

Overview of the H-1B Apprenticeship: Closing the Skills Gap Grant Program

The U.S. Department of Labor, Employment and Training Administration awarded \$99,281,216 in grant investments to 28 grantees for the H-1B Apprenticeships: Closing the Skills Gap grant program in February 2020.

The primary goal of this grant program is to increase apprenticeship opportunities for all Americans by accelerating the expansion of apprenticeships to industry sectors and occupations that have not traditionally deployed apprenticeships for building a skilled workforce, such as advanced manufacturing, cybersecurity, artificial intelligence, and health care and by promoting the large-scale expansion of apprenticeships across the nation to a range of employers, including small and medium-sized employers.

The Apprenticeships: Closing the Skills Gap grantees are represented by 17 institutions of higher education (IHE) and 11 nonprofit trade, industry, or employer associations; labor unions; or labor-management organizations. All grant projects feature an Apprenticeship Partnership, which is a partnership of public and private sector entities that include the lead applicant, an IHE (if the lead applicant is not an IHE), employer partners and optional partners. The optional partners can include organizations to support outreach and training activities, Small Business Development Centers, community organizations that provide social support and/or wrap-around services, and optional workforce partners.

Program Activities:

The Apprenticeships: Closing the Skills Gap grant program will expand apprenticeship opportunities within H-1B occupations and industry sectors, particularly those sectors that have not deployed apprenticeships on a large scale previously. These include in-demand cybersecurity professions and emerging occupations involving artificial intelligence (AI) across several industry sectors.

Grantees will increase the number and types of workers participating as apprentices by establishing new apprenticeship programs or expanding existing apprenticeship programs; creating the training infrastructure/network to deploy the new programs; promoting apprenticeship programs on a local/regional, statewide, or national scale; and developing training activities for an expanded pool of individual apprentices in the newly certified or expanded programs.

Grantees proposed new or expanded apprenticeship programs in H-1B Industries: advanced manufacturing, health care and information technology, with some grantees giving a particular focus to cybersecurity and artificial intelligence in the manufacturing and clean energy industry, wireless technology and broadband, and artificial intelligence in the transportation and supply chain industry.

Descriptions of each individual grant projects are provided in the following pages.

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Grant Project Descriptions

Aerospace Machinist Joint Training Committee, Seattle, WA

Organization Type: Labor management

Project Name: *Manufacturing Apprenticeship Partnership for Excellence and Expansion (MAPX)*

Award Amount: \$996,390

Target H-1B Industry Sector(s): Advanced Manufacturing

Target H-1B Occupations: Machinist; CNC Machinist; Industrial Maintenance Mechanics; Tool & Die Maker; Front-Line Supervisor of Production Workers; Mechanic Engineer

Credential(s) Awarded: Journey-level card; Associate of Applied Science-Transfer Degree; Bachelor of Applied Science-Transfer Degree

New or Existing Apprenticeship Program: New and Existing Apprenticeship Programs

Cybersecurity and AI: No

Summary of Apprenticeship Program Activities: The **Aerospace Machinist Joint Training Committee** DBA Aerospace Joint Apprenticeship Committee (AJAC) was awarded \$996,390 for the *Manufacturing Apprenticeship Partnership for Excellence and Expansion (MAPX)* to train 830 apprentices and expand apprenticeship opportunities in Washington State's advanced manufacturing industry. The Apprenticeship Partnership represents a statewide collaboration between industry, workforce development, and CBO partners that will be dedicated to expanding access to apprenticeship pathways. Partners from K-16, industry, labor, workforce, and social service systems have come together to support a new Manufacturing Apprenticeship. Key employer partners include New Tech Industries, Inc., Sea-Leet Plastics, and the Workforce Development Center. Statewide efforts will be expanded by developing just-in-time high quality feedback loops from employers, colleges and apprentices to drive and design the right mix of occupational training programs that meet industry needs and increasing the number and type of manufacturing training agents who offer apprenticeship opportunities and ensuring seamless K-16 transitions from secondary to postsecondary institutions and pre-apprenticeship to apprenticeship programs. AJAC will build statewide capacity to connect high school graduates, low-income job seekers, and frontline workers to middle-and high skill occupations and career pathways through Registered Apprenticeship training. The program has a Statewide geographic scope providing services to veterans and underrepresented populations across the Puget Sound, Yakima Valley and Spokane Valley, including those in Opportunity Zones.

Geographic Scope: Statewide

Service Area: WA, specifically Puget Sound Region (Seattle/King, Pierce, and Snohomiah counties; Eastern WA (Yakima Valley, Spokane Valley)

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 830

Target Population: Recent high school graduates; low-income job seekers; frontline incumbent workers; veterans; women; minorities; opportunity youth

AFL-CIO Working for America Institute, Washington, DC

Organization Type: Labor Union

Project Name: *Partnership for Advanced Manufacturing Apprenticeship (PAMA)*

Award Amount: \$6,000,000

Target H-1B Industry Sector(s): Advanced Manufacturing

Target H-1B Occupations: Multiple occupations

Credential(s) to be Awarded: Journey Worker, Academic credit, Industry certifications

New or Existing Apprenticeship Program: Both existing and new Registered Apprenticeship Programs

Cybersecurity and AI: PAMA will include the development of training modules for Registered Apprentices in both Cybersecurity and AI, and new national RA programs.

Summary of Apprenticeship Program Activities: The **AFL-CIO Working for America Institute** was awarded \$6,000,000 to implement the *Partnership for Advanced Manufacturing Apprenticeship (PAMA)* for a national program to serve 5,000 Registered Apprentices in advanced manufacturing. This award will cover multiple occupations and engage more than 600 employers. The Apprenticeship Partnership includes six other employer partners and five Institutions of Higher Education in collaboration with Jobs for the Future, Keystone Development Partnership and the Wisconsin Regional Training Partnership. Registered Apprenticeships will include structured on the job learning, related instruction including safety training, wage progression, a national industry recognized credential, mentoring and supervision. The program will include Registered Apprenticeships for new hires and upgrading for journey-level workers. Middle and high skilled occupations include industrial manufacturing technicians, mechatronics technicians, tool and die makers, industrial technicians and robotics technicians. The Partnership for Advanced Manufacturing Apprenticeship program has a national geographic scope providing services to participants in 10 states across the country including those in Opportunity Zones.

Geographic Scope: National Scope

Service Area: California, Illinois, Michigan, Minnesota, New Jersey, New York, Ohio, Pennsylvania, Washington, and Wisconsin

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 5,000

Target Populations: Unemployed, underemployed, currently employed, and incumbent workers, all of whom will be new, current or former Registered Apprentices including veterans/transitioning military/military spouses as well as women and people of color.

Alamo Community College District, San Antonio, TX

Organization Type: Institution of Higher Education - Community Colleges

Project Name: *Alamo Colleges Health Care Apprenticeship Partnership*

Award Amount: \$1,000,000

Target H-1B Industry Sector(s): Health care

Target H-1B Occupations: Pharmacy Technician; Medical Billing & Coding; Community Health Worker; Medical Records/Health Info; Medical Assistant; Radiation Technician

Credential(s) Awarded: Pharmacy Tech Cert. Board; American Academy of Professional Coders; Community Health Worker – Level 1 Certificate; Industry-recognized credential (TBD); National; Health Career Assoc.; Medical Assistant Certificate; Certified Rhythm Analysis Technician

New or Existing Apprenticeship Program: A new apprenticeship program

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: Alamo Community College District was awarded \$1,000,000 for *Alamo Colleges Health Care Apprenticeship Partnership* to serve 800 new Registered Apprentices in San Antonio and the 8-county Alamo Colleges service area. The Apprenticeship Partnership will convene key employer partners to develop new apprenticeship programs in key occupations in the Health Care sector to build an apprenticeship pathway and expand access to trainees. The Alamo College District will serve as the lead partner for the Alamo Colleges Health Care Apprenticeship Partnership. The three main employer partners include Communicare Health Centers, University Health System, and Gonzaba Medical Group. The five Alamo District Colleges will provide classroom training and instruction, collaborate in the recruitment of participants, provide employer referrals for partnership and employment and will ultimately support the program and the apprentices as students of the Alamo Colleges. Targeted H-1B occupations include pharmacy technicians, medical billing and coding community health workers, medical records/ health information, medical assistants, and radiation technicians. The program has a Local/Regional geographic scope providing services to participants across the counties of Atascosa, Bandera, Bexar, Comal, Guadalupe, Kendall, Kerr, Wilson, and the cities of New Braunfels, Seguin, Kerrville and San Antonio including those in Opportunity Zones.

Geographic Scope: Local/Regional

Service Area: Atascosa, Bandera, Bexar, Comal, Guadalupe, Kendall, Kerr, Wilson, and the cities of New Braunfels, Seguin, Kerrville and San Antonio

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 800

Target Population: Unemployed, underemployed, and/or incumbent workers, as well as veterans, military spouses, transitioning service members, and underrepresented populations in apprenticeships, including women, people of color, and ex-offenders.

American Association of Port Authorities, Alexandria, VA

Organization Type: Industry Association

Project Name: *Strong, Secure National Ports & Supply Chain (SNaPS)*

Award Amount: \$5,888,738

Target H-1B Industry Sector(s): IT and IT-related Industries; Advanced Manufacturing

Target H-1B Occupations: IT and IT-related Occupations

Credential(s) Awarded: USDOL/SAA Journeyworker Credential or Certificate of Completion (Registered Apprenticeship); USDOL/SAA Journeyworker Credential or Certificate of Completion

New or Existing Apprenticeship Program: SNaPS will create both new registered (RA) and non-Registered Apprenticeship programs and expand existing RA programs

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: The **American Association of Port Authorities (AAAPA)** was awarded \$5,888,738 for the *Strong, Secure National Ports & Supply Chain (SNaPS)* to serve 5,445 cybersecurity/IT and advanced manufacturing/skilled trade apprentices. The program will create both new Registered Apprenticeship and non-registered apprenticeship programs. AAAPA will expand existing Registered Apprenticeship programs to strengthen and secure America's ports, transportation, distribution and logistics supply chains, providing high-quality paid apprenticeship training opportunities in 11 high-demand H-1B information technology and advanced manufacturing industry occupations, including target occupations in cybersecurity information and cybersecurity systems administrators. Employer partners will provide accelerated, academic-linked, and credential-embedded training for individuals with no or limited previous experience with new industry certifications. The Apprenticeship Partnership includes seven national employers with more than 489 facilities/locations covering all 50 states. Key employer partners include the American Airlines Group-American Eagle, PSA Airlines, Piedmont Air, Mesa Air, Envoy Air and Oceaneering International, Inc. The program has a National geographic scope to serve apprentices in specific hubs located in Opportunity Zones in the Upper Midwest region of Indiana, Mid-Atlantic areas of Baltimore, Maryland and Virginia, the Gulf Coast of Texas and Louisiana, and the West Coast including Los Angeles, Long Beach and Anaheim, California. The target population includes unemployed, underemployed and incumbent workers with targeted focus on Veterans and separating service members for IT/cybersecurity and advanced manufacturing occupations, particularly those with directly related military ratings or specialty codes.

Geographic Scope: National

Service Area: Upper Midwest/Inland Waterways Region – Indiana; Mid-Atlantic – Baltimore, MD, Hampton Roads, VA; Gulf Coast – Houston, TX; Houma - Thibodeaux, LA; West Coast – Long Beach - Los Angeles - Anaheim, CA

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 5,445

Target Population: Unemployed, underemployed and incumbent workers, including individuals with criminal records, women, and people of color

Argentum, Alexandria, VA

Organization Type: Nonprofit Industry Association

Project Name: *Healthcare Apprenticeship Expansion Program (HAEP)*

Award Amount: \$5,991,235

Target H-1B Industry Sector(s): Healthcare and IT/Cybersecurity

Target H-1B Occupations: Licensed practical nurses, registered nurses, rehabilitation technicians, and pharmacy technicians; supervisors and executive Directors of Assisted Living Communities; and Healthcare Cybersecurity Specialists

Credential(s) Awarded: Nursing: CAN, Advanced CAN, Med Tech, LPN, RN, and BSN; Leadership: NHA Executive Director License, CDAL Certificate; IT: CompTIA, SCCP OT License; Therapeutic: OT License; Pharmacy: PTCB Certification

New or Existing Apprenticeship Program: Both

Cybersecurity and AI: Cyber

Summary of Apprenticeship Program Activities: Argentum was awarded \$5,991,235.00 for the *Healthcare Apprenticeship Expansion Program (HAEP)* to train over 7,239 Registered Apprentices in 14 states. The project will employ a proven industry intermediary model to support recruiting efforts including screening and coordinating all related technical instruction for apprentices in critically in-demand healthcare occupations. The program includes apprenticeship development in cybersecurity/information technology and artificial intelligence within the healthcare sector while collaborating with 12 employers and eight Institutions of Higher Education. Key employer partners also include Civitas Health Services, Inc., Kindred Healthcare, Trilogly, and several others. The grantee will also collaborate with Kaplan Higher Education (Purdue Global), the University of the Cumberland, and Motlow State College, all whom will provide on-line training in cybersecurity and artificial intelligence. The grantee will expand existing apprenticeships, including licensed practical nurses, registered nurses, rehabilitation technicians, and pharmacy technicians. New apprenticeships will also be developed in leadership, which includes occupations in administration and supervision. Cybersecurity specialists will also comprise new apprenticeship opportunities. The program has a National geographic scope providing services to participants in Opportunity Zones across 33 states across the country.

Geographic Scope: National

Service Areas: AL, AK, AZ, CA, CO, CT, FL, GA, IA, ID, IL, IN, KS, KY, LA, MA, MI, NE, NM, NV, NY, NJ, OH, OR, PA, RI, SC, TE, TX, VA, VT, WI, WV

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 7,239

Target Population:

Unemployed, underemployed and incumbent workers, transitioning service members, veterans and their spouses, women and people of color.

Arizona Board of Regents on behalf of Arizona State University, Tempe, AZ

Organization Type: Institution of Higher Education

Project Name: *ASU Digital Workforce Apprenticeship Partnership*

Award Amount: \$1,999,285

Target H-1B Industry Sector(s): Advanced Manufacturing; Health Care; IT and IT-related Industries

Target H-1B Occupations: Computer and Information Analysts, Computer Systems Analysts, Information Security Analysts, Software Developers and Programmers, Computer Support Specialists, Management Analysts

Credential(s) Awarded: Bachelors and Masters Degrees; certificates in Business Analysis, Cybersecurity and Data Science

New or Existing Apprenticeship Program: New Apprenticeship Program

Cybersecurity and AI: Both

Summary of Apprenticeship Program Activities: **The Arizona Board of Regents on behalf of Arizona State University** was awarded \$1,999,285 for the *ASU Digital Workforce Apprenticeship Partnership*.

This public-partnership will close the skills gap in the labor market through a broad portfolio of high skill educational activities and paid apprenticeships in the fields of advanced manufacturing, health care, and information technology. The Apprenticeship Partnership includes nine key employer partners including Choice Hotels, PetSmart, Inc., and Raytheon Corporation. The partnership will: (1) create four distinct, progressively high skilled pathways to train apprentices for highly sought after H-1 B occupations in advanced manufacturing, retail, healthcare, hospitality , and technology industries, (2) leverage extensive Arizona State University digital courseware in Information Systems, Business Data Analytics, and Cybersecurity as educational materials for the apprentices, (3) build strong sustaining collaborations with employers, industry associations and workforce development organizations in Arizona and beyond to produce paid apprenticeships , and (4) enable development of new digital courseware in emerging and in-demand technologies such as cloud computing, Internet of Things (IoT) and deep learning. The program has a Statewide and National geographic scope providing services to participants in Opportunity Zones in Arizona and cities served by employer partners across the country.

Geographic Scope: Statewide and National

Service Area: Arizona and cities served by employer partners

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 2,300

Target Population: Unemployed, underemployed, and/or incumbent workers with a focus on: veterans, military spouses, transitioning service members, and under-represented populations in apprenticeships including women, people of color, and ex-of-fenders, and other populations with employment barriers that hinder movement into middle-to high-skilled H-1B occupations and industries.

Arkansas Division of Higher Education, Little Rock, AR

Organization Type: State Higher Education Department

Project Name: *Transforming IT Apprenticeships Now (TITAN)*

Award Amount: \$2,000,000

Target H-1B Industry Sector(s): IT and IT-related Industries

Target H-1B Occupations: Cyber Security; Java, IT, Net, IOS/Android Developer; Software Tester; Data Analyst; Network Tech; Systems Admin; Web Des.

Credential(s) Awarded: Security Plus; Comptia; Epoch; Network Plus; PMI Cert.

New or Existing Apprenticeship Program: Both

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: The Arkansas Division of Higher Education was awarded \$2,000,000 for the *Transforming IT Apprenticeship Now (TITAN)* program to train 1,600 Registered Apprentices in Information Technology (IT) and other related IT industries and occupations. Targeted H-1B occupations include Cybersecurity; java, IT, net, IOS/android developer, software tester, data analyst, network tech, systems admin and web design. The Apprenticeship Partnership includes key employer partners First Orion, Tyson, Simmons Bank, ProTech Solutions, and JB Hunt. Arkansas Community College will serve as a training partner. Apprentices will earn industry-recognized credentials that will be portable in Security Plus, Comptia and Epoch, as well as PMI. The target population includes individuals who are underrepresented in the information technology and Registered Apprenticeship fields, those including women, minorities, veterans, military spouses, ex-offenders and incumbent workers. The program has a Statewide geographic scope providing services to participants in Opportunity Zones in key southeast counties of Jefferson, Grant, Dallas, Clark and rural areas in Arkansas.

Geographic Scope: Statewide

Service Area: Jefferson, Grant, Dallas, and Clark County

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 1,600

Target Population: Individuals underrepresented in IT and Registered Apprenticeships such as women; minorities; veterans; spouses; ex-offenders; non-college goers, rural, incumbent workers

Colorado Community College System, Denver, CO

Organization Type: Community College System Office

Project Name: *CO-TECH*

Award Amount: \$2,000,000

Target H-1B Industry Sector(s): IT and IT-related industries

Target H-1B Occupations: Computer user support specialists, computer systems analysts, software developers (applications), web developers, computer programmers, computer occupations (all others), software development/systems software, computer and information research scientists computer hardware engineers, computer network support specialists, database administrators, network and computer systems administrators, computer network architects, information security analysts

Credential(s) Awarded: Computer Support Technician; Cert., GIS Cert., CompTIA A+, CIS Cert., Web Technologies; Cert., Computer Programming Cert., Computer Networking Cert., CompTIA Network+, Cisco, CompTIA Security+, RA Completion, Cybersecurity Cert.

New or Existing Apprenticeship Program: Both

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: The Colorado Community College System was awarded \$2,000,000 for the *CO-TECH* project. The Colorado Community College System (CCCS) and its Apprenticeship Partnership comprised of four private sector employers and 10 educational institutions will make 14 high-wage, high-demand IT occupations accessible to 1,600 adults statewide. *CO-TECH* will create five new apprenticeship programs, which will be expanded throughout Colorado and offer apprenticeship programs that include online options for targeted occupations. The program will serve the State of Colorado including identified Opportunity Zones in the state.

Geographic Scope: Statewide

Service Area: Denver's Front Range and Pueblo (Economic Development Regions #2, 3, 4 and 7) and will expand to all of Colorado

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 1,600

Target Population: Unemployed, underemployed, and/or incumbent workers, veterans, military spouses, transitioning service members, and underrepresented populations in apprenticeships, including women, people of color, and ex-offenders, and other populations with employment barriers.

Electrical Training Alliance, Bowie, MD

Organization Type: Electrical Industry Sector

Project Name: *Interim Credential Electrical Apprenticeship Program (ICEAP)*

Award Amount: \$5,998,953

Target H-1B Industry Sector(s): Advanced Manufacturing; IT and IT-related Industries

Target H-1B Occupations: Electrical Engineers, Electronic Engineers, and Network and Computer Administrators, Electrical Engineering Technician, Electronic Engineering Technician, Computer Network Support Specialist

Credential(s) Awarded: Industry-recognized credentials with 2,000 hours of Paid Work/On-the-Job Training. A Certificate of Completion will be given to all successful apprentices and an opportunity to receive up to 8 credit hours by EA and/or CCAC.

New or Existing Apprenticeship Program: New

Cybersecurity and AI: AI

Summary of Apprenticeship Program Activities: The **Electrical Training ALLIANCE** was awarded \$5,998,953 for the *Interim Credential Electrical Apprenticeship Program (ICEAP)* to serve 5,000 apprentices nationwide to fill current and future job vacancies and close the skills gap between employer workforce needs and the skills and competencies of the current workforce in the electrical industry in certain H-1B occupations. The program will create a new Registered Apprenticeship program and provide post-secondary opportunities on a national scale to underrepresented populations while developing individual competencies toward middle- and high-skilled occupations in the electrical industry. ICEAP will emphasize the growing need for AI training within the electrical industry, which includes advanced manufacturing, and focus on specific tasks such as transmission-line supervision, detection of hot spots, or surveillance. Future work will continue to increase the adaptability of robots in power systems and improving sensory systems. The Apprenticeship Partnership is comprised of the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association (NECA); employer partners Christenson Electric, Inc., Portland, OR, Fuller Electric, San Diego CA, Mid-West Electric, Houston, TX, Tennessee Associated Electric, Knoxville, TN, and Thompson Electric Company, Sioux City, IA; and Community College of Allegheny County (CCAC), PA. The program is National in geographic scope and will serve unemployed, underemployed individuals and others located in Opportunity Zones across the country.

Geographic Scope: National

Service Area: All 50 States

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 5,000

Target Population: Underrepresented individuals including unemployed, underemployed; military veterans, spouse of military personnel, and transitioning service members; women; and persons of color.

Florida Alcohol and Drug Abuse Association, Tallahassee, FL

Organization Type: Non-profit trade association

Project Name: *HealthQuest*

Award Amount: \$6,000,000

Target H-1B Industry Sector(s): Health care

Target H-1B Occupations: Clinical social workers, mental health counselors, marriage and family therapists, addiction professionals, clinical case managers, clinical specialists, and registered nurses with specialties in addiction.

Credential(s) Awarded: Combination of college-credits, college and advanced degrees, and state licensure as appropriate for the individual to attain independent work status, examples include Certified Addiction Specialist, Certified Addiction Counselor, and Certified Addiction Professional.

New or Existing Apprenticeship Program: New and existing

Cybersecurity and AI: No

Summary of Apprenticeship Program Activities: The Florida Alcohol and Drug Abuse Association was awarded \$6,000,000 for the *HealthQuest* project, which will create new and expand existing apprenticeships in healthcare and healthcare-related occupations. *HealthQuest* will provide apprenticeship training to 5,000 unemployed, underemployed and incumbent workers in multiple locations throughout the United States in a variety of health care occupations including clinical social workers, mental health counselors, clinical specialists, and registered nurses with specialties in addiction. The program will create new high-quality apprenticeships and will also expand existing apprenticeships nationally. The program is National in geographic scope and will serve unemployed, underemployed, and incumbent workers with a focus on veterans, military spouses and transitioning service members, individuals in Florida and California including those in Opportunity Zones.

Geographic Scope: National

Service Area: Florida, California

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 5,000

Target Population: Unemployed, underemployed, and incumbent workers with a focus on veterans, military spouses and transitioning service members

Goodwin College Inc., East Hartford, CT

Organization Type: Institution of Higher Education

Project Name: *Connecticut Manufacturing Workforce Development Initiative*

Award Amount: \$2,000,000

Target H-1B Industry Sector(s): Advanced Manufacturing

Target H-1B Occupations: Aerospace Engineers & Technicians; Calibration Technician; Manufacturing Productions Technicians; Manufacturing Quality Inspector; General & Operations Managers; Machinists; Quality Control; Shipping/Receiving Supervisor & Analyst; Computer Systems Analysts; Computer Security Specialists

Credential(s) Awarded: Certificate of Completion

New or Existing Apprenticeship Program: Both

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: Goodwin College, Inc. was awarded \$2,000,000 for the *Connecticut Manufacturing Workforce Development Initiative* (CMWDI). The Apprenticeship Partnership is comprised of Goodwin College, Connecticut State Colleges & Universities (CSCU), Connecticut Center for Advanced Technologies, Inc. (CCAT), manufacturers, industry associations, non-profit organizations, workforce development and other stakeholders to address the demand for a skilled manufacturing labor force in Connecticut. Employer partners include small manufacturers, woman-led companies, family owned-businesses, national and international corporations including Alpha Q, GKN Aerospace, Phoenix Manufacturing, Inc., Pennsylvania Globe Gaslight Co. (Penn GLOBE) and Wepco Plastics. The program will provide training to 1,600 incumbent workers with small- to medium-sized manufacturers in support of the companies' apprenticeship programs to upskill their workforce; build/enhance partnerships with 125 businesses throughout Connecticut to assist them in meeting their current and future labor force training needs; and develop practice based and/or evidence based training modules that address emerging workforce needs and trends. The program will serve incumbent workers, including people from underrepresented populations such as veterans, women, people of color, and ex-offenders from the State of Connecticut including those in Opportunity Zones.

Geographic Scope: Statewide

Service Area: Connecticut

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 1,600

Target Population: Incumbent workers, including people from underrepresented populations such as veterans, women, people of color, ex-offenders, and others in the manufacturing industries.

Healthcare Career Advancement Program (H-CAP), Inc., New York, NY

Organization Type: Labor/management organization

Project Name: *H-CAP Apprenticeship Expansion Project (AEP)*

Total Request: \$4,000,000

Target Industry: Healthcare and health care-related industries

Target Occupations: Health care Industry occupations in nursing (ex. Registered Nurse, Licensed Vocational Nurse); professional and technical occupations (ex. Radiologic Technologist, Pharmacy Technician); community-based care occupations (ex. Community Health Worker, Medical Assistant); Administration (ex. Medical Coder, Cybersecurity Analyst).

Credentials Awarded: NCC AP - NCAC I/II, CHW Certification (issued by states), ARRT-RT, ARRT-IR NHA-CCMA, NMI Certification, COT, NHA or PTCB CPhT, IAHCMM, CRCST, NCCT, and CompTIA CySA+CISSP,

New or Existing Apprenticeship Program: Both

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: The **Healthcare Career Advancement Program (H-CAP), Inc.** was awarded \$4,000,000 for the *H-CAP Apprenticeship Expansion Project (AEP)* to build on previous work creating apprenticeship programs in healthcare to scale turnkey solutions and increase efficient expansion of our national program through the AEP program. The Apprenticeship Partnership includes seven affiliate labor/management workforce partnership sites and other national collaborators to (1) expand high-road apprenticeship programs that address growing skills gaps in the health care industry, (2) increase opportunities for diverse populations to attain the benefits of high-road health care apprenticeships, and (3) engage a national alliance of employers, unions, labor/management organizations, IHEs, CBOs, workforce development boards, and other partners in support of healthcare apprenticeship expansion. Activities will support the development and implementation of 16 new and 19 expanded apprenticeship programs in high-priority healthcare occupations. National-level technical assistance and movement-building, led by H-CAP, will promote partner engagement, creation and sharing of occupational frameworks and other resources, and peer learning, leading to rapid adoption and scaling of the apprenticeship model to close the skills gap in America's healthcare industry. The program is National in scope and will serve incumbent workers, unemployed and underemployed individuals in 17 states across the country including those in Opportunity Zones.

Geographic Scope: National

Service Area: CA, CO, MA, MD, MI, MN, NC, NJ, NV, NY, PA, OH, OR, RI, TX, VA, WA

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 3,200

Target Population: Incumbent workers, unemployed and underemployed individuals with a focus on veterans and military spouses, adults with disabilities, English language learners, underrepresented people of color, and residents of neighborhoods with demonstrated health disparities, including incumbent health care workers and others living in proximity to our employer partner facilities.

Idaho State Board of Education, Boise, ID

Organization Type: State system of higher education

Project Name: *Idaho Apprenticeship Partnership (IAP)*

Award Amount: \$1,998,139

Target H-1B Industry Sector(s): Advanced Manufacturing, Healthcare, IT

Target H-1B Occupations: Medical Assistant; Cyber Security Support Technician

IT Generalist; Electrician, HVAC, Plumbing, Machine Operator, Maintenance Technician, Machine Tool Technology, Welding, Quality Assurance Technician, Industrial Sewing, Automation/Control Technician, Processing Technician, Energy Systems Technician, Central Sterile Processing, Dental Assistant, Veterinary Technician, Dispensing Optician, Certified Nursing Assistant, Pharmacy Technician, Computer Networking, Web Development.

Credential(s) Awarded: AWS Welding Certifications, 10/30 General Industry, Hazard Analysis Critical Control Point, Certified Medical Assistant, Certified Nursing Assistant, Pharmacy Technician certification (CPhT), NCPTA, Compounding, CompTIA A+ certification, Cisco Certified Entry Networking Technician (CCNT) certification, CompTIA Net+ certification

New or Existing Apprenticeship Program: Both

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: The Idaho State Board of Education was awarded \$1,998,139 for the *Idaho Apprenticeship Partnership (IAP)* Project, which will invest strategically in systems and technology by establishing infrastructures to allow for coordination of apprenticeship programs in healthcare, advanced manufacturing and information technology (IT), including project administration, partnership engagement, and sustainability planning. The program will foster innovation to advance meaningful, diverse, and relevant apprenticeship experiences through development of an Apprenticeships on Demand model. Apprenticeships On Demand programs will be developed through a shared vision for the Idaho Apprenticeship Partnership, for each targeted sector occupation as both program sponsor and provider of related technical instruction. The Apprenticeship Partnership is comprised of three employers in key regional industries, five institutions of higher education, and several optional partners including the Idaho Workforce Development Council and Idaho Technology Council. The program will serve unemployed, underemployed, and incumbent workers in the State of Idaho including those in Opportunity Zones.

Geographic Scope: Statewide

Service Area: State of Idaho

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 2,387

Target Population: Unemployed, underemployed, and incumbent workers including veterans, military spouses, transitioning service members, underrepresented populations in apprenticeships, and other populations with employment barriers.

Ivy Tech Community College of Indiana, Indianapolis, IN

Organization Type: Institution of Higher Education - Community College

Project Name: *Industrial Internet of Things Apprenticeship Expansion (IloTAE)*

Award Amount: \$3,977,255

Target H-1B Industry Sector(s): Advanced Manufacturing

Target H-1B Occupations: Automated Systems Specialist, Production System Specialist, IT Operations Specialist

Credential(s) Awarded: Certificate, Technical Certificate, AAS; Certifications: Mechatronics, MSSC: CPT, FANUC, NIMS, Fusion 360, SIEMENS, Auto Desk, CISCO

New or Existing Apprenticeship Program: Both

Cybersecurity and AI: Both

Summary of Apprenticeship Program Activities: Ivy Tech Community College of Indiana was awarded \$3,977,255 for the *Industrial Internet of Things Apprenticeship Expansion (IloTAE)* project. IloTAE will include new curriculum to lead to the Industry 4.0 credential through Smart Automation Certification Alliance (SACA) built on an existing apprenticeship platform that has a proven track record of employee engagement and apprenticeship completion. A hybrid of Ivy Tech's Advanced Automation and Robotics (AART) and the Industrial Apprenticeship degree programs will be modified into a Workforce Alignment AAS degree with additional coursework and elective options to meet the Industry 4.0 needs. Students will earn the SACA credential as a capstone to the program. Student will complete several other industry certifications that will make them even more valuable to employers. The Apprenticeship Partnership is comprised of industry-specific partner Indiana Manufacturers Association (IMA), National Association of Manufacturers (NAM); employer partners Cummins; ClearObject; FCA; LHP Engineering Solutions; Major Tool & Machine; and the American Association of Community Colleges (AACC) and State Department of Workforce Development (DWD). The program will serve 3,200 unemployed, underemployed, and incumbent workers with a focus on veterans, military spouses and transitioning service members, individuals affected by workforce automation or displacement, underrepresented populations, including women and minorities, homeless, and those recovering from opioid addiction, across the State of Indiana including those in Opportunity Zones.

Geographic Scope: Statewide

Service Area: Indiana

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 3,200

Target Population: Unemployed, underemployed, and incumbent workers with a focus on veterans, military spouses and transitioning service members, individuals affected by workforce automation or displacement, underrepresented populations, including women and minorities, homeless, those recovering from opioid addiction.

Missouri Chamber Foundation, Jefferson City, MO

Organization Type: Non-profit industry association

Project Name: *Industry-Driven IT Apprenticeships*

Award Amount: \$6,000,000

Target H-1B Industry Sector(s): IT and IT- related industries

Target H-1B Occupations: Computer Programmer, Computer Support Specialist, Computer Systems Analyst, IT Project Manager, Systems Security Analyst

Credential(s) Awarded: DOL Nationally Recognized Apprenticeship Credential

New or Existing Apprenticeship Program: Both

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: Missouri Chamber of Commerce was awarded \$6,000,000 for the *Industry-Driven IT Apprenticeships* program to enable businesses to support other businesses in setting up a Registered Apprenticeship model to meet their Information Technology and Cybersecurity training and worker sourcing needs. The Apprenticeship Partnership is comprised of eight geographically diverse IT industry employers, three colleges, and multiple workforce system entities to register new sponsors and to train at least 5,335 apprentices. The lead employer partner, Cerner Corporation, will share their experience in the Registered Apprenticeship training space to mentor new employers who previously have had little to no experience in utilizing Registered Apprenticeship Programs to become Sponsors. Additional employer partners who have committed to register new apprentices include Cognizant, CyberUp, Fishtech, Jack Henry, Tectonic and World Wide Technology. The Chamber-lead project will train computer programmers, support specialists, systems analysts, IT project managers, and systems security analysts by expanding existing pathways with new employers and creating new apprenticeship occupation pathways. Training will be National in geographic scope, including the Kansas City Metropolitan Service Area, the states of Missouri, Kansas, Colorado, Pennsylvania and Texas. Lead employer Cerner Corporation has recently expanded its service area impact by building its Innovation Campus in a qualified Opportunity Zone in Jackson County, Missouri. Target populations include veterans, returning service members, military spouses, and traditionally underrepresented populations in apprenticeships, including women, people of color, and individuals who identify with disabilities.

Geographic Scope: National

Service Area: Kansas City Metropolitan Service Area, Missouri, Kansas, Colorado, Pennsylvania, Texas

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 5,335

Target Population: Veterans, returning service members, military spouses, and traditionally underrepresented populations in apprenticeships, including women, people of color, and individuals who identify with disabilities

North Carolina State University, Raleigh, NC

Organization Type: Institution of Higher Education

Project Name: *Artificial Intelligence Academy (AIA): North Carolina's Apprenticeships for Innovation*

Award Amount: \$5,999,799

Target H-1B Industry Sector(s): IT and IT Related Industries

Target H-1B Occupations: AI: Research Scientist, Programmer Analyst, Senior IT Programmer Analyst, IT Business Analyst, Senior Business Analyst, Data Scientist, Software Engineer (Machine Learning), Machine Learning Engineer, Machine Learning Specialist, Machine Learning Scientist, Data Architect, Financial Data Architect, Data Architect Manager, Data Analyst, Big Data Architect, Data Modeler, Software Analyst, Software Developer, Computer Programmer, Computer and Information Research Scientist, Business Intelligence Developer

Credential(s) Awarded: Two credential levels (Level 1: Basic A.I.; Level 2: Advanced A.I.). DOL Apprenticeship Certificates , Certified Software Business Analyst, Certifies Associate Business Analyst, IQBBA Business Analyst Certification, Certified Software Analyst, Certified Data Scientist, Big Data Foundation Certification, Red Hat Certified Architect, Specialist- Data Scientist, Advanced Analytics Version 1.0

New or Existing Apprenticeship Program: New

Cybersecurity and AI: AI

Summary of Apprenticeship Program Activities: **North Carolina State University (NCSU)** was awarded \$5,999,799 for the *Artificial Intelligence Academy (AIA): North Carolina's Apprenticeships for Innovation* program, which will establish a research- and best-practice-based A.I. apprenticeship program; recruit and prepare participants through coursework and OTJ training programs implemented with industry partners, and grow the diversity of the A.I. workforce. The Apprenticeship Partnership will engage nine IT companies such as include Batelle, IBM, Pentair, and Citrix among others, plus additional industry associations, government entities and non-profits in training 5,000 apprentices in 21 Artificial Intelligence (AI) occupations. The program will develop new apprenticeships that include on-the-job training for apprentices who will complete Level 1: Basic Artificial Intelligence and/or Level 2: Advanced Artificial Intelligence Certificates offered through the Friday Institute at NCSU and Purdue Global. Each certificate program includes two 10-week courses focused on important content knowledge and skills necessary for working in the A.I. career tracks, which can each be completed in as little as 10 weeks or as long as 20 weeks. Apprentices are paid an hourly salary equivalent to the mean for the entry level position associated with the level of certification the individual is pursuing, with the salary and tuition for coursework paid by the industry employer that will host the apprentice. Program participants will come from the state of North Carolina and others from across the U.S. who have completed secondary or post-secondary IT educational programs or have work experience in IT.

Geographic Scope: National

Service Area: U.S.

Opportunity Zone: No

Proposed Number of Apprentices Served: 5,000

Target Population: Underemployed, unemployed, Veterans, military spouses, transitioning service members, incumbent workers, and underrepresented populations in IT apprenticeships (women, people of color, and individuals with disabilities)

Oakland Community College, Auburn Hills, MI

Organization Type: Institution of Higher Education - Community College

Project Name: MI-APPRENTICESHIP

Award Amount: \$4,000,000

Target H-1B Industry Sector(s): Advanced Manufacturing

Target H-1B Occupations: CNC tool programmers and machinists, and software development

Credential(s) Awarded: DOL Industry Recognized Credential

New or Existing Apprenticeship Program: Both

Cybersecurity and AI: No

Summary of Apprenticeship Program Activities: Oakland Community College was awarded \$4,000,000 for its MI-APPRENTICESHIP program to train 3,200 individuals, of which 720 will be Registered Apprentices, in high-growth advanced manufacturing occupations on an engineering and technician pathway, including CNC tool programming, machinists, and software development. The Apprenticeship Partnership is comprised of the Automotive Industry Action Group (AIAG), and 16 advanced manufacturing employer partners including UAW international, Magna International, 360 Digilab, WesTool Corp and others, as well as seven colleges, six workforce system entities, and six non-profit partners. MI-APPRENTICESHIP partners commit to a minimum 166 newly created apprenticeship programs, 120 existing apprenticeship programs, and 179 engaged employers. The AIAG will promote apprenticeship as a talent development and succession planning strategy to their 2,000 diversity suppliers that are minority, women and veteran owned. The primary geographic focus of MI-APPRENTICESHIP is a 16-county region in Southeast Michigan consisting of several major manufacturing hubs, including Ann Arbor, Detroit, Flint, Jackson and Pontiac, which includes Opportunity Zones in Genesee, Oakland/Pontiac, and Monroe. Statewide expansion is planned. The program will serve any interested individuals in the labor force in Southeast Michigan, with special focus on underrepresented populations in advanced manufacturing.

Geographic Scope: 16-County Southeast MI region to statewide expansion

Service Area: Primarily 16-county area in SE MI

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 3,200

Target Population: Underserved, Unemployed, Incumbent Workers

Regents of the University of Colorado/University of Colorado Springs, Colorado Springs, CO

Organization Type: Institution of Higher Education

Project Name: *Colorado Cybersecurity Apprenticeship Program - Strengthening National Cybersecurity Workforce*

Award Amount: \$5,996,713

Target H-1B Industry Sector(s): Information Technology/Cybersecurity

Target H-1B Occupations: Cybersecurity related jobs including Cybersecurity Analyst, Cybersecurity Consultant, Penetration and Vulnerability Tester, IS Auditor, Cybersecurity Manager

Credential(s) Awarded: UCCS Certificate of Completion, UCCS Certificate in Cybersecurity Management, UCCS 12 college credits, Minor in Cybersecurity; Eligibility to take certifications: CISM, CRISC, CEH, CISA, CySA+, SSCP, GCIH, GCIA, CCS, CCSP

New or Existing Apprenticeship Program: New apprenticeship program (five new programs)

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: The Regents of the University of Colorado/University of Colorado Springs was awarded \$5,996,713 for the *Colorado Cybersecurity Apprenticeship Program - Strengthening National Cybersecurity Workforce (C-CAP)* program to train 5,720 individuals in multiple cybersecurity occupations by developing five new cybersecurity Registered Apprenticeship programs. The Apprenticeship Partnership includes ten key employers, including Booz Allen Hamilton, Deloitte, Kratos, Boecore, FedEx, Viavi Solutions, Castalia Systems, Murray Security Services, TRG Networking, and KeySight Technologies, as well as industry and workforce entities. The grant will serve Colorado regions with high unemployment and demand for cybersecurity and reach nationally to Florida, Texas, California, Virginia, North Carolina, Oregon, Nebraska, Nevada, and Arizona, including six targeted Opportunity Zones. The target population includes unemployed, underemployed, incumbent, and employed individuals transitioning to a cybersecurity career, transitioning service members, veterans, military spouses, and underrepresented populations, including women and people of color.

Geographic Scope: National

Service Area: Colorado; Regions with high unemployment/demand for cybersecurity – Florida, Texas, California, Virginia, North Carolina, Oregon, Nebraska, Nevada, Arizona.

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 5,720

Target Population: Unemployed, underemployed, incumbent, employed individuals transitioning to cybersecurity career, military service members transitioning to the civilian workforce, all Americans, veterans, military spouses, and underrepresented populations, including women and people of color.

Rhode Island Office of the Postsecondary Commissioner, Warwick, RI

Organization Type: State system of higher education

Project Name: *Closing the Skills Gap Apprenticeship Partnership (CSGAP)*

Award Amount: \$1,000,000

Target H-1B Industry Sector(s): Advanced Manufacturing

Target H-1B Occupations: Electrical, Sheet Metal and Pipefitting Tradespersons; Process Technologists in bio-manufacturing, pharmaceutical, textile, electronics, plastics, and brewing industries; Food Industry and Indoor Agriculture Manufacturer; Maritime Boatbuilders; and advanced manufacturers of the EB Supply Chain

Credential(s) Awarded: Apprenticeship Completion Certificate; those completing higher education apprenticeship training will receive a certificate of completion from the institution of higher education.

New or Existing Apprenticeship Program: Both existing and new apprenticeship programs

Cybersecurity and AI: No

Summary of Apprenticeship Program Activities: The Rhode Island Office of the Postsecondary Commissioner (RI), which is RI's state system of higher education, was awarded \$1,000,000 for *Closing the Skills Gap Apprenticeship Partnership (CSGAP)* to expand five proven, existing apprenticeship programs and establish one new apprenticeship program to fill current vacancies in Rhode Island's and Eastern Connecticut's advanced manufacturing sector. The program includes both Registered and unregistered apprenticeships in occupations that include electrical, sheet metal and pipefitting tradespersons; process technologists in bio-manufacturing, pharmaceutical, textile, electronics, plastics, and brewing industries; food industry and indoor agriculture manufacturer; maritime boatbuilders; and advanced manufacturers in the boatbuilder supply chain. Key employer partners include Grey Sail Brewers, Mearthane Products Corp., Hitachi Cable America, Inc., General Dynamics Electric Boat (EB), Thielsch Engineering, and Amgen Inc., in partnerships with the Community College of Rhode Island and additional employer and workforce system entities. The target population for CSGAP is unemployed, underemployed and incumbent workers, particularly veterans, military spouses, transitioning service members, women, people of color, people with disabilities, and formerly incarcerated people. The physical service area of the lead applicant is located in an Opportunity Zone, where the majority of apprentices will be trained.

Geographic Scope: Rhode Island and Eastern Connecticut

Service Area: Rhode Island: Westerly, Warwick, Lincoln, Newport

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 800

Target Population: Unemployed, underemployed and incumbent workers, particularly veterans, military spouses, transitioning service members, women, people of color, people with disabilities, and formerly incarcerated people.

Society for Human Resource Management (SHRM) Foundation, Inc., Alexandria, VA

Organization Type: Trade, Industry, or Employer Association

Project Name: *SHRM Human Resource Specialist Registered Apprenticeship Program (HR RAP)*

Award Amount: \$972,000

Target H-1B Industry Sector(s): Multiple

Target H-1B Occupations: Human Resource Specialist

Credential(s) Awarded: SHRM- Certified Professional (SHRM-CP)

New or Existing Apprenticeship Program: New

Cybersecurity and AI: No

Summary of Apprenticeship Program Activities: The **Society for Human Resource Management (SHRM) Foundation** received \$972,000 to develop a new competency-based *SHRM Human Resource Specialist Registered Apprenticeship (HR RAP)* program that will result in a nationally recognized SHRM-Certified Professional credential. By combining educational programming aligned to existing SHRM competency models and credentials with work-based learning, HR RAP will equip 800 diverse HR professionals with skills and competencies required for a 21st-century workplace. The Apprenticeship Partnership includes employer partners Bloomberg L.P., Visa, Inc., and CVS Health, as well as Western Governors University and Southern New Hampshire University, as well as education and workforce development entities. HR RAP will focus on transitioning service members, military spouses, people of color, and women, beginning with a pilot in Greater Chicago that includes at least one Opportunity Zone, followed by national expansion. SHRM will also develop and deploy a virtual Apprenticeship Mentor Training module and broadly promote the benefits of apprenticeship across SHRM's entire membership of more than 300,000 HR professionals, representing 75,000 organizations.

Geographic Scope: Local/ Regional

Service Area: Greater- Chicago Area

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 800

Target Population: Transitioning service members, military spouses, people of color, and women

Southern Utah University, Cedar City, UT

Organization Type: Institution of Higher Education

Project Name: *Building Apprenticeship Systems In Cybersecurity (BASIC)*

Award Amount: \$3,977,088

Target H-1B Industry Sector(s): Clean Energy and Advanced Manufacturing

Target H-1B Occupations: Computer and Information Systems Managers, Information Security Analyst, Computer Support Specialist Computer Systems Analyst Network and Computer Systems Analyst Network and Computer Systems Analyst

Credential(s) Awarded: Registered Apprenticeships CISSP & Pathway Credentials, Associate's Degree Bachelor's Degree, Master's Degree

New or Existing Apprenticeship Program: Both existing and new apprenticeship programs

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: Southern Utah University (SUU) was awarded \$3,977,088 to support its *Building Apprenticeship Systems in Cybersecurity (BASIC)* program to address the shortage of highly skilled cybersecurity and information technology talent by developing apprenticeship training programs and educational pathways to increase numbers of highly trained and skilled cybersecurity workers in Advanced Manufacturing and Clean Energy sectors. SUU represents a consortium of Institutions of Higher Educations, in partnership with related trade associations through its Apprenticeship Partnership that will engage employer partners in the Advanced Manufacturing, Cybersecurity and Computing, and Clean Energy. Key partners include Western Center for Advanced Manufacturing Programs (WestCAMP), Inovar, Silicon Forest Electronics, EnergySec, Seattle City Light, Northwest Public Power Association; the Corporation for a Skilled Workforce; and the Regional Education and Training Center (RETC). The BASIC project will serve potential new trainees, existing apprenticeship participants, and incumbent workers, while also providing articulation pathways to both bachelor of applied science (BAS) degrees and professional master's degrees in cybersecurity. The program has a National geographic scope, providing statewide education through employ partner locations and nationwide through online education delivery, participants located in Utah, Michigan, Oregon, and Washington including those in Opportunity Zones.

Geographic Scope: National

Service Area: Utah: Iron, Beaver, and Utah Counties; Michigan: Washtenaw County; Oregon: Clackamas County; Washington: statewide education will be located through employ partner locations and nationwide through online education delivery.

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 3,200

Target Population: New trainees, existing apprenticeship participants, and incumbent workers; project also targets veterans, military spouses and transitioning service members, women, communities of color, and ex-offenders.

Southwest Tennessee Community College, Memphis, TN

Organization Type: Institution of Higher Education

Project Name: *Greater Memphis Apprenticeship Pathway (GMAP)*

Award Amount: \$998,405

Target H-1B Industry Sector(s): IT and IT related Industries

Target H-1B Occupations: Manufacturing and IT Technicians, Manufacturing and IT Engineers, Programmers, Developers, Computer Network Architects

Credential(s) Awarded: A+ Certification, CCNET, CCNA, Linux+, CompTIA Security+, CIW Web Foundations

New or Existing Apprenticeship Program: A New Apprenticeship Program

Cybersecurity and AI: No

Summary of Apprenticeship Program Activities: Southwest Tennessee Community College (SWTNCC)

is awarded \$998,405 to support the *Greater Memphis Apprenticeship Pathway (GMAP)* program, which will provide services to 800 apprentices, developing programs with the capacity to pilot, improve, assess, and scale new apprenticeship models in the Information Technology industry. The program will enable SWTNCC to align its current AAS program in Cyber Defense to include Digital Forensics, Tactical Perimeter Defense, and to include a paid internship component with a local employer to its Cyber Defense curriculum and align its competencies with the Cyber Security Support Technician National Occupational Framework (NOF). The Apprenticeship Partnership will engage Information Technology/TDL industry employers LabFour, IMC Companies, and eBiz Solutions; including Intelligent Transportation Society of Tennessee (ITSTN), the Greater Memphis IT Council and Greater Memphis Chamber and Apprenticeship Advisory Committee, and a consortium of institutions of higher education including University of Memphis. The program has a Local/Regional geographic scope, providing services to unemployed, underemployed, and incumbent workers located in the Memphis–Forrest City Combined Statistical Area and ten counties across Tennessee, Mississippi, and Arkansas including those in Opportunity Zones.

Geographic Scope: Local/Regional

Service Area: The Memphis-Forrest City Combined Statistical Area, the commercial and cultural hub of the Mid-South. Ten counties in three states – Tennessee, Mississippi, and Arkansas.

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 800

Target Population: Unemployed, underemployed, and incumbent workers, including populations such as: underrepresented populations in apprenticeships, including women, people of color, and ex-offenders, and other populations with employment barriers

The Regents of the University of California (Davis), Davis, CA

Organization Type: Institute of Higher Education

Project Name: *Expanding Apprenticeship and Training to Enable Smart Cities with Enhanced Building Cybersecurity*

Award Amount: \$5,492,408

Target H-1B Industry Sector(s): IT and IT related industries

Target H-1B Occupations: IT

Credential(s) Awarded: Nevada Electrical Contractors License or California State-Certified General, Power Systems Cybersecurity Certification, CALCTP Certification

New or Existing Apprenticeship Program: Existing with new training areas focused on cybersecurity.

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: The Regents of the University of California (Davis) was awarded \$5,492,408 for its *Western Electrical Cybersecurity Apprenticeship and Training Program*, which will expand apprenticeship and training to address acute employment needs in the areas of smart cities and power systems cybersecurity. The program will develop industry-relevant and recognized apprenticeship training on electrical smart cities infrastructure and power systems cybersecurity; establish the training model and deploy the program across California and Nevada; and improve program components and processes, and ensure the program can be deployed beyond the 4-year grant period. The program is designed around an established, 5-year apprenticeship model composed of mandatory on-the-job and classroom training activities, which will include a paid work component with 8,000 hours of on-the-job-training, work-based learning and mentorship overseen by journey-level workers already employed on smart cities projects, and a minimum of 900 hours of theory and hands-on classroom instruction. The apprenticeship partnership will engage electric and power employer partners: Peak Power Solutions, Sullivan Solar Power; Briggs Electric; Cartier Electrical Technologies; Essco Electric Service and Supply; and optional partners such as ICF, Incorporated; IBEW-NECA Labor Management; Cooperation Committee of California and Nevada; California Advanced Lighting Controls Training Program and 20 Apprenticeship Training Centers in California. The program has a Statewide geographic scope, providing services to unemployed, underemployed workers located in California and Nevada including those in Opportunity Zones.

Geographic Scope: Statewide

Service Area: California and Nevada

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 5,182

Target Population: Unemployed, underemployed, veterans, women, people of color

The Regents of the University of California (Riverside), Riverside, CA

Organization Type: Institute of Higher Education

Project Name: *Southern California Workforce Needs Assessment for the Transportation and Supply Chain Industry Sectors Project*

Award Amount: \$999,501

Target H-1B Industry Sector(s): Advanced Manufacturing, IT and IT Related Industries

Target H-1B Occupations: Operational Research Analyst; Project Manager; Project Engineer; Business Analyst; Supply Chain Planner; Logistics Analyst; Supply Chain Analyst; Construction Engineer. - Apps Software Developer; Technology Architect; QA Engineer; IT Project Manager; Systems Analyst; Software Analyst; Data Engineer; Business Analyst; Business Intel Analyst; Information Security Analyst; Data Risk Analyst; Business Risk Analyst; Security Administrator.

Credential(s) Awarded: Certificates-Supply Chain Management; Purchasing; Logistics; Data Science with Excel, R, & Python; Lean Six Sigma; Cybersecurity, Geographic Information Systems Fundamentals; Geographic Information Systems Management; Data Science with Excel, R, & Python; Cybersecurity; Coding Boot Camp; Computer Technician

New or Existing Apprenticeship Program: New Apprenticeship Program

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: The Regents of the University of California (Riverside) was awarded \$999,501 to support the *Southern California Workforce Needs Assessment for the Transportation and Supply Chain Industry Sectors Project*, which will create a career pathway apprenticeship model for mid- and high-level skill jobs for workers in IT, advanced manufacturing, and cybersecurity related positions. The program will engage 830 individuals in newly created apprenticeship programs by enhancing existing UCR Extension certificate programs, creating a competency based apprenticeship option and developing replication and training materials for distribution to local, regional and national audiences. The apprenticeship partnership will engage employer partners: United Network Information Services (IT); NUJO US, Inc. (Advanced Manufacturing); RMDS Lab, Inc. (IT); the City of Riverside; and the Riverside, San Bernardino, SE LA County Workforce Development Boards and American Job Center. The program has a Regional geographic scope, providing services to unemployed, underemployed and incumbent worker participants located in Riverside, San Bernardino, Los Angeles, and Orange Counties including those in Opportunity Zones.

Geographic Scope: Regional

Service Area: Riverside, San Bernardino, Los Angeles, & Orange Counties

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 830

Target Population: Unemployed or underemployed Individuals, Individuals working in another industry interested in moving into the target industries, Incumbent workers to move into a higher skill position. Veterans, military spouses, underrepresented populations in apprenticeships including women, people of color, formerly incarcerated individuals, and people with disabilities.

University of Louisville Research Foundation Inc., Louisville, KY

Organization Type: Institution of Higher Education

Project Name: *Modern Apprenticeship Pathways to Success (MAPS)*

Award Amount: \$3,999,999

Target H-1B Industry Sector(s): Advanced Manufacturing, Healthcare and Information Technology

Target H-1B Occupations: Cybersecurity and Artificial Intelligence

Credential(s) Awarded: Associate, Bachelor's, and Master's degrees

New or Existing Apprenticeship Program: The proposed project includes building new apprenticeship programs. We currently have 49 work-based experiences (e.g., internships, co-ops) across the three target industries. The work of the grant will involve re-designing these to meet the qualifications for an apprenticeship.

Cybersecurity and AI: Both

Summary of Apprenticeship Program Activities: The **University of Louisville Research Foundation, Inc.** was awarded \$3,999,999 to support the *Modern Apprenticeship Pathways to Success (MAPS)* program. MAPS will build on long running collaborations with the region's manufacturing, healthcare and information technology industries to expand the growing presence of the tech-based hubs and spokes within a stretch of Interstate 64 from Louisville to St. Louis and Interstate 65 throughout Kentucky and into Southern Indiana, particularly in cybersecurity. The program is designed with academic and professional maps to seek career pathways through apprenticeships that lead to highly skilled, high paying workforce positions among the three defined industries. The Apprenticeship Partnership leverages partnerships with both regional collaboratives and national workforce organizations, which includes the Louisville Tech Alliance (LTA), IT; the Health Careers Collaborative of Greater Louisville (HCCGL); Healthcare; and the Kentucky Manufacturing Career Center (KMCC), Advanced Manufacturing and employer partners such as GE Appliances, UPS, Humana, Trilogy, and Interapt. The program will develop 49 apprenticeship programs that will engage 4,000 students, specifically learners who are military service members, veterans, their dependents, and underrepresented minorities. The program has a Regional geographic scope, providing services to participants located in Kentucky and Missouri including those in Opportunity Zones.

Geographic Scope: Regional

Service Area: Louisville, KY; St. Louis, MO; Fort Knox and Elizabethtown, KY

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 4,000

Target Population: Members of the military (both active and retired), their dependents, and underrepresented minorities.

University of Wisconsin-Whitewater, Whitewater, WI

Organization Type: Institution of Higher Education

Project Name: *Mobilizing a Cybersecurity Workforce: Deploying Wisconsin's Veterans and Families to Cybersecurity Apprenticeships*

Award Amount: \$1,999,961

Target H-1B Industry Sector(s): Advanced Manufacturing, Healthcare, IT and IT related industries

Target H-1B Occupations: Computer User Support Specialists, Computer and Information Research Scientists. Computer and Mathematician Occupations.

Credential(s) Awarded: CompTIA Security+ Certification

New or Existing Apprenticeship Program: New Apprenticeship

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: University of Wisconsin-Whitewater is awarded \$1,999,961 for the *Mobilizing a Cybersecurity Workforce: Deploying Wisconsin's Veterans and Families to Cybersecurity Apprenticeships* grant program to establish an apprenticeship program based in the digital economy and data-driven world, developing content, standards and services aimed at filling cyber security jobs in Wisconsin. This project will engage employers in advanced manufacturing, information technology and health care related industries who are in need of computer occupations. The apprenticeship partnership includes UW-Whitewater Cyber Security Center for Small Business (CSCSB) and Office of Business Outreach, employer partner Sprocket Security LLC (Private), and Credence Therapy Associates, who will provide supportive services to veterans. This project will launch a statewide program of Cybersecurity apprenticeships to build a diverse cybersecurity workforce that thrives on inclusion of communities, with a particular focus on placing veterans, military spouses and transitioning service members, and underrepresented populations, including women, people of color and ex-offenders located throughout Wisconsin including those in Opportunity Zones.

Geographic Scope: Statewide

Service Area: WI

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 1,600

Target Population: Unemployed, underemployed, and/or incumbent workers within veterans, military spouses, transitioning service member populations in apprenticeships.

Wireless Infrastructure Association, Arlington, VA

Organization Type: Trade, industry or employer association

Project Name: *Wisconsin Industrial Joint Apprenticeship Committee (WIJAC)*

Award Amount: \$5,997,096

Target H-1B Industry Sector(s): IT & IT Related Industries

Target H-1B Occupations: New - Utility Communications Technician, New-Small Cell Technician 1 & 2, Telecommunications Tower Technician 1 &2, Wireless Technician 1 &2, Telecommunications Tower Antenna & Line Lead, Telecommunications Tower Antenna & Line Lead, Telecommunications Tower Antenna & Line Lead, Telecommunications Tower Antenna & Line Foreman, Telecommunications Tower Construction Lead , Telecommunications Tower Construction Foreman, Maintenance & Condition Assessment Lead, Maintenance & Condition Assessment Foreman, Fiber Optic Technician

Credential(s) Awarded: Associate Degree, USDOL Certificate of Completion, NWSA TTT1, TTT2, Foreman, FOA CFOT, WIA Small Cell Certification

New or Existing Apprenticeship Program: An existing apprenticeship program (Telecommunications Industry Registered Apprenticeship Program)

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: **Wireless Infrastructure Association (WIA)** is awarded \$5,997,096 for *America's 5G Apprenticeship Initiative (5G AI)* to address skills gaps, design curricula and deliver training to develop qualified applicants for placement in middle-to high-skilled jobs needed to build 5G telecommunications networks nationwide that will accelerate overall US job and economic growth. The Apprenticeship Partnership engages a consortium of public and private partners between industry, two leading industry associations, and higher education, including 33 small and mid-sized employers such as MasTec North America, J&R Underground, Elecricom, Inc., Nexius, Hightower Communications, MillerCo, Mercury Communications & Construction, Key Tower LLC and ICT Telecom, who are committed to create over 5,500 new apprenticeships. This program has a National geographic scope to support incumbent workers, unemployed, and underemployed workers located across 27 States including those in Opportunity Zones, with priority outreach to veterans/transiting military/military spouses; and encouraging the enrollment of women, people of color and those with re-entry backgrounds.

Geographic Scope: National

Service Area: OH, MO, WI, MI, KY, IL,VA, MN, NC, SC, TN, PA, TX, IA, FL, ME, UT, AL, NY, NE, SD, LA, KS, GA, OK, CO, PR

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 5,501

Target Population: Incumbent workers, unemployed, underemployed; prioritizing outreach to veterans/transiting military/military spouses; and encouraging the enrollment of women, people of color and those with re-entry backgrounds.

Wisconsin Regional Training Partnership Inc., Milwaukee, WI

Organization Type: Industry Association (Industry Intermediary)

Project Name: *Wisconsin Industrial Joint Apprenticeship Committee (WIJAC)*

Award Amount: \$1,998,251

Target H-1B Industry Sector(s): Advanced Manufacturing and Industrial Utilities

Target H-1B Occupations: Multiple occupations including Cybersecurity Focus on Cybersecurity in Advanced Manufacturing

Credential(s) Awarded: Journey Worker, Academic Credit, Industry Certifications

New or Existing Apprenticeship Program: Both existing and new Registered Apprenticeship Programs

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: Wisconsin Regional Training Partnership, Inc. is awarded \$1,998,251 for *The Wisconsin Industrial Joint Apprenticeship Committee (WIJAC)* project to implement a statewide, innovative program that establishes a multi-employer Joint Apprenticeship Training Committee supporting the Industrial sector (both Advanced Manufacturing & Utilities). This innovative, multi-employer Joint Apprenticeship Committee (JAC) will engage over 300 Wisconsin employers, including Ataco Steel Products Corporation, John Deere, Weldall and Harley-Davidson Motor Company. Program activities will focus on the creation of the multi-employer JAC and enrolling their current and future workforce in Registered Apprenticeship (RA), which will create opportunities for a wide range of employers (from large to small) to participate in apprenticeships in multiple occupations. As an industry-led JAC, it will also gather industry needs to develop or revise new RA programs, particularly focused on advanced technology and cyber-security needs. The program will provide services to incumbent workers as well as unemployed and underemployed new hires located across the state of Wisconsin including those in Opportunity Zones.

Geographic Scope: Statewide

Service Area: Statewide

Opportunity Zone: Yes

Proposed Number of Apprentices Served: 1,600

Target Population: WIJAC will serve incumbent workers, unemployed, underemployed. Outreach will prioritize veterans/transitioning military/military spouses. It will also encourage enrollment of women, people of color and those with re-entry backgrounds to the WIJAC project.