EXPANDING APPRENTICESHIP FOR OPPORTUNITY YOUTH: TECHNICAL ASSISTANCE OPPORTUNITY

November 18, 2019

PRESENTED BY

JFF

With Core Team Partners: 1199c, NAWB, SPR
• The Project and Opportunity
• Opportunity Youth and Registered Apprenticeship
• The Team
  • JFF
  • 1199c
  • NAWB
  • SPR
• Application FAQs
• Q&A
• Wrap Up and Next Steps
THE PROJECT AND OPPORTUNITY
NEW 3-YEAR CONTRACT

US DOL APPRENTICESHIP EXPANSION & MODERNIZATION FUND (AEMF)

1. **Build the capacity** of youth-serving organizations, workforce development boards, employers, and others to expand Registered Apprenticeship programs to opportunity youth.

2. **Establish a nationwide network** of training and technical assistance providers to support prospective and current apprenticeship sponsors, intermediaries, and other related stakeholders.

3. **Serve as innovation incubators** by managing the development and dissemination of tools and strategies that hold promise to accelerate the expansion of Registered Apprenticeship across the nation.

4. **Drive enrollment** of at least 500 opportunity youth in RAs by end of 3-year contract.
THE OPPORTUNITY

• Participate in an OY-focused RA national network
• Receive individualized consultations and coaching
• Gain technical assistance by apprenticeship experts
• Access learning and networking opportunities
• Acquire incentive funds to support sponsors and apprentices
• Develop and test innovations in RA diversity and inclusion
• Pilot models for engaging OY
TECHNICAL ASSISTANCE

• Map apprenticeship opportunities in your region.
• Assess pre-apprenticeship programs that prepare opportunity youth for entry into apprenticeships.
• Broker partnerships between opportunity youth-serving CBOs and pre-apprenticeship programs for referrals.
• Identify those opportunity youth-serving community-based training providers that can develop pre-apprenticeship programs that articulate to RAs.
• Develop site-specific strategic plans.
• Enroll at least 25 to 50 OY apprentices in RA.
OPPORTUNITY YOUTH AND REGISTERED APPRENTICESHIP
WHO ARE OPPORTUNITY YOUTH?

• Ages 16-24
• Are not enrolled in a traditional school
• Are not employed in a job that provides family-sustaining wages or a career pathway
• Do not hold a college degree
• Are not disabled to prevent long-term employment
WHY OPPORTUNITY YOUTH?

- Since 2013, over 56% increase in Registered Apprentices
- Average starting age: 28
- 4.9 million young people (16-24) are neither in school nor employed
- About half are living in poverty
- Growing focus on youth apprenticeships for in-school youth, but few opportunities for out-of-school youth
BUILDING APPRENTICESHIP PATHWAYS FOR OY

RECRUITMENT
- Identify participants
- Screening and assessment
- Referral to pre-apprenticeship or other options

PRE-APPRENTICESHIP
- Development
- Management
- Instruction
- Work experience recruitment
- Supportive services
- Case management

SELECTION
- Candidate identification and preparation
- Screening checks

REGISTERED APPRENTICESHIP
- Sponsorship
- Registration
- RTI provider
- Employer engagement
- Mentor training
- Reporting
JFF TEAM

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Executive Assistant
The American labor market is broken. Our rapidly changing economy demands skilled and adaptable workers, but many people lack the education and training employers require. JFF is transforming the workforce and education systems to accelerate economic advancement for all.

Ensuring Equity in Economic Advancement

Despite overall growth, economic opportunity is limited for millions of Americans. Through education and dignified work, everyone can create the life they deserve.

Meeting Employer Needs

Employers continue to struggle to find employees with the right skills. For America to thrive in the global economy, businesses need a steady supply of highly qualified workers.

Preparing for the Future of Work

Automation, outsourcing, and new contract arrangements are changing the nature of work. Everyone must think differently about how to sustain the nation’s talent supply.
JFF’S CENTER FOR APPRENTICESHIP & WORK-BASED LEARNING

The Center consolidates JFF's broad skills and expertise on apprenticeship and work-based learning into a unique offering.

We partner with employers, government, educators, industry associations, and others to build and scale effective, high-quality programs.

Visit center4apprenticeship.jff.org.
CORE TEAM PARTNERS: NAWB

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SPR SOCIAL POLICY RESEARCH ASSOCIATES
We help public servants, philanthropists, and other world-changers find what works in solving their communities' toughest challenges.

Our work is rooted in a commitment to equity and a focus on learning – so we all grow smarter by working together.
SPR’s role with the AEMF

- Support outreach and recruitment efforts of opportunity youth-serving organizations
- Help out with efforts to expand the network of apprenticeship intermediaries
- Document promising practices, lessons, and resources
- Develop tools for stakeholders that support business engagement activities, with a particular focus on advancing diversity and inclusion
- Join in on, and contribute to, convenings, webinars, accelerators, networking events, and other meetings
FREQUENTLY ASKED QUESTIONS (FAQS)
FREQUENTLY ASKED QUESTIONS

- Logistics
- Eligibility
- Definition of OY
- Funding
- OY Pathway to RA
FREQUENTLY ASKED QUESTIONS

LOGISTICS

Will today’s webinar to review the Opportunity Youth Apprenticeship technical assistance (TA) opportunity and selection process, be recorded? If yes, where will it be posted?

*The webinar will be recorded and posted along with slides and FAQs on [www.jff.org/oyapprenticeship](http://www.jff.org/oyapprenticeship) by Thursday, November 21st.*

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.*
FREQUENTLY ASKED QUESTIONS

ELIGIBILITY

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 industry and occupations chosen.

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 Network and other youth-serving community-based organizations and other youth-serving community-based organizations that meet the criteria in the YATD application.
<table>
<thead>
<tr>
<th>Members of JFF’s Young Adult Talent Development Network</th>
<th>Workforce Development Boards</th>
<th>Backbone Organizations in the Opportunity Youth Forum</th>
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<tbody>
<tr>
<td><strong>CBOs should have:</strong></td>
<td><strong>WDBs should have:</strong></td>
<td><strong>Members should have:</strong></td>
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<tr>
<td>- Experience working with opportunity youth</td>
<td>- Experience in developing</td>
<td>- Experience in developing</td>
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<td>- Strong employer partnerships</td>
<td>apprenticeships or</td>
<td>apprenticeships or career pathways for opportunity youth</td>
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<td>- Hands-on, employer-informed training that leads to a credential</td>
<td>career pathways for opportunity youth</td>
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<tr>
<td>- Knowledge of Registered Apprenticeships in the region</td>
<td>- Knowledge of local</td>
<td>- A partnership with a workforce board</td>
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<td>- Infrastructure for sustainability</td>
<td>organizations that serve</td>
<td>- Strong employer partnerships</td>
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<td>- Potential to enroll 25 RAs by June 2022</td>
<td>opportunity youth</td>
<td>- Infrastructure for sustainability</td>
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<td></td>
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<td>- Potential to enroll 50 RAs by June 2022</td>
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DEFINITION OF OPPORTUNITY YOUTH

How are you defining opportunity youth?

Opportunity youth are young people ages 16-24 who:

- are not enrolled in traditional school;
- are not employed in a job that provides family-sustaining wages or a career pathway;
- do not hold a college degree; and
- are not disabled to prevent long-term employment.
Funding

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.

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

We will select between 10 and 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 and 50 OY into an RA by June 2022. This funding will be available in Year 2 starting in July 2020.
FUNDING

Does this opportunity include funding for direct service delivery for the registered apprentices expected to be enrolled by the end of the project period?

Sites can apply for incentive funding at between $1,500 and $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 training, 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 continued employer commitment to Registered Apprenticeship); and
- Financial assistance to support apprentices’ persistence in apprenticeship (limited and determined by need and appropriateness).
FREQUENTLY ASKED QUESTIONS

OPPORTUNITY YOUTH PATHWAY TO RA

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 use TA to enroll at least 25 to 50 registered apprentices (depending on the type of organization 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 therefore 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 in registered apprenticeships by June 2022. Pre-apprentices would not count towards the 500 goal.

While pre-apprenticeship is a good option, it is only one way to get participants into registered apprenticeship programs. 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 OY in RA by the end of the 2.5-year project in their application.

What does an OY Pathway to RA look like?

Earlier we shared a potential pathway example (not a required model) from 1199c. Also see JFF’s Framework for a High-Quality Pre-Apprenticeship Program.
ADDITIONAL Q&A
WHAT IS REGISTERED APPRENTICESHIP?

Paid on-the-job training and educational instruction. Registered Apprenticeships meet five core components:

**STANDARDS**
Programs must meet national standards for registration with the U.S. Department of Labor (USDOL) or federally-recognized State Apprenticeship Agencies.

**DUAL LEARNING STRUCTURE**
Programs provide on-the-job learning and job-related technical instruction.

**INDUSTRY-RECOGNIZED CREDENTIAL**
Apprentices receive an industry-recognized credential or certificate once they complete the program.

**APPRENTICES AS EMPLOYEES**
Participants who are newly hired (or already employed) earn wages from employers during training.

**LEARNING AT WORK**
On-the-job learning is conducted in the work setting under the direction of one or more of the employer’s personnel.
JFF’s 6 Key Characteristics for a High-Quality Pre-Apprenticeship Program

- **Transparent Entry and Success Requirements**
- **Alignment with Skills** Sought by Local Employers and High-Quality Apprenticeship Programs
- **Culmination in One or More Industry-Recognized Credentials**
- **Development of Skills Through Hands-On Activities and Work-Based Learning**
- **Offering of Academic, Career Exploration, and Wraparound Supports**
- **Transition into a Registered Apprenticeship or Other High-Quality Apprenticeship Program**
WRAP UP & NEXT STEPS
By November 21st, the AEMF OY team will post to the website:
- Webinar recording
- Webinar slides
- FAQs

November 2019

EXTENDED DEADLINE!

Proposal now due: December 6, 2019
Submit to: OY_TA_submissions@jff.org

December 2019

January 2020

All applicants will be notified of site-selection decisions:
- Up to 5 OYF
- Up to 5 YATD/CBOs
- Up to 5 WDBs
THANK YOU!

OY_TA_submissions@jff.org

www.jff.org/oyapprenticeship