



NEW JERSEY
APPRENTICESHIP TECHNICAL
ASSISTANCE COLLABORATIVE

Navigating Pathways and Braiding Funding for Registered Apprenticeship

June 17, 2025

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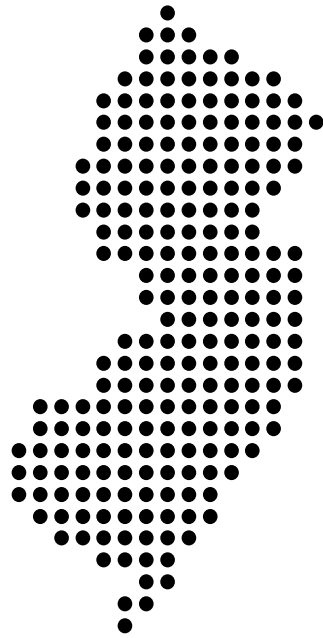
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Introductions



*Image credit: New Jersey by Ted Grajeda
from [Noun Project](#) (CC BY 3.0)*

In the chat, please introduce yourself by sharing:

- Name
- Role and Organization
- Location
- What is one thing you are hoping to learn from today's webinar?

New Jersey Apprenticeship Technical Assistance Collaborative

The New Jersey Apprenticeship-Technical Assistance Collaborative (NJ A-TAC) is a statewide initiative that supports technical assistance for the growth and expansion of Registered Apprenticeship Programs.

NJ A-TAC has been developed through a partnership between the NJ Council of County Colleges, American Institutes for Research, and Jobs for the Future, and in consultation with and funding from the NJ Department of Labor.

Notes on Virtual Platform

Thank you for joining today's webinar!

This session will be recorded and made available on the New Jersey Apprenticeship Technical Assistance Collaborative (NJ A-TAC) [webpage](#).

Any participant who prefers to participate via audio only should disable their video camera so only their audio will be captured.



Please remain on mute when not speaking to minimize noise.



We highly encourage you to use your video.



Chat to the entire group with questions/comments related to the content.



If you are having challenges connecting, message or email
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Meet the Presenters



Maria Heidkamp

*New Jersey Council
of County Colleges
Chief Innovation and
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Senior TA Consultant*

Today's Agenda

- Share background of this project and understand the importance of the pathways into programs and funding for programs
- Explore the different pathways into Registered Apprenticeship
- Understand the braided funding options available for Registered Apprenticeship
- Questions and answers
- Call to action





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Background of Project and Importance of Pathways and Funding for Registered Apprenticeship

Importance of Understanding Pathways and Braided Funding

1. Pathways and visuals can be used with a variety of audiences (employers, educators, students, job seekers, partners, funders)
2. Education and RA pathways help inform students, job seekers, and employers to understand what to expect, and where opportunities exist for on and off ramps
3. Braided funding to support initiatives can help both building and sustaining programs beyond the life of any single grant

How did we get here?

- Surveys and focus groups in year 1 with practitioners
 - Desire to better understand braided funding and alignment of education and RAPs
- Focus groups and interviews with employers in year 3
 - Desire to better understand on and off ramps and RAP processes
- Existing national models that were not customized for New Jersey
- Desire to have visual models for presentations to varied audiences



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Pathways into Registered Apprenticeship

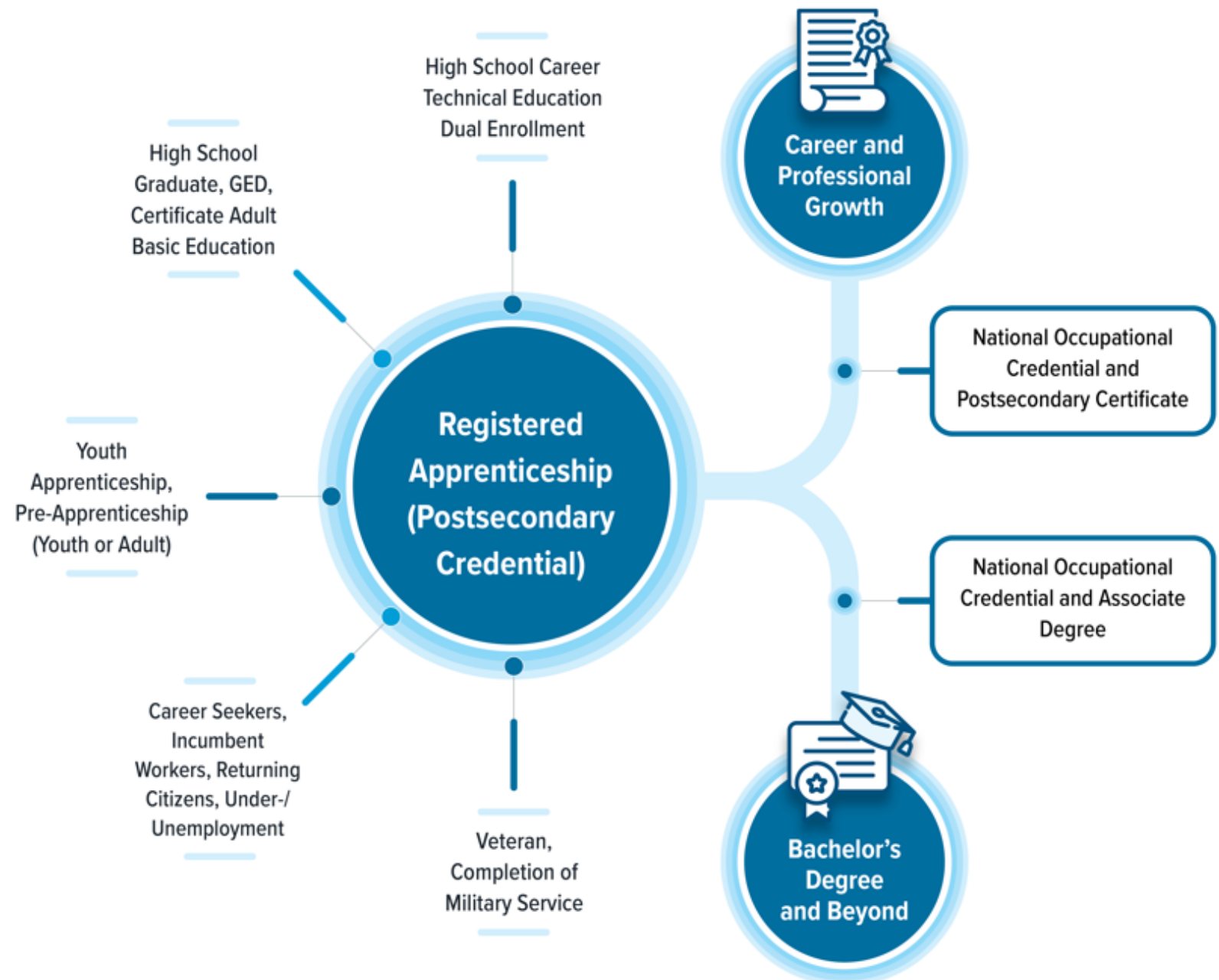


Approaches to Entering a Registered Apprenticeship Program

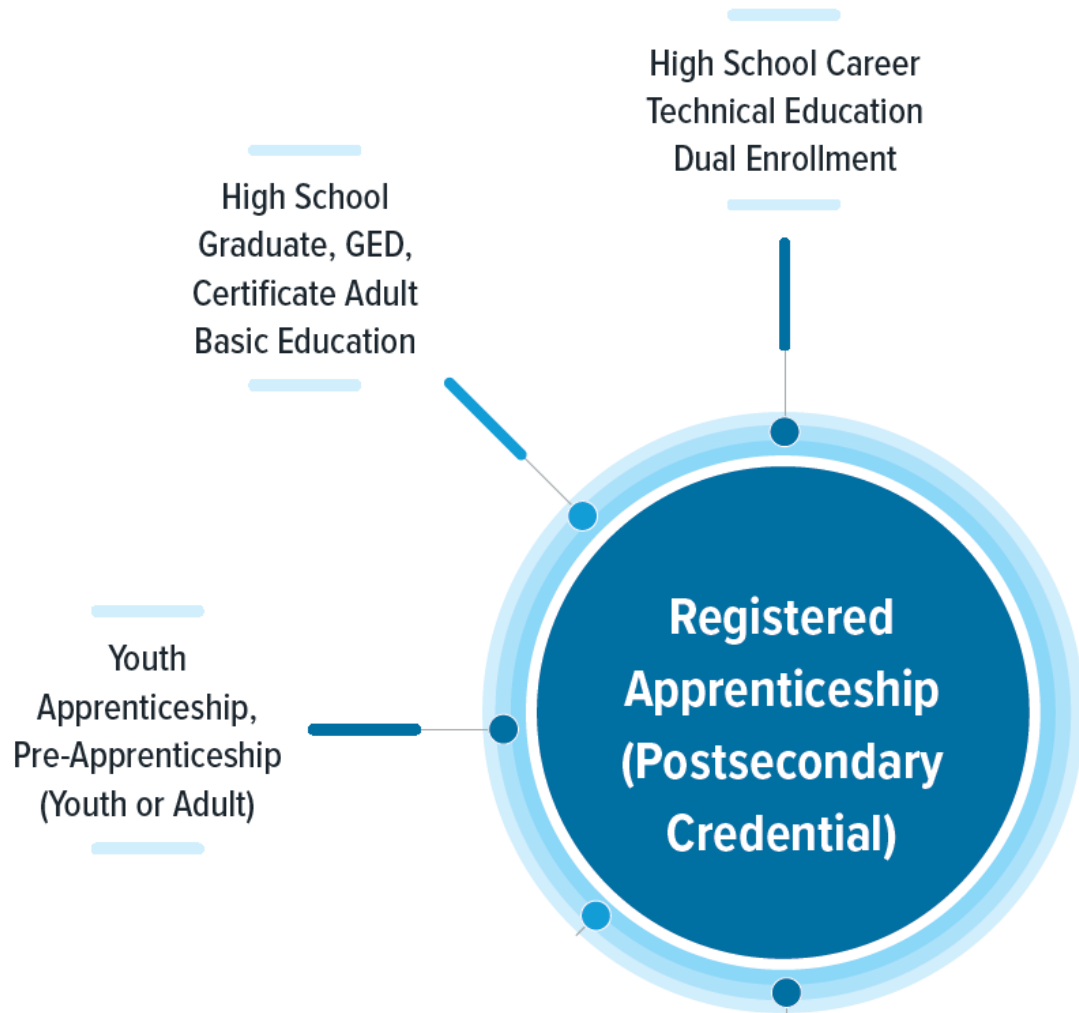
- Numerous options to get into a Registered Apprenticeship Program
- Can start a program at any stage of life
- No wrong door approach, choose your own adventure!

Photo credit: Behrouz Alimardani / Pexels.com

College- Connected Registered Apprenticeship Pathways



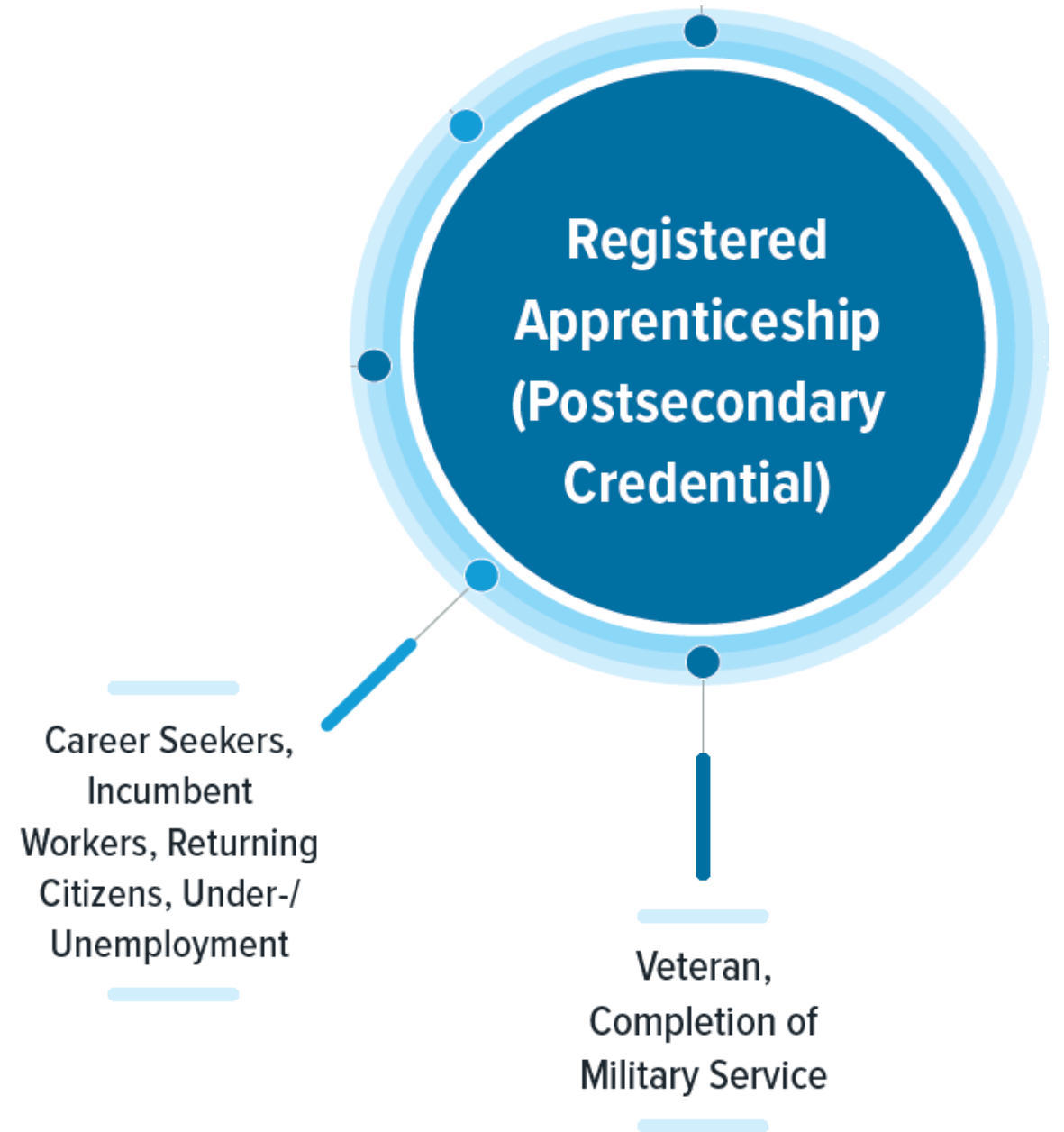
Pathways into Registered Apprenticeship (1)



- **High School Career Technical Education Dual Enrollment**
 - Aligns classwork taught to the Registered Apprenticeship and postsecondary institution
 - Students are at least 16 years old
- **High School Graduate, GED, Certificate Adult Basic Education**
 - Starts class upon completion of high school, GED or basic education course work
 - Some RAPs may require a high school diploma to apply
- **Youth Apprenticeship or Pre-Apprenticeship**
 - Youth or Adults can participate
 - Programs prepare you for skills used in an apprenticeship or receive credit for part of apprenticeship

Pathways into Registered Apprenticeship (2)

- **Career Seekers, Incumbent Workers, Returning Citizens, and Under-/Unemployed**
 - Individuals looking for a new job and willing to be trained
 - Current staff of RA Sponsors
 - Justice-involved – could have participated in RAPs prior or work-based learning opportunities while incarcerated
- **Veterans or Completion of Military Service**
 - Veterans who are looking for a new career or changing careers
 - Individuals who are recently separating from the military can start an apprenticeship program



Where Can the Pathway Take You?

- All apprentices who complete a RAP receive a National Occupational Credential from the U.S. Department of Labor
- Two different pathways after completion:
 - Postsecondary certificate along with career and professional growth
 - Associate's degree and possibly a Bachelor's degree

Both pathways ends in a fruitful career and income mobility for years to come!



Poll



Photo credit: Tara Winstead / Pexels.com

Which pathway(s) into apprenticeship surprised you as an option?
(Enter your response into the chat)

- A. High school Career Technical Education Dual Enrollment High School Graduate, GED, Certificate Adult Basic Education
- B. Youth Apprenticeship, Pre-Apprenticeship (youth, adult)
- C. Career seekers, Incumbent Workers, Returning Citizens, Underemployed, and Unemployed
- D. Veterans, recently discharged from military services
- E. None, I knew about all these pathways prior to this webinar.
- F. All of them, I am new to apprenticeship!

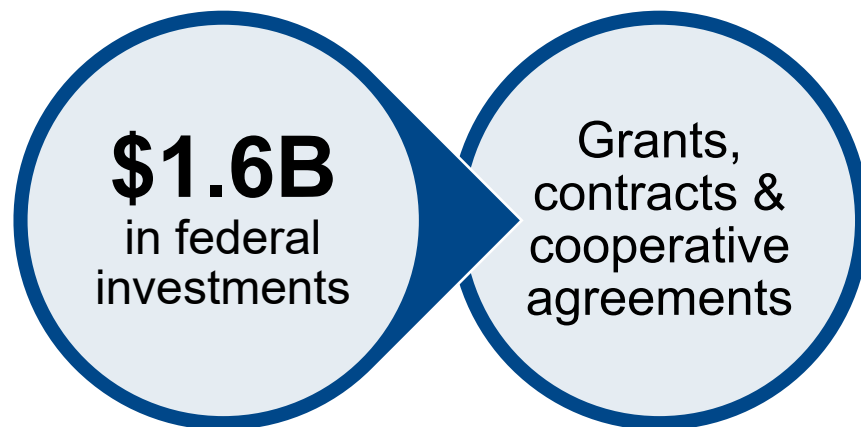


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Braiding Funding Opportunities for Registered Apprenticeship

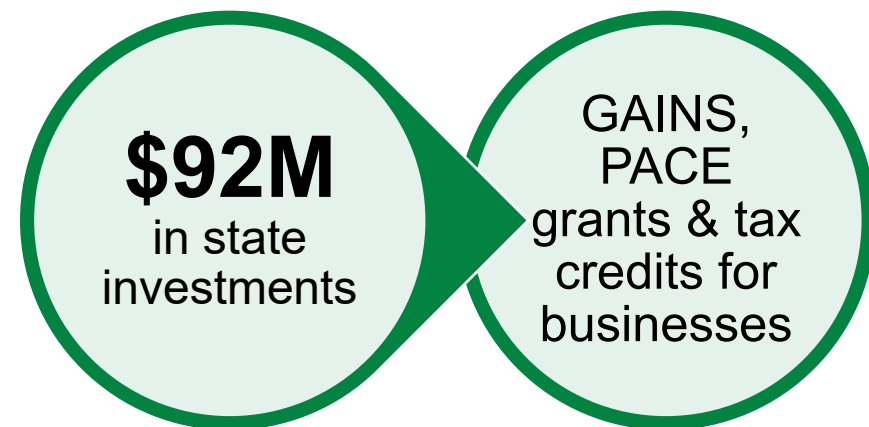
Funding Overview

Since 2015, the U.S. Department of Labor has invested more than \$1.6 billion through grants, contracts, and cooperative agreements to expand, diversify, and modernize the apprenticeship system in the United States.

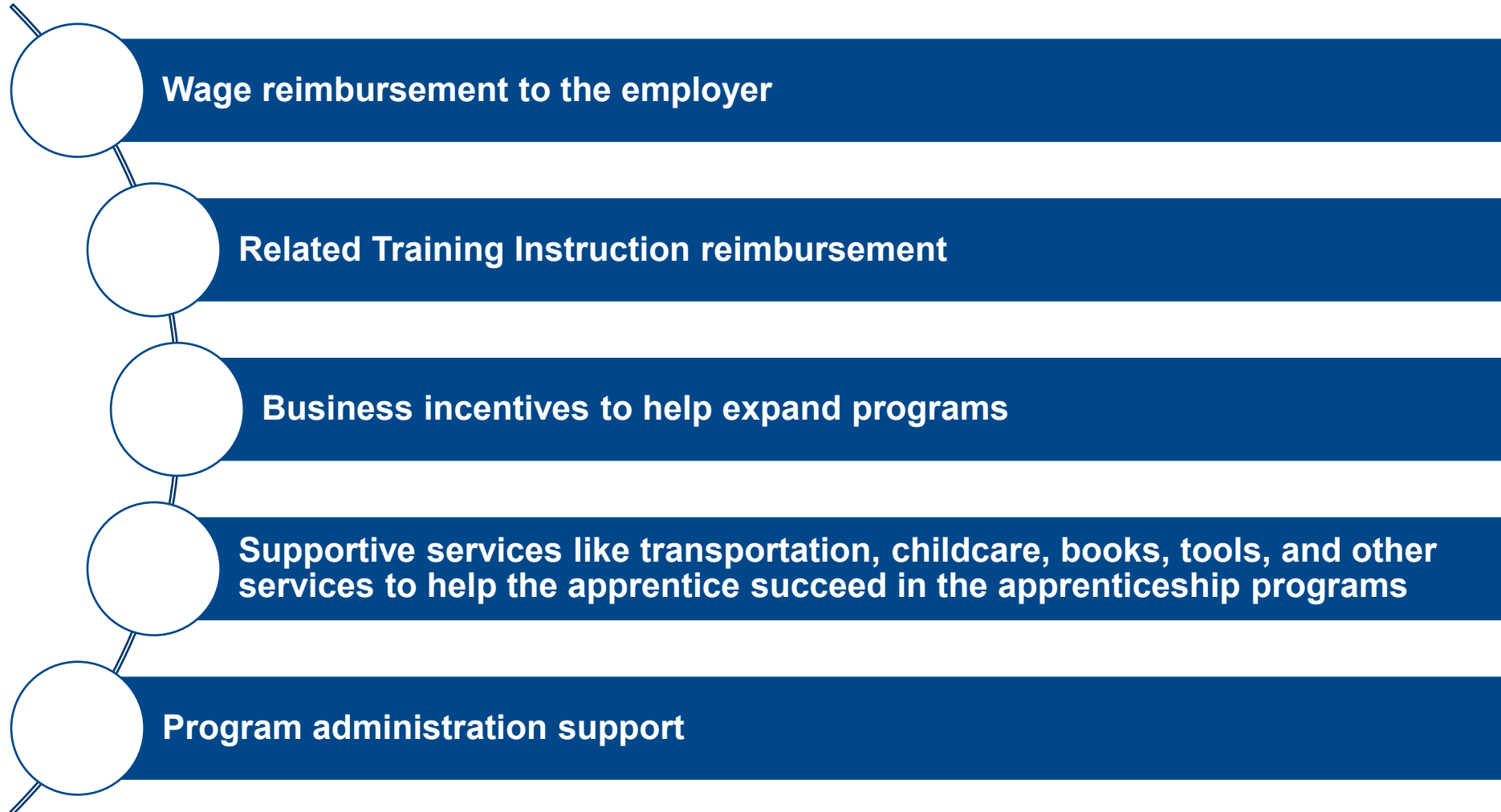


Since 2018, NJDOL has invested \$92M through GAINS, PACE, and other WBL grants and is providing tax credits for businesses creating new programs

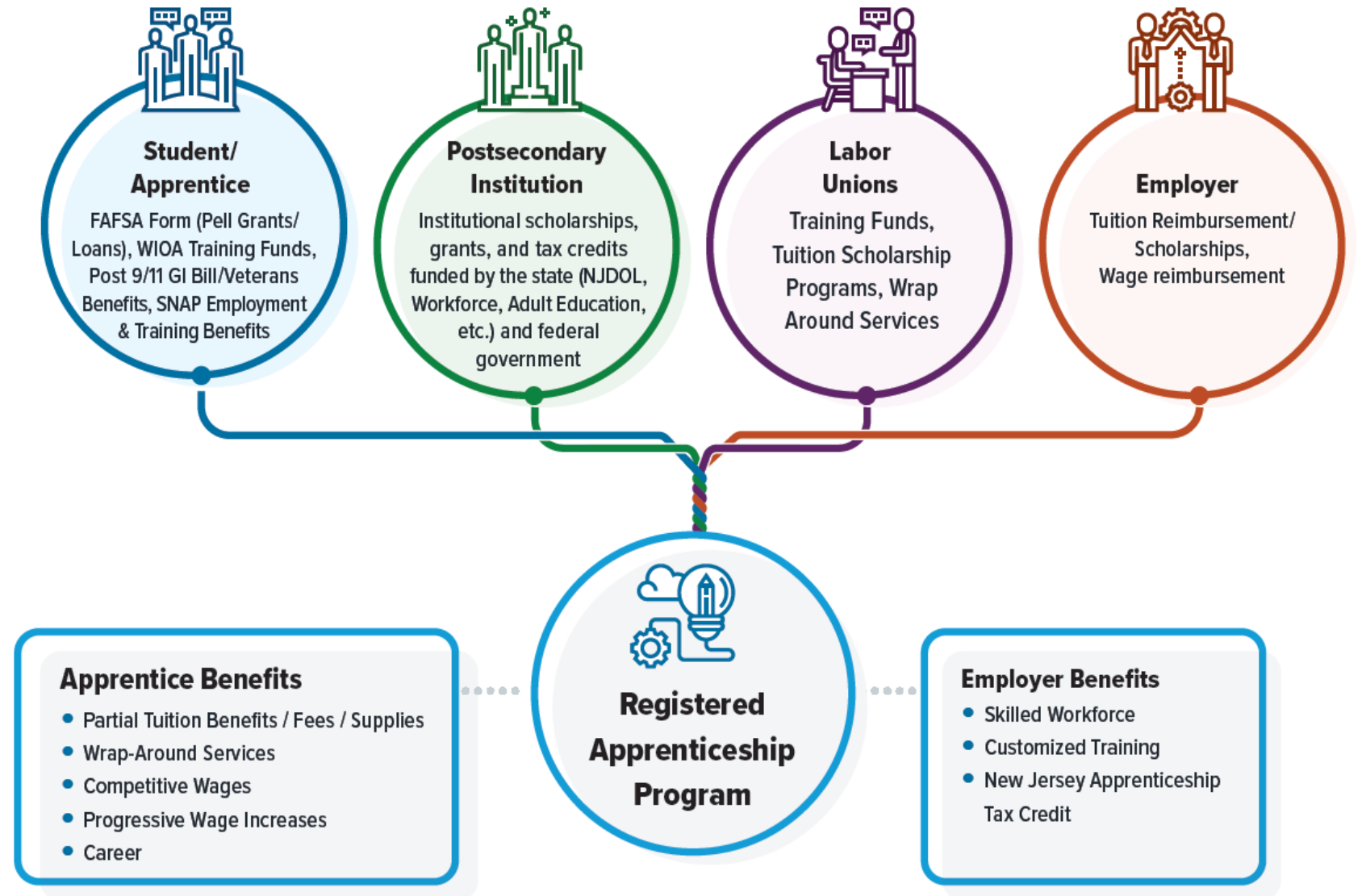
- Two rounds of GAINS and PACE funding
- Tax credits range from \$5,000 - \$10,000 for first time programs



What can the funding be used to support?

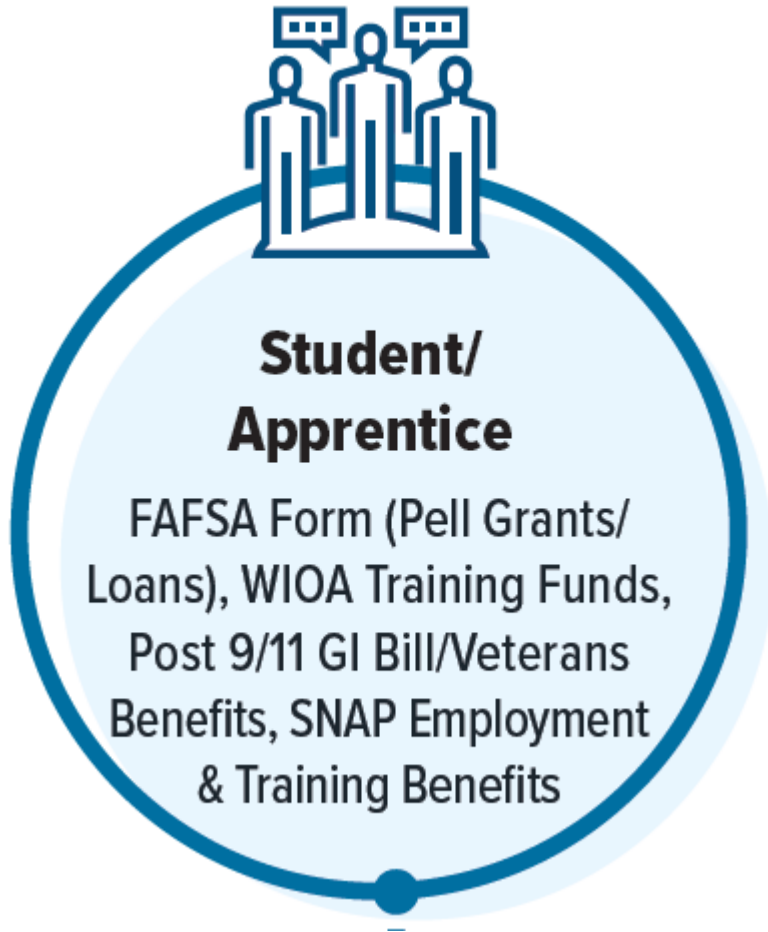


Braided Funding Opportunities to Support Registered Apprenticeship



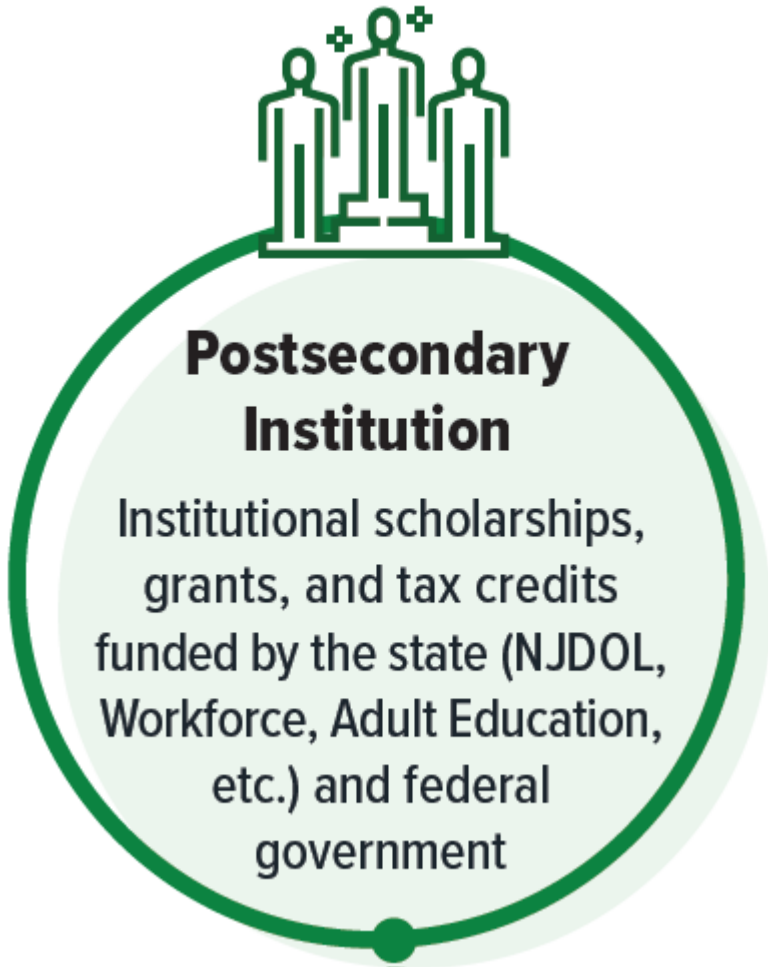
Adapted from: American Association of Community Colleges. Promising Practices: [Wallace State Community College](#) (Alabama) - AACCC ([nche.edu](#))

Student/Apprentice Funding Options



- Variety of funding options to assist apprentices through the life of their apprenticeship program
- Funding is available on an apprentice-by-apprentice situation
- Applications are required
- Funds can be “braided” together to help support the apprentice along their journey of the program
 - Funds can be used for tuition, fees, books, housing, reimbursement for apprentice wages, and other benefits

Postsecondary Institutions Funding Options



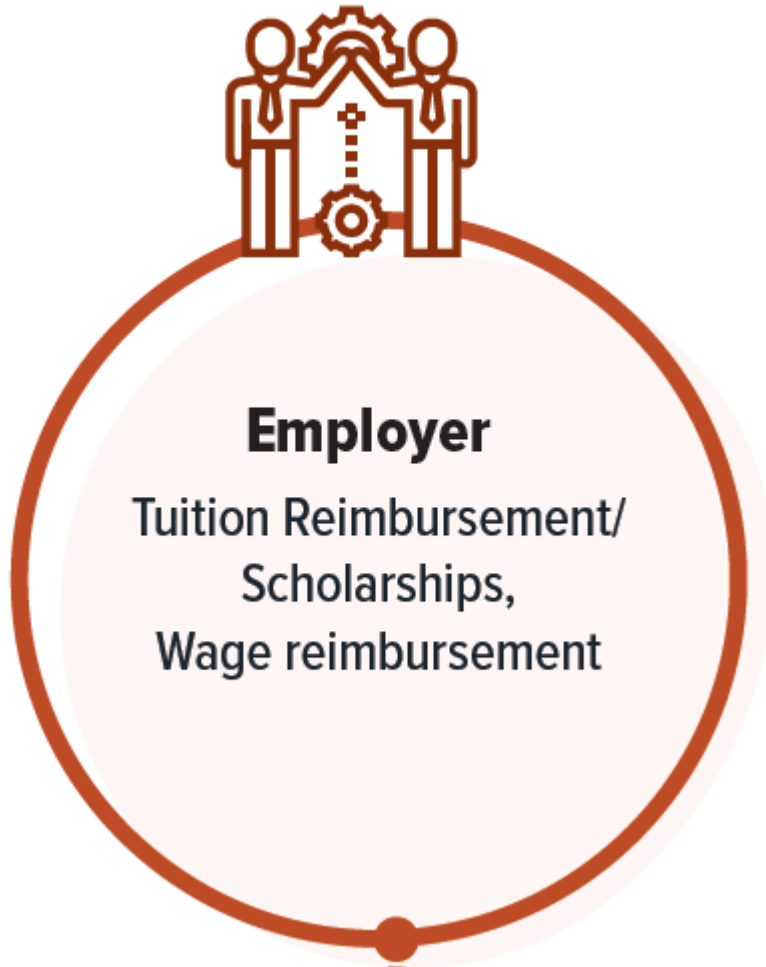
- Federal and state funds can be used by the postsecondary institution to help pay for the cost of the apprenticeship program
- Grants administered by the New Jersey Department of Labor are available to help support apprenticeship programs
- Federal grants could be available for postsecondary institutions to apply for to support building and expanding apprenticeship programs

Labor Unions Funding Options



- Collection funds to disperse through training funds and scholarships to current apprentices
- Supportive services like financial literacy training, transportation, tools, childcare subsidies could be offered to apprentices

Employer Funding Options



- Through state and federal funding, employers could receive reimbursement for:
 - Tuition costs
 - Apprentice wages (up to 50% of rate already paid)
 - Mentor wages (depending on funding source)
- Record keeping is key for employer reimbursement

Benefits for Apprentice and Employer

Apprentice Benefits

- Partial Tuition Benefits / Fees / Supplies
- Wrap-Around Services
- Competitive Wages
- Progressive Wage Increases
- Career



Registered Apprenticeship Program

Employer Benefits

- Skilled Workforce
- Customized Training
- New Jersey Apprenticeship Tax Credit

Chat



Photo credit: Nao Triponez / Pexels.com

Which audience are you the most interested in learning more about braiding funding to support New Jersey's Registered Apprenticeship Sponsors?

- **Students/Apprentices**
- **Postsecondary Institutions**
- **Labor Unions**
- **Employers**
- **All of the above!**

Respond in the chat and explain why!

Questions?



Next Steps

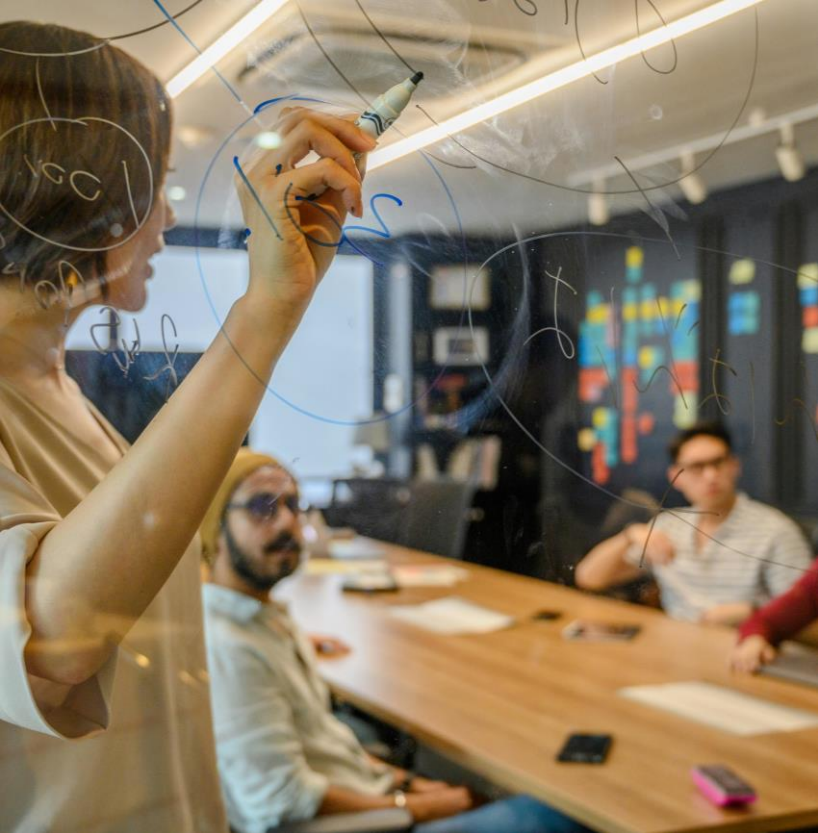


Photo credit: Ketut Subiyanto/ Pexels.com

Pathways

- Learn more about the pathways you would like to implement within your apprenticeship program or with the apprenticeship programs you support
- Start discussions with partners on how to start new pathways
- Ask for assistance with creating new pathways
- Start to measure the return of each pathway on the completion rate

Funding

- Ask about the funding needs of employers, apprentices, postsecondary institutions
- Learn more about new funding streams introduced today
- Start applying for funding, when available
- Submit reports according to the funding

Additional Resources

- Office of Apprenticeship Website: [Investments, Tax Credits, and Tuition Support | Apprenticeship.gov](https://www.apprenticeship.gov/investments-tax-credits-and-tuition-support)
- Workforce Innovation and Opportunity Act: [Workforce Innovation and Opportunity Act \(V2\) | Apprenticeship.gov](https://www.apprenticeship.gov/workforce-innovation-and-opportunity-act-v2)
- [Career Seekers with Barrier to Employment | Apprenticeship.gov](https://www.apprenticeship.gov/career-seekers-with-barrier-to-employment)



- [NJDOL Competitive Grant Announcements](https://www.apprenticeship.gov/njdol-competitive-grant-announcements)
- [NJDOL Apprenticeship Tax Credit](https://www.apprenticeship.gov/njdol-apprenticeship-tax-credit)
- [Registered Apprenticeship Sponsors | Apprenticeship.gov](https://www.apprenticeship.gov/registered-apprenticeship-sponsors)
- [DOL-Funded Investment Partners | Apprenticeship.gov](https://www.apprenticeship.gov/dol-funded-investment-partners)





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Thank you!

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The New Jersey Apprenticeship Technical Assistance Collaborative is a partnership of the New Jersey Council of Community Colleges, the American Institutes for Research, and Jobs for the Future, with support from the New Jersey Department of Labor.

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