

Oregon State Apprenticeship and Training Council Report

Most recently Governor Brown signed SB 1545 also known as Future Ready Oregon which is a comprehensive \$200 million package of investments that work together to advance an equitable workforce system that supports people with the education, training, and resources they need to get into good-paying, sustainable careers. It prioritizes key populations, advances collaboration and partnerships with community and culturally based organizations, workforce education and training providers.

NUMBERS

When compared to Q1 2021, we're able to report more than 50% increase in new apprentice registrations and slightly higher completions rates of 119. Although, minority registrations have dropped by 3%. To date, we are currently providing oversight of 156 programs and 5531 training agents.

QPR

Question. Persuade. Refer. Just as many of us have been trained in CPR and the Heimlich Maneuver to help save lives, QPR is an emergency medical intervention to identify and interrupt mental health crisis to direct that person to the proper care. The signs of crisis are all around us and these three steps can help anyone learn to help prevent suicide. Quality education empowers all people, regardless of their background to make a positive difference in the lives of someone they know. As an active member of the Construction Suicide Prevention Partnership, we've facilitated QPR training for not only the entire ATD staff but also:

20 pre-apprenticeship providers

75 building trades apprenticeship providers

FRO summary

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together to advance an equitable workforce system that supports people with the education, training, and resources they need to get into good-paying, sustainable careers. It prioritizes key populations, advances collaboration and partnerships with community and culturally based organizations, workforce education and training providers.

Senate Bill 1545, also known as Future Ready Oregon is a \$20 million investment to the Apprenticeship and Training Division which will increase the Bureau of Labor and Industries' capacity to recruit new programs and facilitate innovation in health care and manufacturing , support construction pre-apprenticeship and youth programming to bolster our workforce pipeline.

Staffing increase: ATD will add three Apprenticeship Innovation Specialists and an Operations & Policy Analyst 3 to address increased workload and the need for specialization in order to sustain growing interest in apprenticeship and meet the Governor's goal of expanding apprenticeship as one tool to address workforce needs for Oregonians.

Future Ready Oregon also establishes a grant program that will be administered by the Oregon State Apprenticeship and Training Council. In addition to our scheduled quarterly meetings, on April 12th, we began convening OSATC meetings every other month, until January 2023 with a focused FRO Action Item Agenda.

Which means the division will now have a competitive grants unit in addition to the now existing apprenticeship operations team. We've begun to hire staff to support the increased workload placed upon our division to move applications through a streamlined process of evaluation and preparation for council approval.

The rollout will begin in May with the first of 3 rounds of RFPs for grant applications to align with the last round of approvals scheduled to be concluded in March 2023. The final round of contracts will be awarded by July 2022, to identify and establish sustainable plans by May 2023, for final reporting no later than June 30, 2023.

Recent FRO council meeting. ATD proposes 3 Rounds of Funding

- 1st Round Announced May 2 – Closes June 2
- 2nd Round Announced August 2 – Closes September 2
- 3rd Round Announced November 4 – Closes December 9
 - Scheduling in rounds will allow space for the Council and ATD to adjust the focus of each round based upon regions or industries that may not have applied at the level we had hoped
- Additionally, each round will include a small grants opportunity capped at \$10,000 for innovation and partnership with cultural or community-based organizations to move priority populations into registered apprenticeship programs.

Council approved funds to be disbursed to grantees at 50% in Month 1 and 50% in Month 4 of the funding period, which will give ATD time to monitor grantee progress toward reaching their goals.

The Council also approved that each round of grant applications be reviewed by an Evaluation Team that will make recommendations to Council at regularly scheduled Future Ready Oregon Council Meetings.

- Grant evaluation teams for each round will be comprised of representatives from diverse backgrounds, experiences, and locations.
- Evaluation teams will have at least one Council member and a public member with either fiscal or large grant funding experience.

- ATD is also proposing an evaluation rubric to guide the evaluation team on each required grant component and will be available with application.

Council approved the funding for large grants in Round 1 is capped at \$6 million to be divided between targeted industries and service types.

- The proposal submitted for your review is based on the size of current apprenticeship programs by industry and workforce needs in those industries.
- Applicants can apply for a minimum of \$25,000 in each area and any amount up to the grant ceiling for each category.
- These funds can be used by recipients to:
 - Provide tuition and fees to apprentices in manufacturing and health care and pre-apprentices in all industries for related training.
 - Target recruitment and retention strategies to increase participation by priority populations which includes communities of color, women, veterans, members of the nine federal recognized Indian tribes, and LGBTQ+ Oregonians to diversify programs.
 - Enhance program and curriculum development.
 - Provide wraparound support service for apprentices and pre-apprentices.

Rulemaking for pre-apprenticeship programs

We've been closely with our legislative policy analyst to revise Chapter 12 of ATD's administrative rules relating to grants and contracting.

PATPs are subject to Oregon Administrative Rules (OAR) 839-11-0335 which were enacted in November 2015 and have not been updated since that time. The current rule falls short in creating mechanisms for

which the Council and the Apprenticeship and Training Division can monitor registered PATPs to ensure they are achieving their intended purpose.

To that end, the Future Ready Oregon legislation has a substantial investment into PATPs, new registered apprenticeship programs, and program participants in the form of supportive services. This investment will require that there are robust mechanisms in place for identifying and evaluating quality PATPs using methodology that adopts the data collection and monitoring criteria currently used for registered apprenticeship programs.

The revision allows for better data collection and analysis to facilitate quality assurance reviews of registered pre-apprenticeship programs approved by the Council.

ATD recommends that the Council approve the revision of the current Oregon Administrative Rules to include:

- Requirements for reporting application and registration data.
- Establishment of regularly scheduled Quality Assurance monitoring.
- Corrective action/disciplinary procedures
- Conditions under which the Council can revoke the registration approval for pre-apprenticeship programs.
- ATD will be enacting temporary rules for grants and contracting beginning June 1, 2022 to support Future Ready Oregon contracting.
- We will also begin a parallel process to establish permanent rules. Which will allow for a public comment period before any proposed rules become permanent.