

## I-6: Abstract

2019 State Apprenticeship Expansion Grant	
Lead Applicant Organization's Name	Ohio Department of Job and Family Services
Tier I Funding Amount:	\$450,000
Tier II Funding Amount Request:	\$8,957,129

**Tier I Baseline Goals:**

<ol style="list-style-type: none"> <li>1. National Apprenticeship System Building</li> <li>2. System Alignment for Apprenticeship Expansion</li> <li>3. Improving Data Sharing and Data Integrity</li> </ol>
<p>Short Project Summary: ODJFS is taking the opportunity to align over-arching goals with program implementation. Through partnerships with the Ohio Workforce Association and the Ohio Department of Higher Education, Ohio will build infrastructures that will allow registered apprenticeship to become a core strategy in reducing the skills gap and aligning resources. To accomplish this, system enhancements will be done to allow employers/schools to apply to become a registered sponsor electronically. Ohio will also be expanding Registered Apprenticeship programs into new industries and occupations through the College Apprenticeship Consortium that was developed in 2016. To improve data sharing and integrity, Ohio will be leveraging these system enhancements to eliminate paperwork and have an electronic way to maintain and track programs throughout the State.</p>

**Tier II Innovations Goals and Activities:**

\$9 million
<p><i>Category A: General Business Outreach, Technology and/or Technical Assistance (TA) Goals</i></p> <p><b>Goal 1:</b> In alignment with the Department's national marketing campaigns, launch Registered Apprenticeship multi-media statewide marketing and outreach efforts targeted at new employers and career seekers.</p> <p><b>Goal 2:</b> Identify and implement specific TA strategies that change existing or create new effective processes and/or services in the delivery of TA to sponsors for the purpose of increasing efficiency, improving overall impact, and removing barriers in expanding RAPs.</p>
<p><i>Category B: Apprenticeship Diversification/New Industry Goals</i></p> <p><b>Goal 3:</b> Launch or expand sector strategies to expand RAPs to new industries and/or new or non-traditional occupations within existing sectors.</p> <p><b>Goal 4:</b> Launch or expand RAPs in health care, mental health care, addiction treatment, or alternative pain management occupations providing support to individuals living in rural areas.</p>
<p><i>Category D: Diversity and Inclusion and/or Special Populations Goals</i></p> <p><b>Goal 5:</b> Incorporate specific strategies to support or expand RAP opportunities among all workers, including women, minorities, veterans, individuals with disabilities, and individuals with a criminal record. These activities must be in compliance with all state, local and federal equal-employment laws and civil rights protections.</p>
<p><i>Category E: System Alignment or Partnership Goals</i></p> <p><b>Goal 6:</b> Increase integration and alignment with existing Community Workforce Development Boards and their partners, to include alignment with state and local plans.</p> <p><i>Standard Goals</i></p>

- Increase new apprentices registered above the current State baseline by 25% during the life of the grant and demonstrate substantial progress
- Develop and operationalize at least one innovation using the internet, software, and other technological resources to improve RAP marketing/promotion, business outreach, apprenticeship access for under-represented populations
- Develop a 5-year plan making RAP a central workforce development strategy and tool for employers

Short Project Summary: Ohio is excited for the opportunity to complete the Tier I Baseline Goals, however we would like to request the full 9 million to complete necessary activities reduce the skills gap, increase participation of under-represented populations, and expand registered apprenticeship program to non-traditional industries and occupations.

To complete necessary activities to completely automate the apprenticeship process further enhancements would need to be done to the system beyond what is proposed in Tier I. These enhancements will allow Ohio to track programs, increase staff time to provide necessary technical assistance to employers, sponsors and workforce areas. In addition to automating the system, Ohio would like to add a chat bot to improve retention and program updates to both apprentices and employers and create a heatmap for potential apprentices, schools and correctional institutions to use to locate programs by zip code.

Technical assistance strategies will be reviewed and improved throughout the process to assist local workforce areas, employers and sponsors through workgroups and stakeholder meetings. These efforts will increase efficiency, improve impact and help to remove barriers to expanding registered apprenticeship programs.

Through the College Apprenticeship Consortium, Ohio will increase the number of schools that are registered sponsors as well as expand current apprenticeship programs and introduce new programs. Ohio will also work with business sponsors, such as Trinity Health Services to develop new apprenticeship tracks that will provide access to these programs in all areas of the state including the rural areas.

In response to this grant, several special population groups reached out to expand opportunities for their clients. Opportunities for Ohioans with Disabilities, the Comprehensive Case Management Employment Program (CCMEP) and the Ohio Workforce Association are very excited to develop a pre-apprenticeship model to help youth get into a program that will lead to a registered apprenticeship program.

The Ohio Department of Higher Education will also be partnering with ODJFS to create connections with the U.S. Military Apprenticeship Program to align registered apprenticeship programs with veteran needs.

The Ohio Workforce Association is interested in aligning programs run through the 88 county such as WIOA and CCMEP with Registered Apprenticeship programs. Several have indicated interest in becoming sponsors and all are ready to assist their clients into these programs.

Ohio anticipates being about to increase the State's baseline by 25% or 4,986 during the life of the grant and demonstrate substantial progress throughout.

The develop of the interactive map to allow accessibility for special populations such as individuals with disabilities and those transitioning from correctional institutions will provide needed resources for success.

Ohio will develop a 5-year plan making RAP a central workforce development strategy and tool for employers through partnerships with the Ohio Workforce Association and the needed marketing to business.