

New
ApprenticeshipNH Hubs
February Webinars
& Events



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ApprenticeshipNH – A Workforce Training Program of CCSNH

- Housed at The Community College System of NH.
- Funded through federal grants from the U.S. Department of Labor through June 2026
- Goal is to build a sustainable infrastructure for registered apprenticeship throughout the state
- Assist with meeting the workforce needs of NH while providing career opportunities to all residents
- Support employers, community partners, and apprentices



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Components of a Registered Apprenticeship

Industry Led – Programs are industry-vetted and approved to ensure alignment with industry standards and that apprentices are trained for highly-skilled, high-demand occupations.

Paid Job – Registered Apprenticeships are jobs! Apprentices earn progressive wage as their skills and productivity increase.

Structured On-the-Job Learning/Mentorship – Programs provide structured on-the-job training to prepare for a successful career, which includes instruction from an experienced mentor.

Supplemental Education – Apprentices are provided supplemental classroom education based on the employers unique training needs to ensure quality and success.

The length of a Registered Apprenticeship program can vary depending on the employer, complexity of the occupation, industry, and the type of program.



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Components of a Registered Apprenticeship

Diversity – Programs are designed to reflect the communities in which they operate through strong non-discrimination, anti-harassment, and recruitment practices to ensure access, equity, and inclusion.

Quality & Safety – Apprentices are afforded worker protections while receiving rigorous training to equip them with the skills they need to succeed and the proper training and supervision they need to be safe.

Credentials – Apprentices earn a portable, nationally-recognized credential within their industry.



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Framework for a High-Quality Pre-Apprenticeship Program

Approved Curriculum - Training that is based on industry standards and approved by a RAP partner

Simulated Experience - Hands-on training or volunteer opportunities that do not displace paid employees

Facilitated Entry - Agreements with RAP sponsors that allow program participants to enter directly into a RAP

Increased Diversity – Recruit and prepare underrepresented population to be successful in a RAP.

Supportive Services- Wrap around services or referrals to help participants complete the program

Sustainable Partnerships – Collaboratively promote Registered Apprenticeship to other employers



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ApprenticeshipNH Regional Hub Development and Sustainable Infrastructure

Program Goal: Develop four Regional Hubs that act as multidimensional regional operation centers, providing employer incentives and a central repository of resources for RAPs to be designed, scaled, and inclusive of underrepresented populations.

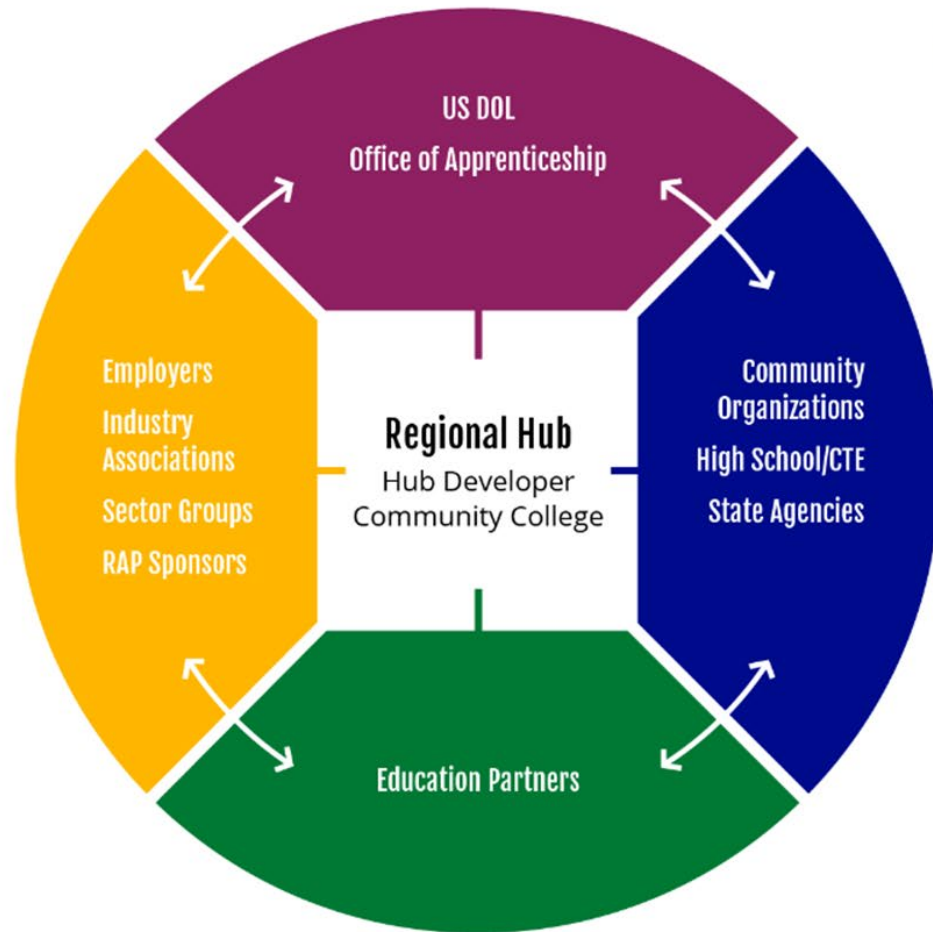
Associated Grants: ABA Grant, SAE20 Grant, ASE Grant

Industry Sectors:

- Healthcare/Human Services
- IT
- Manufacturing
- Transportation & Logistics
- Education/Childcare
- Hospitality
- Construction (including clean energy)
- Business and Finance



ApprenticeshipNH Regional Hub Development and Sustainable Infrastructure



What is a hub?

- Supports a coordinated, national investment strategy to strengthen and modernize the USDOL RAP system by promoting RAPs as a proven workforce solution
- Aligns with the geographic locations of NH's community colleges
- Are a partnership among industry, community organizations, education, and state agencies
- Provides technical assistance and financial support for the development of the programs



Proposal Purpose and Focus

- To establish contracts with multiple bidders, each in the amount of up to \$100,000, with the Community College System of New Hampshire (CCSNH) for regional and/or statewide partners to expand the infrastructure of registered apprenticeships across New Hampshire.
- All Apprenticeship Building America (ABA) grant partners are required to focus on Diversity, Equity, Inclusion and Access (DEIA) to pre-apprenticeships and Registered Apprenticeship Programs (RAP's).
- Partners must have strategies to outreach underrepresented/underserved populations and be able to build RAP's that focus recruitment on all populations.
- Each potential partner can apply for **one** award in **one** of the following tiers.
 - \$10,000 - \$25,000
 - \$26,000 - \$50,000
 - \$51,000 - \$100,000



Tier 1 Funding and Deliverables

Tier 1 - \$10,000 - \$25,000 – funds awarded through annual contracts

- Expansion of one Registered Apprenticeship Program (RAP) or development of a new Registered Apprenticeship Program and enrollment of 20 new apprentices.
- Development or expansion of one Pre-Apprenticeship Program and enrollment of 30 new pre-apprentices.
- Required partnership with 2 community or industry organizations.
- Identification and focus outreach to 1 underrepresented population.

| Expected Outcomes | Program Expansion or Development | Number of New Apprentices Served | Number of New Pre-Apprentices Served | Number of Underrepresented Populations Targeted | Number of Community Partners with Commitment Letters |
|-------------------|---|----------------------------------|--------------------------------------|---|--|
| Tier 1 | Expand 1 RAP and Develop or Expand 1 Pre-Apprenticeship | 20 | 30 | 1 | 2 |



Tier 2 Funding and Deliverables

Tier 2 - \$26,000 - \$50,000 – funds awarded through annual contracts

- Either: Expansion of two Registered Apprenticeship Programs (RAP's) with the development or expansion of two Pre-Apprenticeship Programs and the enrollment of 40 new apprentices and 60 new pre-apprentices.
- Or: Development of one new Registered Apprenticeship Program and one new Pre-Apprenticeship Program and the enrollment of 40 new apprentices and 60 new pre-apprentices.
- Required partnership with 3 community or industry organizations.
- Identification and focused outreach to 1 underrepresented population

| Expected Outcomes | Program Expansion or Development | Number of New Apprentices Served | Number of New Pre-Apprentices Served | Number of Underrepresented Populations Targeted | Number of Community Partners with Commitment Letters |
|-------------------|---|----------------------------------|--------------------------------------|---|--|
| Tier 2 | <p>Either: Expand 2 RAP's and Develop or Expand 2 Pre-Apprenticeships</p> <p>Or: Develop 1 new RAP and 1 new Pre-Apprenticeship</p> | 40 | 60 | 1 | 3 |



Tier 3 Funding and Deliverables

Tier 3 - \$51,000 - \$100,000 Award - funds awarded through annual contracts

- Either: Expansion of three Registered Apprenticeship Programs (RAP's) with the development or expansion of three Pre-Apprenticeship Programs and the enrollment of 50 new apprentices and 80 new pre-apprentices.
- Or: Development of one new Registered Apprenticeship Program and one new Pre-Apprenticeship Program and the enrollment of 50 new apprentices and 80 new pre-apprentices.
- Required partnership with 3 community or industry organizations.
- Identification and focused outreach to 2 underrepresented populations.

| Expected Outcomes | Program Expansion or Development | Number of New Apprentices Served | Number of New Pre-Apprentices Served | Number of Underrepresented Populations Targeted | Number of Community Partners with Commitment Letters |
|-------------------|---|----------------------------------|--------------------------------------|---|--|
| Tier 3 | <p>Either: Expand 3 RAP's and Develop or Expand 3 Pre-Apprenticeships</p> <p>Or: Develop 1 new RAP and 1 new Pre-Apprenticeship</p> | 50 | 80 | 2 | 3 |



Definition and Examples of Underrepresented Populations

- An **underrepresented population** describes a population group that holds a smaller percentage within the New Hampshire workforce, or a particular sector of the New Hampshire workforce, than the group holds in the general population.
- Examples Include but are not limited to:
 - Individuals with disabilities
 - Racial and ethnic minorities
 - Immigrants
 - Refugees
 - Re-Entry Populations
 - Employees in non-traditional roles e.g. Women in Tech
 - Veterans



An opportunity for questions on what we have covered so far



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Proposal Timeline and Key Dates

ApprenticeshipNH will be awarding \$340,000 annually in contracts to support public/private partnerships to expand Pre-Apprenticeship and Registered Apprenticeship programs across the state. Funding will be awarded through a request for proposal (RFP) process each year, with the opportunity to apply each subsequent year if deliverables are met. The RFP # CHA23-05 has been posted to the [CCSNH Website](#).

| | |
|--|--|
| Issuance of Request for Proposal | Tuesday, January 31, 2023 |
| RFP Informational Webinars | 9am Feb 7, 2023 and 3:30pm Feb 9, 2023 |
| Regional Partner Connection Events | Week of February 13, 2023 |
| Deadline for Bidder Questions | Friday, February 24, 2023 |
| Proposal Due Date & Time | Friday March 10, 2023 @ 4pm |
| Award and Notification to Successful Bidder, no later than | Friday, March 31, 2023 |
| Commencement of Services | Monday, April 10, 2023 |



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ABA Grant Supports ApprenticeshipNH Regional Hub Development and Sustainable Infrastructure

Important Information and Requirements:

- All proposals should be submitted on the application narrative template (Exhibit A) with the budget template completed as well.
- Bidders should provide letter(s) of commitment from Bidder's partner organization with their proposal.
- Bidders may only submit a single application for one of the above Tiers.
- Quarterly narrative and financial reports will be required (Exhibit B)
- Funds will be released quarterly based on progress and the submission of an invoice.



Proposal Scoring Rubric

| Criteria | Max. Points (100 Total) | Points Earned |
|---|-------------------------|---------------|
| Demonstrated commitment to DEIA | 25 | |
| Strategy to meet expected outcome based on tier funding level | 25 | |
| Recommendation and commitment of community partners | 25 | |
| Optimizing utilization of available funds | 15 | |
| Demonstration of sustainability beyond funding period | 10 | |
| Total | | |



Questions to Consider Based on Scoring Guidelines

Demonstrated Commitment to DEIA - 25 Points

- What DEIA programs and strategies do you already have in place?
- What do you plan to enhance or develop for outreach and retention of a diverse workforce?

Strategies – 25 Points

- How will you achieve the deliverables of the contract?
- What structure will you put in place at your organization to manage the apprenticeship/pre-apprenticeship?
- How will you include community partners in your work?

Commitment of Community Partners – 25 Points

- Are you already working with your chosen community partners?
- How did you identify them and what action steps will be taken to demonstrate their commitment?

Optimal Utilization of Funds – 15 Points

- Will you leverage funds from other sources?
- Where will contract funds have the most impact?

Sustainability – 10 Points

- What systems will you put into place to continue the program beyond the contract?
- What investment will your organization have in the project?



ApprenticeshipNH Regional Hub Development and Sustainable Infrastructure

Post contract expectations:

- Each successful bidder commits to monthly check-ins with ABA grant staff and quarterly all-subrecipient meetings.
- Each successful bidder must use ApprentiScope.
- Each successful bidder must abide by intellectual property rights as outlined in the grant.
- Each successful bidder must attend all educational opportunities or send a representative.
- Each successful bidder must attend National Apprenticeship Week events and/or host an event.



Additional ApprenticeshipNH Grants to Support Your Proposal

- Scholarship funds between \$500 and \$2,000
- Support service funds to support apprentices that face barriers and challenges for employment.
- Funding for curriculum development.
- Potential for 50% reimbursement for on-the-job training costs up to \$2,000 per apprentice.
- Assist with connecting to state and federal funding resources

You can identify in your proposal where you would like to leverage ApprenticeshipNH's other grants.



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ApprenticeshipNH Regional Hub Development and Sustainable Infrastructure

Next Steps?

CCSNH and ApprenticeshipNH are offering 4 structured in person networking opportunities around the state to connect organizations looking to form partnerships for their funding proposal.

Please register for these events at the following links:

Northern Hub - Monday 2/13 9:00AM White Mountains Community College, Berlin:

<https://www.eventbrite.com/e/524623612347>

Western Hub - Tuesday 2/14 9:00AM River Valley Community College, Lebanon:

<https://www.eventbrite.com/e/528448713327>

East Central Hub - Wednesday 2/15 7:30AM NHTI – Concord's Community College:

<https://www.eventbrite.com/e/528462494547>

Southern Hub - Friday 2/17 8:00AM Nashua Community College:

<https://www.eventbrite.com/e/528439245007>



ApprenticeshipNH Regional Hub Development and Sustainable Infrastructure

Contact Information:

All questions related to the RFP should be submitted via email to **Sean Fitzpatrick CCSNH Procurement Administrator** at purchasing@ccsnh.edu so that they can be posted to the website with the answers for all bidders to see.

Apprenticeship Program Manager: Anne Banks / abanks@ccsnh.edu / 603-230-3544

ABA Grant Manager: Charlotte Williams / cpwilliams@ccsnh.edu / 603-230-3543

Regional Hub Coordinator (South/East-Central): Tracey Jackson / tjackson@ccsnh.edu / 603-230-3526

Regional Hub Coordinator (North/West): John Knorr / jknorr@ccsnh.edu / 603-230-3568



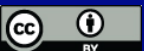
Any Additional Questions ?

Thank you for joining us!

For general questions about ApprenticeshipNH:
Anne Banks | abanks@ccsnh.edu | 603.230.3544

The total funding of the ApprenticeshipNH initiative is \$10.6 million with 99% funded through the following US Department of Labor-Employment and Training Administration Grants at the dollar amounts indicated: Apprenticeship State Expansion (ASE) Grant-\$1.35 million, State Apprenticeship Expansion 2020 (SAE2020) Grant- \$3.45 million, Apprenticeship Building America (ABA) Grant \$5.8 million. Additional scholarship support of less than 1% is provided by 3rd party scholarship grants for programs developed through the ASE and SAE grants.

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