ATTACHMENT A: Abstract

**Lead Applicant/Organization Name**: Electrical Training Alliance  
**Lead applicant entity type**: 501c(3)  
**Lead Applicant City and State**: Bowie, Maryland

**Grant Category**: Ensuring Equitable RAP Pathways Through Pre-apprenticeship Leading to RAP Enrollment and Equity Partnerships: up to $3 million  
**Set-Aside Primary focus**: Equity Partnerships and Pre-Apprenticeship Activities

**Project Title**: Pre-Apprenticeship Building Diverse Talent Pipeline for Electrical Industry  
**Funding Amount Requested**: $2,999,916.00  
**Applicants Geographic Scope of Proposed Project**: National  
**Number of apprentices enrolled in RAPs during the life of the grant**: 660  
**Population(s) to be served**: Veterans, Spanish speakers, people of color, women

### Required Partners

<table>
<thead>
<tr>
<th>Name(s) of Organization</th>
<th>Type of Organization</th>
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<tbody>
<tr>
<td>National Electrical Contractors Association</td>
<td>Trade Association representing over 4,500 electrical contractors nationwide</td>
</tr>
<tr>
<td>Quanta Services; Chapel Electric Company; Motor City Electric; Miller Electric Company; Newtron Group Company; Gregg Electric; Ris Electric; Morrow Meadows Electric; Cupertino Electric</td>
<td>Employer Sponsors</td>
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<tr>
<td>Cassandra Banks Foundation; Constructing Hope; She Built This City; Latin America Coalition; 100 Black Men of Charlotte; Oregon Tradeswomen.</td>
<td>Equity-Focused CBOs</td>
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<tr>
<td>Riverside County Workforce Development Agency (CA); Worksystems (OR); Constructing Hope (OR); Nevadaworks (NV); Texas Workforce Commission (TX); The Capital Region Workforce Development Board (VA); CareerSource (FL)</td>
<td>WIOAs</td>
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<td>International Brotherhood of Electrical Workers</td>
<td>Labor Union</td>
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<tr>
<td>Catholic Charities San Bernardino &amp; Riverside Counties</td>
<td>Community-based Organization</td>
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**Optional Partners**

**Project Purpose:** The purpose of this project is to increase the number of qualified individuals entering the electrical trades, increasing pathways for veterans, monolingual Spanish speakers, and women of color to enter into RAPs through Pre-APPs, and to diversify the electrical industry.

**Subrecipient Activities:**
- Cassandra Banks Foundation will design and implement strategies to recruit and retain women of color in the electrical industry.
- Catholic Charities will develop ESL curriculum tailored towards language commonly used in the electrical trades, provide ESL classes to monolingual Spanish speakers concurrently with the Pre-APP, and provide wraparound support services to English Learner Pre-APP participants.

**List of Credential(s) to be awarded:** Not applicable during 4-year grant period/for pre-apprenticeship program

**SUMMARY OF PROGRAM ACTIVITIES:**
The ALLIANCE will develop equitable pathways for underrepresented populations to enter into RAPs and increase retention rates by:
- conducting outreach to individuals who are traditionally underrepresented in the electrical industry
- educating them about career opportunities in the electrical industry
- enrolling individuals from diverse populations into Pre-APPs
- expanding VEEPs by adding two new locations to serve more veterans
- developing an English-Spanish Pre-APP to support ESL individuals
- developing ESL curriculum tailored towards language commonly used in the electrical industry
- developing mentorship programs for women and people of color
- developing and implementing DEIB education modules in Pre-APP and RAP curricula
- providing supportive wraparound services to pre-apprentices

**Public Contact information:**
Name: Todd Stafford
Title: Executive Director
Address: 5001 Howerton Way Suite N, Bowie, MD 20715
Phone Number: 301-715-2300
Email Address: tstafford@electricaltrainingalliance.org