

State Workforce Agency: Alaska Workforce Investment Board

State Apprenticeship Expansion Formula (SAEF) YEAR 1: July 1, 2023 – June 30, 2024

GOAL #1: Build Alaska’s capacity to increase the number and quality of RAPs through stronger alignment between education and workforce systems.

Activities

Project administration and ramp-up

1. Hire Program Coordinator 1 who will coordinate efforts between Alaska Dept. of Education and Early Development, Job Centers, and employers.
2. Host SAEF grant kick off meeting with impacted staff.
3. Set up accounting and reporting system for SAEF grant.
4. Distinguish the differences between SAEF and State Apprenticeship Expansion, Equity, and Innovation (SAEEI) grants, and how SAEF activities will support the goals and outcomes of current SAEEI grant.
5. Review of cross-cutting principles and how SAEF activities will incorporate all four.

Collaboration with partners (DEED, DETS, Alaska Commission on Postsecondary Education, Alaska’s School Districts)

1. Program Coordinator 1 and Employment Services Technician 3 meet with liaisons from partner organizations to review the primary goal of increasing the number of and improving the quality of RAPs.
2. Set up meeting schedule.
3. Determine procedures for on-going communication and data sharing.
4. Review of cross-cutting principles.

Professional development training related to RAP expansion and creation of new RAPs

1. All SAEF staff participate in technical assistance training pertaining to SAEF grants.
2. All SAEF staff provide training related to Registered Apprenticeship system to SAEF partners, AWIB board members, and Job Center staff.

Review and reflect on the past year’s goals, activities, deliverables and milestones and adjust as needed

1. All SAEF staff participate in the end of year review and provide input.

Lead/Support Implementer (s)

Alaska Workforce Investment Board, Program Coordinator 1 (100% FTE) will implement activities with supervision and guidance from Program Coordinator 2

Deliverables

1. SAEF grant staff roles and responsibilities document.
2. Outline of SAEF and SAEEI grant activities and person responsible.
3. SAEF quarterly grant reports.
4. SAEF and Registered Apprenticeship training for partners and stakeholders.
5. Outreach outline and activity log.

6. Meeting notes from end of year SAEF review.

Cross-cutting principle(s)

AWIB will review the four cross-cutting principles, *equity, good jobs/fair-labor standards, support for high-quality sustainable programs, and new opportunities for innovation, engagement, and ease of access with staff and partners* to emphasize AWIB’s commitment to upholding all four principles as RAPs are expanded and formed.

Q1 Milestones

1. Program Coordinator 1 is hired, trained, and demonstrates competency.
2. Partners meet and establish regular meeting time and responsibilities.
3. Program Coordinator 1 participates in technical assistance training.
4. AWIB staff provide SAEF and Registered Apprenticeship training to partners and stakeholders.
5. AWIB staff meet on a quarterly basis to review goals, activities, deliverables, milestones, and make necessary adjustments.

Q2 Milestones

1. Partners meet on quarterly basis.
2. Program Coordinator 1 participates in technical assistance training.
3. AWIB staff provide SAEF and Registered Apprenticeship training to partners and stakeholders, as needed.
4. AWIB staff meet on a quarterly basis to review goals, activities, deliverables, milestones, and make necessary adjustments.

Q3 Milestones

1. Partners meet on quarterly basis.
2. Program Coordinator 1 participates in technical assistance training.
3. AWIB staff provide SAEF and Registered Apprenticeship training to partners and stakeholders, as needed.
4. AWIB staff meet on a quarterly basis to review goals, activities, deliverables, milestones, and make necessary adjustments.

Q4 Milestones

1. Partners meet on quarterly basis.
2. Program Coordinator 1 participates in technical assistance training.
3. AWIB staff provide SAEF and Registered Apprenticeship training to partners and stakeholders, as needed.
4. Program Coordinator 1 and DETS Employment Services Technician 3 develop an outreach outline and log outreach activities.
5. AWIB staff meet on a quarterly basis to review goals, activities, deliverables, milestones, and make necessary adjustments.

Timeframe

Start: July 1, 2023

End: June 30, 2024

Cost

\$ 53,691.17 (1/6th of SAEF budget, minus \$20,000 for consultant fees which are only applied to goals #2 and #5)

GOAL #2: Update Alaska’s Five-Year State Apprenticeship Plan

Activities

1. Hire consultant to work with AWIB staff to develop and draft the five-year State Apprenticeship Plan.
2. Meet with employers, economic development organizations, state agencies, organized labor, training entities, community-based organizations, educators, and stakeholders to gather input and data.
3. Draft plan.
4. Alaska Workforce Investment Board Executive Committee reviews the plan at October 10, 2023 meeting.
5. Final draft is approved and adopted at the October 26, 2023 AWIB board meeting.

Lead/Support Implementer (s)

AWIB Program Coordinator 2 (10% FTE) will oversee the hiring of consultant.

Deliverable:

1. Alaska’s Five-Year State Apprenticeship Plan

Cross-cutting principle(s)

Alaska’s Five-Year State Apprenticeship Plan will incorporate all four cross-cutting principles - *equity, good jobs/fair-labor standards, support for high-quality sustainable programs, and new opportunities for innovation, engagement, and ease of access* – into the plan’s strategic goals.

Q1 Milestone

1. AWIB Executive Committee reviews the draft at October 10 meeting.

Q2 Milestone

1. AWIB approves the plan at the October 26, 2023 AWIB board meeting.

Timeframe

Start: July 1, 2023

End: October 26, 2023

Cost

\$ 10,000.00 for consultant

\$ 53,691.17 1/6 of SAEF budget, minus consultant fees

\$ 63,691.17 Total

GOAL #3: Partner with Department of Education and Early Development (DEED) to increase RAP participation among youth.

Activities:

1. DEED liaison provides access to CTE course work and School-to-Apprenticeship programs at Alaska’s secondary schools.
2. DEED liaison provides access to CTE coordinators and educators in all 54 school districts.
3. AWIB Program Coordinator 1 creates a document that lists all CTE courses and School-to-Apprenticeship programs throughout Alaska.
4. AWIB Program Coordinator 1 creates a document that cross-references School-to-Apprenticeship and CTE courses with existing RAPs to determine which School-to-Apprenticeship programs and CTE courses prepare for RAP entry.
5. AWIB Program Coordinator 1 identify gaps in CTE course offerings and School-to-Apprenticeship programs and make recommendations to DEED for additional courses and programs that lead to RAPs.
6. AWIB Program Coordinator 1 contacts CTE coordinators in all 54 school districts.
7. AWIB Program Coordinator 1 and Employment Services Technician 3 create or improve outreach materials and communication strategies for engaging families, educators, underrepresented populations, and other stakeholders. Develop a method for systemizing outreach efforts, analyzing results, and making improvements as needed.
8. AWIB staff will modify WIOA enrollment forms and apprenticeship applications to capture data on the number of applicants that enter RAPs post high school graduation.

Lead/Support Implementer (s)

AWIB Program Coordinator 1 (100% FTE) will work with DEED liaison

Deliverables:

1. List of CTE courses and School-to-Apprenticeship programs with locations.
2. List of CTE courses and School-to-Apprenticeship programs that are offered in Alaska that prepare for RAP entry.
3. List of recommended CTE courses and School-to-Apprenticeship programs to offer at specific schools or districts to correspond to available RAP programs.
4. Spreadsheet of CTE coordinators in all 54 school districts with contact information and notes regarding communication.
5. Outreach activities are documented in outreach log.

Cross-cutting principle(s)

By partnering with DEED to increase the number of CTE courses and School-to-Apprenticeship programs that prepare students to enter apprenticeship upon graduation, AWIB will integrate the following cross-cutting principles into all related activities:

1. *Equity* – by reviewing and comparing students’ access across the state to CTE courses and School-to-Apprenticeship programs, and making recommendations for increased offerings for schools and districts that have fewer resources and opportunities, AWIB will promote equitable access.
2. *Support for high-quality, sustainable programs* – by taking inventory of existing programs and identifying opportunities for growth, AWIB is gathering data, analyzing inequities, and contributing to the strategic development of activities that support the

<p>school to apprenticeship pipeline.</p> <p>3. <i>New opportunities for innovation, engagement, and ease of access</i> – partnering with DEED increases access to apprenticeship opportunities for underrepresented and underserved populations, increases ease of access, removes barriers to participation, and improves system alignment.</p>
<p>Q2 Milestones</p> <ol style="list-style-type: none"> 1. AWIB Program Coordinator 1 develops relationship with DEED liaison. 2. AWIB Program Coordinator 1 gains access to DEED information to create CTE course and School-to-Work inventories and related documents. 3. AWIB Program Coordinator 1 begins outreach to CTE coordinators in all 54 school districts. <p>Q4 Milestone</p> <ol style="list-style-type: none"> 1. AWIB Program Coordinator 1 shares findings with AWIB staff, DEED, and other stakeholders to identify gaps in offerings, barriers to entry, and opportunities to promote RAP entry among students.
<p>Timeframe</p> <p>Start: October 1, 2023</p> <p>End: June 30, 2024</p>
<p>Cost</p> <p>\$ 53,691.17 (1/6th of SAEF budget, minus \$20,000 for consultant fees which are only applied to goals #2 and #5)</p>

<p>GOAL #4: Support RAP development and expansion to meet workforce needs identified by the Alaska Community Economic Development Strategic Plan and those created by federal funding acts such as IIJA, CHIPS and Science Act, IRA.</p>
<p>Activities</p> <ol style="list-style-type: none"> 1. AWIB Program Coordinator 1 and 2 meets once a year with Office of Apprenticeship (OA) director to identify opportunities for new RAPs and Quality Pre-Apprenticeship programs in emerging industries. 2. AWIB Program Coordinator 1 and 2 meets once a year with Alaska’s Community Economic Development organizations to promote and expand RAPs in emerging sectors, entrepreneurial efforts, infrastructure, and existing economic engines identified in the Alaska Community Economic Development Strategic Plan. 3. SAEF staff research funding that will be directed to Alaska jobs through federal funding acts and pairs these anticipated projects with existing RAPs and identifies new RAPs that need to be created to accommodate future workforce needs. 4. AWIB Program Coordinator 1 meets with Alaska Native Corporations/Associations and Rural Training Centers to connect jobs created with infrastructure funding to job

<p>centers, training programs, and apprenticeships.</p> <p>5. AWIB Program Coordinator 1 shares updates with SAEF partners twice a year and integrates findings into RAP expansion and creation efforts.</p>
<p>Lead/Support Implementer (s) AWIB Program Coordinator 1 (100% FTE) will work with SAEF partners</p>
<p>Deliverables</p> <ol style="list-style-type: none"> 1. List of RAPs to be developed, including contact information for employer and training partners. 2. List of RAPs to be expanded, including contact information for employer and training partners.
<p>Cross-cutting principle(s) Supporting RAP creation and expansion by partnering with Alaska Community Economic Development organizations, as well as researching federal funding that will create new jobs in emerging and in-demand industries will incorporate all of the cross-cutting principles:</p> <ol style="list-style-type: none"> 1. <i>Equity</i>- all new RAPs and expanded RAPs in both non-traditional and traditional occupations will focus on diversity, equity, inclusion, and accessibility to increase participation of underrepresented and underserved populations. 2. <i>Good Jobs/Fair Labor standards</i> – all new RAPs and expanded RAPs will provide good starting wages and progressive wage increases, and create pathways to long-term careers and opportunities for higher education. 3. <i>Support for high-quality, sustainable programs</i> – all new RAPs and expanded RAPs will benefit from existing policies, procedures and standards for RAPs and will contribute to the long-term sustainability of the RAP system. 4. <i>New opportunities for innovation, engagement, and ease of access</i> – all new RAPs and expanded RAPs will increase access to apprenticeship opportunities for underrepresented and underserved populations, remove barriers to participation, and improve system alignment.
<p>Q2 Milestones</p> <ol style="list-style-type: none"> 1. SAEF staff research federal funding acts that will create new jobs, and pairs these opportunities with existing RAPs and recommendations for new RAPs. <p>Q3 Milestones</p> <ol style="list-style-type: none"> 1. SAEF staff research federal funding acts that will create new jobs, and pairs these opportunities with existing RAPs and recommendations for new RAPs. <p>Q4 Milestones</p> <ol style="list-style-type: none"> 1. AWIB Program Coordinator 1 and 2 strengthen AWIB’s relationship with OA by meeting annually. Together, they will review lists of RAPs to expand and RAPs to create, along with action items, and progress notes. 2. AWIB Program Coordinator 2 (and other AWIB staff as needed) meet once a year with Community Economic Development organizations in Alaska to align workforce development with economic development activities outlined in the Alaska Community Economic Development Strategic Plan. 3. SAEF staff completes research on federal funding acts that will create new jobs, and

pairs these opportunities with existing RAPs and recommendations for new RAPs.

Timeframe

Start: October 1, 2023

End: June 30, 2024

Cost

\$ 53,691.17 (1/6th of SAEF budget, minus \$20,000 for consultant fees which are only applied to goals #2 and #5)

GOAL #5: Utilize registered apprenticeship and RAP data to develop solutions to increase participation and ease of entry for underrepresented and underserved populations, and reduce barriers to RAP entry.

Activities:

1. AWIB staff meet with Research & Analysis Section staff to develop data benchmarks that can be measured and tracked on a yearly basis to help reveal inequalities and barriers to RAP entry and completion.
2. AWIB staff and Research & Analysis Section gather disaggregated data to review factors that lead to success for diverse apprentices and analyze patterns of apprentices who do not complete.
3. Research & Analysis Section staff assist AWIB with reporting, analyzing outcomes, and incorporating additional metrics as needed.

Lead/Support Implementer (s)

AWIB Program Coordinator 2 and Research & Analysis Section staff

Deliverable:

1. Annual report that summarizes Alaska’s Registered Apprenticeship efforts to date, along with benchmarks for participation from underrepresented populations, completion rates for registered apprentices in traditional and non-traditional apprentices with breakdowns between race and ethnicity, gender, age, and highest level of education completed prior to registered apprenticeship.

Cross-cutting principle(s)

Producing a report on Registered Apprenticeship in Alaska will advance all four cross-cutting principles:

1. *Equity*- the report will share information on the levels of diversity, equity, inclusion, and accessibility among RAPs in Alaska, and reveal opportunities for further improvements.
2. *Good Jobs/Fair Labor standards* – the report will share information about wages earned before RAP entry, wages earned during RAP, and wage rates for those who complete RAPs and enter the workforce in related occupations.
3. *Support for high-quality, sustainable programs* – the report will contribute to the long-term sustainability of RAPs and will drive activities that will expand RAP participation

<p>and outreach to populations that have not historically participated in RAPs.</p> <p>4. <i>New opportunities for innovation, engagement, and ease of access</i> – the report will assist with identifying new opportunities for RAP participation and engagement, and direct activities that will improve ease of access for future participants.</p>
<p>Q1 Milestone</p> <p>1. AWIB staff and Research and Analysis Section staff meet to review SAEF goals and determine best practices for working together to use data to review inequalities and barriers to apprenticeship entry and completion.</p> <p>Q2 Milestone</p> <p>1. AWIB staff and Research and Analysis Section staff meet to review quarterly data.</p> <p>Q3 Milestone</p> <p>1. AWIB staff and Research and Analysis Section meet to review quarterly data.</p> <p>Q4 Milestone</p> <p>1. Final report is shared with AWIB and stakeholders, and posted on AWIB’s website. 2. AWIB staff use report findings to refine future SAEF goals and activities.</p>
<p>Timeframe</p> <p>Start: October 1, 2023 End: June 30, 2024</p>
<p>Cost</p> <p>\$ 10,000 for Research and Analysis Contractual Fees <u>\$ 53,691.17</u> (1/6th of SAEF budget, minus consultant fees) \$ 63,691.17 Total</p>

<p>GOAL #6: Support coordinated efforts to recruit new registered apprentices, support existing registered apprentices to complete RAPs, develop new RAPs, and expand existing RAPs.</p>
<p>Activities:</p> <ol style="list-style-type: none"> 1. AWIB Program Coordinators 1, 1, 2, and Grants Administrator 3 meets with DETS Employment Services Technician 3 to review SAEF and SAEI grant objectives to ensure that all staff understand that SAEF supports identification and exploration of RAP creation and expansion, while SAEI supports the actual development of new or expanded RAPs. 2. AWIB Program Coordinators 1, 1, 2, and Grants Administrator 3 meets with DETS Employment Services Technician 3 to develop procedures for sharing data and completing reports on a quarterly basis. 3. Employment Services Technician 3 research which current registered apprentices do not qualify for SAEI grant services, and identifies these registered apprentices as those who are eligible for SAEF to pay for related technical instruction and other training fees. 4. DETS staff provide case management and pay for related technical instruction for

<p>existing registered apprentices identified by AWIB staff.</p> <p>5. DETS/Job Center staff support RAP creation and expansion by meeting with employers in need of employees, and promotes RAP to job seekers</p>
<p>Lead/Support Implementer (s) AWIB Program Coordinator 1 (100% FTE) and DETS Employment Services Technician 2</p>
<p>Deliverables:</p> <ol style="list-style-type: none"> 1. Document that outlines SAEF activities and SAEEI activities. 2. List of current apprentices that do not qualify for SAEEI support services and are eligible to receive funding for related technical instruction and training fees through SAEF. 3. List of current RAP sponsors/employers to contact to promote RAP expansion.
<p>Cross-cutting principle(s) Supporting RAP creation and expansion by partnering with DETS and leveraging SAEEI funding will incorporate all of the cross-cutting principles:</p> <ol style="list-style-type: none"> 1. <i>Equity</i>- all new RAPs and expanded RAPs in both non-traditional and traditional occupations will focus on diversity, equity, inclusion, and accessibility to increase participation of underrepresented and underserved populations. 2. <i>Good Jobs/Fair Labor standards</i> – all new RAPs and expanded RAPs will provide good starting wages and progressive wage increases, and create pathways to long-term careers and opportunities for higher education. 3. <i>Support for high-quality, sustainable programs</i> – all new RAPs and expanded RAPs will benefit from existing policies, procedures and standards for RAPs and will contribute to the long-term sustainability of the RAP system. 4. <i>New opportunities for innovation, engagement, and ease of access</i> – all new RAPs and expanded RAPs will increase access to apprenticeship opportunities for underrepresented and underserved populations, remove barriers to participation, and improve system alignment.
<p>Q2 Milestone</p> <ol style="list-style-type: none"> 1. AWIB communicates to partners and stakeholders how SAEF and SAEEI funding streams are strengthening the entire registered apprenticeship system by providing support to current and new registered apprentices, and existing RAP sponsors/employers. <p>Q4 Milestone</p> <ol style="list-style-type: none"> 1. AWIB reports the number of new RAPs and expanded RAPs that have resulted from coordinated efforts between partners and the SAEF and SAEEI funding sources. 2. AWIB identifies and shares successes, lessons learned, and areas that need refinement.
<p>Timeframe Start: October 1, 2023 End: June 30, 2024</p>
<p>Cost \$ 53,691.17 (1/6th of SAEF budget, minus \$20,000 for consultant fees which are only applied</p>

to goals #2 and #5)

Plan for spending US DOL grants concurrently

Current OA grant: Alaska State Apprenticeship Expansion, Equity, and Innovation

Years awarded: July 1, 2021 – June 30, 2025

Amount unspent for years 3 and 4: \$1,962,167

How remaining SAEI funds will be expended while also expending SAEF Base Formula Funding:

SAEI activities and expenditures will continue as planned for the final two years of the funding cycle. AWIB staff have defined SAEF activities as those that identify and explore RAP creation and expansion, while SAEI efforts will continue to focus on the actual development of new RAPs or expansion of current RAPs. Once a potential RAP has been identified and explored by SAEF funded activities, the opportunity will be passed to SAEI funded staff to finalize the RAP creation or expansion and all activities related to maintaining employer and apprenticeship engagement.

SAEF grant activities will begin with AWIB staff developing documents, policies, and procedures to separately account for SAEF and SAEI activities, expenditures, and outcomes. SAEF provides AWIB with funding to deepen relationships and collaboration with Alaska Department of Education and Early Development (DEED). Creating a strong and effective school to apprenticeship pipeline is essential for preparing Alaska's future workforce for in-demand and emerging occupations. SAEI grant activities include partnering with DEED in the development of RAP for teachers, and the SAEF grant proposal outlines how AWIB and DEED will partner to leverage existing CTE courses and School-to-Apprenticeship programs offered in Alaska's high schools to better prepare students for apprenticeships for in-demand occupations upon graduation.

Alaska Division of Employment and Training Services (DETS), which oversees Alaska's Job Centers, is an essential partner in the SAEF program, and will bolster AWIB's on-going efforts to expand and create new RAPs. SAEI also allocates funding to DETS and Alaska's Job Centers to partially fund Employment Service Technicians at Alaska's Job Centers in Kenai, Fairbanks, Anchorage, and Mat-Su to focus on employer and apprenticeship recruitment in Alaska's population centers. The SAEF budget includes funding for 10% FTE of one Employment Service Technician 3 as well as funding to pay for existing related technical instruction for current apprentices who do not qualify for support services under SAEI. SAEI can only provide support services for apprentices who began their apprenticeship after July 2021, and does not serve apprentices who began prior to that date. SAEF funding will provide related technical instruction funding for those apprentices, which will assist with retention and completion.

SAEF Year 2, July 1, 2024 – June 30, 2025

GOAL #1: Build Alaska’s capacity to increase the number and quality of RAPs through stronger alignment between education and workforce systems.

Activities

1. AWIB will begin SAEF year two by reviewing goals, activities, deliverables, and milestones outlined in the work plan for year one. Goals and activities will be updated to build in additional accountability measurements, course corrections for underperformance, and risk management and mitigation. AWIB will meet on a quarterly basis to review progress.
2. AWIB Program Coordinator 1 attends technical assistance training pertaining to the registered apprenticeship system, and provides training to AWIB staff and board, partners, and stakeholders as needed to ensure compliance with SAEF goals and reporting requirements.
3. AWIB Program Coordinator 1 is responsible for the continuation of partnerships with DEED, DETS, and other partners. If additional partners are added, Program Coordinator 1 provides orientation to SAEF goals and activities and sets up regular means of communication, data sharing, and reporting.
4. AWIB Program Coordinator 1 builds connections with representatives from universities, technical colleges, and training programs to strengthen the connections between DEED, CTE, School to Work, and pre-apprenticeship programs with postsecondary institutions.

Lead/Support Implementer (s)

AWIB Program Coordinator 1 (100% FTE)

Deliverables

1. Updated list of SAEF partners and quarterly meeting schedule.
2. Updated work plan and activities, if modifications are needed.
3. SAEF quarterly grant reports.
4. SAEF and Registered Apprenticeship training for partners and stakeholders.
5. Outreach outline and log of activities.

Cross-cutting principle(s)

AWIB will review the four cross-cutting principles, *equity, good jobs/fair-labor standards, support for high-quality sustainable programs, and new opportunities for innovation, engagement, and ease of access with staff and partners* to emphasize AWIB’s commitment to upholding all four principles as RAPs are expanded and formed.

Q1-2 Milestones

1. Partners meet and establish regular meeting time and responsibilities.
2. Program Coordinator 1 participates in technical assistance training.
3. AWIB staff provide SAEF and Registered Apprenticeship training to partners and stakeholders.

4. AWIB staff meet once a quarter to review goals, activities, deliverables, and milestones and make necessary adjustments.

Q3-4 Milestones

1. Partners meet and establish regular meeting time and responsibilities.
2. Program Coordinator 1 participates in technical assistance training.
3. AWIB staff provide SAEF and Registered Apprenticeship training to partners and stakeholders.
4. AWIB staff meet once a quarter to review goals, activities, deliverables, and milestones and make necessary adjustments.

GOAL #2: Strengthen relationship with Department of Education and Early Development (DEED) to increase RAP participation among youth.

Activities

1. AWIB Program Coordinator 1 builds upon work completed in year one by partnering with DEED to increase the number of CTE courses and School-to-Work programs that lead to registered apprenticeship entry.
2. AWIB Program Coordinator 1 continues outreach to CTE coordinators and educators in all 54 school districts.
3. AWIB Program Coordinator 1 leads efforts to review past outreach efforts and outcomes, and creates or improves outreach materials and communication strategies for engaging families, educators, underrepresented populations, other stakeholders that explain the benefits of registered apprenticeship and generating further support across the state.
4. AWIB Program Coordinator 1 seeks out opportunities to build connections with CTE teachers and administrators by attending conferences and networking events to gather information and obtain insight on what services and messages are needed to increase RAP participation upon graduation.
5. AWIB Program Coordinator 1 continues to partner with DEED on developing methods for capturing and sharing data related to the number of students who participate in school to work programs, pre-apprenticeship, and enter RAPs upon graduation.

Lead/Support Implementer (s)

AWIB Program Coordinator I (100% FTE) will work with DEED liaison

Deliverables

1. Updated list of CTE courses and School-to-Apprenticeship programs with locations.
2. Updated list of CTE courses and School-to-Apprenticeship programs that are offered in Alaska that prepare for RAP entry.
3. Updated list of recommended CTE courses and School-to-Apprenticeship programs to offer at specific schools or districts to correspond to available RAP programs.
4. Updated spreadsheet of CTE coordinators in all 54 school districts with contact information and notes regarding communication.
5. List of “success stories” of students who completed CTE coursework or School-to-

<p>Work apprenticeship programs and entered RAPs upon graduation.</p> <p>6. Improved outreach materials and communication strategies to engage students, educators, and families.</p>
<p>Cross-cutting principle(s)</p> <p>By partnering with DEED to increase the number of CTE courses and School-to-Apprenticeship programs that prepare students to enter apprenticeship upon graduation, and updating outreach materials and communication strategies, AWIB will integrate the following cross-cutting principles into all related activities:</p> <ol style="list-style-type: none"> 1. <i>Equity</i> – outreach materials, communication strategies, and curriculum will be made culturally appropriate and relevant to Alaska’s student population. 2. <i>Support for high-quality, sustainable programs</i> – AWIB will use the systems and strategies developed in year one to continue to increase the number of and quality of CTE courses and School-to-Apprenticeship programs. AWIB recognizes that long-term sustainability takes time, and may have to be established one district at a time. 3. <i>New opportunities for innovation, engagement, and ease of access</i> – partnering with DEED increases access to apprenticeship opportunities for underrepresented and underserved populations, increases ease of access, removes barriers to participation, and improves system alignment.
<p>Q1-2 Milestones</p> <ol style="list-style-type: none"> 1. AWIB Program Coordinator 1, DETS Employment Services Technician 3, and DEED liaison work with consultant to develop a plan for improving outreach materials and communication strategy. 2. AWIB Program Coordinator 1 conducts surveys and interviews with students, CTE educators, families, and other stakeholders to identify gaps in offerings, barriers to entry, and opportunities to promote RAP entry among students. <p>Q3-4 Milestones</p> <ol style="list-style-type: none"> 1. Begin implementing improvements to outreach materials and communication strategy. 2. AWIB Program Coordinator 1 shares results of surveys and interviews with AWIB staff, DEED, and other stakeholders to identify gaps in offerings, barriers to entry, and opportunities to promote RAP entry among students.
<p>Timeframe</p> <p>Start: October 1, 2024</p> <p>End: June 30, 2025</p>
<p>Cost – fees for a marketing consultant will be included in the SAEF base funding budget.</p>

GOAL #3: Support RAP development and expansion to meet workforce needs identified by the Alaska Community Economic Development Strategic Plan and those created by federal funding acts such as IJA, CHIPS and Science Act, IRA.

Activities

1. AWIB Program Coordinator 1 meets once a year with Office of Apprenticeship (OA) director to identify opportunities for new RAPs and Quality Pre-Apprenticeship programs in emerging industries.
2. As needed, AWIB Program Coordinator 1 meets with Alaska’s Community Economic Development organizations to promote and expand RAPs in emerging sectors, entrepreneurial efforts, infrastructure, and existing economic engines identified in the Alaska Community Economic Development Strategic Plan.
3. AWIB Program Coordinator 1 stays apprised of funding that will be directed to Alaska jobs through federal funding acts and pairs these anticipated projects with existing RAPs and identifies new RAPs that need to be created to accommodate future workforce needs.
4. AWIB Program Coordinator 1 continues to build relationships with Alaska Native Corporations/Associations and Rural Training Centers to connect jobs created with infrastructure funding to job centers, training programs, and apprenticeships.
5. AWIB Program Coordinator 1 shares updates with SAEF partners twice a year and integrates findings into RAP expansion and creation efforts.

Lead/Support Implementer (s)

AWIB Program Coordinator 1 (100% FTE) will work with OA and SAEF partners

Deliverables

1. Regularly updated list of RAPs to be developed, including contact information for employer and training partners.
2. Regularly updated list of RAPs to be expanded, including contact information for employer and training partners.
3. Regularly updated list of RAPs that have been developed or expanded as a result of partnerships with Alaska Native Corporations/Associations, Rural Training Centers, OA, Community Economic Development organizations, and employers who will be involved in projects promoted by federal funding acts.

Cross-cutting principle(s)

Supporting RAP creation and expansion by partnering with OA and Alaska Community Economic Development organizations, as well as researching federal funding that will create new jobs in emerging and in-demand industries will incorporate all of the cross-cutting principles:

1. *Equity*- all new RAPs and expanded RAPs in both non-traditional and traditional occupations will focus on diversity, equity, inclusion, and accessibility to increase participation of underrepresented and underserved populations.
2. *Good Jobs/Fair Labor standards* – all new RAPs and expanded RAPs will provide good starting wages and progressive wage increases, and create pathways to long-term careers and opportunities for higher education.
3. *Support for high-quality, sustainable programs* – all new RAPs and expanded RAPs

<p>will benefit from existing policies, procedures and standards for RAPs and will contribute to the long-term sustainability of the RAP system.</p> <p>4. <i>New opportunities for innovation, engagement, and ease of access</i> – all new RAPs and expanded RAPs will increase access to apprenticeship opportunities for underrepresented and underserved populations, remove barriers to participation, and improve system alignment.</p>
<p>Q1-2 Milestone</p> <p>1. Report on the number of new RAPs identified and explored that relate to federal funding acts and Alaska’s Community Economic Development Strategic Plan and anticipated outcome – will lead to RAP, not a good fit, needs more work, etc.</p> <p>Q3-4 Milestone</p> <p>1. Report on the number of new RAPs identified and explored that relate to federal funding acts and Alaska’s Community Economic Development Strategic Plan and anticipated outcome – will lead to RAP, not a good fit, needs more work, etc.</p>
<p>Timeframe Start: October 1, 2024 End: June 30, 2025</p>

<p>GOAL #4: Prepare for end of SAEI funding and apply for competitive SAEF funding to continue apprenticeship expansion efforts.</p>
<p>Activities</p> <ol style="list-style-type: none"> 1. AWIB staff review SAEI goals, outcomes, and achievements, and prepare for grant closeout. 2. AWIB Program Coordinator 2 leads efforts to complete SAEI grant activities and prepare proposal for SAEF competitive funding.
<p>Lead/Support Implementer (s) AWIB Program Coordinator 2</p>
<p>Deliverables:</p> <ol style="list-style-type: none"> 1. SAEF grant proposal for competitive funding
<p>Cross-cutting principle(s) Alaska’s proposal for SAEF competitive funding will incorporate all four cross-cutting principles - <i>equity, good jobs/fair-labor standards, support for high-quality sustainable programs, and new opportunities for innovation, engagement, and ease of access</i> – into the proposal’s strategic goals.</p>
<p>Q1-2 Milestone</p> <ol style="list-style-type: none"> 1. Review SAEI goals and activities to develop plan for SAEF competitive funding proposal or requesting an extension for SAEI.

Q3-4 Milestone

1. Prepare and submit proposal for SAEF competitive funding or SAEEI extension to continue apprenticeship expansion efforts in Alaska.

Timeframe**Start:** October 1, 2024**End:** June 30, 2025

GOAL #5: Continue to use registered apprenticeship and RAP data to develop solutions to increase participation and ease of entry for underrepresented and underserved populations, and reduce barriers to RAP entry.

Activities

1. AWIB staff meet with Research & Analysis Section staff to review the annual apprenticeship report and discuss strengths and areas for improvement.
2. Gather disaggregated data to review factors that lead to success for diverse apprentices and analyze patterns of apprentices who do not complete.
3. Research & Analysis Section staff prepare an annual apprenticeship report and assist AWIB staff with report preparation as needed.

Lead/Support Implementer (s)

AWIB Program Coordinator 2 and Research & Analysis Section staff

Deliverable

1. Annual Alaska’s Registered Apprenticeship report that includes updated data on participation from underrepresented populations, completion rates for registered apprentices in traditional and non-traditional apprentices with breakdowns between race and ethnicity, gender, age, and highest level of education completed prior to registered apprenticeship.

Cross-cutting principle(s)

The Registered Apprenticeship in Alaska report will advance all four cross-cutting principles:

1. *Equity*- the report will share information on the levels of diversity, equity, inclusion, and accessibility among RAPs in Alaska, and reveal opportunities for further improvements.
2. *Good Jobs/Fair Labor standards* – the report will share information about wages earned before RAP entry, wages earned during RAP, and wage rates for those who complete RAPs and enter the workforce in related occupations.
3. *Support for high-quality, sustainable programs* – the report will contribute to the long-term sustainability of RAPs and will drive activities that will expand RAP participation and outreach to populations that have not historically participated in RAPs.
4. *New opportunities for innovation, engagement, and ease of access* – the report will

assist with identifying new opportunities for RAP participation and engagement, and direct activities that will improve ease of access for future participants.
<p>Q1-2 Milestone</p> <ol style="list-style-type: none"> 1. Research and Analysis Section confirm they have access to necessary data and capacity to complete the report prior to the end of SAEF year two. <p>Q3-4 Milestones</p> <ol style="list-style-type: none"> 1. Final report is shared with AWIB and stakeholders, and posted on AWIB’s website. 2. AWIB staff use report findings to refine future SAEF goals and activities.
<p>Timeframe</p> <p>Start: October 1, 2024</p> <p>End: June 30, 2025</p>
Cost – contractual funds for Research & Analysis will be included in the SAEF base proposal.

GOAL #6: Continue coordinated efforts to recruit new registered apprentices, support existing registered apprentices complete RAPs, develop new RAPs, and expand existing RAPs.
<p>Activities</p> <ol style="list-style-type: none"> 1. AWIB staff research which current registered apprentices do not qualify for SAEFI grant services, and identifies these registered apprentices as those who are eligible for SAEF to pay for related technical instruction and other training fees. 2. DETS staff provide case management and pay for related technical instruction for existing registered apprentices identified by AWIB staff. 3. DETS/Job Center staff support RAP creation and expansion by meeting with employers in need of employees, and promotes RAP to job seekers.
<p>Lead/Support Implementer (s)</p> <p>AWIB Program Coordinator 1 (100% FTE) and DETS Employment Services Technician 2</p>
<p>Deliverables:</p> <ol style="list-style-type: none"> 1. Updated list of current apprentices that do not qualify for SAEFI support services and are eligible to receive funding for related technical instruction and training fees through SAEF. 2. Updated list of current RAP sponsors/employers to contact to promote RAP expansion.
<p>Cross-cutting principle(s)</p> <p>Supporting RAP creation and expansion by partnering with DETS and leveraging SAEFI funding will incorporate all of the cross-cutting principles:</p> <ol style="list-style-type: none"> 1. <i>Equity</i>- all new RAPs and expanded RAPs in both non-traditional and traditional occupations will focus on diversity, equity, inclusion, and accessibility to increase

<p>participation of underrepresented and underserved populations.</p> <ol style="list-style-type: none"> 2. <i>Good Jobs/Fair Labor standards</i> – all new RAPs and expanded RAPs will provide good starting wages and progressive wage increases, and create pathways to long-term careers and opportunities for higher education. 3. <i>Support for high-quality, sustainable programs</i> – all new RAPs and expanded RAPs will benefit from existing policies, procedures and standards for RAPs and will contribute to the long-term sustainability of the RAP system. 4. <i>New opportunities for innovation, engagement, and ease of access</i> – all new RAPs and expanded RAPs will increase access to apprenticeship opportunities for underrepresented and underserved populations, remove barriers to participation, and improve system alignment.
<p>Q1-2 Milestone</p> <ol style="list-style-type: none"> 1. AWIB reports the number of new RAPs and expanded RAPs that have resulted from coordinated efforts between partners and the SAEF and SAEEI funding sources. <p>Q3-4 Milestones</p> <ol style="list-style-type: none"> 1. AWIB reports the number of new RAPs and expanded RAPs that have resulted from coordinated efforts between partners and the SAEF and SAEEI funding sources. 2. AWIB identifies and shares successes, lessons learned, and areas that need refinement.
<p>Timeframe Start: October 1, 2024 End: June 30, 2025</p>

<p>SAEF Year 3, July 1, 2025 – June 30, 2026</p>
<p>GOAL #1: Continue to build Alaska’s capacity to increase the number and quality of RAPs through stronger alignment between education and workforce systems by utilizing competitive and base SAEF funding.</p>
<p>Activities</p> <ol style="list-style-type: none"> 1. Continue to work on goals outlined in year 2, along with associated activities, and expand efforts to include goals and activities that AWIB previously implemented through SAEEI funding.
<p>Lead/Support Implementer (s) AWIB Program Coordinator 2 will direct efforts for Program Coordinators and all staff</p>
<p>Deliverables</p> <ol style="list-style-type: none"> 1. Updated list of SAEF partners and meeting schedule. 2. Updated work plan and activities, if modifications are needed. 3. SAEF quarterly grant reports. 4. SAEF and Registered Apprenticeship training for partners and stakeholders. 5. Improved outreach materials and communication strategy. 6. Outcomes related to RAP expansion and creation.

<ul style="list-style-type: none"> 7. Outcomes related to number of registered apprentices that enter and complete RAP. 8. Annual Apprenticeship Report prepared by Research & Analysis Section
<p>Cross-cutting principle(s) AWIB will incorporate the four cross-cutting principles, <i>equity, good jobs/fair-labor standards, support for high-quality sustainable programs, and new opportunities for innovation, engagement, and ease of access with staff and partners</i> in all SAEF goals and activities.</p>
<p>Q1-2 Milestones</p> <ul style="list-style-type: none"> 1. Partners meet and establish regular meeting time and responsibilities. 2. Program Coordinator 1 participates in technical assistance training. 3. AWIB staff provide SAEF and Registered Apprenticeship training to partners and stakeholders. 4. Use improved outreach materials and communication strategy. <p>Q3-4 Milestones</p> <ul style="list-style-type: none"> 1. Partners meet and establish regular meeting time and responsibilities. 2. Program Coordinator 1 participates in technical assistance training. 3. AWIB staff provide SAEF and Registered Apprenticeship training to partners and stakeholders. 4. Annual Apprenticeship Report prepared by Research & Analysis section.

<p>SAEF Year 4, July 1, 2026 – June 30, 2027</p>
<p>GOAL #1: Continue to build Alaska’s capacity to increase the number and quality of RAPs through stronger alignment between education and workforce systems by utilizing competitive and base SAEF funding.</p>
<p>Activities</p> <ul style="list-style-type: none"> 1. Continue to work on goals outlined in year 2, along with associated activities, and expand efforts to include goals and activities that AWIB previously implemented through SAEFI funding.
<p>Lead/Support Implementer (s) AWIB Program Coordinator 2 will direct efforts for Program Coordinators and all staff</p>
<p>Deliverables</p> <ul style="list-style-type: none"> 1. Updated list of SAEF partners and meeting schedule. 2. Updated work plan and activities, if modifications are needed. 3. SAEF quarterly grant reports. 4. SAEF and Registered Apprenticeship training for partners and stakeholders. 5. Improved outreach materials and communication strategy. 6. Outcomes related to RAP expansion and creation. 7. Outcomes related to registered apprentices that enter and complete RAP.

8. Annual Apprenticeship Report prepared by Research & Analysis Section
<p>Cross-cutting principle(s) AWIB will incorporate the four cross-cutting principles, <i>equity, good jobs/fair-labor standards, support for high-quality sustainable programs, and new opportunities for innovation, engagement, and ease of access with staff and partners</i> in all SAEF goals and activities.</p>
<p>Q1-2 Milestones</p> <ol style="list-style-type: none"> Partners meet and establish regular meeting time and responsibilities. Program Coordinator 1 participates in technical assistance training. AWIB staff provide SAEF and Registered Apprenticeship training to partners and stakeholders. <p>Q3-4 Milestones</p> <ol style="list-style-type: none"> Partners meet and establish regular meeting time and responsibilities. Program Coordinator 1 participates in technical assistance training. AWIB staff provide SAEF and Registered Apprenticeship training to partners and stakeholders. Annual Apprenticeship Report prepared by Research & Analysis section.

SAEF Year 5, July 1, 2027 – June 30, 2028
GOAL #1: Continue to build Alaska’s capacity to increase the number and quality of RAPs through stronger alignment between education and workforce systems by utilizing competitive and base SAEF funding.
<p>Activities</p> <ol style="list-style-type: none"> Continue to work on goals outlined in year 2, along with associated activities, and expand efforts to include goals and activities that AWIB previously implemented through SAEEI funding.
<p>Lead/Support Implementer (s) AWIB Program Coordinator 2 will direct efforts for Program Coordinators and all staff</p>
<p>Deliverables</p> <ol style="list-style-type: none"> Updated list of SAEF partners and meeting schedule. Updated work plan and activities, if modifications are needed. SAEF quarterly grant reports. SAEF and Registered Apprenticeship training for partners and stakeholders. Improved outreach materials and communication strategy. Outcomes related to RAP expansion and creation. Outcomes related to registered apprentices that enter and complete RAP. Annual Apprenticeship Report prepared by Research & Analysis Section

Cross-cutting principle(s)

AWIB will incorporate the four cross-cutting principles, *equity, good jobs/fair-labor standards, support for high-quality sustainable programs, and new opportunities for innovation, engagement, and ease of access with staff and partners* in all SAEF goals and activities.

Q1-2 Milestones

1. Partners meet and establish regular meeting time and responsibilities.
2. Program Coordinator 1 participates in technical assistance training.
3. AWIB staff provide SAEF and Registered Apprenticeship training to partners and stakeholders.

Q3-4 Milestones

5. Partners meet and establish regular meeting time and responsibilities.
1. Program Coordinator 1 participates in technical assistance training.
2. AWIB staff provide SAEF and Registered Apprenticeship training to partners and stakeholders.
3. Annual Apprenticeship Report prepared by Research & Analysis section.