Scaling Apprenticeship Through Sector Based Strategies Grant Summary

Prepared by the Corporation for a Skilled Workforce for our partners
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Big Picture Themes

- National Focus: All grants must go national by year 4

- Big Numbers Quickly: 800-5000+ for participants served

- Integrate Industry Recognized Credentials

- Industry Partners must be of national significance

- H1B Industries and Occupation Focused

- Focus on working with new employers

- Idea of Public-Private Partnership between education and industry with a required 35% match

Key Logistical Details

- Who Can Apply?
  - Lead must be an institution of higher education
  - Required partner(s) is a national trade organization or consortia of 5 or more employers
- How Much Money?
  - $1 Million to $12 Million based on number of participants
- For How Long?
  - 48 Months with a start date of Feb 1, 2019
- When is this Due?
  - October 16, 2018
- How Many Awards?
  - Estimated 15-30 Grants

The Money Scale

Funding Request	MINIMUM Apprentices Served
$1M-$2M	800
$2M-$4M	1,600
$4M-$8M	3,200
$8M-$12M	5,000+

Note: Mandatory 35% Match for all requests

H-1B Industries and Occupation

- Option One: Expand Apprenticeships in an H-1B Industry
    - IT and IT related industries
    - Healthcare
    - Advanced Manufacturing
    - Financial Services and Banking
    - Educational Services
- Option Two: Target H-1B Occupations NOT in one of the industries above
    - See List at: https://www.uscis.gov/sites/default/files/reports-studies/Characteristics-of-Specialty-Occupation-Workers-H-1B-Fiscal-Year-2017.pdf

5 Things your grant must do

1. **Expanding existing apprenticeships or deploying a new apprenticeship program within an H-1B industry on a national scale**, including developing program standards, meeting quality standards, and obtaining promotion and adoption by a significant number of employers within the sector;

2. Recruiting a diverse and **large number of apprentices** for a robust workforce;

3. Offering **earn-as-you-learn education and training models** that prepare individuals to successfully move into middle- to high-skilled employment;

4. Engaging **a wide array of employers, large and small**, in the adoption and deployment of apprenticeships to greatly expand apprenticeship opportunities; and

5. Developing **a system for reviewing, approving, collecting data from,** and monitoring apprenticeship programs to assess the quality of the training standards, materials, and programs.

What Can You Do With the Money?

On the Job Training*	Related Technical Instruction
Incumbent Worker Training	Pre-Apprenticeship Training
Supportive Services	Developing Training Standards

*OJT Wages can only be paid for employers with <50 employees. Wages for larger employees may be used as match

New Versus Expanding Apprenticeships

- **New Apprenticeship Activities**
  - Engage employers in development standardized training (Online!)
  - Develop Competency Based apprenticeship standards
  - Develop Ed Resources for training providers
  - Develop occupational Standards
  - Outreach to small and medium sized businesses
  - Establish 3rd party review of apprenticeship standards
  - Data system for review outcomes
- **Expanding Existing Apprenticeships**
  - Expand Geographically
  - Revamp Curriculum to meet Industry Standards
  - Tailoring for Online Training

Scoring Matrix

Criterion	Points (maximum)
1. Statement of Need (See Section IV.B.3.a.(1) Statement of Need)	8
2. Expected Outcomes, and Outputs (See Section IV.B.3.a.(2) Expected Outcomes and Outputs)	34
3. Project Design (See Section IV.B.3.a.(3) Project Design)	44
4. Organizational, Administrative, and Fiscal Capacity (See Section IV.B.3.a.(4) Organizational, Administrative, and Fiscal Capacity)	6
5. Past Performance – Programmatic Capability (See Section IV.B.3.a.(5) Past Performance – Programmatic Capability)	4
6. Budget and Budget Justification (See Section IV.B.2. Project Budget)	4
TOTAL	**100**

Program Outcomes Scoring

- Training and Employment Outcomes (16 Points)
  - Number of Apprentices Served (See Chart for minimums)
  - Number hired by employer
  - Program Completers
  - Unemployed/Underemployed Completers
  - Incumbent Worker Apprentices
  - Wages at Exit

- Expanding Apprenticeship Programs (14 Points)
  - Number of new programs
  - Number of employers
  - Number of expanded programs

- Feasibility of above goals (4 Points)

Project Design Scoring (44 Points)

- **Apprenticeship Partner Design (10 Points)**
  - Clear and convincing evidence private partner represent national presence in the industry sector
  - How Education partners support the program
  - Description of other partners and their roles
- **Apprenticeship Program Training Design(14 Points)**
  - Outreach and recruitment strategy
  - Plan to scale nationally
  - Training activities description
  - How training activities are appropriate for the target population
  - Use of industry recognized credentials.
  - Supportive Service Strategies
- Developing and taking apprenticeships to scale(14 Points)
  - High Quality Apprenticeships
  - How curriculum leads to industry recognized credentials
  - Data collection and use strategy
  - Strategic Plan for a national roll out
  - How the program would increase industry demand for apprentices
- Project Work Plan (6 Points)

How CSW Can Help

1. Provide Technical Assistance in developing grant proposals and concepts for submission to DOL.
2. Serving as an external evaluator for your grant including developing metrics for success as required in the application
3. Assist with national scalability leveraging our nationwide network of community based organizations,
4. Technical assistance with the creation of new industry credentials or supporting integration into curriculum of existing credentials
5. Leveraging best practices from the American Apprenticeship Initiative to recruit, retain, and place apprentices

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