

Funding Scenario 1

The school district acts as both The Registered Teacher Apprenticeship Sponsor and the Employer providing the On-the-Job Learning (OJL). The school district provides the supervised OJL required for progression toward certification (e.g., paraprofessional or teacher certification). The college serves as the related technical instruction (RTI) provider.

Because the school district is the employer, it may be eligible to receive WIOA On-the-Job Training (OJT) reimbursements for eligible apprentices enrolled in its Registered Teacher Apprenticeship Program.

Under WIOA, OJT reimbursements offset a portion of the apprentice’s wages during training, are paid directly to the employer, and must be tied to eligible participants who meet WIOA criteria and have an OJT training plan in place.



Mike

Olivia

Mike and Olivia are enrolled in a Registered Teacher Apprenticeship Program.

Mike completes the WIOA Intake and Eligibility Assessment and does not meet the requirements for WIOA financial assistance (e.g., does not qualify under Adult, Dislocated Worker, or Youth eligibility criteria). Therefore, Mike can still participate in the apprenticeship program but does not receive a Workforce Solutions Training and Education Scholarship.

Olivia completes the WIOA Intake and Eligibility Assessment and does qualify for WIOA financial support under the appropriate funding stream. Based on eligibility and need, Olivia may receive a Workforce Solutions Training and Education Scholarship.

Per WIOA rules, the scholarship must be paid directly to the training provider (college), not to the apprentice.

WIOA OJT Reimbursements
 School District Employer and Sponsor



Workforce Solutions Training and Education Scholarship



College and Related Technical Instruction Provider

Funding Scenario 2



College and Related
Technical Instruction
Provider

**Workforce Solutions
Training and Education
Scholarship**



Tom



Jane

Jane and Tom are both in Registered Teacher Apprenticeship Programs. They both meet eligibility requirements to receive Workforce Solutions Training and Education Scholarships (WIOA-funded financial assistance) through the Gulf Coast Provider Network. Each apprentice is enrolled in either the WIOA Adult or Dislocated Worker program and is issued an Individual Training Account (ITA) to support the cost of tuition and related training expenses at an approved college or eligible training provider.

In addition to training support, the employer sponsor will receive On-the-Job Training (OJT) funds. Through this arrangement, the employer receives reimbursement for a percentage of the apprentices' wages during the structured OJT training period, consistent with WIOA and DOL guidelines for allowable OJT costs and employer participation.

**WIOA OJT
Reimbursements**



School District Employer
and Sponsor

Funding Scenario 3

Jose and Jamelle apply for training at an ETPL-approved provider. They both receive Pell Grant funding, but it does not cover the full cost of tuition.



Jose

Jamelle

Jose completes a WIOA intake and eligibility assessment. Jose is eligible for WIOA and receives a Workforce Solutions Training & Education Scholarship (WIOA training funds) to pay the remaining tuition balance not covered by Pell. Payments go directly to the training provider, consistent with WIOA rules. Pell pays first (to the extent available); WIOA covers only the unmet, allowable tuition costs as last dollar support; no funds go to the participant.



College and Related Technical Instruction Provider

Jamelle's Pell Grant does not cover full tuition. She is assessed and determined WIOA eligible. WIOA issues a Workforce Solutions Training & Education Scholarship to cover the remaining tuition (paid to the training provider).

Tuition will be paid from Pell first; WIOA scholarship fills the gap (to the provider).

Workforce Solutions Training and Education Scholarship

In addition, the employer sponsor (e.g., a school district in a Registered Teacher Apprenticeship) provides paid On-the-Job Training (OJT).

The workforce board executes an OJT agreement for the eligible participant, enabling the employer to receive OJT wage reimbursement for a portion of the apprentice's wages during the training period.

OJT reimbursement is paid to the employer under the OJT contract for the eligible apprentice.



School District Employer and Sponsor

Funding Scenario 4



College and Related
Technical Instruction
Provider



Jaydon

Jaydon is interested in participating in a registered apprenticeship program. He meets the eligibility requirements for the WIOA Youth program and is enrolling in a Registered Apprenticeship Program. As an eligible Youth participant, he qualifies to receive a Workforce Solutions Training & Education Scholarship (WIOA-funded training assistance), such as scholarships or Individual Training Accounts (ITAs), to cover tuition, fees, and other allowable training costs at an approved training provider listed on the Eligible Training Provider List (ETPL). As the Registered Apprenticeship Sponsor and employer, the organization may also receive WIOA On-the-Job Training (OJT) funds for Jaydon and any other qualifying apprentice.



Employer and Sponsor

**OJT reimbursement is available when the apprentices qualify under the WIOA Youth category and are participating in the program's structured OJT component. These funds reimburse the employer for a portion of the apprentices' wages during the designated training period, in accordance with WIOA and DOL requirements for OJT contracts, training plans, and allowable costs.*

Funding Scenario 5



Carlos



Jamelle

Carlos and Jamelle complete the WIOA Intake and Eligibility Assessment; however, neither apprentice qualifies for a Workforce Solutions Training & Education Scholarship (WIOA-funded financial assistance). As a result, both apprentices are responsible for covering any tuition, fees, and related costs required by the college or training provider as part of their chosen certification pathway.



College and Related
Technical Instruction
Provider

The school district, acting as the employer, is registered as the Sponsor of its Registered Teacher Apprenticeship Program. As the Apprenticeship Sponsor and employer, the district provides the structured On-the-Job Training (OJT) necessary for each apprentice to obtain the required credentials, such as paraprofessional certification or full teacher certification.

Although the apprentices do not qualify for a Workforce Solutions Training & Education Scholarship (WIOA-funded training assistance), the school district may still be eligible to receive WIOA On-the-Job Training (OJT) wage reimbursements. These reimbursements are available when the apprentices are hired by the district and enrolled in the Registered Apprenticeship Program, provided the employer meets applicable WIOA requirements for OJT contracts, training plans, and allowable costs.



Funding Scenario 6

The College serves as the related technical instruction provider and sponsor of this Registered Teacher Apprenticeship Program.

The school district will be the employer and provide the on-the-job training necessary for the apprentice to become certified (this can be a paraprofessional certification or teacher certification).



College - Related Technical Instruction Provider and Sponsor



Maria



School District Employer and On-the-Job Training Provider

William and Maria are both enrolled in this Registered Apprenticeship Program. William completes an Intake Assessment and learns that he does not qualify for any WIOA financial support.

Maria completes an Intake Assessment and learns that she does qualify for financial support in the form of a Workforce Solutions Training & Education Scholarship (tuition reimbursement).

The tuition reimbursement scholarship goes directly to the college. The school district, the employer, can qualify to receive on-the-job training wage reimbursements for both William and Maria for receiving on-the-job training. The wage reimbursements go directly to the employer.



William

Funding Scenario 7

A third-party organization is the Related Technical Instruction provider (not an institution of higher education) and also serves as the Sponsor for the Registered Teacher Apprenticeship Program (RTAP). As the Sponsor, this organization is responsible for:

- Administering and maintaining the Registered Apprenticeship Program (RAP)
- Ensuring compliance with DOL apprenticeship standards
- Providing the required RTI for apprentices
- Supporting both the employer and any partnering training entities throughout the program.



Related Technical
Instruction Provider and
Sponsor

As the RTI provider and Sponsor, this organization delivers the instructional component of the apprenticeship and receives any allowable WIOA tuition or training reimbursements for which an apprentice qualifies.

The school district serves as the employer but is not the Sponsor of the Registered Teacher Apprenticeship Program. The employer provides all On-the-Job Training (OJT) necessary for an apprentice to obtain the required credential, such as a paraprofessional certification or full teacher certification.

The employer's responsibilities include:

- Hiring the apprentice
- Delivering structured OJT aligned with the RAP work processes
- Supervising and evaluating apprentice skill development



School District Employer
and On-the-Job Training
Provider

In this model, the Sponsor and employer maintain distinct roles consistent with DOL Registered Apprenticeship regulations. The Related Technical Instruction provider/Sponsor manages the RAP and provides the RTI.

The school district employer provides OJT, hires the apprentices, and may receive wage reimbursement through WIOA (Adult, Youth, or Dislocated Worker), depending on eligibility. Any WIOA training funds (such as ITAs, scholarships, or training reimbursements) flow to the RTI provider/Sponsor, since they deliver the instructional component. Any WIOA OJT wage reimbursements flow directly to the employer (the school district), never to the Sponsor or the apprentice.

