

Non-Traditional Apprenticeship Grants FY 2021 Questions & Answer

1. Can a state agency be the lead applicant if (the agency) is working with a group of employers for the apprenticeships?

Yes. A state agency can serve as lead applicant as long as required as described on page 4 of the RFP partners (including potential sponsor employers) are also included.

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2. If a grant is awarded; does the employer receive the funding or the education/training provider, or both?

The grant funds are for the development of an apprenticeship model not yet in existence. The applicant group must at least include one employer who will ultimately sponsor the apprenticeship program once its completed, and potential training/educator providers. While any member of the applicant group may receive funds through the grant; costs must be reasonable and allowable (technical assistance and guidance on reasonable and allowable costs will be provided upon award).

As for who administers the funds (i.e. submits invoices and receives reimbursement through the grant); that is entirely up to the applicant group. Whichever entity is 'lead' applicant on the proposal can serve as Fiscal Agent.

3. You state in the proposal that 'The GWB is also interested in expanding the capacity for apprenticeship programs that work closely with Career & Technical Education, lead to postsecondary credit, show alignment with the GWB Biennial Plan Priorities and target historically underserved populations'. Will proposals score higher if a proposal targets historically underserved population?

Correct. While there are many factors that will be considered as part of the evaluation process; a proposal may score higher if it includes mechanisms for including underserved populations such as veterans, disabled persons, former offenders, or historically under-represented socio-economic groups.

4. In registered apprenticeship requirements it says 'Instructors must be either a RIDE licensed vocational education teacher or a subject matter expert. Such an individual must have demonstrated expertise in the target field.' Do we have to identify the instructors for the program in the RFP?

No. Since the grant funds are to assist in the development of an apprenticeship model not yet in existence; the identification of the training and curriculum for the apprenticeship model, and the appropriate instructors of that training, is not required as part of the application. Such work will be part of the apprenticeship development process.

The 'required components for registered apprenticeship' are taken from the State Apprenticeship Council and any apprenticeship model submitted for approval must include these components.

5. On the RFP it states 'The State of Rhode Island has a goal of ten percent (10%) participation by MBE's in all State procurements.' It seems that the RFP will not be for an MBE since it seems you are looking for education and non-profit partners?

The GWB strongly encourages Minority Business Enterprises (MBE), Women Business Enterprises (WBE), and Disadvantaged Business Enterprises (DBE) to apply or join an applicant group in applying. More information on the state's Minority Business Enterprise Program may be found at: <http://odeo.ri.gov/offices/mbeco/>

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 through 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 Apprenticeship Standards to the State Apprenticeship Council (or a final report if Apprenticeship Standards are not ultimately submitted). 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. Applicants are also encouraged to review 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).