

## Executive Summary: Apprenticeship Building America Round 1

### Selection Process

The Career Connect Washington (CCW) Cross-agency Workgroup formed two committees to review Apprenticeship Building America (ABA) applications and determine successful bids for funding. The ABA *Pre-Apprenticeship* Review Committee met on Monday, June 26<sup>th</sup> and the ABA *Apprenticeship* Review Committee met on Tuesday, June 27<sup>th</sup>.

In addition to ESD staff, review committees included representatives from:

- Labor
- Industry
- Washington Student Achievement Council
- Workforce Training and Education Coordinating Board
- Labor & Industries
- Office of Superintendent for Public Instruction

The CCW ABA grant aims to expand registered apprenticeship and recognized pre-apprenticeship programs in high-growth and high-demand industry sectors. This grant will make available \$3,751,236.00 to Program Builders to build and expand programs statewide. The ABA grant program aims to increase equity and accessibility in program delivery to apprentices, and to bring the Registered Apprenticeship model to more industries.

Based on the scoring criteria developed as part of the Request for Proposals (RFP), applicants were evaluated on the following factors:

1. Program design
2. Partnerships
3. Track record of success
4. Budget proposal
5. Letters of Support

A summary of the projects recommended for funding is included in the table below.

**Five (5) pre-apprenticeship** applications were scored, requesting **\$861,979.08** in total. The Review Committee voted to award **three (3) pre-apprenticeship** proposals for approval, at an estimated total of **\$570,579.08**. **Seven (7) apprenticeship** applications were scored, requesting **\$1,189,576.90** in total. The Review Committee voted to award **five (5) apprenticeship** proposals for approval, at an estimated **\$774,159.90**. In sum, Round 1 awards total **\$1,344,738.98**.

ESD will conduct a second round RFP to obligate the remaining \$2,406,497 of ABA funds sometime in the third or fourth quarters of 2023.

Applicant Name	Amount Requested	Average Total Score / Recommendation	Program Summary
<p><b>Aerospace Machinists Joint Training Committee (AJAC)</b></p> <p>Pre-Apprenticeship</p> <p>Advanced Manufacturing &amp; Aerospace</p>	\$198,141.08	94.50 – Fund in full	<p>The Manufacturing Academy (MA) is a ten-week recognized pre-apprenticeship program offering foundational skills and industry certifications to prepare youth (16-21) and adults (18+) for entry-level employment in the aerospace and advanced manufacturing industries. Program expansion efforts in Yakima will expand these efforts to rural communities. Skills taught include safety, shop math, blueprint reading, and machining basics; certifications include OSHA 10, First Aid/CPR, and Forklift. Students can tour local manufacturing firms and develop resumes and cover letters for open positions at AJAC partner employers. Young adult (16-24) MA completers can also participate in a paid internship (up to 120 hours).</p>
<p><b>Association of General Contractors – Inland NW Construction</b></p> <p>Pre-Apprenticeship</p> <p>Construction</p>	\$220,000	60.83 – Fund in full	<p>Head Start to the Construction Trades (HCT) was created to meet the needs of Spokane area residents who are un-/under-skilled, un-/under employed, and low income. HCT holds six-week classes to train and prepare individuals for the construction industry and gives them the opportunity to apply for paying apprenticeships and employment in a variety of construction trades. Classes include hands-on construction training, classroom instruction, construction math, barriers-to-employment sessions, certification classes, resume and construction apprenticeship centers, and job placement assistance.</p>
<p><b>Machinists Institute</b></p> <p>Pre-Apprenticeship</p> <p>Advanced Manufacturing &amp; Aerospace</p>	\$152,438	91.50 – Fund in full	<p>The expanded MI Career Accelerator pre-apprenticeship program builds upon the established pre-apprenticeship program by introducing a welding track. Students will be engaged at a MI facility in classroom instruction and hands-on work for an average of 16 hours per week (four hours per day, four days a week) for a period of 10 to 12 weeks. All pre-apprenticeship students will complete employability skills modules before selecting the advanced manufacturing or welding track; employability skills modules include digital literacy, safety, trade math, hand and power tool usage, blueprint reading, and health and wellbeing. Following approximately six weeks in the advanced manufacturing or welding</p>

			track, students will reconvene as a group to build their resume writing and interviewing skills, as well as participate in industry tours with local employers. Students completing the pre-apprenticeship program's advanced manufacturing track are eligible to earn SME's Certified Manufacturing Associate certification, which focuses on conveying basic manufacturing concepts and demonstrating an individual's potential to take on high-demand, entry-level manufacturing roles. Students completing the welding track will begin building experience and competencies toward the WABO Welders certification.
<b>Aerospace Machinists Joint Training Committee (AJAC)</b>  Apprenticeship  Advanced Manufacturing & Aerospace	\$196,579.90	87.20 - Fund in full	AJAC's 14 RAPs are designed to advance entry- and mid-level aerospace and advanced manufacturing workers into higher paying jobs and careers in production-, maintenance-, and logistics-related occupations. AJAC RAPs are available to incumbent workers at partnering employer TAs; programs range from 18 months to 5 years and consist of both on-the-job training (OJT) and related supplemental instruction (RSI). AJAC apprenticeships are available for recently hired workers who are new to industry and currently employed workers seeking better wages and career advancement. AJAC apprenticeships are also available to high school juniors and seniors (at least 16 years old) through our Production Technician and Automation Technician Youth Apprenticeship programs; both are RAPs approved by the WSATC. All AJAC apprenticeship programs include 1:1 mentorship, paid OJT (with incremental wage increases), and college-level RSI classes. All AJAC apprentices completing RSI courses receive college credits that can be applied towards an Applied Associate of Science Transfer (AAS-T) for Multi-Occupational Trades (MOT).
<b>Computing for All (CFA)</b>  Apprenticeship  IT & Cyber Security	\$149,900	72.30 – Fund in full	CFA, in partnership with DSHS, will develop the DSHS IT Customer Support Apprenticeship Program. CFA will play the role of an intermediary and recruitment partner for the proposed RAP, Department of Social and Health Services (DSHS) will be the employer and sponsor of the RAP. The term of apprenticeship will be considered complete on successful completion of a hybrid milestone: the attainment of OJT of >=2000 hours and the acquisition of a pre-defined competency-based certification, e.g., CompTIA A+ certification.
<b>Machinists Institute</b>  Apprenticeship	\$133,580	82 – Fund in full	The Machine Maintenance Technician apprenticeship is envisioned as an 18-month, entry-level program. The length of the program and curriculum are responsive to the acute needs of advanced manufacturing, aerospace, and

Advanced Manufacturing & Aerospace			maritime businesses across the state for entry-level workers with skills and experience required to perform maintenance and repair tasks. Machine Maintenance Technician apprentices will participate in a minimum of 216 classroom and 3,000 on the job training hours. MI will provide classroom instruction, and training agents will open their doors to provide on the job experience under the guidance of current employees and supervisors. Apprentices will qualify for multiple industry-recognized certifications, including precision measurement, OSHA and more. The 18-month program length will allow apprentices to transition into the workforce in a shorter period of time and position them for additional training and certification through longer apprenticeship programs, the state's community and technical colleges, or a four year degree program.
<b>Monroe Street Glass Inc. All Star Glass Company</b>  Apprenticeship  Construction	\$150,000	52 – Fund in full	Monroe Street Glass will develop a Glazier apprentice program. Glaziers work with glass in windows and skylights, shower doors, skyscrapers, retail stores, homes and much more. A glazier assembles, installs and repairs glass products and systems in commercial and residential buildings. The program will serve specific counties in Eastern Washington with 8000 hours of OJT (on the job training) and 640 hours of RSI (related/supplemental instruction). Collaborating in this effort are Construction Industry Training Council of Washington, AllStar Glass Company, Modern Glass Company, C & S Glass Company, and the National Glass Association. Completing apprentices will earn a jointly endorsed NGA/NCCER credential indicating a journeyman-level minimum competency reached through knowledge and performance.
<b>Whatcom Working Waterfront Foundation</b>  Apprenticeship  Maritime	\$144,100	78.20 – Fund in full	The Registered Apprenticeship, <b>Northwest Maritime Apprenticeship</b> , was provisionally approved in July 2021 by the Washington State Apprenticeship and Training Council and supports the next generation of an inclusive and diverse maritime workforce providing comprehensive, sequential education, and work experience with access to clean, healthy, living-wage jobs. The focus of the next few years include: 1) scaling this program to include additional Training Agents and apprentices in additional counties; 2) developing technology capabilities to deliver the weekly RSI curriculum classes remotely while the monthly Saturday workshops maintain the required in-person attendance; 3) participating in the "Instructor Training Program" offered by Quadrant Marine designed to support

			<p>Subject Matter Experts in delivering the curriculum effectively to adult learners; 4) developing an effective outreach plan to recruit and support people from underrepresented populations; 5) developing a sustainability plan to ensure continued operations; and 6) moving the program to “permanent status” (expected in January of 2024 per the WSATC guidelines) thereby serving the needs of our region’s marine trades’ businesses on an ongoing basis.</p>
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