

OMB Control Number:1290-ONEW
OMB Expiration Date:

Evaluation of Registered Apprenticeship Initiatives
Apprenticeship Building America (ABA) Grants

Grantee Survey for State Grantees- Category 1

Thank you for taking the time to participate in the survey of Apprenticeship Building America (ABA) Grants grantees.

- **Who is administering this survey?** The Urban Institute, a nonprofit, nonpartisan research organization in Washington DC, is under contract with the U.S. Department of Labor (DOL), to conduct an implementation evaluation of the Apprenticeship Building America (ABA) grant programs, which includes State Apprenticeship System Building & Modernization grants, Strategies to Expand Registered Apprenticeship Opportunities for Youth grants, Strategies for Equitable RAP Pathways Through Pre-apprenticeship that Lead to Registered Apprenticeships grants, and Registered Apprenticeship Hubs (RAH) grants.
- **What is the purpose of the survey?** This survey will collect information from all grantees that received State Apprenticeship System Building & Modernization Apprenticeship Building America grants and document the range of grantee characteristics and service populations/areas, apprentice and pre-apprenticeship recruitment and engagement, employer engagement efforts, goals, activities, and lessons learned that emerged from grant experiences. It will provide information about promising strategies for developing and implementing effective apprenticeship and pre-apprenticeship programs.
- **How long will it take to complete?** This survey will take approximately 1 hour. You may stop and return to the survey to continue and complete it.
- **Is participation mandatory?** Your participation is voluntary; however, please consider that the provisions in your grant agreement with DOL require grantees to participate in evaluation activities sponsored by DOL, including surveys.
- **Who will see my responses?** The Urban Institute treats the information you provide as private and we will not share your individual responses. All evaluation reports based on the survey will report findings at the aggregate level and responses to the survey will not be identified by your name or the name of your employer organization in any publication.
- **Are there risks to participating?** We believe the risks of participating in this study are minimal. Although there are no direct benefits to you, we believe that the findings from this study will benefit similar efforts to expand and modernize apprenticeships.
- **Who can I contact with questions?** If you have any questions, please contact: [XXXX at XXXXX@urban.org](mailto:XXXX@urban.org)

Thank you again for participating in this survey. We greatly appreciate your time and assistance.

OMB Burden Statement: According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays an Office of Management and Budget (OMB) control number. The valid OMB control number for this information collection is 1290-ONEW. The time required to complete this collection of information is estimated to average 1 hour, including the time to review instructions, search existing data resources, gather the data needed and complete and review the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Chiefevaluationoffice@DOL.gov and reference the OMB Control Number 1290-ONEW.

Instructions:

Technical Instructions:

- **This web-based survey can be saved and completed in several sittings** by simply clicking the "Next" button at the bottom of the page to save your work. If you stop and return to the survey, you will be automatically directed to the last question you completed.
- **The survey allows for multiple respondents**, so you can delegate sections of the survey to individuals who might have more in-depth information on a particular program or section. To share the survey, simply forward the original email invitation. Please note that two users cannot simultaneously enter information into the survey at the same time.

Survey Contents: The survey is divided into the following sections:

- A. Respondent Contact Information
- B. Basic Information about Your Grant
- C. Grant Context
- D. Grant Staffing
- E. Employer Recruitment and Engagement Under Your Grant
- F. Apprentice Recruitment Under Your Grant
- G. Pre-Apprenticeship Program(s) Formed/Expanded Under Your Grant
- H. Apprenticeship Programs Formed/Expanded Under Your Grant
- I. Partnering Organizations Under Your Grant
- J. Lessons learned

Suggested Reference Documents: It may be necessary or helpful to have the following documents on hand while completing the survey, particularly:

- the original grant application and any grant modifications;
- internal planning documents; and
- performance reports submitted to DOL.

Scope of Questions: Unless otherwise indicated, survey questions refer to the Apprenticeship Building America grant led by your institution and partnering organizations. Please answer as appropriate if you or any of your Apprenticeship Building America grant partners had the experience in question. We recognize that your Apprenticeship Building America grant activities may be part of a larger effort by your organization but please answer the questions to the best of your ability as they *relate* to the Apprenticeship Building America grant activities.

Glossary:

Expansion of apprenticeship programs: Expansion of apprenticeship programs refers to changes to an existing registered apprenticeship program, including the development of additional occupational programs by an existing apprenticeship sponsor.

Instructors: An instructor provides the related instruction for an apprenticeship program. This may be a community college instructor, but it could also be an instructor associated with other types of related instruction partners.

Mentors: A mentor provides On-the-Job-Training for an apprenticeship program. Mentors are often 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 Apprenticeship 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.

Pre-apprenticeship program, as defined by the ABA funding opportunity announcement (FOA),¹ is a set of strategies designed to expand access and prepare individuals for entry into a registered apprenticeship program. Pre-apprenticeships are typically designed in collaboration with registered apprenticeship sponsors; provide meaningful hands-on training that does not displace paid employees; facilitate entry and/or articulation; promote sustainability through partnerships; and have access to appropriate supportive services. Pre-apprenticeship programs are not registered training programs, but they work with registered apprenticeship programs to prepare individuals for apprenticeship.

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).² 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 instruction (RI): 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.³

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

¹ https://www.dol.gov/sites/dolgov/files/ETA/grants/pdfs/ABA_FOA-ETA-22-06.pdf

² <https://www.dol.gov/featured/apprenticeship/faqs>

³ https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

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.⁴

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.⁵

Youth apprenticeship program, again as defined in the ABA FOA, provides a registered apprenticeship program opportunity to youth, 16-24 years old at the time of enrollment, who are in high school or are out-of-school (opportunity youth).

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.

⁴ Ibid.

⁵ Ibid.

A. Respondent Contact Information

We have the following contact information in our records. Please correct the information as needed:

[Note to Programmer: Text highlighted in green font are instructions for programming or will be pre-loaded from the grant agreement or other documents.]

- A1. Name of institution or organization: XXX
- A2. Grant number: XXX
- A3. Name of primary person completing the survey: _____
- A4. Job title: _____
- A5. Contact information of primary person completing the survey
- a) Mailing address: _____
 - b) Phone: _____
 - c) E-mail: _____
 - d) Website: _____

B. Basic Information about Your Grant

B1. For your grant activities, which industries are you focusing on? (Check all that apply.)

- a) Agriculture, Forestry, Fishing and Hunting
- b) Mining, Quarrying, and Oil and Gas Extraction
- c) Utilities
- d) Construction
- e) Manufacturing
- f) Wholesale Trade
- g) Retail Trade
- h) Transportation and Warehousing
- i) Information Technology
- j) Finance and Insurance
- k) Real Estate and Rental and Leasing
- l) Professional, Scientific, and Technical Services
- m) Management of Companies and Enterprises
- n) Administrative and Support and Waste Management and Remediation Services
- o) Educational Services
- p) Health Care and Social Assistance
- q) Arts, Entertainment, and Recreation
- r) Accommodation and Food Services
- s) Other Services
- t) Public Administration
- u) Other, please specify _____

B1a. For the industries that are a focus, please indicate whether registered apprenticeships are common or emerging in that industry within the geographic areas being served by your grant. An emerging industry is one that is experiencing growth in the availability or number of apprenticeship opportunities for occupations in that industry.

Industry	Common or Emerging
[Pipe in from B1]	<input type="checkbox"/> Common <input type="checkbox"/> Emerging

B2. How many specific occupations are targets of current activities under the grant? ____

B2a. Please list the occupations that are a focus of your current grant activities.

Occupation #1 _____

Occupation #2 _____

[Programmer: Please allow for respondents to list up to 20 occupations.]

B3. Under your grant, which of the following types of **workers are you focused on serving**?

(Check all that apply.)

- a) Unemployed workers
- b) Underemployed workers
- c) Incumbent workers (at apprenticeship employer)
- d) Workers employed before apprenticeship (but not at apprenticeship employer)
- e) None of the above

B4. Under your grant, which of the following **populations are you focused on serving**? (Check all that apply.)

- a) Veterans
- b) Military spouses
- c) Transitioning service members
- d) Women
- e) People of color
- f) People with disabilities
- g) People previously involved in the justice system
- h) Public workforce system clients
- i) College students
- j) High school students
- k) Opportunity youth (aged 16-24 + disconnected from school and work)
- l) Other individuals who are not traditionally represented in apprenticeship programs; please specify: ____
- m) None of the above

B5. How many **registered apprenticeship programs** have you developed and/or expanded to date under the grant? (excluding any RA programs focused on youth)?

____ # of *developed* registered apprenticeship programs under the grant

____ # of *expanded existing* registered apprenticeship programs under the grant

____ Not applicable, not developing registered apprenticeship programs

B6. How many **youth registered apprenticeship programs** have you developed and/or expanded to date under the grant?
 ___ # of *developed* youth registered apprenticeship programs under the grant
 ___ # of *expanded existing* youth registered apprenticeship programs under the grant
 ___ Not applicable, not developing youth registered apprenticeship programs

B7. How many **pre-apprenticeship programs** have you developed and/or expanded to date under the grant?
 ___ # of *developed* pre-apprenticeship programs under the grant
 ___ # of *expanded existing* pre-apprenticeship programs under the grant
 ___ Not applicable, not developing any pre-apprenticeship programs

B8. To what extent has each of the following been a focus of your ABA grant:

	Not at all	Some extent	Moderate extent	Large extent
Improving data systems for RA				
Coordinating registered apprenticeship opportunities across the public workforce system				
Addressing equity issues				
Addressing individuals' barriers to participating in apprenticeships				
Addressing employers' barriers to participation in apprenticeships				
Expanding RA into non-traditional occupations and industries				
Expanding RA access and representation among underrepresented groups in traditional occupations and industries				
Furthering general understanding of RA in state				
Increasing the pipeline for RA				
Developing a Hub(s) to expand in particular sector(s)				
Other, please specify:				

C. Grant Context

C1. Is grant statewide or focused on particular regions?
 a) Statewide
 b) Regional focus
 c) Other, please describe: _____

C2. Does the grant focus on serving any rural regions or communities within the state?
 a) Yes

b) No

C3. Please answer the next series of questions about the extent to which you think changes in economic conditions since the grant have affected employment and apprenticeship activities in the area(s) you serve.

<i>Since the start of the grant, to what extent do you think...</i>	1 Decreased a lot	2 Decreased somewhat	3 No change	4 Increased somewhat	5 Increased a lot
a) ...that changing economic conditions affected <i>employment opportunities</i> within the industries you have targeted?					
b) ...that changing economic conditions affected <i>apprenticeship opportunities</i> within the industries you have targeted?					
c) ...that changing economic conditions affected the willingness of <i>individuals'</i> (e.g., <i>workers, unemployed/underemployed individuals, incumbent workers</i>) to consider apprenticeship opportunities within the industries you have targeted?					
d) ...that changing economic conditions affected the <i>willingness of employers</i> to consider establishing new or expanding existing apprenticeship programs within the industries you have targeted?					

C4. How much of the state's ABA grant will be subawarded or contracted out to other entities?

- a) 0-24%
- b) 25-49%
- c) 50-74%
- d) 75-100%

C5. For each of the following ABA grant activities, please indicate whether it is a subawarded or contracted under the grant, conducted in-kind by another organization, conducted in house (by agency staff), or not a grant activity.

Activity	Subawarded/ contracted under grant	Conducted in-kind by	Conducted in house (by agency	NA (not a grant activity)

		another organization	staff)	
Marketing to employers				
Marketing to prospective apprentices				
Establishing a Hub				
Modernizing data system				
Developing occupational standards				
Providing technical assistance to sponsors				

D. Grant Staffing

- D1. How many FTE staff at your agency supported registered apprenticeship **before the ABA grant?** _____
- D2. How many FTE staff are being supported by the ABA grant in the current grant year?

- D3. What are their positions and roles?

Position	#FTE funded by grant	Role(s)	Likely to be supported after grant ends? (Y/N)

- D4. Do you believe the agency has enough staff to meet the grant objectives?
 a. Yes <Skip to E1>
 b. No
- D5. In what areas do you believe more staff are needed to meet the grant objectives?
 a. More staff focused on employer engagement
 b. More staff focused on providing TA to sponsors
 c. More staff to focus on particular sectors
 d. More staff to serve rural areas
 e. More staff to support outreach to underrepresented populations

- f. More staff to focus on collaboration with other agencies
- g. Other, please specify: _____

E. Employer Recruitment and Engagement Under Your Grant

E1. Under your grant, how helpful are the following **methods for marketing apprenticeship** to employers? Please rate these on a scale of 1 to 4, where 1="Not helpful" and 4="Very helpful."

Method	N/A, Not used	1 Not helpful	2 Slightly helpful	3 Moderately helpful	4 Very helpful
a) Leveraging word of mouth					
b) Using community or career college instructors to share information					
c) Using workforce boards or WIOA-sponsored job center to share information					
d) Networking using staff connections					
e) Networking using community connections					
f) Cold calling employers					
g) Conducting In-person visits to employers					
h) Attending conferences or other convenings					
i) Meeting with employers (in-person or virtual)					
j) Coordinating with the local chamber of commerce or industry association					
k) Advertising through traditional media					
l) Advertising through social media					
m) Creating a dedicated website or webpages					
n) Other (specify)					

E2. Under your grant, how effective have the following **points** been to market apprenticeship to employers? Please rate these on a scale of 1 to 4, where 1= "Not effective" and 4="Very effective."

Marketing point	N/A, Not used	1 Not effective	2 Slightly effective	3 Moderately effective	4 Very effective
a) Funding for related training instruction or on-the-job training are available to employers that sponsor apprentices					
b) Apprenticeship leads to improvements in worker productivity					
c) Apprenticeship develops a customized skill set that is specific to an employer's needs					
d) Apprenticeship develops workers' skill set without them leaving the workforce					
e) Apprenticeship provides a steady source of skilled workers that are difficult to hire directly					
f) Apprenticeship reduces turnover					
g) Apprenticeship helps make workers self-sufficient					
h) Apprenticeship could help diversify their workforce					
i) Apprenticeship has broader social benefits such as reducing inequality or closing the skills gap					
j) Local related instruction providers have valuable training opportunities that can be accessed through apprenticeship					
k) Other, please specify					

E3. Under your grant, which of the following have been **challenges** to conducting outreach to and engaging employers? (Check all that apply.)

- a) Not a large enough pool of employers in the area served that are aware of apprenticeships
- b) Not a large enough pool of employers interested in apprenticeship

- c) Lack of employers hiring
- d) Lack of employer facing shortages of skilled workers
- e) Ongoing impacts of the COVID-19 pandemic
- f) Other, please specify: _____
- g) No challenges
- h) Don't know/unsure

- E4. What are the **reasons employers give** for not being interested in pursuing an apprenticeship program? (Check all that apply.)
- a) Employer does not have need to upskill/train workers
 - b) Apprenticeship training is too expensive
 - c) Apprentices might be hired or “poached” by competitors after completing their training
 - d) The employer cannot spare the time of other workers to provide mentorship or on-the-job learning
 - e) Employer has a training program they are currently happy with
 - f) The registration process is too complicated
 - g) Regulatory compliance costs associated with apprenticeship are too high
 - h) Apprenticeship may encourage unionization efforts
 - i) Apprenticeship training is more intensive than the training that the employer needs
 - j) Business is experiencing instability and/or leadership change
 - k) Employers are concerned about liability
 - l) Fear of involvement with the government
 - m) Other, please specify: _____
 - n) None of the above
 - o) Don't know/unsure
- E5. What financial **incentives** using grant funds have been offered to encourage employer engagement? If the incentive type is used, please indicate whether it was provided to the employer as a lump sum or per apprentice, whether the employer must apply for the incentives, and the average amount per employer.

Incentive funding type	Incentive funding used (Yes/No)	Type of payment	Employer must apply (Yes/No)	Average amount per employer (\$)
a) Tuition reimbursement	a) Yes b) No	a) Lump sum b) Per apprentice	a) Yes b) No	
b) Reimbursement for curricula development				
c) Reimbursement for on-the-job learning costs, excluding apprentice wages				
d) Reimbursement for registration costs				
e) Reimbursement for costs related to design and start-up of apprenticeship programs				

Incentive funding type	Incentive funding used (Yes/No)	Type of payment	Employer must apply (Yes/No)	Average amount per employer (\$)
f) Reimbursement for mentor wages				
g) Reimbursement for training the trainer activities				
h) Reimbursement for apprentice training supplies				
i) No financial supports offered				

- E6. Under your grant, what **types of assistance** have been provided to employers to help them in planning and initiating apprenticeship programs? (Check all that apply.)
- a) Help specifying an occupation that fits the employer's requirements
 - b) Help identifying a related instruction provider and/or curriculum
 - c) Help with training apprentice supervisors
 - d) Help developing standards of apprenticeship
 - e) Help developing wage structure and schedule
 - f) Help completing relevant forms and registering the apprenticeship program
 - g) Help communicating with the DOL Office of Apprenticeship or State Apprenticeship Agency and/or handling the paperwork for the employer
 - h) Help reporting to RAPIDS or equivalent state reporting
 - i) Help with mentor training
 - j) Other; please specify: _____

- E7. Do you offer **technical assistance** to apprenticeship sponsors as a part of your grant?
- Yes
 No

[If No, skip to E9]

- E8. On what topics have you offered and provided technical assistance to apprenticeship sponsors as a part of your grant? (Check all that apply.)
- a) Recruitment of apprentices
 - b) Supervision of apprentices
 - c) Mentorship of apprentices
 - d) Assessment of apprentice skill gains
 - e) Related training instruction or educational or instructional components of apprenticeship
 - f) Occupational standards
 - g) Safety procedures
 - h) Reporting of information/data on apprentices
 - i) Other, please specify: _____

- E9. Have you and your partners developed **new metrics and data elements** to track activities and results in addition to the grant performance measures?
- Yes, please specify _____
 No

F. Apprentice Recruitment Under Your Grant

- F1. Under your grant, how have you and your partners **marketed apprenticeships** to prospective apprentice participants? (Check all that apply.)
- a) Distribution of flyers, posters or other educational/informational materials
 - b) Program staff outreach presentations
 - c) Informational websites
 - d) Toll-free informational hotlines
 - e) Outreach campaigns using traditional media (e.g., PSAs, TV, radio, newspaper, ads on buses/bus shelters)
 - f) Social media (e.g., LinkedIn, Facebook, Twitter, Instagram, etc.)
 - g) Direct mail campaigns
 - h) Word-of-mouth
 - i) Career fairs (in-person or virtual)

j) Other, please specify: _____

- F2. Under your grant, what **challenges** have you and your partners encountered in recruiting new apprentices? (Check all that apply.)
- d) Finding eligible participants
 - e) Finding eligible participants from focal population groups
 - f) Some applicants have insufficient basic skill levels or do not have a high school credential
 - g) Some applicants are not interested or motivated to participate in apprenticeship
 - h) Some applicants face language barriers or do not have the necessary levels of proficiency in English
 - i) Apprenticeship period is too lengthy for some applicants
 - j) Apprenticeship wages are too low for some applicants to accept
 - k) Outreach strategies have not been effective
 - l) Partners did not provide a sufficient number of referrals
 - m) Some applicants have difficulty getting to the program/employer location
 - n) Did not have enough resources for recruitment
 - o) Changing economic conditions in the areas has made recruitment more challenging
 - p) Other _____
 - q) No challenges encountered

F3. What strategies to expand apprentice diversity has your agency, partners, or sub-grantee(s) implemented as part of grant funded activities?

- a) Apprenticeship positions no longer require a higher education degree
- b) Keep program applications open until the candidate pool reflects the diversity of our community
- c) Review program applications without looking at participant names and addresses
- d) Established recruitment partnerships with CBOs or other organizations that serve underrepresented populations, [i.e., people of color, women, foster youth, housing insecure, people with disabilities]
- e) Make training curriculum accessible for people with disabilities
- f) Translation services are available for participants
- g) Other, please specify:

F4. What program management strategies has your agency encouraged or implemented to promote diversity, equity, and inclusion (DEI) efforts as part of grant funded activities? (check all that apply)

- a) Collect data about demographics of applicant pool and regularly assess the diversity of the applicant pool
- b) Examine program outcomes (such as program retention and completion) by demographic groups
- c) Collect feedback from participants about the program design
- d) Field an exit survey for completers to reflect on their experiences in the program
- e) Conduct exit interviews with non-completers to learn about reasons for non-completion
- f) Assess employer career ladder transparency to employees (i.e. do they make career ladders and promotion criteria for entire company available to all employees)
- g) Other please specify: _____

G. Pre-Apprenticeship Program(s) Formed/Expanded Under Your Grant

- G1. Does your grant support one or more **pre-apprenticeship** programs?
 a) Yes
 b) No (Skip to Section H)
- G2. List up to 3 pre-apprenticeship program(s) supported by the grant. If the grant has supported more than 3 programs, please list those programs that most reflect the state’s efforts. For each, identify the occupation, planned number of pre-apprentices to be served and the number served to date, whether it is a new program or a pre-existing program that was expanded under the grant, whether it focuses on youth ages 16-24, and the types of agreement pre-apprenticeship program has with an RA program. Please answer for at least one row.

	Occupation	Planned number of apprentices	Number of pre-apprentices served to date (as of ___/___/___)	New/Expanded	Focus on youth (16-24)?	Type of agreement with a Registered apprenticeship program
Pre-apprenticeship occupation 1					a) <u>Yes</u> b) <u>No</u>	a) <u>Formal</u> b) <u>Informal</u>
Pre-apprenticeship occupation 2						
Pre-apprenticeship occupation 3						

- G3. What are the **three most important goals** of your pre-apprenticeship program(s)?
 Only allow respondent to check up to 3.
- a) To ensure that apprenticeship applicants have basic occupational skills
 - b) To serve as a recruitment source for the apprenticeship program
 - c) To support diversity among participants in apprenticeship programs
 - d) To strengthen occupational training in high schools
 - e) To assess the skill levels of future applicants to the apprenticeship program
 - f) To make registered apprenticeship more accessible to youth
 - g) To strengthen existing work-based learning programs by linking them to registered apprenticeship programs
 - h) Other (Please specify): _____

- G4. What methods does the state encourage to help pre-apprentices **transition to an apprenticeship**?
(Check all that apply.)
- a) One or more classes that participants completed during our pre-apprenticeship program count for classroom credit in a partner apprenticeship program, enabling participants to skip taking that class
 - b) Upon successful completion of the pre-apprenticeship program, participants are guaranteed an interview for an apprenticeship position
 - c) Successful completers of the pre-apprenticeship program receive priority in the application process for registered apprenticeship
 - d) Pre-apprentices who successfully complete the program are automatically offered an apprenticeship slot
 - e) Our classroom curriculum prepares participants to pass the skills tests required by the apprenticeship program
 - f) Other (Please specify): _____
- G5. Which types of **personal supports** are offered to support pre-apprentices in pre-apprenticeship programs supported by the ABA grant? For each service, indicate whether the service is funded by the ABA grant, not funded by the grant, varies by program, or is not provided.

Service	If service offered, indicate whether it is funded by the ABA grant, not by the grant, or funding varies across programs			
	Funded by grant	Not funded by grant	Varies across pre-apprenticeship programs	Service not provided
a) Transportation				
b) Childcare assistance				
c) Dependent care				
d) Housing assistance				
e) Needs-related payments that help an individual participate in grant activities				
f. Utility assistance				
g) Other (please specify)				

- G6. Which types of **academic supports** are offered to pre-apprentices to participate in education and training activities in pre-apprenticeship programs supported by the ABA grant? For each service, indicate whether the service is funded by the grant, not funded by the grant, varies by program, or is not provided.

Service	If service offered, indicate whether it is funded by the ABA grant, not by the grant, or funding varies across programs			Service not provided
	Funded by grant	Not funded by grant	Varies across pre-apprenticeship programs	
a) Academic advising/counseling				
b) Tutoring				
c) Tuition assistance				
d) Basic skills instruction				
e) Career counseling/coaching				
f) Other (specify)				

- G7. Does the state place any limits on a maximum amount of grant funding available to support a pre-apprentice's retention and completion (e.g., personal supports, supports for related instruction) of the pre-apprenticeship program?
- Yes; the maximum amount per pre-apprentice is: \$ _____
 - Varies by program
 - No

H. Apprenticeship Programs Formed/Expanded Under Your Grant

H1. List up to 3 registered apprenticeship program(s) supported by the grant. If the grant has supported more than 3 programs, please list those programs that most reflect the state’s efforts. For each, identify the occupation, industry, planned number of apprentices to be served and the number served to date, whether it is a new program or a pre-existing program that was expanded under the grant, and whether it focuses on youth ages 16-24. Please answer for at least one row.

	Occupation	Industry	Planned number of apprentices	Number of apprentices served to date (as of __/__/__)	New/expanded	Focus on youth ?
Apprenticeship occupation 1						
Apprenticeship occupation 2						
Apprenticeship occupation 3						

H2. Which types of **personal supports** are offered to support apprentices in the registered apprenticeship programs supported by the ABA grant? For each service, indicate whether the service is funded by the grant, not funded by the grant, varies by program, or is not provided.

	If service offered, indicate whether it is funded by the ABA grant, not by the grant, or funding varies across programs			
Service	Funded by grant	Not funded by grant	Varies across registered apprenticeship programs	Service not provided
a) Transportation				
b) Childcare assistance				
c) Dependent care				
d) Housing assistance				

e) Needs-related payments that help an individual participate in grant activities				
f. Utility assistance				
g) Other (please specify)				

H3. Which types of **academic supports** are offered to apprentices to participate in education and training activities in registered apprenticeship programs supported by the ABA grant? For each service, indicate whether the service is funded by the grant, not funded by the grant, varies by program, or is not provided.

Service	If service offered, indicate whether it is funded by the ABA grant, not by the grant, or funding varies across programs			Service not provided
	Funded by grant	Not funded by grant	Varies across registered apprenticeship programs	
a) Academic advising/counseling				
b) Tutoring				
c) Tuition assistance				
d) Basic skills instruction				
e) Career counseling/coaching				
f) Other (specify)				

H4. Does the state place any limits placed on a maximum amount of grant funding available to support an apprentice's retention and completion (e.g., personal supports, supports for related instruction) of the apprenticeship program?

- a) Yes; the maximum amount per apprentice is: \$ _____
- b) Varies by program
- c) No

H5. Can RAPs use grant funds to provide **gift cards** or other payments to encourage apprentices to provide information on their employment status after they leave the program?

- a) Yes
- b) No

13. Please list up to **five key employers** that you regard as your most important employer partners under the grant and note their occupation(s) of focus and number of apprentices enrolled under the grant. [Pipe in occupations listed in B2a for column 2]

Employer's name	Occupation(s) of focus for the apprenticeship program	# of Apprentices Enrolled to Date Under Grant (Across All Apprenticeship Programs at Employer)
Employer 1: __		
Employer 2: __		
Employer 3: __		
Employer 4: __		
Employer 5: __		

14. For each employer you identified, what are their main roles or responsibilities under the grant? Select all that apply.

Partner name	Outreaching, Recruiting, or Referring Individuals for Placement in Apprenticeship Opportunities	Helping with Apprenticeship Program or Curriculum Design	Serving as Apprenticeship Program Sponsor	Serving as Pre-Apprenticeship Sponsor	Delivering Related Instruction	Other (specify)
Partner # 1: __	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Partner # 2: __	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Partner # 3: __	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Partner # 4: __	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Partner # 5: __	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

J. Lessons learned

J1. To date, what do you consider to be your **three most important accomplishments** under the grant?

- a) Accomplishment #1: _____
- b) Accomplishment #2: _____
- c) Accomplishment #3: _____

J2. To date, what do you consider to be your **three biggest challenges** under the grant?

- a) Challenge #1: _____
- b) Challenge #2: _____
- c) Challenge #3: _____

J3. Please feel free to add anything else you want to mention in the box below.

Thank you for taking the time to complete this survey. We appreciate your time!