Apprenticeship Expansion and Modernization Fund

Appteon

Project Overview

Partners/Subs	Target Audience	Primary Outputs
• Small Business Employer Partners participating in the Appteon Registered Apprenticeship Program (TBD) • Virginia Department of Labor and Industries • Virginia Career Works-Northern • Northern Virginia IT Employment Industry Sector Coalition • US Department of Labor, VETS	• Internal DOL OA, DOD USMAP, and other applicable agency staff • Apprentices and employers • Local and State workforce system partners • Industry leaders and intermediaries	• USMAP Data will be viewable in RAPIDS and reporting of data from USMAP to OA will be streamlined • Fifteen or more apprenticeable occupations will be created for USMAP that align with civilian standards of apprenticeship • Five resources will be created to promote USMAP and increase enrollment • Apprentice Completion Certificate Data will be viewable from Apprenticeship.gov resulting in apprentices who have completed their training will be able to access their Completion Certificates using a self-service interface • Technology innovation and related technical assistance will modernize and streamline how apprenticeable occupations are created, updated, reviewed, and promoted • A technology-based Registered Apprenticeship Program (RAP) will be created for 10 or more small information technology companies to enroll 20 apprentices

Critical Need Addressed

- Currently, data collected by the U.S. Military Apprenticeship Program (USMAP) is not integrated with RAPIDS due to various information limitations and system security measures.
- To ensure USMAP data is available in RAPIDS, Appteon is integrating the platforms through a one-time data dump and developing a plan for continuous integration. As a result, the Office of Apprenticeship will have a more accurate and timely view of USMAP programs and total apprentices.
- Appteon will present the Office of Apprenticeship with new technology solutions that will allow for apprentices and the Office of Apprenticeship to have a more streamlined and efficient process for knowledge sharing.
- It is imperative that the skills active duty military service members gain through military apprenticeship align with civilian standards to support them in transitioning successfully.

Project Highlights & Innovation:

Rapid Innovation Pilots:

- USMAP and RAPIDS Data Integration
    - The integration Creates a pathway to civilian employment for active-duty military through the creation of 15 or more new cyber-related apprenticeships.
    - It will also enable accurate and timely data reporting of military apprenticeships by integrating USMAP's individual apprenticeship data into RAPIDS.
    - Finally, the pilot facilitates Outreach to active duty military personnel via print and video promotional materials to increase participation in USMAP.
- Completion Certificate Registry
    - A public-facing completion certificate registry will be integrated in the Apprenticeship.gov site; this will allow for an apprentice or sponsor to search for an individual's apprenticeship credentials in support of their career advancement.
    - The tool will allow for apprentice or their potential future employer to search and verify the presence of any certificate of completion achieved under a RAP, currently they need to contact the Department of Labor or previous employers.

- Modernizing the Apprenticeability Process

  - A web-based tool is being created for the Office of Apprenticeship to modernize the process of determining if an occupation is apprenticeable and for building consensus-based standards for new or existing occupations.

  - This tool will streamline the existing paper-based process by converting it to an electronic format, which will enhance the overall workflow, assist in analysis of stakeholder feedback, and promote the dissemination of information about newly available occupation standards to interested stakeholders.

- Appteon Registered Apprenticeship Program (RAP)
  - This RAP's creative use of existing online courseware to provide related instruction through approved educational platforms will allow training to keep pace with continuously changing technologies, and provide the flexibility to start apprentices based on business needs rather than an educational institution's calendar year or having a cohort of apprentices to start.
  - Using self-paced learning wherever possible, this program will allow for some apprentices to progress at a quicker pace, while allowing others to repeat learning components they may have found more difficult, all while learning at a distance, which is crucial during COVID-19.

<u>Outreach and Technical Assistance:</u>

- To increase enrollment and awareness of the USMAP program among active duty military personnel up to five resources are being developed that promote military apprenticeship as a strategy to increase skills development and promote career advancement both while in the military and thereafter.
- Outreach and technical assistance will be provided to small IT companies in the DC, MD, VA area to promote their participation in the Appteon RAP as a low-barrier solution to apprenticeship.
- A customizable framework for the on-the-job training elements, college-accredited technical instruction, and incentive and other sources of funding to defer costs are some of the TA offerings available to assist companies considering and/or participating in Appteon's RAP.

<u>Incentives:</u>

- Appteon will offer financial incentives of an estimated $3,500 per individual to employers who agree to participate in Appteon's technology-based RAP and to hire apprentices from the target populations (veterans, previously separated or dislocated veterans, spouses of veterans, and women).

How Appteon's work on AEMF is Different:

- Appteon uses technological solutions and innovations to support the Office of Apprenticeship in meeting their goals by streamlining processes, improving data availability for analysis and transparency, and promoting awareness of apprenticeable occupations.
- Creating new apprenticeship opportunities that align with civilian standards will assist many active duty service members in advancing in their military careers and will create a pathway to their entering high paying civilian employment once their service is completed.