



THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT  
DEPARTMENT OF LABOR STANDARDS  
DIVISION OF APPRENTICE STANDARDS

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No. 01-04092020

# Apprenticeship Issuance

Policy  
 Information

**To:** Registered Apprenticeship Sponsors

**From:** Patrick Mitchell, Director  
Apprenticeship Expansion and Work-Based Learning

**Date:** April 9, 2020

**Subject: Youth Apprenticeship Readiness Grant Program Funding Opportunity – Call for Ideas**

**Purpose:** To notify Massachusetts Registered Apprenticeship Sponsors and Training Partners of a Department of Labor/Employment and Training Administration (DOL/ETA) funding opportunity announced May 6, 2020 on grants.gov: [FOA-ETA-20-06 Youth Apprenticeship Readiness Grant Program](#).

**Background:** The Executive Office of Labor and Workforce Development (EOLWD), which includes the Division of Apprentice Standards (DAS), is interested in ideas from our partners in the workforce system to help shape a state-level application that will address a sustainable and integrated state-wide vision to grow and accelerate Registered Apprenticeship for youth in Massachusetts and engage disconnected youth in work-based learning and career pathway opportunities. Efforts will build upon existing DOL-funded grants, enhance apprenticeship programs registered by the DAS for all sectors, and support the Commonwealth's [Apprenticeship Expansion Plan](#).

As outlined in the FOA:

The purpose of the Youth Apprenticeship Readiness Grant program is to support the development of new or the expansion of existing Registered Apprenticeship Programs (RAP) for youth (16-24, in and out of school). This also includes quality pre-apprenticeship programs that lead to a RAP.

This grant program supports the President’s Executive Order and DOL/ETA’s goals to promote pre-apprenticeships, to develop a strong youth apprenticeship pipeline, and to expand access to youth apprenticeships. As a result, the grant will:

- Increase awareness and adoption of the earn-and-learn apprenticeship model as a solution for experiential learning at the secondary educational level;
- Increase parental, young adult, and employer awareness around the benefits of youth participation in RAPs, as well as their engagement in these models;
- Develop and expand the number of RAP opportunities for youth, ensuring they meet RAP standards and pre-apprenticeship programs are of high quality and lead to RAP;
- Increase academic and career-focused learning among youth, based on sound assessments, to increase employability in the labor force;
- Promote increased alignment between state education and workforce systems through the development of policies that facilitate the transition from school to a RAP; and
- Increase RAP opportunities for all youth, particularly underrepresented populations (including women, people of color, ex-offenders, persons with disabilities), youth with barriers to employment, and out-of-school youth.

Funding requests are based on expected performance outcomes:

Amount of Funding Request	Minimum Registered Apprentices Enrolled During POP
\$1,000,000 - 1,499,999	200
\$1,500,000 - 1,999,999	300
\$2,000,000 – 2,499,999	400
\$2,500,000 – 2,999,999	500
\$3,000,000 – 3,499,999	600
\$3,500,000 – 3,999,999	700
\$4,000,000 – 4,499,999	800
\$4,500,000 – 5,000,000	900

**Allowable uses for funds include:**

- Establishing new RAPs for youth or expanding existing programs;
- Registering the program and apprentices via OA or applicable SAAs;
- Recruiting and enrolling youth into RAPs;
- Creating the training infrastructure or network to deploy RAPs for youth;

- Promoting alignment between state education and workforce systems through the development of or supporting policies that facilitate the transition from school, including alternative and non-traditional schools as well as programs that serve out-of-school youth, to RAP (at the regional, state, and local level), as applicable;
- Developing or modifying training activities to meet the needs of youth apprentices;
- Creating new national guidelines and/or local program standards for a new RAP;
- Modifying and/or developing curricula to prepare youth for entry into a RAP, including the incorporation of quality pre-apprenticeship programs, as defined in Section I.A.2 of this FOA;
- Conducting participant assessments to determine skill levels, aptitudes, abilities, interests, and competencies of apprentices;
- RI: Grant funds may be used to support the RI (sometimes referred to as classroom training or related technical instruction) of a RAP. Allowable costs include (1) the development of courses at the secondary level that are integrated into the RAP and local and/or state educational standards; (2) apprentice tuition or other educational fees; and (3) the delivery of instruction requirements (e.g., virtual learning technology, classroom instructors, etc.);
- OJL/OJT: Grant funds may be used to reimburse employers for the extraordinary costs of OJL/OJT. The negotiated reimbursement percentage may not exceed 50 percent of the participant's hourly wage (see Section IV.E.5);
- Supportive Services: Supportive services for training participants may include transportation, childcare, dependent care, housing, and needs-related payments that are necessary to enable an individual to participate in education and training activities funded through this grant. Supportive services activities may include, but are not limited to, provision of the actual supportive service (i.e. childcare); providing participants with a voucher for the service (i.e. public transportation cards or tokens); or providing a stipend directly to the apprentice. Funding for supportive services may not exceed 20 percent of the funding level;
- Pre-Apprenticeship Program Training: As applicable, grant funds may be used to support quality pre-apprenticeship programs and other strategies that can serve as onramps to RAP opportunities. Of note, these training efforts should lead youth into a recognized RAP that offers an industry-recognized credential, as outlined in Section I.A.2 Program Purpose;
- Providing all grant recipient designated partners (e.g., education stakeholders, workforce boards, and employers) with technical assistance, advice, and support to help create RAP standards;
- Increasing awareness of parents, educators, students and employer/sponsors in the targeted service area about the benefits of youth entering a RAP;
- Facilitating industry-specific engagement and support to promote registration of apprenticeship programs with OA or the SAA;
- Promoting innovation, inclusion, and alignment with CTE programs (if applicable to the program model) and post-secondary opportunities; and
- Collecting data on the required program elements for tracking and reporting performance outcomes of enrolled apprentices.

## **Youth Apprenticeship Readiness Grant Program**

**Funding Opportunity Number:** FOA-ETA-20-06  
**Application Deadline:** May 6, 2020 by 4:00 PM  
**Estimated Total Funding:** \$42,500,000  
**Award Ceiling:** \$5,000,000  
**Award Floor:** \$1,000,000  
**Anticipated # of Awards:** 20  
**Period of Performance:** 48 mos. (~07/01/2020 to 06/30/2024)

**Eligible Applicants:** State Agencies, Education and Training Providers, Workforce Development System Entities, Organizations Functioning as Workforce and Industry Intermediaries. (Eligible applicants may submit an application as the lead applicant and serve as a partner in an application in which they do not serve as the lead applicant).

### **Action**

#### **Requested:**

Please send ideas to Patrick Mitchell at [Patrick.mitchell@mass.gov](mailto:Patrick.mitchell@mass.gov) by Close of Business on Monday April 13, 2020.