

Non-Traditional Apprenticeship Grants FY 2019 Questions & Answer

1. The RFP language includes 'applicants for registered apprenticeships grant....' Yet I thought this opportunity seeks new apprenticeship programs that would not necessarily be registered yet. Can you clarify?

These funds are for the *development of new* apprenticeship models not yet in existence. The reason for the specific reference to Registered apprenticeship is because some organizations may view the term 'apprenticeship' broadly to include any training model that includes a mentorship component. Registered apprenticeship is a very specific type of apprenticeship that requires formal registration with the State Apprenticeship Council- those are the types of apprenticeships we are seeking to development.

2. In terms of sustainability, I understand that this funding is linked to program design/planning to cover time and efforts preparing to implement. After this timeline is complete, will there be new money to apply for? Will the expectation be that fund implementation efforts occur though existing WIOA/Youth Center funding? Is that accurate? I was hopeful that perhaps there would be another RFP at that time helping to defray implementation costs but on third read of this application, I am now not sure.

These funds are for appropriate costs associated with the development and design of apprenticeship models. The expected final deliverable is the submission of an Apprenticeship application to the State Apprenticeship Council, as well as final report to the GWB detailing the work that was done. There is no 'second' round funds that relate to implementation. However, there are other opportunities within the public workforce network that can assist with sustainability and implementation including incentive grants for employers who host and hire nontrade apprentices. Also, under the federal WIOA law, Registered Apprenticeships are automatically qualified for the state Eligible Training Provider List.

3. Is it possible to work with organizations to develop positions that will participate in an apprenticeship program?

The grant presumes that the general concept/vision and initial commitment regarding the development of the new apprenticeship model is complete and that an organization is applying for development funds to help make that concept/vision a reality. An application seeking funds to do more 'preliminary' work of identifying potential partners and exploring the possibility of whether apprenticeship is a good fit for a specific occupation would likely be scored lower than an application that has already identified partners (ex. training providers, employer sponsors) and obtained a commitment to help in the development of an apprenticeship model.

4. What kind of empirical evidence or data do you want to back up the need for the program?

Data should generally demonstrate that an occupation has sufficient demand and sufficient anticipated wages to merit the development of an apprenticeship model. Data, or employer attestation, that the occupation is difficult to hire for and would benefit from an apprenticeship model, is also beneficial. Now that the Apprenticeship Development grant has been in place for some time, applicants are also encouraged to review previous awards: <https://gwb.ri.gov/train-talent#1497991650087-e08ec963-014d4c1f-bbb2> as well as the list of occupations for which an apprenticeship already exists: <http://www.dlt.ri.gov/apprenticeship/OccupationsApp.htm>. The grant program has a priority of developing apprenticeship models not already in existence.

5. How important is it to show data that demonstrates increase income, employability or benefit to the employer to have staff with the training we propose?

As described above, with limited resources for the grant program, the scoring and evaluation process will place emphasis on applications that demonstrate a positive impact on job seekers (in terms of increased employment options and wages that would be the result of the new model), as well as employers (in addressing a projected labor shortage or need).