



MINNESOTA DEPARTMENT OF
LABOR & INDUSTRY

*Minnesota*TM
Department of Employment and Economic Development



Minnesota Apprenticeship Initiative

**Webinar
April 23, 2015**



Grant Writing Team:

DEED

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DLI

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Agenda

- 1) Goals and Requirements
- 2) Overview of Grant Sections
- 3) Employer Commitment Letters
- 4) Leveraged Resources
- 5) Industry Sector Partnership Team Deadlines
- 6) Q & A



MAI Grant Goals

1. Support expansion of quality and innovative Registered Apprenticeship training programs to employers, workers, and other key stakeholders.
2. Align Registered Apprenticeship with post-secondary education institutions and workforce investment systems through innovative partnerships.
3. Encourage employers to develop and offer Registered Apprenticeship opportunities.
4. Utilize strategies that offer registered apprenticeship for all American workers, particularly those populations currently underrepresented in apprenticeship.
5. Support high-growth occupations and industries where employers are using H-1B visas to hire foreign workers.



Webinar Goals

- 1. Update grant partners on the status of Minnesota Apprenticeship Initiative application.**
- 2. Disseminate MAI grant information requests and timelines.**
- 3. Q & A about the MAI.**



Overview of Grant Sections

- 1. Statement of Need (15 points)**
- 2. Expected Outcomes and Outputs (15 points)**
- 3. Project Design (56 points)**
- 4. Organizational, Administrative, and Fiscal Capacity (11 points)**
- 5. Budget and Budget Justification (3 points)**

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- Required Attachments**
 - Requested Attachments**
 - Employer Commitment Letters**



Overview of Grant Sections

1. Statement of Need (15 points)

- Expand PIPELINE project outcomes and supply-side led training model
- Increase awareness and recruitment to underserved populations:
 - Employment disparities: people of color, women, veterans, disabled, long-term unemployed
- Enhance skill and educational competency matched between individuals and employers
- Create a sustainable plan to adapt to statewide demographic changes
- Serve high-growth industries, job occupations in Minnesota



Overview of Grant Sections

2. Expected Outcomes and Outputs (15 points)

- **Project Outcomes, Outputs and Outcomes**
 - Minimum of 600 individuals in registered apprenticeship programs
 - \$5000 per apprentice in seed funds awarded to industry sector project teams for each registered apprentice entering a program.
 - 30 plus occupations in 5 industry sectors over 5 years
 - Creation of a sustainable employer-based training model involving: employers, related instruction providers and apprenticeship support partners
 - Validate occupational templates for RA programs
- **Capacity to Report and Evaluate Outcomes**
 - DEED has a long and successful history of reporting and evaluating DOL grant outcomes.
 - DEED utilizes Workforce One and other data management tools

Overview of Grant Sections

2. Expected Outcomes and Outputs (15 points)

- **Capacity Building & Employer Metrics**
 - Total number of employers = ~100 employers
 - Total number of outreach = ~10,000 activities
 - Total number of new RA programs = ~38 programs
 - Total number of existing RA programs expanded = 2 programs
- **Employment & Training Metrics**
 - Total number of participants to receive services = 1200 individuals (funded through both leveraged and DOL funds)
 - Total number of NEW RAs = 600+ RAs Percentage of total participants served identified as part of targeted or underrepresented populations = ~25% (~150 individuals)
 - Percent of RAs that complete their apprenticeship program = ~24% (~144 individuals) (due to length of programs, when programs begin, and new program attrition.)
 - Average cost per RA = ~\$6,666 DOL and ~\$65,000 TOTAL



Overview of Grant Sections

2. Expected Outcomes and Outputs (15 points)

- **Other Project Success Measures**
 - Career-readiness and support programs
 - Incumbent workers serviced
 - Average wage of RA at completion of apprenticeship
 - Employment Retention Rate
 - Entered Employment Rate



Overview of Grant Sections

3. Project Design (56 points)

- Expand American Apprenticeship

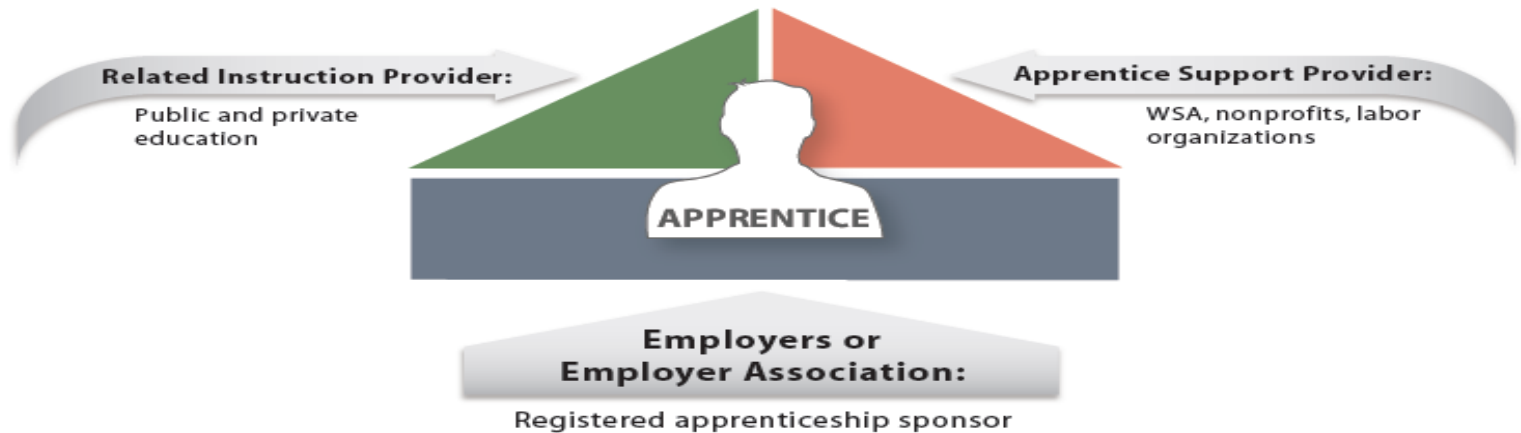


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Minnesota Statewide AAI Model: INDUSTRY SECTOR PARTNERSHIP



Overview of Grant Sections

3. Project Design (56 points)

- **Innovations to Increase Return on Investment**
 - Working with Employers and their partners to establish costs and parameters for ROI for each project
 - State funded (leveraged) research and analysis to document costs, ROI, and benefits to employers, employees, and state
- **Innovations to Expand Access to Underrepresented Populations**
 - Outreach and Retention
 - Industry Sector Project Teams
 - Employers, Related Instruction Providers, Apprenticeship Support Providers
 - DEED and Minnesota Workforce System
 - DLI and Minnesota Apprenticeship Authority

Overview of Grant Sections

3. Project Design (56 points)

- **Partnership and Policy Innovations to Expand Registered Apprenticeship**
 - Expand partnerships: Public/Private/Apprenticeship Authority and 3 point industry sector project model
 - Leverage Funding: Employers, State System and others
 - Develop Policies for Sustainability: Workforce Investment Opportunity Act (WIOA) and extending PIPELINE project
- **21st Century American Sector Focus and Employer Commitments**
 - Supply-side (employer) led model
 - Industry recognized national certifications
 - Flexible and innovative partnerships with related instruction providers (credit for prior learning, completion of academic programs, non-credit programs with nationally recognized industry credentials)
 - Occupational Templates for RA



Overview of Grant Sections

3. Project Design (56 points)

- **Innovations in American Apprenticeship Training**
 - **Minnesota Apprenticeship Model**
 - Awareness and Recruitment of Individuals: Employers, DEED, DLI, related instruction provider and/or apprenticeship support providers
 - Employment/Entrance in RA programs: new hires vs incumbent workers
 - Competency Based - Related Instruction/On-the-Job Training with RA Templates
 - Safety Training, and Progressive Wage Scale
 - Pathways and Upscaling for RA – more than modest gains and lead to advancement through college credit and/or industry recognized credentials

Overview of Grant Sections

3. Project Design (56 points)

- **Work Plan - Activities**
 - Work-Readiness and Individual Support:
 - Awareness and Recruitment (internal and external)
 - Work-readiness programs (if applicable)
 - DEED/WSA programs (if applicable)
 - Employment/ Enter RA Program:
 - Development and Approval of RA Program
 - Registered Apprenticeship Agreement: employer has 30 days to register 1st apprentice into program
 - RA Program:
 - OJT
 - Related Instruction
 - Apprenticeship Support
 - Completion of RA Program:
 - DLI RA completion certification
 - Degree and/or industry recognized certification



Overview of Grant Sections

3. Project Design (56 points)

- **Work Plan – timeline**
 - May – September 2015:
 - Pre-Grant Work (begin developing RA programs)
 - September – December 2015:
 - Grant Initiation (grant admin staff hired and grant budgets/paper work established)
 - January 2016 – December 2019:
 - Awareness/Recruitment
 - Development and Approval of RA Programs with DLI
 - RA Agreement approved by DLI and Apprentices registered
 - RA Programs Launch
 - RA Programs In Progress (1 – 3 years)
 - RAs complete apprenticeship program
 - January – September 2020:
 - DOL grant review and close-out (ROI of RA, analyze metrics and outcomes of grant, and DOL grant evaluation)



Overview of Grant Sections

4. Organizational, Administrative, and Fiscal Capacity (11 points)

- DEED will have a MAI Grant Administration Team: Project Manager, Field Support, and Data Support
- DEED has administrative controls to manage federal funds
- Leveraging state resources and current state positions to support grant from both DEED and DLI

5. Budget and Budget Justification (3 points)

- \$4,000,000+ (depending on letters of commitment)
- \$5000 per registered apprentice
- Personal and Fringe, Travel, Contractual, Indirect Costs Rate



Overview of Grant Sections

1. Required Attachments

- Project Abstract – 2 page summary of grant

2. Requested Attachments

- Project/Performance Site Location – DEED
- Indirect Cost Rate Agreement – DEED
- Organizational Charts – DEED and DLI
- Work Plan and Performance Tables – see pervious information
- Partner Commitment Letters – Governor, MN U.S. Senators, State Apprenticeship Council, Governor's Workforce Development Council, Enterprise MN, U.S. Pork Association, DLI, and DEED
- Employer Commitment Letters -~100 employers and 31 letters anticipated by Monday, April 27th at 4:00 PM



Employer Commitment Letters

1. Describe Industry Sector Partnership Roles and Responsibilities:

- Employer – include person/positon responsible for coordinating registered apprenticeship at the employer site and coordinating OJT and Related Instruction, and Apprenticeship Support.
- Related Instruction Provider – include if they are interested in joining the RACC
- Apprentice Support Provider

2. Industries and Occupations Served

3. Number of Individuals Entering Registered Apprentices



Employer Commitment Letters

4. Employer Leveraged Resources
5. Geographical Areas Served in Minnesota
6. Employer Name and Key Contact Information:
 - Name
 - Position/Title
 - Business Phone
 - Business Email
 - Optional Related Instruction and Apprenticeship Support Providers signatures



Employer Commitment Letters

Process:

- 1st Confirm industry sector occupations with Heather.
- 2nd Use DRAFT employer commitment letter on DLI, Registered Apprenticeship, AAI grant website or ask Heather to send it to you.
- **3rd Submit you Employer Commitment Letter by Monday, April 27th by 4 PM to Heather McGannon**
- If you have any questions or need assistance please contact Heather ASAP.
- <http://www.doli.state.mn.us/aai.asp>



Leveraged Resources

Goal: \$35M - \$45M

- Highlight the amount of investment from employers, state, and other providers to ensure this employer-based model is a success and sustainable

Employer Leveraged Resources (options): \$15M - \$20M

- Mentors, donation of equipment, wages and benefits, related instruction costs, and infrastructure costs related to establishing a registered apprenticeship program

State System: \$10M - \$15M

- Registered apprenticeship outreach, development of programs, support, resources, current programs, oversight and staff



Industry Sector Partnership Team Deadlines

DUE Monday, April 27th by 4 P.M.

- Employer Commitment Letters
- Leveraged Resources Amounts
 - What are the employers and other partners donating to this project?
 - What is the cash equivalent for these services, donations and other investments?



Questions and Answers



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Thank you!

**We look forward to continuing to work with
you to build Registered Apprenticeship in
Minnesota.**

Please contact Heather McGannon if you have any additional questions or need more information. heather.mcgannon@state.mn.us or 651-284-5130