

# Registered Apprenticeship

Nevadaworks

Nevada Apprenticeship Initiative

May 29, 2026

Reno, Nevada



**Job  
Forward** 

# Who is JobForward?

- Non-profit organization
- 25+ years providing workforce development consulting
- Apprenticeship program design and implementation
- Grant funding support
- Industry Intermediary

- Supported apprenticeship and work-based learning programs serving over **10,000 apprentices** for employers, ranging from small local businesses to global corporations. We believe Registered Apprenticeship can be a viable solution for companies of all sizes.
- **Awarded and managed over \$280 million** in federal and state workforce grants
- **Contracted with the Nevadaworks** to provide technical assistance to partners in creating pre-apprenticeship and apprenticeship programs in Nevada.



# We Provide Apprenticeship & Workforce Support

## Program Development

- Developing workforce initiatives
- Developing pre-apprenticeship programs
- Designing and registering apprenticeship programs

## Program Design & Alignment

- Competency mapping to On-the-Job Training (OJT)
- Building related technical instruction (RTI)

## Technical, Administrative and Grant Support

- Technical assistance and guidance
- Administrative support and reporting
- Grant writing, grant administration, compliance/support

# Why Registered Apprenticeship?

## Build a Competitive Workforce

Employers Facing Complex Workforce Challenges in Competitive Domestic and Global Markets



## Time-Tested Model

Proven Strategy for Recruiting, Training, and Retaining World-Class Talent Used by Industry for Decades (and longer!)

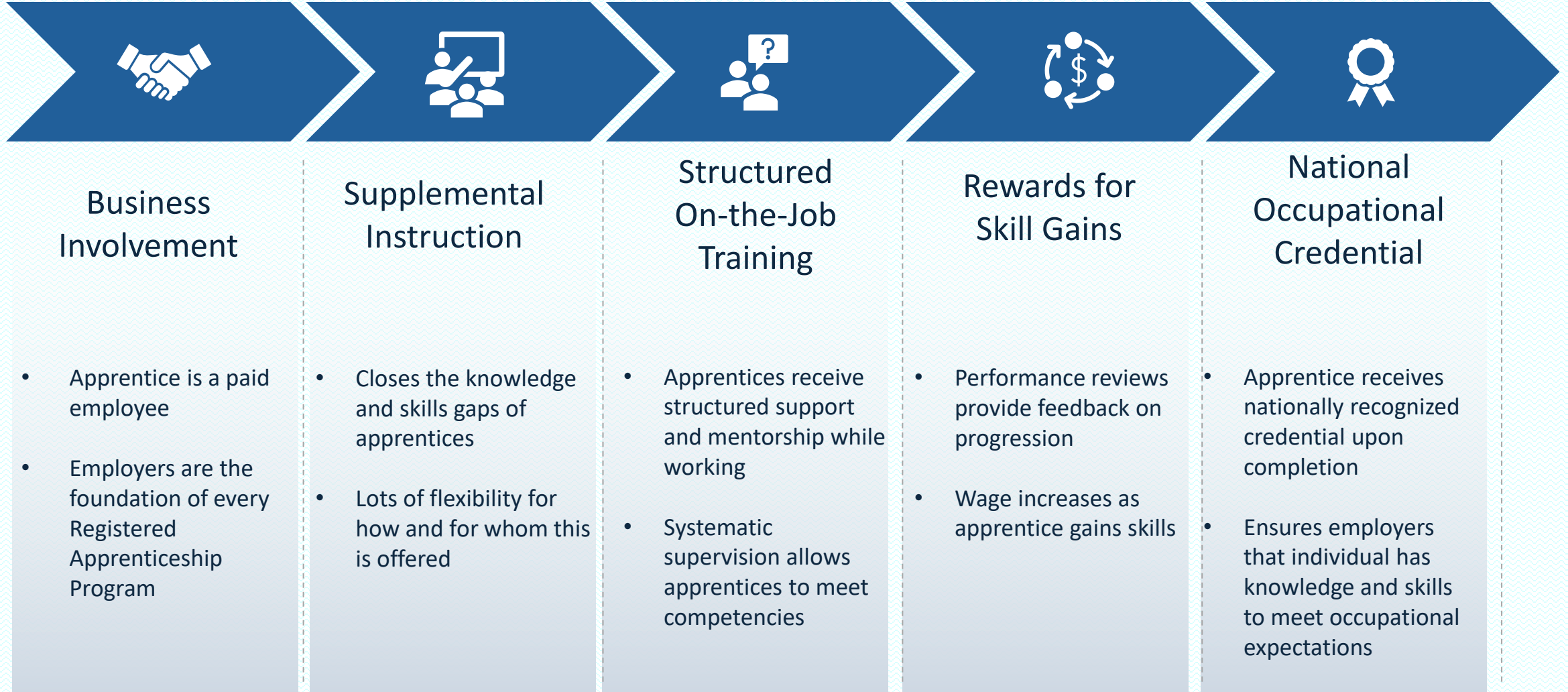
## Adaptable and Flexible

Registered Apprenticeship is a Solution and Can Be Integrated into existing Training and Human Resources Development Strategies!



# Five Core Components of an Apprenticeship

*Available Models: Time-Based / Competency-Based / Hybrid*



# Why Apprenticeship Matters

## Expanding Opportunity

Expands opportunity for underemployed and underserved groups through structured career pathways and for those with little or no formal training



## Closing Workforce Gaps

Addresses workforce shortages in critical industries such as healthcare, manufacturing, construction, and IT



## Economic Mobility

Creates long-term economic mobility for participants through industry-recognized credentials and career advancement

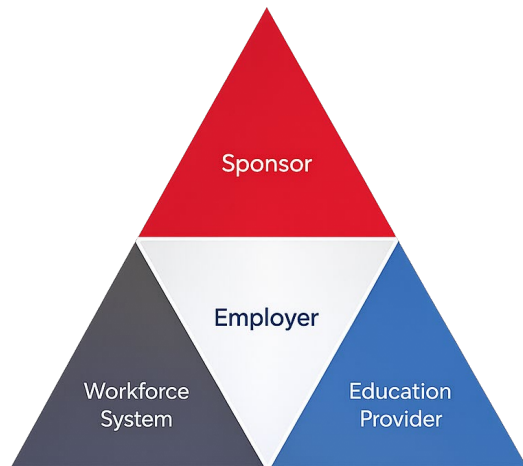


## Strategic Impact

Contributes to national and state workforce development strategies that strengthen the talent pipeline and creates economic development



# Key Roles within the Registered Apprenticeship Ecosystem



**Job Forward** >>>

## Employer



DRIVES PROGRAM DESIGN, DESIRED OUTCOMES & IMPLEMENTATION



APPROVES RELATED INSTRUCTION & WORK EXPERIENCES



PROVIDES EMPLOYMENT (W-2)



PROVIDES MENTORING & PROGRESS REPORTING

## Sponsor



PROVIDES PROGRAM MANAGEMENT & ADMINISTRATION



COMMUNICATES WITH US DOL OASAA



DELEGATES RESPONSIBILITIES ACROSS THE PARTNERS

## Education Provider



IDENTIFIES POTENTIAL PROGRAM PARTICIPANTS AND POTENTIAL FUNDING



DELIVERS ALL OR SOME OF THE RELATED INSTRUCTION



WORKS WITH EMPLOYER TO ALIGN INSTRUCTION RELATED TO OCCUPATION

## Workforce System



PROVIDES PROGRAM OUTREACH, PRE-SCREENING, CASE MANAGEMENT SERVICES, AND WIOA ELIGIBILITY SERVICES



MAY PROVIDE FUNDING TO OFFSET THE COSTS OF PROGRAM DEVELOPMENT, EDUCATION, AND ON-THE-JOB TRAINING



PROVIDES PIPELINE OF POTENTIAL APPLICANTS

# Benefits of the Apprenticeship Model

## Employer Benefits

- Builds a **skilled, loyal workforce** tailored to company needs
- Reduces turnover and recruitment costs
- Improves productivity and worker retention
- Strengthens alignment with education and training systems
- Provides a clear pathway to solve workforce development challenges

## Apprentice Benefits

- Paid career pathway into stable, high-demand jobs
- Increased skills, wages, and advancement opportunities
- Access to a supportive, structured learning environment
- Portable, industry-recognized credentials



# Investing in Talent Development: Benefits to Employers of Registered Apprenticeships from the American Apprenticeship Initiative

## Net Benefits and Return on Investment

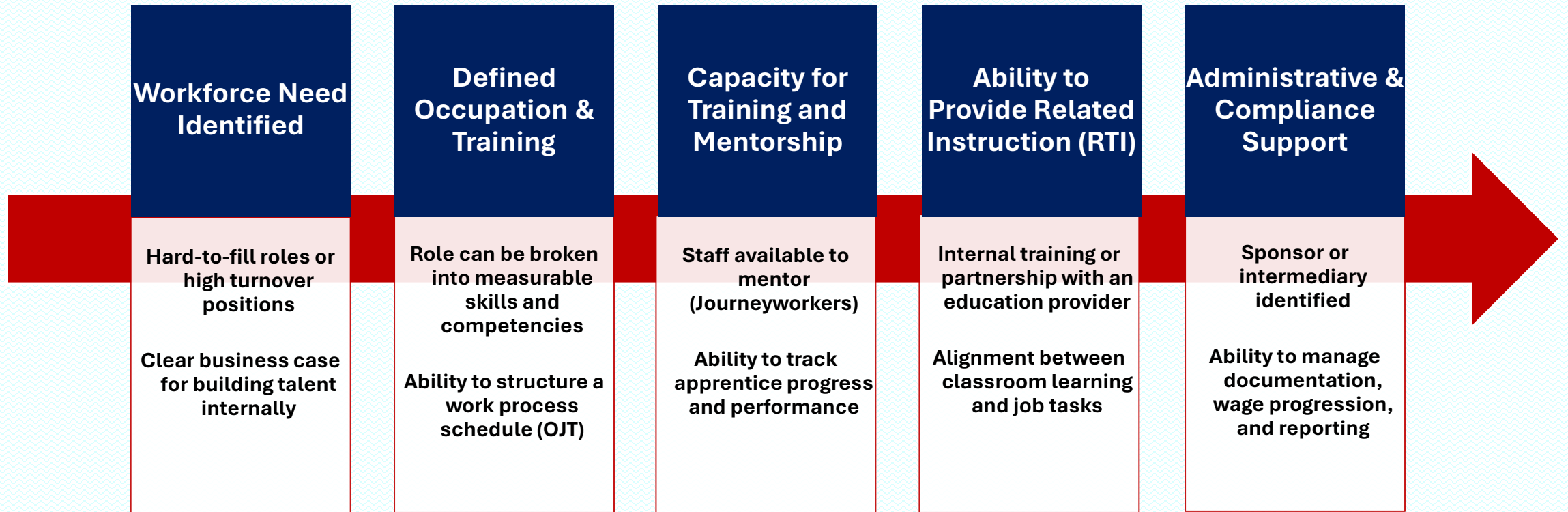


# Getting Started

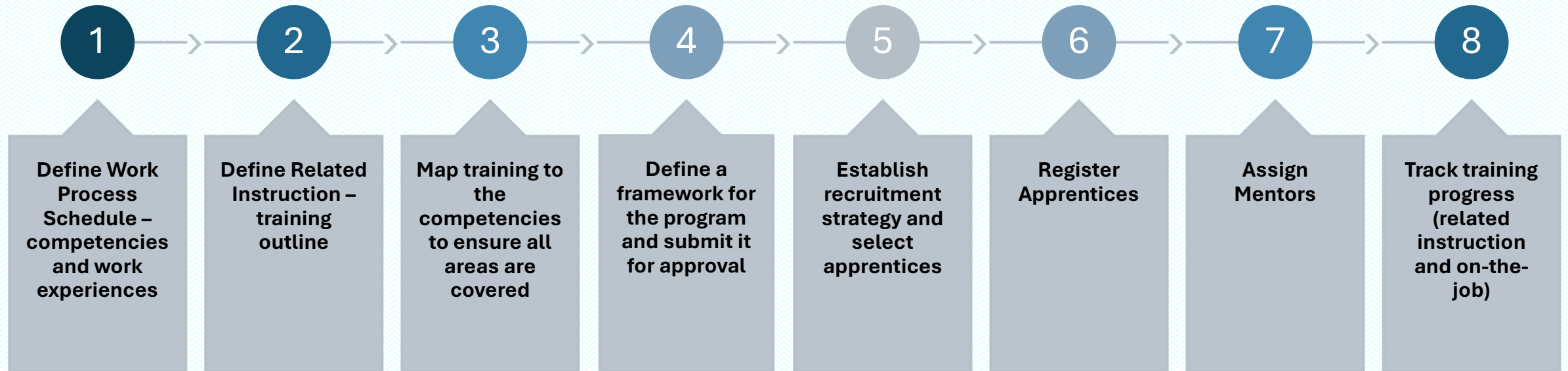


# Ready to Launch an Apprenticeship Program?

## Key Readiness Considerations



# Steps for Moving to a Registered Apprenticeship Model



# **Self-Sponsor vs. Intermediary Sponsor**



# Role of a Registered Apprenticeship Sponsor and Employer Can Overlap or Can be Partially Delegated



**Develop Standards for Each Occupation**



**Formalize Employer Partnerships**



**Design and Execute Related Instruction**



**Develop On-the-Job (OJT) Competencies**



**Provide for Apprentice Employment, OJT, Mentorship, Competency Development, Incremental Wage Increases**



**Administer all Components of the Program**



**Ensure Program Compliance**

# Self-Sponsor vs. Intermediary Sponsor

## Being a Sponsor

**The Organization Directly Registers and Operates the Apprenticeship Program.**

### KEY CHARACTERISTICS

- Full control over program design and standards
- Responsible for compliance, reporting, and administration
- Builds internal capacity

### ADVANTAGES

- ✓ Flexibility and customization of standards
- ✓ Full ownership of program outcomes

### CONSIDERATIONS

- Administrative and compliance responsibilities
- Longer set-up timeline to register new standards

## Utilizing an Intermediary Sponsor

**A Third-Party Organization Manages the Program on Behalf of Participating Employers.**

### KEY CHARACTERISTICS

- Intermediary handles registration and compliance
- Shared or standardized program structure
- Leverages external expertise

### ADVANTAGES

- ✓ Reduced administrative burden
- ✓ Faster implementation as standards are approved
- ✓ Access to established infrastructure and expertise

### CONSIDERATIONS

- Shared decision-making

# Nevadaworks – Intermediary Sponsor

 nevadaworks

  
nevada  
apprenticeship  
INITIATIVE



## Newly Approved Occupations

**Certified Nursing Assistant**  
*(1 Year – Competency Based)*

**Workforce Development Professional**  
*(1 Year – Competency Based)*

## Coming Soon....

**Medical Assistant**  
*(1 Year – Competency Based)*

**Teacher Aid**  
*(1.5 Years – Competency Based)*



Questions?





**Job  
Forward** >>>

