Logistics

Was the November 18th webinar to review the Opportunity Youth Apprenticeship technical assistance (TA) opportunity and selection process recorded? If yes, where is it posted?

The webinar is recorded and posted along with slides and FAQs on www.jff.org/oyapprenticeship.

Do you require, or will you accept, letters of support with the application?

Letters of support are not required but are accepted and especially encouraged from employer partners to demonstrate their level of partnership and commitment. Additionally, community college and workforce board partners can also add value to this work, and letters of support from these entities are also accepted, but not required.

Eligibility

Who is eligible to apply?

This opportunity is available to three targeted communities:

- State and local workforce development boards;
- Backbone organizations in the Aspen Institute’s Opportunity Youth Forum; and
- Members of JFF’s Young Adult Talent Development (YATD) Network and other youth-serving community-based organizations that meet the criteria in the YATD application.

What if an organization qualifies under multiple targeted communities—should they apply twice? For example, a workforce development board that is also the backbone organization for an Opportunity Youth Collaborative.

Organizations should only submit one application based on the category that they most strongly fit into but should include within their application examples of how they meet the criteria of other categories. While some workforce boards are considered CBOs, we do ask that workforce boards apply as workforce boards and that CBOs apply as CBOs.
Can a group of local workforce development boards or community-based organizations apply as a consortium with one program acting as the application lead?

Yes, regional partnership applications between local workforce development boards (LWDBs) or groups of CBOs are acceptable. However, there must be one LWDB or CBO that is clearly defined as the lead on this work.

Are community colleges eligible to apply for this technical assistance opportunity through the YATD Network?

The YATD Network is comprised of community-based organizations and local workforce boards. Any community-based organization that meets the criteria in the YATD application may apply. While community colleges can play important roles in creating apprenticeship opportunities and can serve as valuable partners, they are not eligible to apply. If you work with a community college that can support your work, we encourage you to include them in your proposal. Funds from this initiative can be used to support partner activities that result in registered apprentices.

Are you looking for industries with more prevalent/common apprenticeship programs?

There are no industry or occupational specifications or requirements, but there is the expectation that applicants will have a strong rationale for the industry and occupations chosen.

Definition of Opportunity Youth

How are you defining opportunity youth?

Opportunity youth are young people between the ages of 16 and 24 who:

- are not enrolled in traditional school (i.e., may be enrolled in alternative school or GED program);
- are not employed in a job that provides family-sustaining wages or a career pathway; and
- do not hold a college degree.

Funding

Can you share the average funding for each selected site, if any?

We will select between 10 to 15 rapid innovation sites. Sites that are selected can receive up to $10,000 per year (for two years) to develop a rapid innovation project that will enroll between 25 to 50 OY into an RA by June 2022. This funding will be available in year 2 starting in July 2020. There will also be additional incentive funding at $1,500-$3,000 per apprentice.
Does this opportunity include funding for direct service delivery for the 25+ registered apprentices expected to be enrolled by the end of the project period?

In addition to the rapid innovation site funding, sites can apply for incentive funding at $1,500-$3,000 per apprentice. Incentive funds can be used to offset startup costs such as:

- Tuition for classroom education or online training programs for apprentices;
- Direct costs related to OJT, excluding wages (this will be funded on a limited basis and will require demonstrated employer commitment to sustain after incentive funds are exhausted);
- Train-the-trainer costs or activities (with COR approval);
- Training equipment for apprentice programs (this will be limited based on need and on continued employer commitment to Registered Apprenticeship); and
- Financial assistance to support apprentices’ persistence in apprenticeship (limited and determined by need and appropriateness).

Sites that are awarded rapid site innovation funding may also apply for incentive dollars.

For the site funding for RA placements, is this based on OY placed in an apprenticeship or enrolled in the training program?

Funding through this initiative must support or result in placement in Registered Apprenticeships. Funds can only be used for pre-apprenticeship programming when there is a clear commitment for direct entry or professional consideration for enrollment into an existing Registered Apprenticeship program. For example, if an employer partner agrees to hire a young person who completes a pre-apprenticeship program, then incentive funding can support this training.

Is this notice soliciting applications from organizations looking to receive technical assistance services only (without funding)?

The first six months (January-June 2020) will be TA only. Sites will be reimbursed for travel to institutes. Sites that are ready to go can apply for incentive funding.

Opportunity Youth Pathway to Registered Apprenticeship

If an applicant is requesting support to explore or develop emerging apprenticeship potential, is there still an expectation to register 25 apprentices?

JFF will select between 10 and 15 rapid innovation sites to receive technical assistance and funding. These sites will be expected to utilize TA to be able to enroll at least 25 to 50 registered apprentices (depending on the type of organization [WDB, YATD, or OYF] and the application they are submitting) by the end of the 2.5-year project (June 2022).
For sites that are not selected as the 10 to 15 rapid innovation sites, we are hoping to include them in group TA activities such as webinars and information sharing. These sites will not receive the dedicated coaching and funding and thus will not have the same requirement to enroll 25 to 50 apprentices by June 2022.

*All applications request a plan to enroll 25 to 50 registered apprentices. Would pre-apprentices count?*

This project has a goal to drive the enrollment of at least 500 OY into Registered Apprenticeship programs by June 2022. Pre-apprentices would not count towards the 500 goal. However, a site could begin with a pre-apprenticeship, but in their application the site would need to express the desire and capability to connect to an RA and enroll opportunity youth participants into an RA by the end of the 2.5-year project.

*What is the requirement of employer partners to be approved as a Registered Apprenticeship provider?*

There are no requirements to be an approved Registered Apprenticeship (RA) provider. However, in order for an apprenticeship to be considered registered, it must be approved by either the U.S. Department of Labor’s (USDOL) Office of Apprenticeship or by a State Apprenticeship Agency. Additionally, RAs must meet quality standards for registration, with USDOL or federally-recognized State Apprenticeship Agencies, which include:

- **Employer involvement.** The employer hires and trains the apprentice at the workplace, using a curriculum and standards customized to the employer’s work processes.
- **Structured on-the-job learning.** The apprentice learns by doing, with support from their supervisor or other workplace mentor.
- **Related instruction.** Courses, typically held in a classroom, or increasingly online, complement the applied work experience.
- **Rewards for skills gains.** Apprentices earn wages from day one. The more they learn, the more they earn.
- **National occupational credential.** Apprentices receive a nationally recognized credential or certificate once they complete the program.

A typical RA runs for 1-6 years and provides roughly 2,000 hours of on-the-job training and 144 hours of related instruction. These apprenticeship opportunities result in specialized training and industry-recognized credentials and are sponsored by employers, labor management organizations, or other intermediaries. Please look at JFF’s Center for Apprenticeship and Work-Based Learning website for more information.

*What does an OY pathway to RA look like?*

Below is a potential pathway to registered apprenticeship example from 1199c that includes pre-
apprenticeship. Although this is a great example, it is not the only way to approach this work and a model such as this with multiple phases takes time to develop and implement.

We encourage you to also look at the JFF’s Framework for a High-Quality Pre-Apprenticeship Program for more information how to design pathways to RA for opportunity youth.