

Building, Energizing, and Connecting through Apprenticeships (BECA)

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BECA

A new apprenticeship and pre-apprenticeship program of the New Mexico Department of Workforce Solutions (DWS) to build a highly skilled workforce in infrastructure and clean energy; increase access to quality, well-paying jobs; and help employers recruit and retain more workers with on-the-job experience

With recent federal funding, this new program will support the expansion and creation of the evidence-based model of Registered Apprenticeship Programs (RAPs) and Pre-Apprenticeship (PA) programs in high-demand infrastructure and clean energy industries, including broadband. This new DWS initiative, Building, Energizing, and Connecting through Apprenticeships (BECA), will build on the state's current statewide apprenticeship and PA system by providing wages, tuition costs, and support services for participants, employer retention payments for businesses that hire apprentices, and a process for hiring new contractors to start up and operate new RAPs and PA programs. The RAPs will lead to direct employment in those industries, and the PA programs will support young people gaining experience and knowledge in those sectors, and eventually progressing to a RAP.

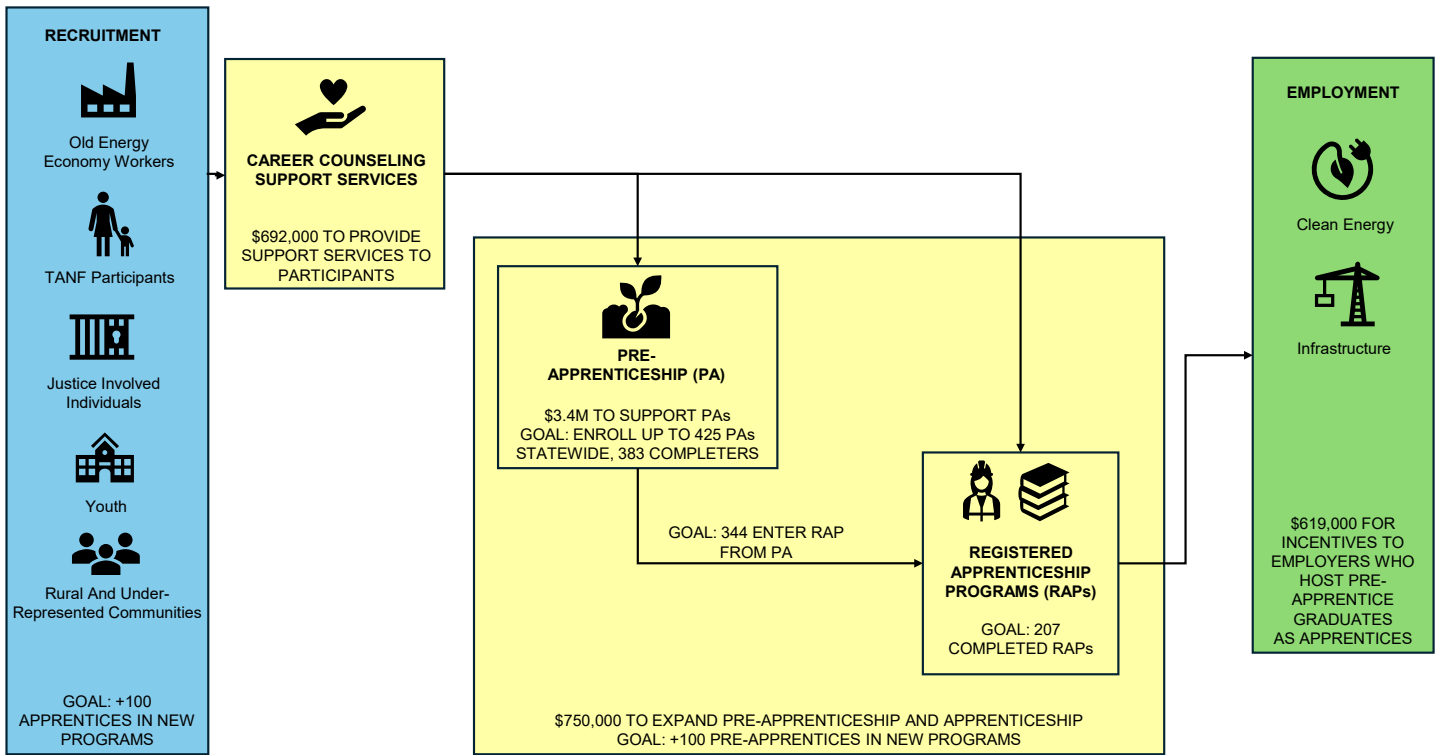
Funded for three years under the U.S Department of Labor State Apprenticeship and Expansion Formula (SAEF2) grant, this DWS initiative will focus on RAP and PA program opportunities for New Mexicans underrepresented in these construction, clean energy, and infrastructure fields, including women, people of color and from rural and tribal communities, veterans, people with disabilities, old energy economy workers, Temporary Assistance for Needy Families (TANF) participants, and people

re-entering the workforce from incarceration. The initiative will provide resources to grow and strengthen current opportunities in several ways:

- Establish new RAPs and PAs in both current high-demand infrastructure and clean energy industries, especially in key industries without apprenticeship options;
- Transition pre-apprentice completers in these PA programs to RAPs;
- Expand the number of apprentices and pre-apprentices in existing programs;
- Increase outreach and recruitment of RAP and PA participants; and
- Deepen and widen employer engagement efforts to increase their participation in RAPs.

The *BECA* program will engage and support a range of diverse partners in the workforce system, industry associations, employers, labor unions, higher education institutions, and other community organizations in high-demand fields to start-up and expand RAPs and PA programs for New Mexicans.

Building, Energizing and Connecting through Apprenticeships (BECA) Program Design



To ensure the success of the *Building, Energizing, and Connecting through Apprenticeship (BECA)* program, DWS will engage in a variety of sustainability activities, such as:

- Collaborate with partners to increase employer awareness of the benefits of apprenticeship programs and expand the number of participating employers;
- Conduct and support training on apprenticeships throughout the state;
- Partner with industry, labor, educational institutions, and community organizations that represent underrepresented people in the target industries;
- Leverage and coordinate with existing workforce and training funds and services for youth, adults, and dislocated workers under the federal Workforce Innovation and Opportunity Act (WIOA), veterans, and TANF participants;
- Convene and manage an apprenticeship stakeholder advisory committee to provide input from the field on policies and programs;
- Coordinate with Local Workforce Development Boards on identifying opportunities;
- Coordinate with local Workforce Connection Center staff on outreach and recruitment; and
- Develop an analysis of occupational credentials, as identified by employers and higher education leaders.

What Pre-Apprenticeship and Registered Apprenticeship Program Sponsors Need to Know

Starting New Programs

Using the SAEF2 grant, DWS will fund contracts for organizations that start up new Registered Apprenticeship Programs (RAPs) and Pre-Apprenticeship (PA) programs, including funds for equipment, supplies, capital, curricula, and one-time staffing. These are start-up funds, not the funds to support participants.

- If you are interested in creating a PA program in infrastructure development or clean energy that leads directly into your RAP, the RFP will be available no later than November 1.
- If you are interested in creating a new RAP in infrastructure development or clean energy, the RFP will be available no later than November 1.
- If you simply want to participate in other SAEF2 activities for an existing program, you do not need to respond to the RFP.
- If you receive funding to create a new program, all participants must enroll with DWS or a participating local workforce board in order to track the program data.

Using SAEF2 Funding to Support Pre-Apprenticeship Programs

If you have an existing PA program in infrastructure development or clean energy, DWS can help to fund the participants in the program. These resources are also available to new PA programs in infrastructure development or clean energy, regardless of whether the program applies for or receives funding to develop that new program.

- Funding of PA program costs for 400 hours of on-the-job training, which may include tuition for technical instruction or work experience
- Up to \$1,800 per pre-apprentice for tuition in a PA program if the program charges tuition for its classroom training component
- \$16 per hour wage for each new pre-apprentice in a PA program
- Participants must enroll with DWS so that we can capture data for the program.
- Support services are available for pre-apprentices, including transportation expenses, career counseling, specialized clothing for work, and connections to child care assistance.

Support for Existing Registered Apprenticeship Programs

RAP in infrastructure development or clean energy will continue to be eligible for funding through the Public Works Apprentice & Training (PWAT) Act Fund and the Apprenticeship Assistance Act (AAA). In addition, for registered apprenticeship programs that sign up to participate in the SAEF2 grant:

- DWS will be working with participating RAPs to promote the programs throughout the workforce system. Focus areas for this outreach will include: dislocated workers under the federal Workforce Innovation and Opportunity Act (WIOA), veterans, justice-involved individuals, and TANF participants;
- DWS will pay a \$1,800 incentive and retention payment to employers for each apprentice they hire from a participating RAP (up to 344 apprentices), upon six months of an apprentice's completed employment, if they have completed a PA program.
- Support services are available for apprentices, including transportation expenses, career counseling, specialized clothing for work, and connections to child care assistance.
- Participants must enroll with DWS or a participating local workforce board so that we can capture data from the program.
- To become a participating RAP under the SAEF2 grant, please contact Katrina Vigil, State Apprenticeship Director, New Mexico Department of Workforce Solutions at Katrina.vigil@dws.nm.gov

What Businesses Need to Know

Hiring Apprentices

For employers in the construction, clean energy, broadband and other infrastructure industries, the SAEF2 grant provides an exciting opportunity to enhance the success of your business. Registered Apprenticeship Programs (RAPs) are a proven model of building workers' effectiveness and experience by integrating employees' skills and knowledge into practice immediately. Specifically, hiring apprentices from RAPs benefits your company because these workers will receive at least 144 hours of related technical instruction while also receiving on-the-job training from a skilled, experienced journey worker or mentor. Research has found that this combination provides employees with a full understanding of their job, helps them see the impact of their actions, improves standardized training, reduces turnover, increases productivity, and makes companies more competitive, resulting in a return on investment.

DWS reimburses RAPs for some of the costs of the related instruction through the state-funded Apprenticeship Assistance Act (AAA) and Public Works Apprentice & Training Act (PWAT) Fund. The SAEF2 grant provides DWS with opportunities to foster new RAPs with occupations that have not yet included apprentices from certain industries, such as the clean energy, broadband, and other infrastructure fields.

Under the SAEF2 grant, additional registered apprentices will be available to your business from the following programs:

- Existing RAPs with an increased number of apprentices;
- New RAPs in occupations and industries that are currently included in registered apprenticeship programs; and
- New RAPs with occupations not represented in current registered apprenticeship programs, such as in the broadband and clean energy industries.

Support services are available for apprentices, including transportation expenses, career counseling, specialized clothing for work, and connections to child care assistance.

Moving from Pre-Apprenticeships to Registered Apprenticeship Programs

Some of the RAPs created and expanded under the SAEF2 grant will include completers of Pre-Apprenticeship (PA) programs, which provide career pathways for young people aged 16-24 through on-the-job training in marketable occupations that allow them to explore career interests and opportunities. Under the SAEF2 grant, DWS will provide wage and tuition funding for pre-apprentices in new PA programs, continue to pay for their liability insurance, and support the progression of the participants in these programs to RAPs in the same occupation. DWS will provide businesses that hire RAP participants with \$1800 per enrollee after they completed six months in the RAP and if they have completed a PA program.

- If you're interested in hiring a registered apprentice under the SAEF2 grant, please contact Katrina Vigil, State Apprenticeship Director, New Mexico Department of Workforce Solutions at Katrina.vigil@dws.nm.gov
- If you're interested in hiring a registered apprentice under the SAEF2 grant, please contact Cristy Wade, Pre-Apprenticeship Program Coordinator, New Mexico Department of Workforce Solutions at Cristy.wade@dws.nm.gov

What Individuals (potential participants) Need to Know

The SAEF2 grant provides you with impactful opportunities to explore your career paths and advance in them to employment through both Registered Apprenticeship Programs (RAPs) and Pre-Apprenticeship (PA) programs.

Becoming a Registered Apprentice

If you are interested in working in the building and construction trades, or in infrastructure, clean energy or broadband industries, the SAEF2 grant offers an outstanding way to realize your career goals with a great salary and long-term career opportunities. By enrolling in a RAP, you will earn a paycheck from day one with guaranteed raises as your skill level increases. You will learn your trade in these high-demand, impactful industries through hands-on learning, coupled with classroom instruction.

- Apprenticeship is post-secondary education like at a college or university, but while you are learning a high skilled trade, you are also earning a good wage.
- Depending on the trade, an apprenticeship can take one to five years to complete.
- Apprentices earn a national recognized completion certificate upon successful completion of the training.
- Support services are available for apprentices, including transportation expenses, career counseling, specialized clothing for work, and connections to child care assistance.

Most apprenticeship programs require that you be at least age 18 and have a high school diploma or GED. There may be additional requirements for specific program sponsors.

Becoming a Pre-Apprentice

PA programs are available to youth or adults and provide you with career pathways through on-the-job training in marketable occupations that allow you to explore career interests and opportunities. While the PA program is generally focused on youths ages 16 to 24, all ages may participate. Participation in a PA program will open the door to a full RAP upon completion. Under the SAEF2 grant, DWS will support pre-apprentices in the following ways:

- Placing participants with a PA program;
- Partnering with a PA program to connect participants to related instruction;
- Provide career counseling and support for participants throughout their Pre-Apprenticeship;
- Facilitate pre-apprentices' progression to a RAP;
- Pay PA programs \$16 per hour as a wage for each pre-apprentice for up to 400 hours of training, which will be a combination of on-the-job learning and related instruction;
- Pay for pre-apprentices' liability insurance costs; and
- Provide resources for pre-apprentices' needed support services, including transportation expenses, career counseling, specialized clothing for work, and connections to child care assistance.

Steps to Becoming an Apprentice or Pre-Apprentice Under the SAEF2 Grant



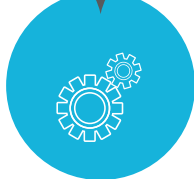
- Contact a career consultant at an [America's Job Center](#) (local Workforce Connections Center), who will help you determine which occupation you're interested, identify supportive services that you may need, and get you registered in the state's online workforce system



- Complete the program sponsor application process



- Go through the interview and selection process



- If selected, the program sponsor will walk you through any other steps you need to take before starting the program.

