

Roadmap to Building Registered Apprenticeship Programs

February 28, 2023



Supporting the expansion of apprenticeships
and providing access statewide.

Housekeeping

- In our effort to avoid possible technical issues and maintain a productive conversation, **you will be muted upon entry and will remain muted throughout the webinar.**
- Utilize the chat feature to make introductions, make comments, and engage with others during the webinar.
- There may not be time for a live Q&A. Please ask questions in the chat and our teams will do our best to answer them.

Grow Apprenticeship California Team

Small but mighty team of FoundationCCC Workforce Development Department staff supporting California Apprenticeship Initiative grantees and the larger apprenticeship ecosystem through providing technical assistance, including:

- Learning Labs
- Virtual Convenings
- Newsletters
- Online Community of Practice (LinkedIn)
- Much more...



Facilitators



Adele Burnes
Deputy Chief,
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Standards



Vinz Koller
Senior Strategist for
Capacity Building,
Social Policy Research
Associates

Budgeting and Funding Apprenticeship in CA

Apprenticeship is transformative, but hard to budget for.
Here's how to do so.

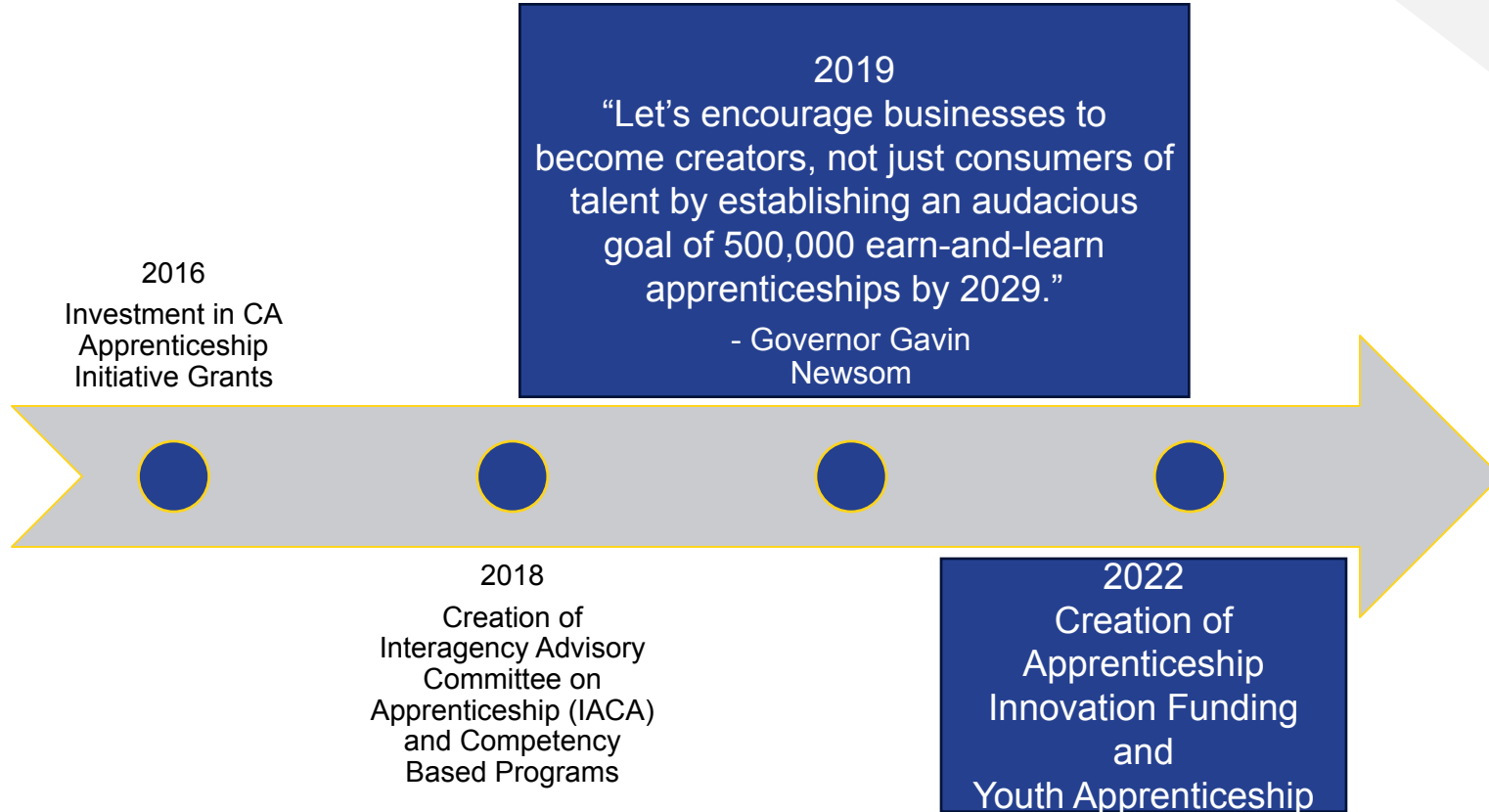


Agenda

- DAS Funding Strategy
- A dig into the numbers
 - RA Cost Categories
 - Start-up costs
 - Annual, ongoing costs
- Navigating Apprenticeship Funding
- Apprenticeship Innovation Funding



Growing Apprenticeship in CA



Advancing Apprenticeship in CA

A Five-Point Action Plan



Support Regional and Sectoral Apprenticeship Intermediaries



Expand New and Innovative Apprenticeships



Grow and Expand Access to Traditional Construction Apprenticeships

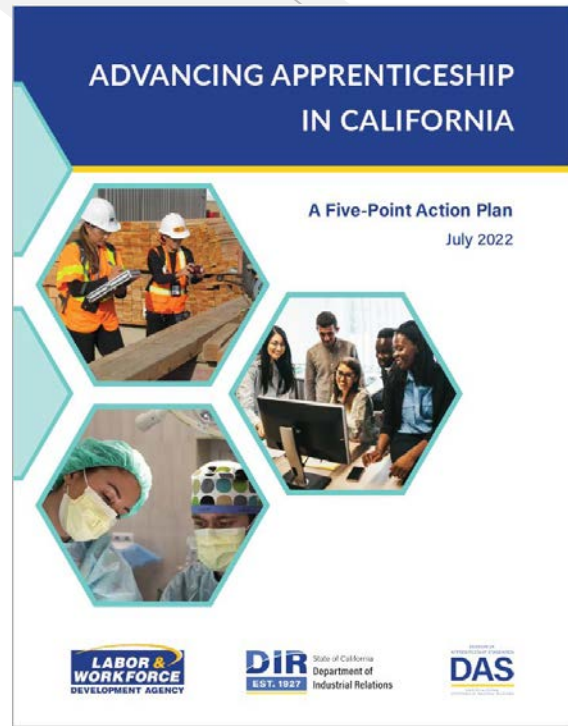


Support Youth Apprenticeship for In-School and Out-of-School Youth



Expand State and Local Public Sector Apprenticeships

<https://www.dir.ca.gov/DAS/e-News/2022/Action-Plan-in-Place-for-Reaching-California-Apprenticeship-Goals.htm>



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Apprenticeship Stakeholders

Employers

- Employ the apprentice and provide on the job training

Educators:

- Educate the apprentice with work relevant training and skills

Government:

- Oversee the program for quality and credentialing

Apprentices:

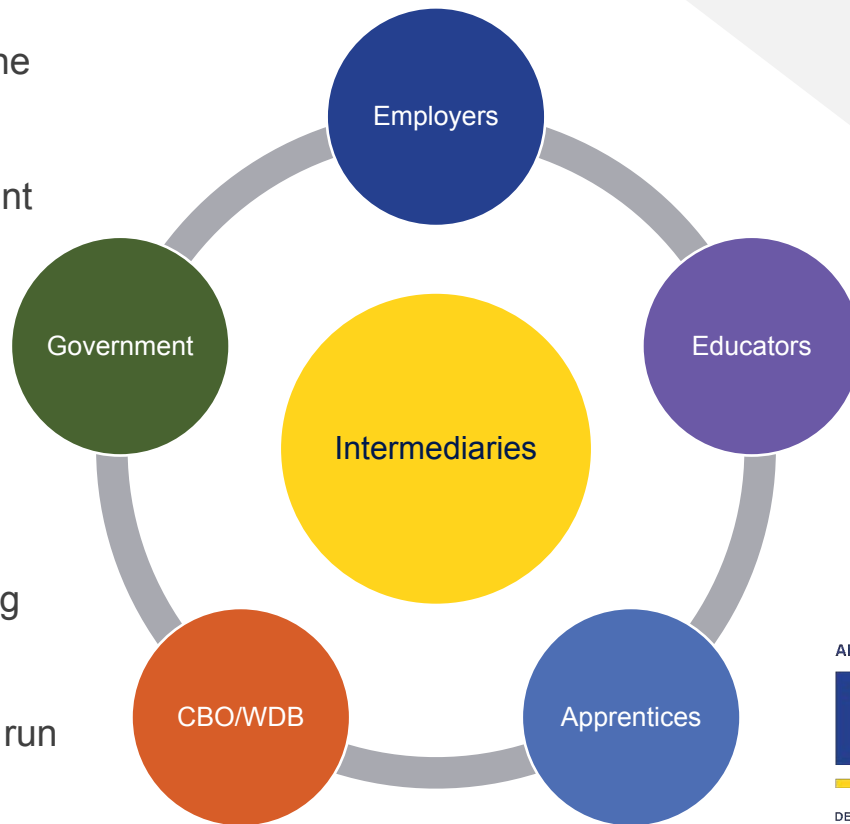
- Earn and learn

Community Based Organizations and Workforce Development Boards:

- Provide supportive services and sourcing apprentices

Intermediaries:

- Convene all the stakeholders to launch, run and scale apprenticeship programs



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The Numbers



Overview & Framing

			Number of Apprentices	50	Number of Apprentices	200
	Start Up LOW	Start up HIGH	Annual Cost of an Apprenticeship program with 1-100	Cost Per Apprentice (assuming 50 apprentice on avg)	Annual Cost of an Apprenticeship program with 100+ appre	Cost Per Apprentice (assuming 200 apprentice on avg)
Employer						
- Apprentice Wages						
- OJT						
- Design & Refine						
Employer Total						
Employer Total (without wages)						
Intermediary						
- Design & Refine						
- Stakeholder Admin						
- Appren Admin						
- Appren Support Svc						
- Operating overhead (Rent, office, equip, etc)						
Intermediary Total						
Training						
- Classroom						
- Tools & Equip						
- Instructors						
- Edu Admin						
- Curriculum Development						
Training Total						
Overall Total						
Overall Total without wages						

Accounting for Equity

DEIA should happen at the outset rather than after-the-fact. We captured costs under the Design line-item. These might include:

- Targeted recruitment
- Supportive services
- Integrated basic skills and work readiness education
- Language support
- Disability-related accommodations
- Tracking data related to access and equity

Actual costs will be contextual and could vary widely!

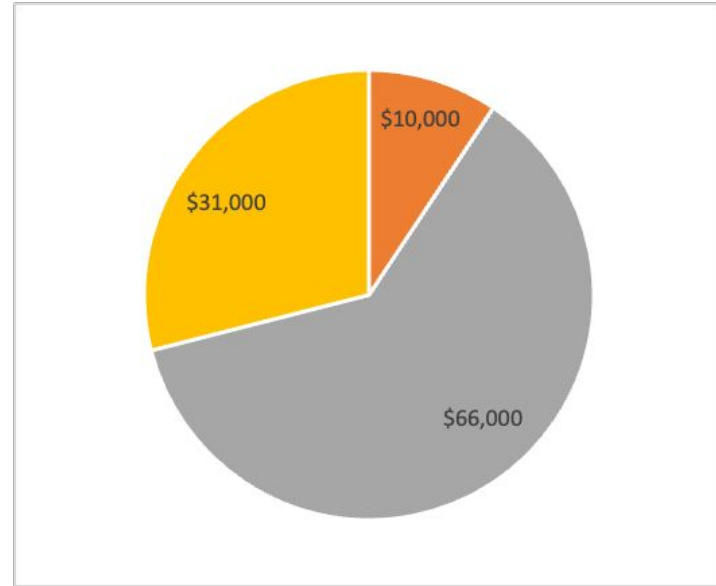


Operational Costs

			Number of Apprentices	50	Number of Apprentices	200
	Start Up LOW	Start up HIGH	Annual Cost of an Apprenticeship program with 1-100	Cost Per Apprentice (assuming 50 apprentice on avg)	Annual Cost of an Apprenticeship program with 100+ appre	Cost Per Apprentice (assuming 200 apprentice on avg)
Employer						
- Apprentice Wages	\$0	\$0	\$2,860,000	\$57,200	\$11,440,000	\$57,200
- OJT	\$0	\$20,000	\$250,000	\$5,000	\$800,000	\$4,000
- Design & Refine	\$10,000	\$60,000	\$35,000	\$700	\$20,000	\$100
Employer Total	\$10,000	\$80,000	\$3,145,000	\$62,900	\$12,260,000	\$61,300
Employer Total (without wages)	\$10,000	\$80,000	\$285,000	\$5,700	\$820,000	\$4,100
Intermediary						
- Design & Refine	\$30,000	\$60,000	\$45,000	\$900	\$30,000	\$150
- Stakeholder Admin	\$20,000	\$40,000	\$100,000	\$2,000	\$200,000	\$1,000
- Appren Admin	\$10,000	\$20,000	\$80,000	\$1,600	\$160,000	\$800
- Appren Support Svc	\$0	\$0	\$50,000	\$1,000	\$200,000	\$1,000
- Operating overhead (Rent, office, equip, etc)	\$6,000	\$24,000	\$55,000	\$1,100	\$59,000	\$295
Intermediary Total	\$66,000	\$144,000	\$330,000	\$6,600	\$649,000	\$3,245
Training						
- Classroom			\$5,000	\$100	\$10,000	\$50
- Tools & Equip	\$1,000	\$10,000	\$10,000	\$200	\$25,000	\$125
- Instructors	\$0	\$10,000	\$100,000	\$2,000	\$400,000	\$2,000
- Edu Admin	\$30,000	\$60,000	\$20,000	\$400	\$40,000	\$200
- Curriculum Development	\$0	\$60,000	\$10,000	\$200	\$10,000	\$50
Training Total	\$31,000	\$140,000	\$145,000	\$2,900	\$485,000	\$2,425
Overall Total	\$107,000	\$364,000	\$3,620,000	\$72,400	\$13,394,000	\$66,970
Overall Total without wages	\$107,000	\$364,000	\$760,000	\$15,200	\$1,954,000	\$9,770

Start-up Costs

			Number of Apprentices	50	Number of Apprentices	200
	Start Up LOW	Start up HIGH	Annual Cost of an Apprenticeship program with 1-100	Cost Per Apprentice (assuming 50 apprentice on avg)	Annual Cost of an Apprenticeship program with 100+ appre	Cost Per Apprentice (assuming 200 apprentice on avg)
Employer						
- Apprentice Wages		\$0				
- OJT		\$0				
- Design & Refine		\$10,000				
Employer Total	\$10,000	\$80,000				
Employer Total (without wages)	\$10,000	\$80,000				
Intermediary						
- Design & Refine	\$30,000	\$60,000				
- Stakeholder Admin	\$20,000	\$40,000				
- Appren Admin	\$10,000	\$20,000				
- Appren Support Svc	\$0	\$0				
- Operating overhead (Rent, office equip, etc)	\$6,000	\$24,000				
Intermediary Total	\$66,000	\$144,000				
Training						
- Classroom						
- Tools & Equip	\$1,000	\$10,000				
- Instructors	\$0	\$10,000				
- Edu Admin	\$30,000	\$60,000				
- Curriculum Development	\$0	\$60,000				
Training Total	\$31,000	\$140,000				
Overall Total	\$107,000	\$364,000				
Overall Total without wages	\$107,000	\$364,000				



Employer Detail

	Start Up LOW	Start up HIGH	Cost Per Apprentice (~50 apprentices)	Cost Per Apprentice (200+ apprentices)
Apprentice Wages & Benefits	\$0	\$0	\$57,200	\$57,200
OJT	\$0	\$20,000	\$5,000	\$4,000
Design & Refine	\$10,000	\$60,000	\$700	\$100
Employer Total	\$10,000	\$80,000	\$62,900	\$61,300
Employer Total (without wages)			\$5,700	\$4,100

OJT includes:

- Mentor Training
- Equipment acquisition
- Materials

Design & Refine includes:

- Articulating OJT
- Working with educators to design or refine course
- Develop or review and revise work process schedules



Intermediary Detail

	Start Up LOW	Start up HIGH	Cost Per Apprentice (~50 apprentices)	Cost Per Apprentice (200+ apprentices)
Design & Refine	\$30,000	\$60,000	\$900	\$150
Stakeholder Administration	\$20,000	\$40,000	\$2,000	\$1,000
Apprenticeship Administration	\$10,000	\$20,000	\$1,600	\$800
Apprenticeship Support Services	\$0	\$0	\$1,000	\$1,000
Operating Overhead (Rent, office, equip. etc)	\$6,000	\$24,000	\$1,100	\$295
Intermediary Total	\$66,000	\$144,000	\$6,600	\$3,245

Design & Refine:

- Working with educators and employers to design or refine courses
- Developing recruitment and onboarding processes

Stakeholder Administration:

- Acting as the backbone among employers, educators, industry associations and others.

Apprenticeship Administration:

- Register Program with DAS
- Develop work process schedules
- Convene JAC or equivalent

Apprenticeship Support Services:

- Childcare, counseling, transportation, tools, work clothing, emergency assistance.

Training Detail

	Start Up LOW	Start up HIGH	Cost Per Apprentice (~50 apprentices)	Cost Per Apprentice (200+ apprentices)
Classroom	N/A	N/A	\$100	\$50
Tools & Equip	\$1,000	\$10,000	\$200	\$125
Instructors	\$0	\$10,000	\$2,000	\$2,000
Education Administration	\$30,000	\$60,000	\$400	\$200
Curriculum Development	\$0	\$60,000	\$200	\$50
Training Total	\$31,000	\$140,000	\$2,900	\$2,425

Classroom

- Pro-rated classroom rent cost

Tools and Equipment:

- Tools, laptops, uniforms, supplies, and safety equipment.

Instructors:

- Salary, benefits, professional development

Education Administration

- Coordination with partner organizations
- Program oversight and fiscal management
- Data and performance reporting.

Curriculum Development

- Salary, benefits, professional development or contracted services.





Apprenticeship Funding

Navigation

Apprenticeship Funding Headline

Good News

- There is A LOT of Apprenticeship and Workforce Funding at both State and Federal Level

Less Good News

- It can be a bit tricky to navigate and decide where to focus your energy

Goal: Help you navigate and give you many threads to pull that are most relevant to you

Navigating Apprenticeship Funding

Focus on
Apprenticeship

What the
funding covers

Sustainability
of funding

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Navigating Apprenticeship Funding

Apprenticeship Specific Funding

- Funding sources that are specifically for apprenticeships or preapprenticeships

Apprenticeship Adjacent Funding

- Funding sources that can and commonly are used for apprenticeships or preapprenticeships but are not specific to apprenticeships or preapprenticeships

Apprenticeship Possible Funding

- Workforce development, sector or population specific funding that could be used for apprenticeships or preapprenticeships but are not specifically for apprenticeships or preapprenticeships

Apprenticeship Specific Funding

 Only available in CA and with LEA
 New CA Funding
 Available Nationally



California Community Colleges
Chancellor's Office



Apprenticeship Innovation Funding – Support
(AIF-S)

Apprenticeship Innovation Funding – Training
(AIF-T)

CA Youth Apprenticeship Grant (CYAG)

Equal Representation in Construction Apprenticeships
(ERiCA)

CA Apprenticeship Council Training Funds
(CAC-TF)

California Apprenticeship Initiative
(CAI)

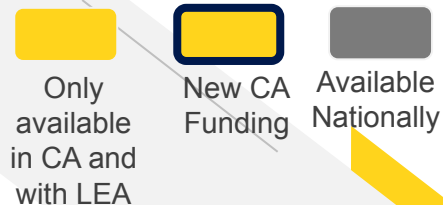
Related and Supplemental Instruction Funding
(RSI)

Employment Training Panel – Apprenticeship
(ETP-A)

US Department of Labor Grants
(DOL)

Women in Apprenticeship and
Nontraditional Occupations
(WANTO)

Apprenticeship Specific Funding – more IACA



Apprenticeship Innovation Funding – Support (AIF-S)

Apprenticeship Innovation Funding – Training (AIF-T)

55M in 2022-2023 for AIF. Formula funding based on the number of apprentices registered with DAS and training hours delivered. Funding covers cost of running program and training of apprentices

CA Youth Apprenticeship Grant (CYAG)

20M in 2022-2023. Funding to create a system of Youth Apprenticeship in CA that focuses on creating pathways for opportunity youth into Pre-Apprenticeship and Apprenticeship

California Apprenticeship Initiative (CAI)

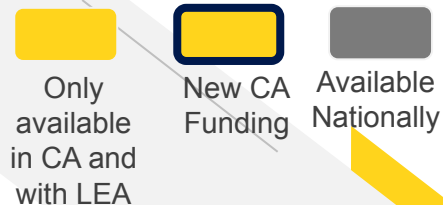
30M in 2022-2023. Grant funding for planning, implementation and expansion of new apprenticeship programs.

US DOL Grants

Upcoming DOL Apprenticeship Grants – likely to be released in the spring



Apprenticeship Specific Funding – more CAC



Equal Representation in Construction Apprenticeships (ERiCA)

\$25M in grant funding to increase representation in Building Trades Apprenticeships. The grant has two categories: Supportive Resources for Childcare and Outreach & Community Building.

CA Apprenticeship Council Training Funds (CAC-TF)

Grants are available to apprenticeship programs in the Building and Construction Trades for the purpose of training apprentices.



California Community Colleges
Chancellor's Office

Related and Supplemental Instruction Funding (RSI)

\$71M in 2022-2023. Formula funding for training of apprentices, \$8.82/training hour



Employment Training Panel – Apprenticeship (ETP-A)

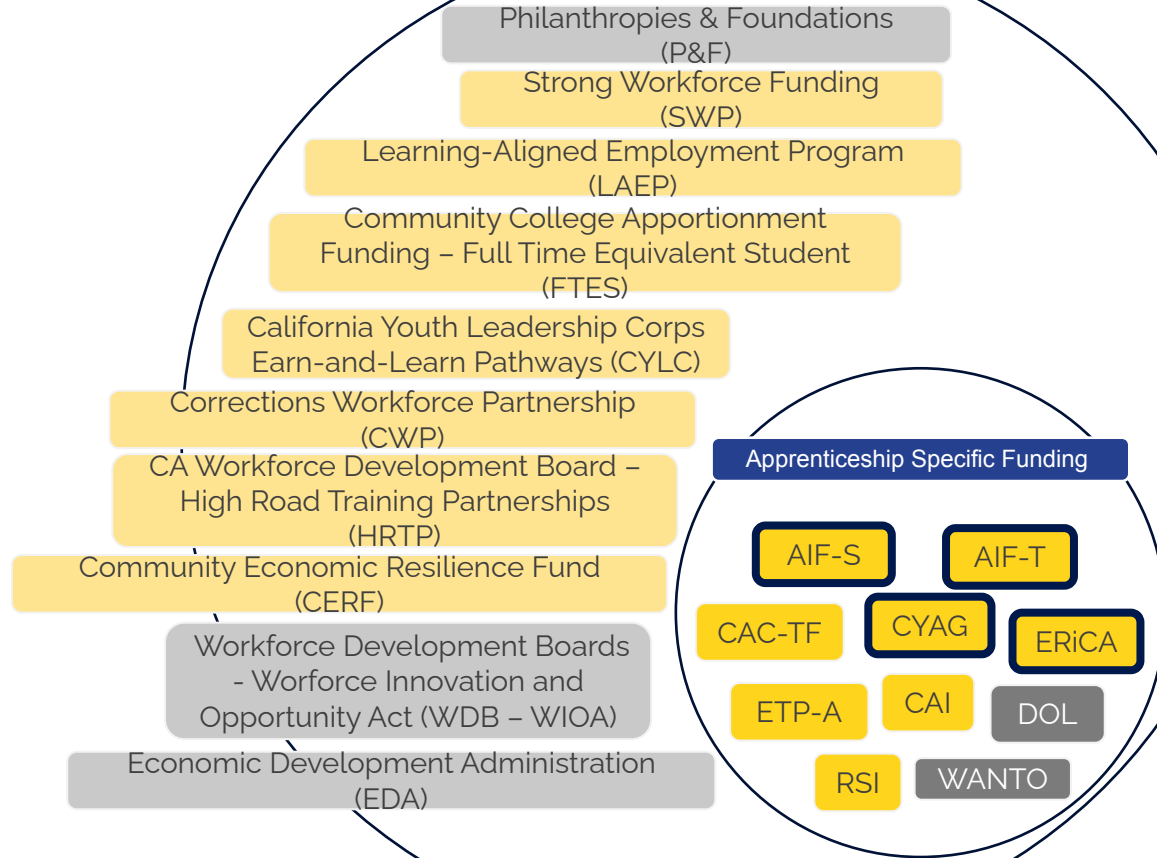
\$23M in 2022-2023 for apprenticeship training and upskilling incumbent workers

Women in Apprenticeship and Nontraditional Occupations (WANTO)

Upcoming DOL Apprenticeship Grants – likely to be released in the spring



Apprenticeship Adjacent Funding



Only
available in
CA and
with LEA

Available
Nationally

Apprenticeship Possible Funding

Agriculture

US Department of Food and Agriculture

Climate

Congestion Mitigation and Air Quality Improvement Program (DOT)

Low Carbon Economy Program

Transit

National Highway Performance Program (DOT)

Highway Safety Improvement Program (DOT)

Building & Infrastructure

YouthBuild - DOL

Healthcare

Longterm Care Career Pathways

Behavioral Health - HCAI

Community Health Workers Training

Healthcare Vocational Education for English Language Learners - EDD

Nursing Expansion Grant Program - DOL

Population Specific

CalFresh Employment & Training

CalWORKs

Adult Education Program

Regional K-16 Education Collaboratives

Workforce Opportunity for Rural Communities (WORC) Initiative

Technology

CA Advanced Supply Chain Analysis and Diversification Effort (CASCADE)

Creating Helpful Incentives to Produce Semiconductors (CHIPS) Act

Apprenticeship Adjacent Funding

Apprenticeship Specific Funding

LAEP

FTES

CYLC

SWP

AIF-S

AIF-T

CAC-TF

CYAG

ERiCA

ETP-A

CAI

DOL

RSI

WANTO

ED A

WDB - WIOA

P&F

CWP

CER F

H RTP



What the Funding Covers

Launching new programs

Launching new programs

Organizations

Pay for

Possible Funding Sources

Employer(s)

Apprentices Wages,
Benefits and Mentorship

~100%

Employer(s)

Learning-Aligned Employment Program (LAEP)

US Department of Labor Grants (DOL)

Philanthropies & Foundations (P&F)

Apprenticeship Innovation Funding – Support (AIF-S)

CA Youth Apprenticeship Grant (CYAG)

California Apprenticeship Initiative (CAI)

Strong Workforce Funding (SWP)

Related and Supplemental Instruction Funding (RSI)

Apprenticeship Innovation Funding – Training (AIF-T)

Community College Apportionment Funding – Full
Time Equivalent Student (FTES)

Employment Training Panel – Apprenticeship (ETP-A)

Intermediary

Overhead of running
program staffing for:
reporting, recruiting
apprentices, convening
employers, etc

Training Partner

Classroom
training (RSI) and
Reporting

100%



Sustainability of Funding

Launching new programs

Organizations

Employer(s)

Pay for

Apprentices Wages,
Benefits and Mentorship

Intermediary

Overhead of running
program staffing for:
reporting, recruiting
apprentices, convening
employers, etc

Training Partner

Classroom
training (RSI) and
Reporting

**Example:
with Community College**

Startup

Sustain

Employer(s)

LAEP

AIF-S

SWP

DOL

CAI

AIF-T

FTES



Apprenticeship Innovation Funding

Apprenticeship Innovation Funding

- The newly created Apprenticeship Innovation Funding (AIF) will support IACA apprenticeship program sponsors to sustain and scale their programs and train apprentices.
- **\$55M in General Fund for 2022-2023**



Apprenticeship Innovation Funding



Goal 1: Apprenticeship Innovation Funding - Support (AIF-S)

- The AIF-S will cover the cost of running an apprenticeship program, aggregating employer demands, and recruiting, supporting and placing apprentices.

Goal 2: Apprenticeship Innovation Funding - Training (AIF-T)

- The AIF-T will allow for new training programs to develop in a more agile manner and will specifically be used for training costs for IACA Apprentices.

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AIF - Support

Overview

- **Intent:** The primary intent of these funds is to be utilized for the ongoing organization of an apprenticeship program.
- **Mechanics:** The funds will be distributed:
- **\$3500 per active apprentice** per year, prorated to the month, along with **\$1000 per apprentice completion** bonus.
- Annually based on the apprentices who are actively registered with the DAS

Eligible Applicants

Any entity that is the Registered Sponsor for an Apprenticeship Program, which may include:

- Apprenticeship Intermediaries
- Labor Management Partnership Organizations, Unions
- Public Educational Institution: Community College, K12, Adult Education, County Office of Education, California State Universities, Universities of California, Regional Occupational Programs
- Local Workforce Development Boards
- Non-Profits
- Private for-profit
- Public Sector Entities
- Industry Associations



AIF - Training

Overview

- **Intent:** The primary intent of these funds is to be supplemental funding for the training of apprentices and would function alongside existing RSI funding. AIF-T is specifically for training IACA apprentices, while RSI funding is more for CAC apprentices.
- **Mechanics:** The funds will be distributed:
 - \$8.82 per training hour or matched to the same as the RSI per training hour amount.
 - Annually based on the apprentice training hours

Eligible Applicants

The local education agency (LEA) that is associated with the training of the apprentices for a program. A local education agency can be any branch of the CA public education system including:

- K-12 school
- County Office of Education
- Regional Occupational Program
- Community College
- California State University
- University of California
- Adult Education



Quality Jobs Framework

Eligible apprentices must have a compensation package that meets the New Hire Standard ETP wage standard, inclusive of health benefits.

Counties	Apprentice Wage Including Benefits*
Alameda, Marin, San Mateo, Santa Clara, San Francisco	\$19.61
Contra Costa	\$19.42
Los Angeles	\$18.11
Orange	\$17.81
San Diego	\$17.89
All Other Counties	\$17.64

*Health Benefits of up to \$2.50 may be used to meet all wage requirements. Health benefits should be calculated as a total value of only health benefits offered to apprentices in a year, and calculated as an hourly amount.

This wage table is based on ETP New Hire Trainee Wages for 2022. Future years will be based on the same benchmark from the ETP Wage levels.

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Submissions for Reimbursement



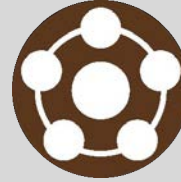
- This fund is accessible only to IACA programs that have registered their apprentices with the DAS.
- Funds available to the fledgling apprenticeship programs that have already launched but continue to struggle for sustainability and scaling.
- AIF is a reimbursement model and formula funding NOT a competitive grant application process
- Submission for reimbursements based on supporting and training apprentices in the previous calendar year
- Expectation is that programs will submit for reimbursement annually

Process to Submit

Submissions for reimbursement open once per year, considering active apprentices in previous year

- March – April – Submissions Open
- May - June – Review and Processing of Submissions
- July – September – Estimated Payment Window

Detailed draft guidelines posted on [DAS Website](#) – to be updated very soon!



Thank you!

We Are:



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FOUNDATION *for* CALIFORNIA COMMUNITY COLLEGES



The **James Irvine**
Foundation

- Please fill out today's ***Post-Event Survey*** for a **chance to win a \$25 giftcard.**
- If you would like to get connected, please visit our website: <https://growapprenticeshipca.org/>
- **Join the CoP!:**
<https://www.linkedin.com/groups/13965036/>
- **Contact ASN Team:**
apprenticeshipsupportnetwork@foundationccc.org



Thank you.

Supporting the expansion of
apprenticeships and providing access
statewide.