



Registered Apprenticeship Funding Resource Guide

About this Resource

This document provides an in-depth overview of funding options available for registered apprenticeships and pre-apprenticeships. It is intended to be used as a resource for apprenticeship sponsors, employers, and workforce staff within the Commonwealth of Pennsylvania. Please note that the funding resources outlined in this document are not indicative of what is available now or at any particular time, as funding availability can often vary, and Local Workforce Development Boards (LWDB) have different requirements based on their policies and procedures.

This resource was developed by ApprenticeshipPHL (APHL), a public/private collaborative with the overall goal of increasing and aligning Registered Apprenticeship and Pre-Apprenticeship programs for the benefit of residents and employers. Apprenticeships do need investments and long-term, sustainable solutions – this resource can help you find sustainable solutions for current and future programs.

You can watch a recording of our APHL Funding Apprenticeships Webinar at <https://youtu.be/hGgY7sEU3Fg>.

Local Funding Options

The funding options outlined below are available through the PA CareerLink® and LWDB. Some funding options require Registered Apprenticeship and Pre-Apprenticeship programs to be listed on the [Eligible Training Provider List \(ETPL\)](#). If your local PA CareerLink® or LWDB cannot find your program on the ETPL, contact the Apprenticeship & Training Office (ATO) at apprenticeship@pa.gov.

Funding Option	Provider	Eligibility/Notes
On-the-Job Training (OJT): WIOA funding for partial wage reimbursement for eligible new hires	PA CareerLink®/LWDB	Only for new hires; PA CareerLink®/LWDB must be engaged prior to apprentices' start date
Incumbent Worker Training (IWT): WIOA funding for training-related costs for existing employees	PA CareerLink®/LWDB	Reimbursement-based; amounts vary by LWDB policy. IWT requires apprentice be employed by employer for at least six months. Covers Related Technical Instruction (RTI)/classroom learning costs
Individual Training Account (ITA): WIOA funding for training-related costs conducted by a training provider	PA CareerLink®/LWDB	May require ETPL listing. Covers RTI/classroom learning costs
Office of Vocational Rehabilitation (OVR)	Office of Vocational Rehabilitation	Based on apprentice eligibility
WEDnetPA	Community Colleges	Application-based funding



Industry Partnerships (IPs)	Regional Initiatives	Collaboration & funding support
Community/Faith-Based Organizations (CBOs/FBOs)	Local Organizations	Usually in partnership with PA CareerLink®

What is WIOA? [The Workforce Innovation and Opportunity Act](#) (WIOA) is a United States federal law that provides federal funds to states to support job seekers, workers, and businesses through career services, job training, and education. Funds are distributed to local areas through the state government, with amounts varying year to year.

State Funding Options

Funding Option	Provider	Eligibility / Notes
FIT Program	PA Department of Community & Economic Development (DCED)	Application-based; RTI reimbursements
State Apprenticeship Grant Funding (PA Smart)	Apprenticeship & Training Office (ATO)	Competitive grants; start-up & admin costs. Grant forecast for upcoming grants is listed on the website.
School To Work	Labor & Industry (L&I)	Competitive grants; start-up & admin costs

Pre-Apprenticeship Funding

Funding Option	Provider	Eligibility / Notes
Local WIOA (ITA)	PA CareerLink®/LWDB	Depends on eligibility and fund availability
Local non-WIOA	Local Areas	Always inquire with PA CareerLink® or LWDB
PA Smart/School to Work	State	Competitive grants to support program costs
CTE/High School	Education System	May include Pell & Perkins funds

HOT TIPS!

⇒ OJT is only for new hires (PA CareerLink® must be contacted prior to start date). IWT requires 6-month employee tenure. ITAs can sometimes also be used for pre-apprenticeship funding. All funding has eligibility and funding amount guidelines that vary by local area. Please connect with your local workforce development board to learn more.

⇒ Other non-WIOA local funding may be available through Industry Partnerships, apprenticeship-specific grants, or other grants the local area has been awarded. Local PA CareerLink® business services teams or workforce board staff can provide this information.



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- ⇒ If funding eligibility isn't met, waivers may be available upon request, depending on the local area.
- ⇒ You can also explore industry-specific state and federal funding streams through intermediaries such as DOL Centers of Excellence and government departments and associations.
- ⇒ ApprenticeshipPHL can connect you to your local workforce development board and/or local Apprenticeship Navigator. Please email info@apprenticeshipphl.org for additional information.

Steps to Connect to Your Local PA CareerLink®

1. Contact the [PA CareerLink®](#) closest to the place of business for which you are requesting funding.
2. Ask for the Business Services Team and inquire about their WIOA funding policies and procedures.
3. Find out if your organization already has a business account. If yes, coordinate within your organization to align on funding and collaboration with the PA CareerLink® system.
4. Repeat steps 1-3 with each PA CareerLink® where you have locations and/or employees residing.

Hot Tip!

- ⇒ Get to know your PA CareerLink® and LWDB staff! Each local area has different WIOA processes and procedures and can also provide information about other funding opportunities and potential funding partners, such as IPs, industry associations, and local community and faith-based organizations.

FUNDING FAQS

- **What is the ROI (Return on Investment) for a Registered Apprenticeship?**
Every \$1 invested returns approximately \$1.47.
- **When do I apply for funding?**
You can apply for competitive grants in advance, but most funding is requested while your program is running. Some grants require the program to be registered first.
- **How much funding can I expect?**
Funding varies by location and availability. Local and state sources may offer a few thousand dollars or more.
- **What can apprenticeship funding cover?**
It depends on the funding source. Most local and state funds cover Related Training Instruction (RTI) and/or partial wages for new apprentices. Competitive grants may also cover administrative costs.
- **Can I get funding up front?**
Most funding is reimbursement-based.
- **Can we hire a consultant to help us with the program?**
Yes, but free support is also available from APHL, local workforce development boards, and the ATO office.



Need More Funding or Technical Support Information?

- ⇒ SEPA (Southeastern PA): Contact [ApprenticeshipPHL](#) to be connected to a Navigator, PA CareerLink®, or LWDB
Email: info@apprenticeshipphl.org
- ⇒ PA's [Apprenticeship & Training Office \(ATO\)](#)
ATO Resources [can be found here](#).
- ⇒ Regional [USDOL Apprenticeship Representatives](#)
- ⇒ [USDOL Apprenticeship Agency site](#) and [USDOL's ApprenticeshipUSA](#)

Additional Intermediaries and Associations

- ⇒ [Keystone Development Partnership \(KDP\)](#)
- ⇒ [Jobs for the Future \(JFF\)](#)
- ⇒ [PA Workforce Development Association \(PWDA\)](#)
- ⇒ [National Association of Workforce Boards \(NAWB\)](#)
- ⇒ [Government Grants \(Federal Grant-Making System\)](#)
- ⇒ [SAM.gov \(The Official U.S. Government System for Contracting and more\)](#)
- ⇒ [Partnership to Advance Youth Apprenticeship \(PAYA\)](#)
- ⇒ [Apprenticeships for America \(AFA\)](#)

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