

# ApprenticeshipUSA State Expansion Grant Summaries

## Alaska Department of Labor and Workforce Development- Juneau, AK

The Alaska Department of Labor and Workforce Development was awarded a \$1,019,985 grant to fund the *Healthy Alaska Through Apprenticeship* project. Through a multi-sector statewide apprenticeship expansion effort and partnerships with members of the Alaska Primary Care Association (APCA), Alaska will create apprenticeship opportunities within the Healthcare sector. Occupations include Community Health Worker (CHW), Clinical Medical Assistant (CMA), Medical Administrative Assistant (MAA), and Medical Billing and Coder (MBC). This effort will include care coordination for underserved populations, including Alaska Natives, women, unemployed, underemployed, dislocated workers. Expansion of CHW is the single largest new occupational opportunity for apprenticeship expansion in health care, and the fastest growing sector in Alaska. Through the grant Alaska will also establish a pilot effort to establish Commercial Aviator Pilot, Airframe and Power Plant Mechanic, and Aircraft Dispatcher Registered Apprenticeship programs in partnership with employer members of the Alaska Air Carriers Association. This will create a first-in-the-industry Commercial Pilot Registered Apprenticeship program and introduce greater aviation career opportunities to Alaskans.

## Arkansas Department of Workforce Services (ADWS) - \$900,000

The Arkansas Department of Workforce Services was awarded a \$900,000 grant to fund the *Arkansas Expands Apprenticeship (AREA)* initiative to leverage and advance strong partnerships to expand apprenticeship into new industries, including Information Technology, Advanced Manufacturing, and Aerospace. Partners include the Arkansas State Chamber of Commerce, Arkansas Economic Development Commission, JB Hunt Transport, Arkansas Aerospace & Defense Alliance, Arkansas Community Colleges, Arkansas Apprenticeship Coalition, Arkansas PROMISE, Arkansas Rehabilitation Services, Arkansas Department of Career Education, and the Central Arkansas Planning and Development District. The *AREA* initiative will serve underserved populations, including veterans and eligible spouses, individuals with disabilities (both youth and adults), English language learners (limited English proficient), migrant and seasonal farmworkers, out-of-school youth, adult and youth ex-offenders, public assistance recipients (TANF, SNAP, SSI, Medicaid), opportunity youth, and low-income workers.

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## **California Department of Industrial Relations - Oakland, CA**

The California Department of Industrial Relations was awarded a \$1.8 million grant to fund the *Investing in California's Future* project. The project will double the number of registered apprentices over the next 10 years, and engage non-traditional, high-growth industries in apprenticeship. California will work to increase equity and diversity in apprenticeship opportunities, focusing on women and low-income individuals in particular. Key activities include engaging businesses in Advanced Manufacturing, Transportation, IT, and Healthcare; and developing a data management system to track, monitor and report on performance and outcomes. Target populations include women, minorities, and lower-income background individuals engaged in apprenticeship. Additionally, California will launch a pilot effort that will focus on three main components, including alignment of training and program content with the state's industrial needs to provide California's employers and businesses with the skilled workforce necessary to compete in the global economy; Increasing access to training for Californians to acquire marketable skills that position them for good careers that offer both economic self-sufficiency and economic security; and the alignment and integration of programs and services to achieve scale and impact while providing employers and apprentices with the right services, including any skills development needed. Key partners include the State Building and Construction Trades Council of California, the California Labor Federation / AFL-CIO, and the California Workforce Development Board.

## **Colorado Department of Labor and Employment - Denver, CO**

The Colorado Department of Labor and Employment was awarded a \$1.8 million grant to fund the *Grow the Middle Class* project to expand youth and adult apprenticeships, and pre-apprenticeships for youth within school districts across the state, using the Swiss Apprenticeship model. The project will engage underrepresented populations, equip clients with tools to succeed as an apprentice, and provide wrap-around services promoting job retention. Populations of focus include opportunity youth, low-income adults, individuals with disabilities, and women. To better engage industry, the project will recruit representatives from growth industries as champions to identify common competencies and standards for apprenticeships in key occupations. Colorado will increase capacity through subject matter experts that assist businesses develop new apprenticeships and industry engagement through outreach to businesses, recruitment of apprenticeship sponsors, and convening of industry leaders to identify future occupation needs and competencies. Key partners include the Business Experiential-Learning (BEL) Commission, the Colorado AFL-CIO, Colorado Technology Association, Colorado Advanced Manufacturing Alliance, Colorado Community College System, and the Governor's Office of Information Technology. As part of an additional industry strategy, Colorado will initiate a pilot program to recruit representatives from growth industries as champions to identify common competencies and standards for apprenticeships in key occupations. Colorado will increase capacity through subject matter experts that assist businesses in the development of new apprenticeships. Industry intermediaries will provide outreach to businesses, recruit apprenticeship sponsors, and convene industry leaders to identify future occupation needs and competencies.

## **Connecticut Department of Labor Office of Apprenticeship Training - Wethersfield, CT**

The Connecticut Department of Labor Office of Apprenticeship Training (OAT) was awarded a \$1,550,000 grant to fund the *Connecticut Apprenticeship Expansion Rx* project, which targets

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the aerospace, manufacturing, and maintenance sector. The project will engage employers to increase new sponsors; and provide underrepresented populations, including women, and dislocated, and under employed individuals an opportunity to acquire industry required credentials. The project will serve 1,672 apprentices. Target Industries include Aerospace, Aviation, Energy, and the Building Trades. Key Partners include Pratt and Whitney, Sikorsky Helicopter Mechanic School, the Connecticut Building Trades Council, and the United Labor Agency. Through the project Connecticut will also launch a pilot program effort to engage the Water Supply, Wastewater Treatment, Water Pollution Control Sector through convenings that will bring together national apprenticeship leaders, wastewater environmental experts, and labor/management partnerships from other states that are already engaged in successful water-related apprenticeship programs. These convenings will serve as a catalyst for generating new commitments from sector employers (and their unions) for Registered Apprenticeship sponsorship. OAT and its partners will also develop multi-media resources as additional tools for sector outreach, a focus on stakeholder engagement, securing apprenticeship sponsors, fostering labor-management collaboration, and planning for increased strategic outreach.

### **Delaware Department of Labor - Wilmington, DE**

The Delaware Department of Labor was awarded an \$800,000 grant to fund the *ApprenticeshipDelaware* project. Through the project, Delaware will develop and launch outreach and marketing strategies to target both employers and potential Registered Apprentices within the Information Technology, Architecture & Construction, Health Sciences, Hospitality & Tourism, and Manufacturing industries. The project will serve over 1,500 apprentices over the next five years and focus on increasing opportunities for women, communities of color, minorities, youth, and people with disabilities. *Apprenticeship Delaware's* expansion efforts will support the goals of the Career Pathways Initiative which seeks to close the "skills gap" between workforce talent and employer demand by providing a path for all Delaware students to continue their education, and successfully maintain a livable wage.

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## **Florida Department of Economic Opportunity - Tallahassee, FL**

The Florida Department of Economic Opportunity was awarded a \$1,498,269 grant to fund the *Florida ApprenticeshipUSA* project to develop and maintain an innovative public-private partnership involving employers, industry organizations, Registered Apprenticeship (RA) sponsors, state and local workforce development systems, secondary and post-secondary institutions, and non-profit agencies. The project will address Florida's critical need for skilled, demographically diverse workers in high demand, occupation-growth industries, including the Building Trades, Health Services and Manufacturing, as well as Information Technology sectors. Projected to create 2,500 new apprentices over 3.5 years, the project will serve women, veterans, members of racial and ethnic minorities, individuals with disabilities, ex-offenders, and young adults. Key partners include the Department of Economic Opportunity, CareerSource Florida, the Florida State Apprenticeship Agency, Local Workforce Boards and Industry intermediaries.

## **Guam Department of Labor - Hagatna, Guam**

The Guam Department of Labor was awarded an \$800,000 grant to increase expansion of Registered Apprenticeship by 20% through establishment of pre-apprenticeship programs targeting youth and low-income individuals. The project will also support the support expansion of enrolled apprentice sponsors and participant, while improving access to employers and individuals. Guam will focus the project on increasing opportunities for youth, incumbent workers, low-income individuals, women, and other underrepresented individuals in the Construction and Tourism industries. Key partners include the Guam Contractors Association (GCA), the GCA Trades Academy, the Guam Hotel & Restaurant Association, Guam Community College, the Guam Department of Education, and the Guam Medical Association.

## **Hawaii Department of Labor & Industrial Relations - Honolulu, HI**

The Hawaii Department of Labor & Industrial Relations was awarded a \$1.5 million grant to fund the *Apprenticeship Hawaii* project to expand employer networks and support employers continued engagement to ensure sustainability of apprenticeship programs within the Healthcare industry. Through this project Hawaii will also establish new post-secondary career pathway models that are adaptable and flexible to meet current and future industry needs; and to increase opportunities for low-income and underrepresented population including women, veterans, native Hawaiians, and persons with disabilities. Industries of focus will include Healthcare, Culinary, Construction, and Hospitality. Key partners include the Health Education Non Credit (HENC) Program.

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## **Idaho Department of Labor – Boise, ID**

The Idaho Department of Labor was awarded a \$1,395,406 grant to fund the *Apprenticeship Idaho* project which will institutionalize a statewide support system for Registered Apprenticeship that promotes innovative training models for expansion and diversification within the Healthcare, IT, Advanced Manufacturing, and Energy. The project will increase alignment of partners within workforce, education, and industry for promotion, outreach, pipeline development and resources for apprentice support; provide staff-intensive support to help with job task analyses apprenticeships; and provide intensive registered apprenticeship and diversity training for business and One Stop frontline staff. Populations to be served through the project include low income workers, Hispanics, youth, women, and foreign-trained workers. A key partner will be the Idaho Workforce Development Council. As part of a pilot strategy to increase industry involvement, the project will also provide incentives to entities already established as industry intermediaries to position them in lead roles to conduct statewide outreach and education within their industry regarding apprenticeship as a workforce solution. Each intermediary has also committed to a performance metric of at least 25 new apprentices during the grant period, to advocate for policy changes, and to play a lead role in the identification, development and adoption of a statewide incentive strategy to further expand apprenticeship.

## **Iowa Workforce Development – Des Moines, IA**

The Iowa Workforce Development (IWD) agency was awarded a \$1.8 million grant to fund the *Innovative Opportunities with Apprenticeships (IOWA)* project. Project goals include the development of sector strategies and career pathways supported by an aligned and integrated service delivery model. Iowa will identify opportunities for expansion based on labor market data and input from its partner, the Iowa Economic Development Authority, to identify skills gaps. The *IOWA* project will also employ extensive outreach and education efforts to attract underserved populations including individuals with disabilities, women, minorities, ex-offenders, and out-of-school youth to increase their participation in RA. These populations will have access to opportunities in non-traditional sectors including Information Technology, Healthcare, and Cybersecurity and Business Services. IWD will work collaboratively with industry to develop multi-employer programs and program templates to drive growth and engagement. To help ensure success, IWD will also launch an industry pilot program effort to provide support and assistance to new sponsors in developing rigorous RA curriculum and programs that fully comply with DOL RA standards. Outreach efforts will include development of a traditional and digital media strategy for web and social media assets to promote key performance indicators. And include a statewide symposium that includes national and local presenters and breakout sessions that showcase successful apprenticeship programs as well as “how to” workshops to encourage new businesses to participate.

## **Illinois Department of Commerce and Economic Opportunity- Chicago, IL**

The Illinois Department of Commerce and Economic Opportunity was awarded a \$1.3 million grant to fund the *Illinois Apprenticeship Plus System* project to launch a comprehensive and

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integrated apprenticeship system for Illinois. With support from its partner, the Illinois Apprenticeship Committee, the project will increase training and informational materials to aid state and regional staff in promoting Registered Apprenticeship, funding for expansion of apprenticeship & support the hosting of statewide and regional roundtables to increase awareness and interest in apprenticeship activities. It is projected that the project will serve over 3,030 in the next 4 years. Women, persons with disabilities, communities of color, opportunity youth, individuals transitioning from incarceration, and low income people will have increased opportunities in Manufacturing, Health Care and Transportation, Distribution & Logistics (TDL).

### **Indiana Department of Workforce Development, Indianapolis, IN**

The Indiana Department of Workforce Development was awarded a grant of \$1.3 million to expand Registered Apprenticeship throughout Indiana. Indiana will focus on increasing diversity within the Indiana apprenticeship system programs in terms of ethnicity, gender, socio-economic status, and business sector roles. With the assets and partners Indiana has in place, this grant is an opportunity to diversify and boost its current apprenticeship options to fit the dynamic needs of the Indiana workforce. Through the grant Indiana will engage industry and other partners including Ivy Tech Community College, Vincennes University, and the Indiana Department of Corrections to expand apprenticeship in non-traditional sectors and increase opportunities for low-income individuals, women, youth, persons with disabilities, veterans, and minority groups in growing sectors such as Information Technology, Healthcare, Advanced Manufacturing, Construction and the Skilled Trades.

### **Kansas Department of Commerce - Topeka, KS**

The Kansas Department of Commerce was awarded a \$1,050,000 grant to fund the *RA WORK!* program to expand and double the number of Registered Apprenticeship program sponsors, and double the number of new RA program participants. The project will focus on expanding within the Advanced Manufacturing, Information Technology, Healthcare, Engineering and Skilled Trade sectors. In response to the critical shortage of skilled workers in these industries, Kansas will enhance existing partnerships with postsecondary institutions, industry experts, intermediaries and the state and local Workforce Development Boards, to increase opportunities for women, minorities, people with disabilities, veterans and other underrepresented populations. Key partners include the Kansas Board of Regents, the Kansas Apprenticeship Council, and Kansas WorkforceONE.

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## Kentucky Labor Cabinet – Frankfort, KY

The Kentucky Labor Cabinet was awarded an \$896,600 grant to fund the *Kentucky Apprenticeship Initiative (KAI)* project to serve two target audiences, namely high-need business and industry sectors, and individuals seeking to enter or advance in their career of choice through Registered Apprenticeships. Through KAI, industries including Healthcare, Manufacturing and the Construction trades have been identified for increased engagement and expansion. Working with the Kentucky Skills Network (Network), a unique partnership of state and local workforce development organizations devoted to providing proactive business services and industry skills development, KAI will develop a workforce pipeline, increasing the number of Registered Apprentices by 1,300 individuals, including women, minorities, 16-24 year olds, individuals age 45+ or older, veterans, and people with disabilities.

## Louisiana Workforce Commission – Baton Rouge, LA

The Louisiana Workforce Commission (LWC) was awarded a \$1,550,000 million grant for the *Expanding Opportunities Today to Meet Tomorrow's Needs* project. Over the next three years, Louisiana will increase the number of Registered Apprentices by 100 percent. The project will increase involvement of State high schools and develop strategic partnerships with LWC's Ochsner Health System, LWC's primary HealthCare partner in this initiative, to develop Registered Apprenticeship programs in occupations to include Surgical Technician and Licensed Practical Nurse. The project will also focus on expanding opportunities in Information Technology and increasing access to Registered Apprenticeship for underrepresented populations including women, people of color, disabled persons, veterans, youth under 24, and low-income individuals. Through this project, Louisiana will also initiate a pilot program to develop pre-apprenticeship training and provide supportive services (supplementing WIOA) in the recruitment and retention of more women in the state's Registered Apprenticeship system. This strategy will include an incentive to recognize excellence in Equal Opportunity in Registered Apprenticeship. These incentives will award program sponsors for increasing the percentage of underrepresented populations in their respective industries, and provide monetary rewards to individuals who reach certain Registered Apprenticeship program goals.

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## **Maryland Department of Labor, Licensing and Regulation – Baltimore, MD**

The Maryland Department of Labor, Licensing and Regulation was awarded a \$2 million grant to grow Registered Apprenticeship opportunities for low income individuals, youth, women, communities of color, and persons with disabilities. Grant funds will provide the necessary staffing, technical, and administrative resources to grow the state’s apprenticeship system. The project will support broad-based and informative statewide outreach and education efforts to engage stakeholders in a series of forums dedicated to increasing awareness of the benefits of apprenticeships to meet industry training needs. In order to cultivate stronger ties between industry workforce partners, the grant will support an “Apprenticeship Innovation Fund” to invest in programs that support, evaluate, and enhance apprenticeship expansion strategies. A pilot program will seek to mitigate the hiring challenges found within the Healthcare industry by drawing on an untapped resource, internationally trained skilled immigrants. This pilot engages key organizations with extensive experience in healthcare, workforce development, and serving skilled immigrants – all with the goal of creating a pipeline for skilled immigrants to re-enter jobs in healthcare. Targeted industries include Health Care, Cybersecurity, Construction, Manufacturing, Hospitality and Tourism, and Biotechnology. Key partners include Independent Electrical Contractors, Finishing Trades Institute, Baltimore Alliance for Careers in Healthcare, Maryland Community College Association of Continuing Education and Training, and Johns Hopkins Medicine. This initiative will expand Registered Apprenticeships in the state by seven percent during the initial 18 months of the grant, including over 9,000 new apprentices.

## **Massachusetts Department of Career Services – Boston, MA**

The Massachusetts Department of Career Services was awarded a \$1.5 million grant to implement the Governor’s vision for expanding Registered Apprenticeship opportunities for women, communities of color, and low income individuals. This initiative includes a network of regional coordinators to work with existing apprenticeship staff and the Business Service Representatives in all 32 Massachusetts One-Stop Career Centers to market Registered Apprenticeship to employers. Funds will also assist with coordination and standardization of on-the-job training guidelines and the provision of related instruction for employer partners. Targeted industries include Education, Culinary, Healthcare, Human Services, and Manufacturing. This initiative will expand Registered Apprenticeships in the state by 25 percent over the next 42 months, including over 2,000 new apprentices.

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## **Michigan Workforce Development Agency - Lansing, MI**

The Michigan Workforce Development Agency was awarded a \$2,499,250 grant to expand Registered Apprenticeships opportunities for Women, Veterans, and other underrepresented populations. Sector strategies in each of the sixteen Michigan Works! service delivery area will cultivate new apprenticeship programs throughout the state. A learning network for employers and intermediaries will increase apprenticeship opportunities for women and underserved populations, grow apprenticeships in targeted industries and occupations, and celebrate apprenticeship successes. Targeted industries include Agriculture, Construction, Energy, Healthcare, Information Technology, and Manufacturing. Pilot projects will use employer incentives and serve as workforce intermediaries to support registered apprenticeship expansion across these sectors and fund additional apprenticeship programs. Key partners include Automation Alley, Southeast Michigan Community Alliance, United Auto Workers, and UPWARD Talent Council. This initiative will increase the number of Registered Apprenticeships in the state by five percent by May 2018, including at least 1004 new apprentices.

## **Minnesota Department of Labor and Industry - St. Paul, MN**

The Minnesota Department of Labor and Industry was awarded a \$1.5 million grant to fund the *Minnesota Apprenticeship Expansion (APEX)* initiative, which will meet the need for equitable, demand-driven career pathways in Construction and other high-growth industries. In addition to increasing female, youth and minority participation in registered apprenticeship, the Initiative will engage employers, educators, labor and workforce intermediaries in recruiting and retention strategies. The grant will also support construction career pathways including career readiness and pre-apprenticeship. Key partners include the Minnesota and North Dakota Bricklayers and Allied Craftworkers Journeyman, Apprentice Construction Careers Foundation, North Central States Regional Council of Carpenters Training Center and the Cement Masons, Plasterers and Shophands JATC, Local 633 of Minnesota, North Dakota and Northwestern Wisconsin. The Initiative will register at least 566 apprentices and engage 134 new businesses in registered apprenticeship.

## **Missouri Division of Workforce Development - Jefferson City, MO**

The Missouri Division of Workforce Development was awarded a \$1.3 million grant to fund the *Missouri ApprenticeshipUSA* project, which will work with industry, education, labor, workforce development and economic development entities to expand the use of Registered Apprenticeship throughout Missouri. The project will establish a coordinated network of Registered Apprenticeship programs in target industries, including Advanced Manufacturing and Healthcare, as well as create a clearinghouse of information available to workers and employers to facilitate integration with WIOA activities. Additionally, using the foundation that exists between workforce development and the state's community colleges, Missouri ApprenticeshipUSA will replicate programs at other colleges. In addition to a host of Missouri state agencies, key partners include MCCA, AFL-CIO and the Hawthorn Foundation. The

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program will serve 616 apprentices in the target populations of women, underserved audiences, veterans, youth and adults.

### **Mississippi Department of Employment Security - Jackson, MS**

The Mississippi Department of Employment Security was awarded a \$1.2 million grant to fund the Mississippi Apprenticeship Program (MAP), a bold new initiative to expand Registered Apprenticeship programs and transform workforce development in Mississippi. Through unprecedented collaboration among the MS Department of Employment Security (MDES), the MS Community College Board (MCCB), and the MS Development Authority (MDA), the project will focus on expanding Registered Apprenticeships in the advanced manufacturing and automotive sectors, as well as other new industries. In addition to recruiting all 15 Mississippi community colleges into the Registered Apprenticeship College Consortium (RACC), along with the Mississippi Community College Board, the project will increase benefits, training, and technical assistance to employers participating in Registered Apprenticeships. The project will also support the launch of a pilot program to develop a MAP Pre-Apprenticeship Model to better prepare participants for Registered Apprenticeship programs and a Diversity and Inclusion Training Series to help registered apprenticeship businesses create more supportive environments for MAP participants. The program will serve 550 apprentices throughout Mississippi, with emphasis on dislocated workers, women, communities of color, youth, veterans, and persons with disabilities.

### **Montana Department of Labor & Industry - Helena, MT**

The Montana Department of Labor & Industry was awarded a \$1.3 million grant to fund the *ApprenticeshipMT Expansion* project, which proposes to dramatically expand Registered Apprenticeship opportunities across the state in the Healthcare, Advanced Manufacturing, Energy, IT, Finance, and Skilled Trades industries. In addition to increasing the state's capacity to provide technical assistance to employer sponsors, the project will include an aggressive outreach plan to acquire new sponsors, embed a MT Registered Apprenticeship Program (MRAP) Clearinghouse in the current MT Career Information System (MCIC) to link employer sponsors with future apprentices, enhance collaboration among the state's two-year colleges, expand pre-apprenticeship pathways, as well as modernize the MRAP data system. A pilot program will also expand the USA Funds Tribal College Registered Apprenticeship, which aims to grow Registered Apprenticeship in tribal communities and reach underserved populations using an individualized proposal model designed to support tribal self-determination and sovereignty. Key partners include the Montana University System, State Workforce Innovation Board, Office of Public Instruction, RevUp Montana, Montana Department of Corrections, Montana State Building & Construction Trades Council and CVS Health, among others. The project will serve 1,852 apprentices with an emphasis on women, Native Americans, youth ages 16-24, veterans, displaced workers and low income adults.

### **Nevada Department of Employment, Training and Rehabilitation - Las Vegas, NV**

The Nevada Department of Employment, Training and Rehabilitation was awarded a \$799,765

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grant to fund the Technical Readiness and Apprenticeship in Nevada (TRAIN) project, a statewide effort to align programs, effectively utilize and interpret data, and reduce barriers to education, literacy, and training through Registered Apprenticeship. The goals of the program include: (1) Successfully integrating apprenticeship into the components of the framework of the state plan; (2) leveraging the potentials of Registered Apprenticeships (RA) to address the needs of those hardest to serve; (3) deploying RA programs as a mechanism for reducing unemployment and underemployment; and (4) building upon RA programs as a cornerstone of a true Workforce Development System that reaches beyond traditional federal core programs to bring to bear the resources of other state, local, private, and nonprofit entities. The project will serve 708 apprentices in the industries of Healthcare; Information Technology; Manufacturing; Logistics; Mining and Materials; Natural Resources; and Tourism, Gaming and Entertainment, with emphasis on incumbent and underrepresented workers statewide.

### **Community College System of New Hampshire - Concord, NH**

The Community College System of New Hampshire was awarded \$1.2 million to fund the *ApprenticeshipUSA*-NH project, which will create a Registered Apprenticeship system in NH that builds upon the momentum of several initiatives aligned with state economic, workforce development and educational goals. In addition to modernizing and streamlining Registered Apprenticeship information technology systems, including the ability to identify, manage and coordinate registered apprentice participation with WIOA, the project will build staff capacity to support Registered Apprenticeship program expansion. The project will also align state policy, and increase alignment with WIOA to create incentives for employers and individuals to participate in Registered Apprenticeship in the industries of Information Technology, Healthcare and Manufacturing. An equity pilot will also leverage the knowledge and expertise of partners to promote, recruit, refer, and provide wrap-around support services for targeted populations seeking Registered Apprenticeship participation. In addition, grant staff will develop industry-driven pre-apprenticeship modules, which leverage existing models and are aligned with industry sector apprenticeships. These modules will be geared toward the needs of underrepresented populations to support Registered Apprenticeship retention and completion, and be offered in conjunction with WorkReadyNH at 7 statewide locations. The project will serve 133 apprentices, with special emphasis on underrepresented populations including low-income, individuals with disabilities, youth, women, veterans and individuals with limited English proficiency. Key partners include the Office of the Governor, the State of New Hampshire Department of Labor, Dartmouth-Hitchcock Medical Center, Velcro USA, Inc. and GE Aviation.

### **New York State Department of Labor - Albany, NY**

The New York State Department of Labor (NYSDOL) was awarded \$1.5 million to fund the New York State Apprenticeship Expansion Grant project, which aims to expand Registered Apprenticeship and training and employment opportunities for individuals throughout the state. The project proposes to create an unprecedented outreach campaign to market and promote Registered Apprenticeship as the workforce development tool to train tomorrow's

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skilled workers. This grant will be the catalyst to reach industry intermediaries who can facilitate further marketing and use of Registered Apprenticeship. Working alongside Regional Economic Development Councils and partnering with local leadership, the NYSDOL will be able to provide incentives to increase business participation and apprentice enrollment. The state will leverage partnerships with grassroots organizations will to provide pre-apprenticeship training. The project will serve 800 individuals, with a focus on underrepresented populations.

### **New Mexico Department of Workforce Solutions - Albuquerque, NM**

The New Mexico Department of Workforce Solutions was awarded \$790,455 grant to fund the *ApprenticeshipUSA Advanced Manufacturing Expansion (AME)* project, a pilot program designed to determine workforce skills gaps and meet those gaps with the development of training, curriculum and credentials. An on-the-job-training (OJT) portion of the pilot will place 75 new apprentices in manufacturing training programs during the initial 18 months of the program. In partnership with the New Mexico Manufacturing Extension Partnership (NMMEP) and in concert with efforts of the 21 statewide Workforce Connections Centers (AJCs), manufacturers and apprentices will be matched for the initial training program, to include a particular focus on women, young adults aged 16-24, and people with disabilities. Central New Mexico Community College will lead the development of a survey and gap analysis research, with the end goal of implementing, based on the results, a comprehensive competency-based training program geared specifically toward the needs of this industry.

### **North Carolina Department of Commerce - Raleigh, NC**

The North Carolina Department of Commerce was awarded \$1,050,000 million to fund the NC Apprenticeship Expansion project, a partnership with the North Carolina Community College System that will leverage the existing state regional structures to expand apprenticeship opportunities in the industries of Manufacturing and Logistics/Transportation, Healthcare and Information Technology. The project will seek to increase participation of individuals from underrepresented populations; build the state's capacity to expand Registered Apprenticeship opportunities; modernize information management technologies; and increase awareness of registered apprenticeship through major outreach efforts. The project will serve 1500 apprentices throughout the life of the grant, with a focus on youth, incumbent workers, individuals with disabilities, minorities, economically disadvantaged and women.

### **Ohio Department of Job and Family Services - Columbus, OH**

The Ohio Department of Job and Family Services (ODJFS) was awarded \$2 million to fund the *College Apprenticeship Consortium* project, which will augment the role of state colleges by serving in a non-traditional role as Registered Apprenticeship sponsors in the Advanced Manufacturing and Healthcare sectors. The proposed model will offer both individuals and employers an innovative and simplified common point of entry, facilitating access to new career pathways that include Registered Apprenticeship. An equity pilot program will develop pre-apprenticeship programs in partnership with the Ohio Department of Transportation (ODOT),

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Electrical Trades Center of Central Ohio, Ohio State Building and Construction Trades Council, and Chicago Women in the Trades (CWIT) to expand the number of women and low income individuals in construction occupations. Key partners include Ohio Department of Higher Education and Ohio Department of Education, AFL-CIO and CVS Health. The project will serve 4,000 apprentices with a focus on underrepresented populations, including but not limited to, women, low-income, youth and veterans.

### **Higher Education Coordinating Commission - Salem OR**

The Higher Education Coordinating Commission (HECC) was awarded \$1.5 million to fund the *Advancing Oregon Apprenticeship (AOA)* project, which will focus on a wide range of industries. Through *AOA*, Oregon will make Registered Apprenticeship Oregon's preferred training model; fully integrate Registered Apprenticeship with Oregon's workforce system; and increase apprenticeship opportunities and support for income individuals and underrepresented populations. Key partners include the Bureau of Labor and Industries, Oregon Tradeswomen Inc., and the Technology Association of Oregon, among other state partners. The project will serve 396 apprentices with a focus on low-income individuals, women, individuals from communities of color, other underrepresented populations, and job seekers interested in Registered Apprenticeship.

### **Pennsylvania Department of Labor & Industry - Harrisburg, PA**

The Pennsylvania Department of Labor & Industry was awarded \$ \$1.5 million to fund the *Pennsylvania's Apprenticeship Initiative* project, which will increase the number of registered apprentices across the state in the industries of Advanced Manufacturing, Health Care, Transportation and Logistics. Additionally the project will seek to achieve greater diversity among registered apprentices, increase the number of employers with Registered Apprenticeship programs and to increase the awareness of Registered Apprenticeship as an avenue for training and employment among educators, workforce and economic development professionals, youth, parents and the population at-large. The project will register 250 apprentices with a focus on women, persons of color, and persons with disabilities. Key partners include the Department of Community and Economic Development, Keystone Development Partnership and the District 1199C Training and Upgrading Fund.

### **South Carolina State Board for Technical and Comprehensive Education - Columbia, SC**

The South Carolina State Board for Technical and Comprehensive Education was awarded \$900,000 to fund the *SC Apprenticeships Evolved* project, which will increase the number of registered youth apprenticeship and pre-apprenticeship programs across the entire state of South Carolina. Funding will include the cost of dual enrollment programs through SC technical colleges, implementation of education that can be considered pre-apprenticeship programs, availability of **STEMPremier** to all 16 technical colleges, support of SC Future Makers program and the continuance of a Return on Investment study by the University of South Carolina. The project will serve 100 high school youth apprentices in the industries of Manufacturing, Health Care, Information, Construction, Education, Hospitality, Professional

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Services and Transportation, Distribution and Logistics (TDL). Key partners include Bosch Charleston, LLC, Hilton and Continental Tire Sumter among others.

## **South Dakota Department of Labor and Regulation - Pierre, SD**

The South Dakota Department of Labor and Regulation was awarded \$700,000 to fund the *South Dakota Apprenticeships Build Careers (SD ABC)* project, which increases the number of pre-apprenticeships and Registered Apprenticeships in the Healthcare, Skilled Trades, and Advanced Manufacturing. In addition to expanding training opportunities, the *SD ABC* will increase partnerships with all Registered Apprenticeship stakeholders, including organized labor, businesses, and industry associations. The project will increase public awareness of Registered Apprenticeship, increase state staff capacity to support apprenticeship expansion, leverage and align resources private and federal resources, and modernize data collection systems. The project will serve 100 apprentices with a focus on women, Native Americans, limited-English proficiency individuals, youth, and people with disabilities. Key partners include the Governor's Office of Economic Development, the Sheet Metal Workers International Association, and a host of state agencies.

## **Texas Workforce Commission - Austin, TX**

The Texas Workforce Commission (TWC) was awarded \$1.3 million to fund the *ApprenticeshipTexas State Expansion Grant* project, which will realign agency services to support expansion and implement Registered Apprenticeship as a leading talent development strategy. Target industries include Information Technology, Advanced Manufacturing, Aerospace and Defense, STEM, Finance and Energy. The project will serve 634 apprentices with a focus on women in apprenticeship, youth, individuals with disabilities, veterans, Native Americans, and persons of color, among others.

## **Vermont Department of Labor - Montpelier, VT**

The Vermont Department of Labor was awarded \$800,000 to fund the *Expand ApprenticeshipVT* Initiative. The project will result in the employment of 500 registered apprentices in the industries of Healthcare, Information Technology, Advanced Manufacturing, and Business Services. In addition to increasing long-term education and employment opportunities in high growth occupations through Registered Apprenticeship, the project will increase Registered Apprenticeship awareness among employers and other stakeholders. Key partners include Vermont State Workforce Investment Board, Vermont Department of Economic Development, Dartmouth-Hitchcock and MyWebGrocer.

## **Washington State Department of Labor & Industries - Tumwater, WA**

The Washington State Department of Labor & Industries was awarded \$2.7 million to fund *Project RAISE*, a robust effort to coordinate state agency resources, recruit new employers, and advance Registered Apprenticeship opportunities for disadvantaged populations. Project activities will include modernization of the information technology and data collection systems, and increasing the state's capacity to support apprenticeship expansion and engage

## **ApprenticeshipUSA State Expansion Grant Summaries**

stakeholders. A pilot program will seek to accomplish four objectives: 1) increase industry demand and access for unrepresented populations for Registered Apprenticeship in the rural health care networks of the Community and Migrant Health Care centers of Washington; 2) in partnership with the Aerospace Joint Apprenticeship Committee, develop a high school-based manufacturing program at select schools throughout Washington; 3) allow the State Board for Community & Technical Colleges to catalyze its 10 Centers of Excellence to assist in developing sectoral approaches to apprenticeship expansion in the state; and 4) led by the Washington State Labor Council, establish a community organizing and education campaign around Registered Apprenticeship as a viable workforce and career development option. The project will register 600 apprentices in the industries of Health Care, Education, Construction, Advanced Manufacturing and Public Sector, among others. Target populations include women, veterans, youth, low income, disabled persons and people of color. Key partners include the Construction Center for Excellence, the Aerospace Joint Apprenticeship Committee and Apprenticeship & Non-Traditional Employment for Women.

## **ApprenticeshipUSA State Expansion Grant Summaries**

### **Wisconsin Dept. of WF Development, Bureau of Apprenticeship Standards - Madison, WI**

The Wisconsin Department of Workforce Development, Bureau of Apprenticeship Standards was awarded \$1.5 million to fund the *Wisconsin ApprenticeshipUSA Expansion Grant*, which will seek to increase Registered Apprenticeship opportunities in the industries of Construction, Financial Services, and Biotech. The goals of the project are multifold: 1) create Registered Apprenticeship demand in high growth construction sector 2) expand Registered Apprenticeship occupations to new high growth sectors; 3) increase the number of apprentices; 4) increase Registered Apprenticeship participation of underrepresented populations; 5) propagate Registered Apprenticeship best practices statewide; and 6) expand Wisconsin Registered Apprenticeship capacity to support future growth. With a focus on underrepresented populations, the project will serve 427 apprentices. Key partners include Employ Milwaukee and the Workforce Development Board of South Central Wisconsin.