

Registered apprenticeships (RA) are innovative work-based training programs that allow employers to develop and prepare their future workforce, while providing individuals with an learn-while-you-earn approach to career development. More than a thousand occupations have already been apprenticed in industries including manufacturing, healthcare, transportation & logistics, information technology, and the building trades. As a proven model for workforce training, **an increasing amount of State and Federal support is available to apprentices and program sponsors**, including:

Workforce Innovation and Opportunity Act (WIOA)

The Workforce Investment and Opportunity Act (WIOA) provides a variety of support for apprenticeship, including wage reimbursements to employers or wrap around services for apprentices. Support for apprenticeship that can be obtained through your local PA CareerLink® office includes:

- **Individual Training Accounts (ITAs)** – ITA funds can be used to support the related technical instruction (RTI) component of an RA program, including tuition, fees, books, equipment, and other training-related costs.
- **On-the-Job Training (OJT)** – OJT contracts with employers can support on-the-job learning component of RA through wage reimbursements up to 50%. OJT may be used with both job seekers and current workers already employed by the business, depending on the funding available in your region.
- **Incumbent Worker Training** – Local regions may also have additional WIOA, Rapid Response or Industry Partnership funds available to support incumbent worker apprentices.
- **Customized Training** - Supports RA by meeting the special requirements of one or more employers.
- **Support Services** - WIOA-eligible individuals can receive additional services that help them participate in an apprenticeship, including fees, books, supplies, child care, transportation, tools, and uniforms.

The type and amount of WIOA funds available to support apprenticeship is determined by each region's local Workforce Development Board (WDB). Contact your local **PA CareerLink®** to find out more about the specific support available in your region, www.pacareerlink.pa.gov/jponline/Common/Apprenticeships.

Office of Vocational Rehabilitation (OVR)

OVR provides additional resources to apprentices with disabilities beyond the WIOA support listed above, including 100% wage reimbursement for OJTs and additional support for incumbent workers. A variety of federal tax credits are also available to support apprentices with disabilities, including small business tax credits, work opportunity tax credits, architectural tax credits, and barrier removal tax deductions. Additionally, PA OVR has a growing network of Business Services Specialists that have been trained as apprenticeship experts and are able to guide and assist employers in establishing RA and Pre-RA programs that hire individuals with disabilities. Contact Jeff Seabury to learn more, jseabury@pa.gov.

Grant Programs at the PA Department of Labor and Industry (L&I)

In addition to the PAsmart program described above, there are numerous grants and financial aid resources available that can assist individuals and organizations in meeting their apprenticeship goals. Current notice of grants availabilities and recent grant awardee announcements through the PA Department of Labor and Industry Workforce Development System and Deputate can be found on L&I's www.pa.gov/dli/grants. To be contacted regarding future workforce development grant opportunities please send your email address with your name to ra-libwda-general@pa.gov.

DCED Pre-Apprentice and Apprentice Grant Program

The PA Department of Community and Economic Development (DCED) is currently offering grants to offset the RTI expenses for apprentices and pre-apprentices. Sponsors can apply to receive support for up to 5 apprentices over 3 years, at \$3,000 per apprentice per year. Group sponsors can request funds for up to 30 apprentices. To learn more about the program and apply, visit [DCED's website, dced.pa.gov/programs/pre-apprentice-apprenticeship-grant-program/](http://dced.pa.gov/programs/pre-apprentice-apprenticeship-grant-program/).

Veterans Resources

The **G.I. Bill®** also provides support for apprenticeship. Eligible veterans pursuing training through an apprenticeship program approved by a State Approving Agency (SAA) can receive their GI Bill® monthly housing allowance (MHA) in addition to their apprenticeship wages as well as potentially receive a supplies stipend. In Pennsylvania, the SAA is the Department of Education's Division of Veterans/Military Education. They can be reached at RA-VetED@pa.gov or 717- 787-2414. A Veterans Education Advisor will be assigned to walk employers through the approval process. After an employer is approved by the SAA, the VA adds this approval to their electronic system and the employer is then able to certify veterans into the program and then submit hours monthly for the veteran to receive their benefits, a process that the Veterans Education Advisor will provide guidance and instruction on. More information about education benefits offered by VA is available at the official [U.S. government VA website, www.benefits.va.gov/gibill/](http://www.benefits.va.gov/gibill/).

Intermediary Incentive Funding

Various workforce intermediaries working in Pennsylvania are periodically able to offer additional incentive funding to support the RTI and OJT training costs of new apprentices. Your regional Apprenticeship & Training Representative (ATR) can connect you with intermediaries currently offering incentive funds. They can be reached anytime at Apprenticeship@pa.gov.

Additional Funding Resources for Apprenticeship

Pell Grants: If the RA is connected to a post-secondary institution, apprentices may be eligible for \$3,000 on average to support tuition, books and lab fees. The post-secondary institution may also choose to provide a Federal Work Study grant which averages \$2,000 per apprentice. More information is available on the [Federal Student Aid website, studentaid.gov/understand-aid/types/grants/pell](https://studentaid.gov/understand-aid/types/grants/pell).

WEDnetPA: Workforce and Education Development Network of PA (WEDnetPA) supports apprenticeship with up to \$2,000 per employee, and up to \$100,000 per entity. To apply for benefits, visit the [WEDnetPA website, www.wednetpa.com](http://www.wednetpa.com).

Other Resources: The PA Apprenticeship and Training Office (ATO) regularly accesses additional funding opportunities that offer reimbursements for apprenticeship expenses. The ATO also offers a variety of additional services to employers and apprenticeship sponsors, all free of charge. To learn more about the latest funding opportunities and the many other types of assistance the ATO provides, contact them at Apprenticeship@pa.gov.

To learn more about these and other sources of support,
visit www.pacareerlink.pa.gov/jponline/Common/Apprenticeships



Contact Apprenticeship@pa.gov

*Auxiliary aids and services are
available upon request to individuals
with disabilities.
Equal Opportunity Employer/Program.*

Scan the QR Code
for access to
PA registered
apprenticeship
resources.

