



CALL FOR APPLICATIONS: PAYA Grant Initiative

Expanding youth apprenticeship is a strategy for building a more inclusive economy by connecting the learning needs of students with the talent needs of industry. Leaders from industry, education and governments in cities, states, and regions across the country are well-positioned to build public-private partnerships to scale youth apprenticeship opportunities across industry sectors, including advanced manufacturing, finance and professional services, healthcare, information technology and more.

To support the efforts of leaders in cities, states, and regions across the country, the Partnership to Advance Youth Apprenticeship (PAYA) seeks applicants for the PAYA Grant Initiative. Sites selected to receive grants will form the core of a visible national community of innovators at the forefront of the movement to expand participation in high-quality youth apprenticeship programs that produce equitable access and outcomes for students, employers, and communities.

ABOUT THE GRANT INITIATIVE

PAYA is looking to support both:

- Partnerships in cities, states, and regions working to launch new youth apprenticeship programs; and
- Practitioners who are already leading existing high-quality programs to expand the reach or improve the outcomes of their programs.

Aligned with [PAYA's National Principles for High-Quality Youth Apprenticeship](#), grantees will develop and implement strategies that:

- **Launch and expand youth apprenticeship pathways** that are aligned to careers that pay family supporting wages and address the workforce needs of local industry partners;
- **Advance policy and system alignment** to mainstream youth apprenticeship as a high-quality post-secondary option for high school age youth, with equitable access and outcomes; and
- **Articulate a long-term vision and plan for the sustainable expansion** of their youth apprenticeship program(s).

To advance these strategies, PAYA will support grantees in three primary ways:

- **Funding** to support cross-site learning, strategy development, and implementation activities between May 2019 and October 2020;
- **Technical assistance and support** through peer-learning and access to national education, business engagement, and workforce experts; and,
- **Recognition and visibility** through national research, communications, and storytelling efforts to support their cases for expanding high-quality youth apprenticeship.

The grant period will run from May 2019 to October 2020.



HOW TO APPLY

To be considered for the PAYA Grant Initiative, partnerships must submit a completed application by 11:59 PM (PST) on March 8, 2019.

Please read the PAYA Grants FAQ document before starting the application. The application portal Screendoor will save automatically, so applicants can return to complete the form at any time before the deadline.

The application will ask each partnership to provide information across several sections:

- **PART ONE: PARTNERSHIP OVERVIEW:** *Who will coordinate the actions of the partnership and what area(s) will the partnership serve?*
- **PART TWO: ABOUT THE PARTNERSHIP & PROGRAM:** *What organizations are engaged in the partnership and how does its work align with [PAYA's Principles for High-Quality Youth Apprenticeship](#)?*
- **PART THREE: PARTNERSHIP GOALS:** *Where does the partnership want to be in October 2020 and what priority actions will it take to get there?*
- **PART FOUR: COMMUNITY ASSETS AND PARTNERSHIP NEEDS:** *What champions, capacity, and policy enablers exist to support the partnership's efforts and what additional support(s) would be beneficial?*

Once you have completed and submitted your application, a confirmation page will appear to confirm your successful submission. Screendoor will also send a confirmation email to the point(s) of contact provided in Part One.

If you have questions about the PAYA Grant Initiative or the application process that have not been answered in the [PAYA Grants FAQ](#) document, please visit the Questions page in Screendoor to see if your question has been answered there. You may submit any unanswered questions via Screendoor and a response will be posted on the Questions page.

You can find out more about PAYA and the PAYA Grant Initiative by exploring our website and related publications [here](#).

Thank you again for your interest in joining us in this important work to expand youth apprenticeship.



PART ONE: PARTNERSHIP OVERVIEW

Who will coordinate the actions of the partnership, and what area(s) will the partnership serve?

- 1. Name of the existing or proposed youth apprenticeship partnership:** Please provide a name that can be used throughout this application to refer to the joint efforts of the organizations seeking funding, whether or not a formal partnership currently exists.

- 2. Name of the organization that will serve as the intermediary overseeing the day-to-day project management on behalf of the partnership:** Note: Designated leads must be a U.S.-based not-for-profit organization, state or local government entity, or higher education institution exempt from federal income tax.

- 3. Name, contact information, and a short biography for the senior-level leader(s) who will be overseeing this partnership on behalf of the intermediary organization:** You will have a chance to list contacts from additional partner organizations later in this application.

- 4. What is the geographic scope of the partnership?** If your youth apprenticeship partnership has not yet been established, please select the option that best describes the scope you expect to reach within the next 18 months.
 - **Local:** The partnership serves students and employers in a single town or city.
 - **Local – Regional:** The partnership serves students and multiple employers across multiple neighboring school districts, towns, and/or cities.
 - **Statewide:** The partnership serves students and employers in several jurisdictions in several economic regions across our state.
 - **Multi-State:** The partnership serves students and employers across multiple regions within states.
 - **Other**

- 5. Briefly describe the economic, industry, and educational imperatives for creating or expanding youth apprenticeship in your city, state, or region, and explain why youth apprenticeship is an appropriate strategy for addressing your needs.**
(300 words)



PART TWO: ABOUT THE PARTNERSHIP & PROGRAM

What organizations are engaged in the partnership and how does its work align with PAYA's Principles for High-Quality Youth Apprenticeships?

6. **List the organizations that will be core members of the partnership. For each partner organization, identify the senior-level leader who will be championing the work and any designee who will be involved in the day-to-day work of the partnership. Briefly describe the role each organization will play in the partnership. (100 words) You do not need to re-enter details for the lead partner organization nominated above.**

7. **Indicate which organization will serve as the fiscal lead for any grant dollars awarded to the partnership through the PAYA Grant Initiative. Please identify a point of contact at that organization to receive financial and contractual correspondence on behalf of the partnership. (This person may or may not have previously been listed above.) Designated fiscal leads must be a government entity, education institution, or not-for-profit organization exempt from federal income tax.**

8. **Through this grant initiative, PAYA intends to support a diverse cohort of partnerships that are at multiple stages in their efforts to expand and strengthen high-quality youth apprenticeship programs. Based on the descriptions on the following page, select a category that best describes the current stage of your youth apprenticeship program.**

Awareness and Exploration	Planning and Strategy to Launch	Existing Pilot to Expansion	Established Initiative Focused on Continuous Improvement
<p>Core partners are coming together to discuss and explore the viability of a youth apprenticeship model within the city, state, or region. There are education and workforce policies in place and initiatives underway that are aligned with or supportive of youth apprenticeship. Key business and industry champions are engaged, but have not yet formally committed to hosting youth apprentices.</p>	<p>Core partners are in place and committed to launching a youth apprenticeship program. Partners may be engaged with existing apprenticeships serving adults or other forms of high-quality work-based learning. There are education and workforce policies in place and initiatives underway that are aligned with or supportive of youth apprenticeship. Key business and industry champions are engaged, and early adopters have committed to hosting youth apprentices.</p>	<p>Core partners have already launched a youth apprenticeship pilot. The partnership plans to expand the pilot efforts to new industries, communities, and/or participants. As part of that effort, partners are looking to align and build systems to address key capacity gaps and develop a sustainable funding and expansion strategy.</p>	<p>Core partners currently run an established youth apprenticeship program(s) that has already progressed beyond an initial pilot stage. They would like to improve and expand it, for example through better integration with post-secondary credit systems and credentials, by testing strategies to promote more equitable access and outcomes, increasing student and employer participation, and/or deepening returns on employer investment, among other strategies.</p>



Note: At this point in the application, applicants who select Option 1 or Option 2 in Question 8 will be directed to questions 9, 10A, and 11A, below.

- 9. Briefly explain why the option you selected in question 8 best describes the stage of development of your partnership's youth apprenticeship program. Please provide specific examples or data to support your selection. (300 words)**

10A. Please share the following information about your youth apprenticeship program:

- a. What industries/occupations will you target with your program?
 - Advanced Manufacturing
 - Agriculture
 - Media, Arts, & Communication
 - Building and Construction Trades
 - Education
 - Energy
 - Finance and Professional Services
 - Healthcare
 - Information Technology
 - Public Administration
 - Transportation
 - Other
- b. Briefly describe the rationale for selecting these industries/occupations to be the focus of your program. (150 words)
- c. How many students do you estimate serving in an initial pilot year?
- d. From which school districts will students participate? Why were these districts selected to be partners? (150 words)
- e. Do the high schools and postsecondary institutions in your partnership currently work together to offer some form of dual credit or concurrent enrollment opportunities? Briefly describe how existing arrangements will directly support high-quality youth apprenticeship pathways for students. (100 words)
- f. How many employers do you estimate will host youth apprentices in an initial pilot year?
- g. Have specific employers already indicated an interest and/or commitment to participating? If so, please list those employers. (100 words)
- h. Briefly describe how you plan to track participation and outcomes (for both students and employers) in youth apprenticeship, and what, if any, current limitations exist to collecting this data. (250 words)
- i. Do you plan to work with employers to register some or all of your youth apprenticeship program(s) with either a state apprenticeship agency or the U.S. Department of Labor?



- 11A. Partnerships selected to receive grants through this initiative will design and develop youth apprenticeship programs shaped by [PAYA's Principles for High-Quality Youth Apprenticeship](#). As you think about launching a youth apprenticeship program in your city, state, or region, consider which of these principles will be easiest to achieve in your context, and which may be more difficult.

Answer the following questions by ranking the principles 1 through 5, where 1 indicates the principle that will be easiest for your program to achieve, and 5 indicates the most difficult. For the principles you rank 1 and 5, please briefly explain your rationale for those selections. (200 words each)

Career-oriented: <i>Learning is structured around knowledge, skills, and competencies that lead to careers with family-supporting wages.</i>
Equitable: <i>Learning is accessible to every student, with targeted supports for those adversely impacted by long-standing inequities in our education system and labor market.</i>
Portable: <i>Learning leads to postsecondary credentials and transferable college credit that expand options for students.</i>
Adaptable: <i>Learning is designed collaboratively to be recognized and valued across an industry or sector.</i>
Accountable: <i>Student, employer, and program outcomes are monitored using transparent metrics to support improvement.</i>

Note: Applicants who select Option 3 or Option 4 in Question 8 will be directed to questions 9, 10B, and 11B, below.

9. Briefly explain why the option you selected in question 8 best describes the stage of development of your partnership's youth apprenticeship program. Please feel free to provide specific examples or data to support your response. (300 words)



10B. Please share the following information about your youth apprenticeship program:

- a. How long has it operated?
- b. In what industries/occupations does your program currently offer youth apprenticeships?
 - Advanced Manufacturing
 - Agriculture
 - Media, Arts, & Communication
 - Building and Construction Trades
 - Education
 - Energy
 - Finance and Professional Services
 - Healthcare
 - Information Technology
 - Public Administration
 - Transportation
 - Other
- c. If you plan to expand to new industries in the next 18 months, which industries are you targeting for expansion? Briefly describe why now is the right time for expansion.
(150 words)
- d. How many employers are currently hosting youth apprentices through your program?
- e. How many students are currently participating in youth apprenticeships through your program? *You may include any students who are in the program taking related coursework, but have not yet begun their on-the-job training and vice versa.*
- f. If applicable, how many students participated in your program last year?
- g. If applicable, how many students completed youth apprenticeships through your program last year?
- h. If you plan to expand your program's enrollment in the next 18 months, how many students does your program aim to have enrolled in October 2020?
- i. What is the demographic makeup of the students currently enrolled in your program? *Please provide the most recent data available.* *(200 words)*
- j. Do the high schools and postsecondary institutions in your partnership currently work together to offer some form of dual credit or concurrent enrollment opportunities? Briefly describe how existing arrangements will directly support high-quality youth apprenticeship pathways for students. *(100 words)*
- k. Briefly describe how you plan to track participation and outcomes (for both students and employers) in youth apprenticeship, and what, if any, current limitations exist.
(250 words)
- l. Are some or all of the youth apprenticeship program(s) within this partnership registered with either a state apprenticeship agency or the U.S. Department of Labor?



- 11B. Partnerships selected to receive grants through this initiative will adopt [PAYA's Principles for High-Quality Youth Apprenticeship](#) and take steps to strengthen their programs along these five dimensions. Consider how your existing youth apprenticeship program aligns with these principles.

Career-oriented: *Learning is structured around knowledge, skills, and competencies that lead to careers with family-supporting wages.*

Equitable: *Learning is accessible to every student, with targeted supports for those adversely impacted by long-standing inequities in our education system and labor market.*

Portable: *Learning leads to postsecondary credentials and transferable college credit that expand options for students.*

Adaptable: *Learning is designed collaboratively to be recognized and valued across an industry or sector.*

Accountable: *Student, employer, and program outcomes are monitored using transparent metrics to support improvement.*

- a. On which of the principles has your program(s) made significant progress since launch? Explain what steps your program has taken in this area. (250 words)
- b. On which principle do you see the most room for improvement? What steps would you take to address this need, and how would your participation in this initiative help? (250 words)

Note: All applicants will see the remaining questions from this point forward, regardless of their response to Question 8.

12. PAYA aims to address systemic inequities in our education systems and labor market. Briefly describe the primary equity challenge(s) facing your city, state, or region, and what role youth apprenticeship plays or will play in helping to acknowledge and address them. (300 words)



PART THREE: PARTNERSHIP GOALS

Where does the partnership want to be by Fall 2020, and what priority actions will it take to get there?

- 13. Successful grant applicants will receive funding and other forms of support from PAYA between May 2019 and the conclusion of the grant performance period in October 2020. Briefly describe what your partnership aims to accomplish over this time period. We encourage applicants to refer to the [PAYA Grants FAQ document](#) in preparing a response to this question. (300 words)**
- 14. Briefly describe priority actions you will take to achieve the goals and/or outcomes identified in question 13 and describe key project milestones and an estimated timeline for those activities. We encourage applicants to refer to the [PAYA Grants FAQ document](#) in preparing a response to this question. (300 words)**
- 15. What risks or systemic barriers could challenge the partnership's ability to accomplish its goals by October 2020? (300 words)**

PART FOUR: COMMUNITY ASSESSING ASSETS AND PROGRAM NEEDS

What champions, capacity, and policy enablers exist to support the partnership's efforts and what additional support(s) would be beneficial?

- 16. Beyond the leadership of the core partner organizations listed above (in question 6), what other champions exist to help advance youth apprenticeship in your city, state, or region? Please list senior-level leaders from business, education, government, philanthropy, and any other relevant sectors who are committed to supporting the partnership's success between now and October 2020. Briefly identify how each person listed will be engaged in the partnership's work.**



17. The following questions ask you to briefly describe the assets and opportunities that exist to support youth apprenticeship in your city, state, or region.

- a. What are high-growth industries or sectors in your city, state, or region?
- b. How have those high-growth industries or sectors been identified? (100 words)
- c. Are there commissions, grant programs, or other efforts underway today in your city, state, or region to expand apprenticeship opportunities for a range of populations in these fields? (You may list efforts regardless of your partnership's involvement in them.) (50 words)
- d. Do the education institutions in your community have a history of collaborating with local employers to offer career exploration and/or work-based learning opportunities for youth? What initiatives or policies, if any, exist to encourage education systems and industry to collaborate in this way? (50 words)

18. In addition to the financial resources your partnership may receive if selected as a PAYA grantee, what additional funding or in-kind resources does your partnership have (or expect to have) to support the goals and activities described above between now and October 2020? (100 words)

19. What other public and private resources do you plan to mobilize in the future to support the work of the partnership? (100 words)

20. Beyond funding, what types of information, tools, or other forms of technical assistance would support and accelerate progress toward the partnership's goal? (100 words)

21. PAYA aims to work beyond the grantee cohort to support the efforts of partnerships through national networking, research, and communications activities. If not ultimately selected to receive a PAYA grant, would your partnership be interested in participating in other PAYA national activities?

22. How did you hear about this funding opportunity? (50 words)