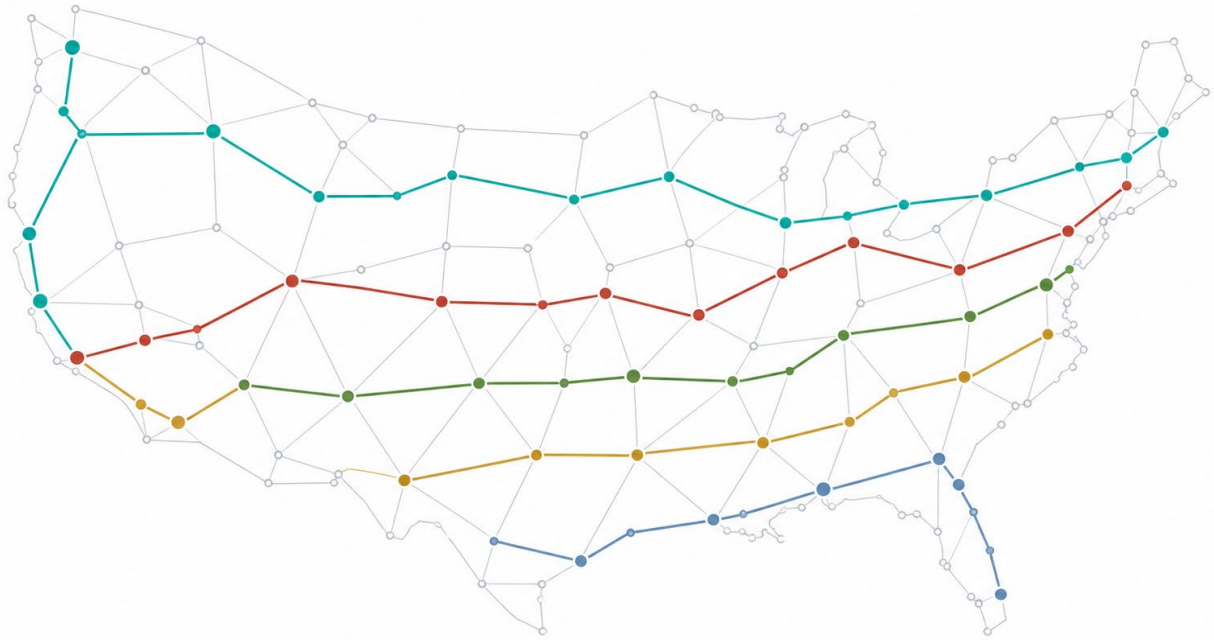
PAY-FOR-PERFORMANCE INCENTIVE PAYMENTS PROGRAM

Five New Paths to Apprenticeship Growth

What state apprenticeship directors need to know about about the five new Pay for Performance grantee models. models.

2026



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Pay for performance (incentive) funding is a driver of innovation to grow and expand Registered Apprenticeship

THE NORTH STAR

1M+

Goal: Exceed 1 million active apprentices nationwide



Growth challenge

Ambitious expansion targets across the National Apprenticeship System



Lower employer risk

Incentives help offset supervision, training, and program cost



Measurable outcomes

Payments tied to achievement of key milestones

PAY FOR MEASURABLE OUTCOMES

- Enrollment/Creation
- RTI Related Milestones
- Persistence
- Completion

Source: DOL Pay-for-Performance program page; FOA-ETA-26-19.

Goal of PFP: To rapidly expand and scale Registered Apprenticeship in occupations critical for the administration's reindustrialization agenda

Sponsor
USDOL / SAA-registered

→

Occupation
Eligible program & role

→

Enrollment
New apprentice after Jul 1, 2026

→

Milestone
≥90 days, other as determined by grantee

→

Verified payment
Grantee confirms the claim

PAYMENT SPLIT



≥85% incentive payments to sponsors

≤15% admin, outreach, data, oversight

ELIGIBILITY & TIMING

- New apprentices enrolled after July 1, 2026 in eligible programs & occupations
- Established programs must show substantial growth under the approved model
- First payment only after ≥90 days of enrollment

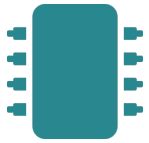
GRANTEES OPERATE THE SYSTEM

- Application
- Verification
- Payment
- Recordkeeping
- Reporting
- Evaluation
- Appeals
- Serve sponsors nationally

Source: FOA-ETA-26-19; DOL PfP Awardee Orientation Webinar, Jul. 27, 2026.

Five grantees create an array of possible entry points for sponsors seeking access to PfP incentive funding:

≈$162M total · up to five cooperative agreements



Jobs for the Future

AI, semiconductor & nuclear energy infrastructure

$40M



Florida Dept. of Commerce

Shipbuilding & Defense Industrial Base

$40M



Wireless Infrastructure Assn.

Telecommunications & digital infrastructure

$29.9M



Trustees of Clark University

Information technology

$27M



ASE Education Foundation

Transportation & automotive

$25M

Source: DOL PfP Awardee Orientation Webinar; DOL Jul. 2026 announcements; grantee materials.

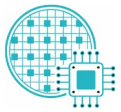
JOBS FOR THE FUTURE · AI · SEMICONDUCTOR · NUCLEAR ENERGY

JFF is building a national fund for the infrastructure roles that power AI, semiconductors & nuclear energy

THE SECTORs



Artificial intelligence infrastructure



Semiconductor & microelectronics



Nuclear energy infrastructure

THE INVESTMENT

$40M

National initiative over four years

$34M

devoted to outcome-based incentive payments

$6,000

maximum incentive per new apprentice

HOW IT PAYS OUT

1 **90 days · $3,750**
Early retention

2 **12 months · $2,250**
Persistence or completion

up to $6,000 per apprentice lowers employer risk and helps cover supervision & training.

THE REACH

~500

Registered Apprenticeship sponsors

~6,250

new apprentices supported

40+

states, plus all U.S. states & territories

CRITICAL PARTNERS

Apprenticeship Alliance	**Center for Energy Workforce Development**	**Global Electronics Association**	**Independent Electrical Contractors**
JobForward	**National Institute for Industry & Career Advancement**	**NextFlex**	**University of Cincinnati**

Source: JFF proposal deck; JFF Pay for Performance Grant Overview, updated Aug. 27, 2026.

Pay for Performance Grant

THE SECTORS

- Maritime Industrial Shipbuilding
- Aerospace & Aviation
- Defense
- Advanced Manufacturing
- Construction Industry Trades

Other ship-and boat-building trades

THE INVESTMENT

$40M

Proposed national incentive over four years

$34M

Devoted to outcome-based incentive payments

up to $6,000

Maximum incentive per new apprentice

HOW IT PAYS OUT

$1K- $6K

In performance-based payments tied to verified to 90 working days of enrollment, based on sponsor type and priority status

Sponsor	General	Strategic Priority
Large employers	$2,000	$6,000
Small employers	$4,000	$6,000
Local workforce boards	$2,000	$6,000
Education / third-party	*varies by structure*	

THE REACH

~115

Registered Apprenticeship sponsors

~9,600

New apprentices nationwide

40+ states

Outreach to all 50 States and Territories

More information, visit: floridajobs.org/PayForPerformance

This program is funded by a $40,000,000 grant from the U.S. Department of Labor, Employment and Training Administration. Federal funds finance 100% of the program costs; no non-governmental cost share is included

WIA Wireless Infrastructure Association

Pay-for-Performance Highlights

7/1/2026 – 6/30/2030

Pay-for-Performance Award	$29.9M
Funds to Employers (85%)	$25.5M
Employer Sponsors by 2030	92+
New Apprentices by 2030	4,676+
Growth Benchmark (3 Year)	125%

Employer Incentive Distributions per Apprentice $6,000

MILESTONE 1
90 Days Employment
$1,500

Apprentice stays employed with the sponsor/employer for 90+ days after starting.

Purpose: Onboarding, retention & early engagement.

MILESTONE 2
RTI Completion
$2,500

Apprentice completes the required Related Technical Instruction (RTI) component.

Purpose: Builds technical, industry-specific skills.

MILESTONE 3
Program Completion
$2,000

Apprentice completes all RAP requirements and earns a nationally recognized credential.

Purpose: Yields a skilled, credentialed digital infrastructure worker.

Project Goals

- Grow the apprenticeship pipeline for telecom's digital infrastructure
- Improve apprentice retention & completion
- Reward measurable workforce outcomes

Who's Eligible

- Registered Apprenticeship Program Sponsors registered with the US DOL or a State Apprenticeship Agency
- Digital and AI Infrastructure occupations: Wireless, fiber, network, and data-center connectivity

TIRAP POWERED BY WIA

Industry Association Partners

- Provide strong employer referrals, conduct coordinated outreach and communication
- Amplify awareness and adoption of apprenticeships
- Strengthen employer engagement pipelines

NATE ALWAYS ADVANCING

Fiber Broadband ASSOCIATION



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

The total cost of the Telecom Pay for Performance Incentive Payments Program is $29,999,142. $29,999,142 (100%) is funded through a U.S. Department of Labor – Employment and Training Administration grant.

APPRENTICESHIPUSA

Wireless Infrastructure Association

Learn more about WIA Workforce Programs

WIA.ORG/WORKFORCE-SOLUTIONS

Contact



Deb Bennett

VP, Apprenticeship
deb.bennett@wia.org
913.707.0528

Contact



Rachael Hill

Project Manager, Apprenticeship
rachael.hill@wia.org
703. 859-3678

Clark University is driving IT apprenticeship growth through a single, high-value incentive incentive

$27M

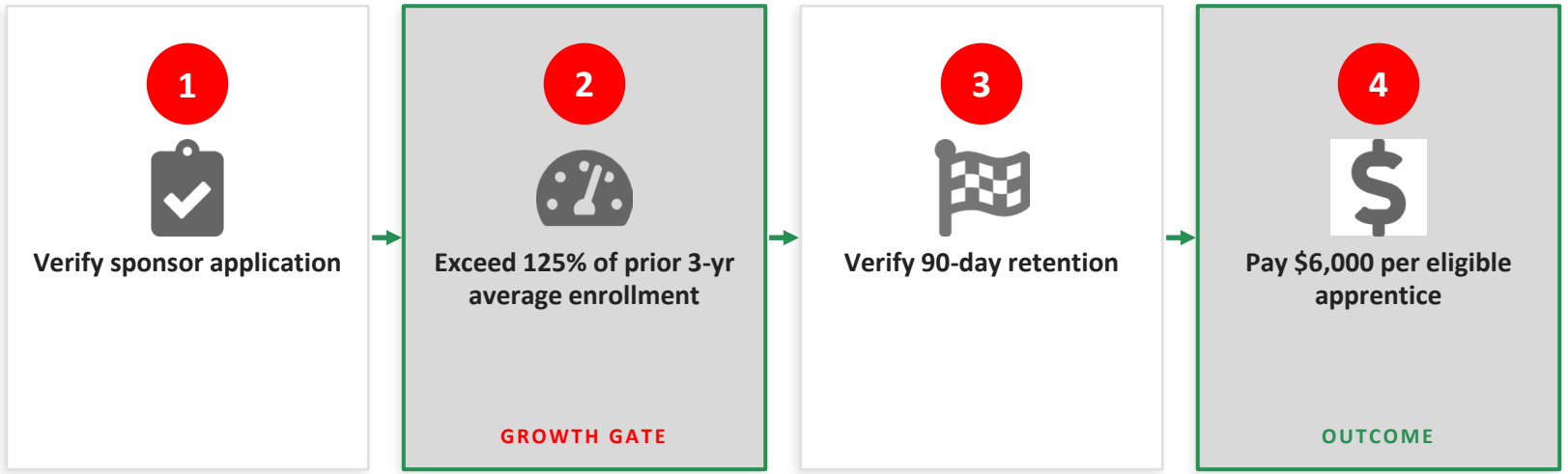
TechXcel — Expand IT Registered Registered Apprenticeships nationwide

THE GOAL

200 sponsors nationwide

3,825 new apprentices

THE PERFORMANCE MODEL



The total cost of the TechXcel program is $27,000,000. $27,000,000 (100%) is funded through a U.S. Department of Labor –Employment and Training Administration cooperative agreement.

STATE-DIRECTOR HOOK Identify IT employers and sponsors that can demonstrate substantial growth and sustain apprentices through the first 90 days.

Source: DOL PfP Awardee Orientation Webinar; Clark University TechImpact project materials.

RAPs for auto, truck, and collision repair technicians

Education Foundation

2,000 Accredited Schools
Prospective sponsors & RTI providers
100,000 Students
Prospective apprentices

Automakers, Dealer Associations, Retail Chains, Fleets, Multi-Store Operators plus 125,000 Auto, Truck, and Collision Repair shops
Prospective sponsors & employers

Proven ability to work with RAP sponsors to provide effective and efficient payment services



How does the program work?

STEP 1

Sponsors Design and Register Their Program

ASE and NADA have resources to help with this.

STEP 2

Businesses Team Up with Sponsors

Train mentors, connect with training partners, and recruit apprentices. ASE will help.

STEP 3

Apprentices Complete 90 days on the Job

Sponsors receive $2,500 from ASE.

STEP 4

Apprentices Complete 9 months on the Job

Sponsors receive an additional $1,000 from ASE.

STEP 5

Apprentices Complete the Program

Bring on the next apprentice whenever you are ready.

ASE | Education Foundation

To learn more, scan the code and complete the form on our website.

The total cost of the ASE Education Foundation Pay-for-Performance Apprenticeship Program is $25,000,000. $25,000,000 (100%) is funded through a U.S. Department of Labor – Employment and Training Administration grant.



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