

Apprenticeship Expansion and Modernization Fund

Urban Institute

Project Overview

Partners/Subs	Target Audience	Primary Outputs
<ul style="list-style-type: none">• Gerald Ghazi Associates• The Institute for American Apprenticeship• 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	<ul style="list-style-type: none">• Enrollment of ~1800 new apprenticeships in the tech field• Select 20 in-demand occupations & develop a quality assessment process to identify the highest quality work process schedules

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, apprenticeship sponsors, 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:

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 them develop their apprenticeship program and move toward registration
 - Urban will participate in 4 outreach events in 4 different regions to kick off engagement with employers

Incentives:

- Urban has committed to enroll ~1,800 new apprentices, of which its partner IAA will recruit 1,100
 - For its 700 apprentices, Urban will implement an employer-based, “pay-for-performance” incentive model hinging upon a periodic payment structure to reimburse employers. The structure will also vary based on whether it is a new program or scaling
 - IAA will pay up to \$5,900 per each apprentice in technology and up to \$3,100 per apprentice in wireless technology occupations

Rapid Innovation Pilots:

- Urban will develop a micro-credential on employability skills that maps with what tech employers actively seek in new hires (specifically around soft skills) with a focus on underrepresented populations
- Urban will facilitate making work process schedules more accessible to employers seeking to create programs by releasing a minimum of 20 frameworks on Apprenticeship.gov
 - Urban will analyze work process schedules to develop a rating system that codifies which are the highest quality examples for replication

How Urban’s Work on AEMF is Different:

- Micro-credentialing tool is the first publicly available tool that will allow potential candidates to showcase their employability skills across a “honeycomb” of competencies that tech employers seek

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- Urban's proposed incentives plan is distinct from ongoing studies (such as the evaluation of AAI grantees) at DOL as Urban plans to speak with employers about the dimensions that make incentives attractive, the nature of their use in their programs, and whether and how much money makes a difference for starting or expanding programs. Thus, it differs from the ROI on incentives component of the AAI study