American Apprenticeship Initiative
Learning Network

4:00 – 5:00 pm EST

Tuesday, July 19, 2016

NATIONAL
GOVERNORS
ASSOCIATION

Webinar Overview

1. Welcome and Overview

2. Updates on AAI Grantee Website

3. Success Factor Self-Assessment

4. Reminders and Upcoming Events

5. Discussion: Grantee Successes and Challenges

Overview of Partners

USDOL Federal Project Officers

- *Support grantees in:*
  - Technical aspects of grant start-up
  - Matters related to statutory, regulatory, and administrative requirements
  - Reporting and analysis of financial and performance data
  - Developing grant modification requests

Apprenticeship Consultants

- *Support grantees to*:
  - Develop and register new apprenticeship programs
  - Identify challenges in meeting national apprenticeship guidelines
  - Address technical aspects of industry partner apprenticeship programs
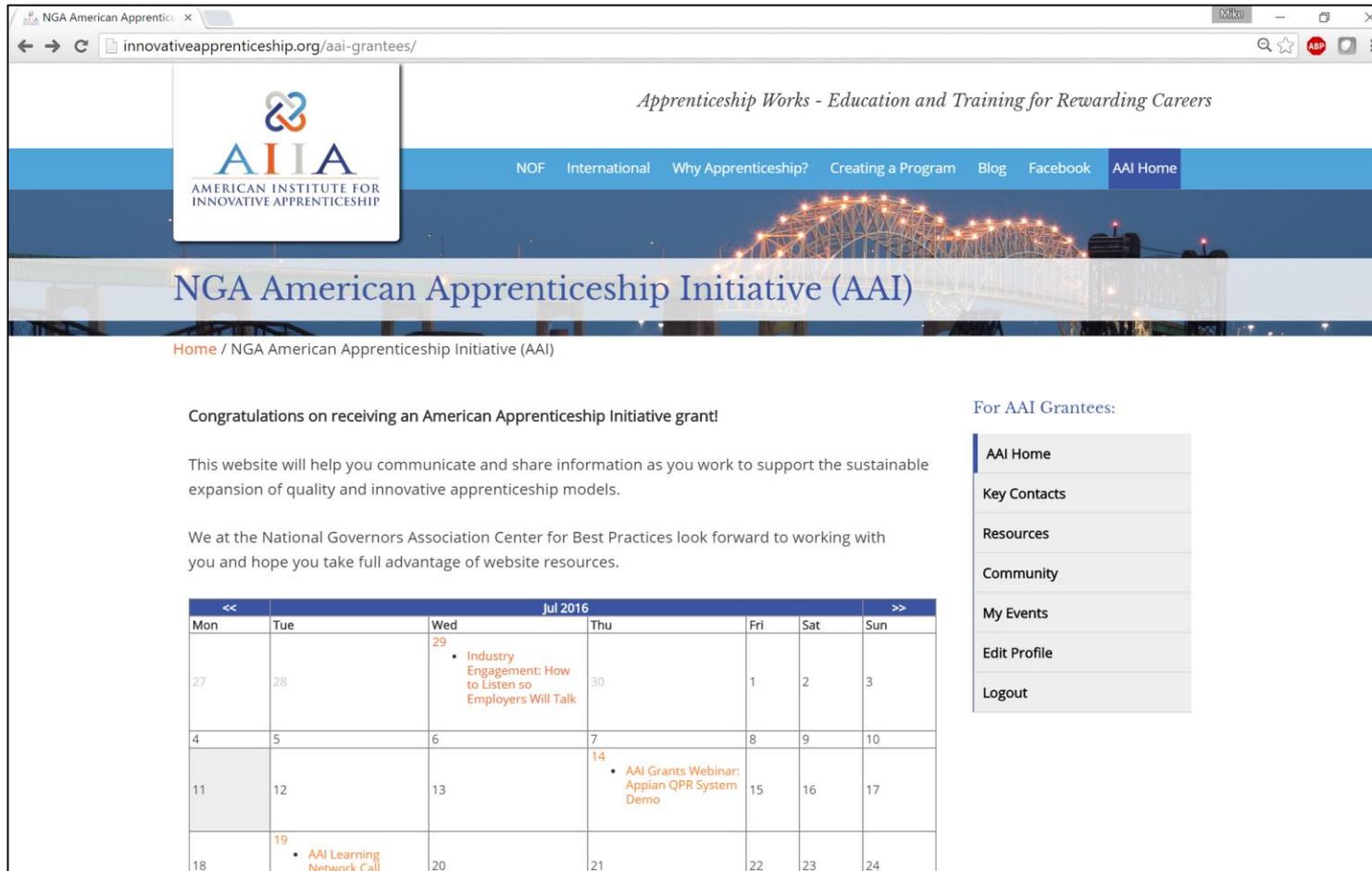
National Governors Association Center for Best Practices

- *Supports grantees to:*
  - Surface their challenges and lessons learned
  - Learn from peers across the cohort
  - Develop strategies for scale and sustainability
  - Align programs with state, and local policy and institutions
- *Maximize national learning from grants*

Updates on the AAI Grantee Website

http://innovativeapprenticeship.org/aai-grantees/

Updates on the AAI Grantee Website

Registration is easy
(http://innovativeapprenticeship.org/aai-
grantees/membership-registration/):

Helpful Resources:

Success Factor Framework

Elements of Registered Apprenticeship Transformation

- Industry Engagement
- Partnership Building
- Engaging Underrepresented Populations
- Leveraging Resources
- Data-Informed Decision Making
- Policy Alignment

Success Factor Framework

INDUSTRY ENGAGEMENT

Engaging employers in providing insights into industry and workforce needs; becoming partners in design, implementation and investment of resources; and developing longer-term relationships.

PARTNERSHIP BUILDING

Identifying and collaborating with a broad range of partners needed to implement your grant effectively.

ENGAGING UNDERREPRESENTED POPULATIONS

Having a continuum of processes and services that enable you to effectively serve targeted populations.

LEVERAGING RESOURCES

Leveraging local, state, federal, and private sector resources to increase the impacts of grant funding.

DATA-INFORMED DECISION MAKING

Using labor market information, industry and occupational trends, assessment data, and other information to guide investment, programmatic, and other key decisions regarding grant planning, implementation, and system capacity.

POLICY ALIGNMENT

Aligning and connecting with policies and initiatives in workforce development, economic development, education, and other systems to improve grant outcomes and create longer-term conditions for success.

Grantee Self-Assessment

What's the purpose of this self-assessment?

➢ Help your team understand your strengths and weaknesses;

➢ Take a 'temperature check' among your partners;

➢ Identify priorities for action;

➢ Begin, or continue a conversation with your partners to develop a shared language, and understanding of success;

➢ Identify any needs you may have; and

➢ Identify, champion, and disseminate promising practices.

Please note: the information gathered by this Self-Assessment Tool will not be used to assess your grant performance by anyone but you. Information gathered will have identifying information removed before it is disseminated for any other purpose.

Grantee Self-Assessment

The self-assessment dashboard is a tool to help you and your partners to identify strengths and weaknesses, and determine the readiness of your program to achieve success in your grant.

American Apprenticeship Initiative:
Success Factor Self-Assessment Tool

CAPABILITIES OF A HIGH-PERFORMING APPRENTICESHIP PROGRAM *Programs that rate as a "5" will have in place, and excel in the following qualities:*	RATING (check one) 1=We do not have this at all 2=We are making some progress, but have long way to go 3=We have some of this, sometimes 4=We have this in place now 5=We're excelling with this now	We are interested in learning more about strategies in the following success factor areas:	We have Promising Practices to share in the following areas:
EMPLOYER ENGAGEMENT *Does your program engage employers in providing insights into industry and workforce needs; becoming partners in design, implementation and investment of resources; and developing longer-term relationships beyond the current grant?*			
We actively maintain our existing employer relationships, including checking to see if their training-related needs are being met and assessing needs beyond workforce to build meaningful, two-way partnerships.	1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ *Describe rating briefly:*	☐ *Briefly describe:*	☐ *Briefly describe:*
We are able to make a clear case to businesses about the value of apprenticeship using various materials, and staff who perform employer outreach are trained and competent in describing the value of apprenticeship for specific industries.	1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ *Describe rating briefly:*	☐ *Briefly describe:*	☐ *Briefly describe:*

Grantee Self-Assessment

Under each of the six Success Factors there are listed several characteristics – or indicators – of high-quality programs.

"We actively maintain our existing employer relationships, including checking to see if their training-related needs are being met and assessing needs beyond workforce to build meaningful, two-way partnerships."

American Apprenticeship Initiative:
Success Factor Self-Assessment Tool

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Grantee Self-Assessment

As a self-assessment exercise, indicate the rating score for your program on each of these indicators on a scale of 1 to 5.

American Apprenticeship Initiative:
Success Factor Self-Assessment Tool

RATING (check one)
1=We do not have this at all
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3=We have some of this, sometimes
4=We have this in place now
5=We're excelling with this now

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Grantee Self-Assessment

We have also included space for you to share your best practices, or to indicate you'd be interested in more help on this indicator.

We are interested in learning more about strategies in the following success factor areas:

We have Promising Practices to share in the following areas:

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Success Factor Self-Assessment Tool

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Grantee Self-Assessment

Examples of guided questions for group discussions about the self-assessment:

1. What areas represent our strengths? Why?

2. What areas represent learning opportunities?

3. Is there important work that we are not doing? If so, what?

4. Do we have different points of view within our organization, or among our partners, about our self-assessment scoring?

5. What are our priorities moving forward?

Grantee FAQs

Q. Why complete a self-assessment?

A. There are several!
  ➢ Help your program understand your strengths and weaknesses, in order to achieve your grant's goals;
  ➢ Begin or continue a conversation with your partners to define common goals, and opportunities for collaboration;
  ➢ Identify priorities for action; and
  ➢ Identify, champion, and disseminate promising practices.

Q. How and when should we complete the self-assessment?

A. This tool is designed to be used as part of an continual learning process, as well as be useful in a variety of contexts:
  ➢ You can start today – your grants team can complete this self-assessment, and have internal conversations to help you plan outreach activities.
  ➢ This self-assessment can also be used as a focal point for your regular stakeholder meetings, or additionally as a way to bring in new partners.
  ➢ We recommend that you to revisit the self-assessment at regular, quarterly intervals to see what progress you have made, and correct course if necessary!

Grantee Self-Assessment FAQs

Q. Who should complete the self-assessment?

A. Your team and your stakeholders including, but not limited to, employers, educational institutions, public sector partners, and community organizations. This process can help you understand where your partners are in understanding your goals, as well as Registered Apprenticeship more broadly.

Q. How long will it take?

A. An individual should devote at least thirty minutes to thoughtfully completing the self-assessment. Group discussions of findings and results can vary depending on the setting.

Q. Can NGA help us work through the self-assessment?

A. Yes! We will be utilizing this tool throughout the life of the grants, and can facilitate stakeholder meetings using the tool, or moderate discussions amongst your teams about your findings.

Q. How will the results be used?

A. The results are for you. While NGA will use the results of these self-assessments to inform assistance, the information gathered by this Self-Assessment Tool **will not** be used to assess your program performance by anyone but you!

Key Dates and Next Steps

Visit AAI Grantee website; check back often for updates!
http://innovativeapprenticeship.org/aai-grantees/

Upcoming Dates to Remember
Health Care ApprenticeshipUSA Accelerator **Thursday, July 28th in Chicago, IL**
IT ApprenticeshipUSA Accelerator **Thursday, August 18th in San Francisco, CA**
South Carolina IT ApprenticeshipUSA Accelerator **Thursday, August 4th in Columbia, SC**
Construction ApprenticeshipUSA Accelerator **Tuesday, August 23rd in Boston, MA**
Application Deadline for ApprenticeshipUSA $50 million State Expansion Grant Funding Opportunity **Wednesday, September 7th**

Questions?

Discussion Questions

1. What have your successes been over the past month?

2. Any new challenges?

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Thank you!

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