

<b>2020 Massachusetts Apprenticeship Expansion Grant</b>	
<b>Lead Applicant Organization’s Name:</b>	Massachusetts Executive Office of Labor & Workforce Development (EOLWD) / MassHire Department of Career Services (MDCS), in partnership with Division of Apprentice Standards (DAS)
<b>Tier I Funding Amount:</b>	\$ 450,000
<b>Tier II Funding Amount Request:</b>	\$ 3,000,000

**Tier I Baseline Goals:**

<ol style="list-style-type: none"> <li><b>National Apprenticeship System Building.</b> 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.</li> <li><b>System Alignment for Apprenticeship Expansion.</b> 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.</li> <li><b>Improving Data Sharing and Data Integrity.</b> States must spend base funding to improve data collection and sharing and data integrity.</li> </ol>
<p><b>Short Project Summary:</b></p> <ol style="list-style-type: none"> <li><b>Apprenticeship System Building:</b> Massachusetts proposes to use funds to support a new position at DAS, our state apprenticeship agency. A Quality Assurance Specialist will implement recent US DOL OA recommendations for Massachusetts to enhance high-quality apprenticeship described in 29 C.F.R. parts 29 and 30 by offering technical assistance to develop new quality programming, developing and expanding Quality Assessment services to ensure efficacy of new and existing programs, and implementing other systems-level recommendations from USDOL. (1 FTE)</li> <li><b>System Alignment for Apprenticeship Expansion:</b> Massachusetts proposes to leverage SAE grant funds to continue to support the EOLWD Director of Apprenticeship Expansion and Work-based Learning, who will continue implementing the Commonwealth’s Apprenticeship Expansion Plan (developed in 2018), including addressing post-COVID-19 economic realities, incorporating US DOL OA strategic recommendations, connecting expansion plan to WIOA state workforce strategy, and addressing specific MA priorities over the next three years.</li> <li><b>Improving Data Sharing and Data Integrity:</b> Alignment with US DOL’s management information system (MIS) Registered Apprenticeship Program Information Data System (RAPIDS) to enhance data sharing and reporting functionality with the US Department of Labor, including upgrading SAA database functionality to provide disaggregated data that is available to DOL via RAPIDS on a quarterly basis and securely uploaded in an individual record format (Contract with external provider)</li> </ol>

**Tier II Innovation Goals and Activities:**

<b>Up to \$3 million:</b>
Select two of the Tier II Goals

o Goal 1: Example B.vi. Establish statewide RAP industry intermediaries (minimum of two).

o Goal 2: Example E.i. Establish or expand the role of the business service representative /apprenticeship navigator with the promotion of apprenticeship to partner systems (e.g., education, workforce, and economic development).

Set a goal of at least 10 percent growth of new apprentices registered above the current State baseline during the life of the grant and credibly demonstrate in the application that you will make substantial progress toward meeting this goal.

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

**Goal 1: Category B(i). Launch or expand sector strategy(ies) to expand RAPs to new industries and/or new or non-traditional occupations within existing sectors:**

Massachusetts proposes to use funds to create an Apprenticeship Innovation Fund to offer RTI for new, in-demand occupations in Biotechnology, Healthcare, Transportation and other sectors. Funds will prioritize regions with low apprenticeship participation, especially rural areas, and new programs serving diverse populations adversely affected by COVID-19, particularly those working or previously working in the hospitality industry. Efforts will specifically target occupations that contribute to safety and quality of life (e.g. clinical trial associates, highway maintenance, substance abuse counselors, LPNs, childcare providers) and employers who qualify for Massachusetts' Registered Apprenticeship Tax Credit.

**Funding:** Apprenticeship Innovation Fund, .25 FTE

**Impact:** 400 Apprentices (or 4% growth) in new industries, occupations and programs

**Goal 2: Category E(i). Establish or expand the role of the business service representative/apprenticeship navigator with the promotion of apprenticeship to partner systems (e.g., education, workforce, and economic development):**

Massachusetts proposes to use grant funds to support a new Apprenticeship Liaison position at DAS, our state apprenticeship agency, subsidize funding for Apprenticeship subject matter experts (SMEs) at MassHire Career Centers, and offer additional navigation support services. The DAS Apprenticeship Liaison will maintain external relations with the business community, educators and training providers, particularly in the Construction and Building Trades, in order to increase apprenticeship program growth and apprentice pipeline development. SMEs at MassHire Career Centers will engage new employers to create apprenticeship programs and help develop the apprentice pipeline. Both roles will ensure a customer-oriented approach and increased access to apprenticeship information and Support Services. The Liaison will further support Massachusetts' Apprenticeship Expansion Plan by connecting grant work to apprentice pipeline development at educational institutions.

**Funding:** 1 FTE, Support Services.

**Impact:** Approximately 588 Apprentices (6% growth) through broader efforts