Apprenticeship Expansion and Modernization Fund

Urban Institute

Project Overview

Partners/Subs	Target Audience	Primary Outputs
• BloomBoard • IBM (non-contracted partner)	Employers and potential apprentices across a wide range of tech occupations in many sectors—including FinTech, IT, and advanced manufacturing	• Enrollment of over 1700 apprenticeships • Microcredentialing pilot to assess 200 apprentices in cybersecurity or IT generalist apprenticeship

Critical Need Addressed:

• Urban's project's activities place employers front and center and focus on understanding individual employer needs and resolving obstacles (especially around short-term costs and lack of knowledge) that may prevent them from launching a registered apprenticeship within technology (tech) occupations.

• While Urban's focus will be employers, they also aim to support community colleges, intermediaries, and other critical local stakeholders as well as the apprentices themselves. By maintaining an employer-centric strategy, but uplifting a range of key partners, Urban will be best able to facilitate a paradigm shift in local communities.

Project Highlights & Innovation:

Rapid Innovation Pilots:

• Urban's partner, Bloomboard, is creating a microcredentialing pilot that 200 apprentices can take to progress through either cybersecurity support technician or IT generalist apprenticeships.

Outreach and Technical Assistance:

• After an initial period of engagement and getting to know the needs and capacities of each employer, the Urban team will provide technical assistance and consultative services to help develop their apprenticeship programs and move toward registration.

  o Urban will participate in outreach events in different regions to facilitate engagement with employers.

Incentives:

• Urban has committed to enroll over 1,700 apprenticeships:

  o Urban implements an employer-based, "pay-for-performance" incentive model to reimburse employers. The structure will also vary based on whether it is a new program or the expansion of an existing program.

How Urban's Work on AEMF is Different:

• The microcredentialing pilot is an effort to engage with employers about what they need for assessments and to build a tool that works for them to facilitate apprentices' progress with cybersecurity and IT generalist competency-based apprenticeships.

• Urban is working to help partners innovate new apprenticeship programs and models, including small businesses using apprenticeship to expand their workforce, a coalition of HBCUs starting a degree-based apprenticeship program in tech, and an intermediary-based coalition of employers creating a mainframe training model.