



QUARTERLY PERFORMANCE & NARRATIVE SUMMARY

Quarter Ending: June 30, 2024



Office of Apprenticeship
U.S. Department of Labor

Q U A R T E R L Y

PERFORMANCE & NARRATIVE

S U M M A R Y

Quarter Ending
June 30, 2024

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Contents

About.....	1
Grant Progress.....	1
I Progress & Supporting Activities.....	2
II Partnerships & Employer Relations	11
III Outreach & Recruitment	17
IV Training Design.....	22
V Case Management/Supporting Services.....	25
VII Pre-Apprenticeships (Programs and Strategies)	29
VIII Performance Reporting.....	32
IX Lessons Learned	38
X Leveraged Resources	41
XI Technical Assistance, Challenges, and Success Stories.....	46
Appendix: QPRTables	60

About

The U.S. Department of Labor (DOL) has awarded \$171 million to fund 39 grantees, including more than \$78 million focused on equity and partnerships as well as pre-apprenticeship activities, to strengthen and modernize Registered Apprenticeship Programs (RAPs) and enable workers to find a reliable pathway to the middle class. The Apprenticeship Building America (ABA) grant program advances the DOL’s efforts to expand and modernize Registered Apprenticeship (RA) by increasing the number of programs and apprentices, diversifying the industries that use RA, and improving the access to and performance of RAPs for underrepresented and underserved communities.

This report provides a summary of key trends and technical assistance (TA) needs reported by 39 grantees during the quarter ending June 30, 2024. The report includes a summary of participants served, progress on grant timelines, and recommendations for TA.

Grant Progress

June 30, 2024, marks the end of the third quarter (Q4) of program year 2 (PY2). During this quarter, grantees continued focusing on immediate needs for the grant’s implementation. The needs included planning and supporting activities, such as hiring staff; stakeholder engagement and partnership development; learning reporting requirements; and outreach, recruitment, and enrollment.

This reporting period also includes narrative from grantees highlighting activities on Diversity, Equity, Inclusion and Accessibility (DEIA), case management and supporting services, and pre-apprenticeship programs.

PY1 July 1, 2022–June 30, 2023												PY2 July 1, 2023–June 30, 2024											
2022						2023												2024					
Q1			Q2			Q3			Q4			Q1			Q2			Q3			Q4		
July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June



Progress & Supporting Activities

Categories 1–3

Able-Disabled Advocacy (A-DA)

Hosted monthly P2P Advisory Board meetings. A-DA executive staff are active members of the San Diego Workforce Partnership's Apprenticeship Readiness Collaborative (ARC) which aims at breaking barriers to employment in construction for underserved communities and people of color through rigorous pre-apprenticeship training and supportive services. The ARC includes various local organizations and focuses on outreach, recruitment, performance evaluation, and data collection for accountability. Additionally, the Youth Program Director held bi-weekly staff meetings to strategize on recruiting and placing ABA pre-apprenticeship construction participants, with staff attending ARC networking and recruitment events.

Chicago Women in Trades (CWIT)

During the quarter, the program conducted outreach and hosted 11 virtual information sessions and one in-person orientation for aspiring tradeswomen. In all, 212 women attended these events and 137 were assessed for enrollment into a training program.

City of Springfield

Grant staff attended the MAWD conference representing ABA grant staff. The key elements from the conference included:

1. Networking with professionals involved with the Apprenticeship Learning Model.
2. Key resources were identified during the pre-conference, apprenticeship Missouri, DOL, and safal partners.
3. A greater understanding of how registered youth apprenticeship can benefit the sector of education.
4. A deeper understanding of how the childcare crisis is affecting local workforce capacity.
5. An understanding of the importance of the CWDP process and how to get started.

The grantee conducted weekly meetings involving all grant staff, including compliance and finance teams, were established to provide a detailed review of actual versus proposed metrics. This has led to more effective management of grant activities and better alignment with overall goals.

Lastly, one staff member was specifically designated to focus on employer engagement and business services, leading to more targeted outreach and support for RAP development.

Dallas College

The Experiential Learning department developed a campaign strategy to target potential pre-apprentices enrolled at Dallas College in the career pathways of culinary, education, information technology, healthcare, and manufacturing. the Grantee identified 11,000 students between all pathways that met the criteria for tuition eligibility. As of June 30th, 156 students completed and submitted the required documentation for pre-apprenticeship.

In addition, the Experiential Learning team planned a summer Youth Apprenticeship event scheduled for July 31st at the Dallas College Redbird Center located in the southern sector of Dallas. The event is aimed to inform and educate attendees related to pre-apprenticeship opportunities from industries in education, culinary, healthcare, manufacturing, and IT.

Dallas College is continuously working with the Handshake team to create a landing page for experiential learning that will provide the college community with access to ongoing opportunities for work-based learning. The landing page for Handshake was expected to be complete by June 30th however, due to changes within Dallas College will anticipate the landing page to be complete by the end of 2024.

The Grantee is working with the Salesforce to map the workflow and processes for work-based learning to provide better access and tracking to experiential learning opportunities. There is a plan to create a meeting cadence of twice a month once all stakeholders have been identified for this integrated team. The goal is to have these processes mapped and tested by the end of the year 2024.

Economic Development and Industrial Corporation of Boston (EDIC/OWD)

EDIC/OWD continued to hold bi-weekly check-ins with subrecipient partners to monitor progress toward grant goals. OWD also onboarded a new Grants Administrator, Andrea Tran, who will provide administrative support to subrecipients and assist with reporting, processing invoices, and event planning for in-person partner meetings and events.

- BEST continued utilizing their revised intake process as outlined in the February 2024 report. They also continued wide-net and targeted marketing and recruitment efforts. BEST's Recruitment and Intake Specialist/Director of Incumbent Worker Programs visited several partner hotels and shared information about BEST's programming. BEST staff also hosted 13 weekly informational sessions for prospective applicants, and met with several Boston-based organizations to talk about the hospitality industry and foster new partnerships.

Indiana Department of Workforce Development (IN DWD)

OWBLA activities for this reporting period include:

- Expand RAPs in Target Sectors: OWBLA is assessing employers with active applications as a recruitment model. Collaborating with the Indiana Department of Education (IDOE) on Early Childhood and Teachers/Education RAs. Co-hosting webinars with the Employer Engagement Team to identify pathways for opportunities and blending program funds. Meeting with Ivy Tech to develop RAPs in IT.

- Provide Solutions for Network Coordination: OWBLA received updates from the ICC Performance team about new activities for participants in the ABA Grant for PY24.

Jobs for the Future, Inc. (JFF)

JFF conducted over 10 individual coaching calls with its subgrantees and hosted two virtual TA events for partners. JFF had a third group TA session planned, but due to unforeseen circumstances JFF had to reschedule to fall. The sessions consisted covered topics such as "Co-enrollment: Problem of Practice," and "Facilitated Discussion –Monitoring".

National Urban League (NUL)

The Chicago Urban League (CHIUL) is working to establish a RAP with a local partner in solar energy. Additionally, CHIUL is re-engaging local unions, including IBEW, to identify additional RAP opportunities for program participants.

The Houston Area Urban League kicked off their innovative WorkReady Program in collaboration with Worley, to prepare clients for registered apprenticeships in the construction of the 1PointFive's first direct air capture facility in Odessa, TX. Upon completion of the two-week pre-apprenticeship, each participant was guaranteed entry into their craft laborer RAP with a starting salary of \$21.00 an hour, plus overtime.

The Louisville Urban League (LUL) trained one cohort of Kentuckiana Builds and two cohorts of the Urban Workforce Development Initiative this quarter. LUL works with local stakeholders to identify another project site for their Urban

Workforce Development Initiative (UWDI) upon completion of the Norton Hospital build in West Louisville. They also added an additional staff member to support data management and administrative work for the grant.

The Urban League of Louisiana continued to expand their services by starting a cohort of pre-apprentices in both cybersecurity and construction this quarter. Clients in both paths received Career and Workforce Fundamentals training and the Energy Industry Fundamentals 2.0, in addition to occupational skills training.

North Carolina Community College System (NC CCS)

As of June 30, 2024, 240 sponsors, cumulatively, have been deemed ABA eligible with 21 sponsors for the quarter. These eligible sponsors constitute either expanding through registering a new occupation or a totally new program registration. No existing sponsors expanded with new occupations this quarter. These new sponsors represent private and public sector entities. Occupations are connected to the Automotive, Healthcare, Geospatial, Early Childhood Education, Phlebotomy, and IT fields.

Pennsylvania Department of Labor & Industry (PA DLI)

Over the past quarter, the PA Apprenticeship & Training Office (ATO) and its ten LWDB project partners provided grant-funded services to employers, apprentices and pre-apprentices. Apprenticeship Strategic Plans for each

workforce region are complete, and LWDBs are continuing to assist in the development of new RAP and pre-apprenticeship programs, and identify and support participants.

The ATO provided ongoing TA to LWDBs. In addition to regular bi-weekly meetings with each LWDB, the ATO also started monthly practitioner meetings for all ABA coordinators to meet to share and receive input on their individual opportunities and challenges. The ATO also developed new paperwork to help the LWDBs more effectively distribute ABA funding for support services.

Project L.I.F.T. Inc. (PLI)

This reporting quarter brought forth the continuation of the August and January Palm City/Martin County classes. A second satellite location has been delayed due to acquiring and remodeling of a new site in St. Lucie County and is not planned to materialize until late 2024. PLI and ABCI continue to strengthen their partnership efforts through communication, including bi-weekly meetings to discuss progress, strategy, and any potential barriers.

To ensure effective implementation of the programs being addressed, the subcommittees of PLI have continued to meet weekly/biweekly. However, this quarter ABCI meetings have been altered and PLI has faced multiple instances of ABCI failing to participate in the biweekly discussions. In addition, ABCI has informed PLI that they no longer plan to attend any future meetings going forward and they will continue to communicate via email only. The marketing team works towards developing recruitment materials and marketing tools to inform the community about the pre-apprentice and

apprenticeship programs. There is a weekly social media meeting between marketing and the project team to stay on top of marketing needs and outcomes. The finance team discusses budgets, equipment purchasing, invoicing, and tracking of the time and effort put into the project. The project team coordinates efforts and implements plans to launch the new programming at both the Fort Pierce and Palm City PLI sites. The progress made in these subcommittee meetings is then shared during the biweekly meetings to ensure that the entire team from both partner organizations is fully connected.

South Dakota Department of Labor and Regulation (SD DLR)

DLR is working to expand the number of programs and occupations offered in South Dakota. These expansion efforts in conjunction with previous efforts such as the pathway partnership should lead to addition youth participants. Currently DLR has added 69 youth apprentices.

Texas Workforce Commission (TWC)

TWC's Office of Apprenticeship remains steadfast and continues its efforts to cultivate, create, expand, and diversify RAPs statewide. Embedded in one of the program's strategies is the development and creation of Apprenticeship Navigators to leverage regional expertise. As the network of apprenticeship navigators grow, ApprenticeshipTexas staff are seeing the positive benefits. The navigators assist in facilitating the creation and expansion of registered apprenticeship programs, creating

more apprentices, creating more pre-apprentices, engaging with employers, and increasing diversity. There is a strong alignment between the ApprenticeshipTexas staff and navigators because each works in unison to coordinate, support, and host stakeholder roundtables, awareness events, and recruitment activities. The engagement outcomes are beginning to show that this strategy is working.

Vermont Healthcare & Information Technology Education Center dba Institute for American Apprenticeships (IAA)

Grantee activities focused on supporting participants in both pre-apprenticeship and apprenticeship phases of training, engaging named employer partners, program development with new partners, continued TA for expansion of programs, and focused on diversity and equity outcomes of the project.

IAA presented on a panel focused on DEIA in RA during the ABA Virtual Convening held in June 2024.

IAA continued to collect data for the project's research study titled *Advancing Diversity and Equity in Apprenticeships: A Comprehensive Study to Identify Barriers and Resources for the Success of Minorities in Apprenticeship*.

IAA participated in the George W. Bush Institute's Education and Workforce Discussion in Texas as well as a signing ceremony in honor of Exiger's newly approved National Standards in Washington D.C. During the first National Youth Apprenticeship Week, IAA attended Urban Institute's "Setting a Collective Vision for Youth Apprenticeship: Reflecting on Early

Momentum to Plan for the Future" in Washington D.C. as well as presented at the Baltimore County Career Expo in partnership with Zentech and IPC.

Wilderness Education Project (WEP)

WEP continued guidance with six high schools in Kentucky implementing Project NAVIGATE. The high schools include:

- Garrard County High School,
- Johnson Central High School,
- Pulaski County High School,
- Russell County High School,
- Southwestern High School, and
- Wolfe County High School.

Each high school is supported by a full-time Career Support Specialist (CSS) to help develop Career Academies that will promote Career Pathways to establish a foundation to begin Pre-Apprenticeships that will lead to Apprenticeships within their communities. Each school district has an MOU with WEP to help fulfill the goals and objectives of this program. New employers assisting students with apprenticeships also have contracts with WEP when working with reimbursement funds for on-the-job learning. Each high school's CSS provides services and key activities, coordinates partnerships, and recruits employers and participants (ages 16–24). Each CSS continues to follow a performance matrix to help them develop pre-apprenticeships that will lead to apprenticeships and assist with WEP's Project Work Plan's overall goals and outcomes.

Workforce Development Board of Herkimer, Madison, and Oneida (WDB-HMO)

The Grantee facilitated the launch of 17 new RAPs for businesses in their area. These programs' impact will foster skill development, enhance career opportunities, and bolster the local economy. WDB-HMO is committed to supporting businesses every step of the way as they embark on this journey, ensuring they receive the necessary guidance and resources to create meaningful apprenticeship experiences. The employers involved include: M.A. Polce; Sitrin; RCIL; Statewide Autos LLC.; and Utica First Insurance Company.

ApprenticeshipNH team to host a number of events during Youth Apprenticeship Week including ApprenticeshipNH information sessions with White Mountain Community College and WorkReady NH, Mount Washington Valley Business Expo, the CCSNH Symposium, and a Youth Apprenticeship Week Industry Crawl with White Mountain Paper & Tri-County CAP with Berlin and Gorham High Schools.

ApprenticeshipNH Equity Focus Group Project. Began work with the two contracted equity consultants to begin focus groups that will support increased DEIA within apprenticeship and pre-apprenticeship programs. Focus groups were held with 22 participants. The report will be ready to be reviewed early next quarter.

Category 4**Adaptive Construction Solutions, Inc. (ACS)**

Key activities this quarter included broadening the reach of RAP as a high quality and sustainable pathway to attract and retain workers who meet industry needs through ACS Leadership's presentations at seven regional and national events. During each of these events, ACS shared the benefits of the RAP model and promoted the inclusion of underrepresented populations, including veterans and individuals with disabilities.

Community College System of New Hampshire (CCS-NH)

CCS-NH collaborated with the entire

Economic Growth Foundation (EGF)

The EGF team has been focused on both where the focus has been on registering new programs, as well as continuously engaging employers, jobseekers, community partners and industry groups to enroll place registered apprentices. As in previous quarters, the team attended numerous multi-employer and channel partner meetings across various industries, significantly expanded outreach to schools able to serve as pre-apprenticeship sponsors, and continued EGF's presence at regional employer convenings. Notably, ApprenticeOH approved the addition of two new healthcare pathways to EGF's existing standards, and the Grantee reports having exceeded their goal of registering 14 occupations.

This quarter also saw the first apprentices registered under EGF-sponsored programs. Behind the scenes, EGF has been diligent in refining its data tracking tools and process

to optimize outreach and ensure compliance with grant guidelines. The team has also finalized several TA resources. These include occupation-specific employer presentations as well as onboarding materials for employers and jobseekers. Looking ahead, EGF is working on a mentoring guidebook and training program, an employer eBook on the value of RAPs, and pre-apprenticeship slide deck presentations, all slated for completion in the next quarter.

Ivy Tech Community College of Indiana (Ivy Tech)

The Ivy Tech Apprenticeship Hub Team celebrated National Youth Apprenticeship Week. The team presented live and on social media discussing the benefits of youth apprenticeships, and significance of RA opportunities for young individuals aged 16–24. Ivy Tech held several meetings and info sessions with stakeholders to demonstrate how RA programs can establish a sustainable stream of skilled labor and enable youth to earn competitive salaries while acquiring the necessary training and expertise to kickstart their careers.

The Apprenticeship Hub Team has completed and attended many training webinars, eLearning, and events. The grant team is actively working on professional development that will lead to further grant success.

Madison County Employment and Training Department (Madison Co. ETD)

The Gateway Apprenticeship Hub has continued efforts to enroll new programs and provide TA to partners through the last quarter of PY2. During

this quarter, another cohort of Special School District of St. Louis County's pre-apprenticeship program and entered work as apprentices at a regional assisted living facility. Enrollment documents were also submitted for the first cohort of Medical Assisting apprentices at BJC Hospital in St Louis.

The Hub also began exploring best practices for programs and grant reporting, offering updated options for receiving data and documentation from partners, and sharing RAP models with more organizations, including several local workforce boards across Illinois. Numbers for expanded programs may look inflated for this quarter due to a misunderstanding of the definition for expanded programs, and these numbers will continue to grow as more employers are enrolled. Conversations also began between a sub-contractor, Fueling Growth Group, and McKendree University, with goals to develop and launch a mentorship training tool for school district partners to provide continuing education to cooperating teachers who oversee teacher apprentices. This will help address challenges for first year and apprentice teachers by having stronger mentorship embedded in the school districts.

Gateway Hub employees continue to attend virtual and in-person meetings and develop TA tools to support new and expanding programs. Hub employees also attend recruitment events to share information with job seekers, and make connections between program sponsors and interested participants.

NYSUT Education and Learning Trust (NYSUT)

NYSED reports 30 registered residencies now

with over 145 certificate programs and includes the first undergraduate program in the state. Currently the guidebook is being revised and an Aspiring Apprenticeship page is being added to the website.

The HUB team is collaborating with the new website launch from NYSED, TEACHNY. This website provides potential apprentices/teacher candidates the various pathways into a teaching career. Coupling this statewide outreach with an Aspiring Apprentice page on the HUB website will supplement information and build recruitment opportunities. The HUB also worked with NYSDOL to create the new school administrator/Building Leader title which was approved as competency based. Several sponsors have already included this title in completed registration paperwork. Buffalo public schools are the first who will receive the initial step-in assistance (at \$6,500 per Apprentice) through philanthropic funding.

Riverside Community College District (RCCD)

Key activities for RCCD as they relate to apprenticeship engagement events or initiatives for the quarter include:

- a) The RCCD Apprenticeship Initiative
- b) Both RCCD WED and Riverside City College Apprenticeship staff attended the Energize SoCal 2024: Sustainability and Mobility Conference held at Chaffey College – InTech Center.
- c) RCCD and Riverside City College Apprenticeship Staff attended the virtual California Institute of Technology (CalTech) Origins of Electric Vehicles conference.

- d) RCCD WED submitted an application on 2/27/24 to be part of a cohort as a DOL Apprenticeship Ambassador.
- e) Grant partner IEConnect (Riverside County Office of Education & San Bernardino County Schools) completed their second cohort of pre-apprentices serving 202 high school students in Automotive and Mechatronics pathways.
- f) LAUNCH completed registration of a new pre-apprenticeship program with California Division of Apprenticeship Standards. This program is designed to support apprentice candidate completing prerequisite coursework and pre-employment training.

South Bay Workforce Investment Board, Inc. (SBWIB)

The SBWIB has continued to expand its apprenticeship initiatives, focusing on creating pathways for underrepresented communities into high-demand industries. This quarter, the apprenticeship programs have engaged a diverse group of participants, particularly targeting sectors such as advanced manufacturing, healthcare, and information technology. Partnerships with local employers and educational institutions have been strengthened, ensuring that the apprenticeship programs are aligned with industry needs and that participants receive relevant, hands-on experience that leads to sustainable employment opportunities.

SBWIB continued working with its DOL coach and other DOL personnel to enforce policies built around specific grant requirements. The team continued working with employers, training providers, intermediaries and other partners to

identify their in-demand occupations for RAP and pre-apprenticeship creation and expansion and undergo the contracting process for them to receive support from the grant. Despite challenges such as participant retention, the program is making strides in achieving its goals.

Southeast Michigan Community Alliance (SEMCA)

SEMCA-WIN Intermediary is approved for 33 occupations and is the active sponsor managing 34 employers with 126 registered apprentices. The WIN staff has delivered Train-the-Trainer programs to multiple organizations, including six Michigan Works Agencies, two Workforce boards and two colleges. Partners GST MiWorks, Oakland County MiWorks, Macomb St. Clair MiWorks, and Washtenaw Community Colleges are now their own Intermediaries. Michigan Works Southwest is awaiting approval. This past quarter the intermediary assisted ten employers with submission of 13 new occupations.

Washington State Department of Employment Security (WA DES)

- Closed third competitive procurement cycle June 28th and prepared for review committee meeting to take place in July and announcement of Apparent Successful bidders in August 2024.
- Subrecipient WTECB (WA Training and Education Coordinating Board) has begun work for third party evaluation.
- Redesigned RFP documents and RFP timeline and more coordinated outreach

through the CCW network resulted in 19 bids submitted, more than double the previous rounds.

- Continued monthly Community of Practice meetings for ABA program builders to provide a forum for TA, and peers to share experience/progress.
- Continued to utilize Sector Intermediary Industry networks to conduct outreach about future procurement opportunities for next round of ABA funding.
- Continued coaching Sector Intermediaries to provide advice and TA regarding their Sector Strategy Reports to potential program builders in their industry statewide.
- Continued outreach to potential apprenticeship/pre-apprenticeship program builders through CCW network, Sector Intermediary employer networks, localized Regional Networks, Educational Service Districts, WDBs, State Agency partners.
- Continued partnership with the State Apprenticeship Agency, WA DOL, and Industries to coordinate workflow with their Apprenticeship Consultants, and used the Cross Agency Work Group meeting to work to further align the State's sector based work across agencies.



Partnerships & Employer Relations

Categories 1–3

Alaska Primary Care Association (APCA)

During this reporting period, APCA successfully collaborated with several key stakeholders to enhance apprenticeship placement efforts and the delivery of the Pre-Apprenticeship in Healthcare Training (PATH) program. APCA collaborated with AJCs throughout the state to initiate a referral program for supportive services and training opportunities statewide, including PATH Academies in Southcentral Alaska. APCA continued its work with the Alaska Area Health Education Council to leverage resources for student outreach to increase enrollment in a Kenai PATH planned for August.

APCA conducted the Anchorage PATH at the Covenant House, aimed at outreach of most vulnerable and underserved urban participants. While working with local employers, APCA found that Alaska recently passed legislation allowing youth (16+) employment in pharmacies. This presents a significant opportunity to utilize the connection with the Anchorage School District to enable youth to enter the healthcare field in an apprenticeship or another training program.

CareerWise New York, Inc.

During the grant period, CareerWise focused on forming novel, cross-sector partnerships to build the required components of an RA. This included collaboration with educational leaders at NYC Public Schools to establish the Career Readiness and Modern Youth Apprenticeship (CRMYA) pilot. By aligning with various stakeholders, CareerWise was able to streamline the recruitment process, which had previously been handled on an individual school basis. This shift helped reduce administrative burdens and improved the efficiency of the program's implementation.

Economic Development and Industrial Corporation of Boston (EDIC/OWD)

Boston EMS has worked with multiple Boston Public Schools to develop an EMS Ready program for high school students, exposing them to life-saving skills and a career in EMS.' Codman Academy will now have two EMS Ready programs, due to high student interest. Edward M. Kennedy also introduced their EMS ready program to students. They plan to work with summer programs to expose young people to hands only CPR and to spark their interest in the medical field. This will not only give young people insight into the field, but it also has a direct impact on life saving as these skills can be applied when individuals in the community need CPR.

Jobs for the Future, Inc. (JFF)

JFF has helped sites to enhance strategic partnerships that advance RA for young adults. One method is to partner with High School Career Technical Education programs to provide in-school-youth career pathways with paid work-based learning that can lead into RA. For out-of-school youth, JFF has been working with sites to focus on systems alignment, including strategic partnerships with State Department of Labor offices to use WIOA funding for pre-apprenticeship and bridge training.

- Educate Maine developed formal partnerships with one new employer (Hughes Bros. Inc.) to register an apprenticeship program in a new occupation (CDL-B Driver – Concrete Mixer Driver).
- JEVS Human Services (JEVS) is reengaging past apprenticeship sites, reengaging apprentices, and gathering feedback to refine their approach. Through targeted outreach and reengagement, they will successfully connect with underserved communities to ensure equitable access to JFF programs.
- Shenandoah Valley Workforce Development Board is involved in the development of a plumbing program (Plumb4Income), in partnership with Laurel Ridge Community College (LRCC), Riddleberger Brothers (employer), and Blauch Brothers (employer) to work toward delivering a plumbing pre-apprenticeship in the northern area of their service region.

Mt. Hood Community College (MHCC)

MHCC's primary RAP partner, Pacific Northwest Carpenter's Institute (PNCI), merged with Southwest Mountain States (SWMS) effective May 1, 2024. This resulted in a restructuring of their organization, which has directly impacted the pre-apprenticeship training, Plus One Program activities, and other services provided for the ABA grant. The SWMS now has RAP training responsibility for all the western states, including Oregon, as part of the large merger. MHCC was informed in May that SWMS is unable to provide partner support for the ABA grant due to a different organizational philosophy. As a result, their 2023–24 personal services contract was placed on-hold and they declined the 2024–25 contract renewal. This change does not impact MHCC's ability to meet the ABA grant requirement that their program is “designed in collaboration with RAP Sponsors” as defined in FOA-ETA-22.

MHCC began work immediately on alternative plans and to find solutions to the program components that were included in their partner services contract. MHCC successfully navigated the transition and started Cohort Three on June 18, 2024 with 8 participants. Faculty and trainers met weekly in June for curriculum planning to adapt to the new 10-week training program.

MHCC staff ramped up recruitment efforts with area schools, non-profit organizations, and community support networks. In addition to CBO networking, several meetings were held with new and current RAP partners. An MOU was drafted with the Laborers and will be completed and signed next quarter. The Sheet Metal Workers, with whom MHCC has an MOU, donated trade specific hand tools and equipment to the pre-apprenticeship/CPELL.

They will be teaching trade-specific curriculum to Cohort Three next quarter. New partners include the Painters and Sprinkler Fitters who will host pre-apprenticeship students for training center visits with hands-on activities.

National Urban League (NUL)

The Urban League of Metropolitan St. Louis has continued to establish partnerships that will expand apprenticeship opportunities to their clients in spite of hiring freezes. During this quarter, they established a partnership with the Independent Electrical Contractors of St. Louis to gain participants entry into their registered apprenticeship program for electricians. Additionally, they established the launch date for the CARE Pre-Apprenticeship Program set to begin in September of 2024.

North Carolina Community College System (NC CCS)

Employer/Sponsor engagement during the quarter is a constant as Apprenticeship NC (ANC) continually builds and follows through on leads to expand existing apprenticeships and register new apprenticeships programs.

Engagement with partners of the N.C. Workforce System continued through the quarter. An on-going strategy and messaging from Apprenticeship Consultants to sponsors is to direct every apprentice applicant to NCWorks Career Centers to be screened for possible services and connection to other WIOA resources.

Pennsylvania Department of Labor & Industry (PA DLI)

Over the past quarter, Keystone Development Partnership (KDP) began working to provide ABA support to 135 apprentices and 135 pre-apprentices in the regions not covered by the ten partnering LWDBs. It finalized the paperwork that will serve as a general, overarching agreement between a program sponsor/ employer and the fiscal agent, identifying programmatic details and pertinent rules and responsibilities. KDP is also helping to develop an additional five registered pre-apprenticeship programs in these regions.

South Dakota Department of Labor and Regulation (SD DLR)

The Start Today team partnered with the Department of Education, Dakota State University, Northern State University and the South Dakota Board of Regents to offer Registered Apprenticeships for current para educators. The majority of the apprentices were female and covered a vast area of the state including very rural and tribal communities. Start Today is continuing to seek opportunities for partnership to increase access for apprenticeships. Start Today has met with Childcare groups to increase apprenticeships in the childcare field. These conversations include post secondary providers and the possibility of creating a pathway for childcare and education.

Vermont Healthcare & Information Technology Education Center dba Institute for American Apprenticeships (IAA)

In partnership with Angelina College, a minority serving institution, LM provides pre-apprenticeship training for individuals interested in their Electronics Assembler RAP in Lufkin, TX.

IAA has partnered with NPower to increase diversity and equity in pre-apprenticeship to apprenticeship pathways and provide supportive services to facilitate entry and successful completion into technology training pathways leading to family-sustaining careers. During this quarter, IAA collaborated with NPower to offer supportive services to pre-apprentices in NPower's Path2Tech and Tech Fundamentals training programs.

IAA, in collaboration with ECEPTS, is assisting Wu Yee Children's Services in San Francisco to develop a Registered Apprenticeship Program. Wu Yee, known for its Head Start and Early Start programs, serves diverse families across 14 neighborhoods in five languages. The program includes two apprenticeships, Teacher's Assistant and Associate Teacher, leading to an associate degree in early childhood education. IAA is working on standards development, with submission to the California DOL planned for next quarter. Wu Yee has an outreach pipeline and a pool of applicants for the program's January 2025 launch.

IAA has also been working with Joliet Junior College (JJC), located in Joliet, Illinois in the development of their Lead Teacher apprenticeship program, which is currently under review for approval by the Illinois Office of Apprenticeship. Submission of the

Lead Teacher occupation expands JJC's offerings which already include RAPs in advanced manufacturing, culinary arts/hospitality, healthcare, information technology, and transportation/logistics.

In partnership with UVM Medical Center (UVMHC), IAA implemented the Phlebotomist apprenticeship in Vermont. During this quarter, IAA hosted an information session in partnership with UVMHC on June 13, 2024.

Category 4

American Association of Community Colleges (AACC)

During this quarter, AACC finalized and fully executed agreements with two employer partners, Tesla and Panasonic; two community college partners, Jackson College (MI) and Kansas City Kansas Community College; and a final national network partner, SNF Writing Solutions.

Community College System of New Hampshire (CCS-NH)

This quarter staff continued to build upon programs and relationships with existing stakeholders, and engaged with an additional 17 stakeholders, to include Guardian Angel Senior Services, Service Credit Union, Micah Studios, Great Brook Academy, NH Ball Bearing, Memorial Hospital, Irving Oil & Propane, Burgeon, FloorWorks, Merrimack County Nursing Home, North/South Construction,

Service Credit Union, Greater Nashua Mental Health Center, Plus Company, Oliver Mechanical, NH Municipality Association, and Duprey Hospitality.

Ivy Tech Community College of Indiana (Ivy Tech)

The IBEW and the Electrical Institute contract was received and has been finalized. Work has increased due to the time of the year. They have several apprentices installing new charging stations throughout the state.

Ivy Tech's contract and partnership with the Indiana Construction Roundtable and Indiana Plan is on track. They will be conducting training, events, and outreach to increase apprenticeship enrollment. They have apprentices focusing on infrastructure throughout the state.

Madison County Employment and Training Department (Madison Co. ETD)

Outreach efforts continued with additional employers in all industries including over 20 school districts between Illinois and Missouri, large bioscience employers such as Thermo Fisher Scientific and Washington University's McDonnell Genome Institute (MGI). MGI prepared to hire 2 laboratory technician apprentices who will start at the beginning of the next quarter. Pre-apprenticeship programs were formalized with multiple training providers. Southwestern Illinois College (SWIC) launched three new pre-apprenticeship programs - early childhood education, emergency medical technician, and pre-education. These programs

plan to enroll a combined seventy participants and prepare them for apprenticeship programs with a variety of employers throughout the region. SWIC will also function as a program intermediary sponsor, allowing for directed enrollment in apprenticeships. Fresh Harvest 365 launched a pre-apprenticeship program for bio/hydro-farming and enrolled participants in the program with plans for the participants to roll into a RAP with placements at employers such as Bayer and the Donald Danforth Plant Science Center, emphasizing an urban approach to modern farming. Efforts with McKendree University and University of Missouri St Louis expanded over this quarter, with numerous new school district partners signed on for enrolling apprentices come Fall 2024. Between the 10 occupations across both universities, the Grantee is anticipating high enrollment numbers this fall—estimated at close to 200 new participants. Efforts by the community colleges will prepare ongoing cohorts for these teacher apprenticeship programs.

NYSUT Education and Learning Trust (NYSUT)

Partnerships with NYSDOL, NYSED and SUNY/CUNY will provide greater equity and access into education professions. It will facilitate equitable service across target populations as well as underserved communities by providing additional entry points and increased tuition assistance. Tuition continues to be a barrier into the profession of education as it is costly and can result in high student debt. Adding a competency based paraprofessional title will provide access to additional tuition assistance (\$8,000) while providing paid OJT. In addition, the new title of Building Administrator opens

leadership access to underrepresented and underserved populations with \$6,500 of tuition assistance for teachers advancing. Additional partnerships have also been established with the NYC Mayor's Office of Talent and the NYS Governor's Offices of Workforce Development and Education. These important partnerships have opened discussions of embedding funding in existing or to-be-created funding through the legislature.

Philadelphia Works, Inc. (PhilaWorks)

As previously reported, PAI is in conversations with their partners around deepening and expanding their Early Childhood Education (ECE) Pre-Apprenticeship program and pre-apprentices. While the program currently focuses on Early Childhood Education and the attainment of a Child Development Associate (CDA) credential, PAI has started conversations around expanding the program to include pathways to elementary and secondary education with a focus on producing teachers of color. This quarter, PAI staff were invited to be a part of a collaboration, initiated by the School District of Philadelphia (SDP), to talk about ECE in the City of Philadelphia and ensure that organizations who are working in the field are aligned in the strategy and aware of the work each organization is leading. In this meeting, PAI staff engaged with partners from SDP, FirstUp, the City of Philadelphia, 1199c, and Community College of Philadelphia (CCP). PAI staff also met with staff from the United Way to discuss PAI's program in ECE and potential future partnerships. PAI will continue conversations with the United Way in the next quarter.

PAI also met with staff at Lincoln University's Center City campus to engage them as

a possible location for the site of their Restaurant Management pre-apprenticeship. While discussions have just started, this potential partnership could provide additional opportunities for young people with Lincoln University, which is a Historically Black College and University (HBCU).

Southeast Michigan Community Alliance (SEMCA)

CAMW!'s partnership with the Workforce Development Institute has led to an expansion of the Women in Skilled Trades Apprenticeship Readiness Program and now has locations in Lansing, Detroit, Flint, and Grand Rapids. Saginaw area is exploring adding a program also. Resume, interviewing materials, and curricula have been shared by the CAMW! ASC to instructors in these new regions.

Washington State Department of Employment Security (WA DES)

The Grantee continues to hold Cross Agency Work Group meeting twice a month with representatives from Career Connect WA partners, WA Employment Security, WA L&I Apprenticeship Division, Washington Student Achievement Council, WA DES' State Board of Community and Technical Colleges, The Office of Superintendent of Public Instruction, Office of Financial Management, WA Dept. of Commerce Innovation Workforce and Industry Sector Development, and WA STEM. Co-ordination activities continue with WA Department of Labor (WA L&I) to align sector hub strategies, utilize WA L&I apprenticeship consultants for TA resource for programs building new apprenticeships.



Outreach & Recruitment

Categories 1–3

Alaska Primary Care Association (APCA)

During this quarter, APCA worked to improve participant engagement and recruiting follow up leading up to the training. This outreach and coordination is being led by APCA's Employment Services Manager, Cheryl Murray, who was hired during this reporting period. APCA has also shifted staffing to incorporate the recruitment and employment services team in the same department as the training team to increase student participation in employment services.

Economic Development and Industrial Corporation of Boston (EDIC/OWD)

Boston EMS worked to ensure the ads used reflected a diverse workforce, and sought engagement opportunities in different sections of the city. Ultimately, Boston EMS' goal is to recruit candidates who reflect the values of the department and demographics of the city they serve. Of the paid Cadets, who began the hiring process at the end of this quarter, 80% who were ultimately hired are persons of color. In an effort to make the process from Cadet to Recruit or EMT course to Recruit Academy more seamless, Boston EMS has solidified a programming calendar which allows for the first

EMT course of the year and second cadet class of each year to feed into the first Recruit class of each year. Respectively, the second EMT course and first Cadet class of each year will feed into the second Recruit class of the year. This allows individuals enrolled in the EMT course to have a clear idea on when they will be able to apply for the Recruit Academy. For Cadets, it allows for minimal (if any) interruption between the end of the employment as a Cadet and beginning of employment as a Recruit.

Jobs for the Future, Inc. (JFF)

- Goodwill of North Georgia (GNG): This quarter, Goodwill provided information about RA to their entire organization and have started to include RA information in monthly employer newsletters. This helps with widespread knowledge and support for these models. They have scheduled youth recruitment training for their Navigators as well.
- JEVS Human Services (JEVS) is working with a technical college leveraging resources from the William Penn Foundation to build a media arts apprenticeship, a career pathway many young adults are attracted to. As a recruitment and engagement effective practice, it will help to expand the youth pipeline by offering interesting opportunities to a new generation. The pending merger with Yes Philly, a school that reengages

about 125 opportunity youth per month, will expand their reach to many more young people.

- Shenandoah Valley Workforce Development Board (SVWDB) is currently examining the existing landscape to find good on-ramp potential. JFF has been providing resources on how a Peer Recovery Coach pre-apprenticeship can lead to a Substance Abuse Recovery Counselor career as part of continuum of positions in Mental Health/Behavioral Health Registered Apprenticeship occupations. Also, JFF has been connecting them to national programs such as National Association of Landscape Professionals to introduce a Landscape Management Technician RAP. Program development continued building on the successful Weld2Work model intended to be developed into a quality pre-apprenticeship and work has been done to establish a relationship with an employer, Innovative Refrigeration, that would guarantee an interview after the completion of the Weld2Work program.

Mt. Hood Community College (MHCC)

Recruitment during this period included new community organizations and contacts at local schools. CPELL staff gave presentations, talked with contacts and/or received recruitment referrals from the following organizations: Latino Network, ImIrJ Asylum Collective, Rotary Club, Clackamas Workforce Partnership Network (comprised of a large group of community outreach and support organizations), Multnomah Education Service District's outreach staff, David Douglas High School

Bi-Lingual Community Liaison, and IRCO, Reynolds High School, McDaniel High School, El Programa Hispano, and Worksource coaches/counselors. CPELL hosted a campus visit of "newcomers" from Gresham High School- over 60 students attended, all of whom were language learners.

Project L.I.F.T. Inc. (PLI)

PLI used marketing to bring attention to the electrical apprenticeship program, highlighting on social media the first-ever Youth Apprenticeship Week as well as an Electrical "Watt Workshop" tailored to pre-apprentices and young adults interested in electrical apprenticeship. Additionally, during this time PLI brainstormed ideas for marketing targeting electrical employers for the upcoming August 2024 electrical apprenticeship class.

As part of ongoing outreach efforts, PLI has increased its presence in numerous ways, including through meetings, events, brochure distribution, social media, Workforce Boot Camps, meet and greets, demonstrations of equipment, and face-to-face education within the community. These efforts ensure PLI does everything possible to connect pre-apprentices with the resources they need to succeed.

This included:

- Presentations with various Electrical Companies.
- Economic Development Council (EDC) meeting in St. Lucie County.
- Various meetings at multiple different Chambers of Commerce.
- LinkedIn, Facebook, and Instagram social media posts.

- ABCI luncheons with members.
- Career Fairs.
- Community roundtable events.
- PLI on-location events for donors and community partners; and
- Local chapter TCBA meetings

Staten Island Performing Provider System (Staten Island PPS)

Staten Island PPS and recruitment partners provided outreach to 109 people for the CHW program, 16 for the CRPA program, and 120 for the HHA program. The recruitment efforts were done by sharing upcoming pre-apprenticeship programs with employers and schools in the community. The Grantee created flyers and had people sign up for the pre-apprenticeship programs. Staten Island PPS also had experts from the employer sites screen/interview the candidates. Prospective participants who did not enroll during the quarter were given the opportunity for the upcoming course.

Categories 4

American Association of Community Colleges (AACC)

AACC has been tracking developments in the electric vehicle industry and looking for trends in higher education. Calls have been held with colleges focused on creating these programs so that the ECCA EV Hub can be built to be most

responsive to colleges that are looking to scale such technologies and programs at campuses across the country.

Central Community College (CCC)

Northeast Community College (NECC):

- Continued and expanded outreach within the NECC service area to educate potential apprentices and businesses on the apprenticeship model.
- Hosted a booth at several new student registration events to educate these individuals on getting involved in apprenticeship while they are attending college.
- Presented to a group of roughly 40 people in the NECC student services division. Staff were educated on the apprenticeship model and their role in the success of the program.
- Presented to 25+ people at a business and industry meeting in Wayne to educate them on apprenticeship and how their business can get involved.

Community College System of New Hampshire (CCS-NH)

Staff attended over 100 meetings and events with employers/sponsors and over 50 meetings with partners/stakeholders, provided information at eight career fairs (Groveton, White Mountain Regional and Portsmouth High Schools, Business2Business Career Fair, Automated Manufacturing & Bio-Fabrication Career Fair at MCC, NH Energy Week Career Fair, Resource Expo Fair at Nashua Adult Learning Center, IINE Job Fair at Manchester's

Congregational Church), and presented at events (including Advanced Manufacturing Roundtable, White Mountain Paper Information Session, Western HUB Day, Mount Washington Valley Chamber of Commerce Forum and Business Expo, WorkReady Business Expo, NH VFB Lunch & Learn, Youth ApprenticeshipWeek Virtual Session, Industry Crawl, CCSNH Symposium Day, Leadership Integration Day, etc.), participated in a Derry Community TV interview to promote apprenticeship and pre-apprenticeship, and provided a virtual presentation during NH Energy Week covering the Weatherization apprenticeship.

Madison County Employment and Training Department (Madison Co. ETD)

The Gateway Apprenticeship Hub utilizes both in-person and virtual meetings to engage in outreach activities. Employer meetings often include an outline of the core elements of an apprenticeship, and overview of funding opportunities including grant funds and other funding resources such as state tax credits, and a review of employer needs. Recruitment of participants has been most successful in in-person settings such as recruitment events and professional development meetings. The Grantee ensures that all prospective participants are provided with a robust information package that outline program options, entry-requirements, and funding opportunities.

NYSUT Education and Learning Trust (NYSUT)

Outreach has occurred on multiple levels, through phone calls, email, virtual meetings,

and in-person meetings. The efforts by the HUB have continued to grow the outreach success, exceeding grant goals at a rate of over 20x. The outreach has been developed across multiple platforms to include the creation and distribution of resources in-person or virtually.

Philadelphia Works, Inc. (PhilaWorks)

The Apprenticeship team of PhilaWorks supported Drexel University in their recruitment for their Medical Assistant apprenticeship program. Drexel's employer partners wanted to recruit from a specific neighborhood in Philadelphia, which is served by the PA CareerLink® North center. This was the first time the team assisted an apprenticeship sponsor in creating a recruitment event for their program. The staff at PA CareerLink® supported and referred eligible participants with the qualifications needed to apply for the program. Fifteen participants were referred to the program and attended an information session to learn more about the program. Eight participants applied for the opportunity and six participants were sent to the employer for a second interview. The employer ultimately chose one participant to hire for the program.

The Apprenticeship team also began discussions with the PA CareerLink® System Wide Services team to develop an in-person workshop on apprenticeship specifically for career-seekers in the PA CareerLink® centers. The initial goal of this presentation is to provide career seekers with additional knowledge on registered apprenticeship and pre-apprenticeship programs, their benefits, and how to find and apply for open apprenticeship opportunities.

Southeast Michigan Community Alliance (SEMCA)

Presented information on SACA credentials and how they can help advance career development. This information was presented at the Region 29 Career Technical Council and Perkins Coordinators Joint meeting.

- Hosted the second Touch a Job event, a great partnership with the Livonia-Westland chamber and employer partners. The 200 attendees explored various in-demand career pathways and engaged in hands-on activities. The event is geared towards middle and high school students and their families, although it was open to everyone.
- Attended the college's Middle School College Night. Middle school students and their families had the opportunity to hear informative presentations on Financial Aid, Admissions, career pathways and dual enrollment. Additionally, many colleges and universities in the state had representatives in attendance to showcase their institutions and provide additional information.
- Hosted the biannual Job Fair, featuring almost 100 employers. The job fair is open to students, alumni and community members – this year saw 350+ job seekers.
- Attended the second annual Backpacks to Briefcases event, hosted by Wayne RESA. SEMCA interacted with approximately 120 middle and high school students.
- Attended the Skilled Trades Career Fair at Churchill High School, interacting with 40+ students seeking career information.
- Hosted annual STEAMz event, providing a platform for diverse perspectives related to relevant community and societal issues.

This year's theme was "Local Engagement, Global Impact". Presentations covered a wide range of topics including artificial intelligence, health care, language and women's soccer.

- Opened 2 Reflection Rooms on campus. Spaces are available to provide a welcoming and inclusive environment for personal prayer, reflection, contemplation and meditation for students and employees.
- Oakland CC: Presented information to 251 participants in various sessions, held 3 career fairs for 230 students and included employer Stellantis, and hosted 2 DEI camps focusing on career exploration 78 youth.

IV

Training Design

Categories 1–3

Dallas College

The six online courses— Early Childhood Educator, Early Childhood Paraprofessional, Teacher Assistant, Paraprofessional-to-Teacher, Culinarian, and Sous Chef—establish a baseline introduction to sanitation, the ins and outs of the service industry, and nutrition. These classes allow apprentices to understand the more detail-oriented processes that they will need for their culinary career. The Service Industry course is designed to have students practice and be aware of *soft skills* such as guest relations, desecration, and employee management that are not highlighted in traditional pathways. The classes, which are self-paced, allow the apprentices to work around their work schedule and be able to practice time management between their work, classes, and personal lives.

As of June 25th, the contract for Coherent Cyber Education was approved in the workflow and uploaded in WorkDay as a proprietary agreement. Coherent Cyber Education, LLC, has a comprehensive cybersecurity training curriculum designed to serve both youth and adult learners to prepare individuals for careers in cybersecurity. They are aligned to Texas Knowledge and Skills Standards, the National Initiative for Cybersecurity Education, the Department of Defense, and multiple CompTIA industry-based certifications.

Electrical Training Alliance

Summary of the English to Spanish translation of the Grantee's 1st year pre-apprenticeship curriculum:

Textbooks

- DC Theory
- Conduit
- Applications Manual
- Applied Codeology 2020 – first chapter translated and paged, waiting on notes from

SME for remaining chapters

- Construction Drawings – with translators

LMS Courses (none are done, but in progress; all modules and lessons are still under construction):

- Electrical Theory 1 – Modules loaded, and quizzes imported
- Harassment Prevention – 2024 – Course created; Module 1 loaded
- Introduction to Apprenticeship – Shell created; modules loaded
- Constructing Your Future – Course created; modules loaded, and quizzes imported
- Codeology 20 – Modules with translators
- Electrical Job Information – Modules being translated
- Construction Drawings – No modules; have not started on lessons
- Conduit 1 – Modules being translated

Mt. Hood Community College (MHCC)

Program staff and trainers continued to deliver culturally responsive training curriculum to serve the second and third cohorts of English language learners (ELLs). The curriculum for this underserved population was developed and tested for Cohort One and improved for Cohort Two. A Team Teach model was implemented in which the ESL and Construction instructors worked in class together for several hours per week to better integrate English and the Construction Theory portions of the training program. This was a success with cohort two and will be utilized for cohort three.

Consultant activities began in June 2024 and have included meeting with several area RAP teams and weekly staff/instructors meetings for program updates, lesson planning, and curriculum development. More collaboration took place with the math instructor to continue to better align math and construction lessons. The Sheet Metal Workers and Laborers have agreed to offer trade-specific hands-on lessons for future pre-RAP groups. Planning for that has begun. Instructors created a "Weekly Program and Student Self-Assessment" worksheet that students complete at the end of each week. This feedback will be used to make program adjustments, if needed, and for students to track their own learning and progress.

Employment Preparation training, specific for ELLs, was revised and implemented. Topics included professional communication, time management, goal setting, financial literacy, cultural values, skills identification, 30-second commercials, resume writing, interviewing for the trades, and RAP and job search activities. MHCC learned that students needed to be more familiar and comfortable with email and

technology (iPads specifically) therefore cohorts two and three have several activities using iPads, including Burlington English lessons, OSHA training, apprenticeship and job search activities. Financial Literacy workshop programming was also designed based on students input and interest.

National Urban League (NUL)

The Urban League of Metropolitan St. Louis has been working with the local community college network to create training classes for the CastR test that has historically been a barrier to accessing energy careers in the St. Louis region. In addition to the CastR, they are working to update the HVAC curriculum to be recognized by the utility companies that are partnering on their pre-apprenticeship program. By removing these barriers, participants who would have been unable to be eligible for RAPs with Ameren, for example, will now be able to receive the necessary qualifications through the CARE program to embark on energy careers. These efforts highlight the foundational work the Grantee is doing to remove longstanding barriers that have created inequities in clean energy and have limited the RAP opportunities in the industry.

SER Jobs for Progress of the Texas Gulf Coast, Inc. (SERJobs)

During this reporting quarter, the ABA team focused on process improvements to increase the placement rate of those enrolled. This has involved improved and more comprehensive assessments prior to enrollments, as well as adaptations to the curriculum for each training

program. Currently, the training department in collaboration with the Apprenticeship Coordinator has used the HVAC tests to assess client performance and identify areas where additional training may be needed. The goal is to continuously apply this approach to each pre apprenticeship program as new needs arise.

Additionally, SERJobs is developing a Customer Service Apprenticeship with Dream Keepers as well as continuing to work with employer partners on their own apprenticeship programs.

typically within individual departments of either a community college or university. The Grante has spent hours with subject matter experts to develop clear and impactful pre-apprenticeship programs with the goal of high success rates in associated apprenticeship programs. This included reviewing other program models and extracting key details that lend support to the success of participants, while also considering feedback from participants. Most new programs have intentions of continued curriculum review based on participant and employer feedback moving forward to ensure apprentices are achieving industry-recognized goals.

Category 4

American Association of Community Colleges (AACC)

Jackson College reviewed their existing first responder and allied health care program curriculum and pathway maps to identify RA alignment elements related to EV safety components on AACC's EV Hub. It was determined that a majority of the content for these existing education and training programs would remain intact, but upskilling would be required. For example, the EMT who treats a patient during a automotive accident involving an electric vehicle needs to be aware of additional chemical exposure and/or respiratory impacts.

Southeast Michigan Community Alliance (SEMCA)

MWTEC in partnership with MICHauto and LEO sent 10 community colleges, SEMCA-WIN's Laurie Huber and three state leaders to a collaborative meeting in Nashville, TN, to engage with Ford and Nissan. The goal was to identify training curriculum needed for the seven facilities in Michigan, including the new Blue Oval factory in Marshall, MI. MWTEC is working with SME Tooling U to bring a collaborative curriculum forward to build pre-apprenticeships, school to apprenticeship, and incumbent worker training.

Madison County Employment and Training Department (Madison Co. ETD)

The development of curriculum occurs in multiple meetings with subject matter experts,



Case Management/Supporting Services

Categories 1–3

City of Springfield

Comprehensive case management and supportive services were offered to ensure participants could effectively engage in grant-funded activities. Supportive services included transportation assistance, childcare support, and access to necessary work tools and uniforms.

Participants received transportation vouchers or passes to ensure they could attend training sessions, apprenticeship opportunities, and other related activities without barriers.

For participants with young children, the program provided access to childcare services, allowing them to fully engage in their training and work responsibilities.

Participants were provided with essential tools, uniforms, and safety gear required for their specific apprenticeship roles.

These supportive services were delivered by grant staff through a combination of direct provision (e.g., vouchers, passes) and partnerships with local service providers (e.g., childcare centers). Case managers played a key role in coordinating these services to meet individual participant needs.

The supportive services provided were instrumental in removing barriers to

participation, enabling participants to fully engage in their training and apprenticeship activities. As a result, participants were better equipped to complete their programs, leading to improved retention and success rates.

Economic Development and Industrial Corporation of Boston (EDIC/OWD)

Action for Boston Community Development (ABCD), Inc., continued working with BEST to provide support services navigation to their students. They held weekly Client Disposition meetings to discuss employment-based case management services beginning with the identification of barriers to employment and the supportive services EDIC/OWD's clients needed to mitigate those barriers. These included transportation assistance, housing/utility bills support payments, purchase of professional attire and footwear, grooming expenses payments, food insecurity, etc. Of the 20 students enrolled this quarter through ABA funding, 90% were immigrants. Nearly half of them recently arrived in the U.S. from Haiti under the Biden humanitarian parole program. An additional four students entered the country as refugees or asylees.

Students sought assistance from the Support Services Navigator this quarter in finding stable housing: 45% (9/20) of students reported living with relatives/friends and an additional student was living in a temporary shelter at the time

of enrollment. The majority of them did not have their own rooms. Students were asked to contribute to rent, or they faced eviction risks. In addition, students with their own housing needed rent payment assistance, with three students requesting rental assistance within the first week of class. BEST provided direct financial support to address these challenges. Their ABCD Supportive Services Navigator continues to work with clients to find reasonable-cost stable housing.

Electrical Training Alliance

The assistance from Catholic Charities is being used in the English as a second language (ESL) program along with other supportive services they offer. An ESL class, which is currently underway at the Riverside/San Bernardino JATC, currently has 22 individuals taking this training along with the pre-apprenticeship course. Some of the other supportive services that Catholic Charities is offering participants are transportation assistance, immigration services, counseling services, food assistance as well as other services with those in need. The Grantee will continue to promote these services as it expands their work with Catholic Charities to areas where additional participating JATCs are located.

Other supportive services that participants receive through the grant are all the textbooks and online access to course material, a pair of work boots and a new set of hand tools for their OJT. The Grantee is looking to start at least two more classes with Hispanic (ESL learners) as participants. The Grantee hopes to get both these classes up and running by the end of 2024.

Mt. Hood Community College (MHCC)

MHCC revised and finalized student supportive services and incentive policies. Based on need, supportive services were offered in some of the following ways—work boots, gas cards, rent, utilities, food, and car insurance. Because of the supportive services, students were able to remain in the program of study despite the rigorous 40 hour-per week training schedule. MHCC's biggest barrier in offering needs-based support is collecting supportive service documentation in a timely manner and navigating the often-slow college process for issuing checks. For Cohort Three, MHCC introduced budget worksheets earlier in the program and has been able to complete the needed backup documentation more efficiently. The Grantee continues to work with college staff to ensure payments are as efficient as possible.

The second part of the ABA grant, that aims to support first year apprentices who are English Language Learners (ELLs), continues to move slower than the original timeline. In the previous reporting quarter, MHCC identified an ESL instructor to observe PNCI's first term classes. The instructor observed 70 hours of introductory classes and interviewed students, trainers and staff at PNCI. The final report and recommendations were completed and reviewed in April.

North Carolina Community College System (NC CCS)

ApprenticeshipNC has budgeted funds for Supportive Services assistance for apprentices with a wage rate at \$15.00 per hour or less. This funding is specific to transportation, childcare, housing, or counseling needs of the apprentice. The assistance is a one-time payment of

\$250.00 and can be accessed through an application process that requires completion by the Sponsor and Apprentice. The application is forwarded to the Grant Administrator for review. There were zero (0) applications received and approved for the quarter. To date, 30 applications have been approved totaling \$7,500.00 dollars.

Project L.I.F.T. Inc. (PLI)

PLI provides transportation services for pre-apprentices to and from programming locations, thus eliminating the barrier of unreliable transportation. This service is essential for participating families of low socio-economic status who may lack the means to provide transportation on their own.

To demonstrate this initiative's effectiveness, PLI now includes relevant transportation data in the QPR. Specifically, for PY2 Q4, PLI provided transportation services for 63 of the 85 pre-apprentices (including duplicated pre-apprentices that have been in the program before), equating to 71%. Since July 1, 2022, PLI has provided transportation services for 316 of the total 563 unduplicated pre-apprentices in the program, equating to 56%.

Additionally, meals are provided to all participants each day of programming, and those who need extra food assistance can access a food pantry through PLI. These food assistance opportunities are available at all PLI locations and to all pre-apprentices.

South Dakota Department of Labor and Regulation (SD DLR)

Apprenticeship Coordinators are working through enrollment processes with apprentices to document current processes to establish a better streamlined process. The financial services policy includes required documentation. South Dakota is using SAEF formula funding to develop a proprietary system to serve as a one stop MIS for RAs in South Dakota.

Wilderness Education Project (WEP)

WEP's six Career Support Specialists are essential for assisting high school students with Project Navigate in WEP's underserved communities by providing tailored support and resources to explore and access employer and apprenticeship opportunities. They offer individualized career counseling sessions to understand each student's strengths, interests, and goals, while also helping with resume building, interview preparation, and exploration of pre-apprenticeship programs in various industries. Additionally, they organize networking events, skill development workshops, and provide assistance with financial aid and scholarships. Through ongoing support and community partnerships, Career Support Specialists empower students to pursue rewarding career paths.

Category 4

NYSUT Education and Learning Trust (NYSUT)

Partnerships with NYSDOL, NYSED and SUNY/CUNY will provide greater equity and access into education professions. It will facilitate equitable service across target populations as well as underserved communities by providing additional entry points and increased tuition assistance. Tuition continues to be a barrier into the profession of education as it is costly and can result in high student debt. Adding a competency based paraprofessional title will provide access to additional tuition assistance (\$8,000) while providing paid OJT. In addition, the new title of Building Administrator opens leadership access to underrepresented and underserved populations with \$6,500 of tuition assistance for teachers advancing. Additional partnerships have also been established with the NYC Mayor's Office of Talent and the NYS Governor's Offices of Workforce Development and Education. These important partnerships have opened discussions of embedding funding in existing or to-be-created funding through the legislature.

Southeast Michigan Community Alliance (SEMCA)

As part of the Women in Skilled Trades Apprenticeship Readiness Program, participants are given the opportunity to visit trade union partners at their training facilities and take part in hands-on activities. As an added bonus, participants are able to interact with union representatives, which has given them an advantage if they later decide to apply to that trade. The participants not only feel more comfortable with those representatives during the interview, but the trade representatives also know the participant, allowing them to stand out among others in the candidate pool.

VII

Pre-Apprenticeships (Programs and Strategies)

Categories 1–3

Chicago Women in Trades (CWIT)

All-Women's Carpentry Pre-apprenticeship – Eight women graduated from the all-women's carpentry apprenticeship on May 10th and were indentured into the apprenticeship on May 13th. Prior to graduation, CWIT and the Mid-America Carpenters Regional Council Apprentice and Training Program hosted an interviewing event to facilitate placement of new apprentices. In all, six women were immediately employed, in large part due to Consolidated Flooring, a company that recently made a commitment to increase the number of women in their workforce by signing on to the Chicago Carpenters' Partnership program.

Painters' Pre-apprenticeship – 13 women enrolled in and completed the painters' pre-apprenticeship and, thus far, 7 have entered apprenticeship or employment in the field. One contractor went to the hiring event saying he was "too slow to hire anyone" and, by the time he left, he had sponsored two applicants, saying "the candidates were too good to pass up." To encourage contractors to invest in these students, CWIT also invited the local AJC to present at the event, and three contractors subsequently received OJT funds to train their new apprentices.

Economic Development and Industrial Corporation of Boston (EDIC/OWD)

YBB

YBB will begin reorganizing programs to offer all of their vocational students (currently two programs— Building Trades Exploration (not funded currently) and Pre-Apprenticeship) an opportunity to complete the program with a certified pre-apprenticeship. While Building Trades Exploration (BTE) candidates are meant to have the opportunity to enter RAPs, they have historically had worse outcomes than pre-apprenticeship candidates. Often, BTE candidates presented higher needs than pre-apprenticeship candidates, creating an equity issue within the current program structure.

Under the new program structure, YBB funnels all candidates through one cohesive program split into stages. In Stage 1, candidates will earn their high school diploma as well as key credentials from NCCER. This should take about six months, and lead into Stage 2, which is the pre-apprenticeship program. Candidates taking part in the first cohort under the new program structure will enter Stage 2 in March 2025. Their Career and Resource Fair will foster placements for the remaining students.

Electrical Training Alliance

San Bernardino California's re-entry program
The International Brotherhood of Electrical

Workers at the San Bernardino California JATC, has made a pathway for both men and women who are incarcerated or has recently been released from an institution within the County of San Bernardino to participate in the ABA grant pre-apprenticeship program. There are several skilled and gifted craftsmen that are behind prison walls and already have electrical experience. They intend to give someone the opportunity to start their career and help them transition back into the public by training them and trying to get them placement into the electrical program.

Jobs for the Future, Inc. (JFF)

Shenandoah Valley Workforce Development Board (SVWDB): A plumbing program (Plumb4Income) is being developed in partnership with Laurel Ridge Community College (LRCC), Riddleberger Brothers (employer), and Blauch Brothers (employer) to work toward delivering a plumbing pre-apprenticeship in the northern area of their service region. There have been some difficulties with adding programs to the Eligible Training Provider List (ETPL), but the work is moving forward. Additionally, SVWDB is working on an amended version of the Plumbing I course for the Plumb4Income initiative that involves more in-person class time with hands-on support instead of the typical number of remote hours involved. They have found to be a successful structure for the population they serve.

Vermont Healthcare & Information Technology Education Center dba Institute for American Apprenticeships (IAA)

IAA finalized the development of a pre-apprenticeship program for BCOE. This project is focused on creating an occupationally agnostic portion of pre-apprenticeship training focused on professional skills and digital literacy technical instruction, intended for implementation with employment social enterprises (ESEs) through the REDF network. IAA is actively facilitating the integration of RAs into this pre-apprenticeship framework, providing support for a tailored portion of technical instruction that aligns with these RAPs. First deployment is planned for quarter three 2024.

Categroy 4

Central Community College (CCC)

Southeast Community College (SCC) partnered with Kawasaki to add a welding quality pre-apprenticeship for high school students over the summer. Began with 23 high school pre-apprentices, and ended with 18. A few students discovered they did not wish to pursue a welding occupation, and some were commuting to Lincoln from another town and did not wish to continue commuting. Pre-apprentices began at \$19 per hour, and some ended the summer at \$23 per hour. Kawasaki hosted a celebratory pizza party at the end of the summer.

Economic Growth Foundation (EGF)

Workforce navigators made substantial progress in expanding pre-apprenticeship opportunities. The summer IT pre-apprenticeship program conducted by TECH CORPS, with 77 enrollees, set the stage for future IT apprenticeship programs. The team submitted new operating plans for three high school sites, focusing on IT and Finance career clusters for the 2024–2025 school year. They also played a key role in the Fast Track to IT pilot program, which prepared 15 participants for entry-level IT jobs or apprenticeships.

Philadelphia Works, Inc. (PhilaWorks)

This reporting quarter, Philadelphia Academies Inc. (PAI) continued to transition their existing Philly Tech Gateway Afterschool program into a registered pre-apprenticeship for Cybersecurity Technician. This quarter PAI met with partners to refine the program and finalize curriculum. PAI plans to have a final draft of the registration application for partners to review by the end of July 2024 with the goal of submitting their application to the ATO by August 2024.

PAI staff have also been leading discussions with the Pennsylvania Restaurant and Lodging Association (PRLA) and the National Restaurant Association Education Foundation (NRAEF) to potentially pilot a pre-apprenticeship in restaurant management that would lead into NRAEF's national RAP. Conversations began in PY2, Q1, and have been continuing each quarter. In this quarter PAI staff began drafting the registration application as they continue to meet with PRLA and NRAEF to finalize the strategy, format, and curriculum for this program.

South Bay Workforce Investment Board, Inc. (SBWIB)

SBWIB involvement extends to organizing summer pre-apprenticeship programs, like the Shared Aura Seating initiative, in collaboration with One-Stop Centers, community-based organizations, and community college partners. In partnership with SWE Professional Development, SBWIB works on securing scholarships funded by area companies, promoting apprenticeship programs, and presenting at their conference.

SBWIB is actively involved with USC's Semiconductor DREAMS Hub, where the Grantee is piloting a pre-apprenticeship to RAP, referred by Jalil Bishop, USC's Semiconductor Workforce Strategist. SBWIB engagements with industry partners include Port Therapeutics, which has signed a Pre-Apprenticeship Work Experience (PWE) agreement, and Relativity Space, where the Grantee has connected with production managers to explore opportunities in CNC and Additive Manufacturing.

Southeast Michigan Community Alliance (SEMCA)

MWSE is in conversations with Jackson College about creating a pre-apprenticeship program for Utility focused careers. This would include Wastewater treatment plants, municipalities who need electrical wiring done, and other smaller, for-profit utility companies. This idea was spawned when some of the line workers were not hired by Consumers Energy after completing CLIMB school. Other industry focused pre-apprenticeship discussions have been had but are not in full swing yet.

VIII

Performance Reporting

Grantees in Categories 1, 2, and 3 continued reporting performance data during this reporting quarter (PY2 Q3). Grantees in Category 4 continued to report data on their activities, particularly in areas such as stakeholder engagement, individuals enrolled in a RAP, and individuals enrolled in a pre-apprenticeship developed with ABA (see Appendix: QPR Tables). Grantees continue to solidify their partnerships and receive additional reporting guidance, support in enrollment processes and data management infrastructure.

Categories 1–3

Able-Disabled Advocacy (A-DA)

During this reporting period A-DA:

- Enrolled 18 new participants. Of the 18 participants, 15 were enrolled in IT training, and 3 were enrolled in construction training. A total of 105 participants have been enrolled in the ABA program and all fit the underserved/underrepresented criteria.
- Placed 15 into a RAP, of which 7 of them were placed into construction trades RAPs and 8 into IT RAPs.
- A-DA staff continued to offer IT training in CompTIA A+ and CompTIA Security+. A-DA reports having 85 participants enrolled in the IT training.
- The A-DA youth programs staff continued providing pre-apprenticeship construction training. 15 participants had earned a Multi-Core Craft Curriculum Certificate.

Alaska Primary Care Association (APCA)

During the reporting period, APCA offered 4 PATH academies, 2 of which targeted underserved groups including English language learners and youth experiencing homelessness. To improve the enrollment process and increase enrollment, APCA also moved its outreach and recruiting staff under the same team that delivers the PATH program, and hired an Employment Services Manager to lead the team.

Economic Development and Industrial Corporation of Boston (EDIC/OWD)

Boston EMS: There was one ABA candidate who completed the RA Recruit Academy and became Boston EMS EMTs. Fifteen individuals (12 Cadets; 3 scholarship recipients) completed the pre-apprenticeship EMT course and enrolled in the April 2024 (24-1) Recruit Academy.

11 scholarship recipients continued through the January '24 EMT course. Of the 11, 7 completed the course and are eligible to take the State

and National EMT exams. The other four individuals completed the course, however, after remediation, did not have a passing score and therefore were not eligible to take the EMT exams. After some reflections with the candidates that did not pass, Boston EMS feels strongly (especially with two of them) that they have identified the factors that made it hard for them to be successful in the EMT course, and are looking at ways to support them going forward.

The second cohort of Boston EMS cadets began their programming in April 2024. There are 15 candidates who began the process; Boston EMS is looking to continue building on the programmatic side to help these candidates be successful in obtaining their EMT certifications and applying to the Boston EMS Recruit Academy.

MassBioEd: The first cohort of Pre-Apprentices completed their programming at the end of June; 10 of them graduated. A few of them applied to the Worcester-based Biomanufacturing Technician RAP set to begin on July 31. One of their graduates has joined the RAP. MassBioEd is anticipating more pre-apprentices to apply for this year and 2025.

Electrical Training Alliance

ETA has 13 cohorts that have completed training with several classes from the same JATC. So far, these classes have had 485 participants of which 177 have completed to date. Many will be completing their classes next quarter. Of the 177 completers, 145 have been indentured. ETA expects to show a larger number of individual completers upon receiving accurate reporting data from their participating JATCs.

The Grantee expresses that it has not been able to report accurately any completers or indentured apprentices because of an issue they are having with WIPS. This problem may stem from the program and while the Grantee is running a pre-apprenticeship program. There seems to be a glitch in the program concerning the back-end programming. The Grantee has WIPS help tickets open and have had several TEAMS calls with the WIPS team.

Madison County Employment and Training Department (Madison Co. ETD)

While planning for large enrollment in the fall, the Grantee connected with all of its partners and collected information about their experiences in apprenticeship thus far. The grantee wants to ensure as much support as possible as partners are getting used to apprenticeships and RAPIDS. The Grantee worked with their DOL OA ATRs to ensure that partners were properly uploading information into RAPIDS, and facilitated meetings to clean up any missing information.

Mt. Hood Community College (MHCC)

Six Cohort Two students completed the CPELL pre-apprenticeship program in April and all were accepted to the Carpentry RAP. With support from the Career Coach, several students were in the process of applying to additional programs including Plumbers, Sprinkler Fitters and Sheet Metal workers. The RAP application processes are different for each program and often complicated, therefore the support offered by MHCC's Career Coach in navigating the steps has been vital.

National Urban League (NUL)

Recent updates have reduced training fields to apprentices only, and completely excludes pre-apprentices. For Category 3 grantees, this underreports the training that pre-apprentices are receiving, and places disproportional weight on tracking register apprenticeship data that are difficult to track for affiliates who do not sponsor RAPs. NUL would find it helpful to receive additional resources regarding how to best capture the training pre-apprentices receive.

Pennsylvania Department of Labor & Industry (PA DLI)

All LWDBs have partnered with sponsors to identify apprentices and pre-apprentices that will be supported through ABA. There is often a lagtime between when a participant is enrolled to receive ABA funding and when their sponsor receives reimbursement, so the numbers reported will somewhat differ from actual numbers. Pre-apprentices saw significant enrollments over the past quarter, with nearly a five-fold increase in participants served. Apprentices served also increased by more than a third. Most participants enrolled to date are considered underserved (68/74 pre-apprentices; 40/53 Apprentices).

Project L.I.F.T. Inc. (PLI)

During this reporting quarter, PLI enrolled 55 pre-apprentices, bringing the total number to 563 since July 1, 2022. This not only surpasses PLI's second-year goal of 75 but also exceeds the four-year goal of 300 by 188%. Furthermore, PLI witnessed 30 pre-apprentices complete the pre-apprentice program, making the total

count 319 since July 1, 2022. This achievement surpasses the yearly goal of 60 and exceeds the PLI four-year goal of 240 by 133%.

During Quarter 4, the Workforce Program Coordinator, was able to connect one of the Craft Trainees in the Martin City/Palm City January Class with an employer. With this connection, PLI was able to add one apprentice to their Year 2 total. As a result, the total number of RAP participants since July 1, 2022, is 34 with 12 dropouts, resulting in a total of 22 currently active in the apprenticeship program.

South Dakota Department of Labor and Regulation (SD DLR)

WIPS reporting and a comprehensive data management system continue to be a pain point for the Start Today team. Start Today has enrolled 179 apprentices into their system and the report shows this, but then the WIPS report only shows 135. SD DLR is unsure where this discrepancy comes from.

Another pain point is reportable individuals. While aware that reportable individuals is not a requirement of the grant, SD DLR feels that it helps paint a better story of its successes. This issue lies more with the Grantee's data management system, but they wanted to share that they do have more reportable individuals than what shows on the WIPS report.

DLR is working to expand the number of programs and occupations offered in South Dakota. These expansion efforts in conjunction with previous efforts such as the pathway partnership should lead to addition youth participants. Currently DLR has added 69 youth apprentices.

Staten Island Performing Provider System (Staten Island PPS)

Staten Island PPS had 52 participants during this quarter:

- 38 Community Health Workers (CHWs),
- 9 Certified Recovery Peer Advocates (CRPAs), and
- 5 Home Health Aides (HHAs).

Of the 52 participants, 35 pre-apprentices began their apprenticeship.

Vermont Healthcare & Information Technology Education Center dba Institute for American Apprenticeships (IAA)

During this quarter, 79 participants were enrolled, 72 (91%) completing pre-apprenticeships and 64 (81%) enrolling in a RAP. Sixty-three (80%) of the participants enrolled this quarter were from underrepresented/underserved populations.

Wilderness Education Project (WEP)

Project NAVIGATE has enrolled 370 student participants (total) from Garrard County High School, Johnson Central High School, Pulaski County High School, Russell County High School, Southwestern High School, and Wolfe County High School for years 1 and 2.

Currently, 171 students are enrolled in a pre-apprenticeship, 126 pre-apprenticeships have been completed, 34 pre-apprenticeships have been canceled, and 39 students have moved on to complete a full apprenticeship working with an employer.

Workforce Development Board of Herkimer, Madison, and Oneida (WDB-HMO)

The Grantee recognized a continued trend in their QPRs in which many targets are either coming back as 0 when they should not be, and other targets including a number that is not reflective of current numbers. I am working on identifying what this issue is and hopefully having more accurate numbers in this quarters program report.

Category 4

Adaptive Construction Solutions, Inc. (ACS)

At half-way through the grant's period of performance, ACS has met 50% of the following deliverables: new RAPs (219%); new sponsors (185%); expanded RAPs (53%); and apprentices registered (61%).

1,330 apprentices were enrolled in RAPs registered or expanded with the support of ACS, as reported in WIPS. ACS continues to support employers referred for assistance in developing RAPs.

Many of the new referrals are small employers ranging from 10–50 employees. For all employers engaged, ACS provided information on the responsibilities of administering a RAP as well as the option to join an existing RAP. For employers who chose to develop a program, ACS conducted outreach for these employers to gather state requirements, such as ratios, and assisted to identify related instruction

providers to meet the employers' needs in the identified occupation(s). For employers seeking to join another RAP, ACS researched and connected with sponsors who were accepting signatory employers.

Community College System of New Hampshire (CCS-NH)

During this reporting quarter, CCS-NH developed 5 programs (4 RAP's and 1 pre-apprenticeship):

- 1 RAP developed with LNA Health Careers and standards signed this quarter. Occupation: LNA.
- 1 RAP developed with Sanel NAPA and standards signed this quarter. Occupation: Parts Salesperson.
- 1 RAP developed with BruecknerUSA and standards signed this quarter. Occupation: Industrial Machinist.
- 1 RAP developed ER Plumbing and standards signed this quarter. Occupation: Plumber.
- 1 pre-apprenticeship (ESOL) developed SolutionHealth/Elliot and standards signed this quarter. Occupation: LNA.

A total of 28 new apprentices were enrolled this quarter: 1 Carpenter (Bensonwood), 1 Carpenter (DEW Construction), 8 LNA's (Valley Regional Hospital), 1 LPN (LNA Health Careers), 6 Medical Assistants (SolutionHealth, Foundation Medical), 4 Advanced Manufacturing Technician/Precision Assemblers (ARMI, Merrimack Manufacturing), 6 LNA's (SolutionHealth, Southern NH Health Systems), and 1 CDL Driver (Ross Express).

A total of 6 new pre-apprentices were enrolled this quarter: 6 ESOL LNA's (SolutionHealth/Elliot).

Additional reportable individuals, mostly from the education sector, were overlooked from prior reporting periods. All reportable individuals have been added to this quarter's report. As of the end of the quarter CCS-NH has 148 reportable individuals enrolled and 8 pre-apprentices.

Economic Growth Foundation (EGF)

To date, EGF has registered 14 occupations, exceeding its original goal of developing and registering 10 new occupations in Ohio. One employer in the restaurant industry enrolled 4 apprentices in the Restaurant Manager Upskilling Apprenticeship track. Additionally, 2 registered apprentices were enrolled in IT occupations. Of the individuals enrolled as registered apprentices in Q2, 83% were representative of traditionally underrepresented populations.

NYSUT Education and Learning Trust (NYSUT)

The goal of registering 15 RAPs included Year 1 and Year 2. Currently 5 RAPs have been registered; 6 more submitted to NYSDOL for posting; and 16 in the forms completion process. The HUB team continues to work with IHEs to expand approved residencies as the foundation of teacher apprenticeship programs and worked to register the first undergraduate pathway in the state.

Philadelphia Works, Inc. (PhilaWorks)

This quarter CCP, JEVS, and BAYADA reported a total of 64 individuals who enrolled in an apprenticeship or pre-apprenticeship funded by this grant.

Over the course of FY24, BAYADA has been working with PhilaWorks to finalize leveraged funding through WIOA for their programs. They expanded their RAP (Nurse Residency) and pre-apprenticeship program (Aide-to-Nurse) into Philadelphia and enrolled 11 participants into their apprenticeship, and 5 participants into their pre-apprenticeship. Some of these participants were enrolled in previous quarters but not reported on until this quarter. In summary:

- FY24, Q1: 1 apprentice/2 pre-apprentices.
- FY24, Q2: 2 apprentices/1 pre-apprentice.
- FY24, Q3: 4 apprentices.
- FY24, Q4: 4 apprentices/2 pre-apprentices.

being reviewed for stipends and PhilaWorks is on track to meet its goal of 40 new sponsors receiving stipends.

Southeast Michigan Community Alliance (SEMCA)

SEMCA-WIN partners are on track with outcomes and have reported 36 newly registered apprenticeship programs developed out of a target goal of 75 developed RAPs, and 122 RAPs expanded exceeding the target goal of 75 expanded programs.

Partners are engaged with 360 Unduplicated Stakeholders, and 33 new Sponsors out of SEMCA's goal of 59 new Sponsors and have submitted 251 Reportable Individuals. Sixteen employers have received \$3,500 incentives for newly registered or expanding registered apprenticeship programs. Partners are working with several additional new sponsors that are





Lessons Learned

Categories 1–3

City of Springfield

1. Time Management and Reporting Processes:

the Grantee identified the need for more efficient time management practices among its case managers. To address this, each case manager is now required to dedicate a minimum of one hour per week to case file cleanup. This change has already led to improvements in case management efficiency and data accuracy.

The reporting process has been refined to ensure that all staff are involved in reviewing and updating the Grant Management Master WIPS Reporting Spreadsheet. This collective approach has streamlined the reporting processes and improved the accuracy of data submissions.

2. Strategic Focus Shift:

Based on experience and feedback, the Grantee decided to shift its marketing strategy to focus more on employer engagement rather than directly targeting potential apprentices. This shift is expected to yield better results in terms of expanding RAP opportunities and increasing employer participation.

3. Weekly Team Meetings:

Recognizing the importance of regular communication, the Grantee instituted weekly meetings with all grant staff, including compliance and finance teams. These meetings provide a more detailed picture of grant progress compared to proposed goals and allow for timely adjustments to strategies.

Mt. Hood Community College (MHCC)

RTI evaluators (MHCC's third-party evaluator) held focus group discussions with members of the second CPELL pre-apprenticeship program cohort and PNCI staff in April 2024. Participants valued hands-on experience, certifications, and instruction in math and English, recommending the program to others. They appreciated the balance of technical, academic, and hands-on training, with specific praise for trade-specific English vocabulary and math instruction. Field trips were highlighted as valuable for understanding trade work and union experiences.

Feedback led to program adjustments, including more math hours and a shorter, 10-week schedule to accommodate participants' financial needs. PNCI staff noted CPELL students' comfort with safety protocols and tools, attributing this to their training. They recommended emphasizing construction math

and communication skills for job searching. RTI will continue to gather feedback to improve the program and support participants in their RAP programs.

Pennsylvania Department of Labor & Industry (PA DLI)

The PA ATO is using the ABA grant as an opportunity to pilot two new apprenticeship database systems that track the information and demographics of enrollees. Pennsylvania recently integrated apprenticeship functionality into CWDS, the state's workforce system of record, and is in the process of replicating this functionality for pre-apprenticeship. While this CWDS pre-apprenticeship pathway is expected to launch within the next year, the ATO is currently utilizing an interim pre-apprentice intake process for tracking and reporting purposes. Enrollment of ABA apprentices and pre-apprentices is just beginning, but already the ATO is learning lessons on how each platform can be improved. It is also learning how internal processes can be improved, particularly around data validation, in order to minimize the burden on sponsors and employers. These ongoing lessons learned will continue to improve service delivery, not just for ABA activities but for all grant-related apprenticeship activities going forward.

Project L.I.F.T. Inc. (PLI)

The project team has persistently utilized the internal tracking system, which remains an indispensable asset. In December 2023, PLI transitioned to utilizing Apricot (database tool), to monitor workforce contacts and meeting notes.

This shift has provided PLI with a convenient method for tracking data on newly partnered businesses, as well as managing follow-up dates efficiently. PLI continues to receive feedback, and adjustments are continuously being implemented based on this input.

Category 4

Ivy Tech Community College of Indiana (Ivy Tech)

The Grantee is discussing MOU's to eliminate overlap due to the 11 Indiana WDBs that have an active part in statewide apprenticeship expansion in tandem with Department of Workforce Development (DWD). In the past, there have been challenges with communication between interested parties, training providers, DWD, and LWBs. Going forward, all groups will attend monthly meeting to ensure communication and successful grant outcomes.

Philadelphia Works, Inc. (PhilaWorks)

JEVS worked with their employer partner, Einstein, to "rework" their CMA summer apprenticeship training model to better serve the apprentices and contribute to more success. Last year, apprentices attended a "boot camp" and then interviewed for permanent positions at their practices. This led to some apprentices not finding work within their geographic area of preference or having to wait for a vacancy to open. This year, apprentices will be hired to their practices before training begins instead of during the training to guarantee a spot in the

location of their choice. Additionally, training will be integrated into the work week instead of happening before the apprentices go into the field. This will create more relevant training and scenarios that will help with retention and success.

Riverside Community College District (RCCD)

RCCD has obtained feedback and plans to build an apprenticeship website that incorporates apprenticeship events, and employer and student apprentice success stories but more importantly an apprenticeship live dashboard highlighting employers and partners and also current apprenticeship student data from the RCCD three colleges. Both simple and detailed visuals graphs and tables are important and this information plans to be shared on RCCD's WED social media channels too and linked to the LAUNCH website info on apprenticeship programs at colleges in the region. RCCD will begin brainstorming and development in the next two quarters with a planned implementation and rollout in January 2025.





Leveraged Resources

Categories 1–3

Chicago Women in Trades (CWIT)

CWIT's programs receive additional support from foundation, industry and government funders, this quarter including: the Polk Bros. Foundation, the Chicago Foundation for Women, the Department of Family and Support Services, the Illinois Department of Commerce and Economic Opportunity, the Illinois Department of Human Services, the Chicago Transit Authority, the Women's Bureau of DOL, the Chicago Community Trust, the Lowe's Foundation, and Constellation Energy. In all, leveraged funds totaled approximately \$501,445 and were used for support services, staff and instructor time, facilities, materials, and other essential costs associated with operating the training programs.

City of San Antonio

City Staff is leveraging over 200 million dollars from the Ready to Work program designed to provide easy access to post-secondary training and education (including work-based learning). The Ready to Work program also expects its partners to leverage braided funding where possible.

City of Springfield

For this reporting current quarter, the Grantee made progress in securing and utilizing leveraged resources to support the grant activities. The cumulative amount of leveraged resources for this quarter is \$431,257.66, which includes contributions from various partners:

- Logan Rogersville Fire Department: \$211,820.00
- Springfield Police Department: \$148,515.52
- IBEW 453: \$434.22
- EDA Co-Enrollment: \$7,500.00
- Smart 36 Union: \$62,987.92

These leveraged resources have been instrumental in supporting the implementation of the RAPs, particularly in the public safety sector (Fire and Police Departments) and other critical industries.

Economic Development and Industrial Corporation of Boston (EDIC/OWD)

BEST: Although a match is not required for this grant, BEST leveraged resources received through the following grants: City of Boston, Neighborhood Jobs Trust and Commonwealth Corporation, Workforce Competitiveness Trust Fund: increase the number of training slots and support staff wages and benefits.

SkillWorks and Cummings Foundation: support of their Basic Needs Fund that provides direct financial assistance to clients to mitigate barriers to employment.

Indiana Department of Workforce Development (IN DWD)

Through the SAEF Year 1 Grant, OWBLA piloted with Ivy Tech Community College and Vincennes University a Group Sponsor. Each RAP had employers participating had participants, however, not all participants accessed the use of ABA Grant dollars. OWBLA has been in progress of relaying to each RAP Sponsor the benefits of their participants accessing these grant dollars to ensure the apprentice's and employer's cost of the training program is limited. OWBLAs in its final phase of developing a Marketing and Strategy Program Rollout to ensure it is providing all materials developed under the SAEF grant (Year 1) will be impactful to the LWBs and its stakeholders within Apprenticeship Indiana.

Jobs for the Future, Inc. (JFF)

JFF leveraged approximately \$303,222.33 for program support, strategic engagement, and TA over the last quarter. This leverage comes from JFF and subgrantees.

Mt. Hood Community College (MHCC)

MHCC's primary grant partner, Pacific Northwest Carpenters Institute (PNCI), was dissolved as part of a merger with the Southwest Mountain States Training Fund (SWMS)

(effective May 1, 2024). This resulted in a restructuring of their organization, which directly impacted the pre-apprenticeship training, Plus One Program activities, and the inability to continue to provide other services provided for the ABA grant. SWMS now has RAP training responsibility to all the western states, including Oregon, as part of the large merger. As a result, SWMS 2023–24 personal services contract was placed on-hold and they declined the 2024–25 contract renewal.

The change does not impact MHCC's ability to meet RAP sponsors collaboration requirements, as the grant intends. Rather, MHCC's program remains designed by, piloted, and continuously improved with input from RAP providers and meets all state Bureau of Labor and Industry pre-apprenticeship requirements.

MHCC immediately began work on alternative plans and to find solutions to the program components that were included in their former partner services contract, for which lead to responding in the following ways:

- Moved the start date for Cohort Three from May to June, allowing MHCC time to enact necessary changes.
- Met with FPO and ABA Grant Coach to discuss the budgetary implications and impact on grant activities.
- Ensured that the six Cohort Two students were accepted into the carpenter training program before the merger.
- Redirected grant contractual funds from PNCI Years 4 and 5 to individual Personal Services Contracts (PSC) to hire an instructor for the construction training program, and a consultant to advise on curriculum development, employer partnership building, and coordination of

components that were previously a part of the contract with PNCI (hand tool and supply purchases, equipment certifications, OSHA, etc.).

- Set up accounts to directly purchase tools for the participants enrolled in the training, and to purchase consumable materials for the construction hands-on training projects—formerly a part of the PNCI contract.
- Set up direct accounts for Career Connection, Career Safe OSHA training, and First Aid/CPR—formerly a part of the PNCI contract.
- Strategized on how to complete program certifications (boom, scissor, fork-lift)—formerly a part of the PNCI contract.
- Began conversation with other RAP programs about the Plus One grant activities, which had begun.
- Delayed Cohort 4 to 2025 to allow time in the fall to hire a new training instructor, submit and gain approval for any changes through BOLI, and to work on a grant modification/budget revision.

In addition to the actions above, MHCC held meetings with several area RAPs to discuss their needs and strengthen their partnerships. The Sheet Metal Workers and Laborers have been receptive to the Grantee's needs and offered formal MOUs of support and will work with MHCC to create and implement additional training modules, so students can learn trade-specific skills related to construction crafts.

Category 4

Adaptive Construction Solutions, Inc. (ACS)

ACS engaged in ongoing efforts to collaborate and braid funds with its Homeless Veterans Reintegration Program (HVRP), a DOL grantee, and its newly awarded Solar Construction Trades Pre-apprenticeship Program from the U.S. Department of Energy. Those efforts included conducting a pilot to enroll veterans from the HVRP to be trained through the pre-apprenticeship program with opportunities for continuing a career path with RAP sponsors in the clean energy industry. Grant staff worked together to support the development of the pre-apprenticeship program and specifically engaged sponsors supported through ABA to share the opportunity to hire apprentices through the pre-apprenticeship program into RAPs. Articulation Agreements were shared with sponsors during this quarter, and it is anticipated that agreements will be signed in the next quarter.

Community College System of New Hampshire (CCS-NH)

Incentive funding opportunities continue to be very attractive to NH employers. For new RAPs or additional occupations added:

- \$4,000 when standards are signed for a new RAP within three months of submitting the application form.
- \$500 per apprentice (up to a maximum of eight apprentices) hired within six months from the start date of their RAP, and then retained for six months.

For employers signing with an existing RA sponsor:

- \$2,000 when signed within three months of submitting this application form.
- \$500 per apprentice (up to a maximum of eight apprentices) hired within six months from the start date of their RAP, and then retained for six months.

This quarter incentive funding was awarded to 8 employers: ARMI, Plus Company, ER Plumbing and Heating, Briarcliff Motel, LNA Health Careers, Sanel/NAPA, BrucknerUSA, and Valley Regional Hospital.

Applications were provided to an additional 12 employers: Micah Studios, Great Brook Academy, DEW Construction, Greater Nashua Mental Health, Plus Company, Frito-Lay, ER Plumbing and Heating, ARMI-Merrimack Manufacturing, Aspire Living and Learning, Tecomet Manchester, Oliver Mechanical Inc., and Loon Mountain.

Economic Growth Foundation (EGF)

EGF began a strategic RA expansion by growing the scope of potential occupations and employers our Equitable Registered Apprenticeship Hub can serve. In the second quarter, EGF submitted a formal scope modification to the ABA Grant award to expand the occupational focus of the programming to a broader range of business roles—such as Human Resources and Customer Service.

This expansion will allow GCP to leverage additional resources to conduct more comprehensive outreach and provide enhanced support to businesses. Furthermore, because many back-office business functions like

Human Resources cut across most industries and sectors, this modification will allow EGF to expand RAs to more employers. This expansion of occupations will also open up more opportunities to develop pre-apprenticeships across the region.

NYSUT Education and Learning Trust (NYSUT)

Match resources include NYSUT ELT access to mailing lists and publications to promote the work, space for meetings, printing services, and coordination of contract partners. The philanthropic partner provided approximately \$1 million to provide step-in assistance to new programs registering the first 125 apprentices and TEACHMEducation Group, offering in-kind work to act as the fiscal agent of the philanthropic funds. These philanthropic funds will target newly registered programs in the first year as step-in assistance to meet district needs before BOCES reimbursement revenue begins in Year 2.

SUNY Apprenticeship Office continues to provide funding for registered apprentices in state university programs. They have increased the funding to \$6,500 per candidate, which includes up to \$500 of emergency funds to cover items such as emergency childcare needs, transportation needs, etc.

The NYSDOL continues to provide Apprenticeship Expansion Grant funding for sponsors, up to \$15,000 per apprentice to offset related instruction costs or up to 50% of wages as well as Empire State Teacher Residency Program funding to support teacher candidates enrolled in an approved IHE residency program at up to \$30,000 per candidate.

Philadelphia Works, Inc. (PhilaWorks)

BAYADA received the Creating Nursing Pathways grant from the Commonwealth of Pennsylvania. This grant officially launched this quarter. The grant provides \$251,922.50 to support the design and implementation of a new Home Health Aide apprenticeship program in and beyond Philadelphia County. Additionally, BAYADA secured internal investments to support the Advance to Nursing pre-apprenticeship program across several states and plans to use these internal funds in part to support program implementation in Philadelphia County. BAYADA and Philadelphia Works have finalized the scope of the Incumbent Worker Training (IWT) training which is expected to begin next quarter. This contract amount is up to \$180,000 using WIOA funds.

Riverside Community College District (RCCD)

A new Student Success Specialist position was hired and started working with RCCD July 2024. This Specialist supports RCCD student apprentices and programs throughout the District's three colleges and regionwide in the Inland Empire/Desert Region. Funding for this position comes from a federal earmark for RCCD Career Training Project and complements the existing Student Success Specialist paid for through ABA funding.

Southeast Michigan Community Alliance (SEMCA)

Leveraged funds from the State of Michigan, Electric Vehicle Jobs Academy project which is closely aligned with the ABA AMCAI PTA Hub to develop pre-apprenticeship programs leading to emerging sector apprenticeships in EV and Mobility is currently \$1.2 million from the State of Michigan Labor and Economic Opportunity

(LEO) Division. The EV Jobs Academy has expensed all initial funds from the Michigan Economic Development Corporation portion of \$1.5 million which were not included in the leveraged funds. Final spending will be reported next quarter.

The leveraged funds for the ABA AMCAI Hub grant project from LEO began being fully used in January 2024 and ended on July 31, 2024, short of the expected end date for SEMCA-WIN because this project's success has drawn the attention of the Biden-Harris Administration White House, DOL, and the U.S. Department of Education (DE), which have now designated the State of Michigan the National Electric Vehicle and Mobility Workforce Hub. The state of Michigan has withdrawn the remaining funds to be disbursed across the state (including back to SEMCA and local workforce boards) as these industry developments have grown beyond the capacity of just Southeast Michigan. DOL and DE have promised Michigan, LEO up to \$1 million to continue the expansion of the EV and Mobility Workforce Hub. SEMCA-WIN is very proud of the success of this project and will continue to support it with the development of new apprenticeships identified through the ABA AMCAI PTA Hub.

Washington State Department of Employment Security (WA DES)

The Grantee has funded 11 subrecipients, their latest round should double that number and it expects to obligate any remaining funds shortly thereafter. WA DES has leveraged its existing Career Connect Washington system to engage employers, community organizations, educational systems and State institutions to work together to enhance and expand apprenticeship in the state and focus on equitable recruitment and retention of traditionally underserved populations.



XI

TECHNICAL ASSISTANCE, CHALLENGES, AND SUCCESS STORIES

During PY2, Q3, several grantees expressed satisfaction with the technical support received from FPOs and Coaches. Activities such as DOL-sponsored webinars and office hours, one-on-one TA, and conference calls, continue providing valuable information to grantees to increase their knowledge of the program, navigating modifications and protocol uncertainty, data reporting, and providing guidance to the grantees' service models. This section highlights statements from the grantees in terms of the TA services received in this reporting period, as well as pending needs, and challenges throughout the performance period.

Technical Assistance

City of Springfield

We request technical assistance from ETA on best practices for increasing employer engagement in apprenticeship programs, particularly in sectors where we have seen lower enrollment rates. Specifically, we are interested in strategies for demonstrating the value of apprenticeships to employers and methods for overcoming common objections.

Community College System of New Hampshire (CCS-NH)

The ApprenticeshipNH ABA team continues to meet monthly with our ICF coach on the following technical assistance needs: Engaging Employer Partners, Developing Community-Based Partnerships, Diversity Equity and Inclusion in RA Programming, Working with Vulnerable Populations, Sustainability, and Grantee and Subgrantee Management. Additionally, our coach is very responsive to individual outreach from team members when they need additional assistance with program development.

Jobs for the Future, Inc. (JFF)

Shenandoah Valley Workforce Development Board (SVWDB): SVWDB requested assistance on rekindling communication with community colleges. JFF helped them prepare to respond to community college's concerns about asking them to partner in a new way outside of WIOA programming. Given the historical relationships at play, JFF suggested that SVWDB first provide deeper understanding of apprenticeship to the colleges to partner meaningfully moving forward.

NYSUT Education and Learning Trust (NYSUT)

One area of need has been navigating the potential shift of a contract partner to meet the emerging needs of the project around diversifying the workforce. The coach and FPO worked with the HUB to onboard a new partner. The HUB is building recruitment tools, a new (and potentially challenging) step in an upcoming quarter will be to change reporting to add WIPS for Reportable Individuals in our newly registered programs. Given the time lag since the

original discussions regarding this requirement, the HUB, as previously reported, will need additional 1:1 coaching, with the HUB data collection team member, on preparing this new reporting form with the 5 required fields and full format of the PIRL.

Project L.I.F.T. Inc. (PLI)

The primary challenge faced by PLI thus far has been meeting Outcome 2(a) under Goal 2 of the grant, which aims to enroll 80 RAP participants over four years with 15 completions annually. In Year 1, PLI successfully enrolled 24 participants, meeting the yearly target. However, Year 2 saw a significant shortfall, with only 10 participants enrolled.

Several factors contributed to this shortfall. Year 2 marked the launch of the first RAP at a PLI satellite location, which presented logistical challenges. PLI responded by launching two separate classes, one in August and another in January, to enhance enrollment and identify

optimal launch times for the RAP. Additionally, PLI's anticipated collaboration with ABCI in Martin County did not yield the expected support, as ABCI made minimal efforts to establish a local presence. Moreover, PLI identified two additional established RAP programs in the area, which reduced the pool of potential participants. Despite these challenges, PLI is actively pursuing solutions to increase enrollment. One initiative involves potentially forging partnerships with other RAP providers in the area to expand outreach and engagement.

Staten Island Performing Provider System (Staten Island PPS)

Staten Island PPS inquired about adding training and employment partners to our grant and the inquiry was sent to Keeva Davis in June 2024. The response from Keeva took longer than expected. We received the guidance in August 2024 which did direct us to how to put in this request. So now we are able to submit the changes requested but this took a lot longer than expected. Also, during the next reporting period, we would like technical assistance with our QPR to review the data fields that populate the pre-apprenticeship fields. The QPR that was generated for this quarter has a lower inaccurate number for "pre-apprenticeship enrolled" of 13 when it should be 52.

Challenges

BuildWithin, Inc. (BuildWithin)

This quarter, security clearance continued to be a significant challenge, particularly for technical positions in Washington, D.C. Through our partnership with the DC Tech & Venture Coalition (DCTAV), we engaged in extensive discussions with numerous technology employers. A common concern voiced by these employers is the necessity of security clearance for roles, primarily due to federal government contracts. Despite our efforts to collaborate with employers and address their hiring needs, the barrier of finding apprentice-level candidates with existing security clearance or employers willing to hire without this requirement remains substantial.

In response, BuildWithin has begun exploring the feasibility of sponsoring security clearances for individuals. Although we are in the preliminary stages of this exploration, the team remains optimistic about identifying a viable path for candidates to obtain security clearances.

Economic Development and Industrial Corporation of Boston (EDIC/OWD)

Boston EMS:

This quarter, OWD was able to confirm that Boston EMS enrollees from January 2023 onwards are able to count toward this grant. OWD continues to work closely with the Division of Apprentice Standards and Boston EMS to resolve administrative reporting issues. To this end, Boston EMS staff met with DAS and found that there was an issue with the configuration of the pre-apprenticeship and RAP on the ePlace portal on DAS' end, leading to errors with Boston EMS' reports. OWD is supporting Boston EMS in following up with DAS to resolve this issue so the State's records accurately reflect Boston EMS' work.

MassBioEd:

The Biotechnology/Life Sciences industry was at its peak during COVID. Therefore, large amounts of investments were being funneled into the industry. However, as the years have passed since then, companies are noticing that too much has been invested in comparison to current returns. In response to this, companies are now scaling back their resources in the form of restructuring and layoffs. The number of slots available in MassBioEd's apprenticeship are based on the number of individuals employers commit to hire for any given cohort. MassBioEd is working diligently to engage employers and get

commitments to hire so they can run cohorts and open up opportunities for pre-apprenticeship graduates to move into a registered apprenticeship program (RAP). OWD will continue to monitor this closely and seek resources to assist MassBioEd with this issue.

YBB:

The June 2024 cohort met the goal of 18 onboarded students in week one. YBB is having challenges with RAP placements, as many of the unions are either taking fewer apprentices for their annual cohort, or not running cohorts this year. IBEW is not taking a cohort, and Ironworkers took fewer than normal. YBB's solution is to target enrollments into the Carpenter's union, as they are confident that they can enroll 9 apprentices by the end of year.

Indiana Department of Workforce Development (IN DWD)

Challenges this quarter includes Data Validation and Participants/Apprentices' Enrollments (data entry) that can be attributed partially due to LWBs staff turnover. OWBLA provided two additional TAs in April and created a TA handout, on top of providing published Apprenticeship Policy and Apprenticeship, specifically ABA TA. Apprenticeship grant's Manager has also worked with each of the LWBs one-on-one to correct errors as well as express the importance of the data entered must meet Federal Reporting and the consequences of the data not being correct and potentially having to remove a participant from that quarterly reporting quarter/period.

Jobs for the Future, Inc. (JFF)

Goodwill of North Georgia (GNG) has communicated that Youth recruitment has been challenging. They have struggled to reach some populations and have asked for guidance about how other sites have overcome this challenge. Goodwill has identified that there is a challenge with the timing of when pre-apprentices complete training versus job openings. They have struggled with youth enrollments this quarter. A contributing factor may be the limited access to youth while school is out for the summer. JFF will provide TA around this issue by supporting methods to partner with outside organizations that work with youth year-round and partnering with work-based learning programs during summer breaks.

**Madison County Employment and Training Department
(Madison Co. ETD)**

This quarter, our previous grant administrator left his role, which led to our program coordinator moving into the position and the hiring of a new coordinator. This shift brought challenges, as any staff transitions do, but it has led to streamlined processes with employers and program partners and has led to cleaner tracking of programs. We utilized the services offered by ICF to ensure compliance with DOL reporting requirements and to clarify some misunderstandings of certain language. We also met with our new FPO to ask questions about Scope of Work amendments, specifically for increasing our geographic region and the timeline for pre-apprenticeship spending.

The main challenge is increasing enrollment, with fewer students than the target of 15 per cohort. Cohort One had nine students, all of whom completed successfully. Cohort Two started with 11 participants, but four dropped out before the start to find full-time work. Cohort Three had strong recruitment with over 100 social media inquiries and 25 interest forms, but most qualified candidates came from direct referrals. Despite 10 candidates completing the intake process, Cohort Three started with eight participants due to two not following through.

Community outreach and networking have proven to be the best recruitment tools, and future efforts include featuring a graduate in a local news ad and an interview with the program coordinator on TV. The target demographic faces significant barriers, such as needing to work to pay bills, which led to schedule adjustments from a 12-week to a 10-week program with earlier hours to accommodate participants' needs.

Mt. Hood Community College (MHCC)

The main challenge is increasing enrollment, with fewer students than the target of 15 per cohort. Cohort One had nine students, all of whom completed successfully. Cohort Two started with 11 participants, but four dropped out before the start to find full-time work. Cohort Three had strong recruitment with over 100 social media inquiries and 25 interest forms, but most qualified candidates came from direct referrals. Despite 10 candidates completing the intake process, Cohort Three started with eight participants due to two not following through.

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interview with the program coordinator on TV. The target demographic faces significant barriers, such as needing to work to pay bills, which led to schedule adjustments from a 12-week to a 10-week program with earlier hours to accommodate participants' needs.

NYSUT Education and Learning Trust (NYSUT)

There have been multiple challenges this quarter. One has been addressing the needs for various contexts around recruiting a diverse workforce. To meet this need the HUB has engaged a new partner, BRANCHED Alliance, with specific expertise in this area and experience with higher education (since teacher certification requires a Bachelor's or Master's degree). Another challenge continues to be working with NYSDOL on the teacher assistant title and scheduling the necessary conversations to move the work forward. It has also been a challenge to educate new entities entering this space, such as the SUNY Apprenticeship Business Development team, Bloomboard, and Apprenticeship Connections & Consulting, regarding the unique educator landscape in NYS around certification requirements, state apprenticeship agency language, and various grant opportunities. Finally, the HUB has been working with IHEs to reenvision coursework delivery for undergraduate programs to develop an undergraduate pathway to initial teacher certification through apprenticeship. Creating an undergraduate pathway will address some of the high cost issues of obtaining certification in NYS.

Project L.I.F.T. Inc. (PLI)

Jordan Dalfrey, Program Manager researched solutions for the implementation of a CDL RAP utilizing the simulator. The primary challenge identified is the age requirement of 21 years old for interstate travel with at least one or two years of driving experience imposed on professionals in the Commercial Trucking industry. In addition, the project team feels it important to highlight when speaking to many of the local employers, they expressed hesitation in hiring individuals under the age of 24. The project team will continue to research alternative options and partnerships for the program's implementation. Meanwhile, the simulator will continue to be utilized as a recruitment tool for the pre-apprenticeship program.

Southeast Michigan Community Alliance (SEMCA)

MWTEC states the challenges experienced are in the mobility and manufacturing sectors. MWTEC is finding educational partners outside of the community college area who are much more eager to collaborate on education than the community colleges have been. The healthcare sector continues to flourish and grow, but there are challenges breaking down the barriers in noncredit community college departments. MWTEC continues to work closely with those partners to design programs and show the benefits of participating in the scalable statewide curriculum collaborative.

MWSE has had some staffing difficulties, and this has slowed their progress. They have onboarded their new Business Services Specialists this quarter and are planning for more robust apprenticeship activity moving forward.

Success Stories

Able-Disabled Advocacy (A-DA)

Despite his challenges, Nestor, a 23-year-old male, has shown remarkable resilience. He has overcome a problematic past living in an underserved community in San Diego County, where he faced issues such as poverty, lack of educational resources, and social stigma.

He grew up with two older sisters and a brother. Their single-parent mother worked tirelessly in minimum-wage jobs to support her family. She instilled the values of responsibility and helping around the house with her children. Things were tight with a single-family income, and Nestor wore hand-me-down clothing from his nephew growing up. His oldest sister cared for him most of the time, and his mom worked two jobs. Nevertheless, understanding the value of education, Nestor graduated high school as scheduled. Sometimes, he would lose sight of his goal of making a better life for himself and his family, but his perseverance in his studies always brought him back on track.

After leaving high school, Nestor started working entry-level, low-paying jobs. He lived and supported his girlfriend, who became pregnant when he was 21. He then found a warehouse position in the construction distribution center. Nestor had decided he would become a Cement Mason when his baby daughter arrived. This way, he could comfortably support himself and his new family. He applied for a Registered Apprenticeship Program with the Associated General Contractors (AGC). Given his lack of construction skills, the AGC referred him to A-DA to attend pre-apprenticeship construction training.

Nestor started with little to no construction skills, but within a few weeks, he began to work at an advanced level and showed confidence. Due to his determination to learn new skills and the values his mother instilled in him, he completed our training on time. We referred him back to the AGC, and within two weeks, Nestor started their Cement Mason Registered Apprenticeship Program. We are incredibly proud of Nestor and his accomplishments.

Chicago Women in Trades (CWIT)

This quarter we want to highlight our success with the Plumbers Local #130. In all, the plumbers accepted 20 women, 17 of whom were graduates of CWIT

programs. Though only 10 accepted the offer, this still represents a milestone: the largest number of CWIT graduates to start this program together in the agency's history. Among them was Malika, a returning citizen who spent six years in prison.

When she enrolled in Women Build Illinois, unemployed and relying on benefits such as food stamps to make ends meet, she told her case manager that she wanted to be a plumber or electrician and we are very pleased to report that she achieved this goal even before graduating from our program. Currently working in the field as a first-year apprentice plumber, she is very happy with her experience so far and looks forward to building the skills she needs to be self-reliant and economically secure.

Community College System of New Hampshire (CCS-NH)

Alberta, a refugee from Kosovo, who was working at as a cashier at Elliot Pharmacy. She knew that she wanted to advance her career and was one of the first enrollees in the inaugural Pharmacy Technician RAP, of which she completed in early 2024.

Experiencing success has inspired her to continue advancing her career to become a Registered Nurse, a high-demand occupation at Elliot Hospital and in NH. Alberta was accepted into the DOL Nursing Expansion grant and will begin MCC nursing program classes in the fall of 2024.

Elliot is currently working to develop a Registered Nurse (RN) RAP, of which Alberta would be a great candidate. Alberta has voiced her appreciation for all that Elliot, ApprenticeshipNH, DOL, and others have done for her, and she is dedicated to paying it back through her career as a RN serving patients at Elliot and in the state of New Hampshire.

Economic Development and Industrial Corporation of Boston (EDIC/OWD)

BEST:

SL came to BEST interested in their Introduction to Hospitality, Housekeeping Pre-Apprenticeship Program after being referred by her Career Counselor at Fenway Community Development Corporation. She is originally from Haiti and arrived in the U.S. in July 2023 as a parolee. When she applied for the program, she was working part-time at a Burlington store and needed to Uber there

every time because of the lack of public transportation near the store. After an in-depth intake and assessment process, the Job Seeker team at BEST deemed her a great fit for the program and she was enrolled in their January 2024 cohort. SL came to class every day on time and was eager to participate. While in training, she received assistance with transportation passes and grocery cards so she would have no issues getting to class and accessing food while attending training and not working. She was an active student and completed two days of job shadowing at two different partner hotels. She was chosen to be the student speaker at her class's graduation due to the determination and drive she demonstrated during training. After graduating, she got a temporary Room Attendant job at the Moxy Boston Downtown at the full union rate of \$28.20 an hour. Her supervisor was so impressed with her work that they recommended her for a permanent position during her second week of work. They also thought that she had worked in a hotel before due to her stellar performance. SL's Career Coach checks in with her every week. She has just completed her second month of work and says, "I'm grateful and feel relieved because I have waited, and I definitely found a peaceful environment to work in." Next month, her Career Coach will help her to enroll in the Local 26 benefits package.

National Urban League (NUL)

Mr. Rahman's life journey is a testament to resilience, transformation, and the power of self-determination. Born in Los Angeles and later relocating to Baton Rouge, Mr. Rahman faced a series of challenges that could have derailed his future. Despite these obstacles, his story is one of profound personal growth and professional success, underpinned by a deep commitment to both personal and community development.

In 1984, Mr. Rahman graduated high school with a commendable GPA of 3.8 and embarked on his college journey with high hopes. However, in 1986, a significant mistake led to a period of hardship, accountability, and rehabilitation. Initially, he found it easier to blame external factors such as his environment for his troubles. It was only after a moment of profound self-realization that Mr. Rahman understood the importance of taking responsibility for his actions. This turning point was crucial and led to a complete shift in his mindset and approach to life.

Determined to turn his life around, Mr. Rahman began to surround himself with positive and forward-thinking individuals who inspired and supported his new path. His long-standing interest in computers, nurtured since childhood,

became a beacon of hope and direction. Mr. Rahman chose to pursue studies in network management, but recognizing the growing opportunities in the field of cybersecurity, he shifted his focus.

Despite his determination and new direction, Mr. Rahman faced a significant challenge: finding the right resources and support to gain practical experience in cybersecurity. It was during this time that he discovered the Urban League of Louisiana's SkillUp Louisiana Multi-Industry Apprentice Program. This program is a crucial lifeline, providing him with the training, mentorship, and hands-on experience he needs to succeed in the competitive field of cybersecurity.

Today, Mr. Rahman is a senior in his bachelor's degree program in cybersecurity and a proud Cyber Security Apprentice in the Urban League of Louisiana's SkillUp Louisiana Multi-Industry Apprentice Program. His dedication to his studies and his apprenticeship will equip him with the knowledge and skills necessary to excel in the cybersecurity field. Mr. Rahman's vision extends beyond personal success. He is deeply committed to using his expertise to secure employment in Louisiana's burgeoning renewable energy sector which is poised to be an economic driver for years to come. He also aims to empower the next generation, helping them to overcome challenges and improve their communities, much like he's doing with his own life.

Mr. Rahman's story is a shining example of how determination, responsibility, and the right support systems can transform adversity into success. His journey from hardship to a promising career in cybersecurity embodies the core mission of the Urban League of Louisiana's Center for Workforce Deployment: to empower individuals and equip them with the tools need to provide a thriving-wage to support oneself, family and the community around them.

NYSUT Education and Learning Trust (NYSUT)

A participant success story this quarter has been the approval of the first higher education undergraduate residency program in NYS. This success provides a blueprint for other institutions of higher education examining the possibility of an undergraduate pathway. Long Island University was able to redesign the coursework delivery model to allow candidates to be in a paid, full-time, on-the-job placement experience for an entire year. This is incredibly new thinking for higher education and will become a touchpoint around NYS.

SER Jobs for Progress of the Texas Gulf Coast, Inc. (SERJobs)

Five members who demonstrated a strong interest in the training, left a positive impression during their MCA interview, and passed the necessary background and drug tests to enroll in the training. Additionally, they successfully secured enrollment in one Youth Grant facilitating PWE.

Upon review, it became evident that all five members were eligible for enrollment in a second grant program. After discussions with the Program Coordinators (PC) of both the ABA and NextGen grants and a thorough review of each member's case, it was determined that based on their Salesforce applications, they could be enrolled in both grants simultaneously, allowing them to receive benefits from both programs and enabling both grants to meet their performance measurement outcomes. Subsequently, Career Coaches for each member were engaged to enroll them in their respective grants.

With all five members co-enrolled, we utilized SERJobs from each grant to ensure successful enrollment in the ICT training program. The ICT training required candidates to undergo background and drug tests, which NextGen could not fund. However, by combining resources from both grants, all five members were not only successfully enrolled in the ICT training but also set up for PWE. The co-enrollment marked a significant milestone, achieving a 100% success rate for the first time in this training program.

All five members commenced their training on February 19, 2024. They underwent a week-long training session conducted by MCA staff, where they received instruction on the basics of the ICT field and the daily tasks they would encounter. Subsequently, all five members progressed to the next phase, which involved 240 hours of PWE. The successful completion of this training marked another 100% achievement.

Starting on February 26, 2024, all five members began their PWE at the MCA Communications main office, working 30 hours per week for the following eight weeks. During this period, they collaborated with other staff members and received training across various fields relevant to the ICT industry. Each member was required to submit weekly reports detailing their learning experiences and challenges encountered on-site, which were shared with their Career Coaches for progress monitoring and support SERJob coordination. Four members completed the full 240 hours of PWE, while one member, who had previously discussed a planned vacation, completed 210 hours of PWE.

Upon completing the eight weeks of PWE, all five members were offered one-year apprenticeship positions with MCA Communications, which they all

accepted. They officially joined the MCA Communications team on April 22, 2024, marking the final 100% achievement.

The success of the ICT training program is evident, with all five members now positioned for future success in their careers and self-sufficiency.

Southeast Michigan Community Alliance (SEMCA)

CAMW!:

Sydney was part of the WIST ARP, Cohort #8 (3/4/23 – 6/22/23). In addition to the construction-related curriculum, Sydney received assistance with interviewing, resume writing, UIA, and job search from the ASC. Upon completion of the ARP, Sydney earned a nationally recognized certificate for North American Building Trades Union (NABTU) Multi-Craft Core Curriculum (MC3) Apprenticeship Readiness Program. She then applied to and passed the interview for the Millwrights' registered apprenticeship program. Was accepted into program as a registered apprentice, and as of 9/11/23, began working for Pro Services as a Millwright apprentice. "The WIST program was instrumental in my success starting in the trades. It offered me an opportunity to explore a variety of careers in the trades and learn what would be expected of me as a new apprentice. I have loved the freedom and flexibility that my role as an apprentice has offered me. I am excited to move forward in the skilled trades and make this industry a place where any woman can thrive!"

After her employment began, Sydney was also connected with additional funding through State Apprenticeship Expansion (SAE) grants to provide work boots and transportation assistance.

Workforce Development Board of Herkimer, Madison, and Oneida (WDB-HMO)

We would like to share the success of one individual, "K", who enrolled in our program looking to obtain employment in the Trades, specifically, Construction. He was able to pursue just that by entering our Trades Pre-Apprenticeship Program. With assistance from all his case managers through the WDB, he was able to complete the Trades Pre-Apprenticeship program, gain his OSHA-30 certification, and achieve a full-time career at a local employer doing Demolition. He now makes \$44.50 an hour and is happy with the path he has taken. K's story shows other job seekers what it's like to have a goal and how to achieve it.



Appendix

QPR TABLES

Categories 1–3

									APPRENTICESHIP STATUS								
Grant Number	Grantee Name	Category	FPO	Start Date	End Date	Grant Amount	Current Expenditures	% OF FUNDS EXPENDED	Apprentices Enrolled								
									QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	TOTAL Appmtc Trgt	YR1 Total	YR2 Total	Yr1 + Yr2 Total	% Total
AP-38621-22-60-A-6	Able-Disabled Advocacy, Inc.	2	Elina Mnatsakanova	7/1/2022	6/30/2026	\$3,343,000	\$0	0%	3	2	3	6	250	2	14	16	6%
AP-38623-22-60-A-2	Alaska Primary Care Association	3	Kristler Engdahl	7/1/2022	6/30/2026	\$3,000,000	\$0	0%	-	-	-	-	280	-	-	-	0%
AP-38626-22-60-A-36	CareerWise New York, Inc.	2	Michael LaBonte	7/1/2022	6/30/2026	\$2,000,000	\$0	0%	21	42	-	-	400	-	63	63	16%
AP-38628-22-60-A-17	Chicago Women in Trades	3	Kevin Averyhart	7/1/2022	6/30/2026	\$3,000,000	\$0	0%	-	-	10	30	235	-	40	40	17%
AP-38629-22-60-A-48	City of San Antonio	3	Edgar Garcia	7/1/2022	6/30/2026	\$2,983,433	\$0	0%	4	2	-	6	425	-	12	12	3%
AP-38630-22-60-A-29	City of Springfield	3	Kevin Averyhart	7/1/2022	6/30/2026	\$3,000,000	\$0	0%	145	28	287	78	500	60	538	598	120%
AP-38631-22-60-A-48	Dallas College	2	Edgar Garcia	7/1/2022	6/30/2026	\$5,000,000	\$0	0%	-	1	3	-	825	-	4	4	0%
AP-38632-22-60-A-25	Economic Development & Industrial Corp. of Boston	3	Edward Uechi	7/1/2022	6/30/2026	\$3,000,000	\$0	0%	7	-	3	23	327	6	33	39	12%
AP-38659-22-60-A-24	Electrical Training Alliance	3	Antonio McKoy	7/1/2022	6/30/2026	\$2,999,916	\$162,060.00	5%	-	-	-	3	660	-	3	3	0%
AP-38633-22-60-A-18	Indiana Department of Workforce Development	1	Lawrence Crowley	7/1/2022	6/30/2026	\$3,439,500	\$266,390.34	8%	109	66	59	41	1,119	-	275	275	25%
AP-38635-22-60-A-25	Jobs for the Future, Inc.	2	Michael LaBonte	7/1/2022	6/30/2026	\$5,000,000	\$1,554,392.00	31%	10	3	2	2	400	2	17	19	5%
AP-38636-22-60-A-41	Mt. Hood Community College	3	Joshua Hodges	7/1/2022	6/30/2026	\$2,999,983	\$0	0%	-	-	1	-	70	-	1	1	1%
AP-38637-22-60-A-36	National Urban League	3	Keeva Davis	7/1/2022	6/30/2026	\$3,000,000	\$0	0%	-	2	1	19	245	-	22	22	9%
AP-38638-22-60-A-37	North Carolina Community College System	1	Troy Scott	7/1/2022	6/30/2026	\$4,000,000	\$0	0%	-	67	147	216	600	-	430	430	72%
AP-38640-22-60-A-42	Pennsylvania Department of Labor & Industry	1	Keith Hubert	7/1/2022	6/30/2026	\$3,900,000	\$0	0%	31	-	1	-	400	-	32	32	8%
AP-38641-22-60-A-12	Project L.I.F.T., Inc.	2	Adrian Barrett	7/1/2022	6/30/2026	\$5,000,000	\$0	0%	-	2	-	1	80	40	3	43	54%
AP-38642-22-60-A-17	Reset to Success Foundation	3	Lawrence Crowley	7/1/2022	6/30/2026	\$3,000,000	-	#VALUE!	3	-	-	-	200	13	3	16	8%
AP-38643-22-60-A-48	SER - Jobs	2	Edgar Garcia	7/1/2022	6/30/2026	\$4,585,000	\$0	0%	-	1	-	-	100	-	1	1	1%
AP-38644-22-60-A-46	South Dakota Department of Labor & Regulation	1	Edgar Garcia	7/1/2022	6/30/2026	\$3,124,059	\$0	0%	-	39	-	-	170	-	39	39	23%
AP-38645-22-60-A-36	Staten Island Performing Provider System	3	Keeva Davis	7/1/2022	6/30/2026	\$1,998,854	\$0	0%	63	9	52	8	400	18	132	150	38%
AP-38646-22-60-A-48	Texas Workforce Commission	1	Edgar Garcia	7/1/2022	6/30/2026	\$3,660,090	\$705,727.00	19%	10	27	-	-	900	-	37	37	4%
AP-38647-22-60-A-50	Vermont Healthcare and IT Education Center	3	Michael LaBonte	7/1/2022	6/30/2026	\$2,999,240	\$0	0%	28	50	14	63	400	29	155	184	46%
AP-38648-22-60-A-21	Wilderness Education Project	2	Fabiola Fiemens	7/1/2022	6/30/2026	\$4,999,450	\$0	0%	2	3	5	6	108	-	16	16	15%
AP-38649-22-60-A-36	WDB of Herkimer, Madison and Oneida	3	Michael LaBonte	7/1/2022	6/30/2026	\$2,999,993	\$0	0%	29	9	-	12	200	-	50	50	25%
Totals:									465	353	588	514	9,294	170	1,920	2,090	22%

Grant Number	Grantee Name	Completed											Canceled or Withrew					
		QTR 1	QTR 2	QTR 3	QTR 4	YR1	YR2	Yr1 + Yr2	QTR 1	QTR 2	QTR 3	QTR 4	YR1	YR2	Yr1 + Yr2			
		9.30.23	12.31.23	3.31.24	6.30.24	Total	Total	Total	9.30.23	12.31.23	3.31.24	6.30.24	Total	Total	Total			
AP-38621-22-60-A-6	Able-Disabled Advocacy, Inc.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38623-22-60-A-2	Alaska Primary Care Association	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38626-22-60-A-36	CareerWise New York, Inc.	-	-	-	-	-	-	-	-	2	-	-	-	-	2	-	2	-
AP-38628-22-60-A-17	Chicago Women in Trades	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38629-22-60-A-48	City of San Antonio	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38630-22-60-A-29	City of Springfield	-	-	-	-	-	-	-	2	-	2	-	2	4	6	-	-	-
AP-38631-22-60-A-48	Dallas College	-	10	-	-	-	10	10	-	-	-	-	-	-	-	-	-	-
AP-38632-22-60-A-25	Economic Development & Industrial Corp. of Boston	-	-	-	1	-	1	1	4	1	-	1	3	6	9	-	-	-
AP-38659-22-60-A-24	Electrical Training Alliance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38633-22-60-A-18	Indiana Department of Workforce Development	1	-	-	6	-	7	7	2	5	3	6	-	16	16	-	-	-
AP-38635-22-60-A-25	Jobs for the Future, Inc.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38636-22-60-A-41	Mt. Hood Community College	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38637-22-60-A-36	National Urban League	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38638-22-60-A-37	North Carolina Community College System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38640-22-60-A-42	Pennsylvania Department of Labor & Industry	-	-	1	-	-	1	1	-	-	-	-	-	-	-	-	-	-
AP-38641-22-60-A-12	Project L.I.F.T., Inc.	-	-	-	-	-	-	-	-	2	3	-	1	5	6	-	-	-
AP-38642-22-60-A-17	Reset to Success Foundation	18	3	-	-	8	21	29	3	-	-	-	2	3	5	-	-	-
AP-38643-22-60-A-48	SER - Jobs	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38644-22-60-A-46	South Dakota Department of Labor & Regulation	-	-	-	-	-	-	-	-	4	-	-	-	4	4	-	-	-
AP-38645-22-60-A-36	Staten Island Performing Provider System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38646-22-60-A-48	Texas Workforce Commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38647-22-60-A-50	Vermont Healthcare and IT Education Center	-	10	1	7	-	18	18	16	-	3	7	8	26	34	-	-	-
AP-38648-22-60-A-21	Wilderness Education Project	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38649-22-60-A-36	WDB of Herkimer, Madison and Oneida	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		19	23	2	14	8	58	66	27	14	11	14	16	66	82			

		TYPE OF RAP TRAINING APPROACH																				
Grant Number	Grantee Name	Time-Based							Competency-Based							Hybrid						
		QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	YR1 Total	YR2 Total	Yr1 + Yr2 Total	QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	YR1 Total	YR2 Total	Yr1 + Yr2 Total	QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	YR1 Total	YR2 Total	Yr1 + Yr2 Total
AP-38621-22-60-A-6	Able-Disabled Advocacy, Inc.	1	3	3	15	-	22	22	-	-	-	-	-	-	-	2	2	3	-	2	7	9
AP-38623-22-60-A-2	Alaska Primary Care Association	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38626-22-60-A-36	CareerWise New York, Inc.	-	-	-	-	-	-	-	21	62	60	60	21	203	224	-	-	-	-	-	-	-
AP-38628-22-60-A-17	Chicago Women in Trades	-	-	65	95	-	160	160	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38629-22-60-A-48	City of San Antonio	9	12	13	14	-	48	48	-	-	-	-	-	-	-	-	-	-	5	-	5	5
AP-38630-22-60-A-29	City of Springfield	-	-	3	3	-	6	6	-	-	-	-	-	-	-	150	179	330	414	77	1,073	1,150
AP-38631-22-60-A-48	Dallas College	-	-	-	-	-	-	-	-	13	36	36	-	85	85	-	-	-	-	-	-	-
AP-38632-22-60-A-25	Economic Development & Industrial Corp. of Boston	11	7	9	18	11	45	56	-	-	-	-	-	-	-	-	-	1	16	-	17	17
AP-38659-22-60-A-24	Electrical Training Alliance	-	227	375	449	-	1,051	1,051	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38633-22-60-A-18	Indiana Department of Workforce Development	13	35	80	105	-	233	233	90	98	79	99	-	366	366	9	33	26	27	-	95	95
AP-38635-22-60-A-25	Jobs for the Future, Inc.	3	5	6	7	-	21	21	-	-	1	4	1	5	6	7	7	7	7	1	28	29
AP-38636-22-60-A-41	Mt. Hood Community College	-	7	1	1	-	9	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38637-22-60-A-36	National Urban League	-	4	5	26	-	35	35	-	13	13	23	-	49	49	-	-	-	13	-	13	13
AP-38638-22-60-A-37	North Carolina Community College System	68	98	142	167	48	475	523	142	188	266	439	17	1,035	1,052	167	254	309	410	99	1,140	1,239
AP-38640-22-60-A-42	Pennsylvania Department of Labor & Industry	21	20	18	21	-	80	80	5	8	9	9	-	31	31	12	12	12	12	-	48	48
AP-38641-22-60-A-12	Project L.I.F.T., Inc.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24	24	22	77	70	147
AP-38642-22-60-A-17	Reset to Success Foundation	-	-	-	-	3	-	3	24	3	6	15	20	48	68	-	-	-	-	-	-	-
AP-38643-22-60-A-48	SER - Jobs	-	1	1	1	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38644-22-60-A-46	South Dakota Department of Labor & Regulation	-	27	25	25	-	77	77	-	15	14	13	-	42	42	-	1	-	-	-	1	1
AP-38645-22-60-A-36	Staten Island Performing Provider System	13	28	28	31	6	100	106	94	119	170	210	98	593	691	-	-	-	-	-	-	-
AP-38646-22-60-A-48	Texas Workforce Commission	10	48	66	82	-	206	206	-	36	73	73	-	182	182	-	1	1	1	-	3	3
AP-38647-22-60-A-50	Vermont Healthcare and IT Education Center	12	9	9	9	22	39	61	42	112	120	175	38	449	487	-	-	23	23	-	46	46
AP-38648-22-60-A-21	Wilderness Education Project	2	2	2	4	-	10	10	-	19	30	35	-	84	84	-	-	-	-	-	-	-
AP-38649-22-60-A-36	WDB of Herkimer, Madison and Oneida	29	40	17	40	-	126	126	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		192	573	868	1,113	90	2,746	2,836	418	686	877	1,191	195	3,172	3,367	347	513	736	950	256	2,546	2,802

		PRE-APPRENTICESHIP STATUS																
Grant Number	Grantee Name	Pre-Apprentices Enrolled										Completed						
		QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	TOTAL Pre-App Trgt	YR1 Total	YR2 Total	Yr1 + Yr2 Total	% Total	QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	YR1 Total	YR2 Total	Yr1 + Yr2 Total	
AP-38621-22-60-A-6	Able-Disabled Advocacy, Inc.	52	9	16	17	-	14	94	108		-	-	-	-	-	-	-	
AP-38623-22-60-A-2	Alaska Primary Care Association	-	-	24	-	560	-	24	24	4%	44	23	48	40	37	155	192	
AP-38626-22-60-A-36	CareerWise New York, Inc.	-	-	-	-	-	-	-	-		-	-	-	-	-	-	-	
AP-38628-22-60-A-17	Chicago Women in Trades	33	-	-	-	-	-	33	33		-	-	-	-	-	-	-	
AP-38629-22-60-A-48	City of San Antonio	-	-	-	50	680	-	50	50	7%	-	-	-	-	-	-	-	
AP-38630-22-60-A-29	City of Springfield	34	-	28	2	-	27	64	91		-	-	-	-	-	-	-	
AP-38631-22-60-A-48	Dallas College	-	-	-	148	2,500	-	148	148	6%	-	-	-	-	-	-	-	
AP-38632-22-60-A-25	Economic Development & Industrial Corp. of Boston	-	-	28	28	-	2	56	58		1	-	3	-	-	4	4	
AP-38659-22-60-A-24	Electrical Training Alliance	-	-	145	56	-	5	201	206		-	-	-	-	-	-	-	
AP-38633-22-60-A-18	Indiana Department of Workforce Development	-	-	24	11	500	-	35	35	7%	-	-	-	-	-	-	-	
AP-38635-22-60-A-25	Jobs for the Future, Inc.	40	3	86	11	-	24	140	164		30	-	-	5	13	35	48	
AP-38636-22-60-A-41	Mt. Hood Community College	9	-	-	7	105	-	16	16	15%	-	-	-	6	-	6	6	
AP-38637-22-60-A-36	National Urban League	65	16	51	15	500	67	147	214	43%	29	1	-	1	23	31	54	
AP-38638-22-60-A-37	North Carolina Community College System	-	-	-	-	-	-	-	-		-	-	-	-	-	-	-	
AP-38640-22-60-A-42	Pennsylvania Department of Labor & Industry	-	6	5	-	400	-	11	11	3%	-	3	-	-	-	3	3	
AP-38641-22-60-A-12	Project L.I.F.T., Inc.	-	51	76	54	-	138	181	319		-	33	51	47	64	131	195	
AP-38642-22-60-A-17	Reset to Success Foundation	-	-	-	-	-	-	-	-		-	-	3	11	-	14	14	
AP-38643-22-60-A-48	SER - Jobs	-	-	-	-	-	-	-	-		-	-	-	-	-	-	-	
AP-38644-22-60-A-46	South Dakota Department of Labor & Regulation	-	-	-	-	-	-	-	-		-	-	-	-	-	-	-	
AP-38645-22-60-A-36	Staten Island Performing Provider System	78	-	-	13	-	47	91	138		-	-	-	-	-	-	-	
AP-38646-22-60-A-48	Texas Workforce Commission	-	-	-	-	-	-	-	-		-	-	-	-	-	-	-	
AP-38647-22-60-A-50	Vermont Healthcare and IT Education Center	-	-	-	2	-	-	2	2		-	-	-	1	-	1	1	
AP-38648-22-60-A-21	Wilderness Education Project	184	-	2	2	-	178	188	366		-	-	-	-	-	-	-	
AP-38649-22-60-A-36	WDB of Herkimer, Madison and Oneida	37	8	36	11	300	6	92	98	33%	-	12	-	-	-	12	12	
		532	93	521	427	5,545	508	1,573	2,081	38%	104	72	105	111	137	392	529	

Grant Number	Grantee Name	Completed and Continued into a RAP							In Pre-Apprenticeship w/ Articulated Agreement							Canceled or Withdrew						
		QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	YR1 Total	YR2 Total	Yr1 + Yr2 Total	QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	YR1 Total	YR2 Total	Yr1 + Yr2 Total	QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	YR1 Total	YR2 Total	Yr1 + Yr2 Total
AP-38621-22-60-A-6	Able-Disabled Advocacy, Inc.	-	-	-	-	-	-	-	-	-	16	2	-	18	18	-	-	-	-	-	-	-
AP-38623-22-60-A-2	Alaska Primary Care Association	-	-	-	-	-	-	-	-	-	-	-	-	-	-	36	4	19	10	37	69	106
AP-38626-22-60-A-36	CareerWise New York, Inc.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38628-22-60-A-17	Chicago Women in Trades	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1
AP-38629-22-60-A-48	City of San Antonio	-	-	-	-	-	-	-	-	-	-	43	-	43	43	-	-	-	-	-	-	-
AP-38630-22-60-A-29	City of Springfield	-	-	1	-	-	1	1	12	-	26	1	-	39	39	1	-	1	-	1	2	3
AP-38631-22-60-A-48	Dallas College	-	-	-	-	-	-	-	-	-	-	148	-	148	148	-	-	-	-	-	-	-
AP-38632-22-60-A-25	Economic Development & Industrial Corp. of Boston	4	-	-	-	3	4	7	-	-	28	28	-	56	56	-	-	1	1	-	2	2
AP-38659-22-60-A-24	Electrical Training Alliance	-	-	-	-	-	-	-	-	-	145	56	-	201	201	-	-	-	-	-	-	-
AP-38633-22-60-A-18	Indiana Department of Workforce Development	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38635-22-60-A-25	Jobs for the Future, Inc.	-	-	-	-	-	-	-	40	3	85	11	-	139	139	2	-	-	-	-	2	2
AP-38636-22-60-A-41	Mt. Hood Community College	-	-	-	-	-	-	-	9	-	-	7	-	16	16	-	-	1	-	-	1	1
AP-38637-22-60-A-36	National Urban League	-	-	-	-	-	-	-	32	-	1	1	59	34	93	-	-	-	-	1	-	1
AP-38638-22-60-A-37	North Carolina Community College System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38640-22-60-A-42	Pennsylvania Department of Labor & Industry	-	-	-	-	-	-	-	-	6	5	-	-	11	11	-	-	-	-	-	-	-
AP-38641-22-60-A-12	Project L.I.F.T., Inc.	-	-	-	-	-	-	-	-	51	76	54	-	181	181	-	22	16	30	24	68	92
AP-38642-22-60-A-17	Reset to Success Foundation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38643-22-60-A-48	SER - Jobs	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38644-22-60-A-46	South Dakota Department of Labor & Regulation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38645-22-60-A-36	Staten Island Performing Provider System	-	-	-	-	-	-	-	38	-	-	-	-	38	38	-	-	-	-	-	-	-
AP-38646-22-60-A-48	Texas Workforce Commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38647-22-60-A-50	Vermont Healthcare and IT Education Center	16	10	4	9	8	39	47	-	-	-	2	-	2	2	-	-	-	-	-	-	-
AP-38648-22-60-A-21	Wilderness Education Project	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38649-22-60-A-36	WDB of Herkimer, Madison and Oneida	-	-	-	-	-	-	-	29	-	-	-	-	29	29	-	-	-	-	-	-	-
		20	10	5	9	11	44	55	160	60	382	353	59	955	1,014	39	27	38	41	63	145	208

Grant Number		Grantee Name	Comments
AP-38621-22-60-A-6		Able-Disabled Advocacy, Inc.	As of March 31, 2024 - 87, participants have been enrolled in the ABA grant. However, the summary information reflects 83 participants with three exits. I will submit ticket to fix discrepancies when the WIPS assistance allows access to issue a ticket.
AP-38623-22-60-A-2		Alaska Primary Care Association	
AP-38626-22-60-A-36		CareerWise New York, Inc.	
AP-38628-22-60-A-17		Chicago Women in Trades	We are not getting the count for enrollments and placements.
AP-38629-22-60-A-48		City of San Antonio	
AP-38630-22-60-A-29		City of Springfield	
AP-38631-22-60-A-48		Dallas College	The Quarterly Time period report came up accurate while the Program to Date generated no data.
AP-38632-22-60-A-25		Economic Development & Industrial Corp. of Boston	
AP-38659-22-60-A-24		Electrical Training Alliance	
AP-38633-22-60-A-18		Indiana Department of Workforce Development	
AP-38635-22-60-A-25		Jobs for the Future, Inc.	
AP-38636-22-60-A-41		Mt. Hood Community College	We continue to have concerns that this report is not accurately representing our students.
AP-38637-22-60-A-36		National Urban League	The following sections appear to be underreported due to issues with the aggregation rules: E. Supportive Services - We have over 150 participants who have received support services to date F.1.C. Completed Pre-Apprenticeship - It seems to be the participants who completed pre-apprenticeship and have continued into RAPs that are not reflected in either F1c or F1d. The exit requirement in the aggregation rules might be the issue since RAP participants can complete a Pre-App, but not be exited because they are actively enrolled in a RAP
AP-38638-22-60-A-37		North Carolina Community College System	
AP-38640-22-60-A-42		Pennsylvania Department of Labor & Industry	
AP-38641-22-60-A-12		Project L.I.F.T., Inc.	
AP-38642-22-60-A-17		Reset to Success Foundation	Our applicant population are weak in passing the pre-entrance test therefore creating a lengthy tutoring pipeline for remedial training therefore retesting to be enter the apprenticeship program. In addition, our applicant population lack soft skills or have mental or emotional trauma requiring pre-employment training or psychological sessions to prepare for job training. These are 2 tracks affecting through put into the program. The pipeline will open up soon with the number of applicants in either one of these tracks to allow them entry into the apprentice program to achieve the outcome metrics. Sulbrena Day, RN, MSN, PhD, Administrator
AP-38643-22-60-A-48		SER - Jobs	This is the first time I've experienced so format error message, I've double and tripled check my work and file and I know everything is within the correct parameters. I will certify this one version I was able to get all cleared to create a QPR file, though it is missing a lot of performance that was caught up within the last few days, as its not accepting the updated file keeps saying Invalid Column #. I will create a ticket with WIPS so I can resubmit with the latest up to date data through 6/30/2024. -Isis Chavez
AP-38644-22-60-A-46		South Dakota Department of Labor & Regulation	
AP-38645-22-60-A-36		Staten Island Performing Provider System	
AP-38646-22-60-A-48		Texas Workforce Commission	
AP-38647-22-60-A-50		Vermont Healthcare and IT Education Center	
AP-38648-22-60-A-21		Wilderness Education Project	The PIRL data uploaded into WIPS on 5/9/2024 is certified by Clabe Slone as accurate. The information displayed in this report is inaccurate; however, the information in our quarterly narrative report will reflect the accuracy of our data from our RAPTOR system. From our Apprenticeship Grant Office Hour session today, we were informed that data elements 1300, 1302, 1303, 1306, 1307, and 1308 would need to be pushed through with made-up data to push the PIRL in WIPS until an update is complete after June 30, 2024. So, data in our PIRL data on those data elements are not accurate, and we plan to update those along with other essential updates during the next quarterly reporting period.
AP-38649-22-60-A-36		WDB of Herkimer, Madison and Oneida	

Category 4

Grant Number	Grantee	Total # of RAPs Developed							Total # of RAPs Expanded						
		QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	YR1 Total	YR2 Total	Yr1 + Yr2 Total	QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	YR1 Total	YR2 Total	Yr1 + Yr2 Total
AP-38622-22-60-A-48	Adaptive Construction Solutions, Inc.	10	14	2	9	8	35	43	1	1	1	25	-	28	28
AP-38624-22-60-A-11	American Association of Community Colleges	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38625-22-60-A-11	BuildWithin, Inc.	59	156	12	12	2	239	241	12	156	13	12	2	193	195
AP-38627-22-60-A-31	Central Community College	-	-	-	-	1	-	1	-	-	-	-	1	-	1
AP-38894-22-60-A-6	Chabot-Las Positas Community College District	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38895-22-60-A-33	Community College System of New Hampshire	3	4	6	5	-	18	18	1	10	9	-	-	20	20
AP-38897-22-60-A-39	Economic Growth Foundation	-	-	-	2	-	2	2	-	-	-	-	1	-	1
AP-38634-22-60-A-18	Ivy Tech Community College of Indiana	2	-	2	12	-	16	16	-	-	-	6	-	6	6
AP-38896-22-60-A-17	Madison County Employment and Training Department	3	3	1	7	-	14	14	2	-	1	13	-	16	16
AP-38639-22-60-A-36	NYSUT Education and Learning Trust	-	3	4	7	-	14	14	1	1	1	1	-	4	4
AP-38898-22-60-A-42	Philadelphia Works, Inc.	-	1	1	1	-	3	3	-	-	-	2	-	2	2
AP-38899-22-60-A-6	Riverside Community College District	2	5	-	-	17	7	24	1	1	1	-	1	3	4
AP-38900-22-60-A-6	South Bay Workforce Investment Board, Inc.	5	3	6	-	-	14	14	-	7	-	2	-	9	9
AP-38901-22-60-A-26	Southeast Michigan Community Alliance	-	6	6	7	-	19	19	-	55	25	7	-	87	87
AP-38902-22-60-A-26	Washington State Employment Security Department	-	-	1	1	-	2	2	-	-	4	4	-	8	8
Totals		84	195	41	63	28	383	411	18	231	55	72	5	376	381

Grant Number	Grantee	Total # of Pre-Apprenticeships Developed							Total # of Pre-Apprenticeships Expanded						
		QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	YR1 Total	YR2 Total	Yr1 + Yr2 Total	QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	YR1 Total	YR2 Total	Yr1 + Yr2 Total
AP-38622-22-60-A-48	Adaptive Construction Solutions, Inc.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38624-22-60-A-11	American Association of Community Colleges	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38625-22-60-A-11	BuildWithin, Inc.	20	74	3	48	1	145	146	-	74	9	2	1	85	86
AP-38627-22-60-A-31	Central Community College	-	-	-	-	1	-	1	-	-	-	-	-	-	-
AP-38894-22-60-A-6	Chabot-Las Positas Community College District	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38895-22-60-A-33	Community College System of New Hampshire	-	2	-	1	-	3	3	-	-	-	-	-	-	-
AP-38897-22-60-A-39	Economic Growth Foundation	-	-	-	3	-	3	3	-	-	-	-	-	-	-
AP-38634-22-60-A-18	Ivy Tech Community College of Indiana	1	-	-	-	-	1	1	-	-	-	1	-	-	1
AP-38896-22-60-A-17	Madison County Employment and Training Department	-	-	-	6	-	6	6	7	-	-	1	-	8	8
AP-38639-22-60-A-36	NYSUT Education and Learning Trust	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38898-22-60-A-42	Philadelphia Works, Inc.	1	-	-	-	-	1	1	-	-	-	2	-	2	2
AP-38899-22-60-A-6	Riverside Community College District	-	3	1	-	-	4	4	-	-	1	-	-	1	1
AP-38900-22-60-A-6	South Bay Workforce Investment Board, Inc.	-	2	-	-	-	2	2	1	-	4	-	3	5	8
AP-38901-22-60-A-26	Southeast Michigan Community Alliance	-	1	2	1	-	4	4	-	22	1	2	-	25	25
AP-38902-22-60-A-26	Washington State Employment Security Department	-	-	-	-	-	-	-	-	-	1	1	-	2	2
Totals		22	82	6	59	2	169	171	8	96	16	9	4	129	133

Grant Number	Grantee	Total # of Stakeholders Engaged							Total # of Individuals Enrolled in a RAP						
		QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	YR1 Total	YR2 Total	Yr1 + Yr2 Total	QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	YR1 Total	YR2 Total	Yr1 + Yr2 Total
AP-38622-22-60-A-48	Adaptive Construction Solutions, Inc.	66	121	124	767	106	1,078	1,184	-	-	-	-	29	-	29
AP-38624-22-60-A-11	American Association of Community Colleges	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AP-38625-22-60-A-11	BuildWithin, Inc.	510	534	459	835	98	2,338	2,436	5	100	118	56	2	279	281
AP-38627-22-60-A-31	Central Community College	-	251	437	459	120	1,147	1,267	-	-	-	-	4	-	4
AP-38894-22-60-A-6	Chabot-Las Positas Community College District	2	2	2	2	4	8	12	-	-	-	-	-	-	-
AP-38895-22-60-A-33	Community College System of New Hampshire	26	240	15	17	80	296	378	-	-	-	148	-	148	148
AP-38897-22-60-A-39	Economic Growth Foundation	92	-	163	78	99	333	432	-	-	-	-	5	-	5
AP-38634-22-60-A-18	Ivy Tech Community College of Indiana	35	-	35	62	-	132	132	-	-	-	-	-	-	-
AP-38896-22-60-A-17	Madison County Employment and Training Department	14	14	180	134	-	342	342	-	-	-	-	-	-	-
AP-38639-22-60-A-36	NYSUT Education and Learning Trust	720	1,250	1,150	1,475	65	4,595	4,660	-	-	-	-	-	-	-
AP-38898-22-60-A-42	Philadelphia Works, Inc.	9	11	10	3	-	33	33	-	-	-	-	-	-	-
AP-38899-22-60-A-6	Riverside Community College District	49	46	45	81	-	221	221	-	-	-	-	-	-	-
AP-38900-22-60-A-6	South Bay Workforce Investment Board, Inc.	57	25	9	27	40	118	158	-	-	278	1	38	279	317
AP-38901-22-60-A-26	Southeast Michigan Community Alliance	-	67	73	69	-	209	209	-	-	71	24	-	95	95
AP-38902-22-60-A-26	Washington State Employment Security Department	-	-	33	48	-	81	81	-	-	-	-	-	-	-
Totals		1,580	2,561	2,735	4,057	612	10,933	11,545	5	100	467	229	78	801	879

		Total # of Individuals Enrolled in a Pre-Apprenticeships Developed w/ ABA							Comments
Grant Number	Grantee	QTR 1 9.30.23	QTR 2 12.31.23	QTR 3 3.31.24	QTR 4 6.30.24	YR1 Total	YR2 Total	Yr1 + Yr2 Total	
AP-38622-22-60-A-48	Adaptive Construction Solutions, Inc.	682	-	-	-	-	682	682	
AP-38624-22-60-A-11	American Association of Community Colleges	-	-	-	-	-	-	-	
AP-38625-22-60-A-11	BuildWithin, Inc.	43	74	20	48	6	185	191	
AP-38627-22-60-A-31	Central Community College	-	-	-	-	-	-	-	
AP-38894-22-60-A-6	Chabot-Las Positas Community College District	-	-	-	-	-	-	-	
AP-38895-22-60-A-33	Community College System of New Hampshire	-	7	7	8	-	22	22	
AP-38897-22-60-A-39	Economic Growth Foundation	-	5	19	106	12	130	142	
AP-38634-22-60-A-18	Ivy Tech Community College of Indiana	-	-	-	-	-	-	-	
AP-38896-22-60-A-17	Madison County Employment and Training Department	52	52	8	28	-	140	140	Total reportable individuals for the current period should be 27 not 43. The other 16 individuals were enrolled at the beginning of the quarter ending in 9/30/2024. WIPS was flagging errors when I submitted the corrected report, but Column AD reflects the difference in dates.
AP-38639-22-60-A-36	NYSUT Education and Learning Trust	-	-	-	-	-	-	-	
AP-38898-22-60-A-42	Philadelphia Works, Inc.	-	-	18	53	-	71	71	
AP-38899-22-60-A-6	Riverside Community College District	11	-	-	202	72	213	285	
AP-38900-22-60-A-6	South Bay Workforce Investment Board, Inc.	39	15	28	-	70	82	152	
AP-38901-22-60-A-26	Southeast Michigan Community Alliance	-	22	-	9	16	47	47	
AP-38902-22-60-A-26	Washington State Employment Security Department	-	-	33	22	-	55	55	
Totals		827	175	142	483	160	1,627	1,787	



QUARTERLY PERFORMANCE & NARRATIVE SUMMARY

