

**Abstract- Michigan’s Statewide Targeted Apprenticeship Inclusion & Readiness System (MiSTAIRS)**

**State Apprenticeship Expansion, Equity, and Innovation Grants**

**Lead Applicant/Organization Name:** Michigan Department of Labor & Economic Opportunity, Employment and Training

**Lead Applicant Entity Type:** State Government

**Lead Applicant City and State:** Lansing, Michigan

**Project Title:** Michigan’s Statewide Targeted Apprenticeship Inclusion & Readiness System

**Funding Amount Requested:** \$10,000,000.00

**Application proposing diversity, equity, and inclusion efforts as a key strategy in registered apprenticeship expansion efforts and Diversity, Equity, and Inclusion plan is included as application to application:** YES

MiSTAIRS is an effort designed to grow the state’s capacity for Registered Apprenticeship (RA) expansion through Diversity, Equity, and Inclusion (DEI) by:

- 1) Focusing keenly on pre-apprenticeship readiness, and apprenticeship readiness - proven approaches for growing diversity in RA;
- 2) partnering with organizations already successful with DEI in education and training service delivery and placement into RA;
- 3) focusing on populations lacking high school equivalency, the basic credential needed to pursue career pathways requiring post-secondary education and training including RA; and
- 4) promotion and outreach that brings a level of awareness to and engagement of populations that currently do not have RA career opportunities for strong wages without tuition debt, on their radar.

**Total Number of apprentices enrolled in RAPs during the life of the grant:** 1,640

**Populations to be Served:** People of Color, Individuals with Disabilities, Women, and Individuals without a High School Equivalency Credential

List the name of the **Required Partner** (for states with federally-recognized SAAs): N/A

List the name(s) of **Optional Partners**, as applicable:

<i>Name(s)</i>	<i>Type of Organization</i>
Michigan Works! Association.....	Workforce Development – Association
Michigan Career & Technical Institute.....	Vocational Rehabilitation – State Government
Michigan Association of Community and Adult Education.....	Education – Association
Access To Apprenticeship (listed below).....	Statewide Consortia of Construction and Building Trades and Employer partners

Michigan Apprenticeship Steering Committee, Inc	Michigan Building and Construction Trades Council
Workforce Development Institute	Access for All Apprenticeship Readiness Program
AFL-CIO Working for America Institute	Ajax Paving
Architectural Contractors Trades Association	Associated General Contractors
Barton Marlow Company	Construction Association of Michigan
Helmets to Hardhats	Women in Skilled Trades (WIST)
Ironworkers Local No. 25 Training Center	United Brotherhood of Carpenters
Michigan Bricklayers & Allied Craftworkers Training Center	Michigan Regional Council of Carpenters
Michigan State AFL-CIO	Operating Engineers 324
U.A. Local 85 & U.A. Local 98	Michigan Statewide Carpenters & Millwrights Joint Apprenticeship & Training Fund

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**Targeted Industry(ies) and/or Occupation(s):** Targeted industries include Advanced Manufacturing, Construction, Energy, Healthcare, Information Technology, and Mobility

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### **Summary of program activities:**

In partnership with the USDOL Michigan Office of Apprenticeship (MI OA), the LEO-E&T will establish and implement MiSTAIRS, a four-year effort designed to grow Michigan's capacity for RA expansion through diversity, equity, and inclusion by:

- Partnering with Michigan's building and construction trades organizations through the "Access to Apprenticeship" (A2A) model to significantly expand Registered Apprenticeship Program (RAP) opportunities for all citizens. Promoting the A2A preparedness strategy successfully used in a few regions, as a statewide solution to include underrepresented populations in RAP opportunities.
  - Leveraging and promoting high quality Registered Apprenticeship Readiness and Pre-Apprenticeship Readiness solutions that are proven to effectively recruit, engage, and prepare underrepresented career seekers for RAP opportunities, utilizing USDOL funds for employer sponsor reimbursement and/or instructor costs. Ensuring program completers are promoted as candidates for enrollment in RAPs.
  - Partnering with Michigan Career and Technical Institute (MCTI) statewide services to ensure RAP opportunities are accessible for individuals with disabilities to leverage universal design, assistive technology, accommodations, career development, basic skill and soft skill development, career and technical education, and employer development.
  - Collaborating with the state's adult education system to benefit from an innovative educational strategy that prepares individuals lacking high school equivalency (HSE) for completion and placement in RA Readiness or RA programs through an Integrated Education and Training model.
  - Promoting statewide multi-media marketing and outreach efforts, aligned with the USDOL national "Discover Apprenticeship", "Your Plan is Action" campaign to increase awareness of RAP benefits for new employers, career seekers, parents, and other stakeholders in Michigan.
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List of **credential(s)** to be awarded:

- Michigan Apprenticeship Readiness Certificate (MARC) to confirm job seekers have achieved defined RA competencies and skills in a program based on DOLs five quality pre-apprenticeship elements.
  - Certificate of Completion of Apprenticeship, a nationally recognized credential from the Department of Labor that is portable and stackable, confirming that the apprentice has completed training substantially in conformance with the program requirements.
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The **census tract number(s)** in your target area designated as a qualified opportunity zone, if applicable: MiSTAIRS, as a statewide program, will serve more than one of Michigan's Opportunity Zones as designated by the U.S. Secretary of Treasury. <https://miopportunityzones.com/>

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### **Public Contact Information**

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