



# Apprenticeship Building America (ABA) Funding

April 8, 2024

# Agenda

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## CCW Overview

Overview of the RFP

Elements of a Successful Application

Q & A

# Welcome!

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## What is Career Connect Washington?

Business, labor, education, and community leaders who are creating work-based and academic programs for young people to explore, learn, and earn money or college level credit.

Over the next five years, our state will have 750,000 new career opportunities that keep us on the leading edge of global innovation and influence. We have the talent right here at home to fill those opportunities.

Career Connect Washington bridges the gap between employers and educators by providing the connection, funding, and support they need to deliver high quality academic and work-based experiences for Washington students, especially those furthest from opportunity.

# Career Connect Washington (CCW) is a statewide movement to create a high-quality career connected learning (CCL) system

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In May 2017, Governor Inslee charged CCW to find ways for young people to explore, prepare, and participate in “**real world**” **employer-based learning opportunities** as a way to increase life fulfillment and self-sufficiency, advance more students past high school with a degree or credential, and improve the state’s economy

## **CCW scope:**

- Serve young people through age 29
- Introduce students early (elementary and middle school) to opportunity around them
- Build off of existing great CCL opportunities in K-12, postsecondary (2- and 4-year)
- Learn from and grow Registered Apprenticeships as a critical player in the system

In spring 2019, HB 2158 (WEIA) was passed by the Legislature, which codified our state’s 3-step CCL framework, and provided funding to implement CCW statewide through competitive, performance oriented, grants

# CCW's Vision is to ensure equitable CCL access and outcomes for Washington students

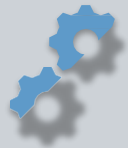
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Every young adult in Washington will have multiple pathways toward economic self-sufficiency and fulfillment, strengthened by a comprehensive state-wide system for career connected learning.



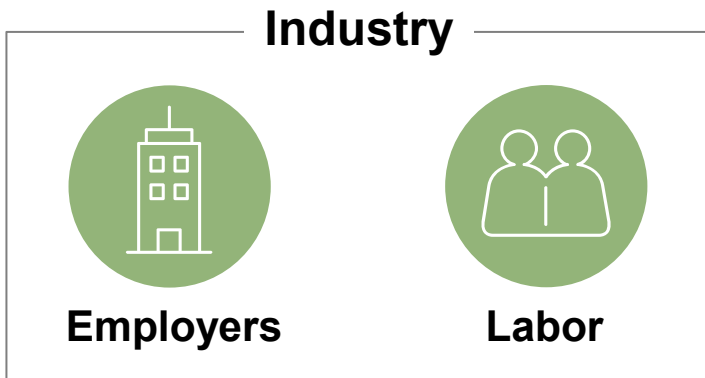
In order for every young adult to succeed, we must intentionally focus on populations furthest from opportunity especially students of color, Indigenous students, low-income students, rural students, and students with disabilities.



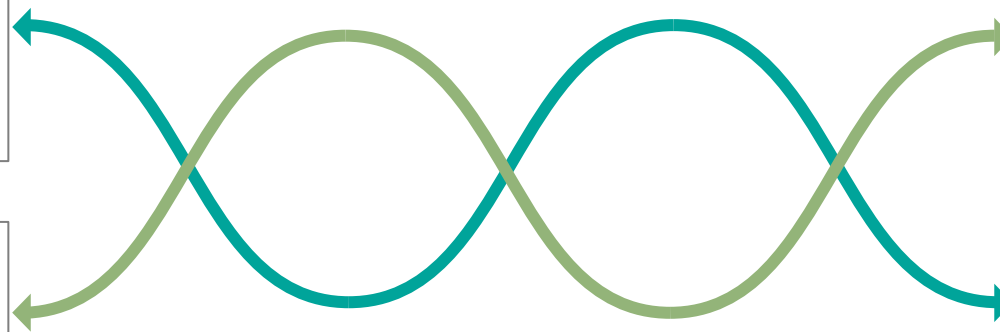
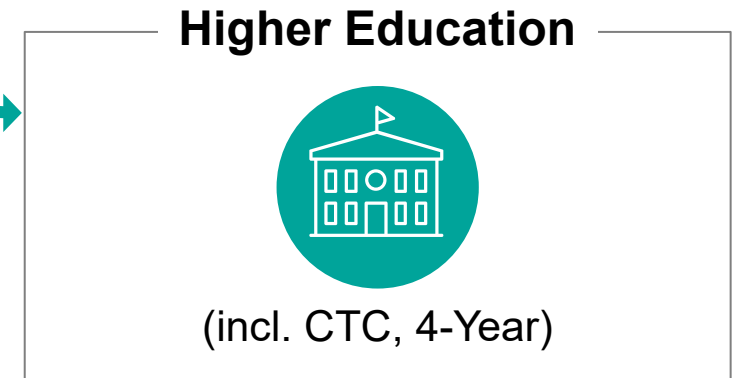
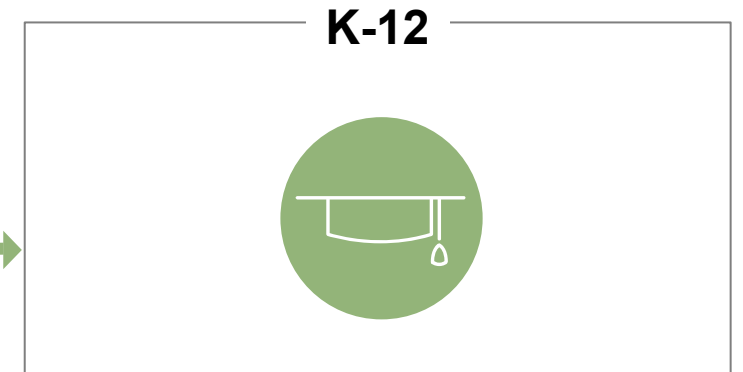
We acknowledge that systemic racism has held students back, especially Black and Indigenous students, and we aspire to build an anti-racist system for career connected learning.

We will achieve this vision by connecting employers, labor, education, and government to create and scale career connected learning opportunities

## Employment



## Education



**CCW can provide the connective tissue to grow CCL programs state-wide**

# We are building the infrastructure to create new, and grow existing, Apprenticeships

## Creating/Expanding an Apprenticeship

All registered apprenticeship programs need a sponsor. Sponsors can be employers, unions, employer associations, etc. Sponsors oversee every aspect of a registered apprenticeship program, from development to actual administration.

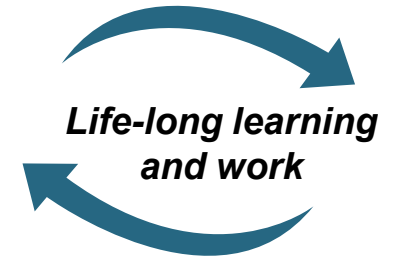
Sponsor -  
Apprenticeship  
Committee

Apprenticeships typically range from two to five years in length, depending on the occupation, with a minimum of 2,000 hours of on-the-job training (OJT).

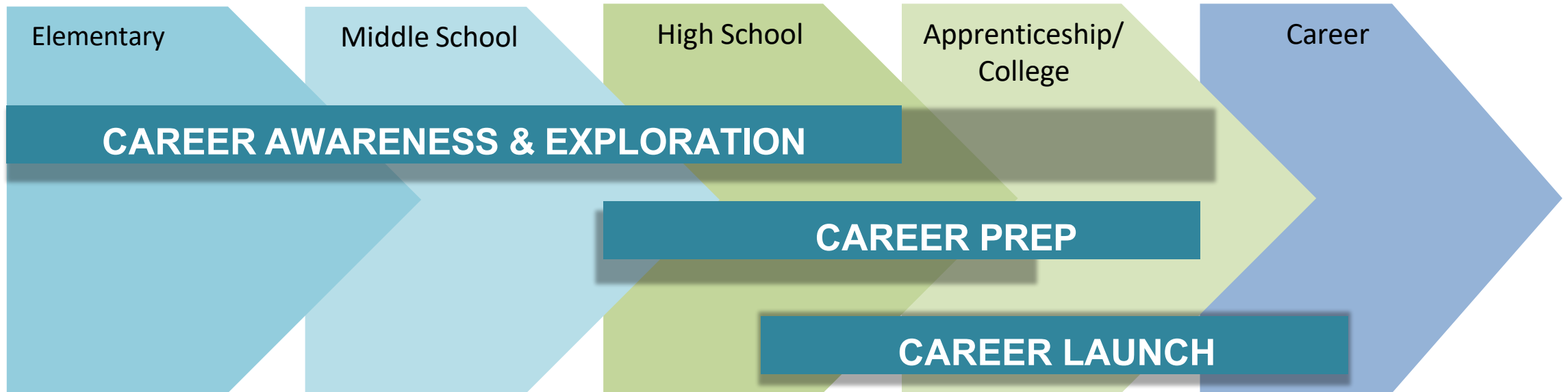
Employer -  
Training Agent

A minimum of 144 hours of education is required for each year of the apprenticeship. This can be online courses, classroom instruction, courses at a local college, etc.

Related  
Supplemental  
Instruction



# Career Connected Learning Continuum



## Awareness & Exploration

- Job shadows
- Career fair
- Worksite tours
- Informational interviews

## Career Prep

- Job site industry mentorship
- Pre-apprenticeship
- Internship

## Career Launch

- Registered apprenticeship/internship
- Work-based course (dual credit)
- College or industry credential

\*Represents the general sequence of CCL components in an education pathway. Exit points in Career Prep and Career Launch may be High School, College, or Apprenticeship.



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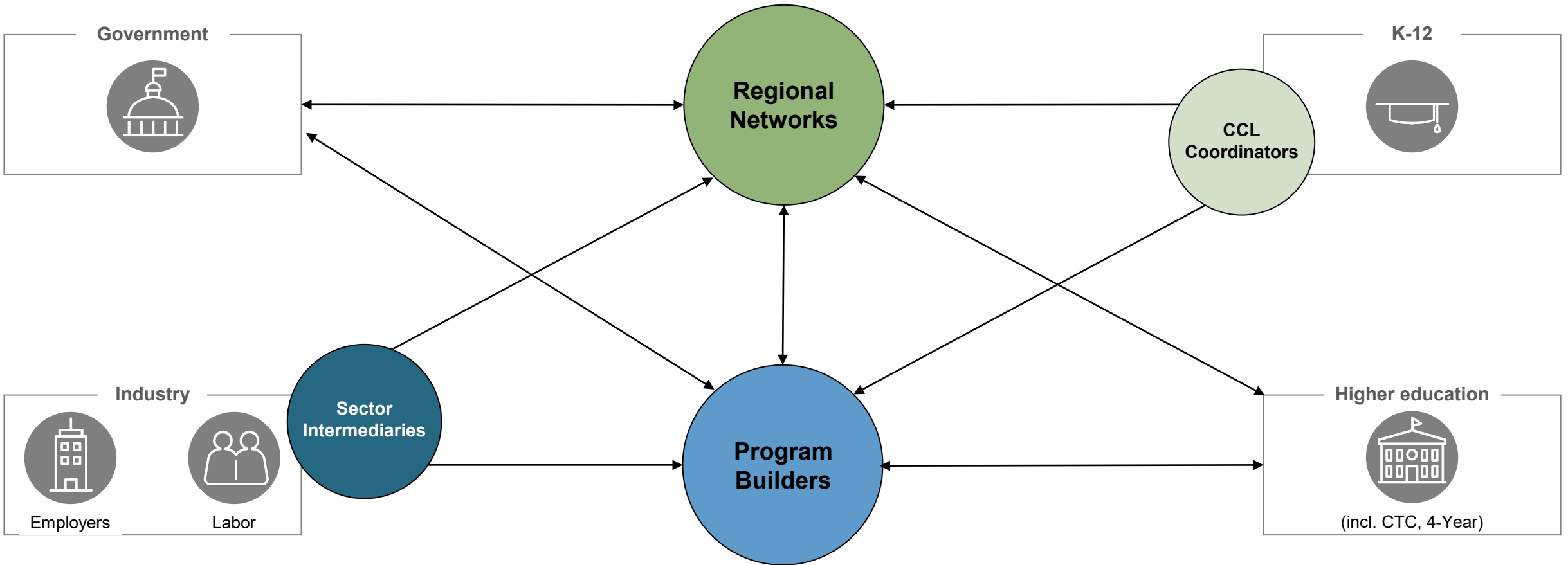
# Career Connect Washington Coalition

Contact Information for Regional Network Directors, Career Connected Learning Coordinators,  
Sector Leads

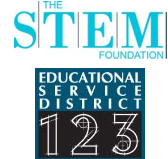
# CCW Network of Partners

## Employment

## Education



# Regional Networks Localize CCW Statewide Mission, Vision, and Goals



**Network Director:** Karen Borders  
[borders@skschools.org](mailto:borders@skschools.org)

**CCL Coordinator:** open position

**Counties:** Clallam, Jefferson, Kitsap, and Mason

**Network Director:** John Bonner  
[john@wabsalliance.org](mailto:john@wabsalliance.org)

**CCL Coordinator:** Walter Jackson  
[wjackson@psed.org](mailto:wjackson@psed.org)

**Counties:** King and Pierce

**Network Director:** Lorie Thompson  
[lthompson@esd113.org](mailto:lthompson@esd113.org)

**CCL Coordinator:** Cecily Kiester  
[ckiester@esd113.org](mailto:ckiester@esd113.org)

**Counties:** Grays Harbor, Lewis, Mason, Pacific, and Thurston

**Network Director:** Vickei Hrdina  
[vickei.hrdina@esd112.org](mailto:vickei.hrdina@esd112.org)

**CCL Coordinator:** Chad Mullen  
[chad.mullen@esd112.org](mailto:chad.mullen@esd112.org)

**Counties:** Clark, Cowlitz, Klickitat, Pacific, Skamania, and Wahkiakum

**Network Co-Directors:** Jenny Veltri  
[jveltri@nwesd.org](mailto:jveltri@nwesd.org) and Alyssa Jackson  
[alyssaj@snohomishstem.org](mailto:alyssaj@snohomishstem.org)

**CCL Coordinator:** Sinead Plagge  
[splagge@nwesd.org](mailto:splagge@nwesd.org)

**Counties:** Island, San Juan, Skagit, Snohomish, and Whatcom

**Network Director:** Aaron Parrot  
[aaronp@skillsource.org](mailto:aaronp@skillsource.org) and Tami McBride  
[TamiM@ncesd.org](mailto:TamiM@ncesd.org)

**CCL Coordinator:** Linda Dezelle  
[Lindad@ncesd.org](mailto:Lindad@ncesd.org)

**Counties:** Chelan, Douglas, Grant, and Okanogan

**Network Director:** Rebecca Clemens  
[rclemens@greaterspokane.org](mailto:rclemens@greaterspokane.org)

**CCL Coordinator:** Jessica Dempsey  
[jdempsey@esd101.net](mailto:jdempsey@esd101.net)

**Counties:** Adams, Ferry, Lincoln, Pend Oreille, Spokane, Stevens, and Whitman

**Network Director:** Debra Bowen  
[deb@STEMlearning.org](mailto:deb@STEMlearning.org)

**CCL Coordinator:** James Kindle  
[jkindle@esd123.org](mailto:jkindle@esd123.org)

**Counties:** Asotin, Benton, Columbia, Franklin, Garfield, and Walla Walla

**Network Co-Directors:** Mark Cheney  
[mark.cheney@esd105.org](mailto:mark.cheney@esd105.org) and Hugo Moreno  
[hugo.moreno@esd105.org](mailto:hugo.moreno@esd105.org)

**CCL Coordinator:** Shelly O'Neill  
[shelly.oneill@esd105.org](mailto:shelly.oneill@esd105.org)

**Counties:** Grant, Kittitas, Klickitat, and Yakima

# CCW Sector Intermediaries

Sector	Intermediary	Contact
Advanced Manufacturing & Aerospace	<a href="#">AWB Institute</a> , in partnership with the Aerospace Futures Alliance	Samantha Kinnard, Program Manager, <a href="mailto:samanthak@awbinstitute.org">samanthak@awbinstitute.org</a>
Agriculture	<a href="#">Agriculture &amp; Natural Resource Center of Excellence</a>	Lindsey Williams, Director, <a href="mailto:lindsey.williams@wwcc.edu">lindsey.williams@wwcc.edu</a>
Clean Technology & Energy	<a href="#">CleanTech Alliance</a> , in partnership with the Pacific NW Center of Excellence for Clean Energy	Benjamin Roldan – Workforce Development Specialist, <a href="mailto:benjamin@cleantechalliance.org">benjamin@cleantechalliance.org</a>
Construction	<a href="#">AGC Education Foundation</a>	Sarah Patterson, Workforce Development Director, <a href="mailto:spatterson@agcwa.com">spatterson@agcwa.com</a>
Finance	<a href="#">Washington Bankers Association</a>	Duncan Taylor, SVP, Membership & Programs: <a href="mailto:duncan@wabankers.com">duncan@wabankers.com</a>
Education	<a href="#">The Center for Strengthening the Teaching Profession</a>	Saara Kamal, Program Manager, <a href="mailto:saara@cstp.wa.org">saara@cstp.wa.org</a> Lindsey Stevens, Executive Dir., <a href="mailto:lindsey@cstp-wa.org">lindsey@cstp-wa.org</a>
Healthcare	<a href="#">SEIU Healthcare 1199NW Multi-Employer Training and Education Fund</a>	Amy Barto, Health Intermediary Project Manager, <a href="mailto:abarto@healthcareerfund.org">abarto@healthcareerfund.org</a>
Information Technology & Cybersecurity	<a href="#">Computing for All</a>	Alka Manchanda, Director Program Development, <a href="mailto:alka@computingforall.org">alka@computingforall.org</a> Mandira Virmani, Director Program Development, <a href="mailto:mandira@computingforall.org">mandira@computingforall.org</a>
Life Science	<a href="#">Life Science Washington</a>	Marc Cummings, President & CEO, <a href="mailto:marc@lifesciencewa.org">marc@lifesciencewa.org</a> Srikant Iyer, Director of Workforce Development & Education Partnerships, <a href="mailto:srikant@lifesciencewa.org">srikant@lifesciencewa.org</a>
Maritime	<a href="#">NW Center of Excellence for Marine Manufacturing &amp; Technology</a>	Ann Avary, Director, <a href="mailto:ann.avary@skagit.edu">ann.avary@skagit.edu</a>

# Agenda

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CCW overview

**Overview of the RFP**

Elements of a Successful Application

Q & A

# Investing in Washington's Apprenticeship Community

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Career Connect Washington (CCW), the Employment Security Department (ESD), the Department of Labor and Industries (L&I) and our business, labor, and education partners have been working together to create a comprehensive system of Career Connected Learning in Washington. We've invested successfully in expanding apprenticeship over past four years and have grown more than 30 programs across Washington, creating more pathways to middle class jobs through apprenticeship.

CCW, ESD, L&I, and our partners worked together to apply for the Apprenticeship Building America grant (ABA) from US Labor to expand registered apprenticeship and recognized pre-apprenticeship programs in high-growth and high-demand industry sectors. This grant was awarded in 2022 and ESD has issued **\$1.8m** in Round 1 & 2 funding to Program Builders ready to build and expand programs statewide.

ABA will strengthen, modernize, expand, and diversify Registered Apprenticeship Programs, (RAP), to enable more workers to earn while they learn and find reliable pathways to the middle class. 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. The ABA grant mission to connect Americans to quality jobs in priority industry sectors aligns with the CCW coalition vision of sector-based strategies to connect youth with career pathways to employment in key industries in Washington.

## Goals for expanding registered apprenticeship programs through ABA

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In partnership with Career Connect Washington, ESD will work side-by-side with the Department of Labor & Industries, the Workforce Training & Education Coordinating Board, the Washington Student Achievement Council, and other CCW partner agencies to achieve the following goals over the next four years:

- Increase the number of **registered apprenticeship** and recognized **pre-apprenticeship** programs in target industries;
- Create **11 registered apprenticeship programs** and expand an additional **11** to benefit **300 apprentices**;
- Create **8 recognized pre-apprenticeship programs** and expand an additional **3** to benefit **400 pre-apprentices**;
- Increase the **diversity** of apprentices and pre-apprentices and increase retention;
- Promote **equitable access** to high-quality careers for communities furthest from opportunity; and
- Increase employer awareness of and commitment to programs by enlisting **48 new employer sponsors**.

# Goals of the RFP

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To develop **Build, Expand, and Enhance** Registered Apprenticeship and Pre-Apprenticeship Programs statewide.

- **Build** means to develop a new program.
  - The RFP proposal describes the intended program design as well as the employers and educators who will support the project. Grant funds can be used as **start-up** funds to develop curriculum, formalize commitments, embed equity supports, and ultimately get the program ready to accept apprentices.
- **Expand** means to increase the number of apprenticeship slots/occupation(s)/employers/regions served in an existing program.
  - The RFP proposal includes a description of the current program and its partners as well as the steps necessary to make the program available to more students. Grant funds can be used to **scale-up** the program by adding new employers, establishing the program in new counties or regions, adapting curriculum to meet the requirements for new occupations, and increasing the program's overall footprint.
- **Enhance** means to change the design and delivery of a program to be approved as a WSATC Registered Apprenticeship.
  - The RFP proposal includes a description of the current program and its partners as well as the steps necessary to **upgrade** the program to Apprenticeship.
- Funding (Federal, Department of Labor) available is approximately **\$2.9m**.
- Target award amount for each contract is **\$100,000 - \$150,000**, however these estimates are not lower or upper bounds.
- Grants will be awarded to apparent successful bidders in January 2024 and will run 12 – 18 months.
- Funded programs are prepared to stand before WSATC for approval before contract period ends.



## Expected Deliverables

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- Achieve the target number of new/expanded participant slots outlined in Appendix B.
- Create descriptions of resources, supports, or other processes to recruit and support individuals from underserved backgrounds.
- Develop procedures for handling complaints(s).
- Develop tool(s) for recording and maintaining data for reporting to LNI & ESD.
- Identify barriers to program access, participation, and completion experienced by participants, design plan(s) to reduce and eliminate those barriers through local partnerships and establish measurable goals that will support determination of success.
- Incorporate youth and young adults into the design or expansion of the program, from ideation, strategy and goal setting, to decision- making, and finally in evaluation and analysis of success against goals.
- Establish letters of commitment from local community-based organization(s) (CBO), agencies, or group partners able to provide direct services to individuals in need through equitable and inclusive service strategies.
- Submit Apprenticeship program standards application to the Washington State Apprenticeship and Training Council by the end of performance period.
- Follow higher education accreditation process, if program providing dual credit to students.
- Establish sustainability plan addressing how program will be supported financially past the period of performance.

# Bidder Qualifications

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To be eligible for consideration, a Bidder must be licensed, or able and willing to obtain a license, to do business in the State of Washington.

**ESD strongly encourages all applicants to discuss their proposal with an L&I Apprenticeship Consultant.** Prior to contacting a consultant, applicants should outline their occupation(s), potential training agent(s), and sponsor(s). Applicants who bring concrete plans to L&I apprenticeship consultants will receive high-quality technical assistance and, as a result, are better positioned to submit responsible and fundable proposals.

**Program Builder must develop program in Washington State and serve Washington State Students.**

Bidder must also meet the Qualifications noted below. Prior to any award, Bidder may be required to verify in writing, or through oral presentation, how it meets each the following standards:

- a. Knowledge of the Registered Apprenticeship framework, including program standards and recognition for both Registered Apprenticeship and pre-apprenticeship programs. Knowledge of CCW framework and program definitions of Career Explore, Prep, and Launch.
- b. Demonstrated understanding of current state of CCW Sector strategies and the workforce needs articulated by industry. See [CCW Sector Leaders](#)
- c. Capability to leverage established connections with employer and education partners to conduct CCW/ABA Program Builder activities and accomplish grant objectives and deliverables.

# Bidder Qualifications

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- d. Demonstrated commitment letters from all parties necessary to establish an apprenticeship/pre-apprenticeship demonstrating equitable, inclusive, diverse, and accessible engagement and service delivery, including but not limited to:
  - a. Employer(s)
  - b. L&I Apprenticeship Training Sponsor partners providing related instruction
  - c. Sponsoring organization or apprenticeship committee or commitment letter showing approval to join an existing RA as a training agent.
- e. Ability to scale program (e.g., articulation, degree pathways, partnerships involving multiple education institution and employers).
- f. Demonstrable efforts to achieve equity and promote belonging, including:
  - a. Proactive recruitment and support of low-income, housing insecure, foster and/or justice involved, disabled, rural and/or LGBTQIA2S youth and young adults, as well as youth and young adults of color.
  - b. Use or planned use of a racial justice impact assessment framework in decision-making, and co-design or integration of living experts in ideation, decision-making, and outcomes assessments.
  - c. Current or planned professional development of staff in diversity, equity, inclusion, and access, including but not limited to anti-bias training and equity-centered community design.
  - d. Promotion of a quality job environment within the bidding entity, as pursuant to the Departments of Commerce and Labor's determination of [eight \(8\) key principles of a good job](#)
- g. Ability to work within CCW system, including Regional Networks, CCL Coordinators, Sector Intermediaries, and L&I Apprenticeship Consultants.
- h. Commitment to sharing best practices with other program builders across the state.

# Employer Incentives

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## **Employer incentives to cover cost of starting/expanding RAP**

Program Builders may use up to 10 percent of grant funds to provide one-time incentives to new employers, joint labor management organizations, or industry associations (or other partners included in a multiemployer partnership) to directly fund new or expand existing RAPs in targeted industries.

Incentives may be paid to defray costs related to:

- Registration of RAPs with WSATC;
- Costs related to design and start-up of RAPs;
- Classroom education or online training for apprentices;
- Train-the-trainer costs or activities;
- Training supplies for apprentices (in consultation with ESD contract manager); and/or
- Curricula development.

All incentive payments must be aligned to the goals and federal award terms of the ABA federal grant issued to the State by USDOL. Program Builders must have written policies and procedures in place governing the awarding of incentive funds, and the incentives provided must comply with these organizational policies. Policies and procedures must be approved by the ESD Contract Manager before a Program Builder issues any incentive payments. Policies and procedures should include detailed processes for identification of recipients, distribution, and management of the incentive funds to ensure employer commitments are met. Further, Program Builders shall also provide, in quarterly reports to ESD, all recipients of incentive funding, status of activities related to the use of incentive funding, and when feasible, itemized costs related to the use of incentive funding.

# Equipment

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## G. Equipment

In line with the Uniform Guidance, 2 CFR 200.33, ETA defines equipment as any *tangible, personal property (including information technology systems)* that has:

- 1) A useful life of more than one year; and
- 2) A per-unit acquisition which equals or exceeds the lesser of the capitalization level established by the non-Federal entity or \$5,000.

The acquisition cost of equipment is defined as the *net invoice price* of the equipment *plus* the cost of any modifications, attachments, accessories, or auxiliary apparatus needed to make the property usable for the purpose for which it was acquired. Other charges, such as the cost of installation, transportation, taxes, duty, or protective in-transit insurance, are included or excluded from acquisition costs depending on the regular accounting practices of the recipient of the equipment.

Please be aware that **prior written approval** is always required for equipment purchases. To ensure that any planned purchases of equipment can be considered allowable costs, you must obtain specific written approval from your Grant Officer **in advance** of purchase. This requirement applies to equipment purchased directly with grant funds, as well as subrecipient purchases with grant funds. Equipment purchases must receive prior written approval in accordance with 2 CFR 200.407 or 2 CFR 2900.16.

*Grant recipients **may not** purchase equipment in the last funded year of performance which is defined as full program service delivery (not follow-up activities), which may not be the same as the last twelve months of the period of performance. If any approved acquisition has not occurred prior to the last funded year of performance, approval for that item(s) is rescinded.*

Grantees are prohibited from incurring any costs related to equipment purchases with ETA grant funds until the request to purchase this equipment is approved by the Federal Project Officer.

# Bid Proposals | Mandatory Content | Scored Content

Section B – Identifies and explains the content that **MUST** be include in each Bidder’s Proposal.

ESD placed each mandatory requirement in an Appendix.

If a request for information is contained within an Appendix, then it **MUST** be included as part of the Bidder’s Proposal.

Omission of mandatory required material may cause the Bidder’s overall proposal to be disqualified.

There are five Mandatory Appendices:

<b>SCORING TABLE</b>					
<b>Evaluation Criteria / Required Material</b>	<b>Maximum Possible Point Total</b>				
Appendix A - Bidder Profile & Information	Administrative Review				
Appendix B – Registered Apprenticeship/Pre-Apprenticeship Proposal	<table border="0" style="width: 100%;"> <tr> <td style="border-bottom: 1px dotted black;">Program Design - 40</td> <td rowspan="3" style="border-left: 1px dotted black; vertical-align: middle; text-align: center;">75 Points</td> </tr> <tr> <td style="border-bottom: 1px dotted black;">Partnerships - 20</td> </tr> <tr> <td style="border-bottom: 1px dotted black;">Track Record of Success - 15</td> </tr> </table>	Program Design - 40	75 Points	Partnerships - 20	Track Record of Success - 15
Program Design - 40	75 Points				
Partnerships - 20					
Track Record of Success - 15					
Appendix C – Budget Proposal	10 Points				
Appendix D – Letters of Support	10 Points				
Executive Order 18-03	5 Possible Extra Points				
<b>Total Possible Points: 100</b>					

# Schedule of Activities:

<b>All times are local to Washington State, U.S.A.</b>	
<b>EVENT</b>	<b>DATES &amp; TIME</b>
RFP Posted to WEBS	April 1, 2024
Bidders Conference	April 8 <sup>th</sup> , 2024 - 10:00-12:00 p.m.  Join Zoom Meeting  <a href="https://esd-wa.gov.zoom.us/j/81544300586?pwd=cFNMT1dsQnJtRWxZajFHVjJMOFQ0UT09">https://esd-wa.gov.zoom.us/j/81544300586?pwd=cFNMT1dsQnJtRWxZajFHVjJMOFQ0UT09</a>  Meeting ID: 815 4430 0586    Passcode: 947843
Notice of Intent to Bid – Bidder Questions (Both submitted on Appendix A)	April 30, 2024 – 5:00 p.m.
Answers are posted	April 19, 2024 – 5:00 p.m.
Complaint process ends	April 24, 2024 – 5:00 p.m.
<b>Due Date for Submission of Proposals</b>	<b>June 28, 2024 – 11:59 p.m.</b>
THE FOLLOWING DATES ARE ESTIMATES and can change at any time with no notice	
Conduct Evaluations	July 1 – 19, 2024
Conduct Oral Interviews/Written Questions (if elected)	July 22 - August 1, 2024 – if applicable
Notification of Apparent Successful Bidder(s)	August 6, 2024

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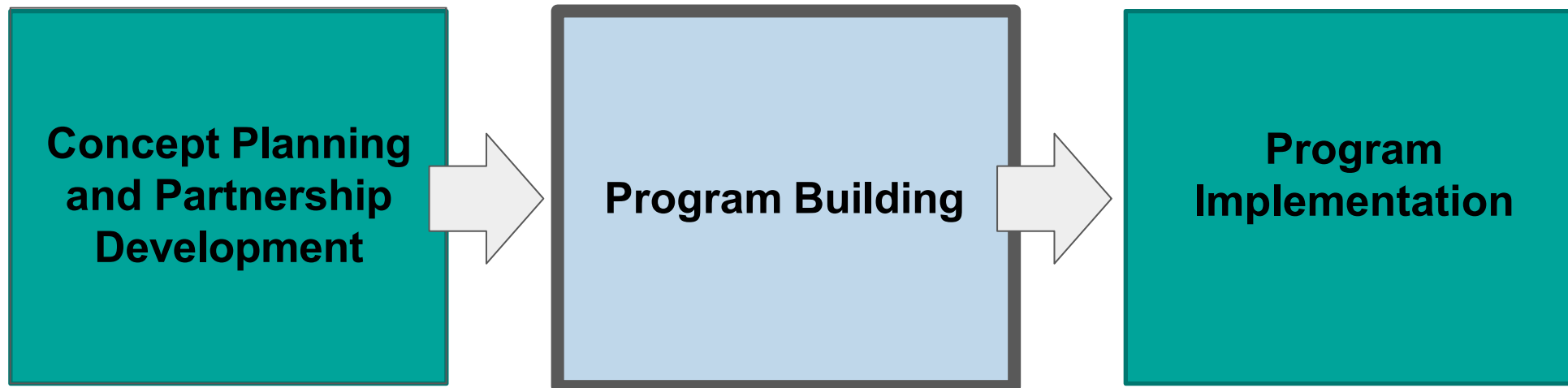
Q & A



# Funding Purpose: Program Building

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## Phases of Program Development



## P.E.A.R. Framework from WA State Office of Equity

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ESD operates with a [pro-equity, anti-racist \(PEAR\) framework](#). As directed through an executive order, and under the direction of the [Washington State Office of Equity](#), all state agencies will develop PEAR action plans to help achieve the PEAR vision that:

“Everyone in Washington has full access to the opportunities, power and resources they need to flourish and achieve their full potential.”

To this end, ESD is undergoing a critical reflection on how all of our programs, processes, and communications align with the PEAR framework and contribute to the vision of flourishing for all. Bidders in competitive procurements can expect to see revisions in this and upcoming competitive procurement processes as ESD undergoes this evolution.

Equity goals and deliverables are woven and integrated throughout this RFP. Equity is not relegated to a specific section or limited to equity statements. Successful RFP applicants must demonstrate concrete commitments and actions to diversifying apprenticeship representation and co-creating pathways to the middle class with communities furthest from opportunity.

# Elements of a Successful Application

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## Program design:

- Concise description of the program you are seeking to build, expand, or enhance – including demonstration of understanding of how the program aligns with the CCW framework (e.g. need to demonstrate how the Career Connected Learning definitions apply to ALL the elements of the proposed program)
- Clear purpose and outcomes for equity throughout planning and design phase (e.g. how you have or will include co-design, prepare mentors, work with partners to create equitable environments)
- Clear outcome metrics with timelines (e.g. number of slots to be created and by when)
- Demonstrate appropriate scope (tasks can be accomplished during contract's performance period of approximately 18 months and within the proposed budget)
- Applications for program expansion should be to expand to new SOC job codes, geographic areas of the state, and / or with a *significant* increase in student enrollment
- Demonstrate engagement and awareness of proposed program with partners and stakeholder in the proposed region.
- Provide a clear description of the participant experience (e.g. **Who** is providing the instruction , **What** will be instructed for how long , **When** will the instruction take place, **Where** will the instruction take place)
- If program is being proposed to be developed in multiple counties, please provide detail on **How** program will cover a large geographical area. (e.g. Industry and educational partner will be gained in each county)

## Partnerships:

- Partner roles are clearly defined
- Diversity of partners represented including business, labor, regional networks, education organizations, etc. (specific stakeholder groups represented will vary by application)
- Strongly encourage description of how you will incorporate Regional Networks, Career Connected Learning Coordinators, Local Workforce Boards, and Registered Apprenticeship Consultants into the development of the proposed program.
- Partners can contribute a variety of services to the development of a program, please provide this detail (e.g. Space, Staff, and/or Expertise)

## Track Record of Success:

- Demonstration of success development of program in other states (if applicable)
- Success in other funded related projects
- Can demonstrate consistent growth and results
- Previously success in registration, endorsement, recognition of another program
- Experience delivering impactful programming to high-need communities

# Elements of a Successful Application

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## **Equity:**

- Details on the specific supports available and how students will be made aware/access these services
- Equity supports provided by partner organizations should be clearly defined (e.g. bus tickets, clothing, hotspots, transportation)
- Clearly define how intended curriculum is aligned with Universal Design for Learning
- Concise plan and strategy for reaching underserved populations. (e.g. partnering/providing program awareness to organizations that serve justice involve, homeless, low-literacy individuals)
- How your program will identify and provide adequate training and support for mentors who will offer identity affirmation and representation within the pre-apprenticeship or RAP program, as one way of promoting inclusion and belonging.

## **Budget:**

- Detailed description for each budget line item
- When using subcontractors, should include details on scope of work and deliverables (e.g. How many subcontracts, dollar amounts, exact service being provided)
- Funding request target is \$100,000 - \$150,000, but should be no higher than \$250,000
- Equipment and Supplies being requested for funding must be used and benefit all students of the program.
- Technology software cost must be shared with other organization programs. (ongoing subscriptions do not qualify for funding)
- Career Connect Washington has developed multiple tools and resources for the utilization of its partners, please do not request funding for activities that already exist (e.g. Marketing toolkit and Program Directory)
- Travel expenses should be necessary, reasonable, allocable, and allowable.
- Align budget categories and funding amounts to program proposal, program status (new, expanding, enhancing) and partnerships.

## **Letters of Support:**

- Customized letters of support that demonstrate the partner's understanding of their role in the program (i.e. general letters commenting on the past performance of the applicant do not qualify as a letter of support for the program proposed)
- Diverse set of partnerships required for the fundamental success of the proposed program
- Provide co-signed letters specific to the type of contributions being provided by partners in the development of the program

# Evaluations

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- ESD, at its sole discretion after the above evaluated materials have been scored, may request Bidders to submit written responses to additional questions requested by the evaluation team. Bidders will be required to answer the additional questions about their proposed systems as stated in their RFP proposal. Questions will be emailed directly to the individual identified in Appendix A
- Each evaluator will independently grade and score the Bidder's material based on their own independent judgment. Evaluators will only evaluate the material contained in the respective Appendix and will not incorporate outside material into their determinations. Each evaluator has sole discretion over their final scores. **Bidders should take every precaution to assure that all answers are clear, complete, and directly responsive to each specific requirement.**
- ESD will employ a uniform scoring system to be used by all evaluators on a scale of zero (low) to ten (high). Each prompt in **Appendix B, C and D** will be scored for merit. Each evaluator's score will then be added together and weighted to determine the total applied score. The Apparent Successful Bidders will be the Bidders with the highest total applied score.
- After all initial scores are completed, the evaluators may caucus together to discuss the entire evaluation process, but this step is for clarification purposes and is not to align evaluation scores. Each evaluator has sole discretion over their final scores. Any change in evaluator scores after this caucus is based solely on the independent judgment of the evaluator, based on clarifying information that evaluator received.

## Other considerations

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- Bidders must provide their Bid Submission (Proposal) via email as follows:
  - > Email Address: [Esdgpbids@esd.wa.gov](mailto:Esdgpbids@esd.wa.gov)
  - > Subject line: **RFP #2024-03 – Bid Submission – [Bidders Name]**
- Submissions of the Bidder's Proposal must be received by the date and time noted in the current Procurement Schedule.
- Bidders must submit electronic copies of their proposals in Microsoft Office software or as a PDF.
- Bidders email submission must be all-inclusive and contain all required material in that email transmission.
- It is required that each Bidder submit the respective Appendixes (A-E) as separate independent files, all attached as one email.
- Documents should be submitted **in the form provided** and not modified to include stationery, letterhead, logos, fonts, etc.
- Please do not zip your files
- Please review all the requirements. Failure to properly fill out all the required forms will result in disqualification.
- If you're not selected as an Apparent Successful Bidder (ASB), there are now 2 options for feedback.
  - > Debrief (plan to protest, see section 7.3 of RFP): Contact ESD for a debrief within 3 business days of the announcement of the ASBs.
  - > Review meeting (no plan to protest, waive protest rights): Contact ESD to schedule a review meeting with no time limit.
- Apparent Successful Bidders will be announced via WEBS (List of winning proposals will be uploaded as an amendment document) and via [careerconnectwa.org](http://careerconnectwa.org) e-mail list. Separate notifications will go to Regional Networks and Career Connected Learning Coordinators.
- Please check your Junk folder for bounce-back notification (may happen if message is above 30MB in size)

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# Apprenticeship and Pre-apprenticeship Design

# Apprenticeship: Approval process overview

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## **Best Practices for beginning your program design and bid**

### **Offering a Registered Apprenticeship :**

1. Identify the program Sponsor and recruit Employer/Training Agents.
2. Identify your geographic area and target populations.
3. Involve potential apprentices, journey people and community members/organizations in co-designing your program.
4. Proactively identify barriers your prospective apprentices might face and community partners who can help provide support.
5. Contact the L&I Apprenticeship Customer Service Line to get connected to an Apprenticeship Consultant, 360-902-5320
6. Create program Standards and develop the Related Supplemental Instruction.

**An apprenticeship approved by WSATC is automatically entered as a CCW Career Launch Endorsed Program and added to the program database.**



# Mandatory Deliverables

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Establish WA Department of Labor and Industries (L&I) Apprenticeship program standards in consultation with an L&I Apprenticeship Consultant.

An Apprenticeship program sponsor and apprenticeable occupation, (SOC), must be identified prior to the development of the apprenticeship program standards. The following list comprises the sections which must be contained in the apprenticeship program standards per RCW 9.04 and WAC 296-05 (.003):

- Geographic Area covered
- Minimum Qualifications
- Conduct of program under Washington Equal Employment Opportunity Plan
- Term of Apprenticeship
- Initial probationary period
- Ratio of apprentices to journey level workers
- Apprentice wages and wage progression
- Work Processes
- Related/Supplemental Instruction
- Administrative/Disciplinary procedures
- Sponsor – Responsibilities and governing structure



# Apprenticeship 101

Rachel McAloon, Washington State Labor Council





# What is Registered Apprenticeship?

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It's a job and it's an education

- ◇ Training method for employers
- ◇ Combines On-the-Job Training *and* Related Supplemental Instruction (RSI, approved by SBCTC)
- ◇ Trains to industry
- ◇ Utilized around the world for centuries



# Core Components of Apprenticeship

Paid  
On-the-Job  
Training

1-5 years

Classroom  
Instruction  
(RSI)

144 hours  
minimum per year

Wage  
Progression

National  
Credential

# Who are the Sponsors?

- ◇ Employer Associations
- ◇ Unions
- ◇ Industry Associations
- ◇ Gov't Agencies
- ◇ Plant programs
- ◇ Academic Institutions
- ◇ Workforce Organizations
- ◇ Intermediaries

\*Training Agent(s) (employers) are not Sponsors





Single Employer Programs:

- May be sponsored by a committee of employee and employer representatives
- Plant Program, WSATC is committee

Multi-Employer (“Group”) Programs:

- Must be sponsored by a committee of employee and employer representatives

Registered Apprenticeship Programs may be Union (“Joint”/JATC) or Non-Union (“Non-Joint”)

Apprenticeship Committees:

Operate and approve all committee functions

Must be comprised of an equal number of Employee and Employer Members

If the employees in the program are represented by a Union, Employee members are frequently referred to as “Labor”, while Employer members are referred to as “Management”





# What makes an occupation Apprenticeable?

- ◇ Involves the progressive attainment of manual, mechanical, or technical skills and knowledge which, in accordance with the industry standard for the occupation, would require the completion of at least
- ◇ 2,000 hours of on-the-job learning to attain;
- ◇ Requires a minimum of 144 hours of related instruction per program
- ◇ year to supplement on-the-job work experience;
- ◇ Involves skills customarily learned in a practical way through a
- ◇ structured, systematic program of on-the-job supervised learning;
- ◇ Is clearly identified and commonly recognized throughout an industry;
- ◇ Involves sufficient skill to establish career sustaining employment.



# Roles & Responsibilities

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## Apprentices:

- ◇ Learn from mentor/journey-level worker
- ◇ Report work and classroom hours
- ◇ Attend classes
- ◇ Maintain employment

## Employers/Sponsors:

- ◇ Employer pays wages
- ◇ Provide mentor/journey-level worker
- ◇ Evaluate apprentices' progress
- ◇ Report OJT/RSI hours to L&I
- ◇ Maintain EEO requirements





# Washington State Apprenticeship by the Numbers

- ◇ Apprenticeship Outcomes as of Q1 2024:
- ◇ Median Annual Earnings for Registered Apprenticeship Completers in Washington State: **\$94,900**
- ◇ Employment rate for Registered Apprenticeship completers = **93%**
- ◇ Tax Payer Return on Investment = **\$7.80 for every \$1.00** invested in
- ◇ Registered Apprenticeship
- ◇ Apprenticeship System Size (Fiscal year 2021)
- ◇ More than **5000** participating employers, and growing
- ◇ **193 Active** Registered Apprenticeship Programs, serving more than **250** different
- ◇ occupations
- ◇ **15,896** Active Apprentices

81% in the Building and Construction Trades

- Female Apprentices = 13%
- Minority Apprentices = 34%
- Veteran Apprentices = 9%



# “The Apprenticeship Council”

Registered Apprenticeship Programs are approved by the Washington State Apprenticeship and Training Council (WSATC).

- ◇ – Washington State Apprenticeship Training Council (WSATC) has 7 members:
- ◇ – 3 Members Representing Business
- ◇ – 3 Members Representing Organized Labor
- ◇ – 1 Public Member
- ◇ Labor and Industries (L&I) acts as the “Administrative Arm” of the WSATC
- ◇ The L&I Apprenticeship section currently has 31 members of staff, regional “Apprenticeship Consultants” who play in integral role in new program development.



# Standards of Apprenticeship

Covering the following major areas:

- ◇ The geographic region in which the program will operate
- ◇ Required minimum qualifications for all applicants
- ◇ The mechanism(s) by which apprentices will be selected
- ◇ The program's Equal Employment Opportunity Plan (recruitment)
- ◇ The term of Apprenticeship to include the probationary period
- ◇ The ratio of apprentices to journey-level (fully qualified) workers
- ◇ Apprentice wage rates and wage progression throughout the apprenticeship
- ◇ The tasks the apprentice will be trained in during their apprenticeship
- ◇ The curriculum associated with the program
- ◇ Provisions for the granting of credit, expectations of the apprentice, code of conduct, etc.
- ◇ Disciplinary procedures
- ◇ Identification of the Apprenticeship committee members and individual(s) authorized to act on their behalf





# Program Sustainability

An assessment of future sustainability of a program will contain the following elements:

- Description of program funding:

- ◇ A description of program funding source and mechanisms, such as grants, trust, apprentice fees, employer fees, public funds, or other;
- ◇ If a program is relying on public funds to start up, a description of how the program will be funded after public start up funds expire.

- Description of how program funding will be used to maintain the operational and administrative capacity of the program over time including, but not limited to, how the program will meet administrative, staffing, books and materials, rent, equipment, and insurance needs.

- Description of how resources will be used to maintain capacity to deliver related/supplemental instruction over time.

- ◇ For group programs as defined in WAC 296-05-009 (1)(a), a description of the structure and mechanisms the program will have in place to ensure it remains adequately funded, in compliance with its financial and legal requirements, and in a manner that promotes the best interests of the apprentice. A program must detail how its contracts, memoranda of understandings, collective bargaining agreements, or other legally binding agreements will be used to ensure program sustainability.

- ◇ Platforms may develop and request additional sustainability criteria specific to their sector and industries, and can recommend these criteria to the WSATC for consideration in approving programs.

# Pre-Apprenticeship



**Prepares individuals to successfully compete for Registered Apprenticeships**

- Apprenticeship preparation programs are education-based programs endorsed by one or more registered apprenticeship Sponsor
- Requires an articulation agreement with an existing Sponsor/Program. Articulation agreements provide “preferred consideration” in the application process (direct entry, preferred entry).
- Graduates may feed into multiple Registered Apprenticeship programs



# Apprenticeship Prep Requirements

Articulation Agreement with at least one Registered Apprenticeship Program providing a defined benefit to completers

– If a program is training in multiple occupations, it must have multiple articulation agreements

▪ Minimum articulation goal of 15% for completers, into Registered Apprenticeship

– A focus on outcomes

▪ At least one group of participants currently enrolled or recently graduated

▪ Must be a minimum of 80 hours in duration

– At least 50% of the program curriculum must be focused on occupationally specific skills

– Curriculum must also include employability skills and safety skills and knowledge

▪ Programs must report participant information through the ARTS system, allowing L&I to track articulation rates into registered apprenticeship

\*Dedicated L&I Staff to help build new pre-apprenticeship programs





## Apprenticeship Preparation Application Process

1. Program representatives review the WSATC Recognized Apprenticeship Preparation Policy (RAPP).
2. Contact Rio Frame (rio.frame@lni.wa.gov) for an initial meeting to:
  - Discuss and evaluate program status (readiness and fit)
  - Clarify questions regarding the RAPP
  - Review the application and supporting documents
3. The program seeking recognition completes the application and submits it to L&I.
4. L&I staff review the submission for completeness and compliance with the RAPP.
5. Additional meetings may be scheduled with the program to make any necessary adjustments prior to submission to the WSATC for recognition.
6. Applications must be accepted by L&I at least 45 days prior to the next WSATC meeting.
7. The WSATC will consider the application at a regularly scheduled WSATC meeting.

The policy in full can be found at: [Apprenticeship Policy 2012-03 \(wa.gov\)](#)





Helpful Links:

[Offer a Program/L&I Contact](#)

[WSATC Agenda](#)

[WSATC Calendar](#)

[ARTS](#)

[Standards of Apprenticeship Example](#)





# Agenda

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CCW overview

Overview of the RFP

Elements of a Successful Application

**Q & A**



CAREER  
CONNECT  
WASHINGTON