

2019 State Apprenticeship Expansion Grant	
Lead Applicant Organization's Name:	Mississippi Department of Employment Security (MDES)
Tier I Funding Amount:	\$450,000
Tier II Funding Request:	\$3,000,000

Tier I Baseline Goals:

1. *National Apprenticeship System Building:* The Mississippi Apprenticeship Program (MAP) will continue working collaboratively with the OA state director to develop OA-approved frameworks for registering new apprenticeships in Mississippi. This will be done in strict adherence to 29 CFR Parts 29 & 30. MAP will continue building RAPs capacity statewide by hosting capacity-building activities such as employer forums, sector apprenticeship conversations, presentations, and webinars for employers, community colleges, high schools, and other interested parties.

2. *System Alignment for Apprenticeship Expansion.* MAP will utilize a sector-focused approach, targeting and aligned to the state's four Local Workforce Development Boards (LWDBs). This approach will: ensure alignment with the state's current *WIOA Combined State Plan*, close existing system gaps, and enable MAP to effectively address unique local workforce education and training needs. In addition, connections with secondary education will be strengthened and CTE and pre-apprenticeship efforts aligned through inviting the Mississippi Department of Education (MDE) to join the MAP Advisory Council.

3. *Improving Data Sharing and Data Integrity.* MAP will take all steps necessary to adopt and implement RAPIDS as the state's case management system for new RAP registrations, including the development of infrastructural bridges and ongoing updates necessary to allow for the linking of data between the MS Works RAP Module and RAPIDS 2.0 system.

Short Project Summary: Since its inception in 2016, the Mississippi Apprenticeship Program (MAP) has made significant strides to overcome barriers and establish registered apprenticeship programs (RAPs) as strong tool for workforce development in the state, evidenced by the 1,529 apprentices participating in that timeframe (as of September 30, 2019). These apprentices come via five RA sponsors and nine RAPs, representing industry sectors such as automotive technology, diesel technology, industrial maintenance, electrical lineman, truck driving and banking/finance. MS now seeks to expand its RAP footprint to new key industries: Healthcare, Information Technology (Cybersecurity), Energy/Utilities, Tourism/Hospitality, and Banking/Finance. MAP will address key industry needs by building targeted pipelines through its four geographic Local Workforce Development Boards (LWDBs), concurrently pursuing stated goals in system building, system alignment, and the improvement of data sharing and integrity.

Tier II Innovation Goals and Activities:

Request: \$3 million

Goal 1: Category A (General Business Outreach, Technology and/or Technical Assistance [TA]); ii. *Establish an employer incentive plan to expand or scale RAPs.*

- **Objective 1.1:** To increase the number of new apprentices by a minimum of **10% (N=153)** above the September 30, 2019 baseline of 1,529 total apprentices by June 30, 2021.
- **Objective 1.2:** To conduct a minimum of 600 new business recruitment contacts (virtual and/or live) by June 30, 2023.
- **Objective 1.3:** To at least double the number of new RAP Sponsors (**N=10**) above the September 30, 2019 baseline (**N=5**) by June 30, 2023.
- **Objective 1.4:** To at least double the number of new Registered Programs (**N=18**) above the September 30, 2019 baseline (**N=9**) by June 30, 2023.
- **Objective 1.5:** To register at least a minimum of 80% of RAP employers on the WIOA *Eligible Training Provider List (ETPL)* by June 30, 2023.
- **Objective 1.6:** To conduct at least 6 statewide training/technical assistance meetings (virtual and/or live) by June 30, 2023.

Goal 2: Category B (Apprenticeship Diversification/New Industry Goals); i. *Launch or expand sector strategy(ies) to expand RAPs to new industries and/or new or non-traditional occupations within existing sectors.*

- **Objective 2.1:** To expand or launch RAPs in at least 3 new sectors by June 30, 2023.
- **Objective 2.2:** To register at least 15% of newly recruited apprentices into nontraditional industries or occupations by June 30, 2023.
- **Objective 2.3:** To develop a minimum of 12 new print, electronic, and/or social media MAP recruitment messages targeting women, minorities, Veterans, and other underserved populations by June 30, 2022.

Short Project Summary: In continuation of a collaborative effort between the Mississippi Department of Employment Security (MDES) and Mississippi Community College Board (MCCB), the state will employ a three-tiered strategic approach – new sponsor development, state capacity expansion for RAP support, and targeted outreach to expand and increase diverse populations in RAP programs statewide – to build upon and expand the progress made toward establishing Registered Apprenticeship Programs (RAPs) as a key strategic workforce development tool in the state. Under the banner of the Mississippi Apprenticeship Program (MAP) and utilizing State Apprenticeship Expansion Grant dollars, this collaborative will effectively expand the number of registered apprentices operating in the state workforce by a minimum of 153 (10% growth) by the end of the three-year project period.