



**ALASKA DEPARTMENT OF LABOR  
& WORKFORCE DEVELOPMENT**

# **BUILDING A STRONGER WORKFORCE:**

The Employer's Guide to Registered Apprenticeship Programs

# DOLWD Apprenticeship Unit:

- ❖ De La Rentae Evans
- ❖ Malia Davis
  - ❖ Employment Services Technician II
- ❖ Marty Stokes
  - ❖ Employment Services Technician II
- ❖ Debra Chavera Benavidez
  - ❖ Employment Services Technician I



**ALASKA DEPARTMENT OF LABOR  
& WORKFORCE DEVELOPMENT**

# Anchorage Midtown Job Center

3301 Eagle Street, Suite 101  
Anchorage, AK 99503  
(907)269-4800

- ❖ **Departments:**
  - ❖ **Business Connections**
  - ❖ **Career Support and Training Services (CSTS)**
  - ❖ **Mature Alaskans Seeking Skills and Training (MASST)**
  - ❖ **Veteran Representatives**
  - ❖ **Seafood Office**
  - ❖ **Resource Room**
  - ❖ **Apprenticeship Unit**
- ❖ **Post a Job**
- ❖ **Recruitment**
- ❖ **Learn about employer incentives**
- ❖ **Business closure or employee lay off guidance**
- ❖ **Apprenticeship Specialists**



# Registered Apprenticeship Program (RAP):

A skills-based training system that combines on-the-job training (OJT) with Related Technical Instruction (RTI) to develop a highly-skilled and productive workforce.

Ultimately the RAP is the responsibility of the Employer in a INJ.

## Components:

- ❖ On the Job Training (OJT)
- ❖ Related Technical Instruction (RTI)

## Types of RAPs:

- ❖ Competency-Based
- ❖ Time-Based
- ❖ Hybrid



# Benefits of RAPs for Employers:



- ❖ Customized Training for Needs of Business
- ❖ Reduced Turnover and Recruitment Costs
- ❖ Support for Qualifying Apprentices through the Department of Labor

# How AU Supports Your Apprentices:

## Services and RTI Assistance

### ❖ Supportive Services:

- ❖ Case management and guidance for qualifying participants receiving grant funding
- ❖ Ongoing support throughout the apprenticeship journey

### ❖ RTI Assistance:

- ❖ Potential funding for Related Technical Instruction (RTI) costs



# The Importance of Credentials & MSGs:

## ❖ What Case Managers Need:

- ❖ Successful completion of the registered apprenticeship program and requirements.
- ❖ Achieve specific milestones and demonstrate skill progression.



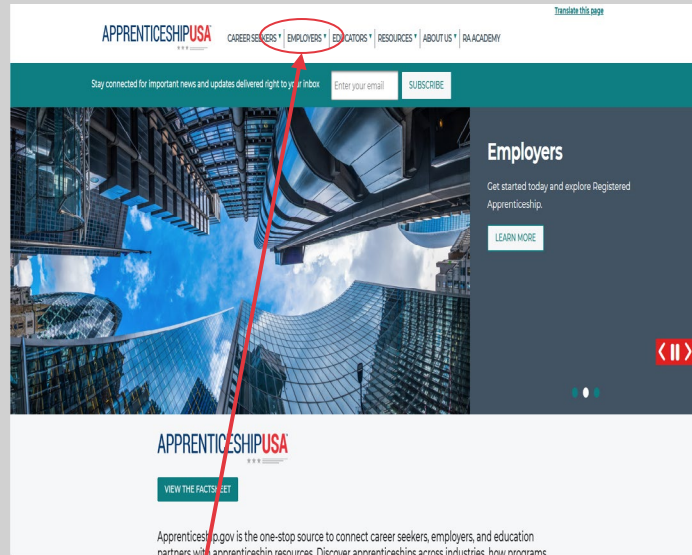
## ❖ What You Get:

- ❖ A nationally recognized credential (Journeyman License, CDL A, etc.)
- ❖ Certification that proves a registered apprentice has met industry standards

## ❖ Why It's Important:

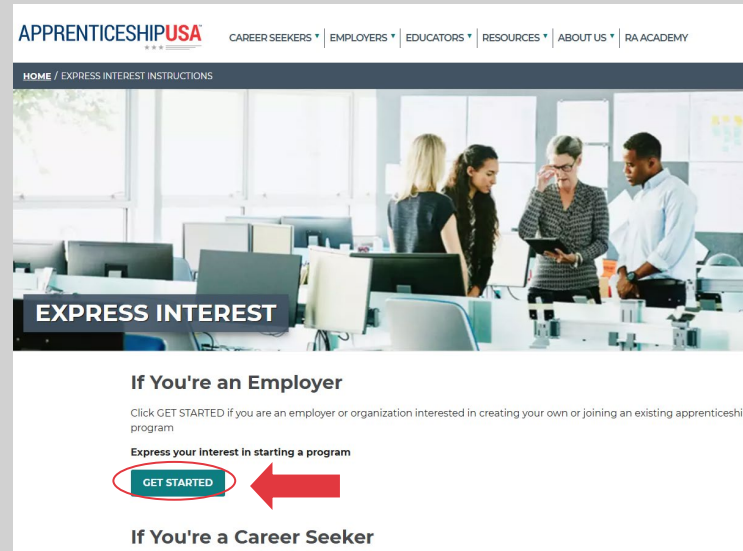
- ❖ Credentials are highly valued
- ❖ Open doors to higher-paying positions
- ❖ Demonstrate that the registered apprentice has all required skills for the job
- ❖ MSGs and Credentials prove why we need grant funding

# Apprenticeship.gov Guidance:



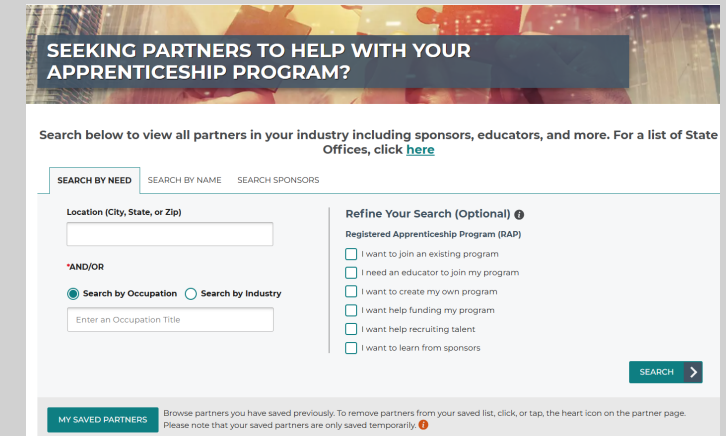
## Homepage

- ❖ Employers Tab:
  - ❖ Explore Apprenticeship
  - ❖ Express Interest
  - ❖ Standards Builder
  - ❖ Partner Finder
  - ❖ Occupation Finder
  - ❖ Apprenticeship Academy

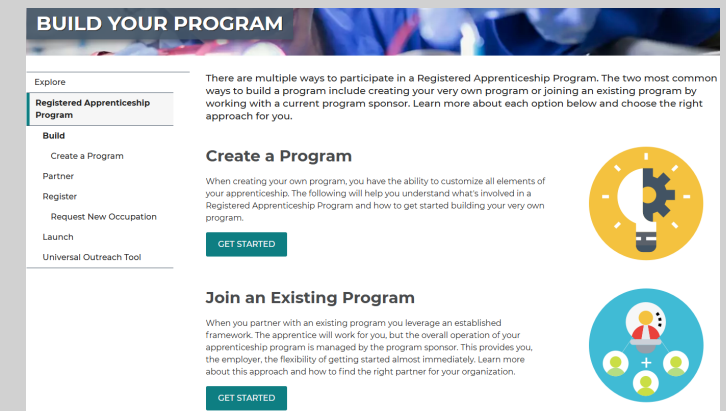


## Express Interest

- ❖ Employers → Express Interest:
  - ❖ Click “Get Started”
  - ❖ Complete the questions and submit
    - ❖ Directly contacts the OA (Office of Apprenticeship)



## Partner Finder



## Standards Builder



# Apprenticeship Occupations:

Check out the official Occupation List for additional occupations that are available:

[Apprenticeship Occupations | Apprenticeship.gov](https://www.apprenticeship.gov/occupations)

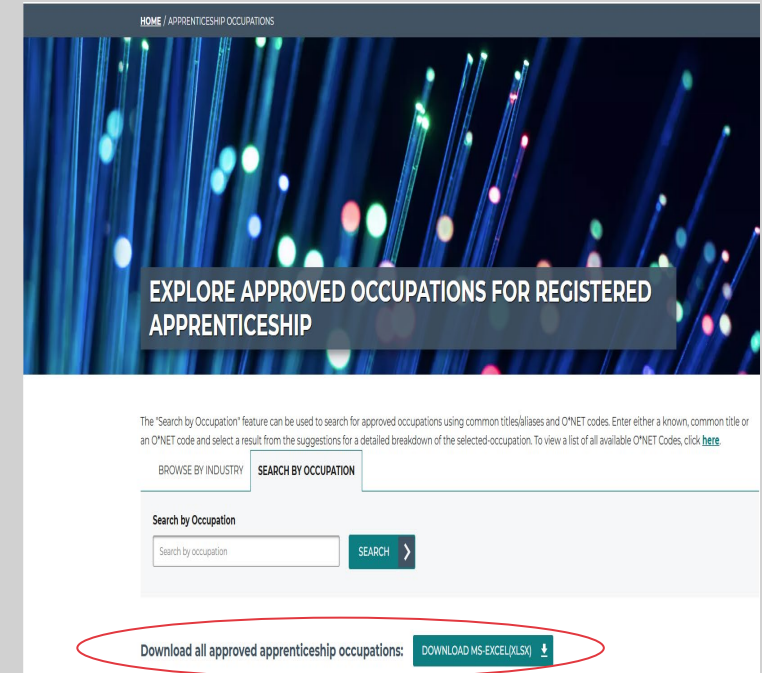


## ❖ Traditional:

- ❖ Plumbers
- ❖ Construction Workers
- ❖ Electricians
- ❖ Carpenters
- ❖ Welders
- ❖ Roofers
- ❖ Truck Drivers (CDL)

## ❖ Non-Traditional:

- ❖ Office assistant
- ❖ Pharmacy Technician
- ❖ Housekeeper
- ❖ Hotel Manager
- ❖ General Manager
- ❖ Home Health Aide
- ❖ K-12 Teacher



Click "Download" to view the Occupation List

# Intermediary Organizations:



## ❖ What Are Intermediary Organizations?

- ❖ Organizations that connect employers with apprenticeship programs and support both apprentices and employers throughout the process.

## ❖ Their Role

- ❖ 3<sup>rd</sup> party used to manage and coordinate apprenticeship programs
- ❖ Provide administrative support (e.g. handling funding, compliance, reporting, etc.)

## ❖ Why They Matter

- ❖ Assist with streamlining the apprenticeship process for employers
- ❖ Supports apprentices and employers
- ❖ Reduce the burden of administrative tasks for the RAP

# Employer Requirements for Case Managers



## ❖ **W-9 for Business**

- ❖ A copy of the W-9 form for the business, necessary for verification.

## ❖ **Date of Standards Signed**

- ❖ The date when the employer signed the standards, received from OA when the RAP is created.

## ❖ **Estimated Number of Apprentices**

- ❖ Estimate for apprentices expected to be in the RAP.

# Contact Us:

De La Rentae Evans (Supervisor of the Apprenticeship Unit):

[delarentae.evans@alaska.gov](mailto:delarentae.evans@alaska.gov)

Marty Stokes (Employment Services Technician II):

[marty.stokes@alaska.gov](mailto:marty.stokes@alaska.gov)

Malia Davis (Employment Services Technician II):

[malia.davis@alaska.gov](mailto:malia.davis@alaska.gov)

Debra Chavera Benavidez (Employment Services Technician I):

[debra.chaverabenavidez@alaska.gov](mailto:debra.chaverabenavidez@alaska.gov)

**QUESTIONS?**