

# APPRENTICESHIP



ADAPTIVE CONSTRUCTION  
SOLUTIONS



# IT IS HARD TO DREAM WHEN YOU ARE TRYING TO SURVIVE



## ABOUT ACS

Adaptive Construction Solutions, Inc. (ACS) is a veteran owned and operated organization focused on promoting economic opportunity and mobility by providing meaningful employment and debt-free career pathways for individuals with barriers to employment. To expand access for underrepresented populations, ACS sponsors an employer-centric Department of Labor (DOL) group (non-joint) Registered Apprenticeship program for occupations in multiple industries.

To offer employers effective and affordable Registered Apprenticeships, ACS builds flexible programs in collaboration with the public workforce system.

- Perform apprenticeship administrative duties
- Conduct outreach, enrollment and onboarding of apprentices
- Deliver or facilitate industry recognized credentialed training
- Provide supportive services and coaching of apprentices
- Assist workforce boards delivering WIOA services

By developing partnerships with workforce agencies, community organizations and employers, apprentices are provided meaningful employment and earn competitive wages while they learn a skilled profession.

## YOUTH PROGRAM

Many youth face significant barriers to starting a career including aging out of foster care, homelessness and reentry from the justice system. Others are looking for a debt-free career pathway to become a skilled professional.

## VETERAN PROGRAM

Veterans are faced with many obstacles as they transition to civilian life from the Armed Forces. Many have periods of homelessness or find themselves underemployed and feeling without purpose. Registered Apprenticeship programs offer structured learning while providing meaningful employment. Eligible veterans may receive a stipend from GI Bill which acts as a financial bridge to earning the wages necessary to support themselves and their families.

# EMPLOYERS ARE THE FOUNDATION OF ANY SUCCESSFUL PROGRAM

# APPRENTICESHIPS ARE BORN FROM COLLABORATION

## REGISTERED APPRENTICESHIP

Apprenticeship programs provide an opportunity to progress from an entry-level job to a skilled position through a combination of paid on-the-job training and classroom training.

As apprentices advance through a program, they earn incremental wage increases and nationally recognized credentials. The apprenticeship model is leading the way in preparing American workers to compete in today's economy.

## FIVE COMPONENTS OF REGISTERED APPRENTICESHIP



Employer Involvement



Structured On-the-Job Training



Related Training and Instruction



Rewards for Skill Gains



Industry Recognized Credential

*Registered Apprenticeship starts with meaningful employment and provides a clear pathway to launch a career as a credentialed professional.*



## PARTNERSHIP ROLE OF WORKFORCE AGENCIES

- Integrate Registered Apprenticeship (RA) into workforce planning and policy
- Promote work-based learning and use Workforce Innovation and Opportunity Act (WIOA) resources to support RA
- Create new RA opportunities by focusing on services to employers
- Support career pathways for individuals with barriers
- Generate real results and positively impact state and local performance

## WIOA RESOURCES

- Paid Work Experience (PWE)
- On-the-Job Training Contracts
- Individual Training Accounts (ITAs)
- Supportive Services

## WIOA METRICS

Registered Apprenticeship is a win-win for all of the WIOA required metrics.

- Employment at Q2 & Q4 post-exit
- Median Earnings at Q2 post-exit
- Measurable Skill Gains
- Credential Attainment
- Effectiveness in Serving Employers







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