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.

Contents

Glossary

- **Addition, expansion, maintenance, or revision of apprenticeship programs**: Addition, expansion, 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.

- **Collective bargaining program type**: There are four collective bargaining program types, based on the number of employers involved in the registered apprenticeship program and whether the employer or employers is covered by a collective bargaining agreement.

  - **Independent program, non joint**: These programs include a single employer that is <u>not</u> covered by collective bargaining agreement.
  - **Independent program, joint**: The programs include single employer that is covered by a collective bargaining agreement.
  - **Group program, non joint**: These programs include a multi-employer association that is <u>not</u> covered by a collective bargaining agreement.
  - **Group program, joint**: These programs include a multi-employer association, covered by a collective bargaining agreement.

- **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 partners.

- **Mentors**: A mentor provides the On-the-Job-Training for an apprenticeship program. Mentors are other employees of the hiring 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 apprenticeship program**: Registered apprenticeships are high-quality work-based learning and post-secondary earn-and- learn models that meet national standards for registration with the U.S. Department of Labor (or federally recognized State Apprenticeship Agencies).[1] A registered 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.

- **Related technical instruction (RTI):** Apprentices receive related instruction that complements on-the-job learning. This instruction delivers the technical, workforce, and academic competencies that apply to the job. It can be provided by a community college, a technical school, or an apprenticeship training school – or by the business itself. Education partners collaborate with business to develop the curriculum based on the skills and knowledge needed by apprentices. All partners work together to identify how to pay for the related instruction, including the cost to the employer and other funds that can be leveraged.[2]

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[1] https://www.dol.gov/featured/apprenticeship/faqs

- **Sponsor**: The sponsor is responsible for the overall operation of the program, working in collaboration with the partners. Sponsors can be a single business or a consortium of businesses. Alternatively, the sponsor can be a range of workforce intermediaries including an industry association or a joint labor management organization. Community colleges and community-based organizations can also serve as sponsors for Registered Apprenticeship programs.[3]

- **Structured On-the-Job-Training (OJT)**: Every program includes structured on-the-job training. Apprentices get hands-on training from an experienced mentor at the job site for typically not less than one year. On-the-job training is developed through mapping the skills and knowledge that the apprentice must learn over the course of the program in order to be fully proficient at the job.[4]

- **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.

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[2] https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

[3] IBID

[4] IBID

Part A. Grantee Background

1.1.   Does the AAI grant support a pre-apprenticeship program?
(Please select only one answer.)
- ☐ Yes
- ☐ No

1.2.   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
- ☐ State apprenticeship 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): _____

1.3.   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): _____

1.4.   Is your organization the sponsor of any of the apprenticeship programs you offer?
(Please select only one answer.)
- ☐ Yes, all
- ☐ No, none
- ☐ Only for some apprenticeship programs

(Please continue to Part B on the next page)

Part B. Program Context

2.1.   In how many occupations do sponsors affiliated with your grant (including your organization if your organization sponsors apprenticeship programs) have active registered apprenticeship programs?

_____ number of occupations in which sponsors affiliated with your grant are <u>currently</u> operating a registered apprenticeship program

2.2.   Have program sponsors (including your organization if your organization sponsors apprenticeship programs) been able to <u>successfully register</u> an apprenticeship program for each occupation proposed in your grant?
(Please select only one answer.)
- ☐ Yes
- ☐ No

[IF 2.2=No, ASK 2.3; ELSE, SKIP TO 2.4]

2.3.   Are there occupations proposed in your grant for which some program sponsors (including your organization if your organization sponsors apprenticeship programs) have tried to register an apprenticeship program but have not been successful??
(Please select only one answer.)
- ☐ Yes
- ☐ No

[IF 2.3=Yes, ASK 2.4; ELSE, SKIP TO 2.5]

2.4.   Please list the occupations for which any program sponsors (including your organization if your organization sponsors apprenticeship programs) have been unable to register an apprenticeship program?:

_____
_____

2.5.   What challenges have program sponsors (including your organization if your organization sponsors apprenticeship programs) experienced in registering proposed apprenticeship programs?:
(Please select all that apply.)
- ☐ Sponsors affiliated with our AAI grant have **not** experienced any challenges in registering their apprenticeship programs.
- ☐ Delays in response from the registering agency
- ☐ Employer reluctance to complete necessary paperwork
- ☐ Union reluctance to complete necessary paperwork

- [ ] Other sponsor organization (including your own organization if your organization sponsors the program) reluctance or delays in to complete necessary paperwork
- [ ] Delays related to identifying, aligning, or otherwise developing related technical instruction
- [ ] Difficulties completing work process schedules or apprenticeship standards
- [ ] Difficulties completing registration forms
- [ ] Determination from registering apprenticeship agency that occupation is not apprenticeable
- [ ] Other. (Please specify): _____

2.6. **List up to 3 occupation fields for which your grant supports registered apprenticeship program(s), and identify the planned number of apprentices served for that occupation field. Fields listed should reflect a combination of size and diversity of occupational field.**
(Please answer for at least one row.)

	Occupation Field	Number of apprentices served
[Name of Apprenticeship occupation 1]		
[Name of Apprenticeship occupation 2]		
[Name of Apprenticeship occupation 3]		

[FOR EACH APPRENTICESHIP OCCUPATION IN 2.6, ASK 2.7 THROUGH 2.26]

2.7. **How did you select [Insert Apprentice Occupation Name] 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): _____

2.8 **How many employers are associated with [Apprentice Occupation 1] programs? _____**

2.9. **How many [Apprentice Occupation 1] programs are associated with one employer (individual program) and how many [Apprentice Occupation 1] programs are associated with multiple affiliate employers (group program)?**

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

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

(Please select only one.)

☐ New, developed in response to the AAI grant initiative

☐ An expansion of a pre-existing registered apprenticeship program

☐ An expansion of a pre-existing unregistered program that shares characteristics with registered apprenticeship programs

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

(Please select all that apply.)

☐ Identify, develop, align, and/or streamline 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. (<u>Please specify</u>): _____

2.12. **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

☐ Programs are registered with both the Office of Apprenticeship and a State Apprenticeship Agency

[IF 2.12="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" OR "Programs are registered with both the Office of Apprenticeship and a State Apprenticeship Agency", ASK 2.13; ELSE, SKIP TO 2.18]

2.13. **Did you receive help from the Office of Apprenticeship when you registered your [Apprentice Occupation 1] programs?**
- ☐ Yes
- ☐ No

2.14 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
- ☐ Outlined competencies and/or assisted development of work process schedules
- ☐ Identified tax incentives and other funding for employers
- ☐ Connected grantee to employers
- ☐ Other (Please specify): _____
- ☐ Not applicable

2.15. **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 2.15=YES, ASK 2.16; ELSE, SKIP TO 2.17]

2.16. **How do ATRs assist in employer recruitment?:**
(Please check all that apply.)
- ☐ ATR does not assist in employer recruitment
- ☐ Provide labor market information (LMI)
- ☐ Connect my organization to prospective employers
- ☐ Provide assistance with applications
- ☐ Directly recruit employers
- ☐ Other (Please specify): _____

[IF 2.15=NO, ASK 2.17; IF 2.15="YES" AND 2.12="U.S. Department of Labor's Office of Apprenticeship only", SKIP TO 2.21; IF 2.15="YES" AND 2.12="Some programs are registered with the Office of Apprenticeship and some programs are registered with a State Apprenticeship Agency" OR "Programs are registered with both the Office of Apprenticeship and a State Apprenticeship Agency", SKIP TO 2.18]

2.17. **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): _____

2.18   **Did you receive help from the State Apprenticeship Agency when you registered your [Apprentice Occupation 1] program?**
  ☐ Yes
  ☐ No
  ☐ My organization is the State Apprenticeship Agency

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
  ☐ Outlined competencies and/or assisted development of work process schedules
  ☐ Identified tax incentives and other funding for employers
  ☐ Connected grantee to employers
  ☐ 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 supporting documents from the sponsor or employer
  ☐ Assisting sponsor in filling out registration paperwork
  ☐ Reviewing sponsor's registration paperwork
  ☐ The grantee is the sponsoring organization and completed all aspects of the program registration.

  ☐ Other. (Please specify): _____

2.21.   **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 the sponsor (including your organization if your organization is sponsoring the registered apprenticeship program) 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): _____						

2.22. **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

2.23. **Which entities were involved in developing structured 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
- ☐ Licensing or credentialing agencies and boards
- ☐ Other. (Please specify): _____

2.24. **Who created or identified the "work process" schedules or competencies 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. (<u>Please specify</u>): _____

2.25.   For the [Apprentice Occupation 1] programs, how were "work process" schedules or skills created, identified, or modified?:
(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. (<u>Please specify</u>): _____

2.26.   Which entities were involved in identifying, adapting, developing, and/or streamlining related technical instruction curricula for the [Apprentice Occupation 1] programs?:
(Please select all that apply.)
- ☐ Grantee
- ☐ Workforce Development Boards
- ☐ Other workforce agency
- ☐ Industry Association
- ☐ Local chamber of commerce or other consortium of businesses
- ☐ State workforce agency
- ☐ Unions
- ☐ Employers
- ☐ Non-profit organizations
- ☐ Community or technical colleges
- ☐ Other. (<u>Please specify</u>): _____

[REPEAT QUESTIONS 2.7 TO 2.26 FOR EACH OCCUPATIONAL FIELD LISTED.]

(Please continue to Part C on the next page)

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

3.1. **In general, for your [Apprentice Occupation] program 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

3.2. **If applicants for your [Apprentice Occupation] program 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

3.3. **If a shortage, to what factors do you attribute the shortage of qualified applicants for your [Apprentice Occupation] program?**
(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
- ☐ State apprenticeship agency
- ☐ Postsecondary education and training providers
- ☐ Business intermediaries
- ☐ Employers, both that hire apprentices and those that do not
- ☐ Industry associations
- ☐ 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	Identify, Develop, or Streamline RTI curriculum	Outline 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. State apprenticeship agency					
d. Postsecondary education and training providers.					
e. Business intermediaries.					
f. Employers, both that hire apprentices and those that do not					
g. Industry association					
h. Workforce intermediaries					

	N/A – did not partner with an organization of this type	Plan and develop grant application	Identify, Develop, or Streamline RTI curriculum	Outline apprenticeship skills and competencies	Apprenticeship program registration
i. Economic development agencies					
j. Foundations and philanthropic organizations					
k. Community-based or faith-based organizations					
l. 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. State apprenticeship agency				
d. Postsecondary education and training providers.				
e. Business intermediaries.				
f. Employers, both that hire apprentices and those that do not				
g. Industry Association				
h. Workforce intermediaries				
i. Economic development agencies				
j. Foundations and philanthropic organizations				

	N/A – did not partner with an organization of this type	Employer or sponsor recruitment	Participant recruitment	Promotes apprenticeship in state or community
k. Community-based or faith-based organizations				
l. 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	Employed apprentices (either as the program sponsor or not)	Delivers related training instruction
a. Public workforce agency that administers WIOA at state or local level.				
b. State or local governments.				
c. State apprenticeship agency				
d. Postsecondary education and training providers.				
e. Business intermediaries.				
f. Employers, both that hire apprentices and those that do not				
g. Industry Association				
h. Workforce intermediaries				
i. Economic development agencies				
j. Foundations and philanthropic organizations				

	N/A – did not partner with an organization of this type	Sponsors apprenticeship program	Employed apprentices (either as the program sponsor or not)	Delivers related training instruction
k. Community-based or faith-based organizations				
l. Other (please specify): _____				

4.5. **For each partner organization type, that has been or is currently involved, how would you characterize the nature of your <u>current</u> 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
a. Public workforce agency that administers WIOA at state or local level.			
b. State or local governments.			
c. State apprenticeship agency			
d. Postsecondary education and training providers.			
e. Business intermediaries.			
f. Employers, both those who hire apprentices and those that do not			
g. Industry Association			
h. Workforce intermediaries			
i. Economic development agencies			
j. Foundations and philanthropic organizations			
k. Community-based or faith-based organizations			
l. Other (please specify): _____			

4.6. **For each partner organization type, how helpful currently is each in recruiting <u>apprentices</u> 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. State apprenticeship agency						
d. Postsecondary education and training providers.						
e. Business intermediaries.						
f. Employers, both those who hire apprentices and those who don't						
g. Industry Association						
h. Workforce intermediaries						
i. Economic development agencies						
j. Foundations and philanthropic organizations						
k. Community-based or faith-based organizations						
l. Other (please specify): _____						

(Please continue onto Part E on the next page)

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

5.1. **For each partner organization type, how helpful currently is each in recruiting _employers_ to sponsor apprenticeship programs or hire apprentices 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. State apprenticeship agency						
d. Postsecondary education and training providers.						
e. Business intermediaries.						
f. Employers						
g. Industry Associations						
h. Workforce intermediaries						
i. Economic development agencies						
j. Foundations and philanthropic organizations						
k. Community-based or faith-based organizations						
l. Other (please specify): _____						

5.2. This section asks about your relationships with your employer partners, an important component of the AAI grants. Here, we ask you to identify up to five employer partners with which you have the strongest relationships. We will not contact any employers without coordinating with you first.

(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 5.2, ASK 5.3]

5.3.   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
- ☐ Other (please specify): _____

5.4.   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 committed to hiring at least one apprentice 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 5.4= "Employer committed to sponsoring at least one apprenticeship program at their place of business", ASK 5.5; IF "Employer committed to sponsoring at least one apprenticeship program at their place of business" is not selected for 5.4 but additional occupations are listed in 5.2, repeat questions 5.3-5.4 for all employers listed in 5.2; IF no additional employers listed, SKIP to 5.6.]

5.5. 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 5.5=YES, ASK 5.6; ELSE, SKIP TO 6.1]

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

(Please only one answer.)

- ☐ Only for employers who committed to sponsoring a registered apprenticeship program at the time of grant application
- ☐ Only for employers who committed to hiring apprentices at the time of grant application
- ☐ Only for employers who committed to either sponsor a registered apprenticeship program or hire apprentices at the time of the grant application
- ☐ Monetary incentives are available for all employers, regardless of whether they committed to sponsoring a registered apprenticeship program or hiring apprentices at the time of grant application

5.7. 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): _____

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

_____ employers

5.9. What is the average annual value of the monetary incentive paid to each employer?

_____ dollars, total

5.10. 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?	Approximate 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): _____		

(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 for your AAI-sponsored apprenticeship program(s)?**

(Please only one answer.)

☐ Yes
☐ No

[IF 6.1=YES, ASK 6.2; ELSE, SKIP TO 6.4]

6.2. **How many program staff members work on employer recruitment?**

_____ full-time staff members
_____ part-time staff members

6.3. **What percentage of program staff work on employer recruitment or advertising?**

_____ percentage of staff

[IF 6.1=YES, SKIP TO 6.5]

6.4. **What percentage of total program staff time is used to recruit employers?**

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

6.5. **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						

	N/A - Method is not used	1 Not helpful	2	3	4	5 Very helpful
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						

6.6.   What are the selling points that grantee staff use to market apprenticeship to employers?
(Please check all that apply.)

- ☐ Apprenticeship leads to improvements in worker productivity
- ☐ Apprenticeship develops a customized skill set that is specific to an employer's needs
- ☐ Apprenticeship develops workers' skill set without them leaving the workforce
- ☐ 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): _____

[FOR EACH APPRENTICESHIP OCCUPATION IN 2.6, ASK 6.7]

6.7.   What are the key obstacles or reservations that employers cite to grantee staff when they do not participate in your [Apprenticeship Occupation] 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
- ☐ Employers have a training they are currently happy with
- ☐ 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
☐ Business is experiencing instability and/or leadership change
☐ Employers are concerned about liability
☐ Other (<u>please specify</u>): _____

6.8. Do you use monetary incentives to market your program to employers?
☐ Yes
☐ No

[IF 6.8=YES, ASK 6.9; ELSE, SKIP TO 6.12]

6.9. Which monetary incentives do you use?
(Please check all that apply.)
☐ Subsidies
☐ Tax incentives

6.10. For each of the three occupations identified previously, please list the approximate value of the monetary incentive per apprentice:
_____ dollars per **[Apprenticeship Occupation 1]** apprentice per (please select one) month, year, one-time payment
_____ dollars per **[Apprenticeship Occupation 2]** apprentice per (please select one) month, year, one-time payment
_____ dollars per **[Apprenticeship Occupation 3]** apprentice per (please select one) month, year, one-time payment

6.11. On average, what percentage of contacted employers agree to participate in apprenticeship programs?:
☐ Less than 25%
☐ 25-49%
☐ 50-74%
☐ More than 75%

6.12. 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

6.13. 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/newsletters
☐ Email outreach
☐ In person conversations
☐ Phone conversations
☐ Labor Market Information

- ☐ Testimonials or references
- ☐ Presentations/conferences
- ☐ Press Releases
- ☐ Website
- ☐ Other (<u>please specify</u>): _____

6.14. **How many employers have sponsored registered apprenticeship programs or hired registered apprentices from your organization's AAI-sponsored apprenticeship program(s)?:**
_____ employers

6.15. **How many employers have registered more than one apprenticeship program (i.e., occupation)**
_____ employers
_____Not applicable/employers are not the sponsor for our grant's apprenticeship programs

6.16. **How many employers have not yet had their apprenticeship program approved but are currently applying to register their apprenticeship program?:**
_____ employers
_____ Not applicable/employers are not the sponsor for our grant's apprenticeship programs

6.17. **How many employers have begun the application process for a registered apprenticeship under the AAI grant but have stopped their application?:**
_____ employers
_____ Not applicable/employers are not the sponsor for our grant's apprenticeship programs

6.18. **How many employers who are participating in AAI apprenticeship programs 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

6.19. **How many participating employers fall into the following categories?:**
_____ employers currently has 0 apprentices
_____ employers currently has 1-to 5 apprentices
_____ employers are currently has 5-10 apprentices
_____ employers are currently has 11-25 apprentices
_____ employers are currently has 26-50 apprentices
_____ employers are currently has 51-100 apprentices
_____ employers are currently has more than 100 apprentices

6.20. **How many registered apprentices does the largest participating employer have?:**
_____ apprentices

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

Part G. Recruitment, Intake, and Enrollment:

7.1.   Does your organization have dedicated recruitment efforts focused on specific target populations?
(Please check only one.)
- ☐ Yes
- ☐ No

[IF 7.1=YES, ASK 7.2; ELSE, SKIP TO 7.4]

7.2.   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): _____

7.3.   How many apprentices from each target group have been registered to apprenticeship programs supported by your AAI grant:
 (Please answer for at least one row.)

	Target group	Apprentices registered
Target group 1		
Target group 2		
Target group 3		
Target group 4		
Target group 5		

7.4.   Do your organization, employers, or other stakeholders require potential apprentices to provide or undergo any of the following before enrolling in the apprenticeship program?:

(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): _____

7.5.   How do potential apprentices <u>begin</u> enrolling in the apprenticeship program?:
(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):_____

7.6.   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:

8.1.   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 alternate throughout apprenticeship

8.2.   What organizations deliver related technical 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): _____

8.3.   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.
☐ Grades in college classes
☐ 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): _____

8.4.   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 degrees (Associates, Bachelors, etc.)
☐ State credential or license
☐ OSHA-10
☐ A+ certificates
☐ NIMS credentials
☐ NCCER credentials
☐ AWS credentials
☐ Siemens certification

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

8.5. 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 technical instruction?:
(Please check only one.)
☐ Yes
☐ No

[IF 8.5=YES, ASK 8.6; ELSE, SKIP TO 8.8]

8.6. What is the total number of related technical instruction 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

8.7. 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

8.8. 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): _____

(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 EACH APPRENTICESHIP OCCUPATION LISTED IN 2.6, ASK 9.7 THROUGH 9.9]

9.7. **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

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

9.9. **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
☐ Other (Please specify): _____

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

Part J. Pre-Apprenticeship:

[IF 1.1=YES, ASK 10.1; ELSE, SKIP TO 11.1]

10.1. **List up to 3 of the largest occupations (by 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	Number of pre-apprentices served
Pre-apprenticeship occupation 1		
Pre-apprenticeship occupation 2		
Pre-apprenticeship occupation 3		

10.2. **Do all your pre-apprenticeship programs have a direct pathway into an apprenticeship program?**

(Please check only one.)

- ☐ Yes
- ☐ No

10.3. **What are the goals of your pre-apprenticeship program(s)?**

(Please check all that apply across all pre-apprenticeship programs.)

- ☐ 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): _____

10.4. **How do individuals apply for pre-apprenticeship program(s) sponsored by your AAI grant?**

(Please check all that apply across all pre-apprenticeship programs.)

- ☐ 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):_____

10.5. **Are individual applicants to the pre-apprenticeship program(s) sponsored by your AAI grant required to undergo any of the following screenings?**

(Please check all that apply across all pre-apprenticeship programs.)

- ☐ Background check for felonies
- ☐ Background check for misdemeanors
- ☐ Drug screening

- ☐ Physical or other medical exam
- ☐ Other (Please specify): _____

10.6. Are individual applicants to the pre-apprenticeship program(s) sponsored by your AAI grant required to undergo any of the following assessments?

(Please check all that apply across all pre-apprenticeship programs.)
- ☐ 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): _____

10.7. On average, what is the duration in weeks of the pre-apprenticeship program(s)?:
_____ weeks

10.8. On average, how many classroom hours, including lab time, does pre-apprenticeship training include per week?:
_____ hours

10.9. On average, how many lab hours are included in the pre-apprenticeship training per week?:
(Enter "0" if there is no lab.)
_____ hours

10.10. Is the pre-apprenticeship program(s) a new program or is it an expansion, 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
- ☐ It varies by program.

10.11. What are the elements involved in the pre-apprenticeship curriculum(s)?

(Please check all that apply across all pre-apprenticeship programs.)
- ☐ 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): _____

10.12. Do pre-apprentices receive certificates for completion of or progress through the program(s)?
(Please check only one.)
- ☐ Yes
- ☐ No
- ☐ It varies by program

[IF 10.12="YES" OR "IT VARIES BY PROGRAM", ASK 10.14; ELSE, SKIP TO 10.15]

10.13. 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	

10.14. 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): _____
- ☐ We do not specifically help pre-apprentices obtain an apprenticeship

10.15. Does the pre-apprenticeship program(s) expect to place all graduates in apprenticeship slots?
(Please check only one.)
- ☐ Yes
- ☐ No

[IF 10.15=NO, ASK 10.16; ELSE, SKIP TO 10.17]

10.16. If you do not expect to place all graduates in apprenticeship slots, why not? (Please check all that apply.)

- ☐ Not enough apprenticeship slots
- ☐ Pre-apprentices elected to pursue post-secondary education
- ☐ Pre-apprentices elected to pursue a different type of work-based training program
- ☐ Pre-apprentice decided to pursue a different occupation
- ☐ Pre-apprentices found work
- ☐ Some pre-apprentices disengage from the program
- ☐ Some pre-apprentices do not meet industry requirements
- ☐ Other

10.17. What percentage of graduates of the pre-apprenticeship program(s) 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 apprentices?
(Please check only one.)
- ☐ Yes
- ☐ No

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.)

- ☐ 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 apprentices?
(Please check only one.)
- ☐ Yes
- ☐ No

11.4.   Who provides these services?
(Please check all that apply.)
- ☐ 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.   Is there an individual, such as a case manager, who is assigned to work one-on-one with each apprentice throughout the program?
(Please check only one.)
- ☐ Yes
- ☐ No

11.6.   What are the responsibilities of the individual assigned to work with each apprentice?
(Please check all that apply.)

- ☐ 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): _____

[IF 1.1=YES, ASK 11.7; ELSE, END SURVEY]

11.7.   Does your program offer any support services for pre-apprentices?
(Please check only one.)

- ☐ Yes
- ☐ No

[IF 11.1=YES, ASK 11.8; ELSE, SURVEY ENDS]

11.8.   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.)

- ☐ Academic/career counseling
- ☐ Tutoring
- ☐ Tuition assistance
- ☐ Basic skills training
- ☐ Other (Please specify): _____
- ☐ We do not routinely provide academic supports

11.9.   Is participation in these services required or voluntary for pre-apprentices?
(Please check only one.)

- ☐ Yes
- ☐ No

11.10. Who provides these services?
(Please check all that apply.)

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

☐ _____

11.11. Is there an individual, such as a case manager, who is assigned to work one-on-one with each pre-apprentice throughout the program?
(Please check only one.)
   ☐ Yes
   ☐ No

[IF 11.11=YES, ASK 11.12; ELSE, SURVEY ENDS]

11.12. What are the responsibilities of the individual assigned to work with each pre-apprentice?
(Please check all that apply.)
   ☐ 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): _____