



**BuildItAZ Apprenticeship Initiative
Request for Grant Applications**

Updated 11/26/2024

Eligibility:

Construction and Trades Registered Apprenticeship Programs

Open Date:

Applications may be started in eCivis on December 3rd, 2024.

Application Deadline:

All applications are due by 17:00 on January 14th, 2025 .

Multiple awards may be granted.

For Assistance:

If you have questions about this grant solicitation or are having difficulties with eCivis,
please contact:

Stacey Faulkner, State Workforce Administrator

stacey.faulkner@oeo.az.gov

Overview

As announced by Governor Hobbs in 2023, the BuilditAZ Apprenticeship Initiative is a comprehensive workforce development program designed to connect workers with the skills and expertise required for careers in Arizona's construction and trades industries. The initiative aims to double the number of registered apprentices in these sectors by the end of 2026, with a particular focus on increasing enrollment and retention of women and other underrepresented groups in the trades.

Federal funds for the second round of funding for the BuilditAZ Initiative will be awarded as capacity grants to eligible grantees to support the creation, expansion, and enhancement of employer-funded registered apprenticeship programs. These funds are intended to supplement, not replace, existing resources. They can be used to increase capacity to train apprentices, develop and implement creative strategies to improve apprenticeship retention for apprentices currently enrolled, support the development of new registered apprenticeship programs in construction occupations, and address challenges faced by apprentices currently enrolled in programs.

Grants can also be used to support the hiring of instructors, outreach and recruitment (in coordination with the BuilditAZ outreach campaign at OEO), curriculum development, skills training, participant stipends, employer stipends, wrap-around support services such as tools, uniforms, transportation assistance, and program expansion. Equipment purchases over \$5,000 will not be permitted. **Special emphasis and higher scoring will be given to outreach and wraparound services aimed at increasing the enrollment and success of women in the trades, ensuring that these programs are accessible, supportive, and conducive to long-term success.**

In addition, BuilditAZ capacity grantees will be encouraged to increase access to effective pre-apprenticeship programs that provide a clear pathway into registered apprenticeship programs, while building strong career pathways for the next generation of skilled workers.

By investing in our apprenticeship programs, we aim to create a skilled and diverse workforce that meets the needs of our community and contributes to economic growth. We believe that with the support of this grant, we can make a significant impact on the lives of apprentices and strengthen the future of our workforce.

Guidelines: The complete proposal should not exceed 3 pages

- **Project Narrative:** Provide a project narrative to include populations this project will serve, service areas or geographic areas, partner agencies included in the project, and the rationale/need for the project funding.
- **Budget:** A comprehensive budget should include all program costs including

personnel, fringe benefits, travel, equipment, supplies, contractual, indirect charges, and both federal and non-federal leveraged and/or matched funds. If awarded funding, you may be asked for justification on each program cost.

- **Timeline:** Include a project timeline with achievable milestones. This should identify specific dates throughout the term of the project with anticipated accomplishments and impacts.
- **Outcome-oriented goals:** Outcome-oriented goals are independent of a specific timeframe and typically outline what the business is aiming to achieve at some point in the future. The objectives for outcome-oriented goals provide more context around when this goal should be completed and how to measure the success of the goal, especially in relation to training and employment outcomes meeting the BuilditAZ overarching goal of doubling the state's number of construction trades apprentices by 2026.
- **Objectives:** Include measurable, specific actions the project will take in order to meet the goals. This will include a strategy to meet the project goals.
- **Outcomes:** Identify how the project will measure success through implementation, performance, and accountability. This should include specific, measurable, attainable, relevant and time-based outputs. Provide insights into the demand for and supply of labor participation within your industry partners and employers and identify any trends that support the need for these project funds. Include the data sources for the information provided.

Eligibility

Construction and Trades Registered Apprenticeship Programs

Each applicant must provide an overview of organization, which may include the following:

- Organization website
- Available programs
- Program size
- UEI (Unique Entity Identifier)

Additionally, all applicants must provide enrollment capacity, data reflective of active and graduating apprentices, and retention rates/goals in the full application. Registered Apprenticeship status will be verified in partnership with the State Registered Apprenticeship Office and/or the Department of Labor.

Funding Available

Federal funding is made available by the Workforce Innovation and Opportunity Act (WIOA). The CFDA number assigned to WIOA for this program is **CFDA 17.259**. The amount of grant funds currently available is **\$1,000,000** and additional funding may be made available under this solicitation to well-qualified applicants with extended

expenditure dates. The Office of Economic Opportunity reserves the right to make multiple awards.

To build on current programs and focus on emerging needs in our workforce, Governor Hobbs has allocated federal funds from the Workforce Innovation and Opportunity Act (WIOA) for the expansion of existing employer-funded registered apprenticeships. These capacity-building funds will be used to support and expand the capacity of current successful and high-quality apprenticeships growing our skilled workforce in Arizona. This funding serves as a down-payment for future expansions and investments in apprenticeship programs.

All grants funded under this program will have a termination date of September 30th, 2025. Funds unexpended by the end of the contract period, without an approved written extension, must be returned to the Arizona Office of Economic Opportunity.

Evaluation Criteria:

A review committee will evaluate applications and select those applications deemed susceptible for an award, in accordance with A.R.S § 41-2702 (F) and (G), based upon the following criteria. The maximum points that an applicant may receive through the process is a score of **30 points**.

Project Accountability (5 Points):

Organizations should have the ability to adapt to changing circumstances when expanding apprenticeship programs and meeting both job seeker and industry demands. Accountability involves taking ownership of actions and decisions that impact program outcomes and includes:

Examples:

Sustainability and Scalability: Evaluate the sustainability of the proposed expansion beyond the grant period, including plans for ongoing funding, employer engagement, and stakeholder support.

Budget and Cost Effectiveness: Evaluate the proposed budget for the expansion, ensuring that resources are allocated efficiently and cost-effectively to achieve the desired outcomes.

Excellent (5)- Project demonstrates exceptional adaptability to changing circumstances and demonstrates continued expansion of apprenticeship programs.

Good (4)- Exhibits a strong level of flexibility and accountability, with additional

budget support for sustainability and successful outcomes..

Fair (3)- Shows moderate flexibility and accountability, with some room for improvement, and a plan for scalability to meet industry needs.

Poor (2)- Demonstrates limited flexibility and accountability, with significant areas for improvement.

Very Poor (1)- Lacks flexibility and accountability, requiring substantial development in both areas.

Target Demographics (5 Points):

Target demographics encompass the particular groups within a community or society that the applicant intends to serve or influence through their apprenticeship or pre-apprenticeship program. These groups often face underrepresentation in key domains such as education, employment, healthcare, and other social and economic spheres. They may also experience limited access to essential services, resources, or opportunities vital for their well-being and overall development.

Excellent (5)- Priority is given to certain demographic groups to ensure equitable access to workforce development programs and services. The priority demographics under WIOA typically include individuals who face barriers to employment or who are traditionally underrepresented in the workforce: Individuals with Disabilities, Low-Income Individuals, Youth, Adults Facing Significant Barriers to Employment, Displaced Workers, Women, Veterans, English Language Learners, and Minorities.

Good (4)- Apprenticeship program will target enrollments in at least 80% of the priority populations.

Fair (3)- Apprenticeship program will target enrollments in at least 60% of the priority populations.

Poor (2)- Apprenticeship program will target enrollments in at least 40% of the priority populations.

Very Poor (1)- Apprenticeship programs do not provide priority of service to underrepresented or underserved populations.

3-5 year Performance Outcomes (5 Points):

Performance outcomes measure the participants' successful entry into the workforce, through competency and proficiency, after completion of a registered apprenticeship program. This outcome should comprehensively assess the program's impact on participants' employment outcomes, skill development, career pathways, and overall career success.

Excellent (5)- Performance is mastery level and inclusive of skill acquisition and competency development, program completion and certification, career advancement opportunities, diversity and inclusion, and job quality that encompasses employer and participant satisfaction and feedback.

Good (4)- Performance is meeting requirements and is partially inclusive of skill acquisition and competency development, program completion and certification, career advancement opportunities, diversity and inclusion, and job quality that encompasses employer and participant satisfaction and feedback.

Fair (3)- Registered Apprenticeship program is currently measuring performance outcomes and continuing to build upon success rates, but has a defined plan for outlining improvements.

Poor (2)- Has not met standard performance outcomes.

Very Poor (1)- Lack of performance outcome documentation.

Apprenticeship Graduation Rates (5 Points):

Graduation rates pertain to the percentage of participants who successfully complete the apprenticeship program.

Excellent (5)- 90 -100%

Good (4)- 70 - 89%

Fair (3)- 50 - 69%

Poor (2)- 40 - 59%

Very Poor (1)- under 40%

Pre-Apprenticeship Placement Rates (5 Points):

Placement rates pertain to the percentage of participants who successfully complete the pre-apprenticeship program and enroll into a registered apprenticeship program.

Excellent (5)- 90 -100%

Good (4)- 70 - 89%

Fair (3)- 50 - 69%

Poor (2)- 40 - 59%

Very Poor (1)- under 40%

Wages/ Long Term Job Placement (5 Points):

Wages/Long term job placement refers to the ability of the apprenticeship

program to facilitate sustainable, good paying employment opportunities for participants, leading to stable incomes, retention, and career advancement opportunities.

Excellent (5)- Apprentices achieve wages significantly above the industry average or local minimum wage and 90% or above secure long-term employment in their field.

Good (4)- Apprentices achieve wages slightly above the industry average or local minimum wage and 70-89% secure long-term employment in their field.

Fair (3)- Apprentices earn wages comparable to the industry average or local minimum wage and 50-69% secure long-term employment in their field.

Poor (2)- Apprentices earn wages below the industry average or local minimum wage and below 50% secure long-term employment in their field.

Very Poor (1)- No data available or significant underpayment compared to industry standards and no data available or negligible long-term job placement rate.

Reporting Requirements

Reporting on program implementation progress, outcomes, and expenditure of funds due by October 31, 2025, unless written approval is provided by the OEO. OEO will outline the specific data and reporting requirements that must be submitted following the award announcement.

Financial Reports & Payment Requests:

The grantee will submit all invoices or receipts and requests for payment through a financial report in eCivis. Invoices or receipts must be from approved categories only and show date of service, expenses incurred, and line item detail. All expenditures must be incurred by September 30, 2025, and invoices and final financial reports must be completed by October 31, 2025, unless written approval is provided by the OEO.

How to Submit Applications

All applications must be submitted through eCivis. Paper applications will not be accepted. User guides may be accessed at the link below:

<https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:6df0fea2-46d6-3444-b806-31dedba3d7e8>