



Registered Apprenticeships Work for All of Us: Strategies for Connecting TANF Youth to Registered Apprenticeships

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Background

Technology is embedded in the global economy more than ever before. This has created a strong demand from the Department of Labor and from industry itself for new, skilled employees in fields such as cybersecurity and information technology who represent the diversity of the country.¹ Registered Apprenticeships (RAPs) are an effective and appealing way to develop a modern workforce in the information technology sector.² ICF has emerged as a [thought leader in expanding registered apprenticeship opportunities](#) and ensuring they reach communities that have historically been excluded from these opportunities. ICF spoke with more than a dozen apprenticeship intermediaries and state Temporary Assistance for Needy Families (TANF) program employees about their experiences and knowledge to inform this white paper.

¹ Lake, S. 2022. Fortune. "Companies are desperate for cybersecurity workers—more than 700K positions need to be filled." <https://fortune.com/education/articles/companies-are-desperate-for-cybersecurity-workers-more-than-700k-positions-need-to-be-filled/>.

² The White House Briefing Room. 2021. "Fact Sheet: Biden Administration to Take Steps to Bolster Registered Apprenticeship Programs." <https://www.whitehouse.gov/briefing-room/statements-releases/2021/02/17/fact-sheet-biden-administration-to-take-steps-to-bolster-registered-apprenticeships/>.



Introduction

Registered Apprenticeships (RAPs) and pre-apprenticeships (Pre-RAPs) are an excellent alternative pathway to employment. They pair classroom instruction with on-the-job training so apprentices can earn money while they learn (See Figure 1). The completion of a RAP yields a highly employable credential and can land someone an excellent job in a stable field; 91% of apprentices are employed full time upon completion.³ For those who do not meet entry requirements for a RAP such as those without GEDs or those under the age of 18, Pre-RAPs can put a young person on the path to

Figure 1: The Seven Elements of a Registered Apprenticeship Program



Source: [U.S. Department of Labor](#)

RAPs and Pre-RAPs in IT are a practical route to sustained work for young people that receive Temporary Assistance for Needy Families (TANF) benefits. As one TANF subject matter expert explained, young people whose families receive family or child only TANF benefits typically experience a significant 'benefit cliff' when children age out of the program, leaving them with a difficult pathway to self-sufficiency as they enter adulthood. Those experiencing poverty in

successful completion of a RAP or serve as a useful standalone work and learning experience (See Figure 2).

While RAPs are typically assumed to exist only in the trades, the information technology (IT) sector also offers a variety of apprenticeships. The Bureau of Labor Statistics predicts that IT will add more than 200,000 jobs by 2031.⁴ IT occupations are experiencing one of the fastest rates of wage growth in the country.⁵ RAPs and Pre-RAPs in IT and cybersecurity can lead to sustainable careers and skills that are becoming increasingly necessary across all industries.⁶ The importance of protecting and storing customer and employee data is a critical capability for all companies to possess in order to succeed and they need cybersecurity professional to get the job done.

Young people that receive TANF benefits may be:

- Under the age of 18 in child-only cases.
- In family units that receive funds.
- Aged 18-21 and receiving TANF benefits as an adult.

CYAI promotes RAPs for youth aged 16 to 21.

³ The U.S. Department of Labor. "ApprenticeshipUSA Toolkit: Research and Statistics." <https://jobs.utah.gov/apprent/apprentroi.pdf#:~:text=Apprentices%20who%20completed%20their%20apprenticeships%20stay%20with%20the,average%20starting%20wage%20of%20over%20%2460%2C000%20per%20year.>

⁴ The U.S. Bureau of Labor Statistics. 2022. "Employment Projections: Employment by major industry sector." <https://www.bls.gov/emp/tables/employment-by-major-industry-sector.htm>.

⁵ The U.S. Bureau of Labor Statistics. 2022. "Employment Projections: Industries with the fastest growing wage and salary employment." <https://www.bls.gov/emp/tables/industries-fast-grow-employment.htm>.

⁶ Cybersecurity Youth Apprenticeship Initiative. 2022. "The Importance of Cybersecurity in Every Industry." https://www.cyai2024.org/sites/default/files/2022/CYAI_The%20Importance%20of%20Cybersecurity%20in%20Every%20Industry%20508C.pdf.



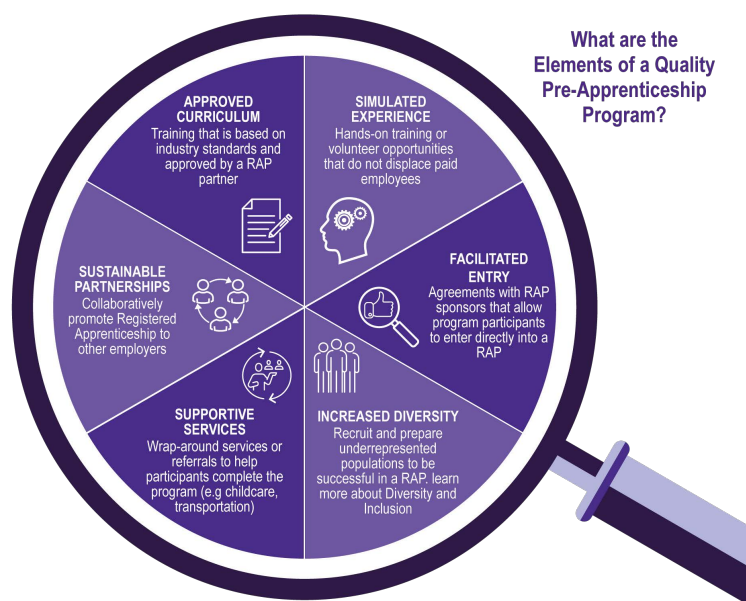
childhood and young adulthood require specific attention and support, as less than one in five persistently poor children and young adults are able to escape poverty between the ages of 25 and 30.⁷ For young parents, increased earnings can have positive cascading outcomes on the health and well-being of their children. RAPs have unique benefits for young people that receive TANF benefits, mainly because they provide needed income and training for long-term, self-sustaining employment

Through a pre-apprenticeship program, these **students are being prepared for “new-collar jobs.”** They are not blue collar, and they are not white-collar. You must have the blue-collar skills that are taught traditionally with certifications and at community colleges, but you also must have the white-collar skills that are taught in four-year business programs to be successful.

– Cybersecurity Expert, via [CYAI](#)

without the need for a costly college degree. For those under 18 or otherwise not ready for a RAP, a Pre-RAP can help build a pipeline for successful completion of an RAP later in life. Pre-RAPs function similarly to a RAP and can often times integrate directly into a young person’s high school experience. These young people can gain work experience and technical education before the age of 18. They then have the option to transition into a RAP or into paid employment alone. TANF benefits can also be a helpful additive service to support students and their families pursuing pre-RAP opportunities.

Figure 2: The Elements of a Quality Pre-Apprenticeship Program



Source: [The U.S. Department of Labor](#)

That said, young people that experience poverty face numerous barriers to engagement with and completion of a RAP. Some of these barriers, such as the need for transportation and childcare, are already well known. IT RAPs require consistent, stable access to Wi-Fi, as well as software and devices such as a laptop or desktop computer, and sometimes GEDs or incoming IT knowledge. A lack of awareness about RAPs and Pre-RAPs among young people is a persistent barrier.⁸ On the TANF agency level, many state TANF programs have yet to make the needed connections with their local workforce development and employer communities to start and sustain apprenticeships for the people they serve. This white paper will explore how TANF customers are

currently being connected to RAPs, discuss barriers to placing youth that receive TANF benefits in RAPs, and highlight strategies to increase success in this area.

⁷ Privette-Black, M. 2021. Ballard Brief. “Intergenerational Poverty in the United States.” <https://ballardbrief.byu.edu/issue-briefs/intergenerational-poverty-in-the-us-83scy>.

⁸ Gentle, S. 2014. Onrec. “Awareness of apprenticeships lags behind enthusiasm among young people.”

<https://www.onrec.com/news/news-archive/awareness-of-apprenticeships-lags-behind-enthusiasm-among-young-people>.



The Benefits of RAPs for Young People that Receive TANF Benefits

RAPs can substantially improve an individual's current and long-term economic prospects by providing them with an income in the short-term and a highly employable skill set in the long-term.⁹ Young people aged 16 and older may be eligible for certain RAPs and this income is often used to support the entire family. For young people aged 18 and older that receive TANF benefits, RAPs provide an income and do not require pre-requisite training. Cybersecurity and IT apprenticeships offer unique benefits to young people with children because they can often be completed remotely which reduces the need for transportation and childcare, two of the biggest barriers to employment for parents with low incomes. Despite increasing automation in the U.S. economy, cybersecurity and IT jobs have a stronger long-term outlook than jobs in factories.¹⁰ The direct employment transition

The income youth earn through **their apprenticeships supports their families.**

– RAP Intermediary

that occurs at the end of most RAPs ensures that young people are able to sustain their self-sufficiency as TANF benefits begin to fall away.

RAPs can be an ‘opportunities multiplier’ because acquired skills often serve apprentices in numerous

ways upon completion. For many, apprenticeship completers transition directly into a full-time position in the field of their apprenticeship. Statistics from the U.S. Department of Labor indicate that 91% of apprentices secured employment upon completion with an average annual wage of \$60,000.¹¹ RAPs can also help young people earn employment in fields that they may have previously lacked the skills or experience necessary for. For those who decide to pursue higher education, RAPs and Pre-RAPs provide a robust pre-college experience and can make applicants more attractive to college admissions officers. In some cases, apprentices can even earn college credit while participating in RAPs.

Finally, RAPs increase equity in the workforce by providing learning opportunities to young people

Mentorship for young adults can lead to:

- Improved educational outcomes.
- Healthier social and personal behaviors

Source: [Edna McConnell Clark Foundation](#)

who cannot afford to accept an unpaid internship. Apprentices are often connected with supervisors and/or mentors who can help them develop and maintain time management, planning, and other professional skills. One apprenticeship intermediary that serves many low-income highschoolers stated, “the vast majority of our apprentices are not coming

from families with a background in corporate America.” For young people and their families that do not have exposure or access to business or networking environments, RAPs provide the soft skills—in addition to the technical skills—needed to thrive professionally. In turn, the mentorship opportunities provided through RAPs increase equity in the workplace by extending opportunities to marginalized groups to develop their self-confidence, efficacy, and comfortability in their job. Diverse workplaces have follow-along benefits for companies including improved performance and decision making.¹²

⁹ Department of Labor. Equal Opportunity in Apprenticeship for Apprentices and Job Seekers. Retrieved from https://www.doleta.gov/OA/eoo/pdf/Apprentices_and_Job_Seekers_Fact_Sheet.pdf.

¹⁰ The U.S. Bureau of Labor Statistics. 2022. “Employment Projections: Employment by major industry sector.” <https://www.bls.gov/emp/tables/employment-by-major-industry-sector.htm>.

¹¹ The U.S. Department of Labor. “ApprenticeshipUSA Toolkit: Research and Statistics.” <https://jobs.utah.gov/apprent/apprentroi.pdf#:~:text=Apprentices%20who%20completed%20their%20apprenticeships%20stay%20with%20the,average%20starting%20wage%20of%20over%20%2460%2C000%20per%20year>.

¹² Reynolds, A. & Lewis, D. “Teams solve problems faster when they’re more cognitively diverse.” (Harvard Business Review 2017).



What is paramount for us is **making the linkages [between Pre-RAPs and RAPs]**.

– State Workforce Agency Staffer

Registered apprenticeships can help bridge economical and educational gaps for racial minorities, who make up a significant portion of TANF caseloads in many states. Black and Hispanic workers are underrepresented in cybersecurity, with Black and

Hispanic workers making up less than 20% of the workforce.¹³ The earn while you learn model of RAPs promotes equity by creating opportunities for populations that cannot afford to pay for higher education.

TANF case workers and administrators will find value in RAPS because they provide more potential payoff than other required work activities and position apprentices for a long-term or permanent move off TANF, which has cascading benefits for the state TANF agency in the form of caseload reduction credits. In comparison to other work requirement activities, RAPs stand out as one of the highest value and highest pay off opportunities.

Existing Challenges to RAP Completion for Young People that Receive TANF Benefits

You know, **apprenticeships would be exactly ideal for folks who are participating on our program.** And over the years, I feel like there's been, a long-standing desire [to start an apprenticeship program].

–State TANF Manager

Young people that receive TANF benefits are not being connected to RAPs in a systematic way across much of the country. Many of the social services administrators that were interviewed felt that they lacked resources or knowledge to effectively place their clients in RAPS.

As a department **philosophically we are 100% committed to bringing TANF customers into RAPs...** but presently this happens anecdotally and probably at a very low rate.

–State Workforce Agency Staffer

The gap between interest and access can manifest itself in several ways. Some staff are not sure how to find RAPs in their local area for their clients. Also, there is uncertainty about whether RAPs count towards work requirements and whether RAP income will impact TANF eligibility. These rules differ across state and county lines. TANF case workers need clarifying information to help support and guide their clients that may be interested in RAPs.

At least for me, I always think of apprenticeships as kind of male dominated in the construction or building industries. At times, **I've sort of looked for where the cool, new apprenticeships are.**

– State TANF Manager

In a state with an exceedingly high percentage of female TANF customers, a TANF manager expressed hesitation in placing women in RAPs that they perceived to be male dominated, such as RAPs in the trades. The case for investing in cyber/IT apprenticeship programs for young people that receive TANF benefits is underscored by the need to provide the mostly female TANF customer base with opportunities beyond traditional trades like construction. Deloitte estimates that women make up 33% of the technology company workforce, compared

to less than 10% of the construction workforce, which could potentially make IT a more appealing

¹³ Brian Kennedy, “6 Facts about America’s STEM Workforce and Those Training for It” (Pew Research Center, 2021)



choice for young women.^{14, 15, 16} Some states have already experienced success increasing the proportion of women in apprenticeships by focusing on RAPs outside of traditional industries such as IT.¹⁷

On the flip side, stigma and stereotypes may sometimes impact an employer's willingness to hire TANF customers. One state TANF staffer identified stigma as the biggest issue facing her program and her clients. Similarly, case workers may sometimes direct their customers to other work participation activities on the assumption that they are not ready or suited for an IT RAP. In these instances, case workers may consider pre-RAPs, which are particularly useful for customers under 18 or those without GEDs.

Many state and county TANF offices are working to increase their level of collaboration and connectivity with their respective Workforce Innovation and Opportunity Act (WIOA) offices and agencies. There is a lot of state-to-state and county-to-county variation in TANF-WIOA connectivity. Interviewees specifically identified the need for a "one-stop shop" or RAP navigator position where or with whom TANF case workers can identify available apprenticeship opportunities for their clients, understand the demands of the program, and support enrollment and completion.

There is **another layer of triage that I think is necessary** to get [TANF] clients from having a passing interest to actually connecting to an apprenticeship.

– State Employment Agency Administrator

Challenges Faced by TANF Youth

Even when TANF customers get connected to apprenticeships, they may face unique barriers to completion. RAPs are time consuming, typically consisting of up to 40 weekly hours of work and/or classroom training for a year or more.¹⁸ All apprentices need and deserve support during this process, but these needs can be even more acute for individuals and families with very low incomes. As one state TANF administrator put it: in some cases, "our clients are struggling to manage their daily lives." TANF benefits such as support with securing childcare and reliable transportation can enable them to complete the requirements of the RAP with ease and timeliness. Providing these supportive services to those who need them is an important tool to increase equitable access to RAPs. The clear long-term benefits of RAPs emphasize that any added investment in TANF apprentices' success is worth it.

The time between expressing interest in a RAP and earning money can range from a few weeks to a few months. TANF benefits are uniquely positioned to provide low-income apprentices with crucial intermediate cash benefits and deter them from giving up on a RAP in search of more immediate earnings that do not have comparable long-term benefits.

¹⁴ Hupfer et al. (2021). Deloitte. "Women in the tech industry: Gaining ground but facing new headwinds." <https://www2.deloitte.com/us/en/insights/industry/technology/technology-media-and-telecom-predictions/2022/statistics-show-women-in-technology-are-facing-new-headwinds.html>.

¹⁵ Remodeling. 2019. "Women gaining more representation in the construction industry." <https://www.remodeling.hw.net/business/women-gaining-more-representation-in-the-construction-industry/>.

¹⁶ The Office of Apprenticeship. 2021. "Discover Apprenticeship: Women in Apprenticeship." <https://www.apprenticeship.gov/sites/default/files/women-in-apprenticeship-fact-sheet/>.

¹⁷ Return on Information – New Jersey. 2023. "DOL Makes \$4M More Available for Apprenticeships in Nontraditional Sectors." <https://www.roi-nj.com/2023/03/03/finance/dol-makes-4m-more-available-for-apprenticeships-in-nontraditional-fields/>.

¹⁸ CareerWise New York. "Getting Started." <https://www.careerwisenyork.org/en/students/getting-started/>.



Often for minors without children, they are the childcare for their younger relatives and may not have the agency within their family unit to put work ahead of other obligations. In this case, TANF case workers play a vital role in securing parental/guardian support for a young person's apprenticeship opportunity. Case workers can also help mediate conflicts between employers and apprenticeships surrounding childcare and family or other obligations.

For those hoping to pursue an apprenticeship from home, a strong WiFi connection and working computer (which may or may not be provided by the employer) are essential. Both these requirements can pose an additional barrier for those with low incomes such as TANF customers. At least one apprenticeship sponsor that works with low-income students cited success working with other community-based organizations to meet these WiFi and hardware needs.

Incoming skills and education may also present a barrier to entry for some. This is especially true for sub-populations of TANF caseloads such as persons with a criminal record, children in the foster

Figure 3: What is Digital Citizenship?



Source: CYAI

care system, and those without a high school diploma or GED. There is a base level of digital citizenship (see Figure 3) needed to begin and excel in an IT apprenticeship that people with limited education or work experience may lack. Even those in high school have access to vastly different IT curriculums if technology skills are taught at all. Prerequisites for a RAP or employment in cybersecurity can also include soft professionalism skills and technical skills, completing certain pre-requisite courses, and obtaining pre-requisite certifications. For those presently unable to meet those requirements, a Pre-RAP can mitigate these barriers.

Before any of this important work can proceed, TANF case workers need information to understand the benefits of RAPs, as detailed above, and communicate this information to the people they serve (see Resources section for additional information). Incorporating information about RAPs in new customer orientations, social media, and other media directed at TANF customers is a great way to begin this process. In some cases, young people may be disinclined to engage with RAPs because they are strongly urged to attend college by parents or peers. Case workers may need to balance out this messaging and communicate the benefits of RAPs to their young customers in compelling ways. Initial career discussions should include information about job opportunities that exist in the IT and cybersecurity field and information on how to secure a benefits analysis. A benefits analysis can relieve stress about loss of benefits which some public benefits customers experience when seeking full-time employment.

A lot of it comes down to **messaging and terminology.**

-State TANF Manager

Finally, there is a challenge of invisibility facing some young people that receive TANF benefits who are interested in RAPs. Eligible young people may be nested in kinship-care cases, and thus might not get the same level

of attention because most information and services are directed towards the adults in the household who are subject to work requirements. TANF programs and individual case workers should continue to incorporate two-generation (2Gen) approaches that support child and parent development.¹⁹

¹⁹ The Aspen Institute. "Ascend: The 2Gen Approach." <https://ascend.aspeninstitute.org/2gen-approach/>.



2Gen approaches in this area might look like providing income support to a parent while simultaneously investing in the work readiness of their child so that they may enter adulthood successfully and their parent may continue providing for themselves and their other children (if any). RAP sponsors may be barred from gathering information about TANF or income subject to local and state laws. This may cause TANF customers in RAPs to ‘fly under the radar’ and miss additional supportive services. Making these invisible TANF customers visible to employers and RAP sponsors is key to connecting the apprentice with the support they need. TANF case workers are an essential liaison between an apprentice and their sponsor or employer to make sure the apprentice's needs and life experiences are well understood.

Solutions

These challenges are surmountable and there are several strategies that frontline TANF staff can implement to better serve their young clients.

1. Engage lived experience experts in the program design process from the start. This strategy is encapsulated by the phrase “nothing about us, without us.”
2. Connect young people to professionals with similar backgrounds, as they may be able to share advice and encouragement.
3. Provide training on trauma-informed care practices to all staff, mentors, and employers who interact with young people that have experienced poverty.²⁰
4. Develop partnerships with local organizations such as educators, community-based organizations, and vocational rehabilitation providers (when appropriate) can expand the network of services available to apprentices. These organizations may have specialized information, services, and knowledge about specific sub-populations that can enhance service delivery.

Servicing our community requires a seamless system.

-Shelley Penn, Chief Operating Officer of the [Full Employment Council](#)

Crucial community-based organizations include those serving men and boys, communities of color, formerly incarcerated people, rural areas, fathers, domestic violence survivors, single mothers, women, and people experiencing homelessness.

The [Work Impact Network](#) offers incentive funding to employers and apprenticeship sponsors in qualifying industries including healthcare IT that can go towards transportation and other start-up expenses including purchasing materials and paying for certifications.

Organizations that want to partner with a RAP may consider creating a specific case management program for the apprentices on their caseload to monitor and address barriers as they arise. Case workers can also support communication and mediation between an apprentice and their employers or sponsors. Wraparound services for apprentices will also, ideally, increase success outcomes for both the apprentice, the TANF program, and the sponsoring employer. Wraparound services and funding as part of an in-depth case management approach can ease the burden of daily life on apprentices and set them up with the tools they need to succeed. To

²⁰ Cybersecurity Youth Apprenticeship Initiative. 2023. “Apprenticeship as a Pathway to Success for Foster Youth.” <https://cyai2024.org/resources/271>.



this end, there has been success in the state of Ohio helping low-income young people in Pre-RAPs at career and technical school get their drivers licenses.²¹

TANF organization leadership may also consider engaging in broader programmatic changes. One area for potential policy change identified by one state TANF manager interviewee relates to eligibility. Excluding income earned as part of RAP from income considered when evaluating TANF eligibility may encourage more TANF customers to pursue apprenticeships without fear of losing their benefits. A policy implemented in Ohio disregards minor apprentices' incomes when evaluating family welfare eligibility.²² Leadership may also consider spearheading efforts to collaborate with state and local WIOA agencies and creating an apprenticeship navigator position to specifically serve TANF customers that are interested in apprenticeships. In the TANF program in Kansas City, Missouri, children in families on TANF are eligible to participate in cybersecurity apprenticeships and receive a myriad of social and work readiness services from both programs to support them through completion and onto permanent employment.²³ In addition to WIOA, TANF programs may collaborate effectively with community-based organizations that provide other needed wraparound services to apprentices coming from TANF offices.

Enrolling interested young people in pre-RAPs as early as middle school may effectively address gaps in soft skill development. Engaging young people while they are in school or incorporating Pre-RAP activities into the regular school day can equip young people with the skills they need to enroll in a RAP in high school or after graduation. This is another area where collaborating with WIOA agencies—which oversee such training programs and can provide training funding—has the potential to greatly benefit TANF customers.

Aside from preparing and retaining apprentices, interviewees also expressed challenges with promoting RAPs to young people in a way that encourages them to participate. People interviewed expressed that the most effective messages to potential apprentices are the notion of 'earning while learning.' Other valuable messages include the idea that a RAP can replace an expensive college education as well as emphasizing the long-term benefits of RAPs in cybersecurity as a high-growth, high-demand occupation.

Create the career pathway so that people can clearly see that if they start one position, there is a ladder that comes with increased wages and increased flexibility.

-Yolanda A., Assistant Commissioner of Workforce Development in the New Jersey Department of Labor

For minors, it's essential to communicate with parents/guardians. In communications with a young person's parent/guardian, outlining potential earnings for their child and their family can be impactful. However, one apprenticeship intermediary indicated that parents/guardians are less swayed by messaging about 'replacing college'. Instead, emphasize the role of RAPs as a good preparation for or addition to parents/guardians of children who are interested in pursuing higher education.

²¹ Wald, V. 2018. "Driver's Education Letter." <https://education.ohio.gov/getattachment/Topics/Career-Tech/Apprenticeships-and-Internships/Driver-s-Education-letter.pdf.aspx?lang=en-US>.

²² Ohio Department of Job and Family Services. 2015. "Income Exclusion Policy." <https://education.ohio.gov/getattachment/Topics/Career-Tech/Apprenticeships-and-Internships/Income-Exclusion-Ohio-Department-of-Job-and-Family-Services.pdf.aspx?lang=en-US>.

²³ Chiaraluce et al. 2022. The Office of Family Assistance. "Fostering TANF/WIOA Collaboration Sustainability in Action: The Kansas City and the Greater St. Louis Metropolitan Regions, Missouri Story." <https://peerta.acf.hhs.gov/content/fostering-tanf-wioa-collaboration-kansas-city-and-greater-st-louis-metropolitan-regions>.



Similarly, effective messaging can help successfully recruit employers. Interviewees expressed that the following points are highly compelling for employers:

- Employers can receive tax breaks for employing TANF customers.
- Wraparound services are available for the apprentice to promote their success.
- RAPs will provide them with ready-to-work employees that meet their workforce needs.
- Employers will create social good by taking on apprentices from underserved or low-income communities.
- RAPs will reduce risks and costs associated with finding, hiring, and training new employees.
- Apprentices can address important cybersecurity issues within their company.²⁴

One in five American businesses will have a security breach in the next year and over half of those breaches will affect small businesses.

Source: [Cyber Readiness Institute](#).

Smaller employers may be a better target for some messaging because they have tighter margins and budgets for training and will be more impacted by any tax breaks received.

TANF case workers can also leverage existing resources such as the apprenticeship finder at Apprenticeship.Gov which allows users to search for and connect with apprenticeships by zip code, industry, and DOL registration status. Some states also operate statewide apprenticeship databases for more localized research. More general career exploration work that emphasizes self-determination for young people may also be necessary as TANF customers consider career options. TANF case workers should also engage with their managers and administrators to identify individuals and organizations such as local workforce development boards and American Job Centers that can help engage with and ‘speak the language’ of the local employers. It appears that states and counties with a strong collaborative relationship between TANF and WIOA agencies have seen greater success in placing TANF customers in RAPs.²⁵

About the Cybersecurity Youth Apprenticeship Initiative (CYAI)

The Cybersecurity Youth Apprenticeship Initiative (CYAI) is funded by the U.S. Department of Labor’s (DOL) Employment and Training Administration (ETA) Office of Apprenticeship (OA). CYAI promotes the sustainable development of cybersecurity registered apprenticeship programs for youth aged 16-21, with a goal of creating at least 900 new cybersecurity youth apprenticeships by 2024. CYAI operates by providing:

- Partnerships – this includes apprenticeship intermediaries, workforce boards, K-12, CTE programs, community colleges, 4-year universities, community-based organizations, and employers.
- Technical assistance (TA) - TA is defined by the partner and can include focus areas such as labor market analysis, outreach and marketing strategies, employer convenings, apprenticeship forums, publications, and retention strategies. CYAI can assist with the development of new registered apprenticeships or strengthening existing apprenticeships.

²⁴ Cybersecurity Youth Apprenticeship Initiative. 2022. "The Importance of Cybersecurity in Every Industry". https://www.cyai2024.org/sites/default/files/2022/CYAI_The%20Importance%20of%20Cybersecurity%20in%20Every%20Industry%20508C.pdf.

²⁵ Chiaraluce et al. 2022. The Office of Family Assistance. "Fostering TANF/WIOA Collaboration Sustainability in Action: The Kansas City and the Greater St. Louis Metropolitan Regions, Missouri Story." <https://peerta.acf.hhs.gov/content/fostering-tanf-wioa-collaboration-kansas-city-and-greater-st-louis-metropolitan-regions>



- Incentive funding - Upon registration of new apprentices, partners receive \$400 per apprentice.

Additional Resources

For young people with disabilities:

- Vocational Rehabilitation State Directory: <https://rsa.ed.gov/about/states>
- Ticket to Work: <https://choosework.ssa.gov/about/how-it-works/>
- CYAI Resource Bundle: [Disability Resource Bundle](#)

Examples of TANF-WIOA Collaboration: [TANF Works! TANF/WIOA Collaboration Series](#)

Exploring Career Opportunities and Requirements: [O*NET OnLine](#)

Exploring Career Pathways: [My Next Move](#)

Understanding the Structure of RAPs: [Create a Program](#)

Finding Local RAPs: [Apprenticeship Finder](#)

Principles of 2Gen Approaches: [The 5 Guiding Principles of 2Gen](#)

The Work Impact Network: <https://workforceimpactnetwork.com/>

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