DEFINTIONS TO SUPPORT APPENTICESHIP EXPANSION GRANTEES

August 2023

APPRENTICESHIP EXPANSION GRANT - PROJECTED OUTCOMES DEFINITIONS

Projected Outcome	Definition
Number or new businesses engaged	Number of unduplicated businesses that engage or interact with a business service team member for the purpose of implementing or expanding work-based learning or apprenticeships. *NOTE: Email blasts to potential employers do not constitute having a business engaged*
Number of sponsors that receive apprenticeship expansion support	Number of unduplicated Registered Apprenticeship sponsors who receive support or assistance. This can include, but is not limited to, the following: technical assistance in meeting the USDOL requirements for apprenticeship sponsors; or other strategic support to expand their program(s).
Number of partners that receive apprenticeship expansion support	Total number of partners (workforce development, education, economic development) that receive support in expanding apprenticeship programs.
Number of partners from underutilized *(aka underserved)* areas that receive apprenticeship expansion support	Number of partners (workforce development, education, economic development) receiving apprenticeship expansion support located in underserved areas. An "underserved area" is a census tract which meets one of the following four tests: (1) Poverty rate of at least 20%; (2) 35% or more of the families with children in the area that are living below 130% of the poverty line, according to the latest American Community Survey; (3) At least 20% of the households in the area receive assistance under the Supplemental Nutrition Assistance Program (SNAP; or (4) Average unemployment rate that is more than 120% of the national unemployment average, for a period of at least two consecutive calendar years preceding the date of the application. Source: Incentives (illinois.gov)
Number of businesses who receive incentives	Number of businesses who receive funding assistance or other incentives related to their apprenticeship expansion. This will include allowable expenses identified in WIOA NOTICE NO. 22-NOT-05 p. 19
Number of outreach events	The number of events coordinated by the integrated business service team that is focused on work-based learning and/or apprenticeship
Number of attendees at outreach events	The number of people who participated in a work-based learning or apprenticeship event hosted or supported by the grantee's integrated business service team.
Number of industry sector partnerships/employer collaboratives developed	The number of partnerships organized for a group of employers that were developed with the assistance of the integrated business service team to collectively address their shared workforce needs.
Number of industry sector partnerships/employer collaboratives supported	The number of existing partnerships organized for a group of employers that convene regularly to collectively address their shared workforce needs that receive support from the integrated business service team.
Number of new Registered Apprenticeship programs developed	Number of new apprenticeship programs that are designed, developed, and registered with the USDOL with the support of the Business Services Team

Number of existing Registered Apprenticeship programs expanded	The expansion of an existing registered apprenticeship program with the support of the Business Services Team including one or more of the following developments: • *The addition of new industries*. Example: grantee uses grant funds to assist a RA program sponsor to expand into a new industry during the grant's POP, e.g., expanding into information technology (IT) from healthcare. • *The addition of new occupations*: For example, the grantee uses grant funds to assist a RA program sponsor to add one or more occupations to an existing RA program during the grant's POP. This might include utilizing grant funds to create a work process schedule for the new occupation or to develop a curriculum. • *The addition of new employers to an existing RA program* as evidenced by Appendix D (i.e., Employer Acceptance Agreement, used when developing a Registered Apprenticeship program for multiple employers). Example: If a grantee collaborates with a sponsor to recruit a new employer and that new employer serves registered apprentices with grant funds during the grant POP, grantees can report this as one expanded program. Other examples of expanding an existing RA program by increasing the number of new employers include adding more employers to a Group program, Joint program, or independent program. • *Increasing the number of apprentices registered*. If a grantee provides grant funds to a RA program sponsor to increase registered apprentices (e.g., when an employer receives incentive funding for extraordinary costs related to on-the-job learning or related technical instruction) during the grant POP.
Number of new Registered Apprenticeship on the Eligible Training Provider List (ETPL)	The number of new registered apprenticeship programs that the grantee assists in placing on the State's eligible training provider list (ETPL).
Number of new pre-Apprenticeship programs developed	The number of new pre-apprenticeship programs developed with the support of the Business Services Team. *Note: A pre-apprenticeship is a program or set of strategies designed to prepare individuals for entry into Registered Apprenticeship Programs (RAP) or other job opportunities. Pre-apprenticeships may last from a few weeks to a few months and may or may not include wages or stipend. Pre-apprenticeship programs have varied program elements; however, at the core, places an individual on a pathway to employability through a RAP.* https://www.apprenticeship.gov/help/what-pre-apprenticeship
Number of existing pre-Apprenticeship programs expanded	Number of existing pre-apprenticeship programs that are expanded with the support of the Business Services Team. Examples include, but are not limited to: the referral of candidates or employers; offering the program in more locations; supporting the re-design to serve more workers and occupations .
Total number of new employers engaged that adopt apprenticeship programs as a result of the grant project	The number of new employers that adopt an apprenticeship model for the first time- this could include becoming part of an existing registered apprenticeship program or taking the necessary steps to sponsor a program themselves.

OTHER WORK-BASED LEARNING AND APPRENTICESHIPS DEFINITIONS

TERM	DEFINITION
Apprenticeable Occupation	An occupation recognized by the US DOL Office of Apprenticeship (OA) as being "apprenticeable." Apprenticeable occupations can be found here: https://www.apprenticeship.gov/apprenticeship-occupations
Apprenticeship Program Standards	(The Standards) Document that describes how the program will be managed and is officially signed by the DOL OA and the apprenticeship sponsor, to register the program.
Career Pathway	A career pathway is a schematic or mapped series of manageable education and training steps toward industry-aligned skills, credentials, and career advancement. Each step is designed to prepare people for employment while providing a clear pathway to the next level of education and training within an industry. Pathways may also include necessary credentials and supportive services. https://workforce.urban.org/node/53.html
Competency-Based Apprenticeship	An apprenticeship program design where the apprentice's progress is measured by their attainment of competencies rather than the time spent on the job and is based on demonstration of skill and the technical proficiency of work performance.
Diversity	The psychological, physical, and social differences that occur among all individuals, including, but not limited to, race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning style.
DOL OA - Department of Labor Office of Apprenticeship	The government agency that is responsible for registering and overseeing registered apprenticeship programs
Hybrid Apprenticeship	An apprenticeship program design where the apprentice's progress is measured by a combination of hours worked on the job (Time-based) and competencies achieved (Competency-based)
POP	Period of Performance
Registered Apprenticeship Program – (RA program)	An industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor. https://www.apprenticeship.gov/employers/registered-apprenticeship-program
RAPIDS - Registered Apprenticeship Partners Information Database System	The online registration system used by the DOL OA to register and track new apprenticeship programs and apprentices.
RTI-Related Technical Instruction	The supplemental training component of a registered apprenticeship, which may occur at a school/college, union, internally within a company, private training provider, etc.
RTI Provider	The organization that delivers RTI in an apprenticeship program. There can be multiple RTI providers utilized in one single apprenticeship program or vice versa.

Sponsor	The organization that is ultimately responsible for ensuring that the RA program is being run properly, according to the program standards and federal regulations.
Support Services	Services or expenditures to, or on behalf of, a participant that are necessary to enable an individual to be placed and/or retained in a registered apprenticeship program, including, but not limited to, transportation, childcare, tutoring, mentoring, personal supplies/uniforms, and tools.
Time-Based Apprenticeship	The apprenticeship program design where the apprentice's progress is measured by a method of assessing skill acquisition during apprenticeships, based on specified work tasks and activities, along with the corresponding number of required hours to put towards said activities.
Underrepresented individuals or populations	Individuals, groups, and communities that have experienced disparities or disadvantaged in employment. Populations that historically have had barriers to entry or advancement in the workforce.
Wage Scale – Progressive Wage Increase	The minimum wage rates set for apprentices in a RA program and the various points in their apprenticeship program with wage increase. All RA programs must include at least one wage increase during the program.
Work-Based Learning	Work-based learning provides participants with work-based opportunities to practice and enhance the skills and knowledge gained in their program of study or industry training program, as well as to develop employability, and includes an assessment and recognition of acquired knowledge and skills. Examples include: internships, service learning, paid work experience, on-the-job training, incumbent worker training, transitional jobs, and apprenticeships.
Work Process Schedule (WPS)	Describes the on-the-job learning (OJL/OJT) the apprentice must acquire to complete their apprenticeship program. This learning can be Competency-Based, Time-Based or a Hybrid (see these definitions within this dictionary)

For additional terms and concepts, please refer to the Requirements for Apprenticeship Sponsors Reference Guide https://www.apprenticeship.gov/sites/default/files/apprenticeship-requirements-reference-guide.pdf