

OMB Package

AAI Evaluation Grantee Survey

Note that the grantee survey will be administered online and will be programmed with skip patterns to omit questions not applicable to the grantee based on responses to previous questions.

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Glossary

- **Addition, maintenance, or revision of apprenticeship programs:** “Addition, maintenance, or revision of apprenticeship programs” refers to changes to an existing registered apprenticeship program, including the development of additional occupational programs by an existing apprenticeship sponsor. Continuation or expansion may also entail transitioning from a time-based apprenticeship to a competency-based or hybrid apprenticeship.
- **Apprenticeship program:** An “apprenticeship program” is a training program run by an apprenticeship sponsor for a specific occupation. Apprenticeship programs emphasize “structured On-the-Job-Training” combined with classroom based “related training instruction” that leads to competence and certification in the specific occupation.
- **Group program:** A registered apprenticeship program that is operated many different employers or other sponsors together. The employers involved in a group program share a common work process schedule and in some cases apprentices may even circulate between employers in a group program.
- **Individual program:** A registered apprenticeship program operated by a single employer or other sponsor.
- **Instructors:** An “instructor” provides the related technical instruction for an apprenticeship program. This may be a community college instructor, but it could also be an instructor associated with other types of RTI partner.
- **Joint labor-management agreement:** An agreement between a labor union or other organization representing workers and management which, in the context of registered apprenticeship, defines the responsibilities of the union and the employer for administering a joint apprenticeship program. Apprenticeship programs governed by a labor-management agreement are jointly run by both the employer and the union, the are not "union programs".
- **Mentors:** A “mentor” provides the On-the-Job-Training for an apprenticeship program. Mentors are other employees of the sponsoring employer.
- **Occupational field:** An “occupational field” is the specific job associated with an apprenticeship program. Occupational fields must be approved by the Office of Apprentice or State Apprenticeship Agency, which assigns them a distinct occupational code.
- **Partner organization:** A “partner organization” is any partner of the grantee, besides an employer or a union, that provides support for grant activities. Partner organizations can include public agencies, community colleges, non-profits, and industry associations.
- **Registered apprenticeships: “Registered apprenticeships”** are apprenticeship programs registered with the U.S. Department of Labor’s Office of Apprenticeship or with State Apprenticeship Agencies (<https://www.doleta.gov/OA/apprenticeship.cfm>). Such apprenticeships are required to include at least 2,000 hours of On-the-Job-Training and 180 hours in time-based programs. Some apprenticeships require as many as 8,000 hours or more of On-the-Job-Training. At the completion of a registered apprenticeship, apprentices receive a certification from the Office of Apprenticeship.
- **Related technical instruction (RTI):** “Related technical instruction” is the classroom based training that complements the on-the-job training component of a registered apprenticeship program. Registered apprenticeships are required to have at least 144 hours of RTI.

- **Sponsor:** A “sponsor” is an employer, employer association, or labor-management organization that registers and operates an apprenticeship program. A sponsor may operate several “apprenticeship programs” in different occupations.
- **Structured On-the-Job-Training (OJT):** “Structured On-the-Job-Training” is the work-based training that complements the classroom-based related technical instruction component of a registered apprenticeship program. Structured On-the-Job-Training varies from sponsor to sponsor depending on the work process schedule for that program.
- **Work-Based Learning (WBL):** Work-Based Learning is education and training that is obtained through productive employment at a job site. Work-Based Learning requires a trainee to apply and develop their knowledge and skills in productive work experiences.
- **Work process schedule:** The “Work Process Schedule” is a document developed by every apprenticeship program sponsor that lays out the structure of the apprenticeship program, including details on the Related Technical Instruction, structured On-the-Job-Training, and wage schedule. The work process schedule is included in the Standards of Apprenticeship, which is maintained by each sponsor.

Part A. Grantee Background

1.1. Please specify the original grant period: _____

1.2. Has your grant period been modified and is now different from the above period of performance?

(Please select only one answer.)

- Yes
- No

[IF 1.2=YES, ASK 1.3; ELSE, SKIP TO 1.4]

1.3. If yes, please provide the modified grant period: _____

1.4. Does the AAI grant support a pre-apprenticeship program?

(Please select only one answer.)

- Yes
- No

1.5. Please specify the organization type of the grantee:

(Please select only one.)

- Labor organization (e.g. union, labor association/labor federation)
- Local government agency
- State government agency
- Local Workforce Development Agency
- American Jobs Center
- Nonprofit (e.g., community or faith-based) service/training provider
- Industry, professional or trade Association
- Community or technical college
- Other. (Please specify): _____

1.6. Please identify your organization's previous experience with apprenticeships:

(Please select all that apply.)

- None
- Sponsored a registered apprenticeship program
- Helped develop a registered apprenticeship program
- Partnered with a registered apprenticeship program sponsor
- Served on a state apprenticeship council
- Other. (Please specify): _____

1.7. Is your organization the sponsor of the apprenticeship programs you offer?

(Please select only one answer.)

- Yes
- No
- Only for select apprenticeship programs

[IF 1.7=Only for select apprenticeship programs, ASK 1.8; ELSE, SKIP TO 2.1]

1.8. If only for select apprenticeship programs, please list the programs your organization is the sponsor for: _____

(Please continue to Part B on the next page)

Part B. Program Context

2.1. Does your grant support an apprenticeship program in more than one state or more than one locality in a state?

(Please select only one answer.)

- Yes
- No

[IF 2.1=Yes, ASK 2.2; ELSE, SKIP TO 2.3]

2.2. If yes, is it:

(Please select only one answer.)

- A multi-state effort with different occupations
- A multi-state effort within the same occupation
- A single-state effort in many localities with different occupations
- A single-state effort in many localities within the same occupation

[IF 2.2="A multi-state effort with different occupations" OR "A multi-state effort within the same occupation," ASK 2.3 THEN SKIP TO 2.5; ELSE, SKIP TO 2.4]

2.3. In which states does your grant support an apprenticeship program?: _____

2.4. In which localities does your grant support an apprenticeship program?: _____

2.5. In how many occupations do sponsors affiliated with your grant have active apprenticeships?
_____ number of occupations in which sponsors affiliated with your grant are currently
operating an apprenticeship program

2.6. Have you or a program sponsor partner been able to successfully register an apprenticeship program for each occupation proposed in your grant?

(Please select only one answer.)

- Yes
- No

[IF 2.6=No, ASK 2.7; ELSE, SKIP TO 2.8]

2.7. Have you or a program sponsor partner attempted to register an apprenticeship program for each occupation proposed in your grant?

(Please select only one answer.)

- Yes
- No

2.8. What challenges have you experienced in registering your apprenticeship programs?:

(Please select all that apply.)

- Delays in response from the registering agency
- Employer delays or reluctance to complete necessary paperwork
- Lack of employer interest in the proposed occupation
- Difficulties completing paperwork
- Determination from registering apprenticeship agency that occupation is not apprenticeable
- Other. (Please specify): _____
- None

2.9. In how many additional occupations are sponsors affiliated with your grant planning to operate apprenticeships that are not yet implemented?

(Please enter "0" if you are not planning to operate an apprenticeship in any additional occupation)

_____ number of occupations in which sponsors affiliated with your grant plan to operate an apprenticeship program

2.10. List up to 3 of the largest occupation fields(by planned number of apprentices served) for which your grant supports an apprenticeship program(s), and identify the planned number of apprentices served for that occupation field.

(Please answer for at least one row.)

	Occupation Field	Planned number of apprentices served
Apprenticeship occupation 1		
Apprenticeship occupation 2		
Apprenticeship occupation 3		

[FOR EACH APPRENTICESHIP OCCUPATION IN 2.10, ASK 2.11 THROUGH 2.28]

2.11. How did you select [Apprentice Occupation 1] for development of an apprenticeship program?

(Please select all that apply.)

- Employer documented need
- Skills shortage in the area
- Relationship with employer
- High demand industry or occupations as outlined in the AAI FOA
- Appropriate training classes available
- Relevant to the mission of your organization
- Other. (Please specify): _____

2.12. How many registered sponsors have created or sustained programs in the [Apprentice Occupation 1] field?

_____ number of sponsors

2.13. How many [Apprentice Occupation 1] programs associated with the grant are individual programs and how many [Apprentice Occupation 1] programs associated with the grant are group programs that involve many affiliate employers?

(2.13.a. and 2.13.b. should add up to the number of sponsors in 2.12.)

- a. _____ number of individual programs
- b. _____ number of group programs

2.14. How many [Apprentice Occupation 1] program(s) are part of a joint labor-management agreement and how many [Apprentice Occupation 1] programs are not part of a joint labor-management agreement?

(2.14.a. and 2.14.b. should add up to the number of sponsors in 2.12.)

- a. _____ number of joint labor-management agreement programs
- b. _____ number of non-joint labor-management programs

2.15. Is the [Apprentice Occupation 1] program a new apprenticeship program or is it an addition, maintenance, or revision to a pre-existing apprenticeship program?

(Please select only one.)

- New, developed in response to the AAI grant initiative
- An addition to a pre-existing registered apprenticeship program
- An addition to a pre-existing unregistered program that shares characteristics with registered apprenticeship programs

2.16. What was the grantee's role in developing the [Apprentice Occupation 1] apprenticeship programs?

(Please select all that apply.)

- Develop curriculum for related training instruction
- Help map skills and knowledge needed for each competency
- Promotion and outreach to employers (e.g., advertising apprenticeship to the local business community).
- Provide related training instruction
- Sponsor apprentices
- Provide industry and/or workforce specific expertise
- Recruit, determine eligibility, and screen candidates for apprenticeships
- Provide supportive services as appropriate
- Develop sector and/or career pathway strategies utilizing apprenticeship
- Carry out administrative functions
- Other. (Please specify): _____

2.17. Where are the [Apprentice Occupation 1] programs registered?

(Please select all that apply.)

- U.S. Department of Labor's Office of Apprenticeship only
- State Apprenticeship Agency only

- Some programs are registered with the Office of Apprenticeship and some programs are registered with a State Apprenticeship Agency

[IF 2.17="U.S. Department of Labor's Office of Apprenticeship only" OR "Some programs are registered with the Office of Apprenticeship and some programs are registered with a State Apprenticeship Agency", ASK 2.18; ELSE, SKIP TO 2.19]

2.18. How did the Office of Apprenticeship help you when you registered your [Apprentice Occupation 1] programs?

- Provided guidance on how to register a program
- Assisted developing apprenticeship standards
- Assisted in finding related technical instruction providers
- Assisted in finding other partners
- Other (Please specify): _____
- Not applicable

[IF 2.17= "Some programs are registered with the Office of Apprenticeship and some programs are registered with a State Apprenticeship Agency", ASK 2.19; ELSE, SKIP TO 2.20]

2.19. How did the State Apprenticeship Agency help you when you registered your [Apprentice Occupation 1] programs?

- Provided guidance on how to register a program
- Assisted developing apprenticeship standards
- Assisted in finding related technical instruction providers
- Assisted in finding other partners
- Other (Please specify): _____
- Not applicable

2.20. What was the grantee's role in registering the [Apprentice Occupation 1] apprenticeship programs?

(Please select all that apply.)

- Liaising with the state apprenticeship agency or Office of Apprenticeship to answer questions or address issues related to registration
- Collecting necessary documents from the sponsor, including job descriptions, to support the application
- Assisting sponsor in filling out registration paperwork
- Reviewing sponsor's registration paperwork
- Other. (Please specify): _____

2.21. Did your organization and/or any sponsoring organization receive any assistance in filing the application for the apprenticeship program from the agency with which you registered it?

(Please select only one answer.)

- Yes
- No

[IF 2.21=Yes, ASK 2.22; ELSE, SKIP TO 2.23]

2.22. Using a scale of 1 to 5, where 1 = Unsatisfied and 5 = Completely satisfied, how satisfied are you with the following types of assistance from the federal or state agency where you tried to register the [Apprentice Occupation 1] apprenticeship programs? If your program has multiple registering agencies, select a single rating that best characterizes your service delivery system. If you did not receive a particular type of service, select “N/A – Did not receive this type of assistance.”

(Please select only one answer in each row.)

	1 Unsatisfied	2 Somewhat Unsatisfied	3 Neutral	4 Somewhat Satisfied	5 Completely Satisfied	N/A – Did not receive this type of assistance
a. General technical assistance and support						
b. Guidance on specific steps to develop and register a program						
c. Clarification of questions related to the application						
d. Answers to questions about the apprenticeship model						
e. Connections to potential employers						
f. Suggestions for revisions to the application based on expertise						
g. Advice to partners on sources of funding to support apprenticeship						
h. Other. (Please specify): _____						

2.23. How long did it take, on average, to register programs that are affiliated with your grant in the [Apprentice Occupation 1] field, including application development through notification (in months)?

_____ number of months

2.24. Which entities were involved in developing on-the-job training for the [Apprentice Occupation 1] programs?:

(Please select all that apply.)

- Grantee
- Workforce development boards
- Industry Association
- Local chamber of commerce or other consortium of businesses
- State workforce agency
- Unions

- Employers
- Non-profit organizations
- Community or technical colleges
- Other. (Please specify): _____

2.25. Who created the “work process” schedules or skills to be learned at the workplace for the [Apprentice Occupation 1] programs?:

(Please select all that apply.)

- Grantee
- Non-grantee AAI intermediaries
- Industry Association
- Employer partner
- Union
- Educational partner
- Other. (Please specify): _____

2.26. For the [Apprentice Occupation 1] programs, how were “work process” schedules or skills created?:

(Please select all that apply.)

- Using existing work process schedules from other programs
- Developed by grantee with collaboration from employers
- Developed by grantee with collaboration from unions
- Developed by other organization
- Other. (Please specify): _____

2.27. Which entities were involved in developing related technical instruction curricula for the [Apprentice Occupation 1] programs?:

(Please select all that apply.)

- Grantee
- WDBs
- Industry Association
- Local chamber of commerce or other consortium of businesses
- State workforce agency
- Unions
- Employers
- Non-profit organizations
- Community or technical colleges
- Other. (Please specify): _____

[IF A SECOND APPRENTICESHIP OCCUPATION IS LISTED IN 2.10, ANSWER 2.28; ELSE, GO TO 3.1]

2.28. How did you select [Apprentice Occupation 2] for development of an apprenticeship program?

(Please select all that apply.)

- Employer documented need

- Skills shortage in the area
- Relationship with employer
- High demand industry or occupations as outlined in the AAI FOA
- Appropriate training classes available
- Relevant to the mission of your organization
- Other. (Please specify): _____

2.29. How many registered sponsors have created or sustained programs in the [Apprentice Occupation 2] field?

_____ number of sponsors

2.30. How many [Apprentice Occupation 2] programs associated with the grant are individual programs and how many [Apprentice Occupation 2] programs associated with the grant are group programs that involve many affiliate employers?

(2.30.a. and 2.30.b. should add up to the number of sponsors in 2.29.)

- a. _____ number of individual programs
- b. _____ number of group programs

2.31. How many [Apprentice Occupation 2] program(s) are part of a joint labor-management agreement and how many [Apprentice Occupation 2] programs are not part of a joint labor-management agreement?

(2.31.a. and 2.31.b. should add up to the number of sponsors in 2.29.)

- a. _____ number of joint labor-management agreement programs
- b. _____ number of non-joint labor-management programs

2.32. Is the [Apprentice Occupation 2] program a new apprenticeship program or is it an addition, maintenance, or revision to a pre-existing apprenticeship program?

(Please select only one.)

- New, developed in response to the AAI grant initiative
- An addition to a pre-existing registered apprenticeship program
- An addition to a pre-existing unregistered program that shares characteristics with registered apprenticeship programs

2.33. What was the grantee's role in developing the [Apprentice Occupation 2] apprenticeship programs?

(Please select all that apply.)

- Develop curriculum for related training instruction
- Help map skills and knowledge needed for each competency
- Promotion and outreach to employers (e.g., advertising apprenticeship to the local business community).
- Provide related training instruction
- Sponsor apprentices
- Provide industry and/or workforce specific expertise

- Recruit, determine eligibility, and screen candidates for apprenticeships
- Provide supportive services as appropriate
- Develop sector and/or career pathway strategies utilizing apprenticeship
- Carry out administrative functions
- Other. (Please specify): _____

2.34. Where are the [Apprentice Occupation 2] programs registered?

(Please select all that apply.)

- U.S. Department of Labor's Office of Apprenticeship only
- State Apprenticeship Agency only
- Some programs are registered with the Office of Apprenticeship and some programs are registered with a State Apprenticeship Agency

[IF 2.34="U.S. Department of Labor's Office of Apprenticeship only" OR "Some programs are registered with the Office of Apprenticeship and some programs are registered with a State Apprenticeship Agency", ASK 2.35; ELSE, SKIP TO 2.36]

2.35. How did the Office of Apprenticeship help you when you registered your [Apprentice Occupation 2] programs?

- Provided guidance on how to register a program
- Assisted developing apprenticeship standards
- Assisted in finding related technical instruction providers
- Assisted in finding other partners
- Other (Please specify): _____
- Not applicable

[IF 2.34= "Some programs are registered with the Office of Apprenticeship and some programs are registered with a State Apprenticeship Agency", ASK 2.36; ELSE, SKIP TO 2.37]

2.36. How did the State Apprenticeship Agency help you when you registered your [Apprentice Occupation 2]?

- Provided guidance on how to register a program
- Assisted developing apprenticeship standards
- Assisted in finding related technical instruction providers
- Assisted in finding other partners
- Other (Please specify): _____
- Not applicable

2.37. What was the grantee's role in registering the [Apprentice Occupation 2] apprenticeship programs?

(Please select all that apply.)

- Liaising with the state apprenticeship agency or Office of Apprenticeship to answer questions or address issues related to registration
- Collecting necessary documents from the sponsor, including job descriptions, to support the application
- Assisting sponsor in filling out registration paperwork

- Reviewing sponsor's registration paperwork
- Other. (Please specify): _____

2.38. Did your organization and/or any sponsoring organization receive any assistance in filing the application for the apprenticeship program from the agency with which you registered it? (Please select only one answer.)

- Yes
- No

[IF 2.38=Yes, ASK 2.39; ELSE, SKIP TO 2.40]

2.39. Using a scale of 1 to 5, where 1 = Unsatisfied and 5 = Completely satisfied, how satisfied are you with the following types of assistance from the federal or state agency where you tried to register the [Apprentice Occupation 2] apprenticeship programs? If your program has multiple registering agencies, select a single rating that best characterizes your service delivery system. If you did not receive a particular type of service, select "N/A - Did not receive this type of assistance."

(Please select only one answer in each row.)

	1 Unsatisfied	2 Somewhat Unsatisfied	3 Neutral	4 Somewhat Satisfied	5 Completely Satisfied	N/A - Did not receive this type of assistance
i. General technical assistance and support						
j. Guidance on specific steps to develop and register a program						
k. Clarification of questions related to the application						
l. Answers to questions about the apprenticeship model						
m. Connections to potential employers						
n. Suggestions for revisions to the application based on expertise						
o. Advice to partners on sources of funding to support apprenticeship						
p. Other. (Please specify): _____						

2.40. How long did it take, on average, to register programs that are affiliated with your grant in the [Apprentice Occupation 2] field, including application development through notification (in months)?

_____ number of months

2.41. Which entities were involved in developing on-the-job training for the [Apprentice Occupation 2] programs?:

(Please select all that apply.)

- Grantee
- Workforce development boards
- Industry Association
- Local chamber of commerce or other consortium of businesses
- State workforce agency
- Unions
- Employers
- Non-profit organizations
- Community or technical colleges
- Other. (Please specify): _____

2.42. Who created the “work process” schedules or skills to be learned at the workplace for the [Apprentice Occupation 2] programs?:

(Please select all that apply.)

- Grantee
- Non-grantee AAI intermediaries
- Industry Association
- Employer partner
- Union
- Educational partner
- Other. (Please specify): _____

2.43. For the [Apprentice Occupation 2] programs, how were “work process” schedules or skills created?:

(Please select all that apply.)

- Using existing work process schedules from other programs
- Developed by grantee with collaboration from employers
- Developed by grantee with collaboration from unions
- Developed by other organization
- Other. (Please specify): _____

2.44. Which entities were involved in developing related technical instruction curricula for the [Apprentice Occupation 2] programs?:

(Please select all that apply.)

- Grantee
- WDBs
- Industry Association
- Local chamber of commerce or other consortium of businesses
- State workforce agency
- Unions

- Employers
- Non-profit organizations
- Community or technical colleges
- Other. (Please specify): _____

[IF A THIRD APPRENTICESHIP OCCUPATION IS LISTED IN 2.10, ANSWER 2.45; ELSE, GO TO 3.1]

2.45. How did you select [Apprentice Occupation 3] for development of an apprenticeship program? (Please select all that apply.)

- Employer documented need
- Skills shortage in the area
- Relationship with employer
- High demand industry or occupations as outlined in the AAI FOA
- Appropriate training classes available
- Relevant to the mission of your organization
- Other. (Please specify): _____

2.46. How many registered sponsors have created or sustained programs in the [Apprentice Occupation 3] field?

_____ number of sponsors

2.47. How many [Apprentice Occupation 3] programs associated with the grant are individual programs and how many [Apprentice Occupation 3] programs associated with the grant are group programs that involve many affiliate employers?

(2.47.a. and 2.47.b. should add up to the number of sponsors in 2.46.)

- a. _____ number of individual programs
- b. _____ number of group programs

2.48. How many [Apprentice Occupation 3] program(s) are part of a joint labor-management agreement and how many [Apprentice Occupation 3] programs are not part of a joint labor-management agreement?

(2.48.a. and 2.48.b. should add up to the number of sponsors in 2.46.)

- a. _____ number of joint labor-management agreement programs
- b. _____ number of non-joint labor-management programs

2.49. Is the [Apprentice Occupation 3] program a new apprenticeship program or is it an addition, maintenance, or revision to a pre-existing apprenticeship program?

(Please select only one.)

- New, developed in response to the AAI grant initiative
- An addition to a pre-existing registered apprenticeship program
- An addition to a pre-existing unregistered program that shares characteristics with registered apprenticeship programs

2.50. What was the grantee's role in developing the [Apprentice Occupation 3] apprenticeship programs?

(Please select all that apply.)

- Develop curriculum for related training instruction
- Help map skills and knowledge needed for each competency
- Promotion and outreach to employers (e.g., advertising apprenticeship to the local business community).
- Provide related training instruction
- Sponsor apprentices
- Provide industry and/or workforce specific expertise
- Recruit, determine eligibility, and screen candidates for apprenticeships
- Provide supportive services as appropriate
- Develop sector and/or career pathway strategies utilizing apprenticeship
- Carry out administrative functions
- Other. (Please specify): _____

2.51. Where are the [Apprentice Occupation 3] programs registered?

(Please select all that apply.)

- U.S. Department of Labor's Office of Apprenticeship only
- State Apprenticeship Agency only
- Some programs are registered with the Office of Apprenticeship and some programs are registered with a State Apprenticeship Agency

[IF 2.51="U.S. Department of Labor's Office of Apprenticeship only" OR "Some programs are registered with the Office of Apprenticeship and some programs are registered with a State Apprenticeship Agency", ASK 2.52; ELSE, SKIP TO 2.53]

2.52. How did the Office of Apprenticeship help you when you registered your [Apprentice Occupation 3] programs?

- Provided guidance on how to register a program
- Assisted developing apprenticeship standards
- Assisted in finding related technical instruction providers
- Assisted in finding other partners
- Other (Please specify): _____
- Not applicable

[IF 2.51= "Some programs are registered with the Office of Apprenticeship and some programs are registered with a State Apprenticeship Agency", ASK 2.53; ELSE, SKIP TO 2.54]

2.53. How did the State Apprenticeship Agency help you when you registered your [Apprentice Occupation 3] programs?

- Provided guidance on how to register a program
- Assisted developing apprenticeship standards
- Assisted in finding related technical instruction providers
- Assisted in finding other partners
- Other (Please specify): _____
- Not applicable

2.54. What was the grantee’s role in registering the [Apprentice Occupation 3] apprenticeship programs?

(Please select all that apply.)

- Liaising with the state apprenticeship agency or Office of Apprenticeship to answer questions or address issues related to registration
- Collecting necessary documents from the sponsor, including job descriptions, to support the application
- Assisting sponsor in filling out registration paperwork
- Reviewing sponsor’s registration paperwork
- Other. (Please specify): _____

2.55. Did your organization and/or any sponsoring organization receive any assistance in filing the application for the apprenticeship program from the agency with which you registered it?

(Please select only one answer.)

- Yes
- No

[IF 2.55=Yes, ASK 2.56; ELSE, SKIP TO 2.57]

2.56. Using a scale of 1 to 5, where 1 = Unsatisfied and 5 = Completely satisfied, how satisfied are you with the following types of assistance from the federal or state agency where you tried to register the [Apprentice Occupation 3] apprenticeship programs? If your program has multiple registering agencies, select a single rating that best characterizes your service delivery system. If you did not receive a particular type of service, select “N/A - Did not receive this type of assistance.”

(Please select only one answer in each row.)

	1 Unsatisfied	2 Somewhat Unsatisfied	3 Neutral	4 Somewhat Satisfied	5 Completely Satisfied	N/A - Did not receive this type of assistance
q. General technical assistance and support						
r. Guidance on specific steps to develop and register a program						

	1 Unsatisfied	2 Somewhat Unsatisfied	3 Neutral	4 Somewhat Satisfied	5 Completely Satisfied	N/A - Did not receive this type of assistance
s. Clarification of questions related to the application						
t. Answers to questions about the apprenticeship model						
u. Connections to potential employers						
v. Suggestions for revisions to the application based on expertise						
w. Advice to partners on sources of funding to support apprenticeship						
x. Other. (Please specify): _____						

2.57. How long did it take, on average, to register programs that are affiliated with your grant in the [Apprentice Occupation 3] field, including application development through notification (in months)?

_____ number of months

2.58. Which entities were involved in developing on-the-job training for the [Apprentice Occupation 3] programs?:

(Please select all that apply.)

- Grantee
- Workforce development boards
- Industry Association
- Local chamber of commerce or other consortium of businesses
- State workforce agency
- Unions
- Employers
- Non-profit organizations
- Community or technical colleges
- Other. (Please specify): _____

2.59. Who created the “work process” schedules or skills to be learned at the workplace for the [Apprentice Occupation 3] programs?:

(Please select all that apply.)

- Grantee
- Non-grantee AAI intermediaries
- Industry Association
- Employer partner
- Union

- Educational partner
- Other. (Please specify): _____

2.60. For the [Apprentice Occupation 3] programs, how were “work process” schedules or skills created?:

(Please select all that apply.)

- Using existing work process schedules from other programs
- Developed by grantee with collaboration from employers
- Developed by grantee with collaboration from unions
- Developed by other organization
- Other. (Please specify): _____

2.61. Which entities were involved in developing related technical instruction curricula for the [Apprentice Occupation 3] programs?:

(Please select all that apply.)

- Grantee
- WDBs
- Industry Association
- Local chamber of commerce or other consortium of businesses
- State workforce agency
- Unions
- Employers
- Non-profit organizations
- Community or technical colleges

Other. (Please specify): _____

(Please continue to Part C on the next page)

Part C. Perspectives on Mission, Training Opportunities, and Apprenticeship

[FOR APPRENTICESHIP OCCUPATION 1 LISTED IN 2.10, ASK 3.1]

3.1. What was the local availability of training opportunities in the [Apprentice Occupation 1] occupation before the AAI grant, where 1 = Not available and 5 = Widely available:

(Please select only one answer in each row.)

	1 Not available	2 Rarely available	3 Somewhat Available	4 Available	5 Widely available
a. Apprenticeships in [Apprentice Occupation 1].					
b. [Apprentice Occupation 1] training opportunities that emphasize work-based learning/structured on-the-job training as well as classroom training.					
c. [Apprentice Occupation 1] training opportunities that emphasize classroom training.					
d. [Apprentice Occupation 1] training designed to accommodate populations that have not historically participated in apprenticeship programs.					

3.2. What is the current local availability of apprenticeship programs (other than those associated with your AAI grant) in the [Apprentice Occupation 1] occupation, where 1 = Not available and 5 = Widely available, what is the current local availability of:

(Please select only one answer in each row.)

	1 Not available	2 Rarely available	3 Somewhat Available	4 Available	5 Widely available
a. Apprenticeships in [Apprentice Occupation 1].					
b. [Apprentice Occupation 1] training opportunities that emphasize work-based learning/structured on-the-job training as well as classroom training.					
c. [Apprentice Occupation 1] training opportunities that emphasize classroom training.					

	1 Not available	2 Rarely available	3 Somewhat Available	4 Available	5 Widely available
d. [Apprentice Occupation 1] training designed to accommodate populations that have not historically participated in apprenticeship programs.					

3.3. Please indicate how the following circumstances have influenced the implementation and operation of your grant's [Apprentice Occupation 1] apprenticeship programs, where 1 = Not important and 5 = Very important:

(Please select only one answer in each row.)

	1 Not important	2	3	4	5 Very important
a. Apprentices' interest in applying to the [Apprentice Occupation 1] program.					
b. Employers' interest in sponsoring a [Apprentice Occupation 1] program.					
c. Availability of adequate [Apprentice Occupation 1] related training instruction.					
d. Difficulty registering new [Apprentice Occupation 1] programs.					

3.4. In general, is there a surplus, shortage, or an adequate supply of applicants for available apprenticeship slots/offers?

(Please select only one answer.)

- Surplus
- Adequate supply
- Shortage

3.5. If applicants are not qualified, are they directed to a pre-apprenticeship program or to another provider?

(Please select only one answer.)

- Yes, to a grantee-affiliated pre-apprenticeship program
- Yes, to a non-grantee-affiliated pre-apprenticeship program
- No

3.6. If a shortage, to what factors do you attribute the shortage of qualified applicants?

(Please select all that apply.)

- Lack of knowledge about career opportunities in [occupation]
- Lack of interest in career opportunities in [occupation]
- Reservations about apprenticeship
- Concerns about the value of apprenticeship training to other future employers

- Lack of public transportation to training sites
- Lack of public transportation to employer sites
- Apprenticeship schedules conflict with potential participants' schedules
- Potential participants are unable to secure childcare
- Competition with other trainers or post-secondary education providers
- Other. (Please specify): _____
- Not Applicable

[IF SECOND APPRENTICESHIP OCCUPATION IS LISTED IN 2.10, ASK 3.7; ELSE, GO TO 4.1]

3.7. What was the local availability of training opportunities in the [Apprentice Occupation 2] occupation before the AAI grant, where 1 = Not available and 5 = Widely available:

(Please select only one answer in each row.)

	1 Not available	2 Rarely available	3 Somewhat Available	4 Available	5 Widely available
e. Apprenticeships in [Apprentice Occupation 2].					
f. [Apprentice Occupation 2] training opportunities that emphasize work-based learning/structured on-the-job training as well as classroom training.					
g. [Apprentice Occupation 2] training opportunities that emphasize classroom training.					
h. [Apprentice Occupation 2] training designed to accommodate populations that have not historically participated in apprenticeship programs.					

3.8. What is the current local availability of apprenticeship programs (other than those associated with your AAI grant) in the [Apprentice Occupation 2] occupation, where 1 = Not available and 5 = Widely available, what is the current local availability of:

(Please select only one answer in each row.)

	1 Not available	2 Rarely available	3 Somewhat available	4 Available	5 Widely available
e. Apprenticeships in [Apprentice Occupation 2].					
f. [Apprentice Occupation 2] training opportunities that emphasize work-based learning/structured on-the-job training as well as classroom training.					

	1 Not available	2 Rarely available	3 Somewhat available	4 Available	5 Widely available
g. [Apprentice Occupation 2] training opportunities that emphasize classroom training.					
h. [Apprentice Occupation 2] training designed to accommodate populations that have not historically participated in apprenticeship programs.					

3.9. Please indicate how the following circumstances have influenced the implementation and operation of your grant's [Apprentice Occupation 2] apprenticeship programs, where 1 = Not important and 5 = Very important:

(Please select only one answer in each row.)

	1 Not important	2	3	4	5 Very important
e. Apprentices' interest in applying to the [Apprentice Occupation 2] program.					
f. Employers' interest in sponsoring a [Apprentice Occupation 2] program.					
g. Availability of adequate [Apprentice Occupation 2] related training instruction.					
h. Difficulty registering new [Apprentice Occupation 2] programs.					

3.10. In general, is there a surplus, shortage, or an adequate supply of applicants for available apprenticeship slots/offers?

(Please select only one answer.)

- Surplus
- Adequate supply
- Shortage

3.11. If applicants are not qualified, are they directed to a pre-apprenticeship program or to another provider?

(Please select only one answer.)

- Yes, to a grantee-affiliated pre-apprenticeship program
- Yes, to a non-grantee-affiliated pre-apprenticeship program
- No

3.12. If a shortage, to what factors do you attribute the shortage of qualified applicants?

(Please select all that apply.)

- Lack of knowledge about career opportunities in [occupation]

- Lack of interest in career opportunities in [occupation]
- Reservations about apprenticeship
- Concerns about the value of apprenticeship training to other future employers
- Lack of public transportation to training sites
- Lack of public transportation to employer sites
- Apprenticeship schedules conflict with potential participants' schedules
- Potential participants are unable to secure childcare
- Competition with other trainers or post-secondary education providers
- Other. (Please specify): _____
- Not Applicable

[IF THIRD APPRENTICESHIP OCCUPATION IS LISTED IN 2.10, ASK 3.13; ELSE, GO TO 4.1]

3.13. What was the local availability of training opportunities in the [Apprentice Occupation 3] occupation before the AAI grant, where 1 = Not available and 5 = Widely available:

(Please select only one answer in each row.)

	1 Not available	2 Rarely Available	3 Somewhat Available	4 Available	5 Widely available
i. Apprenticeships in [Apprentice Occupation 3].					
j. [Apprentice Occupation 3] training opportunities that emphasize work-based learning/structured on-the-job training as well as classroom training.					
k. [Apprentice Occupation 3] training opportunities that emphasize classroom training.					
l. [Apprentice Occupation 3] training designed to accommodate populations that have not historically participated in apprenticeship programs.					

3.14. What is the current local availability of apprenticeship programs (other than those associated with your AAI grant) in the [Apprentice Occupation 3] occupation, where 1 = Not available and 5 = Widely available, what is the current local availability of:

(Please select only one answer in each row.)

	1 Not available	2 Rarely Available	3 Somewhat Available	4 Available	5 Widely available
i. Apprenticeships in [Apprentice Occupation 3].					

	1 Not available	2 Rarely Available	3 Somewhat Available	4 Available	5 Widely available
j. [Apprentice Occupation 3] training opportunities that emphasize work-based learning/structured on-the-job training as well as classroom training.					
k. [Apprentice Occupation 3] training opportunities that emphasize classroom training.					
l. [Apprentice Occupation 3] training designed to accommodate populations that have not historically participated in apprenticeship programs.					

3.15. Please indicate how the following circumstances have influenced the implementation and operation of your grant's [Apprentice Occupation 3] apprenticeship programs, where 1 = Not important and 5 = Very important:

(Please select only one answer in each row.)

	1 Not important	2	3	4	5 Very important
i. Apprentices' interest in applying to the [Apprentice Occupation 3] program.					
j. Employers' interest in sponsoring [Apprentice Occupation 3] program.					
k. Availability of adequate [Apprentice Occupation 3] related training instruction.					
l. Difficulty registering new [Apprentice Occupation 3] programs.					

3.16. In general, is there a surplus, shortage, or an adequate supply of applicants for available apprenticeship slots/offers?

(Please select only one answer.)

- Surplus
- Adequate supply
- Shortage

3.17. If applicants are not qualified, are they directed to a pre-apprenticeship program or to another provider?

(Please select only one answer.)

- Yes, to a grantee-affiliated pre-apprenticeship program
- Yes, to a non-grantee-affiliated pre-apprenticeship program
- No

3.18. If a shortage, to what factors do you attribute the shortage of qualified applicants?

(Please select all that apply.)

- Lack of knowledge about career opportunities in [occupation]
- Lack of interest in career opportunities in [occupation]
- Reservations about apprenticeship
- Concerns about the value of apprenticeship training to other future employers
- Lack of public transportation to training sites
- Lack of public transportation to employer sites
- Apprenticeship schedules conflict with potential participants' schedules
- Potential participants are unable to secure childcare
- Competition with other trainers or post-secondary education providers
- Other. (Please specify): _____
- Not Applicable

(Please continue on to Part D on the next page)

Part D. Relationship with Partner Organizations, Not Including Sponsors:

4.1. Which of the following organization types are partners on this grant?

(Please select all that apply.)

- Public workforce agency that administers WIOA at state or local level
- State or local governments
- Postsecondary education and training providers
- Business intermediaries
- Businesses
- Workforce intermediaries
- Economic development agencies
- Foundations and philanthropic organizations
- Community-based or faith-based organizations
- Other. (Please specify): _____

4.2. For each partner organization type, please indicate whether they contributed the following program design and registration assistance:

(Please select only one answer in each row.)

	N/A - did not partner with an organization of this type	Plan and develop grant application	Develop RTI curriculum	Develop apprenticeship skills and competencies	Apprenticeship program registration
a. Public workforce agency that administers WIOA at state or local level.					
b. State or local governments.					
c. Postsecondary education and training providers.					
d. Business intermediaries.					
e. Businesses					
f. Workforce intermediaries					
g. Economic development agencies					
h. Foundations and philanthropic organizations					
i. Community-based or faith-based organizations					

	N/A - did not partner with an organization of this type	Plan and develop grant application	Develop RTI curriculum	Develop apprenticeship skills and competencies	Apprenticeship program registration
j. Other (please specify): _____					

4.3. For each partner organization type, please indicate whether they contributed the following recruitment and marketing assistance:

(Please select only one answer in each row.)

	N/A - did not partner with an organization of this type	Employer or sponsor recruitment	Participant recruitment	Promotes apprenticeship in state or community
a. Public workforce agency that administers WIOA at state or local level.				
b. State or local governments.				
c. Postsecondary education and training providers.				
d. Business intermediaries.				
e. Businesses				
f. Workforce intermediaries				
g. Economic development agencies				
h. Foundations and philanthropic organizations				
i. Community-based or faith-based organizations				
j. Other (please specify): _____				

4.4. For each partner organization type, please indicate whether they contributed the following program operation assistance:

(Please select only one answer in each row.)

	N/A - did not partner with an organization of this type	Sponsors apprenticeship program	Delivers related training instruction
a. Public workforce agency that administers WIOA at state or local level.			

	N/A - did not partner with an organization of this type	Sponsors apprenticeship program	Delivers related training instruction
b. State or local governments.			
c. Postsecondary education and training providers.			
d. Business intermediaries.			
e. Businesses			
f. Workforce intermediaries			
g. Economic development agencies			
h. Foundations and philanthropic organizations			
i. Community-based or faith-based organizations			
j. Other (please specify): _____			

4.5. For each partner organization type, what was the nature of your relationship before the AAI grant:

(Please select only one answer in each row.)

	N/A - did not partner with an organization of this type	Formal relationship (e.g., MOU)	Informal collaboration	No active relationship before AAI grant
a. Public workforce agency that administers WIOA at state or local level.				
b. State or local governments.				
c. Postsecondary education and training providers.				
d. Business intermediaries.				
e. Businesses				

	N/A – did not partner with an organization of this type	Formal relationship (e.g., MOU)	Informal collaboration	No active relationship before AAI grant
f. Workforce intermediaries				
g. Economic development agencies				
h. Foundations and philanthropic organizations				
i. Community-based or faith-based organizations				
j. Other (please specify): _____				

4.6. For each partner organization type, how frequently do grantee staff interact with the partner?:

(Please select only one answer in each row.)

	N/A – did not partner with an organization of this type	Less than once a quarter	Once a quarter	Once a month	2-3 times per month	Once per week	More than once per week
a. Public workforce agency that administers WIOA at state or local level.							
b. State or local governments.							
c. Postsecondary education and training providers.							
d. Business intermediaries.							
e. Businesses							
f. Workforce intermediaries							
g. Economic development agencies							
h. Foundations and philanthropic organizations							

	N/A - did not partner with an organization of this type	Less than once a quarter	Once a quarter	Once a month	2-3 times per month	Once per week	More than once per week
i. Community-based or faith-based organizations							
j. Other (please specify): _____							

4.7. For each partner organization type, that has been or is currently involved, how would you characterize the nature of your current organizational relationship?:

(Please select only one answer in each row.)

	N/A - did not partner with an organization of this type	Formal relationship (e.g., MOU)	Informal collaboration	No active relationship before AAI grant
a. Public workforce agency that administers WIOA at state or local level.				
b. State or local governments.				
c. Postsecondary education and training providers.				
d. Business intermediaries.				
e. Businesses				
f. Workforce intermediaries				
g. Economic development agencies				
h. Foundations and philanthropic organizations				
i. Community-based or faith-based organizations				
j. Other (please specify): _____				

4.8. For each partner organization type, how helpful currently is each in recruiting apprentices for apprenticeship programs on a scale from 1 to 5, where 1=Not helpful and 5=Very helpful?:

(Please select only one answer in each row.)

	N/A - did not partner with an organization of this type	1 Not helpful	2	3	4	5 Very helpful
a. Public workforce agency that administers WIOA at state or local level.						
b. State or local governments.						
c. Postsecondary education and training providers.						
d. Business intermediaries.						
e. Businesses						
f. Workforce intermediaries						
g. Economic development agencies						
h. Foundations and philanthropic organizations						
i. Community-based or faith-based organizations						
j. Other (please specify): _____						

(Please continue onto Part E on the next page)

Part E. Relationship with Employers, Unions, and Other Sponsors:

5.1. How many apprenticeship sponsors were involved at the start of the grant?

_____ number of sponsors

5.2. How many apprenticeship sponsors are involved now?

_____ number of sponsors

5.3. If you are still recruiting sponsors, what is the target number of sponsors for the grant?

_____ number of sponsors

5.4. For each partner organization type, how helpful currently is each in recruiting employers to sponsor apprenticeship programs on a scale from 1 to 5, where 1=Not helpful and 5=Very helpful?:

(Please select only one answer in each row.)

	N/A – did not partner with an organization of this type	1 Not helpful	2	3	4	5 Very helpful
a. Public workforce agency that administers WIOA at state or local level.						
b. State or local governments.						
c. Postsecondary education and training providers.						
d. Business intermediaries.						
e. Businesses						
f. Workforce intermediaries						
g. Economic development agencies						
h. Foundations and philanthropic organizations						
i. Community-based or faith-based organizations						
j. Other (please specify): _____						

5.5. List up to 5 of the largest employers (by planned number of apprentices served), and identify the following information.
 (Please provide information for *at least* one employer.)

	Employer's name	Employer's primary contact person's name	Primary contact person's title	Primary contact person's email address	Primary contact person's phone number	Target Number of Apprentices
1						
2						
3						
4						
5						

[IF FIRST EMPLOYER IS LISTED IN 5.5, ASK 5.6]

5.6. In which industries is [Employer 1] active?:

(Please only one answer.)

- Agriculture
- Mining, Quarrying, and Oil and Gas Extraction
- Utilities
- Construction
- Manufacturing
- Wholesale Trade
- Retail Trade
- Transportation and Warehousing
- Information
- Finance and Insurance
- Real Estate and Rental and Leasing
- Professional, Scientific, and Technical Services
- Management of Companies and Enterprises
- Administrative and Support and Waste Management and Remediation Services
- Educational Services
- Health Care and Social Assistance
- Arts, Entertainment, and Recreation
- Accommodation and Food Services
- Other Services (Except Public Administration)
- Public Administration

5.7. How was [Employer 1] involved in developing the grant?:

(Please select all that apply.)

- Employer made the grantee aware of the grant
- Employer helped develop the grant application
- Employer committed to sponsoring at least one apprenticeship program at their place of business
- Employer served on an advisory committee to inform the grant application's development
- Employer provided labor market information to establish the scope of the need
- Employer helped identify skills and competencies for apprenticeship
- Employer added input into the creation of standards and registration for apprenticeship
- Other. (Please specify): _____
- Employer was not involved in developing the grant.

[IF 5.7= "Employer committed to sponsoring at least one apprenticeship program at their place of business", ASK 5.8; IF "Employer committed to sponsoring at least one apprenticeship program at their place of business" WAS NOT SELECTED FOR 5.7 BUT A SECOND EMPLOYER IS LISTED IN 5.5, THEN SKIP TO 5.10; ELSE, SKIP TO 5.26]

5.8. How many apprentices did [Employer 1] commit to registering over the course of the grant?

_____ number of apprentices

5.9. How many apprenticeship programs did [Employer 1] commit to sponsoring over the course of the grant?

_____ number of programs

[IF A SECOND EMPLOYER IS LISTED IN 5.5, ASK 5.10 ; ELSE, GO TO 5.26]

5.10. In which industries is [Employer 2] active?:

(Please only one answer.)

- Agriculture
- Mining, Quarrying, and Oil and Gas Extraction
- Utilities
- Construction
- Manufacturing
- Wholesale Trade
- Retail Trade
- Transportation and Warehousing
- Information
- Finance and Insurance
- Real Estate and Rental and Leasing
- Professional, Scientific, and Technical Services
- Management of Companies and Enterprises
- Administrative and Support and Waste Management and Remediation Services
- Educational Services
- Health Care and Social Assistance
- Arts, Entertainment, and Recreation
- Accommodation and Food Services
- Other Services (Except Public Administration)
- Public Administration

5.11. How was [Employer 2] involved in developing the grant?:

(Please select all that apply.)

- Employer made the grantee aware of the grant
- Employer helped develop the grant application
- Employer committed to sponsoring at least one apprenticeship program at their place of business
- Employer served on an advisory committee to inform the grant application's development
- Employer provided labor market information to establish the scope of the need
- Employer helped identify skills and competencies for apprenticeship
- Employer added input into the creation of standards and registration for apprenticeship
- Other. (Please specify): _____
- Employer was not involved in developing the grant.

[IF 5.11= "Employer committed to sponsoring at least one apprenticeship program at their place of business", ASK 5.12; IF "Employer committed to sponsoring at least one apprenticeship program at

their place of business” WAS NOT SELECTED FOR 5.11 BUT A THIRD EMPLOYER IS LISTED IN 5.5, THEN SKIP TO 5.14; ELSE, SKIP TO 5.26]

5.12. How many apprentices did [Employer 2] commit to registering over the course of the grant?
_____ number of apprentices

5.13. How many apprenticeship programs did [Employer 2] commit to sponsoring over the course of the grant?
_____ number of programs

[IF A THIRD EMPLOYER IS LISTED IN 5.5, ASK 5.14; ELSE, GO TO 5.26]

5.14. In which industries is [Employer 3] active?:

(Please only one answer.)

- Agriculture
- Mining, Quarrying, and Oil and Gas Extraction
- Utilities
- Construction
- Manufacturing
- Wholesale Trade
- Retail Trade
- Transportation and Warehousing
- Information
- Finance and Insurance
- Real Estate and Rental and Leasing
- Professional, Scientific, and Technical Services
- Management of Companies and Enterprises
- Administrative and Support and Waste Management and Remediation Services
- Educational Services
- Health Care and Social Assistance
- Arts, Entertainment, and Recreation
- Accommodation and Food Services
- Other Services (Except Public Administration)
- Public Administration

5.15. How was [Employer 3] involved in developing the grant?:

(Please select all that apply.)

- Employer made the grantee aware of the grant
- Employer helped develop the grant application
- Employer committed to sponsoring at least one apprenticeship program at their place of business
- Employer served on an advisory committee to inform the grant application’s development
- Employer provided labor market information to establish the scope of the need
- Employer helped identify skills and competencies for apprenticeship
- Employer added input into the creation of standards and registration for apprenticeship

- Other. (Please specify): _____
- Employer was not involved in developing the grant.

[IF 5.15= “Employer committed to sponsoring at least one apprenticeship program at their place of business”, ASK 5.16; IF “Employer committed to sponsoring at least one apprenticeship program at their place of business” WAS NOT SELECTED FOR 5.15 BUT A FOURTH EMPLOYER IS LISTED IN 5.5, THEN SKIP TO 5.18; ELSE, SKIP TO 5.26]

5.16. How many apprentices did [Employer 3] commit to registering over the course of the grant?
 _____ number of apprentices

5.17. How many apprenticeship programs did [Employer 3] commit to sponsoring over the course of the grant?
 _____ number of programs

[IF A FOURTH EMPLOYER IS LISTED IN 5.5, ASK 5.18; ELSE, GO TO 5.26]

5.18. In which industries is [Employer 4] active?:

(Please only one answer.)

- Agriculture
- Mining, Quarrying, and Oil and Gas Extraction
- Utilities
- Construction
- Manufacturing
- Wholesale Trade
- Retail Trade
- Transportation and Warehousing
- Information
- Finance and Insurance
- Real Estate and Rental and Leasing
- Professional, Scientific, and Technical Services
- Management of Companies and Enterprises
- Administrative and Support and Waste Management and Remediation Services
- Educational Services
- Health Care and Social Assistance
- Arts, Entertainment, and Recreation
- Accommodation and Food Services
- Other Services (Except Public Administration)
- Public Administration

5.19. How was [Employer 4] involved in developing the grant?:

(Please select all that apply.)

- Employer made the grantee aware of the grant
- Employer helped develop the grant application

- Employer committed to sponsoring at least one apprenticeship program at their place of business
- Employer served on an advisory committee to inform the grant application's development
- Employer provided labor market information to establish the scope of the need
- Employer helped identify skills and competencies for apprenticeship
- Employer added input into the creation of standards and registration for apprenticeship
- Other. (Please specify): _____
- Employer was not involved in developing the grant.

[IF 5.19= "Employer committed to sponsoring at least one apprenticeship program at their place of business", ASK 5.20; IF "Employer committed to sponsoring at least one apprenticeship program at their place of business" WAS NOT SELECTED FOR 5.19 BUT A FIFTH EMPLOYER IS LISTED IN 5.5, THEN SKIP TO 5.22; ELSE, SKIP TO 5.26]

5.20. How many apprentices did [Employer 4] commit to registering over the course of the grant?
 _____ number of apprentices

5.21. How many apprenticeship programs did [Employer 4] commit to sponsoring over the course of the grant?
 _____ number of programs

[IF A FIFTH EMPLOYER IS LISTED IN 5.5, ASK 5.22; ELSE, GO TO 5.26]

5.22. In which industries is [Employer 5] active?:
(Please only one answer.)

- Agriculture
- Mining, Quarrying, and Oil and Gas Extraction
- Utilities
- Construction
- Manufacturing
- Wholesale Trade
- Retail Trade
- Transportation and Warehousing
- Information
- Finance and Insurance
- Real Estate and Rental and Leasing
- Professional, Scientific, and Technical Services
- Management of Companies and Enterprises
- Administrative and Support and Waste Management and Remediation Services
- Educational Services
- Health Care and Social Assistance
- Arts, Entertainment, and Recreation
- Accommodation and Food Services
- Other Services (Except Public Administration)
- Public Administration

5.23. How was [Employer 5] involved in developing the grant?:

(Please select all that apply.)

- Employer made the grantee aware of the grant
- Employer helped develop the grant application
- Employer committed to sponsoring at least one apprenticeship program at their place of business
- Employer served on an advisory committee to inform the grant application's development
- Employer provided labor market information to establish the scope of the need
- Employer helped identify skills and competencies for apprenticeship
- Employer added input into the creation of standards and registration for apprenticeship
- Other. (Please specify): _____
- Employer was not involved in developing the grant.

[IF 5.23= "Employer committed to sponsoring at least one apprenticeship program at their place of business", ASK 5.24; ELSE, SKIP TO 5.26]

5.24. How many apprentices did [Employer 5] commit to registering over the course of the grant?

_____ number of apprentices

5.25. How many apprenticeship programs did [Employer 5] commit to sponsoring over the course of the grant?

_____ number of programs

5.26. As a part of the grant application process, did your organization commit to using monetary incentives for employers?

(Please only one answer.)

- Yes
- No

[IF 5.26=YES, ASK 5.27; ELSE, SKIP TO 5.32]

5.27. Were these monetary incentives only committed to employers who committed to sponsoring a program at the time of the grant application?

(Please only one answer.)

- Yes
- No

5.28. What monetary incentives did your organization commit to using??

(Please check all that apply.)

- Subsidies to support time spent mentoring
- Subsidies to support the time of instructors providing structured on the job training to apprentices

- Subsidies to support the purchase of training materials or equipment
- State or local tax incentives
- Subsidies for related instruction by community college or other educational institution (career college or local trainers)
- Subsidies for related instruction undertaken at the facilities of the employer
- Subsidies for the wages paid to apprentices
- Subsidies that could be used by the employer for any purpose
- Other (please specify): _____

5.29. How and to whom were the subsidies paid?

(Please check all that apply.)

- Subsidies were paid to employers in one-lump sum upon registration of their apprenticeship program with the appropriate agency
- Subsidies were paid to the employer for each registered apprentice they hired
- Subsidies were paid to the apprentice upon registering as an apprentice
- Subsidies were paid to the apprentice upon successful completion of the apprenticeship program
- Other (please specify): _____

5.30. At this time, how many employers are receiving an incentive?

_____ employers

5.31. What as the average annual value of the monetary incentive paid to each employer?

_____ dollars, total

5.32. What sources of funding are used to support monetary incentives (please note what percentage of the monetary incentives' funding comes from each funding source)?

	Used funding source?	Percentage of total funding?
a. AAI Grants		
b. State funding		
c. WIA/WIOA funding		
d. Wagner-Peyser funding		
e. Trade Adjustment Assistance		
f. GI Bill or other VA funding		
g. Other (please specify): _____		

5.32. Have new employers become involved in aspects of the grant other than sponsoring apprenticeship programs since the AAI-grant has been awarded?

(Please only one answer.)

- Yes
- No

[IF 5.32=YES, ASK 5.33; ELSE, SKIP TO 6.1]

5.33. Since the AAI-grant has been awarded, in what aspects of the grant have employers become involved, other than sponsoring apprenticeship programs?

(Please check all that apply.)

- Refined existing occupational competencies
- Developed new occupational competencies
- Recruit apprentices for positions at their company
- Recruit other employers
- Other (please specify): _____

(Please continue onto Part F on the next page)

Part F. Marketing and Outreach to Employers:

6.1. Does your organization have specific staff dedicated to recruiting employers to sponsor apprenticeships?

(Please only one answer.)

- Yes
- No

[IF 6.1=YES, ASK 6.2; ELSE, SKIP TO 6.5]

6.2. How many staff members work on employer recruitment?

_____ full-time staff members

_____ part-time staff members

6.3. What percentage of staff?

_____ percentage of staff

6.4. Please note which skills and/or experience these staff members have?

(Please check all that apply.)

- Experience in industrial sector
- Public speaking skills
- Sales experience
- Experience in developing apprenticeships
- Workforce development experience
- Private industry experience
- Non-profit experience
- Education level (please specify): _____
- Other (please specify): _____

[IF 6.1=YES, SKIP TO 6.6]

6.5. What percentage of total staff time is used to recruit employers?

- Less than 25%
- 25-49%
- 50-74%
- More than 75%

6.6. On a scale of 1 to 5, where 1="Not helpful" and 5="Very helpful", how helpful are the following methods for marketing apprenticeship to employers?

(Please select only one answer in each row.)

	N/A - Method is not used	1 Not helpful	2	3	4	5 Very helpful
a. Word of mouth						
b. Community or career college instructors						
c. Workforce boards or WIOA-sponsored job center						
d. Networking using staff connections						
e. Networking using community connections						
f. Cold calling						
g. In person visits						
h. Conferences or other group convening						
i. Cooperation with state apprenticeship agencies						
j. Use of industry association partner						
k. Use of local chamber of commerce						
l. Broad based marketing such as advertising, social media campaigns, and creation of a website						
m. Asking employers to recommend other businesses to work with						

6.7. What are the selling points that grantee staff uses to market apprenticeship to employers?

(Please check all that apply.)

- Apprenticeship leads to improvements in worker productivity
- Apprenticeship provides a steady source of skilled workers that are difficult to hire directly
- Apprenticeship reduces turnover
- Apprenticeship helps make workers self-sufficient
- Apprenticeship has broader social benefits such as reducing inequality or closing the skills gap
- Local related technical instruction providers have valuable training opportunities that can be accessed through apprenticeship
- Other (please specify): _____

6.8. What are the key obstacles or reservations that employers cite to grantee staff when they do not start an apprenticeship program?

(Please check all that apply.)

- Apprenticeship training is too expensive
- Apprentices would be hired or “poached” by competitors after completing their training
- The employer cannot spare the time of other workers to provide mentorship or on-the-job training
- The registration process is too complicated
- Regulatory compliance costs associated with apprenticeship are too high
- Apprenticeship may encourage unionization efforts
- Apprenticeship training is more intensive than the training that the employer needs
- Other (please specify): _____

6.9. Do you use monetary incentives to market your program to sponsors?

- Yes
- No

[IF 6.9=YES, ASK 6.10; ELSE, SKIP TO 6.18]

6.10. Which monetary incentives do you use?

(Please check all that apply.)

- Subsidies
- Tax incentives

6.11. At which point in the recruitment process do you mention monetary incentives?

(Please check all that apply.)

- First engagement with the potential sponsor
- After a few engagements (2-3) with the potential sponsor
- After several engagements (4-5) with the potential sponsor
- Varies by sponsor
- Other (please specify): _____

6.12. Do monetary incentives vary by occupation?

(Please check only one.)

- Yes
- No

[IF 6.12=YES, ASK 6.13; ELSE, SKIP TO 6.16]

6.13. Do monetary incentive payments vary across occupations in their:

(Please check all that apply.)

- Value
- Time horizon
- Payment method
- Progression of the apprentice through the apprenticeship

6.14. For each of the three largest occupations identified previously, please list the annual value of the monetary incentive per apprentice:

_____ dollars per [Apprenticeship Occupation 1] apprentice
_____ dollars per [Apprenticeship Occupation 2] apprentice
_____ dollars per [Apprenticeship Occupation 3] apprentice

6.15. Do monetary incentives vary by sponsor?

(Please check only one.)

- Yes
- No

[IF 6.15=YES, ASK 6.16; ELSE, SKIP TO 6.18]

6.16. Do monetary incentive payments vary across sponsors in their:

(Please check all that apply.)

- Value
- Time horizon
- Payment method
- Progression of the apprentice through the apprenticeship

6.17. What characteristics are most likely to influence a sponsor's preferences for incentives?:

(Please check all that apply.)

- Sponsor size (by number of employees)
- Sponsor market share
- Sponsor experience or familiarity with apprenticeships
- Sophistication of sponsor business practices.

6.18. On average, what percentage of contacted employers agree to sponsor a registered apprenticeship program?:

- Less than 25%
- 25-49%
- 50-74%
- More than 75%

6.19. On average, how many times does your organization or your partners need to connect with a prospective employer before an employer agrees to participate, either as an apprenticeship sponsor or as an employer participant in a program that another entity sponsors?:

_____ average times to connect before an employer sponsors

6.20. Which of the following tools does your organization use to convey the benefits of apprenticeship programs to prospective employers?:

(Please check all that apply.)

- Pamphlets
- In person conversations
- Phone conversations
- Labor Market Information
- Testimonials or references
- Other (please specify): _____

6.21. Does your organization work with state or federal apprenticeship and training representative (ATRs) to recruit employers as apprenticeship sponsors?

(Please check only one.)

- Yes
- No

[IF 6.21=YES, ASK 6.22; ELSE, SKIP TO 6.23]

6.22. How do ATRs assist in recruitment?:

(Please check all that apply.)

- Provide labor market information (LMI)
- Connect my organization to prospective employers
- Provide assistance with applications
- Directly recruit employers
- Other (Please specify): _____

[IF 6.21=NO, ASK 6.23; ELSE, SKIP TO 6.24]

6.23. Why doesn't your organization work with an ATR?:

(Please check all that apply.)

- Tried to, but they weren't helpful
- ATRs did not have the time or resources to assist adequately
- Did not know about the services the ATR could provide
- Did not feel that their assistance was necessary
- Other (Please specify): _____

6.24. How many employers have registered apprenticeship programs under your AAI grant?:

_____ employers

6.25. How many employers have registered more than one apprenticeship program (i.e., occupation) under your AAI grant?:

_____ employers

6.26. How many employers have not yet had their apprenticeship program approved but are currently applying to register their apprenticeship program?:

_____ employers

6.27. How many employers have begun the application process for a registered apprenticeship under the AAI grant but have stopped their application?:

_____ employers

6.28. How many employers who are sponsoring registered apprenticeships fall into the following categories?:

_____ employers have less than 25 employees

- _____ employers have between 25 -99 employees
- _____ employers have 100 or more employees
- _____ employers are a part of a multi-state or nation-wide firm
- _____ employers have sponsored apprenticeships prior to the AAI grant

6.29. How many employers who are sponsoring registered apprenticeships fall into the following categories?:

- _____ employers currently sponsoring 0 apprentices
- _____ employers currently sponsoring 1-to 5 apprentices
- _____ employers are currently sponsoring 5-10 apprentices
- _____ employers are currently sponsoring 11-25 apprentices
- _____ employers are currently sponsoring 26-50 apprentices
- _____ employers are currently sponsoring 51-100 apprentices
- _____ employers are currently sponsoring more than 100 apprentices

6.30. How many registered apprentices has the largest participating employer hired?:

_____ apprentices

(Please continue on to Part G on the next page)

Part G. Recruitment, Intake, and Enrollment:

7.1. For each of the three largest occupations identified previously, please list the number of apprentices registered under your AAI grant:

_____ apprentices registered in the [Apprenticeship Occupation 1] program
 _____ apprentices registered in the [Apprenticeship Occupation 2] program
 _____ apprentices registered in the [Apprenticeship Occupation 3] program

7.2. Does your organization have dedicated recruitment efforts focused on specific target populations?

(Please check only one.)

- Yes
- No

[IF 7.2=YES, ASK 7.3; ELSE, SKIP TO 7.5]

7.3. Which of the following activities does your organization use to reach out to these groups?:

(Please check all that apply.)

- TV or radio public service announcements
- Toll-free informational hotlines
- Direct mail campaigns
- Distribution of print materials
- Posters and billboards
- Use of grantee/partner websites
- Facebook, Twitter, other social media
- Partnerships with or referrals from employers
- Partnerships with or referrals from professional and industry organizations
- Referrals from TANF agencies
- Referrals from Workforce Investment Board or One-Stop Career Centers
- Referrals from secondary schools/school districts
- Referrals from post-secondary institutions
- Referrals from community/ faith-based organizations
- Door-to-door outreach
- In-person presentations in the community
- Word of mouth
- Other (Please specify): _____

7.4. How many apprentices have you registered from each target group that you are actively recruiting:

(Please answer for at least one row.)

	Target group	Apprentices registered
Target group 1		
Target group 2		

	Target group	Apprentices registered
Target group 3		
Target group 4		
Target group 5		

7.5. What percentage of your organization's registered apprentices are incumbent employees?:
 _____ % of apprentices

7.6. What percentage of registered apprentices are new jobseekers who have not been employed by the employer in the month prior to enrolling in the apprenticeship program?:
 _____ % of apprentices

7.7. Does your organization require applicants to provide or undergo any of the following?:
 (Please check all that apply.)

- Written application
- Documentation of ability to legally work in the United States
- Resume
- Documentation of High School Diploma or GED
- Academic skill level as determined on assessment
- Career aptitudes assessment
- Career interests assessment
- English language proficiency assessment
- Support service needs assessment
- Background check for felonies
- Background check of misdemeanors
- Drug screening
- Physical or other medical exam
- Occupational skill level
- Other (Please specify): _____

7.8. How do grantees begin the enrollment process?:
 (Please check all that apply.)

- Apply directly with employers
- Apply through grantee
- Apply through another intermediary
- Through pre-apprenticeship program
- Through a One Stop center
- Other (Please specify): _____

7.9. What types of organizations assist in the intake, screening, and enrollment process?:
 (Please check all that apply.)

- Employers
- Labor organization (e.g. union, labor association/labor federation)
- Local government agency
- State government agency

- Local Workforce Development Agency
- American Jobs Center
- Nonprofit (e.g., community or faith-based) service/training provider
- Industry Association
- Community or technical college
- Other (Please specify): _____

(Please continue on to Part H on the next page)

Part H. Related Technical Instruction:

[FOR THE FIRST APPRENTICESHIP OCCUPATION LISTED IN 2.10, ASK 8.1 THROUGH 8.13]

8.1. For the [Apprenticeship Occupation 1] apprenticeship programs, how is progress through apprenticeship programs measured:

(Please check only one.)

- All programs are time-based (measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule)
- All programs are competency-based (measures skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by a program sponsor. Programs utilizing this approach must still require apprentices to complete an on-the-job learning component of registered apprenticeship)
- All programs are hybrid. (measures the individual apprentice's skill acquisition through a combination of a specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule)
- The [Apprenticeship Occupation 1] programs are of different types, depending on the sponsor.

8.2. For the [Apprenticeship Occupation 1] apprenticeship programs, what is the best description of the training model:

(Please check only one.)

- Related technical instruction and on the job training is concurrent throughout program
- Much or most of related technical instruction is taken in the beginning of the apprenticeship before any on the job training
- Related technical instruction and on the job training alternative throughout apprenticeship

8.3. What is the total number of related training hours required for the [Apprenticeship Occupation 1] programs? (If there are no required hours, for example, because the program is a competency-based program, please note that zero hours are required.)

_____ hours

8.4. What organizations deliver related training instruction for the [Apprenticeship Occupation 1] programs?:

(Please check all that apply.)

- Delivered in-house by employer
- Local community or technical college
- Local chapter of labor union
- Industry association
- Private training provider
- Other (Please specify): _____

8.5. In what setting is related training instruction provided for the [Apprenticeship Occupation 1] programs?:

(Please check all that apply.)

- In classroom setting
- Online or distance learning courses
- Mixed (some portion is online, others are based classroom)
- Other (Please specify): _____

8.6. How do Related technical instruction instructors in the [Apprenticeship Occupation 1] programs determine whether apprentices have successfully mastered requisite concepts?:

(Please check all that apply.)

- Grades from written tests, presentations, etc.
- Hands-on demonstration of skills using key concepts
- Instructor assessment using a rubric or grading system that is different than a written test
- Other (Please specify): _____

8.7. What certificates or credentials will apprentices in the [Apprenticeship Occupation 1] programs receive over the course of a successfully completed apprenticeship?:

(Please check all that apply.)

- College credentials
- State credential or license
- OSHA-10
- A+ certificates
- NIMS credentials
- NCCER credentials
- AWS credentials
- Siemens certification
- Manufacturing Skills Standards Council certificates
- Other (Please specify): _____

8.8. Will apprentices in the [Apprenticeship Occupation 1] programs receive college credits or hours for any course work they complete as a part of the related training instruction?:

(Please check only one.)

- Yes
- No

[IF 8.8=YES, ASK 8.9; ELSE, SKIP TO 8.11]

8.9. What is the total number of related training hours required for the [Apprenticeship Occupation 1] programs? (If there are no required hours, for example, because the program is a competency-based program, please note that zero hours are required.)

_____ hours

8.10. Are the credit hours for the [Apprenticeship Occupation 1] programs articulated at other colleges?:

(Please check all that apply.)

- Yes, for a non-degree college certificate
- Yes, for an associate's degree
- Yes, for a bachelor's degree
- No

8.11. What costs for related technical instruction do apprentices in the [Apprenticeship Occupation 1] programs pay themselves?:

(Please check all that apply.)

- Tuition
- Fees, including lab fees
- Equipment/tools, including books and supplies
- None
- Other (Please specify): _____

8.12a. On average, what is the total cost for the [Apprenticeship Occupation 1] programs that apprentices can expect to incur upon completion of the related technical instruction?:

_____ dollars

8.12b. On average, what is the total cost for the [Apprenticeship Occupation 1] programs that employers can expect to incur upon completion of the related technical instruction?:

_____ dollars

8.13. On average, what percentage of enrolled apprentices in the [Apprenticeship Occupation 1] programs complete their related technical instruction?:

(Please check one.)

- 0-10%
- 11-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-100%

[IF A SECOND APPRENTICESHIP OCCUPATION IS LISTED IN 2.10, ASK 8.14; ELSE, GO TO 9.1]

8.14. For the [Apprenticeship Occupation 2] apprenticeship programs, how is progress through apprenticeship programs measured:

(Please check only one.)

- All programs are time-based (measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule)

- All programs are competency-based (measures skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by a program sponsor. Programs utilizing this approach must still require apprentices to complete an on-the-job learning component of registered apprenticeship)
- All programs are hybrid. (measures the individual apprentice's skill acquisition through a combination of a specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule)
- The [Apprenticeship Occupation 2] programs are of different types, depending on the sponsor.

8.15. For the [Apprenticeship Occupation 2] apprenticeship programs, what is the best description of the training model:

(Please check only one.)

- Related technical instruction and on the job training is concurrent throughout program
- Much or most of Related technical instruction is taken in the beginning of the apprenticeship before any on the job training
- Related technical instruction and on the job training alternative throughout apprenticeship

8.16. What is the total number of related training hours required for the [Apprenticeship Occupation 2] programs? (If there are no required hours, for example, because the program is a competency-based program, please note that zero hours are required.)

_____ hours

8.17. What organizations deliver related training instruction for the [Apprenticeship Occupation 2] programs?:

(Please check all that apply.)

- Delivered in-house by employer
- Local community or technical college
- Local chapter of labor union
- Industry association
- Private training provider
- Other (Please specify): _____

8.18. In what setting is related training instruction provided for the [Apprenticeship Occupation 2] programs?:

(Please check all that apply.)

- In classroom setting
- Online or distance learning courses
- Mixed (some portion is online, others are based classroom)
- Other (Please specify): _____

8.19. How do related technical instruction instructors in the [Apprenticeship Occupation 2] programs determine whether apprentices have successfully mastered requisite concepts?:

(Please check all that apply.)

- Grades from written tests, presentations, etc.
- Hands-on demonstration of skills using key concepts

- Instructor assessment using a rubric or grading system that is different than a written test
- Other (Please specify): _____

8.20. What certificates or credentials will apprentices in [Apprenticeship Occupation 2] programs receive over the course of a successfully completed apprenticeship?:

(Please check all that apply.)

- College credentials
- State credential or license
- OSHA-10
- A+ certificates
- NIMS credentials
- NCCER credentials
- AWS credentials
- Siemens certification
- Manufacturing Skills Standards Council certificates
- Other (Please specify): _____

8.21. Will apprentices in the [Apprenticeship Occupation 2] programs receive college credits or hours for any course work they complete as a part of the related training instruction?:

(Please check only one.)

- Yes
- No

[IF 8.21=YES, ASK 8.22; ELSE, SKIP TO 8.24]

8.22. What is the total number of related training hours required for the [Apprenticeship Occupation 2] programs? (If there are no required hours, for example, because the program is a competency-based program, please note that zero hours are required.)

_____ hours

8.23. Are the credit hours for the [Apprenticeship Occupation 2] programs articulated at other colleges?:

(Please check all that apply.)

- Yes, for a non-degree college certificate
- Yes, for an associate's degree
- Yes, for a bachelor's degree
- No

8.24. What costs for related technical instruction do apprentices in the [Apprenticeship Occupation 2] programs pay themselves?:

(Please check all that apply.)

- Tuition
- Fees, including lab fees
- Equipment/tools, including books and supplies
- None

Other (Please specify): _____

8.25a. On average, what is the total cost for the [Apprenticeship Occupation 2] programs that apprentices can expect to incur upon completion of the related technical instruction?:

_____ dollars

8.25b. On average, what is the total cost for the [Apprenticeship Occupation 2] programs that employers can expect to incur upon completion of the related technical instruction?:

_____ dollars

8.26. What percentage of enrolled apprentices in the [Apprenticeship Occupation 2] programs complete their related technical instruction?:

(Please check one.)

- 0-10%
- 11-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-100%

[IF A THIRD APPRENTICESHIP OCCUPATION IS LISTED IN 2.10, ASK 8.27; ELSE, GO TO 9.1]

8.27. For the [Apprenticeship Occupation 3] apprenticeship programs, how is progress through apprenticeship programs measured:

(Please check only one.)

- All programs are time- based (measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule)
- All programs are competency- based (measures skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by a program sponsor. Programs utilizing this approach must still require apprentices to complete an on-the-job learning component of registered apprenticeship)
- All programs are hybrid. (measures the individual apprentice's skill acquisition through a combination of a specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule)
- The [Apprenticeship Occupation 3] programs are of different types, depending on the sponsor.

8.28. For the [Apprenticeship Occupation 3] apprenticeship programs, what is the best description of the training model:

(Please check only one.)

- Related technical instruction and on the job training is concurrent throughout program

- Much or most of related technical instruction is taken in the beginning of the apprenticeship before any on the job training
- Related technical instruction and on the job training alternative throughout apprenticeship

8.29. What is the total number of related training hours required for the [Apprenticeship Occupation 3] programs? (If there are no required hours, for example, because the program is a competency-based program, please note that zero hours are required.)

_____ hours

8.30. What organizations deliver related training instruction for the [Apprenticeship Occupation 3] programs?:

(Please check all that apply.)

- Delivered in-house by employer
- Local community or technical college
- Local chapter of labor union
- Industry association
- Private training provider
- Other (Please specify): _____

8.31. In what setting is related training instruction provided for the [Apprenticeship Occupation 3] programs?:

(Please check all that apply.)

- In classroom setting
- Online or distance learning courses
- Mixed (some portion is online, others are based classroom)
- Other (Please specify): _____

8.32. How do related technical instruction instructors in the [Apprenticeship Occupation 3] programs determine whether apprentices have successfully mastered requisite concepts?:

(Please check all that apply.)

- Grades from written tests, presentations, etc.
- Hands-on demonstration of skills using key concepts
- Instructor assessment using a rubric or grading system that is different than a written test
- Other (Please specify): _____

8.33. What certificates or credentials will apprentices in the [Apprenticeship Occupation 3] programs receive over the course of a successfully completed apprenticeship?:

(Please check all that apply.)

- College credentials
- State credential or license
- OSHA-10
- A+ certificates
- NIMS credentials
- NCCER credentials
- AWS credentials
- Siemens certification

- Manufacturing Skills Standards Council certificates
- Other (Please specify): _____

8.34. Will apprentices in the [Apprenticeship Occupation 3] programs receive college credits or hours for any course work they complete as a part of the related training instruction?:

(Please check only one.)

- Yes
- No

[IF 8.34=YES, ASK 8.35; ELSE, SKIP TO 8.37]

8.35. What is the total number of related training hours required for the [Apprenticeship Occupation 3] programs? (If there are no required hours, for example, because the program is a competency-based program, please note that zero hours are required.)

_____ hours

8.36. Are the credit hours for the [Apprenticeship Occupation 3] programs articulated at other colleges?:

(Please check all that apply.)

- Yes, for a non-degree college certificate
- Yes, for an associate's degree
- Yes, for a bachelor's degree
- No

8.37. What costs for related technical instruction do apprentices in the [Apprenticeship Occupation 3] programs pay themselves?:

(Please check all that apply.)

- Tuition
- Fees, including lab fees
- Equipment/tools, including books and supplies
- None
- Other (Please specify): _____

8.38a. On average, what is the total cost for the [Apprenticeship Occupation 3] programs that apprentices can expect to incur upon completion of the related technical instruction?:

_____ dollars

8.38b. On average, what is the total cost for the [Apprenticeship Occupation 3] programs that employers can expect to incur upon completion of the related technical instruction?:

_____ dollars

8.39. What percentage of enrolled apprentices in the [Apprenticeship Occupation 3] programs complete their related technical instruction?:

(Please check one.)

- 0-10%
- 11-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-100%

(Please continue on to Part I on the next page)

Part I. Structured On-the-Job-Training and Work-Based Learning:

9.1. Do on-the-job training providers and/or mentors receive training prior to working with apprentices?

(Please check only one.)

- Yes
- No

[IF 9.1=YES, ASK 9.2; ELSE, SKIP TO 9.4]

9.2. What kind of training do on-the-job training providers and/or mentors receive?:

(Please check all that apply.)

- Technical training in the work-based learning skills that apprentices will be learning
- Refresher courses in the related technical instruction skills that apprentices will be learning or have learned
- Instructor training designed to improve instructors' capacity to teach designated concepts
- Conflict resolution training
- Sexual Harassment training
- Diversity training
- Other (Please specify): _____

9.3. How many hours of training do on-the-job training providers and/or mentors receive?:

_____ hours

9.4. On average, how many years of experience do on-the-job training providers and/or mentors have in the occupation, as a supervisor, as an instructor, and as a mentor?:

_____ years in their occupation

_____ as a supervisor

_____ as an instructor

_____ as a mentor

9.5. What percentage of on-the-job training providers and/or mentors time is dedicated to instructing and/or mentoring?:

(Please check only one.)

- 0-5% of their full time employment
- 6-10% of their full time employment
- 11-15% of their full time employment
- 16-20% of their full time employment
- 21-25% of their full time employment
- More than 25% of their full time employment

9.6. How do on-the-job training providers and/or mentors train apprentices?:

(Please check all that apply.)

- Training in large groups

- Training in small groups
- One-on-one training
- Learning by doing under the supervision of a mentor
- Other (Please specify): _____

[FOR THE FIRST APPRENTICESHIP OCCUPATION LISTED IN 2.10, ASK 9.7]

9.7. What are apprentices' hourly wages upon enrolling in the [Apprenticeship Occupation 1] programs?:

_____ dollars

9.8. What milestones trigger increases in hourly wages for the [Apprenticeship Occupation 1] programs?

(Please check all that apply.)

- Annual increases
- The achievement of a certain set of competencies
- Completion of the related technical instruction component of the apprenticeship

9.9. At what point do the hourly wages for the [Apprenticeship Occupation 1] programs increase?

(Please check all that apply.)

- Completion of related technical instruction curriculum
- Completion of on the job training or work-based learning
- Other (Please specify): _____

9.10. On average, how large is each hourly wage increase in the [Apprenticeship Occupation 1] programs?:

_____ dollars

9.11. What are apprentices' hourly wages upon completion of the [Apprenticeship Occupation 1] programs?:

_____ dollars

9.12. Do apprentices in the [Apprenticeship Occupation 1] programs receive any of the following benefits other than their wages during the apprenticeship program?

(Please check all that apply.)

- Health benefits
- Paid sick time
- Paid vacation time
- Retirement benefits
- Supportive services, such as transportation or child care subsidies
- Other (Please specify): _____

[IF A SECOND APPRENTICESHIP OCCUPATION IS LISTED IN 2.10, ASK 9.13; ELSE, GO TO 10.1]

9.13. What are apprentices' hourly wages upon enrolling in the [Apprenticeship Occupation 2] programs?:
_____ dollars

9.14. What milestones trigger increases in hourly wages for the [Apprenticeship Occupation 2] programs?

(Please check all that apply.)

- Annual increases
- The achievement of a certain set of competencies
- Completion of the related technical instruction component of the apprenticeship

9.15. At what point do the hourly wages for the [Apprenticeship Occupation 2] programs increase?

(Please check all that apply.)

- Completion of related technical instruction curriculum
- Completion of on the job training or work-based learning
- Other (Please specify): _____

9.16. On average, how large is each hourly wage increase in the [Apprenticeship Occupation 2] programs?:
_____ dollars

9.17. What are apprentices' hourly wages upon completion of the [Apprenticeship Occupation 2] programs?:
_____ dollars

9.18. Do apprentices in the [Apprenticeship Occupation 2] programs receive any of the following benefits other than their wages during the apprenticeship program?

(Please check all that apply.)

- Health benefits
- Paid sick time
- Paid vacation time
- Retirement benefits
- Supportive services, such as transportation or child care subsidies
- Other (Please specify): _____

[IF A THIRD APPRENTICESHIP OCCUPATION IS LISTED IN 2.10, ASK 9.19; ELSE, GO TO 10.1]

9.19. What are apprentices' hourly wages upon enrolling in the [Apprenticeship Occupation 3] programs?:
_____ dollars

9.20. What milestones trigger increases in hourly wages for the [Apprenticeship Occupation 3] programs?

(Please check all that apply.)

- Annual increases

- The achievement of a certain set of competencies
- Completion of the related technical instruction component of the apprenticeship

**9.21. At what point do the hourly wages for the [Apprenticeship Occupation 3] programs increase?
(Please check all that apply.)**

- Completion of related technical instruction curriculum
- Completion of on the job training or work-based learning
- Other (Please specify): _____

9.22. On average, how large is each hourly wage increase in the [Apprenticeship Occupation 3] programs?:

_____ dollars

9.23. What are apprentices' hourly wages upon completion of the [Apprenticeship Occupation 3] programs?:

_____ dollars

9.24. Do apprentices in the [Apprenticeship Occupation 3] programs receive any of the following benefits other than their wages during the apprenticeship program?

(Please check all that apply.)

- Health benefits
- Paid sick time
- Paid vacation time
- Retirement benefits
- Supportive services, such as transportation or child care subsidies
- Other (Please specify): _____

(Please continue on to Part J on the next page)

Part J. Pre-Apprenticeship:

10.1. Does your AAI grant support one or more pre-apprenticeship program?

(Please check only one.)

- Yes
 No

[IF 10.1=YES, ASK 10.2; ELSE, SKIP TO 11.1]

10.2. List up to 3 of the largest occupations (by planned number of pre-apprentices served) for which you have proposed operating a pre-apprenticeship program(s), and identify the planned number of pre-apprentices served.

(Please answer for at least one row.)

	Occupation	Planned number of pre-apprentices served
Pre-apprenticeship occupation 1		
Pre-apprenticeship occupation 2		
Pre-apprenticeship occupation 3		

10.3. Do all of your pre-apprenticeship programs include on-ramps to apprenticeship programs?

(Please check only one.)

- Yes
 No

10.4. Are there sufficient apprenticeship slots expected for all of the expected pre-apprenticeship graduates pursuing an apprenticeship?

(Please check only one.)

- Yes
 No

10.5. What are the goals of your pre-apprenticeship program?

(Please check all that apply.)

- To ensure that apprenticeship applicants have basic occupational skills
 To serve as a recruitment source for the apprenticeship program
 To strengthen occupational training in high schools
 To assess the skill levels of future applicants to the apprenticeship program
 To make registered apprenticeship more accessible to youth
 To strengthen an existing work-based learning program by linking it to registered apprenticeship
 Other (Please specify): _____

10.6. How do individuals apply for the pre-apprenticeship program?

(Please check all that apply.)

- Fill out a written form

- Provide documentation of ability to legally work in the United States
- Recommendation by a teacher or counselor
- Interview
- Other (Please specify): _____

10.7. Are individual applicants to the pre-apprenticeship program required to undergo any of the following screenings?

(Please check all that apply.)

- Background check for felonies
- Background check for misdemeanors
- Drug screening
- Physical or other medical exam
- Other (Please specify): _____

10.8. Are individual applicants to the pre-apprenticeship program required to undergo any of the following assessments?

(Please check all that apply.)

- Basic academic skills
- Learning styles
- Career aptitudes
- Career interests
- English language proficiency
- Support service needs
- Job-readiness or “soft skills” (e.g., problem solving, appropriate workplace behavior)
- Life skills (e.g., time management, personal hygiene)
- Coping skills
- Social skills (e.g., interpersonal skills)
- Motivation
- Other (Please specify): _____

10.9. What is the duration in weeks of the pre-apprenticeship program?:

_____ weeks

10.10. How many classroom hours, including lab time, is pre-apprenticeship training per week?:

_____ hours

10.11. How many lab hours are included in the pre-apprenticeship training per week?:

(Enter “0” if there is no lab.)

_____ hours

10.12. Is the pre-apprenticeship program a new program or is it an addition, maintenance, or revision to a pre-existing pre-apprenticeship program?

(Please check only one.)

- New, developed in response to the AAI grant initiative
- An addition to a pre-existing pre-apprenticeship program

- An addition to a pre-existing program that shares characteristics with pre-apprenticeship programs

10.13. What are the elements involved in the pre-apprenticeship curriculum?

(Please check all that apply.)

- Orientation or Introduction to an Industry/Occupation
- Approved training curriculum approved by industry standards. Please specify
- Occupational Skills
- Financial literacy training.
- Soft/employability skills training. Please specify topics covered
- Basic computer skills training.
- Basic math skills.
- Advanced math skills
- Basic reading skills.
- Basic reading skills
- Other (Please specify): _____

10.14. Do pre-apprentices receive certificates for completion of or progress through the program?

(Please check only one.)

- Yes
- No

[IF 10.14=YES, ASK 10.15; ELSE, SKIP TO 10.16]

10.15. List all credentials or certificates received for the successful completion of the pre-apprenticeship program.

(Please answer for at least one row.)

	Credential
Credential 1	
Credential 2	
Credential 3	

10.16. What methods do you use to help pre-apprentices obtain an apprenticeship?

(Please check all that apply.)

- Formal relationship with labor union
- Select strongest candidates for grantee-run registered apprenticeship program
- Formal relationship with employers
- Pre-apprentices who successfully complete the program are automatically offered an apprenticeship slot
- Other (Please specify): _____

10.17. How close are the linkages between the pre-apprenticeship program or programs you support and registered apprenticeship programs?

(Please check all that apply.)

- Not close
- Somewhat close
- Close
- Very close

10.18. Does the pre-apprenticeship program expect to place all graduates in apprenticeship slots?

(Please check only one.)

- Yes
- No

10.19. What percentage of graduates of the pre-apprenticeship programs are enrolled in a registered apprenticeship?:

_____ percent

(Please continue on to Part K on the next page)

Part K. Support Services:

11.1. Does your program offer any support services for pre-apprentices or apprentices?

(Please check only one.)

- Yes
- No

[IF 11.1=YES, ASK 11.2; ELSE, SURVEY ENDS]

11.2. Which of the following academic supports are routinely offered by the AAI grant program, either through your organization or your partners?

(Please check all that apply.)

Pre-apprenticeship

- Academic/career counseling
- Tutoring
- Tuition assistance
- Basic skills training
- Other (Please specify):

- We do not routinely provide academic supports

Apprenticeship

- Academic/career counseling
- Tutoring
- Tuition assistance
- Basic skills training
- Other (Please specify):

- We do not routinely provide academic supports

11.3. Is participation in these services required or voluntary for apprenticeship or pre-apprenticeship participants?

(Please check only one.)

- Yes
- No

11.4. Who provides these services?

(Please check all that apply.)

Pre-apprentices

- The grantee
- A non-profit partner
- An employer partner
- A union partner
- The local TANF agency
- The local One Stop
- Other (Please specify):

Apprentices

- The grantee
- A non-profit partner
- An employer partner
- A union partner
- The local TANF agency
- The local One Stop
- Other (Please specify):

11.5. Does the apprenticeship or pre-apprenticeship program offer non-cash, non-certificate incentives to participants for achieving program milestones?

(Please check only one.)

- Yes

- No

[IF 11.5=YES, ASK 11.6; ELSE, ASK 11.7]

11.6. How effective do you believe these non-cash incentives are in encouraging participants to achieve the desired program milestones?

(Please check only one.)

- Not effective
 Somewhat effective
 Effective
 Very effective

11.7. Is there an individual who is assigned to work one-on-one with each apprentice or pre-apprentice throughout the program?

(Please check only one.)

- Yes
 No

[IF 11.7=YES, ASK 11.8; ELSE, ASK 11.9]

11.8. What are the responsibilities of the individual assigned to work with each apprentice?

(Please check all that apply.)

- Apprentice or pre-apprentice monitoring and making referrals for perceived needs
 Career Counseling
 Financial counseling
 Monitoring satisfaction of apprentice with employer
 Personal Counseling
 Referrals to services in the community
 Other (Please specify): _____

11.9. Under the AAI grant services, are there other support services made available to pre-apprentices or apprentices?

(Please check only one.)

- Yes
 No

[IF 11.9=YES, ASK 11.10; ELSE, END SURVEY]

11.10. What are the responsibilities of the individual assigned to work with each pre-apprentice or apprentice?

(Please check all that apply.)

- Child care assistance
 Transportation assistance
 Food assistance (other than SNAP)
 Primary or Medical Care
 Housing assistance Other (Please specify): _____