

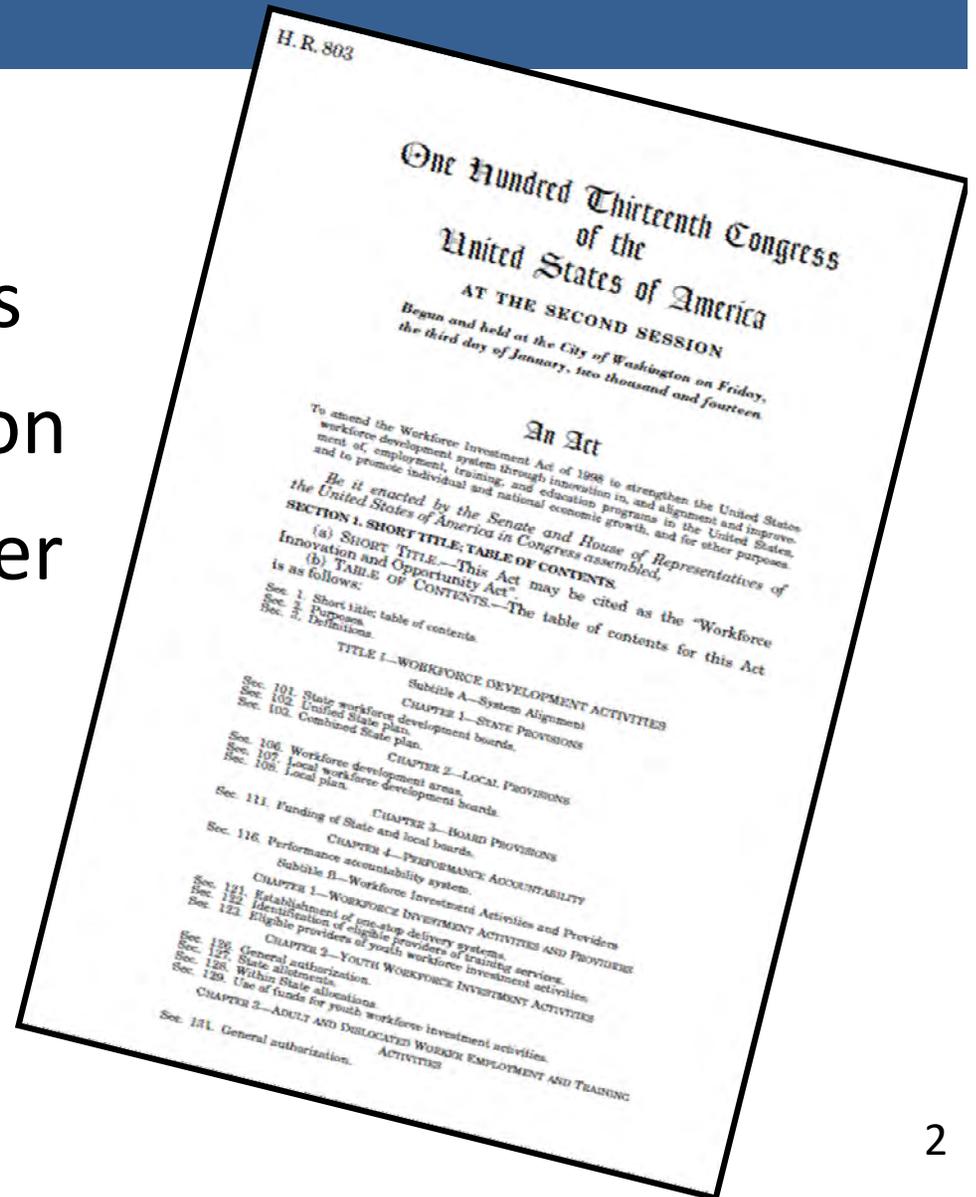
MEATA 2017 Spring Apprenticeship Conference

Leveraging/Braiding WIOA Funding to Support Registered Apprenticeship

**Office of Apprenticeship
US Department of Labor | Employment and Training Administration**

First, WIOA Has Five Titles

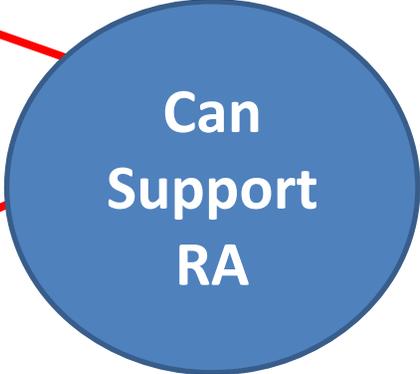
- Title I – Workforce Development Activities
- Title II – Adult Education
- Title III – Wagner-Peyser Innovation and Opportunity Act
- Title IV – Vocational Rehabilitation
- Title V – General Provisions



WIOA Title I also has multiple subtitles...

Workforce Development Activities

- **Subtitle A – System Alignment**
 - Includes performance measures that apply across programs (Sec. 116)
- **Subtitle B – Workforce Investment Activities & Providers**
 - Authorizes Adult, Dislocated Worker, and Youth Programs
- **Subtitle C – Job Corps**
- **Subtitle D – National Programs**
 - Evaluations and Research (Sec. 169)
 - National Dislocated Worker Grants (Sec. 170)
 - YouthBuild (Sec. 171)
- **Subtitle E – Administration**



Can
Support
RA

Title II of WIOA

Adult Education and Family Literacy Act

- **Types of Title II services that could support Registered Apprenticeship**
 - **Adult Education**
 - **Integrated Education and Training**
 - **Workforce Preparation Activities**



Title II of WIOA

Adult Education

- Sec. 203(1) – The term **“adult education”** means academic instruction and education services below the postsecondary level that increase an individual’s ability to– (A) read, write, and speak in English and perform mathematics or other activities necessary for the attainment of a secondary school diploma or its recognized equivalent; (B) transition to postsecondary education and training; and (C) obtain employment.

Title II of WIOA

Integrated Education and Training

- Sec. 203(11) – The term **“integrated education and training”** means a service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement.

Title II of WIOA

Workforce Preparation Activities

- Sec. 203(17) – The term **“workforce preparation activities”** means activities, programs, or services designed to help an individual acquire a combination of basic academic skills, critical thinking skills, digital literacy skills, and self-management skills, including competencies in utilizing resources, using information, working with others, understanding systems, and obtaining skills necessary for successful transition into and completion of postsecondary education or training, or employment.

Title IV of WIOA

Vocational Rehabilitation

- Individuals with disabilities is a new target group for **ApprenticeshipUSA**
- What services could Title IV provide to support Registered Apprenticeship programs and/or apprentices?
 - Recruiting qualified candidates with disabilities
 - Training and TA for employers (e.g., on accommodations, workplace access)
 - Section 109: “...working with employers to (A) provide opportunities for work-based learning experiences (including internships, short-term employment, apprenticeships and fellowships)...”

Title IV of WIOA

Did You Know?

- Title IV requires State VR agencies to set aside at least 15% of their Federal VR program funds to provide **Pre-Employment Transition Services** to assist students with disabilities make the transition from secondary school to post-secondary education programs and competitive integrated employment



About Braided Funding

- Goes deeper than simply “aligning” resources
- Not the same as *blended* funding
- Part of a customer-focused strategy
- Customer is at the center... *always*



A Call To Action!

- Braided funding is about leveraging multiple resources to comprehensively serve an individual
- Leveraging limited resources is the very essence of the One-Stop system of service design and delivery
 - Since 1998!



To braid funding is to weave together different funding sources in order to support comprehensive, integrated service delivery that is seamless for the customer

From the Association of Government Accountants. . .

- *Braided funding is a funding and resource allocation strategy in which entities use existing funding streams to support unified initiatives in as flexible and integrated a manner as possible while still tracking and maintaining separate accountability for each funding stream. One or more entities may coordinate several funding sources, but each individual funding stream maintains its award-specific identity. Whereas blending funds typically requires one or more waivers of associated program requirements, braiding does not. However, waivers may be used to support more effective or efficient braiding of funds.*

Guiding Philosophy

- Customer needs drive the investment of diverse program/funding stream resources
 - Programs and funding streams are *not* the front-end drivers of service design and delivery



Think creatively
and expansively
to map assets.
What's out
there? What are
the
possibilities?

SUCCESS

Braid funding to
achieve customer
goals/success

**What experiences with braided funding
do you have in your personal life?**



Success Factors



- Involves two of the hardest things in the world for *any* entity/organization based on decades of research
 - What are they?

Success Factors (2)

- Partnerships and leadership essential to any systems change, e.g., overcoming turf issues
- Shared goals and strategies
 - **Contribution versus Attribution!**
- Co-location helpful but collaborative service planning and funding investment essential
- Capitalize on partners' strengths
- Staff capacity necessary for financial/admin oversight



Scenario

- Thomas goes to a Michigan Works! Center, accompanied by a family member. He is 19 years old and is on the autism spectrum although he is high functioning. Thomas also graduated from high school with a regular diploma (albeit a semester late).
- Thomas meets with a youth case manager, is determined eligible for WIOA youth services, and he undergoes an objective assessment that includes TABE testing.
- Thomas is very interested in “robotics” and has had several robotics classes in junior high and high school. The case manager thinks the mechatronics registered apprenticeship program or the industrial production manufacturing program (IPMT) might be a good fit.

Scenario (2)

- Thomas' math scores could be better based on his TABE assessment. He could probably use further instruction before he applies to the registered apprenticeship program.
- The sponsor of the program is forward thinking and sees much potential for individuals like Thomas but they're a little uncertain because this is new ground for them. They haven't hired individuals with disabilities in the past.
- Thinking in terms of WIOA and the State's current portfolio of apprenticeship grants, ***how can we help Thomas succeed?***

What Does Thomas Need to Succeed?

- Possibilities:
 - Perhaps some work experience or job shadowing so he can see what the work is really like
 - Perhaps some financial literacy instruction since he needs to learn how to handle a paycheck (and perhaps budgeting)
 - Perhaps math remediation to boost his scores and better prepare for the RA opportunity
 - Mentorship and Job Coaching once on the job
 - Transportation assistance to get to and from work
 - Perhaps a stipend or incentive
 - Workforce preparation activities (e.g., competencies related to working with others, understanding systems, etc.)
 - Assistance to the employer (e.g., accommodations)

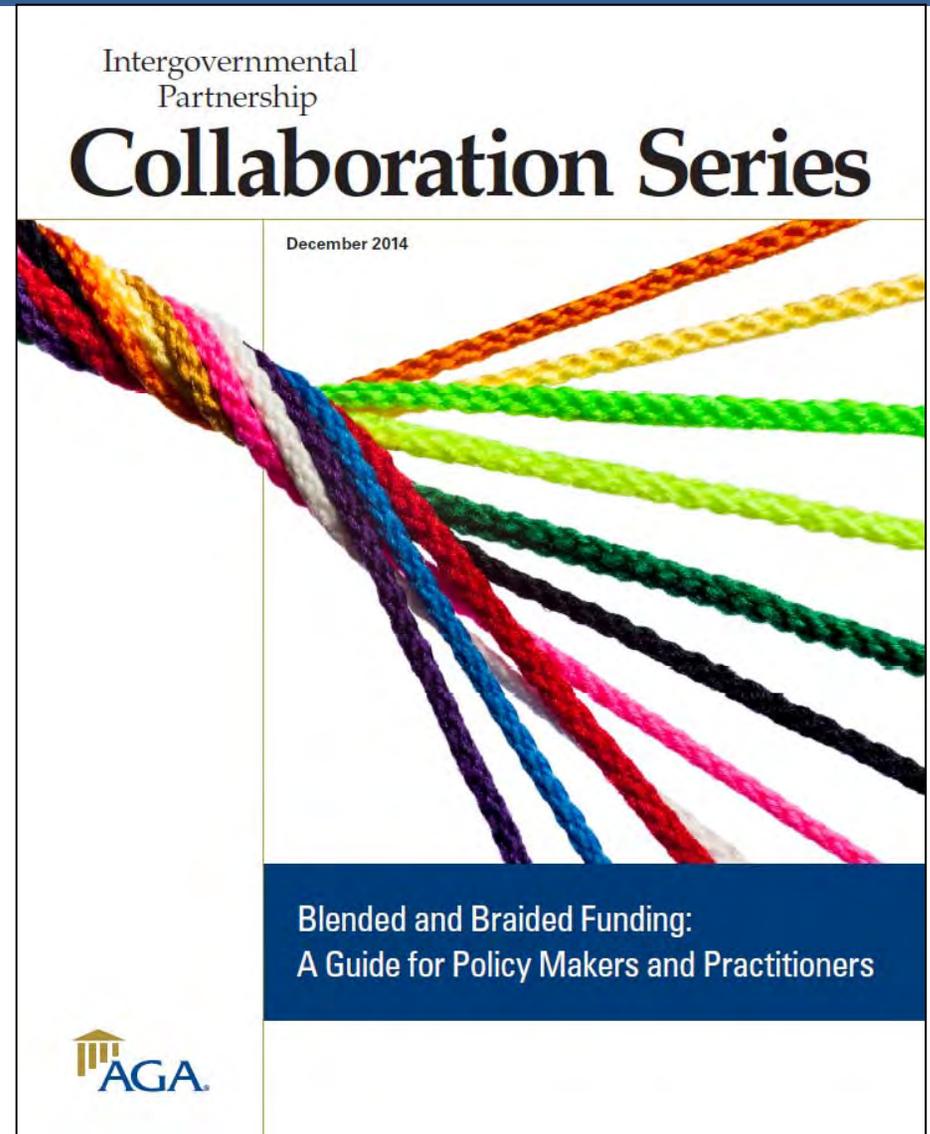
Figure out how to fund after figuring out what Thomas needs to succeed

Activity/Service	How Might We Fund?
Work experience (e.g., job shadowing)	Title IB, Title IV
Math remediation	Title II, Title IB, Title IV
Workforce preparation (e.g., working w/ others)	Title II
Financial literacy instruction	Title IB, Title II
Transportation Assistance	Title IV, Title IB
Stipend or incentive	Title IB
Mentorship and job coaching	Title IB, Title IV
Assistance to employer (e.g., accommodations)	Title IV

NOTE: Michigan's American Apprenticeship Initiative Grant (AAI) and State Apprenticeship Expansion Grant (SAE) may also provide support

More on Braided Funding

- AGA – Association of Government Accountants
- <https://www.agacgfm.org/getattachment/Intergovernmental/Free-Online-Products-for-Financial-Managers/BlendedandBraidedFundingIntergov.pdf.aspx>



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Thank You!

