



**HEALTHCARE CAREER
ADVANCEMENT PROGRAM**

Healthcare Apprenticeship Resources Playbook

A Guide to Federal and State Funding

Prepared by the Health Careers Advancement Program (HCAP)

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Introduction

The need for new talent in health care has been a major workforce challenge for the past several decades. Healthcare providers have struggled to develop new and innovative solutions to build a pipeline of skilled workers. This challenge was most recently exacerbated by the pandemic, which hit the healthcare industry particularly hard with unprecedented resignations and the talent pipeline slowing down as many students postponed their schooling. Both federal and state agencies recognize the potential of Registered Apprenticeship Programs (RAPs) to assist employers in developing highly skilled workers to grow their businesses. They are developing an ecosystem that supports all industries, labor, apprentices, educational entities, and intermediaries to expand RAPs by providing technical assistance, funding, and other resources.

With this multi-faceted effort, providers see the benefits of training and educating workers through RAPs as a critical strategy to address many of the challenging issues, including recruitment and retention, diversity, training a quality workforce, and improving the quality of patient care. Healthcare providers need assistance. It's not easy to start a new training program. This guide provides information on financial resources available on the federal and state levels to healthcare providers needing assistance in starting an RAP and helping apprentices/students with things like tuition assistance, books, uniforms, transportation, childcare, and more.



U.S. Department of Agriculture

The U.S. Department of Agriculture (USDA) provides funding for employment and training to state agencies through the Supplemental Nutrition Assistance Program (SNAP). The federal funding is targeted to help SNAP participants gain skills, training, or work experience to increase their ability to obtain regular employment that leads to economic self-sufficiency. Additionally, the Employment and Training program offers a way to allow SNAP recipients to meet SNAP work requirements. Community-based organizations, apprenticeship sponsors, community colleges, training providers and educators, and employers can partner with their state SNAP agencies to provide RAPs and pre-apprenticeships as part of a state's SNAP Employment and Training plan.

State agencies receive an annual grant between \$50,000 and \$10 million for SNAP employment and training programs, depending on the size of their SNAP population subject to work requirements. USDA reimburses 50 percent of the additional state agency costs that are over and above its Federal employment and training grant. USDA also reimburses 50 percent of state agency costs for dependent care, transportation, and other participant expenses.

State agencies have a great deal of flexibility in designing SNAP employment and training programs, including pre-apprenticeships and RAPs. Employment and training programs may include job search and job search training programs, workfare and work experience, education programs, self-employment training programs, and job retention services.

To contact your local SNAP office, please click on the link and go to your state:
<https://www.fns.usda.gov/snap/state-directory>

For general information about the SNAP Employment and Training program:
<https://www.fns.usda.gov/snap/et>

[SNAP Grant Opportunities](#)

<https://www.fns.usda.gov/fm/grant-opportunities>



U.S. Department of Education

The U.S. Department of Education (US ED) has funding for Registered Apprenticeship (RAPs) and pre-apprenticeship programs primarily through Career and Technical Education (CTE) programs with funds available under the Carl D. Perkins Career and Technical Education Act of 2006, as amended by the Strengthening Career and Technical Education for the 21st Century Act (Perkins V). The funds may be used to develop, improve, and support RAP programs that are part of the national apprenticeship system authorized by the National Apprenticeship Act of 1937 (29 U.S.C. 50 et seq.) and its implementing regulations (Title 29 C.F.R. Part 29, Subpart A), as well as their prerequisite pre-apprenticeship programs.

Pell Grants, the Federal Work-Study program, and some discretionary grants may also provide funds that go directly to the educational entity or the student/apprentice to help defray costs of the educational portion of the pre-apprenticeship or RAP. Healthcare providers can partner with educational entities so apprentices may receive these benefits.

Carl D. Perkins Career and Technical Education Act

Perkins V funding is a yearly appropriation from the U.S. Congress that funds CTE programs to middle and high schools and post-secondary institutions, including community and technical colleges. Career and technical education (CTE) programs provide an important pathway to success for high school students and offer each student opportunities to personalize their education based on their career interests and unique learning needs. CTE refers to courses and programs designed to prepare students for careers in current or emerging professions. At the high school level, CTE provides students with opportunities to explore a career theme of interest while learning a set of technical and employability skills that integrate into or complement their academic studies. High school CTE is meant to connect with and lead to postsecondary programs of study or additional training after high school, which may include more specialized technical instruction. These pathways can culminate in postsecondary degrees or certificates, apprenticeships, or employment. CTE programs frequently offer both secondary and postsecondary credit (dual credit), and many provide students with the opportunity to gain work experience through pre-apprenticeships/youth apprenticeships, RAPs, internships, on-the-job training, paid work-based learning, clinical experiences, and practicums, and earn industry-sought credentials. Career and technical programs provide a wide range of learning experiences spanning many different career fields and industry sectors. Consistently, the health sciences sector has the 3rd largest CTE student participation and completion rate in several states.

The U.S. Department of Education offers information about CTE programs and RAPs on its website at [Perkins Collaborative Resource Network](#). The agency has published several resources for state education leaders and RAPs to empower stakeholders to collaborate to implement high-quality CTE programs. Some resources include, but are not limited to, the following:



- [Program Memorandum OCTAE 23-1: Registered Apprenticeship Programs and Career and Technical Education](#)
- [Dear Colleague Letter: Use of Perkins Funds for Registered Apprenticeship Programs](#)
- [Work-Based Learning \(WBL\) Tool Kit](#)
- [Planning Guide for Aligning Career and Technical Education \(CTE\) and Apprenticeship Programs](#)

For information: **Jim Means**, jim.means@ed.gov, U.S. Department of Education

For state programming information, contact the [CTE State Director](#).

For local programming information and to partner with your local high school or college, contact your local community or technical college, school superintendent or high school principal.

Financial Aid

- **Federal Pell Grants.** Pell Grants are a source of financial aid to help apprentices pay for the cost of tuition, fees, books and supplies for enrollment in the technical instruction portion of an apprenticeship at an eligible academic program. Unlike loans, the money from Federal Pell Grants isn't paid back. Pell Grants are usually reserved for undergraduate students and limited to students with financial need. Apprentices should check at their educational institution where they are taking classes related to their RAP.
- **Federal Work Study.** These funds pay a portion of the training wages of eligible students who are apprentices while they are enrolled in eligible certificate or degree programs. Work Study generally provides part-time jobs for undergraduate and graduate students with financial need. RAP sponsors should check with the local educational institution that provides the educational portion of the RAP about availability of work study funding for apprentices.

Grants

The US ED does not typically have discretionary grant funding available for RAPs and when there are funds, they go to educational entities. To keep abreast of grant opportunities, sign up on [Grants.gov](#)



U.S. Department of Health and Human Services

The U.S. Department of Health and Human Services has two agencies that provide funding that can be used for pre-apprenticeships and RAPs.

- The Health Resources and Services Administration (HRSA) provides grants, scholarships and resources for the healthcare workforce and communities in need of healthcare through the Bureau of Healthcare Workforce (BHW). This is the primary agency within HHS that supports healthcare workforce development.
- The Center for Medicare and Medicaid Services (CMS) has resources for the Direct Support Workforce that can be used for RAPs or pre-apprenticeships.

Health Resources and Services Administration, Bureau of Healthcare Workforce

The Bureau of Health Workforce (BHW) is the primary agency within HHS that supports healthcare workforce development. BHW provides grants to organizations such as schools, hospitals, and health centers for health workforce training, to increase diversity, and advance health equity. It also offers scholarships and loan repayment to students and clinicians.

General information on the BHW: <https://bhw.hrsa.gov/>

Current HRSA grant: <https://bhw.hrsa.gov/funding/apply-grant>

Below are the primary programs that are able to support Registered Apprenticeships, targeted to developing the frontline workforce.

Area Health Education Centers Program (AHEC)

The purpose of the AHEC program is to increase diversity among health professionals, broaden the distribution of the health workforce, enhance health care quality, and improve health care delivery to rural and underserved areas and populations. AHECs train frontline healthcare workers and several have used funding and resources for pre-apprenticeships and RAPs.

Contact: Christina Lottie, AHECProgram@hrsa.gov (301) 287-2602

General information on AHECs: <https://www.hrsa.gov/grants/find-funding/HRSA-22-053>

National AHEC Organization (represents all the organizations that receive program grants from HRSA): <https://www.nationalahec.org/>

Community Health Worker Training Program (CHWTP)

The purpose of the CHWTP is to support projects that will increase the number of Community Health Workers (CHWs) and Health Support Workers as well as equip them with the skillsets



needed to provide effective community outreach, build trust with communities, support connections to and retention in care and support services.

USDOL and HCAP work with the program to build RAPs. There are several grantees that use the RAP model, where HCAP provides the technical assistance to get the program registered with the USDOL and up and running. <https://www.hrsa.gov/grants/find-funding/HRSA-22-124>

For information: Marian Smithey, MS, RN, MSmithey@hrsa.gov 301-443-3831

Health Careers Opportunity Program

The purpose of the National HCOP Academies is to assist individuals from disadvantaged backgrounds to enter a health profession through the development of academies that will support and guide them through the educational pipeline. Academies are expected to focus on:

- promoting the recruitment of qualified individuals from economically or educationally disadvantaged backgrounds into health professions, including allied health programs;
- improving retention, matriculation and graduation rates by implementing tailored enrichment programs designed to address the academic and social needs of economically or educationally disadvantaged students; and
- providing opportunities for community-based health professions training in primary care settings, emphasizing experiences in rural and underserved communities. Eligible entities include accredited medical post-secondary institution.

<https://www.hrsa.gov/grants/find-funding/HRSA-23-003>

For information: Audrey Adade, HCOPProgram@hrsa.gov (301) 594-4479



Federal Office of Rural Health Policy (FORHP)

The FORHP administers grant programs designed to build health care capacity at both the local and state levels. Most states have an Office of Rural Health (funded by HRSA) that provides funds for training and education. <https://www.hrsa.gov/rural-health>

Center for Medicare and Medicaid Services

Long-term care workforce initiative

The Center for Medicare and Medicaid Services (CMS) has committed resources to the long-term care workforce through its funding of the Direct Support Resource Center, Real Choice Systems Change grants and Direct Care Community Workforce Demonstration grants.

<https://www.medicare.gov/medicaid/long-term-services-supports/workforce-initiative/index.html>

Information on current grants at CMS. <https://www.grants.gov/web/grants/search-grants.html?keywords=Medicare>

Civil Money Penalty Reinvestment Program

The CMS may impose against a monetary penalty against nursing homes for either the number of days or for each instance a nursing home is not in substantial compliance with one or more Medicare and Medicaid participation requirements for long-term care facilities. A portion of the collected funds are returned to the states in which penalties are imposed. State funds may be reinvested to support activities that benefit nursing home residents and that protect or improve their quality of care or quality of life. See the link for ways in which the funds can be used and how to apply.

<https://www.cms.gov/medicare/provider-enrollment-and-certification/surveycertificationgeninfo/ltc-cmp-reinvestment>



U.S. Department of Labor

The Registered Apprenticeship system is administered and housed at the U.S. Department of Labor (USDOL) in the Office of Apprenticeship. This agency offers support, resources and grants to organizations that want to start and expand RAPs and pre-apprenticeships including employers, business associations, labor-management organizations, state and local governments, secondary and post-secondary institutions, Community-Based Organizations, intermediaries and others. Apprentices are also eligible to receive support from USDOL through tuition assistance, payment of uniforms, equipment and supplies needed for a RAP. The department offers resources through the public workforce system as well as national grants.

Workforce Innovations and Opportunity Act (WIOA)

The Workforce Innovations and Opportunity Act is legislation governing the public workforce system. The U.S. Congress provides a yearly appropriation to USDOL to fund and oversee the system. It is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. The Act provides special status for Registered Apprenticeship Program Sponsors. For purposes of supporting RAPs, Youth Apprenticeships and Pre-Apprenticeships the following are relevant.

- **RAP Representation on State and Local Workforce Development Boards:** WIOA requires that each State and Local Workforce Development Board have a minimum of one representative from a RAP. This is an important role because Workforce Development Boards help set state and local workforce policy and direct federal, state, and local funding to workforce programs. They also oversee the American Job Centers, where job seekers can get employment information, find out about career development training opportunities and connect to various programs in their area. If you are a RAP interested in serving on your State or Local Workforce Board, contact your local board. <https://www.careeronestop.org/LocalHelp/WorkforceDevelopment/find-workforce-development-boards.aspx?location=washington,%20dc&radius=25&persist=true>
- **State Eligible Training Provider (ETP) List:** This is a list of approved training providers that the local Job Center has vetted and may fund to train WIOA-eligible participants. Funds are available for the educational or coursework portion of the RAP. All RAP sponsors are eligible for inclusion on the State ETP List. RAP sponsors are not subject to the same vetting procedures as other training providers because they have already gone through a rigorous application process to be approved as a RAP by the USDOL or State Apprenticeship Agency. Nor are RAP sponsors subject to the same reporting requirements as other training providers. To get on the state list, sponsors should request information from their State Apprenticeship Office. <https://www.doleta.gov/oa/contactlist.cfm>



- **Funding for RAPs Under WIOA:** After your RAP has joined the ETP list, your program and apprentices are eligible for the funding listed below.
 - ⇒ **Individual Training Accounts (ITA):** ITAs are public funds used to support the educational portion of an apprentice’s RAP. Each state determines the maximum amount of funding available for an individual’s training. All apprentices must be vetted to see if they are eligible for WIOA funding. RAP sponsors are able to use ITA funds for RAP and pre-apprenticeship training in preparation for formal RAPs if the provider of the pre-apprenticeship training is on the State Eligible Training Provider (ETP) list.
 - ⇒ **On-the-Job Learning:** WIOA expands the potential for utilizing OJT to support participant placement into RAPs. OJT employers may receive up to 50% reimbursement of the wage rate (or more in certain circumstances) of OJT trainees to help defray personnel training costs. States and Local Workforce Development Boards can set up arrangements with RAPs where participants may engage in OJT for multiple employers who are signatories to the RAP, consistent with State and Local policies. Unlike the related instruction component, the OJT component is supported by a contract, not an ITA.
 - ⇒ **Contracted Cohort Classes:** A Local Board may determine that a contract with a RAP to train a cohort of potential apprentices in in-demand industry sectors or occupations may be developed instead of utilizing individual ITAs. This approach provides an efficient and well-suited process for certain cohorts of RAP training.
 - ⇒ **Youth Occupational Skills Training:** Youth occupational skills training is part of the WIOA Youth program and includes RAP as a viable training option for youth 16-24. It is an organized program of study that provides specific vocational skills that lead to proficiency in performing actual tasks and technical functions required by certain occupational fields at entry, intermediate, or advanced levels.
 - ⇒ **Incumbent Worker Training:** Local Boards may use up to 20% of their adult and dislocated worker funds to pay the federal share of the cost of incumbent worker training, enabling current apprentices to remain on the job while in training.
 - ⇒ **Supportive Services:** WIOA funds can support a variety of supportive services for WIOA participants who are apprentices, including books, supplies, child care, transportation, tools, and uniforms.

For more information, contact your local Job Center:
<https://www.careeronestop.org/BusinessCenter/Toolkit/find-american-job-centers.aspx?keyword=&location=washington,%20dc&radius=25&persist=true&ajax=0>



USDOL Grants

Since 2015, USDOL has offered grants to states, employers, business associations, labor-management organizations, state and local governments, secondary and post-secondary institutions, Community-Based Organizations, intermediaries and others to expand RAPs. The first funding was through H1B monies. In Fiscal Year 2016, the U.S. Congress began appropriating funds to USDOL for purposes of RAP expansion. States have been able to apply for funds on a yearly basis. Grants targeting specific populations and industries have been allocated to various organizations. To keep abreast of funding opportunities, stakeholders should sign up for alerts from Grants.gov at <https://www.grants.gov/>

- **State Apprenticeship Expansion Grants:** These grants are available to states and U.S. Territories to build their capacity to expand RAPs and to support the expansion of RAPs.
- **H1B Funded Apprenticeship Expansion Grants:** H1B funding has been used by USDOL to support a range of RAP expansions, including for businesses, colleges and to close the skills gap.
- **Youth Apprenticeship Grant:** This program supports expansion of RAPs for youth ages 16-24, both in and out of high school.

For more information contact the USDOL Office of Apprenticeship, 202-693-2796 or go their website, <https://www.dol.gov/agencies/eta/apprenticeship>

Additional USDOL Resources

- www.Apprenticeship.gov
- www.doleta.gov/apprenticeship
- [Healthcare Apprenticeship Resources](#)
- [High School and Middle School apprenticeship](#)
- TEGL 13-16, Guidance on Registered Apprenticeship Provisions and Opportunities in the Workforce Innovation and Opportunity Act (WIOA). https://wdr.doleta.gov/directives/corr_doc.cfm?docn=9125
- TEGL 08-19, Workforce Innovation and Opportunity Act (WIOA) Title I Training Provider Eligibility and State List of Eligible Training Providers (ETPs) and Programs https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=5389
- TEGL 19-16, Guidance on Services provided through the Adult and Dislocated Worker Programs under WIOA and the Wagner-Peyser Act Employment Service (ES), as amended by title III of WIOA, and for Implementation of the WIOA Final Rules https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3851



- TEGL 17-18, Availability of Program Year 18 Funding for State Apprenticeship Expansion https://wdr.doleta.gov/directives/corr_doc.cfm?docn=5113
- Apprenticeship Community of Practice <https://apprenticeship.workforcegps.org/>
- RAPs and On-the-Job Training: Providing Work-Based Learning Opportunities. [https://ion.workforcegps.org/resources/2015/09/16/17/49/Registered Apprenticeship OJ Ts Work-Based Learning](https://ion.workforcegps.org/resources/2015/09/16/17/49/Registered_Apprenticeship_OJ_Ts_Work-Based_Learning)



U.S. Department of the Treasury

The Internal Revenue Service (IRS) offers a business tax credit (not exclusively for RAPs) to hire targeted populations.

Work Opportunity Tax Credit

The Work Opportunity Tax Credit (WOTC) is a Federal tax credit available to employers for hiring individuals from certain [targeted groups](#) who have consistently faced significant barriers to employment. This is not limited to RAPs, but is available for all businesses that meet the criteria. The WOTC has two purposes: to promote the hiring of individuals who qualify as a member of a target group, and to provide a federal tax credit to employers who hire individuals from these groups. <https://www.irs.gov/businesses/small-businesses-self-employed/work-opportunity-tax-credit>



U.S. Department of Veterans Affairs

GI Bill

For Apprentices

Apprentices who are veterans are eligible to use their GI Bill Educational Benefits for their RAP. Since 1944, the GI Bill has helped qualifying veterans and their family members get money to cover all or some of the costs for school or training as well as books and supplies. Veterans may also be eligible for a housing stipend. There are several benefit programs available under the GI Bill including the Post 9/11 GI Bill, the Montgomery GI Bill and others.

For information on all the benefits programs: <https://www.va.gov/education/about-gi-bill-benefits/>

For information and instructions about applying for GI Bill benefits: <https://www.va.gov/education/how-to-apply/>

To find a Veterans Affairs office in your area that can help you with the GI Bill benefits application process: <https://www.va.gov/find-locations/?facilityType=benefits&zoomLevel=4&page=1&address=20011&location=38.96%2C-77.03&context=Washington%2C%20District%20of%20Columbia%2020011%2C%20United%20States>

For Healthcare Providers who Sponsor a RAP

Apprentices who are veterans can only get their GI benefits for participating in a RAP if the healthcare provider they work for is certified by the Veterans Administration (VA). This is an easy process as the VA relies on the registration information from the USDOL/Office of Apprenticeship or the State Apprenticeship Agency certifying that you are a RAP. Once your company is approved, your veteran employees/apprentices may apply for their GI Bill benefits with the VA. You may be able to receive funding for providing training to veterans. To start the application process, contact your State Approving Agency (SAA) to have your RAP approved. To find the SAA in your state: <https://nasaa-vetseducation.com/nasaa-contacts/>

For information about the benefits and information about hiring Veterans: <https://www.apprenticeship.gov/employers/hire-veterans>



VALOR Act

Veterans Apprenticeship and Labor Opportunity Reform (VALOR) Act streamlines the process for employers with RAPs in multiple states to be certified by the VA. RAP sponsors need only apply once for certification with the VA office in the state where their business is headquartered. Prior to the VALOR Act, RAP sponsors would have to get certified in every state where they had a RAP. The law provides that the state approving agency for a multi-state non-federal apprenticeship program is:

- for program approval purposes, the state approving agency for the state in which the headquarters of the apprenticeship program is located; and
- for all other purposes, the state approving agency for the state in which the apprenticeship program takes place.

If your RAP is located in more than one state, contact the SAA in the state where your business is headquartered to sign up for certification. <https://nasaa-vetseducation.com/nasaa-contacts/>



State Funding for Registered Apprenticeship Programs

Many states and territories use local funding, tuition benefits and tax credits to support RAPs, youth apprenticeship and pre-apprenticeship programs. These are benefits that directly aide employers, apprentices, educational institutions and training centers so they can successfully participate in this job training model. Benefits are listed by state. We have tried to be comprehensive and up-to-date and capture all state information. Some states have pending legislation which could change as this document is published. If a state is not listed, it is because it does not provide *state* or *local* funding for RAPs but they still use federal funding to support programs in their states. The federal funding described in the previous section is available to all states and territories. Some of the funding strategies are listed below:

- **State Tax Credits for Employer Sponsors of RAPs:** A tax credit is an amount of money that taxpayers can subtract from taxes owed to their state government. Unlike deductions and exemptions, which reduce the amount of taxable income, tax credits reduce the actual amount of tax owed. Most tax credits for RAPS go to tax-paying employers as an incentive for sponsoring a RAP. Each state that offers RAP tax credits has specific requirements and amounts.
- **Tuition Benefits/Assistance for Apprentices:** In the majority of RAPs, youth apprenticeships and pre-apprenticeships, the apprentice or student does not pay tuition. Rather, the employer will cover tuition costs for college-level training or certifications. Many states offer funding to defray these educational costs in addition to the WIOA funding provided as the vast majority of apprentices and students fall above the poverty line to qualify for WIOA dollars. The funding comes from a variety of sources including General Funds, Career and Technical Education, Manpower Funds, and state lotteries.
- **General Funds:** A number of states use this resource to support RAPs. Check with your state's apprenticeship office for information.
- **Grants:** In addition to the federal grant funds described above, several states have their own grant programs to fund RAPs, youth apprenticeships and pre-apprenticeships. Each state has its own program and requirements.
- **State Lotteries:** Many states use their lotteries to fund education. Some of them have included RAPs to receive funding for the educational portion of the program.

Contact your state Office of Apprenticeship for further information about benefits in your area. State information is found at this website: <https://www.doleta.gov/OA/contactlist.cfm>

State Programs

Alabama

Tax Credit: This law provides an income tax credit of \$1,000 to an employer for each qualified apprentice and would also cap the cumulative tax credits allowed at \$3,000,000 for the first two



tax years following the passage of the bill and \$5,000,000 for each tax year thereafter. This law also requires the Workforce Development Division of the Department of Commerce to provide an annual report to certain legislative committees regarding the effectiveness of the program. For information:

<http://alisondb.legislature.state.al.us/ALISON/SearchableInstruments/2016RS/PrintFiles/SB90-int.pdf>

How to apply: <https://revenue.alabama.gov/tax-incentives/major-tax-incentives/apprenticeship-credit/apprenticeship-tax-credit-claiming-procedures/>

Alaska

State funds: Alaska provides state resources for RAPs. For information: <http://www.jobs.state.ak.us/apprentice/employers/index.html>

Arkansas

Tax Credit: Employers hiring a youth apprentice shall be given a credit in the amount of \$2,000 or 10 percent of the wages earned by the youth apprentice, whichever is less, against the tax imposed by the Arkansas Income Tax act. Scroll down to **Youth Apprenticeship Program (ACA §26-51-509) Repealed by Act 1042 of 2017** to find information and to apply: <https://www.dfa.arkansas.gov/excise-tax/tax-credits-special-refunds/business-incentives-and-credits/business-incentives-and-credits-continued>

California

AB554 requires the California Workforce Development Board (WDB) and each local board to ensure that programs and services funded by WIOA and directed to apprenticeable occupations, including pre-apprenticeship training, are conducted in coordination with one or more apprenticeship programs approved by the Division of Apprenticeship Standards for the occupation and geographic area. The law also requires the California WDB and each local board to develop a policy of fostering collaboration between community colleges and approved RAPs in the geographic area to provide pre-apprenticeship training, apprenticeship training, and continuing education in apprenticeable occupations through the approved apprenticeship programs.

California Community Colleges (CCC): The CCC provides funding for the instructional portion of a RAP. CCC provides—

- Related and Supplemental Instruction (RSI) funding from the Chancellors office may help pay for courses at a community college.
- Grants, such as the CAI grant, may help pay for courses at a community college.



Adult Education (County Office of Education-COE): Educational programs aimed at improving adult skills such as obtaining a GED, English as a second language, Pre-apprenticeship programs and other soft skills. Most of these training classes are offered at little to no cost to employers.

RSI Funding - Related and Supplemental Instruction (Institutional Training)

- Requested, managed and approved by LEA (Local Educational Agency – CCC, COE, or School district.)
- Training conducted by CCC or COE at little to no cost to employers - funded by Montoya funds (RSI money) and/or grants.
- Employer’s In-house training may be reimbursed by LEA through RSI funds.
- Apportionment – Full Time Equivalent Student (FTES)

Grants:

ETP - Employment Training Panel: State funded program that provides grants that may pay for some training costs such as in-house instructors, labs, equipment and supplies. 12-18 months in duration with extensive record keeping requirements.

Training Fund Grants for RAPs in the Building and Construction trades that conduct Public Works projects are available from the California Apprenticeship Council. Request for grants are submitted yearly in the July – August time frame to the CAC.

CAI Grants – California Apprenticeship Initiative Grants are for RAPs, Pre-apprenticeship or Journeymen upgrades. CAI grants maybe available through the Local Educational Agency (CCC or COE). Check with the LEA or DAS Consultant for current grants and deadlines to apply. For information on all these programs: <https://www.dir.ca.gov/DAS/das.html>

Connecticut

Tax Credit: Any taxpayer who employs an apprentice enrolled and registered under the terms of a qualified manufacturing program is entitled to a tax credit for each eligible apprentice of up to \$4,800.00 maximum or 50% of actual wages, whichever is less, provided such apprenticeships meet state requirements. <http://www.ctdol.state.ct.us/progsupt/appren/employertaxcredits.htm>

See also: <https://portal.ct.gov/DRS/Publications/Corporation-Credit-Guide/Apprenticeship-Credit-25JAN2017> How to apply: Contact CTDOL at 860-263-6085 or go to www.ctapprenticeship.com for information regarding the application process.

General Fund

Delaware



Tuition Assistance: The State of Delaware pays the tuition (\$300 or \$560) for apprentices whose Delaware companies have registered them with the Delaware Department of Labor. Companies outside of Delaware who register their student with the Delaware Department of Labor must prove that the student is a Delaware resident in order to receive the tuition waiver. <https://det.delawareworks.com/apprenticeship/employer-benefits.php>

Florida

Grant Program: **Pathways to Career Opportunities Grant (PCOG) Program.** In the last three years, Florida has provided funding to employers to expand RAPs in the state <https://www.fldoe.org/pathwaysgrant/>

Tuition Assistance: **State Statute 446.051(2)** encourages career educational institutions to cooperate and assist in providing facilities, equipment and supplies, and instructor's salaries for the performance of related and supplemental instruction associated with the registered program. http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=0400-0499/0446/Sections/0446.051.html

2012 Florida Statute, 1009.25 Fee exemptions for students enrolled in an approved apprenticeship program, as defined in s. 446.021.

http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&URL=1000-1099/1009/Sections/1009.25.html

Georgia

Tuition Assistance: Georgia residents who are attending a Georgia public technical college to earn a certificate or diploma are eligible for a HOPE Grant regardless of high school graduation date or grade average. This fund covers approximately 70% of student expenses. Additionally, the State Legislature has established the Hope Career Grant for select high-demand occupations. Additional funding is allocated each year to allow for virtually free tuition for students entering these select occupations.

<https://www.gafutures.org/hope-state-aid-programs/hope-zell-miller-grants/hope-grant/>
<https://www.gafutures.org/hope-state-aid-programs/hope-zell-miller-grants/hope-career-grant/>

Guam

Tax Credit: Any business that employs apprentices may receive a tax credit against its business privilege tax liability equal to 50 percent of all eligible costs paid or incurred by a program participant to train an apprentice. Eligible costs include direct wages and benefits of the apprentice, instructor costs, training costs, and personal protective equipment costs. For information and to apply: <https://dol.guam.gov/employment-and-training/apprenticeship/>

Tuition Assistance: Seventy percent (70%) of its Manpower Development Fund is allocated to the Apprenticeship Training Program at the Guam Community College to be expended exclusively to



fund the administrative and instructional costs for the operation of the apprenticeship training programs; advertising and outreach programs for the promotion of the apprenticeship training programs; and direct financial assistance to students enrolled in the apprenticeship program.
<https://guamcc.edu/apprenticeship>

http://www.dol.guam.gov/index.php?option=com_content&view=article&id=227:guam-registered-apprenticeship-program-proposed-rules&catid=1:latest&Itemid=572

Illinois

Tax Credit: Illinois provides a non-refundable credit against Illinois income tax for 100% of the qualified education expenses of a qualifying apprentice. The credit allowed is up to \$3,500, per apprentice per tax year, for tuition, book fees, and lab fees at the school or community college in which the apprentice is enrolled. A taxpayer may be eligible for an additional \$1,500 credit if the principal place of business is located in an underserved area or if the apprentice resides in an underserved area. For information and to apply:

<https://dceo.illinois.gov/content/dam/soi/en/web/dceo/expandrelocate/incentives/documents/apprenticeship-educational-expenses-tax-credit-application.pdf>

Illinois Works Apprenticeship Initiative:

<https://dceo.illinois.gov/illinoisworks/apprenticeship.html>

Climate Works Pre-Apprenticeship Program:

<https://dceo.illinois.gov/climateandequitablejobs/climate-works-pre-apprenticeship-program.html>

Iowa

Grant Programs: In 2023, Iowa allocated \$15,000,000 in funding from the federal American Rescue Plan Act (H.R.1319) to support the Iowa Health Careers 2.0 Grant. Awards will be given to a minimum of five (5) grants. For more information:

<https://www.earnandlearniowa.gov/apprentice>

Iowa supports expanding RAPs and registered apprentices by providing training grants through the Iowa Apprenticeship Act (15B) and the Iowa Registered Apprenticeship Development Fund (15C).

Iowa Apprenticeship Act, or "15B": An annual non-competitive grant program that is available for any Registered Apprenticeship program to apply for \$3 million in state funding available; distributed to all who apply based on the number of their apprentices and the training hours involved in the Registered Apprenticeship program. <https://15b.iowaeda.com/>

Iowa Registered Apprenticeship Development Fund, or "15C": A competitive grant program available to new Registered Apprenticeship programs that were created within a high-demand



occupation field or for Registered Apprenticeship programs that add a high-demand occupation to their existing Registered Apprenticeship program. \$1 million in state funding available; grants are available up to \$25,000 per occupation applied for. Programs can apply for more than one grant per each high-demand occupation; overall grants to an organization are capped at \$50,000 per fiscal year. Programs must have less than 20 overall apprentices. <https://15c.iowaeda.com/>

Louisiana

Tax Credit: Any program sponsor (employer/contractor) who pays the wages of an apprentice that is registered with the Louisiana Workforce Commission, Apprenticeship Division may receive a tax credit equal to \$1/hour worked per calendar year, with a maximum allowable amount for each apprentice of \$1,000/year. For information: Apprenticeship Louisiana, (225) 342-3111 http://www.laworks.net/Downloads/APP/Act_472_Apprenticeship_Tax_Credit.pdf How to apply: http://www.laworks.net/Downloads/Downloads_WFD.asp

Maine

Tuition Assistance: Maine Revised Statutes Title 26, §3211, 6-A states that the Maine Department of Labor “shall underwrite 50 percent of tuition costs for apprentices in good standing at public educational institutions and provide training cost assistance to sponsor groups in accordance with sponsor policies.” <http://www.mainelegislature.org/legis/statutes/26/title26sec3211.html> Go to the Maine Apprenticeship homepage and click on Apprenticeship Documents, then Tuition Reimbursement Request Form https://www.maine.gov/labor/jobs_training/apprenticeship/index.shtml For information: (207) 592-4382

Maryland

Tuition Benefit: The Maryland Community College Promise Scholarship is available to students who plan to enroll in credit-bearing coursework leading to a vocational certificate, certificate, or an associate degree; or in a sequence of credit or non-credit courses that leads to licensure or certification; or in a registered apprenticeship program at a Maryland community college. https://mhec.state.md.us/preparing/Pages/FinancialAid/ProgramDescriptions/prog_MD_CommunityCollegePromiseScholarship.aspx Maryland tax credit for businesses/organizations that sponsor RAPs <https://www.dllr.state.md.us/employment/appr/apprtaxcreditinfo.shtml>

Massachusetts

Tax Credit: As of January 1, 2019, Massachusetts has offered a Registered Apprentice Tax Credit (RATC) to promote the expansion of registered apprenticeship into healthcare,



technology, and manufacturing sectors. Eligible employers that employ registered apprentices may apply for tax credits of up to \$4,800 or 50% of wages paid, whichever is less, for each apprentice who meets the RATC program guidelines. Employers are eligible for up to \$100,000 in credits each calendar year, and are eligible to apply for RATC once their apprentices have been employed for 180 days in a given calendar year. For information and how to apply: <https://www.mass.gov/how-to/apply-for-a-registered-apprentice-tax-credit-rate>

Missouri

Tax Credit: The Youth Opportunity Program offers 50 percent tax credits for monetary contributions and wages paid to youth in an approved internship, apprenticeship or employment project, and 30% tax credits for property or equipment contributions used specifically for the project. For information and to apply: <https://ded.mo.gov/programs/community/YOP>

Montana

Tax Credit: HB 308 provides state businesses with a \$750 tax credit for every person hired where the worker is offered on-the-job training through the Montana Registered Apprenticeship office. For every veteran hired and given an apprenticeship opportunity, businesses will be provided a \$1,500 tax credit. The apprenticeship tax credit will allow veterans to use skills and leadership they learned while serving in the military to industry sectors. For information and to apply: <http://apprenticeship.mt.gov/Sponsor-Tax-Credit-Information>

Scholarships: **Reach Higher Montana** is a program and website that offers several state and local scholarship programs. For information: <https://www.reachhighermontana.org/plan-your-future/scholarships>

Nevada

Tax Credit: Exempts from taxation all qualified real and personal property of an apprenticeship program. Title 32 Revenue and Taxation, Chapter 361 Property Tax, NRS 361.106 For information and to apply: contact the Nevada Office of Apprenticeship, (702) 486-8080.

New Jersey

Grants: New Jersey offers several grants program for in-state businesses/organizations or current RAP sponsors in targeted sectors with support for new RAP development, or existing RAPs that seek to expand into new USDOL approved occupations. <https://www.nj.gov/labor/research-info/grants.shtml>

New York



Tax Credit: The Empire State Apprenticeship Tax Credit (ESATC) program provides tax incentives to eligible New York State Registered Apprenticeship program sponsors and/or signatory employers for hiring new qualified apprentices after January 1, 2018. This program is available through 2022 and is focused on in-demand, non-construction occupations throughout the state. The ESATC program provides tax credits beginning at \$2,000 per qualified apprentice and increases each year the apprentice participates in the apprenticeship program. Enhanced credits are available for employers that hire disadvantaged youth and/or provide apprentices with the support of a mentor. For information and to apply: <https://dol.ny.gov/apprenticeship/options-apprenticeship-program-sponsors>

Tuition Assistance: Funding is available through the State University of New York (SUNY) for sponsors to cover the costs of related instruction in community colleges across the state. <https://www.suny.edu/apprenticeship/>

North Carolina

Tuition Assistance: The State Board of Community Colleges may provide a waiver of tuition and registration fees for courses provided to students who are participating in a Registered Apprenticeship program that requires the participants to be high school students when entering the program. For information about the program, contact Apprenticeship North Carolina: <https://www.apprenticeshipnc.com/>

Oregon

State Lottery: More than 25 percent of Lottery income goes to job creation including RAPs.
General Fund: The state offers support to RAPs from its General Fund. For information: <https://www.oregon.gov/boli/apprenticeship/pages/default.aspx>

Pennsylvania

State Apprenticeship Grant. [The Pre-Apprentice and Apprenticeship Grant Program](#) is a statewide program which offers assistance to RAPs. The program's goal is to increase apprenticeship availability to Pennsylvania employers to assist them with their talent recruitment and development.

South

Carolina

Tax Credit: Eligible businesses can receive a tax credit of \$1,000 for each registered apprentice employed for at least seven months during each year of an apprentice's program, for up to four years of such a program. For information and to apply: <https://scworks.org/employer/business-services/business-tax-credits/apprenticeship-tax-credit>



Community College system: The community college system administers the Registered Apprenticeship program in the state and offers funding.

Lottery Tuition Assistance: This state funding is for apprentices enrolled in a South Carolina institution of higher education. <http://sctechsystem.edu/students/lottery-tuition-assistance.html>

Texas

Grants: The state allocated \$15 million to fund healthcare career pathways leading to registered nurses (RN) and healthcare professionals in the state. Contact: Texas Workforce Commission at apprenticeship@twc.texas.gov

Tuition Assistance: The Texas Workforce Commission provides funds to local public educational institutions to support the costs of related classroom instruction in registered apprenticeship training programs. Local education agencies act as fiscal agents for registered apprenticeship training programs. <http://www.twc.state.tx.us/svcs/apprentice/apprentice.html>

Utah

Tuition Waiver: Salt Lake Community College offers several tuition waiver programs for students, not specifically targeted to RAPs, but can be used for student/apprentices taking classes at the college. <https://www.slcc.edu/scholarships/slcc-tuition-waivers.aspx>

Virginia

Tax Credit: Employers may claim a tax credit for providing eligible worker retraining to qualified employees including apprentices that are approved by the Virginia Apprenticeship Council. The credit is 30 percent of all training costs through a community college, or up to \$100 annual credit for each employee if incurred at a private school. For information: <https://law.lis.virginia.gov/vacode/title58.1/chapter3/section58.1-439.6:1/> To apply: <https://www.tax.virginia.gov/sites/default/files/taxforms/early-release/credit-schedules/draft-2019-wtc-early-release.pdf>

Washington State

Grants: The state offers periodic grants to various industries. In their most recent round (2023), funding was provided to train Licensed Practical Nurses in long-term care facilities serving veterans and Special Education Teachers. The link provides updates and contact information. <https://lni.wa.gov/licensing-permits/apprenticeship/apprenticeship-funding-opportunities>



Tuition Assistance: Registered apprentices may be given a 50 percent tuition reduction at community and technical colleges. The State Board for Community and Technical Colleges issues policy on tuition and fee rates annually. (See attached “Apprenticeship Fee Guidance,” from the Washington State Board for Community and Technical Colleges.).

<https://www.sbctc.edu/colleges-staff/programs-services/apprenticeship/apprenticeship-fees-registration.aspx>

Wisconsin

Tuition Assistance: Apprentices pay \$120 per credit (36 hours). The 144 hours of related instruction per year requirement costs \$480. Apprentices are paid their hourly wage to attend class, and in some cases, tuition is reimbursed by sponsors or joint training funds. For information:

<https://dwd.wisconsin.gov/apprenticeship/>

Wyoming

Tuition Assistance: The Wyoming Department of Workforce Service's Workforce Development Training Fund has a grant option available for RAPs to reimburse expenses associated with related classroom instruction. Sponsors, related instruction providers, and employers are eligible to apply. Grant funds can be used for tuition/registration, class fees and materials, travel, instructor wages and fringe benefits, fees for licenses or certifications obtained as part of the related instruction, and up to five percent for administration. More information is available

<http://wyomingworkforce.org/businesses/wdtf/>