentialing process with guidance from a workforce development coach.

PROGRAM

Provides access to supportive services aimed at fostering professional recognition leading to a direct pipeline to employment opportunities.

This program is made possible through the generous support of:
W.K Kellogg Foundation.

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waynemetro.org/leaptoteach/
facebook.com/waynemetro

gateway.waynemetro.org/cp/

SCAN TO APPLY



Success

- First graduation July 2022
- Current registration:
 - 9 Weatherization Techs
 - 3 Energy Auditors



Home Performance Laborer (Residential)

Perform a variety of activities to weatherize homes and make them more energy efficient. Duties include repairing windows, insulating ducts, and performing heating, ventilating, and air-conditioning (HVAC) work. May perform energy audits and advise clients on energy conservation measures.

★ Registered Occupation

ONET Title: Weatherization Installers and Technicians

ONET Code: 47-4099.03

Alternative Occupations Titles:

Energy Administrator; Field Technician; Weatherization and Housing Inspector; Weatherization Installer; Weatherization Technician; Weatherization Worker; Home Performance Laborer (Residential); Home Performance Laborer Residential, Revised; Home Performance Laborer Residential, Revised

- + Test products for functionality or quality

- + Inspect equipment to ensure proper functioning

- + Test characteristics of materials or structures

- + Apply material to fill gaps in surfaces

- + Inspect industrial or commercial equipment to ensure proper operation

- + Install green structural components, equipment or systems

- + Inspect work sites to determine condition or necessary repairs

- + Communicate with clients about products, procedures, and policies

- + Install insulation in equipment or structures

- + Install building fixtures

- + Estimate construction project costs

- + Clean equipment or facilities

- + Maintain construction tools or equipment

- + Record operational or environmental data

- + Prepare operational reports

- + Inspect completed work to ensure proper installation

- + Install doors or windows



<http://www.apprenticeship.gov>

Weatherization Crew Specialist Myles Neff was the first participant. He brought basic construction skills to the job but has found the apprenticeship program has helped.

“Upon getting hired at NECAC, I wanted to help out in any way that I could and the apprenticeship program sounded like a really good program and I can see the many benefits of it,” Neff said. “It will jump start the necessary skills to perform my job that I didn’t necessarily have before starting in the weatherization program.”



Building on the Strengths of Community Action Agencies

Recruitment and Outreach

CAAs have strong ties with the local community and can help recruit potential participants for apprenticeship programs. They can conduct outreach activities, host information sessions, and connect individuals to apprenticeship programs for better career opportunities.

Pre-Apprenticeship Programs

CAAs can provide direct services or collaborate with partners to offer Pre-Apprenticeship programs that expose individuals to career pathways and build the work-readiness skills needed to successfully enter a Registered Apprenticeship.

Supportive Services

CAAs can provide supportive services to apprentices to help them succeed in their programs, such as:

- Transportation assistance
- Childcare assistance
- Financial literacy training
- Case management and counseling

Employer Partnerships

CAAs can work with local employers to promote the benefits of Registered Apprenticeships and encourage them to sponsor programs. They can also help employers navigate the process of developing and registering an apprenticeship program.

Community Collaboration

CAAs can serve as a bridge between employers, training providers, workforce development boards, and other community organizations to create a coordinated system of support for Registered Apprenticeships.

Registered Apprenticeships

CAAs can design and implement Registered Apprenticeship programs by building on the services they already provide. Many of the supports CAAs currently offer can be formalized to align with apprenticeship models and meet the evolving needs of their communities.

Tools and Resources

PREPARING AMERICANS FOR HIGH-PAYING SKILLED TRADE JOBS OF THE FUTURE

Executive Orders

April 23, 2025

Sec. 4. Expanding Registered Apprenticeships. Within 120 days of the date of this order (April 23, 2025), the Secretary of Labor, the Secretary of Commerce, and the Secretary of Education shall submit...a plan to reach and surpass 1 million new active apprentices. That plan shall identify the following:

- Avenues to expand Registered Apprenticeships to new industries and occupations, including high-growth and emerging sectors.
- Measures to scale this proven model across the country, improve its efficiency, and provide consistent support to program participants.
- Opportunities, including through the Carl D. Perkins Career and Technical Education (Perkins V) Act and Federal student aid, to enhance connections between the education system and Registered Apprenticeships.

Upcoming Funding Opportunity

Industry-Driven Skills Training Fund:

- Grants of up to \$8 million will be awarded to State Workforce Agencies to establish and administer training funds that encourage businesses to create and expand innovative training programs.
- These programs will help make sure both new hires and workers with more experience are able to gain the critical skills they need to meet the evolving workforce demands of their industries.
- Priority industries for the grants include artificial intelligence infrastructure, advanced manufacturing, nuclear energy, domestic mineral production, and information technology.
- Additionally, the department intends to award at least \$5 million to build a pipeline of skilled American workers in the shipbuilding industry.

Current Closing Date for Applications: September 5th 2025
Applications must be submitted electronically no later than 11:59 pm ET.



U.S. DEPARTMENT OF LABOR

For More Information:



<https://tinyurl.com/SkillsTrainingFund>

Source: [US Department of Labor announces availability of \\$30M in grants to train American workers for jobs in high demand, emerging industries](#)

Apprenticeship Resources

- [Workforce Development Board Finder](#)
- [Apprenticeships for America](#)
- [Apprenticeship Standards](#)
- [The Federal Resources Playbook for Registered Apprenticeship](#)

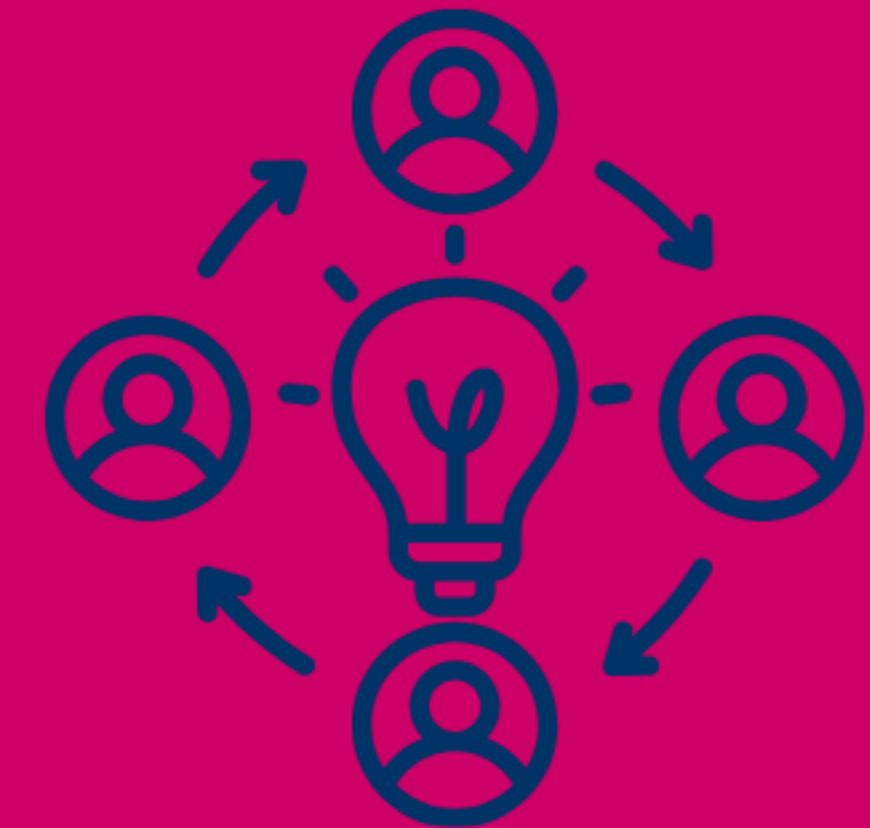


TAKE YOUR ECONOMIC MOBILITY INITIATIVES TO THE NEXT LEVEL!

SIGN UP TODAY!
SPACE IS LIMITED

The Collaborative on Economic Mobility (CEM) is currently offering individualized training and technical assistance calls to help your agency implement innovative approaches that advance economic mobility in your community.

Designed for Community Action Agencies who are interested in reimagining what is possible, these customized calls will offer tailored insight, whether you're launching a new program, scaling an existing one, or seeking creative strategies and partnerships to address challenges.



RECEIVE ONE-ON-ONE ASSISTANCE IN THESE KEY FOCUS AREAS:

WORKFORCE DEVELOPMENT

HIGH QUALITY EDUCATION

COMMUNITY ASSET BUILDING

SCHEDULE
YOUR 1-ON-1
CALL TODAY!



[HTTPS://TINYURL.COM/CEMCALLS](https://tinyurl.com/cemcalls)

Collaborative on Economic Mobility

NEW NCAP WEBPAGE!!!

Explore the new Collaborative on Economic Mobility (CEM) Webpage!

You can find tools and resources related to CEM key focus areas and sign up for our Fresh Finds Newsletter here!

CEM Key Focus Areas:

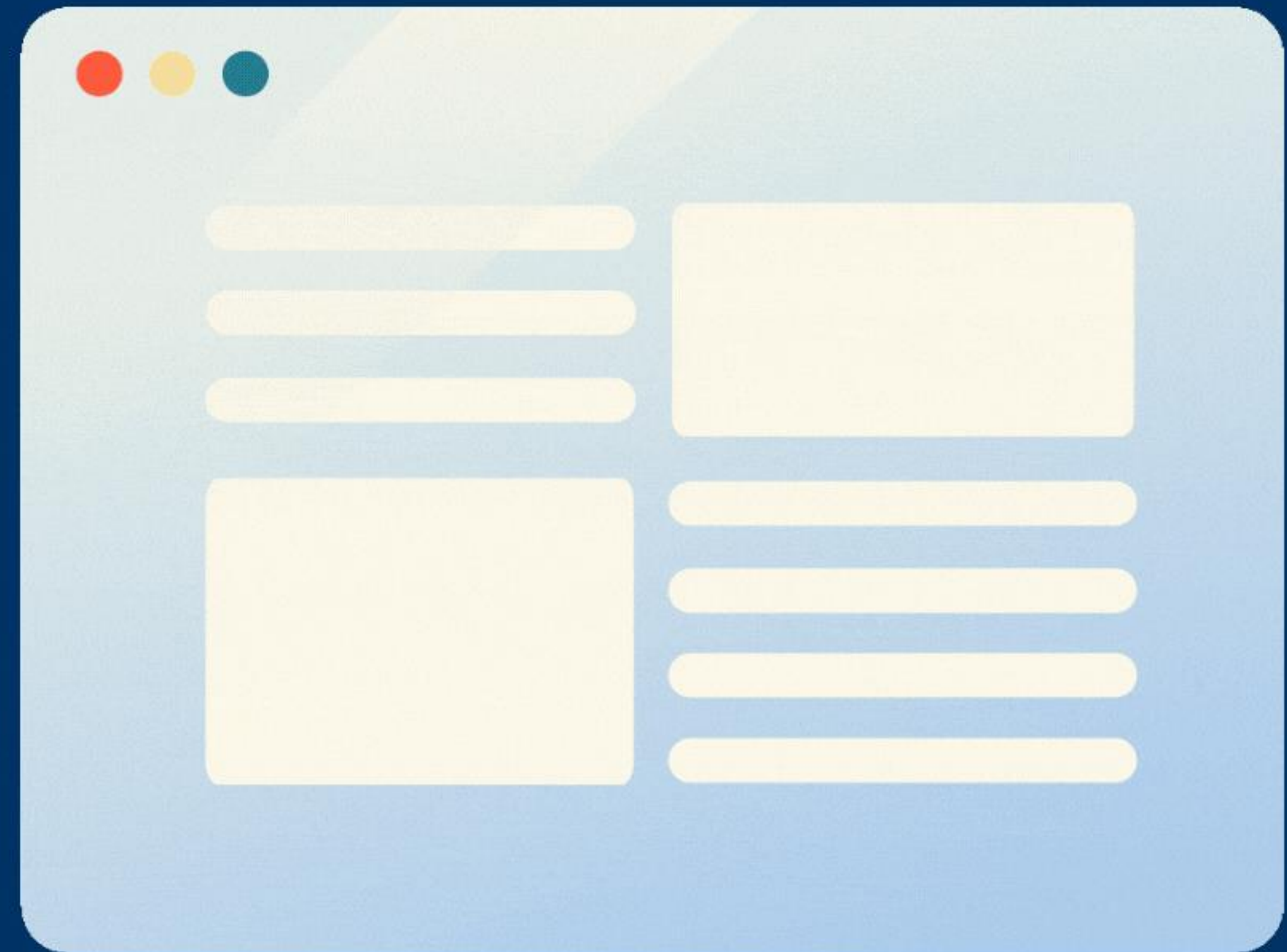
WHOLE FAMILY APPROACH

HIGH QUALITY EDUCATION

COMMUNITY ASSET BUILDING

WORKFORCE DEVELOPMENT

**INNOVATIVE COMMUNITY PROGRAMS
& ORGANIZATIONS**



tinyurl.com/lookatCEM



PRE-APPRENTICESHIPS WEBINAR COMPANION GUIDE



This guide is designed to accompany the webinar Workforce Development focusing on Pre-Apprenticeships as pathways to economic mobility shaping a brighter future not only for individuals but

In today's rapidly evolving job market, workforce development is essential for building strong, resilient families and fostering long-term economic growth. It's about creating meaningful jobs and driving long-term economic growth. By investing in workforce development, employers can empower individuals to:

- **Increase Earning Potential:** Skilled workers can improve financial stability.
- **Enhance Job Security:** In-demand skills provide job market stability.
- **Contribute to Community Prosperity:** A skilled workforce drives growth and strengthens local economies.
- **Break Cycles of Poverty:** Access to quality training leads to upward mobility.

APPRENTICESHIP WEBINAR COMPANION GUIDE



This guide is designed to accompany the webinar Innovative Approaches to Workforce Development focusing on Registered Apprenticeships as pathways to economic mobility. This resource is designed to deepen your understanding of Registered Apprenticeships and provide you with additional resources to support your next steps, whether you're launching a program, expanding an existing program, or exploring how Registered Apprenticeships can strengthen your Workforce Development program goals.

What is a Registered Apprenticeship?

A Registered Apprenticeship is an industry-vetted, structured, work-based learning model that combines on-the-job training (OJT) with related instruction (RI). These programs are registered with the U.S. Department of Labor (DOL) or a State Apprenticeship Agency, ensuring they meet specific quality standards.

Feature	Registered Apprenticeship	Apprenticeship	Pre-Apprenticeship
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WORKFORCE DEVELOPMENT WEBINAR SERIES

Dive deeper into apprenticeship pathways with the Workforce Development webinar series!

Explore action steps, strategies, and resources to strengthen your understanding and implementation of Pre-Apprenticeships and Registered Apprenticeships through this two-part webinar series and accompanying companion guides from the Collaborative on Economic Mobility.

EXPLORE MORE HERE!



<https://tinyurl.com/WORKFORCE-DEVELOPMENT1>



STRATEGIC PARTNERSHIPS WEBINAR SERIES



Discover how Community Action Agencies can reimagine and strengthen strategic partnerships to deepen trust and align goals for lasting community impact.

Unlock your potential and advance economic mobility by exploring this two-part webinar series with supplemental companion guides from the Collaborative on Economic Mobility.

EXPLORE HERE!
bit.ly/STRATEGIC-PARTNERSHIPS



Promising Practices for Building & Sustaining Strategic Partnerships **1**

BUILDING & REIMAGINING ESTABLISHED PARTNERSHIPS

Re-imagining What Partnerships Can Be

Partnerships can extend far beyond the familiar when we broaden the circle of who we consider as potential partners and reframe partnerships as relationships that contribute to building a connected community of support. This network can be fostered with diverse partnerships such as community colleges, hospitals, public health departments, small and large businesses, trade unions, cultural organizations, and alumni associations to actively support and amplify each other's shared community goals. These partnerships can bring valuable resources like funding, support, job training opportunities, and spark program innovation. Re-imagining your existing and future partnerships encourages both partners to think beyond their own scope and work towards change that will benefit the entire community.

Building on Established Partnerships

Don't start from scratch! Your Community Action Agency (CAA) likely has a network of existing partnerships. The key is to strategically expand and deepen these connections to pursue innovative economic mobility initiatives.



BUILDING & REIMAGINING ESTABLISHED PARTNERSHIPS | COMMUNITYACTIONPARTNERSHIP.COM | 1

Promising Practices for Building & Sustaining Strategic Partnerships **2**

STRENGTHENING & SUSTAINING STRATEGIC PARTNERSHIPS

i Introduction

Whether formed across sectors, within the community, or among other mission driven organizations, strategic partnerships are built on shared values, trust, and commitment to collective impact.

But building these partnerships is just the first step. Sustaining these partnerships requires you to go deeper in your relationship with your partners and build a shared sense of purpose that drives you to adapt and innovate. This ongoing effort is what transforms simple connections to collaborations that are capable of driving impact.

It is through nurturing and strengthening these relationships that partnerships can unlock their full potential and create lasting change.



STRENGTHENING & SUSTAINING STRATEGIC PARTNERSHIPS | COMMUNITYACTIONPARTNERSHIP.COM | 1



FRESH FINDS

**DISCOVER THIS
RESOURCE!**

LEARN

EXPAND

IMPLEMENT

The “Fresh Finds” Newsletter is offered quarterly through the Collaborative on Economic Mobility (CEM). Sign up and be the first to know about new tools, resources, and training opportunities!

Are you interested in expanding the capacity of your organization to implement innovative programs and services?

Are you interested in improving outcomes for the individuals, families, and communities in your service area?

Are you interested in learning from the experiences of other community leaders across the country?



TINYURL.COM/FRESHFINDS25

We want to hear from you!

We would love to hear about your experience in today's conference training. Please take a moment to complete the survey.



tinyurl.com/CEMApprenticeshipSurvey