



# TEXAS WORKFORCE COMMISSION

## OFFICE OF APPRENTICESHIP

### About Us

ApprenticeshipTexas, offered through the Texas Workforce Commission (TWC), guides an efficient approach to registered apprenticeship and serves as a gateway to workforce services. ApprenticeshipTexas is branded to provide foundational and tailored outreach and technical assistance to prospective employer sponsors, current Registered Apprenticeship Program (RAP) sponsors, and other stakeholders to facilitate the development, implementation, and growth of registered apprenticeship programs.

### Our Services

Apprenticeship is a flexible training strategy that can be customized to meet the needs of any business. Apprentices can be new hires, or businesses can select current employees who need skill upgrades to join the apprenticeship program. There are five core building blocks involved in creating and operating a RAP. Depending on where you are in the program creation process, you may choose to start at a different building block. Regardless of where you are on the journey, we are here to help you!

- **Explore** – get to know apprenticeship, its benefits, and how to access key areas of opportunity by occupation
- **Partner** – collaborate with apprenticeship representatives, workforce organizations, educators, and others to build your program
- **Build** – understand your options, decide on a program model, and create your training plan
- **Register** – full support through design and application process, register your program with U.S. Department of Labor
- **Launch** – recruit prospective apprentices, train your workforce, and promote your program

The ApprenticeshipTexas team provides individualized technical assistance to yield a simple and easy apprenticeship registration application. If other workforce development needs are identified, the team may consult with other workforce partners to explore additional options.

ApprenticeshipTexas staff are ready to help you identify the apprenticeship model that best suits your business. When you e-mail us, you'll get, one-on-one technical assistance and guidance to get your program up and running.

### How We Support Apprenticeship

There are a variety of resources that can help fund apprenticeship training. Some of these include:

- **Tax Credits:** Eligible employers can receive a federal tax credit ranging from \$1,200 to \$9,600 for each qualified employee hired under the Work Opportunity Tax Credit (WOTC) program, or \$9,000 over a two-year period for employees hired who were long-term public benefit recipients prior to hire.

Tax credits currently available for new hires are available at the TWC's WOTC website (<https://www.twc.texas.gov/businesses/work-opportunity-tax-credit>).

- ApprenticeshipTexas@twc.texas.gov
- ApprenticeshipTexas.com

- **Workforce Innovation and Opportunity Act (WIOA):** is supportive of RAPs. Local Workforce Development Boards can help finance the primary components of RAPs including on-the-job training, related training instruction, and supportive services, if the individuals (apprentices or prospective apprentices) are eligible for WIOA services as a qualified Adult, Dislocated Worker, or Youth as defined by WIOA criteria.

Please visit our Directory of Workforce Solutions Offices to locate the office nearest you (<https://twc.texas.gov/directory-workforce-solutions-offices-services>).

- Funding opportunities to support program creation or expansion:

**Federal Apprenticeship Funding:** Each year the U.S. Department of Labor (DOL) announces funding opportunities, some of which are focused on apprenticeship expansion activities. To view current DOL funding opportunities please visit DOL’s Grants website (<https://www.grants.gov/>).

### **State Apprenticeship Funding:**

- DOL provides federal Apprenticeship Expansion funding to TWC—branded as ApprenticeshipTexas—to support apprenticeship expansion by engaging industry and workforce intermediaries, developing apprenticeship programs, and outreaching to new sectors and under-represented populations. Expansion funding is accessed through a partnership with Local Workforce Development Boards or community/technical colleges. DOL funding has sought to build on previous efforts to increase the number of apprentices in RAPs. Funds are announced through competitive Request for Applications process.

All competitive TWC funding opportunities can be found by browsing postings for the Texas Workforce Commission on the Texas Comptroller of Public Accounts website (<http://www.txsmartbuy.com/esbd>).

- TWC—as provided in Texas Education Code, Chapter 133—grants funds to local education agencies (LEAs) and apprenticeship committees to support a portion of the costs of job-related classroom instruction in registered apprenticeship training programs. Registered apprenticeship training programs must partner with an LEA or their own apprenticeship committee, which act as fiscal agents for Apprenticeship Training Program funds. The LEA and the apprenticeship committee are the funding link between the registered apprenticeship training program and TWC. Funding cycles are open in June each year.

Submission forms and resources are available at the Apprenticeship Program website (<https://twc.texas.gov/programs/apprenticeship-program-overview>).