ABSTRACT

2020 BUILDING STATE CAPACITY TO EXPAND APPRENTICESHIP GRANT	
Lead Applicant Organization's Name:	Department of Employment Services
Tier I Funding Amount:	$450,000

Tier I Baseline Goals:

1. *National Apprenticeship System Building.* States must spend base funding on developing structures that ensure all RAPs in the State have the features of high-quality apprenticeship described in 29 C.F.R. parts 29 and 30.
2. *System Alignment for Apprenticeship Expansion.* States must spend base funding to build statewide capacity to increase the number and quality of apprenticeships through stronger alignment with the education and workforce systems.
3. *Improving Data Sharing and Data Integrity.* States must spend base funding to improve data collection and sharing and data integrity.

Short Project Summary: *Include identifying targeted industry(ies) and/or occupation(s).*

DOES' goals for the *Building State Capacity to Expand Apprenticeship through Innovation* grant funding is to develop and implement strategies to enhance governance and operations of registered apprenticeship programs, advance system alignment for RAP expansion, and improve data sharing and data integrity.

As a part of a sustained state system of technical support, DOES will implement a virtual and in-person community of practice where registered sponsors will have access to on-going professional learning that not only builds capacity for direct services to registered apprentices of both new and old sponsors, but also strengthens and enhances the administrative relationship between the registered sponsors and the District.

Legacy system, DCAMS, launched in the 60's → Phase I Implementation (supported through ASE Grant) - Data tracking upgrades → Phase II – Ad (*Building Capacity Grant*) new features that increase accessibility and sponsor interaction

Governance and Operations of Registered Apprenticeship Programs

DOES recognizes that being responsive to the present and future needs of apprenticeship means exercising prudence in policy-setting and decision-making and that the best interests of all stakeholders are considered when implementing a registered apprenticeship program. Therefore, participation and consensus, strategic vision, performance, and accountability and fairness are all principles required to achieve effective governance and operations. The implementation of the following strategies will assist with achieving strong governance and operations:

- Build and increase sponsor participation through intensive outreach strategies;
- Conduct large- scale registered sponsor training, virtual or in-person, for new and existing registered sponsors, which will include an array of topics, such as data integrity;
- Create Standard Operating Procedures (SOPs) and Desk Guides for registered sponsors to assist them with accurate and quality data entry, ensuring data integrity;
- Conduct virtual hiring fairs; and
- Build a community of practice that provides technical assistance across RAPs and informs future planning for RAP expansion.

System Alignment for RAP Expansion

DOES will continue to facilitate system alignment of registered apprenticeship program, education workforce development, and economic development through the integration of WIOA legislation and funding in the apprenticeship model by:

- Exploring platforms or licenses for virtual related instruction that can be taught either solely online or when components of face-to-face instruction are taught online; and
- Exploring platforms that enhance data tracking of all WIOA participants and pre-apprenticeship opportunities activity that leads to registered apprenticeships.

Data Sharing and Data Integrity Upgrades

DOES understands that maintaining data sharing and data integrity is essential to the success of a registered apprenticeship program. Data sharing and data integrity ensure programs can recover, search, trace, and connect the dots showing our success. A vital component of the expansion of the Districts' Apprenticeship program includes making key system upgrades, which will increase the validity and accuracy of data and increasing stability, performance, and measurement of overall quality. Maintaining and keeping data consistent throughout its lifecycle is essential as DOES is continuously working to improve our ability to administer, track, and report on both apprentices and apprenticeship programs. Through this grant DOES will implement the following data sharing and data integrity upgrades to ensure data is being captured accurately and in real-time:

- *Registered Sponsor Web Portal* - Create a registered sponsor web portal for employers to enter and post their apprenticeship opportunities in real-time, offering employers and potential candidates a virtual option to accessing apprenticeship opportunities; and
- *District of Columbia Apprenticeship Management System (DCAMS) Upgrade* – Create an enhancement to OAIT's system of record, allowing registered sponsor to upload documents to the system.

In closing, the *Building State Capacity to Expand Apprenticeship through Innovation* grant funding will allow DOES to continue to increase and diversify apprenticeship opportunities, enhance data sharing and integrity within the District of Columbia, and facilitate a powerful community of practice that will build the overall knowledge and expertise of registered apprenticeship sponsors, helping meet the overall goal of offering a viable and sustainable career pathway to all District residents. Additionally, this funding will increase apprenticeship across traditional and non-traditional industry sectors, addressing employers' challenges of worker skill shortages, gapes in education attainment, credentialing, and the gaining of the U.S. workforce.