

CONDITIONS OF AWARD

HG-33034-19-60-A-39, Lorain County Community College

ETA has identified the following areas that require further clarification and/or modification. Any questions, responses to requests for clarification and/or revisions for modification related to the below items must be submitted to your Federal Project Officer (FPO) and the ETA Scaling Apprenticeship National Program Office at ScalingApprenticeship@dol.gov **within 30 days of the receipt of this grant award package.**

Please note that a submittal of revised document(s) does not in and of itself constitute approval by ETA, and final approval must be given by the Grant Officer. Once approved, the revised document(s) will comprise the official modification to this grant agreement (as appropriate) and the special conditions will be resolved.

Please refer to the Scaling Apprenticeship [Funding Opportunity Announcement](#) (FOA-ETA-18-08), [Amendment One](#), and [Amendment Two](#) as you review these conditions, and throughout your grant.

Condition 1 – Five Hallmarks of Quality Apprenticeship Programs

This is a reminder that all apprenticeship programs funded through the grant must support recognized standards of high-quality apprenticeship programs. The five hallmarks of program quality to which all such apprenticeship programs must adhere are as follows: Paid, Work-Based Component; OJT Training and Mentorship; Educational and Instructional Component; Industry-Recognized Credentials Earned; and Safety, Supervision, and Equal Employment Opportunity. Each hallmark is explained in the Funding Opportunity Announcement (FOA), Section 1.E.1.b Training Standards (pages 14-16). Technical assistance to support grantees in developing programs using these standards will be provided.

Condition 2 – Use of Funds for Supportive Services

As a reminder, grantees may use up to 10 percent of grant funds to provide **supportive services to individuals who are participating in education and training activities provided through the grant**. Under the Scaling Apprenticeship grants, supportive services for training apprentices include services such as transportation, childcare, dependent care, housing, and needs-related payments that are necessary to enable an individual to participate in education and training activities funded through this grant. Grantees may provide supportive services in various ways, including, but not limited to, providing the supportive service itself (e.g., childcare); providing apprentices with a voucher for the service (e.g., public transportation cards or tokens); or providing a stipend directly to the apprentice. Where stipends for supportive services are provided, the stipend amount must be for costs of a specific supportive service (e.g., childcare), rather than simply based on an unidentified need.

Under the Scaling Apprenticeship FOA, grantees may use grant funds, up to the percentage specified above, to provide supportive services only: 1) to individuals who are participating in education and training activities provided through the grant, 2) when participants are unable to obtain such services through other programs, and 3) when such services are necessary to enable individuals to participate in education and training activities under the grant. Grantees may

establish limits on the provision of supportive services or provide their sub-recipients with the authority to establish such limits, including a maximum amount of funding and maximum length of time for supportive services to be available to apprentices. Grantees must ensure that their use of grant funds on supportive services is consistent with the Scaling Apprenticeship FOA and with their organization's established written policy on the provision of supportive services. Additionally, we encourage grantees to leverage other sources of funding for supportive services, including through co-enrollment in Workforce Investment and Opportunity Act (WIOA).

Condition 3 – Participant Eligibility

As a reminder, applicants awarded a Scaling Apprenticeship grant can only serve participants that meet the eligibility requirements set out in the Scaling Apprenticeship FOA. Specifically, “individuals must be older than 16 years of age and not currently enrolled in school within a local educational agency.” Note that the age restriction means that the participant must be 17 years or older and, typically, not enrolled in high school. In addition, participants must be unemployed, underemployed, or incumbent workers. Please refer to Section III.C.3. Eligible Participants (pages 26-27) for further information.

- The applicant appears to propose services to participants who are 16 years or older. Please confirm that enrolled program participants will be individuals older than 16 years and not currently enrolled in school within a local educational agency.

Condition 4 – Co-Enrollment of Participants

Per H-1B policy, participants in one H-1B grant may not be co-enrolled in any other H-1B grant program. Please note, however, that co-enrollment of H-1B participants with programs funded under WIOA is encouraged, as long as participants meet the eligibility requirements for both programs.

Condition 5 – Participate in the Scaling Apprenticeship National Evaluation

As a reminder, applicants awarded a grant may be required to participate in a national evaluation of the Scaling Apprenticeship Through Sector-Based Strategies grant program and were required to provide documentation of commitment to participate in such an evaluation initiated by DOL, for the applicant and all partners, including employers or regional industry associations, as a condition of award.

After grants are awarded, grantees will receive detailed information about the national evaluation. The national evaluation may include an implementation assessment across grantees, an impact and/or outcomes analysis of all or selected sites within or across grantees, and a benefit/cost analysis or assessment of return on investment. Conducting an impact analysis could involve random assignment (which involves random assignment of eligible participants into a treatment group that would receive program services or enhanced program services, or into control group(s) that would receive no program services or program services that are not enhanced). We may require applicants to collect data elements to aid the evaluation. As a condition of the award, grantees must agree, with respect to the evaluation, to: (1) make records available to the evaluation contractor on participants, employers, and funding; (2) provide access to program operating personnel, participants, and operational and financial records, and any other pertaining documents to calculate program costs and benefits; and (3) in the case of an impact analysis, facilitate the assignment by lottery of participants to program services (including the

possible increased recruitment of potential participants); and 4) follow evaluation procedures as specified by the evaluator contractor under the direction of DOL including after the period of operation.

Condition 6 – Matching Funds Must Be Expended

In accordance with the Funding Opportunity Announcement, all grantees are required to provide and expend cash (funds committed specifically to support this grant project, not prior investments), in-kind or third party resources equivalent to exactly 35 percent of the grant award amount as “matching” funds. All matching funds or contributions must be expended on allowable grant activities and in accordance with the cost principles outlined in the Uniform Guidance at 2 CFR 200. Match can be in the form of cash, in-kind contributions and third-party contributions and must meet the requirement found at 2 CFR 200.306, 2 CFR 200.403, 2 CFR 200.434, and 2 CFR 2900.8. 2 CFR 2900.8 requires that match is recognized at the time in which the funds are expended. In other words, proposed matching funds (revenue or contribution) are recognized when expended on grant activities and valued at the amount expended (not received).

In order to assess the full costs of the project, ETA requires that any non-Federal funds expended (match or leveraged resources) by the grant recipient or subrecipient, for the purposes or activities of the grant, be reported in the quarterly ETA-9130 financial report in the Recipient’s Share section. For sound and consistent reporting and valuation of match and leverage resources, it is best practice for the grant recipient to have policies and procedures explaining the process.

During the grant period of performance and close-out, you will need to provide source documentation and accounting records to show what revenue stream or fund source was used to pay for the expenses incurred related to the matching funds. This may be through a chart of accounts and financial statements such as a Revenue and Expense statement or Project Status report. If the required match is not met, applicants will be responsible for reimbursing ETA the amount of unmet match when the grant is closed. Match must be expended as required at CFR 2900.8 before it can be recognized and reported as match on the ETA-9130 report.

Condition 7 – Use of Grant Funds for On-the-Job Training Costs and Use of On-the-Job Training Costs for Match

As a reminder, grantees may use grant funds to reimburse a portion of the apprentice’s wages for small employers (those with 50 or fewer employees). For those businesses that have more than 50 employees, grant funds may not be used to reimburse On-the-Job Training (OJT) costs.

However, because grant funds can be used to subsidize the training and education costs for apprentices enrolled in programs that utilize a third-party education provider to implement sector-based programs, including OJT (for smaller employers), all grantees can choose to count OJT costs from any size employer as matching funds. For more information, please see Section I.E.1.a on page 12 and Section IV.E.4 on page 51 of the FOA

Condition 8 – Statement of Work

Based on a review of your Statement of Work and Budget, ETA has identified the following areas that may require further clarification and/or modification.

- Performance Outcomes Table:

Grantees were required to provide outcome projections for the seven identified outcome measures, including providing targets for each year of the four-year grant period of performance. Grantees should address any identified issues by updating the Performance Outcome Measures Table originally provided with your application and submit to ETA. Please note, when addressing Performance Outcome Measures Table issues, we do not expect outcome category “total” projections to decrease, however, grantees may need to adjust yearly targets to account for missing yearly projections, math calculation errors, etc.

Upon review of your grant’s performance outcomes table, we have identified the following issue(s):

- Sum of yearly targets for A3 (Total apprentices who complete an apprenticeship education/training program) should equal the total.
 - Sum of yearly targets for A4 (Total apprentices who complete an apprenticeship education/training program and receive a degree or other credential) should equal the total.
- Project Work Plan
Grantees may submit an updated work plan to reflect a July 15, 2019 start date and July 14, 2023 end date, if needed. Grantees should address these changes by updating the project Work Plan originally provided with your application and submitting it to ETA. Note, grantees only need to submit an updated project work plan if the timeline change in grant start and end date significantly impacts their existing work plan.

Condition 9 – Budget

The grantee must submit a budget modification request which includes the following:

- 1) A revised budget narrative which addresses and breaks down the entirety of each line reflected on the SF-424A as outlined above. The budget narrative must contain costs per entry in each category which add up to the indicated line item total with enough information to ascertain whether the represented totals are mathematically accurate.

Specifically, the budget narrative must clarify the following:

- a) *Travel*: Provide specific figures/estimates for mileage, per diem, car rentals, airfare, lodging, registration, and other costs.
- b) *Other*: Provide more details on the costs involved.

Please modify the budget narrative and SF-424A (if applicable) to meet the requirements and submit the requested information to your Federal Project Officer (FPO) within 30 days from the date of award.

U.S. DEPARTMENT OF LABOR
EMPLOYMENT AND TRAINING
ADMINISTRATION (DOL/ETA)

NOTICE OF
AWARD (NOA)

Under the authority of the *American Competitiveness and Workforce Improvement Act*, this grant or agreement is entered into between the above named **Grantor Agency** and the following named **Awardee**, for a project entitled - **Scaling Apprenticeship Through Sector-Based Strategies**.

Name & Address of Awardee:
Lorain County Community College
1005 North Abbe Road
Elyria, OHIO 44107-1613

Federal Award Id. No. (FAIN): HG-33034-19-60-A-39
CFDA #: 17.268- H-1B Job Training Grants
Amount: \$12,000,000.00
EIN: 340930187
DUNS #: 077780674

Accounting Code: 1630-2019-055152830XBD201951520010195HBN00A0000AOFAM0AOFAM0-A90310-410023---

Payment Management System DOC#: HG33034K70

The Period of Performance shall be from **July 15, 2019 thru July 14, 2023**.

Total Government's Financial Obligation is **\$12,000,000.00** (unless other wise amended).

Payments will be made under the Payments Management System, and can be automatically drawn down by the awardee on an as needed basis covering a forty-eight (48) hour period.

In performing its responsibilities under this grant agreement, the awardee hereby certifies and assures that it will fully comply with all applicable Statute(s), and the following regulations and cost principles, including any subsequent amendments:

Uniform Administrative Requirements, Cost Principles, and Audit Requirements:

2 CFR Part 200; Uniform Administrative Requirements, Cost Principles, and Audit Requirements; Final Rule
2 CFR Part 2900; DOL Exceptions to 2 CFR Part 200;

Other Requirements (Included within this NOA):

Condition(s) of Award (if applicable)
Federal Award Terms, including attachments

Contact Information

The Federal Project Officer (FPO) assigned to this grant is Clay Webb. Clay Webb will serve as your first line point of contact and can be contacted via e-mail - webb.clay@dol.gov. If your FPO is not available, please call your Regional Office at 312-596-5400 for assistance.

The awardee's signature below certifies full compliance with all terms and conditions as well as all applicable Statutes(s), grant regulations, guidance, and certifications.

Signature of Approving Official - **AWARDEE**

Signature of Approving Official - **DOL / ETA**

See SF-424 for Signature

No Additional Signature Required



BRINDA RUGGLES, July 09, 2019
GRANT Officer

TERMS AND CONDITIONS LIBRARY

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1. Order of Precedence

In the event of any inconsistency between the terms and conditions of this Notice of Award and other requirements, the following order of precedence shall apply:

- I. Section 414(c) of the American Competitiveness and Workforce Improvement Act of 1998 (ACWIA), as amended.
- II. Other applicable Federal statutes.
- III. Public Law 115-245: Department of Defense and Labor, Health and Human Services, and Education Appropriations Act, 2019 and Continuing Appropriations Act, 2019.
- IV. Implementing Regulations.
- V. Executive Orders.
- VI. OMB Circulars, including the Uniform Guidance at 2 CFR 200 and 2900.
- VII. DOL-ETA Directives.
- VIII. Terms and conditions of this award.

2. Notice of Award

Funds shall be obligated and allocated via a Notice of Award (NOA) grant modification. These obligations and costs may not exceed the amount awarded by the NOA modification unless otherwise modified by the ETA.

3. Funding Opportunity Announcement

The Funding Opportunity Announcement (FOA) and any amendments (<https://doleta.gov/grants/docs/FOA-ETA-18-08.pdf>, https://doleta.gov/grants/docs/FOA-ETA-18-08_Amendment_1.pdf, and https://doleta.gov/grants/docs/FOA-ETA-18-08_Amendment_2.pdf) are hereby incorporated into this Notice of Award (NOA). Award recipients are bound by the authorizations, restrictions, and requirements contained in the FOA. Therefore, the expenditure of grant funds by the award recipient certifies that (your organization has read and will comply with all the parts that are contained in the NOA.

4. Federal Project Officer

The DOL/ETA Federal Project Officer (FPO) for this award is:

Name: Clay Webb
Telephone: 312-596-5538
E-mail: webb.clay@dol.gov

The FPO is not authorized to change any of the terms or conditions of the award or approve prior approval requests. Any changes to the terms or conditions or prior approvals must be approved by the Grant Officer through the use of a formally executed award modification process.

5. Indirect Cost Rate and Cost Allocation Plan

- X A. A **current** Federally approved Negotiated Indirect Cost Rate Agreement (NICRA) or current Federally approved Cost Allocation Plan (CAP) has been provided – copy attached.

For a NICRA only:

- (1) Indirect Rate approved: See Attached
- (2) Type of Indirect Cost Rate: See Attached (i.e. Provisional/Predetermined/Fixed)
- (3) Allocation Distribution Base: See Attached
- (4) Current beginning and ending period applicable to rate: See Attached

Estimated Indirect Costs are shown on the SF-424A budget form. If a new NICRA is issued during the grant's period of performance, it must be provided to DOL within 30 days of it being issued. Funds may be re-budgeted as necessary between direct and indirect costs as long as it is consistent with 10% Budget Flexibility term within this agreement, grant requirements and DOL regulations on prior approval. However, the total amount of the grant award will not be increased.

Any changes to the budget that impact the Statement of Work and agreed upon outcomes or deliverables will require a request for modification and prior approval from the Grant Officer.

- ___ B. (1) ___ Latest NICRA or CAP approved by the Federal Cognizant Agency (FCA) is not current, or
- (2) ___ An indirect cost rate proposal or CAP has not been submitted for approval.

URGENT NOTICE: Estimated indirect costs have been specified on the SF-424A, Section B, Object Class Category "j", however only \$N/A will be released to support the indirect costs in the absence of a NICRA or CAP approved by the cognizant agency. The remaining funds which have been awarded for Indirect Costs are restricted and may not be used for any purpose until the recipient provides a signed copy of the NICRA or CAP and document stating that the restriction is lifted by the Grant Officer. Upon receipt of the NICRA or CAP, the Grant Officer will issue a grant modification to the award to remove the restriction on those funds.

As the award recipient, your organization must submit an indirect cost rate proposal or CAP. These documents should be submitted to the DOL's Division of Cost Determination (DCD) or to the recipient's FCA. In addition, the recipient must notify the Federal Project Officer (FPO) that the documents have been submitted to the appropriate FCA. **If this proposal is not submitted within 90 days of the effective date of the award, no funds will be approved for the reimbursement of indirect costs.** Failure to submit an indirect cost proposal by the above date means the award recipient will not receive further reimbursement for indirect costs until a signed copy of the federally approved NICRA or CAP is provided and the restriction is lifted by the Grant Officer. All indirect costs paid for using grant funds must be returned through the Payment Management System. No indirect costs will be reimbursed without a NICRA or an approved CAP.

The total amount of the DOL's financial obligation under this grant award **will not** be increased in order to reimburse the recipient for higher negotiated indirect costs.

- ___ C. The award recipient elected to exclude indirect costs from the proposed budget. Please be aware that incurred indirect costs (such as top management salaries, financial

oversight, human resources, payroll, personnel, auditing costs, accounting and legal, etc. used for the general oversight and administration of the organization) must not be classified as direct costs; these types of costs are indirect costs. Only direct costs, as defined by the applicable cost principles, will be charged. According to 2 CFR 200.412, if indirect costs are misclassified as direct costs, such costs may become disallowed through an audit.

- ___ D. The award recipient has never received a negotiated indirect cost rate and, pursuant to the exceptions noted at 2 CFR 200.414(f) in the Cost Principles of the Uniform Guidance has elected to charge a de minimis rate of 10% of modified total direct costs (see 2 CFR 200.68 for definition of MTDC) which may be used indefinitely. Governmental departments or agencies that receive more than \$35 million in direct Federal Funding must submit an indirect cost rate proposal and cannot request a de minimis rate. This methodology must be used consistently for all Federal awards until such time as you choose to negotiate for an indirect cost rate, which you may apply to do at any time. (See 2 CFR 200.414(f) for more information on use of the de minimis rate.)

If the DOL is your FCA, as a recipient, your organization must work with DOL's DCD, which has delegated authority to negotiate and issue a NICRA or CAP on behalf of the Federal Government. More information about the DOL's DCD is available at <http://www.dol.gov/oasam/boc/dcd/>. This website has guidelines to develop indirect cost rates, links to the applicable cost principles, and contact information. The DCD also has Frequently Asked Questions to provide general information about the indirect cost rate approval process and due dates for provisional and final indirect cost rate proposals at <http://www.dol.gov/oasam/faqs/FAQ-dcd.htm>.

Starting the quarter ending September 30, 2016, all grant recipients with an approved NICRA or de minimis rate must report indirect costs on their **FINAL** ETA-9130 Form. Please see TEGL 2-16 for additional guidance at https://wdr.doleta.gov/directives/attach/TEGL/TEGL_2-16_acc.pdf

6. Approved Statement of Work

This project's narrative is considered as the Approved Statement of Work. It has been included as Attachment D. If there is any inconsistency between items specified in the project narrative and the program statute, appropriation, regulations, Executive Orders, Uniform Guidance, OMB Circulars, and DOL-ETA directives, the order of precedence will prevail.

7. Approved Budget

The award recipient's budget documents are attached in this Notice of Award. The documents are: 1) the SF-424, included as Attachment A; 2) the SF-424 A, included as Attachment B; and 3) the Budget Narrative, included as Attachment C. As the award recipient, your organization must confirm that all costs are allowable before creating any expenses. Pursuant to 2 CFR 2900.1, the approval of the budget as awarded does not constitute prior approval of those items specified in 2 CFR 200 or your grant award as requiring prior approval. The Grant Officer is the only official with the authority to provide such approval.

8. Return of Funds

Effective October 1st, 2017, the U.S. Department of Labor, Employment & Training Administration will no longer be accepting paper checks for any type of returned funds. All return of funds are to be submitted electronically through the Payment Management System (PMS) operated by the U.S. Department of Health and Human Resources via the same method as a drawdown.

If there are questions regarding the return of funds or your organization no longer has access to PMS, contact the U.S. Department of Labor/ETA Office of Financial Administration via email at: ETA-ARteam@dol.gov for further assistance.

9. Evaluation, Data, and Implementation

As the award recipient, your organization must cooperate during the implementation of a third-party evaluation. This means providing DOL or its authorized contractor with the appropriate data and access to program operating personnel and participants in a timely manner.

10. Resources and Information

Additional resources and information to assist you are located on the ETA website at <https://www.doleta.gov/grants/resources.cfm> and on the Grants Application and Management collection page located on WorkforceGPS.org at <https://grantsapplicationandmanagement.workforcegps.org/>. These sites contains information about the Uniform Guidance, grant terms and conditions, financial reporting, indirect costs, recipient training resources, and other relevant information.

11. Cost Limitation Restrictions

a. Budget Flexibility

Federal recipients are not permitted to make transfers that would cause any funds to be used for purposes other than those consistent with this Federal program. Any budget changes that impact the Statement of Work and agreed upon outcomes or deliverables require a request for modification and prior approval from the Grant Officer.

As directed in 2 CFR 200.308(e), for programs where the Federal share is over the simplified acquisition threshold (currently \$250,000), the transfer of funds among direct cost categories or programs, functions and activities is restricted such that if the cumulative amount of such transfers exceeds or is expected to exceed 10 percent of the total budget as last approved by the Federal awarding agency, the recipient must receive prior approval from the Grant Officer. Any changes within a specific cost category on the SF424(a) do not require a grant modification unless the change results in a cumulative transfer among direct cost categories exceeding 10% of total budget as noted above. It is recommended that your assigned FPO review any within-line changes to your budget prior to implementation to ensure they do not require a modification. For programs where the Federal share is below the simplified acquisition threshold, recipients are not required to obtain the Grant Officer's approval when transferring funds among direct cost categories. This includes transferring direct costs to the indirect cost category contained on the SF424 (a).

b. Consultants

For the purposes of this award, the ETA Grant Officer has determined that fees paid to a consultant who provides services under a program shall be limited to \$710 per day (representing an eight hour work day). Any fees paid in excess of this amount cannot be paid without prior approval from the Grant Officer.

c. Travel

This award waives the prior approval requirement for domestic travel as contained in 2 CFR 200.474. For domestic travel to be an allowable cost, it must be necessary, reasonable, allocable and conform to the non-Federal entities written policies and procedures. All travel must also comply with Fly America Act (49 USC 40118), which states in part that any air transportation, regardless of price, must be performed by, or under a code-sharing arrangement with, a US Flag air carrier if service provided by such carrier is available.

d. Travel – Foreign

Foreign travel is not allowable except with prior written approval. Prior written approval must be obtained from the Grant Officer through the process described in 2 CFR 200.407 and 2 CFR 2900.16. All travel, both domestic and Grant Officer-approved foreign travel, must comply with the Fly America Act (49 USC 40118), which states in part that any air transportation, regardless of price, must be performed by, or under a code-sharing arrangement with, a US Flag air carrier if service provided by such carrier is available.

e. Travel – Mileage Reimbursement Rates

Pursuant to 2 CFR 200.474(a), all award recipients must have policies and procedures in place related to travel costs; however, for reimbursement on a mileage basis, this Federal award cannot be charged more than the maximum allowable mileage reimbursement rates for Federal employees. The 2019 mileage reimbursement rates are:

Modes of Transportation	Effective/Applicability Date	Rate per mile
Privately owned automobile	January 1, 2019	\$0.58
Privately owned motorcycle	January 1, 2019	\$0.55

Mileage rates must be checked annually at www.gsa.gov/mileage to ensure compliance.

12. Administrative Requirements

a. Audits

Organization-wide or program-specific audits shall be performed in accordance with Subpart F, the Audit Requirements of the Uniform Guidance which apply to audits for fiscal years beginning on or after December 26, 2014. DOL awards recipients including for-profit and foreign entities that expend \$750,000 or more in a year from any Federal awards must have an audit conducted for that year in accordance with the requirements contained in 2 CFR 200.501. OMB's approved exception at 2 CFR 2900.2 expands the definition of 'non-Federal entity' to

include for-profit entities and foreign entities. For-profit and foreign entities that are recipients or subrecipients of a DOL award must adhere to the Uniform Guidance at 2 CFR 200.

b. Changes in Micro-purchase and Simplified Acquisition Thresholds

The Office of Management and Budget memorandum (M-18-18), issued on June 20, 2018, increased the threshold for micro-purchases under Federal financial assistance awards from \$3,500 to \$10,000 and the threshold for simplified acquisitions under Federal financial assistance awards from \$100,000 to \$250,000. Please note that these two threshold increases were effective for all Employment and Training (ETA) grantees as of October 1, 2018. All ETA grantees should carefully review the above-referenced memorandum and make any necessary updates to their financial and administrative policies, procedures and systems as a result of these threshold increases.

c. Closeout/Final Year Requirements

At the end of the grant period, the award recipient will be required to close the grant with the ETA. As the award recipient, your organization will be notified approximately 15 days prior to the end of the period of performance that the closeout process will begin once the grant ends. The information concerning the recipient's responsibilities at closeout may be found at 2 CFR 200.343. During the closeout process, the grantee must be able to provide documentation for all direct and indirect costs that are incurred. For instance, if an organization is claiming indirect costs, the documentation that is required is a Negotiated Indirect Cost Rate Agreement or Cost Allocation Plan issued by the grantee's Federal cognizant agency. Documentation for those approved to utilize a de minimis rate for indirect costs is demonstrated through the grant agreement. Not having documentation for direct or indirect costs will result in costs being disallowed and subject to debt collection. The only liquidation that can occur during closeout is the liquidation of accrued expenditures (NOT obligations) for goods and/or services received during the grant period (2 CFR 2900.15).

d. Creative Commons Attributions License

As required at 2 CFR 2900.13, any intellectual property developed under a competitive award process must be licensed under a Creative Commons Attribution 4.0 (CC BY) license, which allows subsequent users to copy, distribute, transmit and adapt the copyrighted work and attribute the work in the manner specified by the recipient. For general information on CC BY, please visit <http://creativecommons.org/licenses/by/4.0>. The Instructions for marking your work with CC BY can be found at http://wiki.creativecommons.org/Marking_your_work_with_a_CC_license.

e. Equipment

Award Recipients must receive **prior approval** from the Grant Officer to purchase any equipment as defined in the Uniform Guidance at 2 CFR 200.33. Equipment purchases must be made in accordance with 2 CFR 200.313 or 2 CFR 200.439.

Being awarded this grant **does not** automatically mean you are approved for the equipment specified in a recipient's budget or statement of work unless it is specifically approved by the Grant Officer. If not specified above, the recipient must submit a detailed list describing the purchase to the FPO for review within 90 days of the Notice of Award date. We strongly

encourage recipients to submit requests for equipment purchase as early as possible in the grant's period of performance with as many planned pieces of equipment as possible.

Recipients may not purchase equipment during the last year of the period of performance or the last year of full program service delivery (not follow up activities) whichever comes first. This may not be the same as the last twelve months of the period of performance. If any approved acquisition has not occurred prior to the last funded year of performance, approval for that item(s) is rescinded.

f. Federal Funding Accountability and Transparency Act (FFATA)

1. Reporting of first-tier subawards.

- I. *Applicability.* Unless your organization is exempt as provided in paragraph [4.] of this award term, you must report each action that obligates \$25,000 or more in Federal funds that does not include Recovery funds (as defined in section 1512(a)(2) of the American Recovery and Reinvestment Act of 2009, Pub. L. 111-5) for a subaward to an entity (see definitions in paragraph [5.] of this award term).
- II. *Where and when to report.*
 - I. You must report each obligating action described in paragraph [1.i.] of this award term to <https://www.fsrs.gov>.
 - II. For subaward information, you must report no later than the end of the month following the month in which the obligation was made. (For example, if the obligation was made on November 7, 2010, the obligation must be reported by no later than December 31, 2010.)
- III. *What to report.* You must report the information about each obligating action that the submission instructions posted at <https://www.fsrs.gov> specify.

2. Reporting Total Compensation of Recipient Executives.

- I. *Applicability and what to report.* You must report total compensation for each of your five most highly compensated executives for the preceding completed fiscal year, if—
 - I. the total Federal funding authorized to date under this award is \$25,000 or more;
 - II. in the preceding fiscal year, you received—
 - (A) 80 percent or more of your annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR 170.320 (and subawards); and
 - (B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR 170.320 (and subawards); and
- III. The public does not have access to information on the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <https://www.sec.gov/answers/execomp.htm>.)

- II. *Where and when to report.* You must report executive total compensation described in paragraph [2.a.] of this award term:
 - a. As part of your registration profile at <http://www.sam.gov>.
 - b. By the end of the month following the month in which this award is made, and annually thereafter.
- 3. Reporting of Total Compensation of Subrecipient Executives.
 - I. *Applicability and what to report.* Unless you are exempt as provided in paragraph [4.] of this award term, for each first-tier subrecipient under this award, you shall report the names and total compensation of each of the subrecipient's five most highly compensated executives for the subrecipient's preceding completed fiscal year, if—
 - I. in the subrecipient's preceding fiscal year, the subrecipient received—
 - (A) 80 percent or more of its annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR 170.320 (and subawards); and
 - (B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts), and Federal financial assistance subject to the Transparency Act (and subawards); and
 - II. The public does not have access to information on the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <https://www.sec.gov/answers/execomp.htm>.)
 - II. *Where and when to report.* You must report subrecipient executive total compensation described in paragraph [3.a.] of this award term:
 - I. To the recipient.
 - II. By the end of the month following the month during which you make the subaward. For example, if a subaward is obligated on any date during the month of October of a given year (i.e., between October 1 and 31), you must report any required compensation information of the subrecipient by November 30 of that year.
- 4. Exemptions

If, in the previous tax year, you had gross income, from all sources, under \$300,000, you are exempt from the requirements to report:

 - a. Subawards, and
 - b. The total compensation of the five most highly compensated executives of any subrecipient.
- 5. Definitions.

For purposes of this award term:

 - a. *Entity* means all of the following, as defined in 2 CFR part 25:
 - I. A Governmental organization, which is a State, local government, or Indian tribe;
 - II. A foreign public entity;
 - III. A domestic or foreign nonprofit organization;
 - IV. A domestic or foreign for-profit organization;

- V. A Federal agency, but only as a subrecipient under an award or subaward to a non-Federal entity.
- b. *Executive* means officers, managing partners, or any other employees in management positions.
- c. *Subaward*:
 - I. This term is used as a legal instrument to provide support for the performance of any portion of the substantive project or program for which you received this award and that you as the recipient award to an eligible subrecipient.
 - II. The term does not include your procurement of property and services needed to carry out the project or program (for further explanation, see [2 CFR 200.330]).
 - III. A subaward may be provided through any legal agreement, including an agreement that you or a subrecipient considers a contract.
- d. *Subrecipient* means an entity that:
 - I. Receives a subaward from you (the recipient) under this award; and
 - II. Is accountable to you for the use of the Federal funds provided by the subaward.
- e. *Total compensation* means the cash and noncash dollar value earned by the executive during the recipient's or subrecipient's preceding fiscal year and includes the following (for more information see 17 CFR 229.402(c)(2)):
 - I. *Salary and bonus*.
 - II. *Awards of stock, stock options, and stock appreciation rights*. Use the dollar amount recognized for financial statement reporting purposes with respect to the fiscal year in accordance with the Statement of Financial Accounting Standards No. 123 (Revised 2004) (FAS 123R), Shared Based Payments.
 - III. *Earnings for services under non-equity incentive plans*. This does not include group life, health, hospitalization or medical reimbursement plans that do not discriminate in favor of executives, and are available generally to all salaried employees.
 - IV. *Change in pension value*. This is the change in present value of defined benefit and actuarial pension plans.
 - V. *Above-market earnings on deferred compensation which is not tax-qualified*.
 - VI. Other compensation, if the aggregate value of all such other compensation (e.g. severance, termination payments, value of life insurance paid on behalf of the employee, perquisites or property) for the executive exceeds \$10,000.

g. Intellectual Property Rights

The Federal Government reserves a paid-up, nonexclusive and irrevocable license to reproduce, publish or otherwise use, and to authorize others to use for federal purposes: i) the copyright in all products developed under the grant, including a subgrant or contract under the grant or subgrant; and ii) any rights of copyright to which the recipient, subrecipient or a contractor purchases ownership under an award (including but not limited to curricula, training models, technical assistance products, and any related materials). Such uses include, but are not limited to, the right to modify and distribute such products worldwide by any means, electronically or otherwise. Federal funds may not be used to pay any royalty or license fee for use of a copyrighted work, or the cost of acquiring by purchase a copyright in a work, where the Department has a license or rights of free use in such work, although they may be used to pay

costs for obtaining a copy which is limited to the developer/seller costs of copying and shipping. If revenues are generated by selling products developed with grant funds, including intellectual property, these revenues are considered as program income. Therefore, program income must be used in accordance with the provisions of this grant award and 2 CFR 200.307.

If applicable, the following needs to be on all products developed in whole or in part with grant funds:

“This workforce product was funded by a grant awarded by the U.S. Department of Labor’s Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it.”

h. Intellectual Property Rights and the Bayh-Dole Act

All small business firms, and non-profit organizations (including Institutes of Higher Education) must adhere to the Bayh Dole Act, which requirements are provided at 37 CFR 401.3(a) and at <https://doleta.gov/grants/pdf/BayhDoleGrantTerm.pdf>. To summarize, these requirements describe the ownership of Intellectual Property rights and the government’s nonexclusive, nontransferable, irrevocable, paid-up license to use any invention conceived or first actually reduced to practice in the performance of work under this grant. These requirements are in addition to those found in the Intellectual Property Rights term provided in this document.

i. Personally Identifiable Information

Award recipients must recognize and safeguard personally identifiable information (PII) except where disclosure is allowed by prior written approval of the Grant Officer or by court order. Award recipients must meet the requirements in Training and Employment Guidance letter (TEGL) 39-11, Guidance on the Handling and Protection of Personally Identifiable Information (PII)), found at http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=7872.

j. Pre-Award

All costs incurred by the award recipient prior to the start date specified in the award issued by the Department are ***incurred at the recipient’s own expense***.

k. Procurement

The Uniform Guidance Procurement Standards at 2 CFR 200.317-326 require all award recipients and subrecipients to conduct procurement transactions in a manner that promote practical, open and free competition. If the award recipient specifies the entity that will provide the goods or services in their statement of work, then the DOL ETA’s description of award does not provide the justification for such sole-source procurement.

l. Program Income

The Addition method as described in 2 CFR 200.307 must be used in allocating any program income generated for this grant award. Award recipients must expend all program income prior to drawing down additional funds as required at 2 CFR 200.305(b) (5) and 2 CFR 200.307(e). Any program income found remaining at the end of period of performance must be returned to the ETA. In addition, recipients must report program income on the quarterly financial report using ETA-9130 form.

YouthBuild program, please refer to 20 CFR 688.590 for guidance on program income.

m. Publicity

No funds provided under this grant shall be used for publicity or propaganda purposes, for the preparation, distribution or use of any kit, pamphlet, booklet, publication, radio, television or film presentation designed to support or defeat legislation pending before the Congress or any state or local legislature or legislative body, except in presentation to the Congress or any state or local legislature itself, or designed to support or defeat any proposed or pending regulation, administrative action, or order issued by the executive branch of any state or local government, except in presentation to the executive branch of any state or local government itself. Nor shall grant funds be used to pay the salary or expenses of any recipient or agent acting for such recipient, related to any activity designed to influence the enactment of legislation, appropriations, regulation, administrative action, or Executive Order proposed or pending before the Congress, or any state government, state legislature, or local legislative body other than for normal and recognized executive-legislative relationships or participation by an agency or officer of a state, local, or tribal government in policymaking and administrative processes within the executive branch of that government.

n. Recipient Integrity and Performance Matters

1. If the total value of your currently active grants, cooperative agreements, and procurement contracts from all Federal awarding agencies exceeds \$10,000,000 for any period of time during the period of performance of this Federal award, then you as the award recipient during that period of time must maintain the currency of information reported to the System for Award Management (SAM) that is made available in the designated integrity and performance system (currently the Federal Awardee Performance and Integrity Information System (FAPIIS)) about civil, criminal, or administrative proceedings described in paragraph 2 of this award term and condition. This is a statutory requirement under section 872 of Public Law 110-417, as amended (41 U.S.C. 2313). As required by section 3010 of Public Law 111-212, all information posted in the designated integrity and performance system on or after April 15, 2011, except past performance reviews required for Federal procurement contracts, will be publicly available.
2. Proceedings about which you must report. Submit the information required about each proceeding that:
 - a. Is in connection with the award or performance of a grant, cooperative agreement, or procurement contract from the Federal Government;
 - b. Reached its final disposition during the most recent 5-year period; and
 - c. Is one of the following:

- I. A criminal proceeding that resulted in a conviction, as defined in paragraph 5. of this award term
 - II. A civil proceeding that resulted in a finding of fault and liability and paying a monetary fine, penalty, reimbursement, restitution, or damages of \$5,000 or more;
 - III. An administrative proceeding, as defined in paragraph 5. of this award term, that resulted in a finding of fault and liability and your payment of either monetary fine or penalty of \$5,000 or more or a reimbursement, restitution, or damages in excess of \$100,000; or
 - IV. Any other criminal, civil, or administrative proceeding if:
 - (A) It could have led to an outcome described in paragraph 2.c.I, II, or III of this award term;
 - (B) It had a different disposition arrived at by consent or compromise with an acknowledgment of fault on your part; and
 - (C) The requirement in this award term to disclose information about the proceeding does not conflict with applicable laws and regulations.
3. Reporting procedures. Enter in SAM Entity Management area (formerly CCR), or any successor system, the FAPIIS information that SAM requires about each proceeding described in paragraph 2. of this award term. You do not need to submit the information a second time under assistance awards that you received if you already provided the information through SAM (formerly CCR) because you were required to do so under Federal procurement contracts that you were awarded.
4. Reporting frequency. During any period of time when you are subject to the requirement in paragraph 1. of this award term, you must report FAPIIS information through SAM no less frequently than semiannually following your initial report of any proceedings for the most recent 5-year period, either to report new information about any proceeding(s) that you have not reported previously or affirm that there is no new information to report.
5. Definitions. For purposes of this award term:
- a. Administrative proceeding means a non-judicial process that is adjudicatory in nature in order to make a determination of fault or liability (e.g., Securities and Exchange Commission Administrative proceedings, Civilian Board of Contract Appeals proceedings, and Armed Services Board of Contract Appeals proceedings). This includes proceedings at the Federal and State level. It does not include audits, site visits, corrective plans, or inspection of deliverables.
 - b. Conviction, for purposes of this award term, means a judgment or conviction of a criminal offense by any court of competent jurisdiction, whether entered upon a verdict or a plea, and includes a conviction entered upon a plea of nolo contendere.
 - c. Total value of currently active grants, cooperative agreements, and procurement contracts includes —
 - I. Only the Federal share of the funding under any award with a recipient cost share or match; and
 - II. The value of all options, even if not yet exercised.

o. Reports

All ETA recipients are required to submit quarterly financial and narrative progress reports for each grant award.

- a. **Quarterly Financial Reports.** All ETA recipients are required to report quarterly financial data on the ETA-9130 Form. ETA-9130 reports are due no later than 45 calendar days after the end of each specified reporting quarter. Reporting quarter end dates are March 31, June 30, September 30, and December 31. A final financial report must be submitted no later than 90 calendar days after the grant period of performance ends. A closeout report will be submitted during the closeout process. For additional guidance on ETA's financial reporting, reference Training and Employment Guidance Letter (TEGL) 02-16 and https://www.doleta.gov/grants/pdf/ETA-9130_Financial_Reporting_Resources.pdf

The instructions for accessing both the on-line financial reporting system and the HHS Payment Management System can be found in the transmittal memo accompanying this Notice of Award.

- b. **Quarterly Narrative Progress Reports.** Recipients are required to submit a narrative quarterly and final report on grant activities funded under this award. All reports are due no later than 45 calendar days after the end of each specified reporting quarter. Reporting quarter end dates are March 31, June 30, September 30, and December 31.
 1. The last quarterly progress report that award recipients submit will serve as the grant's Final Performance Report. This report should provide both **quarterly and cumulative** information on the grant's activities. It must summarize project activities, employment outcomes and other deliverables, and related results of the project.
 2. The recipient shall use any standard forms and instructions to report on training and employment outcomes and other data relating to the progress reports as provided by ETA.
 3. The recipient shall utilize standard reporting processes and electronic reporting systems to submit their quarterly progress reports as provided by ETA.

p. Requirements for Conference and Conference Space

Conferences sponsored in whole or in part by the award recipient are allowable if the conference is necessary and reasonable for the successful performance of the Federal Award. Recipients are urged to use discretion and good judgment to ensure that all conference costs charged to the grant are appropriate and allowable. For more information on the requirements and the allowability of costs associated with conferences, refer to 2 CFR 200.432. Recipients will be held accountable to the requirements in 2 CFR 200.432. Therefore, costs that do not comply with 2 CFR 200.432 will be questioned and may be disallowed.

q. Subawards

A *subaward* means an award provided by a pass-through entity to a subrecipient for the subrecipient to carry out part of a Federal award received by the pass-through entity. It does not include payments to a contractor or payments to an individual that is a beneficiary of a Federal program. A subaward may be provided through any form of legal agreement, including an agreement that the pass-through entity considers a contract.

The provisions of the Terms and Conditions of this award will be applied to any subrecipient under this award. The recipient is responsible for monitoring the subrecipient, ensuring that the Terms and Conditions are in all subaward packages and that the subrecipient comply with all applicable regulations and the terms and conditions of this award (2 CFR 200.101(b)(1)).

r. Supportive Services & Participant Support Costs

When supportive services are expressly authorized by a program statute, regulation, or FOA, this award waives the prior approval requirement for participant support costs as described in 2 CFR 200.456. Costs must still meet the basic considerations at 2 CFR 200.402 – 200.411. Questions regarding supportive services and participant support costs should be directed to the FPO who is assigned to the grant.

s. System for Award Management

1. Requirement for System of Award Management (SAM)

Unless you are exempt from this requirement under 2 CFR 25.110, you as the award recipient must maintain the currency of your information in the SAM until you submit the final financial report required under this award or receive the final payment, whichever is later. This requires that you review and update the information at least annually after the initial registration, and more frequently if required by changes in your information or another award term.

2. Requirement for unique entity identifier

If you are authorized to make subawards under this award, you:

- i. Must notify potential subrecipients that no entity (*see* definition in paragraph [3] of this award term) may receive a subaward from you unless the entity has provided its unique entity identifier to you.
- ii. May not make a subaward to an entity unless the entity has provided its unique entity identifier to you.

3. Definitions

For purposes of this award term:

- i. *System of Award Management (SAM)* is the Federal repository where award recipients register to do business with the U.S. government. Additional information about registration procedures may be found at the SAM Internet site (currently at <http://www.sam.gov>).
- ii. *Unique entity identifier* means the code that is unique to a registered entity in order to complete its registration on SAM.
- iii. *Entity*, as it is used in this award term, means all of the following, as defined at 2 CFR part 25, subpart C:
 - a. A Governmental organization, which is a State, local government, or Indian Tribe;
 - b. A foreign public entity;
 - c. A domestic or foreign nonprofit organization;

- d. A domestic or foreign for-profit organization; and
- e. A Federal agency, but only as a subrecipient under an award or subaward to a non-Federal entity.

iv. *Subaward*:

- a. This term means a legal instrument to provide support for the performance of any portion of the substantive project or program for which you received this award and that you as the recipient award to an eligible subrecipient.
- b. The term does not include your procurement of property and services needed to carry out the project or program (for further explanation, see 2 CFR 200.330).
- c. A subaward may be provided through any legal agreement, including an agreement that you consider a contract.

v. *Subrecipient* means an entity that:

- a. Receives a subaward from you under this award; and
- b. Is accountable to you for the use of the Federal funds provided by the subaward.

t. SAM Registration Validation

ETA advises grant recipients registered in SAM to log into SAM and review their registration information, particularly their financial information and points of contact. Further, the DUN and EIN numbers must remain active until the grant award closeout process is fully completed. See TEN 18-17 for additional guidance.

u. Vendor/Contractor

The term “contractor”, sometimes referred to as a vendor, is a dealer, distributor, merchant or other seller providing goods or services that are required to implement a Federal program. (2 CFR 200.23) These goods or services may be for an organization's own use or for the use of the beneficiaries of the Federal program. Additional guidance on distinguishing between a subrecipient and a contractor (vendor) is provided in 2 CFR 200.330. When procuring contractors for goods and services, DOL ETA recipients and subrecipients must follow the procurement requirements 2 CFR 200.319, which calls for free and open competition.

13. Program Requirements

The Funding Opportunity Announcement contains the program requirements for this award.

14. Federal Appropriations Requirements

a. Participant Minimum Age

Pursuant to P.L. 115-245, Division B, Title I, Section 104, funds made available under section 414(c) of the American Competitiveness and Workforce Improvement Act of 1998 (29 U.S.C. 3224a) must only be used for training individuals and for the related activities necessary to support such training. This training must be in the occupations and industries for which employers are using H-1B visas to hire foreign workers, and it must be provided only to individuals who are older than 16 years of age and who are not currently enrolled in a school within a local educational agency.

b. Prohibition on Contracting with Corporations with Felony Criminal Convictions

The recipient may not knowingly enter into a contract, memorandum of understanding, or cooperative agreement with, make a grant to, or provide a loan or loan guarantee to, any corporation that was convicted of a felony criminal violation under any Federal law within the preceding 24 months.

c. Prohibition on Contracting with Corporations with Unpaid Tax Liabilities

The recipient may not knowingly enter into a contract, memorandum of understanding, or cooperative agreement with, make a grant to, or provide a loan or loan guarantee to, any corporation that has any unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, and that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability.

d. Prohibition on Providing Federal Funds to ACORN

These funds may not be provided to the Association of Community Organizations for Reform Now (ACORN), or any of its affiliates, subsidiaries, allied organizations or successors.

e. Reporting of Waste, Fraud and Abuse

No entity receiving federal funds may require employees or contractors of such entity seeking to report fraud, waste, or abuse to sign internal confidentiality agreements or statements prohibiting or otherwise restricting such employees or contractors from lawfully reporting such waste, fraud, or abuse to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information.

15. Public Policy

a. Architectural Barriers

The Architectural Barriers Act of 1968, 42 U.S.C. 4151 et seq., as amended, the Federal Property Management Regulations (see 41 CFR 102-76), and the Uniform Federal Accessibility Standards issued by GSA (see 36 CFR 1191, Appendixes C and D) set forth requirements to make facilities accessible to, and usable by, the physically handicapped and include minimum design standards. All new facilities designed or constructed with grant support must comply with these requirements.

b. Drug-Free Workplace

The Drug-Free Workplace Act of 1988, 41 U.S.C. 702 et seq., and 2 CFR 182 require that all organizations receiving grants from any Federal agency maintain a drug-free workplace. The award recipient must notify the awarding office if an employee of the recipient is convicted of violating a criminal drug statute. Failure to comply with these requirements may be cause for suspension or debarment.

c. Executive Orders

12928: Pursuant to Executive Order 12928, the recipient is strongly encouraged to provide subcontracting/subgranting opportunities to Historically Black Colleges and Universities and other Minority Institutions such as Hispanic-Serving Institutions and Tribal Colleges and Universities; and to Small Businesses Owned and Controlled by Socially and Economically Disadvantaged Individuals.

13043: Pursuant to Executive Order 13043, Increasing Seat Belt Use in the United States, dated April 16, 1997, recipients are encouraged to adopt and enforce on-the-job seat belt policies and programs for their employees when operating company-owned, rented, or personally owned vehicles.

13166: As clarified by Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, dated August 11, 2000, and resulting agency guidance, national origin discrimination includes discrimination on the basis of limited English proficiency (LEP). To ensure compliance with Title VI, recipients must take reasonable steps to ensure that LEP persons have meaningful access to programs in accordance with DOL's Policy Guidance on the Prohibition of National Origin Discrimination as it Affects Persons with Limited English Proficiency [05/29/2003] Volume 68, Number 103, Page 32289-32305. Meaningful access may entail providing language assistance services, including oral and written translation, where necessary. Recipients are encouraged to consider the need for language services for LEP persons served or encountered both in developing budgets and in conducting programs and activities. For assistance and information regarding your LEP obligations, go to <http://www.lep.gov>.

13513: Pursuant to Executive Order 13513, Federal Leadership On Reducing Text Messaging While Driving, dated October 1, 2009, recipients and subrecipients are encouraged to adopt and enforce policies that ban text messaging while driving company-owned or -rented vehicles or GOV, or while driving POV when on official Government business or when performing any work for or on behalf of the Government. Recipients and subrecipients are also encouraged to conduct initiatives of the type described in section 3(a) of this order.

13788: Pursuant to Executive Order 13788, by drawing down funds, the recipient agrees to comply with sections 8301 through 8303 of title 41, United States Code (commonly known as the "Buy American Act"). Additionally, no funds may be made available to any person or entity that has been convicted of violating the Buy American Act.

For the purposes of this award, the Buy American Act requires the recipient to use, with limited exceptions, only 1) unmanufactured items that have been mined or produced in the United States; and 2) manufactured items that have been manufactured in the United States substantially all from articles, materials, or supplies that were mined, produced, or manufactured in the United States.

These requirements do not apply to 1) items for use outside of the United States, 2) items that are not mined, produced, or manufactured in the United States in sufficient and reasonably available commercial quantities and are not of a satisfactory quality; and 3) manufactured items procured under any contract with an award value that is equal to or less than the micro-purchase threshold (currently \$10,000). In order to claim an exception to these requirements

under 1 or 2 above, the recipient must get prior approval from the Grant Officer. Prior approval is not needed for purchases under the micro-purchase threshold.

d. Flood Insurance

The Flood Disaster Protection Act of 1973, as amended, 42 U.S.C. 4001 *et seq.*, provides that no Federal financial assistance to acquire, modernize, or construct property may be provided in communities in the United States identified as flood -prone , unless the community participates in the National Flood Insurance Program and flood insurance is purchased within 1 year of the identification. The flood insurance purchase requirement applies to both public and private applicants for the DOL support. Lists of flood-prone areas that are eligible for flood insurance are published in the Federal Register by FEMA.

e. Hotel-Motel Fire Safety

Pursuant to 15 U.S.C. 2225a, the recipient must ensure that all space for conferences, and, conventions or training seminars funded in whole or in part with federal funds complies with the protection and control guidelines of the Hotel and Motel Fire Safety Act (P.L. 101-391, as amended). Recipients may search the Hotel Motel National Master List at <https://apps.usfa.fema.gov/hotel/> to see if a property is in compliance, or to find other information about the Act.

f. Prohibition on Trafficking in Persons

1. Trafficking in persons.

a. Provisions applicable to a recipient that is a private entity.

I. You as the recipient, your employees, subrecipients under this award, and subrecipients' employees may not—

- (A). Engage in severe forms of trafficking in persons during the period of time that the award is in effect;
- (B). Procure a commercial sex act during the period of time that the award is in effect; or
- (C). Use forced labor in the performance of the award or subawards under the award.

II. We as the Federal awarding agency may unilaterally terminate this award, without penalty, if you or a subrecipient that is a private entity —

- (A). Is determined to have violated a prohibition in paragraph a.1 of this award term; or
- (B). Has an employee who is determined by the agency official authorized to terminate the award to have violated a prohibition in paragraph a.1 of this award term through conduct that is either—
 - i. Associated with performance under this award; or
 - ii. Imputed to you or the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2 CFR part 180, “OMB Guidelines to Agencies on Governmentwide Debarment and Suspension (Nonprocurement),” as implemented by our agency at 2 CFR Part 2998.

b. *Provision applicable to a recipient other than a private entity.* We as the Federal awarding agency may unilaterally terminate this award, without penalty, if a subrecipient that is a private entity—

I. Is determined to have violated an applicable prohibition in paragraph a.1 of this award term; or

II. Has an employee who is determined by the agency official authorized to terminate the award to have violated an applicable prohibition in paragraph a.1 of this award term through conduct that is either—

(A). Associated with performance under this award; or

(B). Imputed to the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2 CFR part 180, “OMB Guidelines to Agencies on Governmentwide Debarment and Suspension (Nonprocurement),” as implemented by our agency at 29 CFR Part 98.

c. *Provisions applicable to any recipient.*

I. You must inform us immediately of any information you receive from any source alleging a violation of a prohibition in paragraph a.1 of this award term.

II. Our right to terminate unilaterally that is described in paragraph a.2 or b of this section:

(A). Implements section 106(g) of the Trafficking Victims Protection Act of 2000 (TVPA), as amended (22 U.S.C. 7104(g)), and

(B). Is in addition to all other remedies for noncompliance that are available to us under this award.

III. You must include the requirements of paragraph a.1 of this award term in any subaward you make to a private entity.

d. *Definitions.* For purposes of this award term:

I. “Employee” means either:

(A). An individual employed by you or a subrecipient who is engaged in the performance of the project or program under this award; or

(B). Another person engaged in the performance of the project or program under this award and not compensated by you including, but not limited to, a volunteer or individual whose services are contributed by a third party as an in-kind contribution toward cost sharing or matching requirements.

II. “Forced labor” means labor obtained by any of the following methods: the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.

III. “Private entity”:

(A). Means any entity other than a State, local government, Indian tribe, or foreign public entity, as those terms are defined in 2 CFR 175.25.

(B). Includes:

i. A nonprofit organization, including any nonprofit institution of higher education, hospital, or tribal organization other than one included in the definition of Indian tribe at 2 CFR 175.25(b).

ii. A for-profit organization.

IV. “Severe forms of trafficking in persons,” “commercial sex act,” and “coercion” have the meanings given at section 103 of the TVPA, as amended (22 U.S.C. 7102).

g. Veterans' Priority Provisions

The Jobs for Veterans Act (Public Law 107-288) requires recipients to provide priority service to veterans and spouses of certain veterans for the receipt of employment, training, and placement services in any job training program directly funded, in whole or in part, by the DOL. The regulations implementing this priority of service can be found at 20 CFR part 1010. In circumstances where a grant recipient must choose between two qualified candidates for a service, one of whom is a veteran or eligible spouse, the veterans priority of service provisions require that the grant recipient give the veteran or eligible spouse priority of service by first providing him or her that service. To obtain priority of service, a veteran or spouse must meet the program's eligibility requirements. Recipients must comply with the DOL guidance on veterans' priority. ETA's Training and Employment Guidance Letter (TEGL) No. 10-09 (issued November 10, 2009) provides guidance on implementing priority of service for veterans and eligible spouses in all qualified job training programs funded in whole or in part by DOL. TEGL No. 10-09 is available at http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2816.

16. Attachments

Attachment A:

Attachment B:

Attachment C:

Attachment D:

Attachment E:



*Lorain County
Community College*

**2018 US DOL/ETA Opportunity:
Scaling Apprenticeship Through Sector-Based Strategies
FOA-ETA-18-08**

**“Ohio Manufacturing Workforce Partnership (OMWP)”
October 2018**

Required SF-424 information

Question 14: Areas affected by Project—The State of Ohio

The proposed Ohio Manufacturing Workforce Partnership (OWMP) initiative will serve all 88 counties in the State of Ohio, including the following:

- | | |
|----------------|---------------|
| 1. Adams | 27. Gallia |
| 2. Allen | 28. Geauga |
| 3. Ashland | 29. Greene |
| 4. Ashtabula | 30. Guernsey |
| 5. Athens | 31. Hamilton |
| 6. Auglaize | 32. Hancock |
| 7. Belmont | 33. Hardin |
| 8. Brown | 34. Harrison |
| 9. Butler | 35. Henry |
| 10. Carroll | 36. Highland |
| 11. Champaign | 37. Hocking |
| 12. Clark | 38. Holmes |
| 13. Clermont | 39. Huron |
| 14. Clinton | 40. Jackson |
| 15. Columbiana | 41. Jefferson |
| 16. Coshocton | 42. Knox |
| 17. Crawford | 43. Lake |
| 18. Cuyahoga | 44. Lawrence |
| 19. Darke | 45. Licking |
| 20. Defiance | 46. Logan |
| 21. Delaware | 47. Lorain |
| 22. Erie | 48. Lucas |
| 23. Fairfield | 49. Madison |
| 24. Fayette | 50. Mahoning |
| 25. Franklin | 51. Marion |
| 26. Fulton | 52. Medina |

53. Meigs
54. Mercer
55. Miami
56. Monroe
57. Montgomery
58. Morgan
59. Morrow
60. Muskingum
61. Noble
62. Ottawa
63. Paulding
64. Perry
65. Pickaway
66. Pike
67. Portage
68. Preble
69. Putnam
70. Richland
71. Ross
72. Sandusky
73. Scioto
74. Seneca
75. Shelby
76. Stark
77. Summit
78. Trumbull
79. Tuscarawas
80. Union
81. Van Wert
82. Vinton
83. Warren
84. Washington
85. Wayne
86. Williams
87. Wood
88. Wyandot



*Lorain County
Community College*

2018 US DOL/ETA Opportunity:

Scaling Apprenticeship Through Sector-Based Strategies

FOA-ETA-18-08

“Ohio Manufacturing Workforce Partnership (OMWP)”

October 2018

Required SF-424 information

Question 16: Program/Project Congressional Districts

The proposed Ohio Manufacturing Workforce Partnership (OWMP) initiative will serve all 16 US Congressional Districts in the State of Ohio, including the following:

<u>District</u>	<u>Representative</u>
1	Steve Chabot (R)
2	Brad Wenstrup (R)
3	Joyce Beatty (D)
4	Jim Jordan (D)
5	Robert Latta (R)
6	Bill Johnson (R)
7	Bob Gibbs (R)
8	Warren Davidson (R)
9	Marcy Kaptur (D)
10	Michael Turner (R)
11	Marcia Fudge (D)
12	Troy Balderson (R)
13	Tim Ryan (D)
14	David Joyce (R)
15	Steve Stivers (R)
16	James Renacci (D)

Attachment D: Statement of Work

LCCC Project Narrative for the Ohio Manufacturing Workforce Partnership

Spurred by tremendous change and opportunity in Ohio's advanced manufacturing sector, this proposal seeks to implement and expand Industry-Recognized Apprenticeship Programs (IRAPs) statewide and nationally. The automation era has fully arrived in Ohio's advanced manufacturing industry, bringing technologies such as robotics, cyber-physical systems, cyber-security & big data computing into manufacturing processes. These changes create demand for new skillsets, alongside traditional skillsets, among businesses.

Submitted by lead applicant Lorain County Community College (LCCC), this proposal advances the Ohio Manufacturing Workforce Partnership (OMWP) – a statewide sector partnership led by the Ohio Manufacturers' Association (OMA) and its 1,300+ members. The initiative significantly leverages a \$15 million USDOL TAACCCT grant led by LCCC called Ohio TechNet that improved manufacturing education and training programs throughout Ohio. Primary partners in OMWP include 12 regional sector partnerships representing businesses throughout the state, 26 institutions of higher education, and seven state agencies. The Manufacturing Institute of the National Association of Manufacturers (MI-NAM) serves as the required national private sector partner. Additional national partners include the National Institute of Metalworking Skills (NIMS), the American Welding Society (AWS), SkillsCommons, and Jobs for the Future (JFF).

Ohio has worked extensively to build the capacity of manufacturing sector partnerships to implement business-led workforce initiatives. The OMWP is ready to deliver IRAPs on a statewide scale because of these efforts and proposes to serve 5,000 apprentices. As a demonstration of readiness, partner companies have already committed to hosting 2,300+ apprentices. Emphasis is devoted to ongoing business engagement, apprentice recruitment, access for targeted populations, statewide program expansion, and national expansion.

LCCC Project Narrative for the Ohio Manufacturing Workforce Partnership

1. Statement of Need. Ohio's manufacturing industry is more productive and efficient than ever, and the role of skilled workers is vital. Manufacturing is the largest industry by GDP and payroll in Ohio, and the state ranks as the 3rd largest manufacturing state in the nation. The move towards greater efficiency is exemplified by the fact that since 2005, Ohio's manufacturing employment has *decreased* by over 125,000 jobs, or 15% of jobs, while manufacturing output has *increased* by over a third, or nearly \$25B¹. This evolution is driven by the adoption of new technologies and processes. Automation-era skillsets are the focus of this application.

a. Target Industry and Employer Demand

Targeted H1B industry and occupations. The H1B industry targeted in this application is **advanced manufacturing**. Listed in Table 1, four occupational pathways (Production, Machining, Welding, and Industrial Maintenance) are identified that incorporate H1B occupations. These occupations represent 500,000+ jobs and 48,000+ annual openings in Ohio.

Table 1: Labor Market Demand, Ohio (Source: OhioLMI.com, 2018)				
Occupations BOLD = H1B Occupation	2016 Jobs	Growth 10 YR	Annual Openings	Average Wage
Machining				
Entry-Level: (51-4011) CNC Machine Operators; (51-4041) Machinists; (51-402X, 51-403X, 51-704X) Machine Setters and Operators	85,381	-3,385	8,290	\$17.97
Middle-Skilled: (51-4012) CNC Programmers; (51-4111) Tool & Die; (27-1021) Industrial Designers	11,343	-128	1,049	\$25.04
Higher Skilled: (11-3051) Industrial Production Managers; (17-2141) Mechanical Engineers	25,934	1,682	1,903	\$40.73
Production				
Entry-Level: (51-2041) Metal Fabricators and Fitters; (51-202X, 51-203X, 51-209X) Assemblers; (51-919X) Production Workers	132,078	-11,458	13,883	\$15.66
Middle-Skilled: (51-1011) Production Supervisors	30,654	-283	2,898	\$28.16
Higher Skilled: (17-2112) Industrial Engineers	14,744	1,261	1,102	\$38.24
Welding				
Entry-Level: (51-412X) Welders and Setters	21,230	233	2,259	\$18.49

¹ Ohio Department of Jobs and Family Services, Labor Market Information Service (OhioLMI.com) and Bureau of Economic Analysis (<https://www.bea.gov/data/gdp/gdp-state>) accessed in October 2018.

LCCC Project Narrative for the Ohio Manufacturing Workforce Partnership

Middle-Skilled: (51-9061) Welding Inspectors, (51-1011) Welding Supervisors	61,833	-4,492	5,912	\$23.09
Higher Skilled: (17-2131) Materials Engineers; (19-2032) Materials Scientists	2,234	140	186	\$42.31
Industrial Maintenance				
Entry-Level: (49-904X) Industrial Machinery Mechanics, Maintenance, and Millwrights; (49-9071) Maintenance and Repair Workers; (53-7021) Crane and Tower Operators	82,459	5,084	8,482	\$20.50
Middle-Skilled: (17-301X) Mechanical/ Electrical Drafters; (17-302X) Engineering Technicians; (49-209X) Electrical Installers and Repairers	17,629	678	1,584	\$26.63
Higher Skilled: (17-2199) Mechatronics/ Robotics Engineers; (17-207X) Electrical Engineers	17,412	1,027	1,231	\$41.85

Table 1 demonstrates that the trend of increasing productivity and efficiency will continue in the next decade. Entry-level jobs in machining and production will continue to decrease (although they will remain huge segments of employment) while higher-skilled jobs will grow. And, industrial maintenance jobs – the workforce that keeps automated systems maintained and operating – are growing tremendously. Within these pathways, Industry 4.0 skillsets and critical manufacturing competencies are targeted. Industry 4.0 is a term used by researchers to describe next-generation technologies impacting manufacturing. For example, cyber security has been identified by OMA as an emerging skillset that cuts across occupations. Projected national demand in the industry and occupation Table 2 below represents the same occupations as Table 1. Occupations are in high demand nationally and show similar trends towards increased productivity and efficiency.

Table 2: Labor Market Demand, Nation (Source: Bureau of Labor Statistics, 2018)				
Occupations – Same as Table 1 above	2016 Jobs	Growth 10 YR	Annual Openings	Average Wage
Machining				
Entry-Level	1,126,800	-42,100	109,900	\$18.01
Middle-Skilled	137,300	600	13,000	\$27.11
Higher Skilled	459,400	24,400	32,800	\$43.91
Production				

LCCC Project Narrative for the Ohio Manufacturing Workforce Partnership

Entry-Level	2,466,200	-193,400	267,100	\$14.01
Middle-Skilled	621,400	-1,900	59,300	\$28.30
Higher Skilled	257,900	25,100	19,700	\$41.29
Welding				
Entry-Level	454,000	17,500	50,200	\$19.19
Middle-Skilled	1,142,100	-57,400	112,000	\$23.58
Higher Skilled	34,900	1,100	2,700	\$46.02
Industrial Maintenance				
Entry-Level	1,954,700	148,500	206,800	\$29.02
Middle-Skilled	533,400	24,800	48,500	\$27.96
Higher Skilled	457,100	29,700	32,600	\$47.03

b. Populations Served

Identification of the specific populations to be served. The populations served will be out of school youth age 16+ and adults who are un- or underemployed, and incumbent workers. Special emphasis will be placed on veterans, women, people of color, and ex-offenders. Table 3, below, depicts projected demographics based on individuals served in two recent USDOL-funded apprenticeship initiatives: (1) *Ohio TechNet*, a USDOL TAACCCT-funded initiative that served 2000+ students in postsecondary manufacturing programs, and (2) *ApprenticeOhio*, Ohio's USDOL-funded apprenticeship expansion initiative.

Table 3: Projected Demographics Without Targeted Initiatives					
Age	Race	Gender	Veteran Status	Incumbent Status	Previous Education
30.0	83% white, 11% black, 4% Hisp. 3% other	90% male, 10% female	5% veteran	70%	Some college, no degree

Project increases access for underrepresented populations. To improve access for underrepresented populations, OMWP integrates initiatives for veterans, women, people of color, and ex-offenders. Table 4 (below) lists the initiatives.

Table 4: Strategies to Increase Access for Under-Represented Populations		
Group	Name of Initiative	Goals for Targeted Population
Veterans	National Association of Manufacturers Heroes MAKE America initiative	500 veterans (10% of participants)
	MI-NAM will provide technical assistance drawing on their Heroes MAKE	

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	America program. OMWP will focus on service members exiting the service from Wright-Patterson Air Force Base (Dayton, OH).	
Women	WISE Pathways Program	1,000 women (20% of participants)
	Spread the WISE Pathways (Women in Sustainable Employment) program, available as an OER on SkillsCommons; leverage communication campaign called MakingOhio and SkillsCommon's Women's OutreachIMPACTcommunity.	
People of Color	Ohio Department of Education (ODE) – Secondary Partnerships	1,250 people of color (25% of participants)
	Expand recruitment partnerships with ODE's pre-apprenticeship and career-technical programs in predominantly minority-attended school districts.	
Ex-Offenders	Rhodes State pre-apprenticeship and similar models	100 ex-offenders (2% of participants)
	Support a pre-apprenticeship program for individuals approaching release from WORTH Center (corrections facility). Promote expansion to other facilities.	

2. Expected Outcomes and Outputs

- a. Apprenticeship Training and Employment Performance Outcomes; and
- b. Expanding Apprenticeship Programs

The Outcomes and Outputs committed in this proposal are provided in Attachment 6.

These commitments will be achieved as a direct result of the goals and activities described in *Section 3: Project Design*. Two of the goals drive implementation and expansion of IRAPs:

(1) Adoption and expansion of IRAPs and apprenticeship pathways through sector

partnerships. OMA is leading a statewide initiative to enhance the capacity of manufacturing sector partnerships in every region of the state. Leveraging this, OMWP proposes to work through established and emerging sector partnerships to develop and expand IRAPs and apprenticeship pathways in response to regional occupational demand. Described in more detail in *Section 3: Project Design*, the sector partnerships are implementing 25 new and 45 expanded IRAPs targeting the occupations and pathways listed in Table 1, above (p. 2). In total, these programs will serve 5,000 apprentices and deliver the outcomes committed in Attachment 6. Additionally, at least 500 employers will be engaged in OMWP. (2) **Establish a “Learning Community” that supports organizations to implement IRAPs, enables the development of new IRAP models, and supports the identification and spread of promising practices**

LCCC Project Narrative for the Ohio Manufacturing Workforce Partnership

statewide and nationwide. The Learning Community implements strategies for technical assistance, professional development, evaluation, and communication in support of expansion. Notably, the Learning Community leverages an infrastructure for collaboration established through the recently completed Ohio TechNet TAACCCT grant, as well as a recent National Science Foundation (NSF) and Lightweight Innovations for Tomorrow (LIFT) grants that is focused on expansion of innovative earn and learn models in Ohio. Although not direct drivers of Project Outcomes and Outputs, OWMP has additional goals that establish administrative structures and national expansion activities that are described in more detail in Section 3.

c. Feasibility of Proposed Outcomes

The service goal of 5,000 apprentices is realistic and achievable given the reach of OMWP partners and approaches for employer engagement and apprentice recruitment. To demonstrate strong starting momentum, companies have provided Letters of Commitment for hosting at least 2,315 apprentices from this 5,000. Sector partnerships have committed to achieving regional targets, which are listed in Table 7 (p.7) and established in Letters of Commitments (Attachment 3). Regional targets were developed taking into consideration regional manufacturing density and the readiness of regional organizations to deliver IRAPs. OMWP has a robust strategy to support engagement of companies and recruitment of candidates to ensure outcomes are delivered. Significant emphasis is placed on supporting successful apprenticeship completion, including the identification of supportive system models and the provision of technical assistance to on-the-ground partners to ensure completion and employment outcomes are met (Outcomes 3 – 6). Significant emphasis is placed on implementation of systems ensuring validation, third-party certification, and delivery of quality programs. ALL apprenticeships incorporate a portable, nationally-recognized industry credential; thus, all completers will receive a credential (Outcome

LCCC Project Narrative for the Ohio Manufacturing Workforce Partnership

4). Estimates of un/underemployed and incumbent worker outcomes (Outcomes 5 and 6) were derived from previous grants working with these populations. Average hourly wages (Outcome 7) were derived from labor market research and employer input. Year 1 reflects a lower service number allowing for program start-up. Program Outputs were developed by the sector partnerships leading implementation in regions throughout Ohio. Each sector partnership worked closely with institutions of higher education and businesses to determine commitments.

3. Project Design

a. Apprenticeship Partnership Design

Description of apprenticeship partnerships. All required partners and optional partners are listed in Table 5, below. Letters of Commitment are attached (Attachment 3) describing the roles, responsibilities, deliverables, and matching budget committed by each organization.

Table 5: Partnership Roles and Responsibilities	
Partner	Roles & Responsibilities
Lead Applicant	
Lorain County Community College (LCCC)	LCCC is the lead applicant with overall responsibility for all functions of the grant including serving as point of contact, fiscal management, statement of work management, submission of deliverables, coordination with national evaluation, and grant close out. Working in collaboration with OMA, LCCC will coordinate the activities of the partners as described below. LCCC will oversee the <i>Learning Community</i> , which facilitates strategies for statewide and national expansion, and lead processes for collecting data.
Ohio Manufacturers' Association (OMA)	OMA will serve as “co-lead” with responsibility for facilitating the Strategy Committee (see Organizational Chart) and supporting the oversight of sector partnerships’ activities and the <i>Learning Community</i> . Additionally, OMA will have responsibility for business engagement strategies with emphasis on small and medium sized businesses.
National Industry-Representing Organizations	
Manufacturing Institute of the National Association of Manufacturers (NAM)	MI-NAM serves as the required National Trade Association in this application. MI-NAM will provide third-party validation and certification of apprenticeship quality, and lead national expansion. This includes the provision of technical advisement to on-the-ground partners. Additionally, MI-NAM will leverage work with the National Student Clearinghouse to track the attainment of industry-recognized credentials by participants.
National Institute of	NIMS will provide technical assistance to define competencies for IRAPs, engage businesses, and incorporate industry-recognized credentials into

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Metalworking Skills (NIMS)	programs. NIMS will support processes for certification of apprenticeship quality. NIMS will develop a participant data management platform for the project, and provides bulk pricing discounts for certification exams.
American Welding Society (AWS)	AWS will provide technical assistance related to the incorporation of industry-recognized credentials into apprenticeship programs and support processes for certification of apprenticeship quality. Additionally, they will provide bulk pricing discounts for certification exams.
Supporting Partners	
Jobs for the Future (JFF)	JFF’s Center for Apprenticeship and Work-Based Learning will provide technical assistance in support of apprenticeship completion goals, targeted outreach and supportive services.
Skills Commons	Skills Commons will support the Learning Community by providing a customized technology platform for storing and sharing models and materials. Additionally, Skills Commons will leverage its Women’s Outreach IMPACTcommunity to support goals for serving women.
Other Industry-Representing Organizations (Sector Partnerships)	
(Region 1) Northwest State CC (on behalf of NW Ohio MFG Alliance)	12 Sector Partnerships will lead on-the-ground implementation throughout the state. A regional map is included in the next section. These organizations will have responsibility for grant outcomes and deliverables, budget and fiscal management, development of apprenticeship models and pathways, coordination of participant services and recruitment. Within their regions, they have responsibility for expanding apprenticeship models, apprenticeship quality; and business engagement including recruitment, incorporation of OJT, paid work, and mentorship. Sector partnerships manage processes in collaboration with regional institutions of higher education for Related Technical Instruction and nationally portable industry-recognized credentials. And, sector partnerships will coordinate regional strategies for apprentice supportive services, and in support of targeted outreach.
(Region 2) Rhodes State College (on behalf of West Central Ohio MFG Partnership)	
(Region 3) Dayton Regional MFG Workforce Partnership	
(Region 4) Partners for a Competitive Workforce	
(Region 5) Columbus State CC (on behalf of Central Ohio MFG Partnership)	
(Region 6) Foundation for Appalachian Ohio (Appalachia South)	
(Region 7) Norwalk Economic Development Corp., Workforce Institute of Lorain County	
(Region 8) MFG Advocacy and Growth Network (MAGNET) & employer partners	
(Region 9) Foundation for Appalachian Ohio (Appalachia North)	
(Region 10) Conxus	
(Region 11) Manufacturing Works (on behalf of Alliance for Working Together)	
(Region 12) Mahoning Valley MFG Coalition	
Institutions of Higher Education	
(Region 1) Northwest State CC, Owens CC, Terra State CC	26 institutions of higher education will partner with their sector partnerships to design and deliver Related Technical Instruction that incorporates nationally portable industry-recognized credentials and development of credit bearing postsecondary
(Region 2) Edison State CC, Rhodes State C	
(Region 3) Clark State CC, Sinclair CC	
(Region 4) Cincinnati State CTC	
(Region 5) Central Ohio TC, Columbus State	

LCCC Project Narrative for the Ohio Manufacturing Workforce Partnership

CC, Marion TC	apprenticeship pathways. This includes participation in processes for apprenticeship certification and quality, apprentice tracking/record management and forms. A state system called FastPathOhio will be leveraged to integrate Prior Learning Assessments. Institutions of Higher Education will work with partners to incorporate emerging Industry 4.0 skillsets into education and training pathways.
(Region 6) Hocking College, Rio Grande CC, Shawnee State U, Southern State CC	
(Region 7) Lorain County CC, North Central State College	
(Region 8) Cuyahoga CC, Cleveland State U	
(Region 9) Belmont College, Washington State CC, Zane State College	
(Region 10) Stark State College, U of Akron	
(Region 11) Lakeland CC	
(Region 12) Eastern Gateway CC	
State Agency and System Partners	
JobsOhio	JobsOhio is the state’s economic development organization. JobsOhio will communicate OMWP programs to clients served in their Talent Division portfolio. JobsOhio will participate on the Strategy Committee.
Ohio Dep’t of Job and Family Services (ODJFS)	ODJFS is the state’s cabinet level workforce development and social support agency. ODJFS will leverage Ohio’s Registered Apprenticeship program for recruitment of companies, including outreach to 900+ registered apprentice sponsor companies. ODJFS will participate on the Strategy Committee.
Ohio Dep’t of Higher Education (ODHE)	ODHE is the state’s postsecondary and adult career-technical agency. ODHE will (1) Support integration of Ohio Technical Centers and Universities, (2) Ensure programs meet transferability/ articulation standards, (3) Leverage the FastPathOhio PLA strategy, (4) Participate on the Strategy Committee.
Ohio Dep’t of Education (ODE)	ODE is the state’s P-12 education agency. ODE will support recruitment of candidates from pre-apprenticeship and dual enrollment manufacturing career-technical programs. ODE will participate on the Strategy Committee.
Ohio Educ/ Research Center (OERC)	OERC conducts research using administrative data from a centralized data repository, the Ohio Longitudinal Data Archive (OLDA), for education and workforce research. OERC will support data connectivity and analytics.
Ohio MFG Extension Partnership (OMEP)	OMEP supports small and medium-sized manufacturing businesses. They will leverage internship programs to support recruitment of apprentices and companies. The OMEP network includes MAGNET, CIFT, FASTLANE, and TechSolve. OMEP will participate on the Strategy Committee
Ohio Assoc. of Community Coll’s (OACC)	OACC’s Center for Student Success will leverage programs to support apprenticeship completion. This includes participating in the provision of professional development to programs in support of completion.
Anchor Companies	
Thyssenkrupp Bilstein, Shepherd Color, MillerCoors, Meyer Tool, Makino, GE Aviation, Nidec Minster, First Solar Deceuninck, Honda, Lincoln Electric, Vallourec,	12 companies have been designated “anchors” in this initiative, which means they have committed to hosting at least 50 apprentices, and to serving in a communication role to recruit other employers in Ohio to join the initiative. In total, this list of anchor companies has committed to serving 2,116 apprentices. Another set of 15 employers, not listed, has committed to hosting an additional 199 apprentices in smaller quantities.

LCCC Project Narrative for the Ohio Manufacturing Workforce Partnership

Documentation of roles of partners. Letters of Commitment are attached (Attachment 3) for each of the partners listed above. Each letter includes a description of the capacity and role of each partner and commitments for outcomes, outputs, and match (where applicable).

b. Apprenticeship Program Training Design

Description of effective outreach, recruitment, and enrollment strategy. The targeted populations will be recruited by leveraging the resources, networks, and staff of OMWP partners. Principal recruitment activities will occur via direct incumbent worker outreach at the companies engaged and un/underemployed client and student outreach at partnering organizations. Additionally, OMWP will coordinate an outreach and recruitment strategy with five activities:

(1) Sector partnerships will dedicate staff to lead direct employer outreach. The sector partnership network provides statewide potential to effectively reach **every manufacturing business in Ohio (14,000+)** targeting incumbent workers. (2) The Making Ohio campaign (www.makingohio.com) is a comprehensive communications campaign launched by OMA in partnership with Ohio TechNet, and supported by the Lightweight Innovations for Tomorrow (LIFT) Manufacturing USA institute. The campaign targets youth, young adults, career changing adults (including women), and un/underemployed individuals to raise awareness and interest in careers in manufacturing. The campaign will be augmented to support the goals of OMWP. (3) ODE enrolls secondary students in manufacturing pre-apprenticeships and career-technical dual enrollment pathways. ODE is providing in-kind matching funds (.2 FTE for two individuals) to coordinate recruitment efforts targeted to students as they approach completion of secondary programs to enroll in apprenticeships. (4) The ODJFS Apprentice Ohio program will leverage its staff to identify companies more suited for IRAPS than Registered Apprenticeships; and (5) As identified in Table 4 (p. 4), special initiatives will increase access for under-represented groups.

LCCC Project Narrative for the Ohio Manufacturing Workforce Partnership

Description of approaches for establishing new apprenticeship models. This initiative serves the **State of Ohio**. As described in Table 5 (p.7), sector partnerships are responsible for the establishment of new IRAP models driven by their regional employers and in partnership with institutions of higher education and other regional organizations. Sector partnerships will engage businesses in their regions serving to identify and outline the minimum qualifications, credentials, and competencies/ requirements of each IRAP. This involves educating manufacturers on new models of apprenticeship that emphasize competencies versus occupations and working to develop specifications that meet standards for IRAP quality.

Figure 6: OMWP Regions

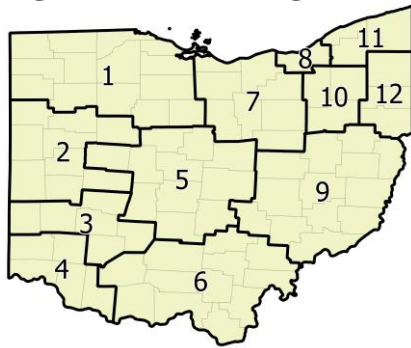


Figure 6 depicts the regions served by OMWP sector partnerships, which are listed in Table 5. Each sector partnership has identified priority occupations and apprenticeship pathways that best serve their regions. Each regional sector partnership selected priorities in alignment with the targeted pathways shown in Table 1. Table 7 lists the number of apprentices each region has committed to serve, totaling 5,000.

Table 7: Commitments to Serve Apprentices by Region												
1	2	3	4	5	6	7	8	9	10	11	12	Total
617	365	365	600	576	60	515	904*	60	450	288	200	5,000

*Reflects sector partner commitment (MAGNET) and a portion of employer commitment (See Lincoln Electric).

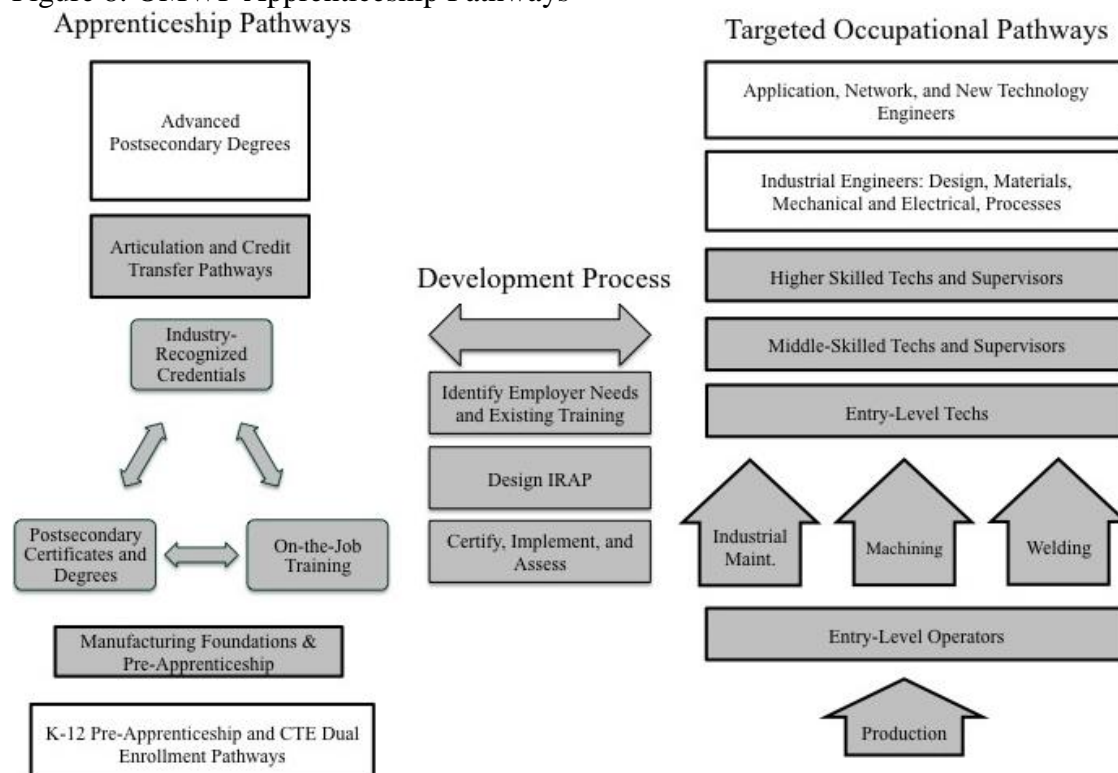
Description of training activities. OMWP will implement a standardized approach for developing apprenticeship pathways, depicted in Figure 8 below. The grey-shaded portions of the figure are the focus of this application. As indicated in Table 1, four occupational pathways are targeted that incorporate H1B occupations. Each pathway incorporates the following elements: (1) connection to secondary pre-apprenticeship and CTE pathways, (2) Manufacturing Foundations and non-secondary pre-apprenticeship programming, (3) industry-recognized apprenticeships

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that incorporate on-the-job training, related technical instruction, and nationally portable industry-recognized credentials, (4) articulation and transfer of postsecondary credit, and (5) articulation to advanced postsecondary degrees, including Applied Bachelors degrees. Crucially, the Development Process identifies employer needs at the competency level and integrates the elements of IRAPs with each business' existing training practices. Special emphasis is placed on the specification of employer-demanded competencies and alignment of IRAPs.

Description of how training activities are appropriate for targeted population. As shown in Table 3, the targeted population for this initiative is projected to have an average education level of some post-secondary training but no degree. However, OMWP apprenticeship pathways are designed to serve people with ranging levels of proficiency and experience.

Figure 8: OMWP Apprenticeship Pathways



The training activities of this initiative target occupations that are entry-level through middle-skilled with flexible capability to serve individuals at different skill levels. Three strategies are

LCCC Project Narrative for the Ohio Manufacturing Workforce Partnership

incorporated to ensure that instruction is appropriate for the targeted populations: (1)

Employment readiness. All sector partnerships members and other local employers will work together to ensure comprehensive assessment approaches are incorporated into their recruitment and intake processes to determine minimum qualifications and readiness for training and employment; (2) *Manufacturing Foundations.* OMWP will provide information and tools to help regions use models such as the Ohio Manufacturing Foundations program and effective pre-apprenticeship strategies for individuals who do not meet minimum readiness standards to enter at the middle-skill level. This strategy leverages an initiative funded by LIFT in partnership with Ohio TechNet, in which the Ohio Manufacturing Foundations program is being implemented. The Foundations model, which integrates core workplace skills and work-based learning, will be piloted in two colleges in Northwest Ohio in Spring 2019. Results will be shared statewide via the OWMP Learning Community; and (3) *Acceleration Strategies.* The Ohio TechNet TAACCCT grant placed significant emphasis on accelerated program models that help adults to rapidly complete training. This included the development of short-term, accelerated, and competency-based models, as well as a strong emphasis on awarding credit for prior learning. OMWP will promote these models via sector partnerships and the Learning Community to help manufacturers and their educational partners throughout the state adapt their apprenticeship pathways. An emphasis is placed on expanding use of FastPathOhio.com, created by Ohio TechNet and ODHE, that offers a streamlined path to award credit for prior learning.

Demonstration that apprentices achieve credentials for placement and advancement. Sector partnerships facilitate a process to ensure related technical instruction and industry-recognized credentials are aligned with employer demand. Two requirements established by OMWP guide this process: (1) all apprentices under this initiative must earn a nationally portable, industry-

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recognized credential, and (2) employers participate in the determination of local priorities and training models. Each sector partnership has identified apprenticeship pathways that incorporate awards including college degrees, one-year postsecondary certificates, short-term credit and non-credit postsecondary certificates, and nationally-portable industry-recognized credentials such as those awarded by AWS, NIMS, MSSC, FANUC, and Siemens. Additional certifications of value will be identified by industry partners, in particular those related to cybersecurity and emerging Industry 4.0 technologies. Strategies are built into the OMWP plan to streamline articulation and transfer among and between career tech centers, community colleges and public universities.

Description of proposed supportive services plan. The core OMWP supportive services strategy is to leverage capacity of sector partnerships to organize local partners. At the regional level, OMWP sector partnerships coordinate multiple systems, both public and private, to provide the wrap around services for apprentices. Specific supportive services may include training retention support, transportation and childcare assistance, and job retention support. At a state systems level, OMWP will leverage OACC's Student Success Center and incorporate technical assistance from JFF's Center for Apprenticeship and Work-Based Learning to support apprenticeship completion goals. OACC, with the support of JFF and the Gates Foundation, has worked extensively to implement completion strategies at all community colleges in Ohio. OACC and JFF will extend this work to include apprenticeship pathways.

c. Developing and Taking Apprenticeships to Scale

There are four principal activities involved in the scaling approach. (1) Sector partnerships will prioritize an employer engagement process that incorporates validation and third-party certification of IRAPs using the National Occupational Frameworks. Within the validation and certification framework, the IRAP development process facilitates flexible, competency-based

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models that integrate pre-existing training, credentials, and resources that companies may already be using. (2) OMWP will facilitate a “Learning Community” that draws on the expertise of state and national partners to implement technical assistance, professional development, and evaluation to promote adoption of effective IRAP models within Ohio and nationwide. The Learning Community will leverage the collaborative framework established in the Ohio TechNet initiative to promote the spread of models. (3) Existing earn and learn models in Ohio will be leveraged to serve as models for national replication working in partnership with MI-NAM. In particular, LCCC’s TRAIN OH and Columbus State Community College’s Modern Manufacturing Work Study Program (MMWSP) have been identified for inclusion in national expansion activities. With broad support from stakeholders in OH, these two programs received an NSF grant in Fall 2018 (grant period through 2020) called Experiential Advancement Readiness Network (EARN) to support expansion in Ohio. (4) MI-NAM serves as OMWP’s partner for national scaling of successful IRAP models described later in this section.

Description of how the apprenticeship programs meet requirements for a high-quality program and demonstrates quality assurance from a third party. All OMWP apprenticeships must adhere to five hallmarks of program quality. The apprenticeships must include: (1) a paid work-based learning component delivered by employers, (2) on-the-job training and mentorship, (3) related technical instruction that advances apprenticeships along an OMWP apprenticeship pathway, (4) obtainment of a nationally-portable industry recognized credential, and (5) employment must meet standards for safety, supervision, and equal opportunity. OMWP will adopt or adapt the National Occupational Frameworks (NOFs), a set of voluntary, consensus-based apprenticeship standards that are approved by DOL and developed in partnership with employers and a range of

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other partners. MI-NAM and NIMS, in their roles, will provide third-party oversight of quality assurance processes leading to certification that each apprenticeship meets quality requirements.

Explanation of how programs will lead to industry-recognized credentials; curricula will meet employer needs; training will be tailored for online delivery; mentors will be trained. OWMP's industry-led approach builds statewide capacity to engage employers at different stages of experience and familiarity with industry-recognized credentials. Although incorporation of a nationally portable industry recognized credential is an OMWP requirement, it is anticipated that many employers may be uncertain, ambivalent, or otherwise need to be educated about the value of industry-recognized credentials. As such, funds are budgeted to pay for industry credentials using grant funds for all apprentices as an incentive for employers to engage. The IRAP development process is designed to be flexible, enabling OMWP to capture the competencies trained in existing methods at each manufacturer, including preferences for certain credentials or online delivery, and, building on these competencies, construct an IRAP that includes a nationally portable credential. Several tools will be implemented to support the development of employer-aligned IRAPs: (1) OMWP will implement a technology platform that documents the competencies that employers need and maps them to those delivered in the apprenticeship, and catalogues the IRAP competencies and structures so they are available for subsequent users; (2) SkillsCommons will build on its existing partnership with Ohio TechNet and OMA to facilitate a dynamic, online library of open education resources and materials available to partners statewide; (3) Expanded use of FastPathOhio.com, which facilitates and streamlines processes to award credit for prior learning to support accelerated completion of incumbent workers, experienced workers, and veterans; and (4) extensive technical assistance and professional development to support apprenticeship program developers.

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Within the Learning Community, a professional development curriculum will be shared for training mentors. The curriculum, which leverages materials already developed by NIMS and SkillsCommons, will be first of its kind in Ohio to make materials accessible and convenient for companies to support their mentors. Additionally, a train-the-trainer approach will be used to disseminate to sector partnerships for training mentors.

Explanation of the process for reviewing, approving, and collecting data to assess quality. A standardized process for program documentation, certification, and data collection will be implemented that integrates National Occupational Frameworks (NOFs). The process will be supported by the implementation of a technology platform that: (1) Electronically captures Apprenticeship Standards for each IRAP in alignment with NOFs, including competencies and requirements for OJT, related technical instruction, and industry credentials incorporated in each program; (2) Electronically captures individual-level data such as enrollments, completions, attrition, and employment/ earnings; and (3) Enables grant accountability by providing participant data for outcomes, quarterly reporting, and continuous improvement. To assist with compiling quarterly reports, which are produced online using a data file upload function that contains participant records, NIMS will develop and customize the platform building on already-existing technologies in their portfolio. Funds are included in the budget to cover connectivity to several administrative databases including Ohio's quarterly wage records and higher education student information system from the Ohio Education Research Center, and the National Student Clearinghouse. The Strategy Committee will guide processes for continuous improvement.

Description of plan to deploy the apprenticeship program on a national scale. MI-NAM will lead a national expansion process that includes identification of Ohio models for national expansion, leveraging national networks to identify expansion destinations, and facilitating program

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expansion. The remaining national partners will inform national expansion strategies.

Additionally, OMWP will leverage existing Ohio TechNet partnerships with Manufacturing USA institutes to support the national expansion agenda. The national expansion efforts will leverage the EARN NSF grant, which develops communication and professional development strategies leading to expansion of the TRAIN OH and MMWSP models in Ohio.

Plan for increasing demand among employers, including small and medium sized businesses.

OMA has principal responsibility for business outreach directly and through sector partnerships.

Of OMA's 1,300 members, 50% have fewer than 50 employees, and these members will be targeted. Several additional partnerships have been established to support business engagement, including targeted focus on small and medium businesses: (1) *JobsOhio*. JobsOhio, the state's economic development agency, will contribute \$98,908 in in-kind match (0.2 FTE of Talent Division staff) to integrate OMWP into program offerings to manufacturing companies in their portfolio. (2) *Ohio Manufacturing Extension Partnership (OMEP)*. OMEP helps Ohio's small and medium-sized manufacturers to create jobs, including the provision of workforce services. OMEP is contributing \$400,000 in leveraged resources to integrate manufacturing internship programs throughout Ohio as a business recruitment channel for OMWP. The OMEP network includes MAGNET, CIFT, FASTLANE, and TechSolve. (3) *ODJFS ApprenticeOhio*.

ApprenticeOhio, the state's Registered Apprenticeship program, will identify companies who may be better suited for IRAPs. (4) *Anchor companies*. Anchor companies are those that project to serve at least 50 apprentices through OMWP. They will support business recruitment by providing testimonials and peer to peer engagement. To date, OMA has recruited 12 anchor companies. OMA also facilitates a quarterly industry Workforce Leadership Committee with 25 active members, which will do peer-to-peer business engagement.

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d. Project Work Plan

Narrative description that identifies goals and milestones for taking apprenticeships to scale.

Four goals are operationalized in the Project Work Plan (Attachment 5). These goals align with those stated in the Section 2: Expected Outcomes and Outputs section:

Goal 1: Complete Project Ramp-Up. Led by lead applicant LCCC, Goal 1 establishes the project's administrative, staffing, and management structures. Activities commence upon receipt of the award and conclude after nine months. Key milestones include the assignment of staff, establishment of sub-awards, implementation of administrative processes, and establishment of processes for documentation, certification, and data collection. The initiative's Strategy Committee will begin to convene. National partners and service providers are engaged.

Goal 2: Expand industry-recognized apprenticeships through sector partnerships. Led by LCCC in partnership with OMA, Goal 2 focuses on developing /delivering apprenticeship models and enrolling participants. Activities commence five months following receipt of the grant award (6/30/2019) and continue for the grant's duration. Key milestones include the launch of the business outreach and engagement strategy; development, documentation, certification, and implementation of apprenticeship models; enrollment of participants; and alignment of supporting initiatives. The majority of grant outcomes and outputs are delivered under this goal.

Goal 3: Establish a "Learning Community" that supports organizations to implement apprenticeships, enables the development of new apprenticeship models, and supports statewide and nationwide spread. Led by LCCC in collaboration with OMA, Goal 3 activities support successful in-state implementation and growth of IRAPs, and national expansion. Goal 3 activities commence five months following receipt of the grant award (06/30/2019) with key elements launched by 01/31/2020. Key milestones include the launch of a technical assistance

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and professional development strategy to support in-state implementation; launch of a program documentation and evaluation strategy; and launch of a broad-based communications strategy targeting a variety of stakeholders.

Goal 4: Expand apprenticeship models nationwide. Led by MI-NAM, Goal 4 operationalizes the approach for national expansion. Goal 4 activities commence mid-way through the grant's 3rd year (09/01/2021) and continue for the remainder of the grant period. Key milestones include the identification of models for national expansion, including models in the NSF-funded EARN project; identification of partners for national expansion; development of expansion strategies; and enrollment of apprentices via national expansion.

4. Organizational, Administrative, and Fiscal Capacity

a. Lead Applicant, Partnership Structure, and Administrative Controls and Systems

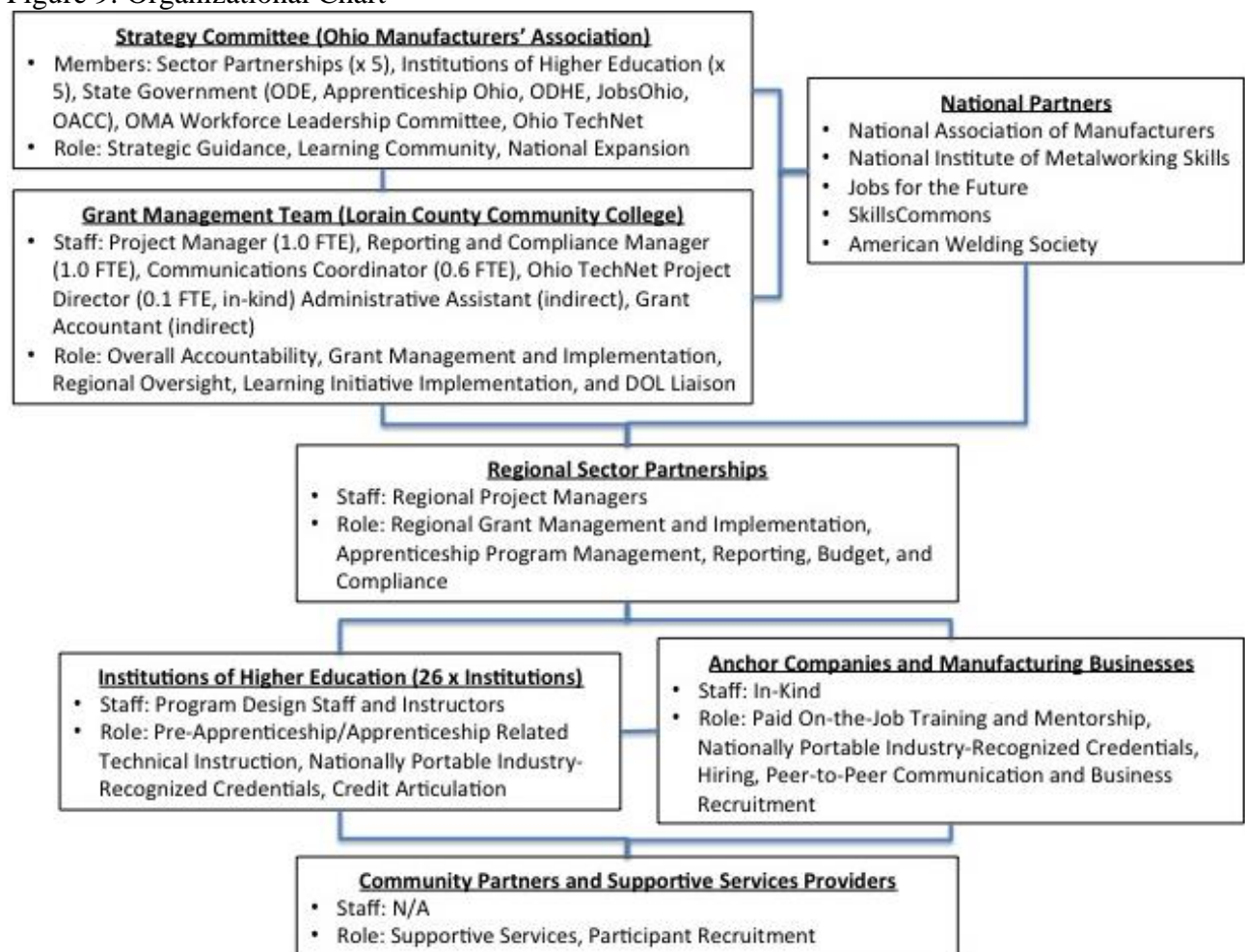
Lead applicant's capability to effectively manage the program. LCCC is an accredited institution of higher education (Attachment 2) that is in strong financial standing as demonstrated in the Financial System Assessment (Attachment 8). LCCC was selected as the lead applicant because of its unique capacity to manage this program. As of September 30, 2018, LCCC successfully completed a statewide \$15,000,000 TAACCCT grant, which launched Ohio TechNet. LCCC was responsible for all aspects of project and fiscal management, procurement, reporting, and compliance. The grant successfully met all deliverables and standards for fiscal management, and partners unanimously opted to continue the consortium, which has grown to include all 23 community colleges and 3 public universities in Ohio. As a result of the TAACCCT grant, an infrastructure exists at LCCC including all administrative systems for managing large-scale DOL-funded grants and experienced personnel. The Ohio TechNet Project Manager is the proposed OMWP Project Manager and will be assigned upon grant award.

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The LCCC Grant Management Team will hold bi-weekly conference calls and quarterly in-person meetings with sub-awardees (sector partnerships) focused on grant management topics including reporting, financial management, and performance management. Additionally, the Grant Management Team will conduct a site visit to each subawardee annually for formative review and to monitor compliance with DOL regulations. Utilization of a web-based data and information collection system will significantly enhance performance management and allow for timely reviews of progress. The Grant Management Team, led by the Project Manager, meets weekly for project management purposes.

Detailed organizational chart

Figure 9: Organizational Chart



LCCC Project Narrative for the Ohio Manufacturing Workforce Partnership

Figure 9 depicts the organizational chart for the initiative. A Strategy Committee managed by OMA will provide overall strategic guidance and oversee the Learning Community and national expansion strategies. Representatives from sector partnerships, institutions of higher education, and state government will comprise the committee along with MI-NAM, NIMS, and JFF. Members of the OMA Workforce Leadership Committee, which is comprised of manufacturers, will represent businesses on the Committee. LCCC's Grant Management Team includes a Project Manager (1.0 FTE) who reports to the Ohio TechNet Project Director (0.1 FTE, in-kind), a Reporting and Compliance Manager (1.0 FTE), and a Communications Coordinator (0.6 FTE). The Project Manager job description is provided in Table 10.

Table 10: Program Manager – Position Description, Duties, and Responsibilities
Title: Project Manager, Scaling Apprenticeship Grant, LCCC management employee serving on behalf of the Ohio Manufacturing Workforce Partnership; Grant funded position (not to exceed four years). The individual is already identified based on successful performance of a similar role in the Ohio TechNet grant.
Education: Bachelor's Degree required. Competencies: Strong written and verbal communication skills, effective interpersonal skills, and project related budget/finance skills. Experience: Demonstrated project management and multi-partner management expertise. Strong track record of timely and accurate program performance and fiscal reporting. Grant administration experience, higher education experience, knowledge of apprenticeship systems.
Duties and Responsibilities
Responsible for day-to-day grant operation/management. Assures timely completion of deliverables. Maintains effective communication with consortium members. Provides leadership on implementation of grant activities. Creates management plan that includes: implementation and management of work plans and timelines; compliance with federal regulations/ policies for administration of DOL projects; budget management under guidance of the college business office; supervision of project staff; attendance at all grant trainings and consortium meetings.

The Reporting and Compliance Manager will manage data, reporting, compliance, and national evaluation tasks. The individual is already identified based on performance in a similar role in the Ohio TechNet grant. The individual will coordinate the development of an apprenticeship technology platform in partnership with NIMS and the development of a model and material sharing platform in partnership with SkillsCommons. The Reporting and

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Compliance Manager will coordinate the technical needs of staff and partners and assist with data collection and report preparation. The position reports to the Project Manager. A Communications Coordinator will support overall communications. The Ohio TechNet Project Director will participate in the OMWP strategy committee and support the project team. An Administrative Assistant and Grant Accountant draw on indirect budget resources.

Sector partner sub-awardees carry overall responsibility for grant management activities related to IRAPs delivered in their region including accountability for regional deliverables, fiscal management, quarterly and annual reporting, and grant close out. Each sector partnership will designate a person with knowledge of manufacturing workforce development and apprenticeships to serve in a regional project management role with responsibility for achieving regional deliverables and facilitating partnerships among institutions of higher education, businesses, workforce one-stops and support service providers. National partners, institutions of higher education, and anchor companies will fulfill their roles as previously described.

b. Financial, Data Collection, and Performance Reporting Systems

Description of systems and processes for timely and accurate reporting. LCCC and partners will meet DOL reporting requirements and are committed to participation in the national evaluation (Attachment 4). LCCC will partner with NIMS to develop a customized technology platform that enables collection and standardization of data throughout the state. Described in Table 11, the platform will have the capability to collect individual-level data on participant characteristics, services, activities, and employment outcomes. Additionally, it will have the capability to support DOL performance reporting requirements. Section 3 (c) Project Design/ Developing and Taking Apprenticeships to Scale provides an explanation of how the system will enable the project to review, approve, and collect individual-level data on apprenticeships. Additionally,

LCCC Project Narrative for the Ohio Manufacturing Workforce Partnership

data fees are budgeted to augment participant records and incorporate state wage records and state higher education student information system records working in collaboration with OERC, and National Student Clearinghouse records. Data sharing agreements will be developed with each organization providing, utilizing, or storing data. The Reporting and Compliance Manager will oversee the implementation of these systems and provide data for performance management and continuous improvement, with careful attention to protecting participant data and privacy. Activities and implementation of this falls under Goal 1 of the Project Work Plan.

Table 11: Projected Data Elements for Database	
Demographic data	Includes name, DOB, gender, race/ ethnicity, veteran status, ex-offender status, disability status
Tracking data	Includes Social Security Numbers , a unique participant identifier, and contact information
Apprenticeship data	Includes certified requirements and competencies for on-the-job training, related technical instruction, and industry-recognized credentials.
Progress and Completion data	Includes program enrollment and completion, and industry-recognized credential or postsecondary awards. Aligns with DOL program outcomes.
Employment and Earnings data	Includes hourly pay rates, employment status, and earnings. Enables collaboration with state administrative databases.

5. Past Performance – Programmatic Capability

Applicant’s prior experience apprenticeships or capacity to take existing apprenticeships to scale.

As lead applicant, LCCC has become a national destination for organizations looking for expertise in apprenticeships and earn-and-learn programming. Major industry and technology partnerships include Nordson Corp., Lincoln Electric, NASA Glenn Research Center, and SMART Microsystems LLC. In addition, LCCC has partnered with multiple Manufacturing USA institutes on earn-and-learn initiatives including America Makes (Youngstown, OH), Lightweight Innovations for Tomorrow (Detroit, MI), NextFlex (San Jose, CA), and the Digital Manufacturing Design & Innovation Institute (Chicago, IL). LCCC’s innovative TRAIN OH model, which is part of the aforementioned NSF-funded EARN project, was launched with significant support from NextFlex. As lead of the Ohio TechNet initiative, LCCC and its partners

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have emphasized expansion of apprenticeship and innovative earn-and-learn initiatives. Six of ten community colleges working with the ODJFS Ohio College Apprenticeship Consortium are original members of Ohio TechNet. Including LCCC, these colleges were granted Registered Apprentice Sponsor status by the State Apprenticeship Council.

Demonstration that partners have experience in deploying apprenticeships. Numerous OMWP partners have extensive experience in the development of registered apprenticeship programs as well as innovative earn-and-learn programs, all of which are designed and delivered through close industry partnerships. This experience enables partners to understand firsthand the opportunities presented by the new industry recognized apprenticeship program model. Collectively, the partners in the initiative facilitate thousands of registered apprenticeships or structured earn-and-learn employer partnerships annually. For example, partners include ODJFS ApprenticeOhio (18,000 Registered Apprentices per year), Owens Community College (700 Registered Apprentices per year), Rhodes State College (150 Registered Apprentices and industry-recognized apprentices per year), and Mahoning Valley Manufacturers Coalition (300 industry-recognized apprentices over five years). Peer to peer engagement with Ohio experts will be augmented by national experts from MI-NAM, NIMS, and JFF to support expansion.

Additionally, Ohio has recently authorized community colleges to offer Applied Bachelor degree programs. LCCC is the first in Ohio to receive full approval for an Applied BA in microelectronic manufacturing in Fall 2018. Other OMWP partners have manufacturing-related programs pending approval. These new degree pathways align strongly to H1B demand occupations, offering opportunity for innovation with industry recognized apprenticeships.

6. Budget and Budget Justification. The budget narrative and explanation of matching funds are provided together in one attachment.

LCCC Abstract - Ohio Manufacturing Workforce Partnership

SCALING APPRENTICESHIP THROUGH SECTOR-BASED STRATEGIES	
Lead Applicant Organization's Name:	Lorain County Community College
Lead Applicant Entity Type:	Institution of higher education representing a consortium.
Lead Applicant City/State:	Elyria, OH

APPRENTICESHIP PARTNERSHIP

Required Partners	
Name of national industry/trade association:	Industry Sector
Manufacturing Institute of the National Association of Manufacturers (MI-NAM)	Advanced Manufacturing
National Institute of Metalworking Skills (NIMS)	Advanced Manufacturing
Ohio Manufacturers' Association (OMA)	Advanced Manufacturing

Optional Partners		
Organization Names of Optional Partners	Entity Type	Industry Sector
American Welding Society (AWS)	Credentialing Organization	Advanced Manufacturing
Jobs for the Future (JFF), Skills Commons, AcademyOne	National Technical Assistance Providers	N/A
Alliance for Working Together, Central Ohio Manufacturing Partnership, ConxusNEO, Dayton Region Manufacturing Workforce Partnership, Foundation for Appalachian Ohio, MAGNET, Mahoning Valley Manufacturers Coalition, Manufacturing Works, Northwest Ohio Manufacturers Alliance, Norwalk Economic Development Corporation, Partners for a Competitive Workforce, West Central Ohio Manufacturing Partnership, Workforce Institute of Lorain County	Manufacturing Sector Partnerships	Advanced Manufacturing
Belmont College, Central Ohio TC, Cincinnati State CTC, Clark State CC, Cleveland State U. Columbus State CC, Cuyahoga CC, Eastern Gateway CC, Edison State CC, Hocking College, Lakeland CC, Lorain County CC, Marion TC, North Central State College, Northwest State CC, Owens CC, Rhodes State College, Rio Grande CC, Shawnee State, Sinclair CC, Southern State CC, Stark State College, Terra State CC, U of Akron, Washington State CC, Zane State College	Institutions of Higher Education	Advanced Manufacturing
JobsOhio, Ohio Assoc. of Community Colleges, Ohio Department of Education, Ohio Department of Higher	State Agencies and System	N/A

LCCC Abstract - Ohio Manufacturing Workforce Partnership

Education, Ohio Department of Job and Family Services, Ohio Manufacturing Extension Partnership, Ohio Manufacturing Institute, Ohio Education Research Center	Partners	
Thyssenkrupp Bilstein, Shepherd Color, MillerCoors, Meyer Tool, Makino, GE Aviation, Nidec Minster, Deceuninck, Honda, Lincoln Electric, Vallourec, First Solar	Anchor Companies	Advanced Manufacturing

Proposed Service Areas: (where apprentices will initially be trained)	Ohio - All
Total Funding Requested:	\$12,000,000
Total Matched Funds:	\$4,200,000
Project Title/Name:	Ohio Manufacturing Workforce Partnership
Summary of Program Activities and List of Credentials to be Awarded:	The OMWP initiative leverages sector partnerships to expand apprenticeships in advanced manufacturing throughout Ohio, with particular focus on industry recognized apprenticeship. Regional sector partnerships are developing and expanding apprenticeship pathways that include: (1) connection to secondary pre-apprenticeship and CTE pathways, (2) Manufacturing Foundations and pre-apprenticeship programming, (3) industry-recognized apprenticeships that incorporate on-the-job training, related technical instruction, and nationally portable industry-recognized credentials, (4) articulation and transfer of postsecondary credit, and (5) articulation to advanced postsecondary degrees. A strategy is included for expanding a subset of apprenticeship models nationwide in partnership with the Manufacturing Institute of the National Association of Manufacturers. The initiative will train 5,000 apprentices over four years.
Targeted Population (s) to be Served:	Out of school youth age 16+ and adults who are un- or under-employed, and incumbent workers. Special emphasis on veterans, women, people of color, and ex-offenders.
Targeted H-1B Industry Sector	Advanced Manufacturing
Targeted Occupations within an H-1B industry sector:	(1) Production, (2) Machining, (3) Industrial Maintenance, and (3) Welding.
Public Contact Information:	Name, Title: Terri Burgess Sandu, Director, Talent and Business Innovation, Lorain County Community College Address: 1005 N Abbe Rd, Elyria, OH 44035 Phone Number: 440.366.4215 Email Address: tsandu@lorainccc.edu

LCCC Project Work Plan - Ohio Manufacturing Workforce Partnership

Goal #1: Complete Project Ramp-Up			
Activity: Project Ramp-Up Project administrative processes and procedures are finalized; sub-awards are established; staff is assigned or hired; Strategy Committee established; processes and procedures for program documentation, certification, and data collection are established; national Industry-Representing organizations and technical assistance providers are engaged.		Lead/Support Implementer (s): Lead - Lorain County Community College Support implementers – Ohio Manufacturers’ Association, sector partnerships	
Deliverable(s): Sub-awards, staff, information & data system All sub-awards are established and project staff in place. Strategy Committee launches. The information data system for documenting, certifying, and data collection is implemented with partners trained to use it. The national Industry-Representing organizations and technical assistance providers are engaged.			
Milestones	Timeframe	Deliverable Dates	
Project Manager and Reporting and Compliance Manager assigned	02/01/2019	Start: 02/01/2019	
Sub-awards complete	05/01/2019	End: 10/30/2019	
Communications Coordinator hired	06/01/19		
Sector partnership staff assigned	06/01/2019	Annual Costs	
Project administrative processes and procedures implemented	06/01/2019	Year 1	\$1,553,587 (federal) and \$543,756 (match) = \$2,097,343
Strategy Committee launched	06/01/2019	Year 2	\$0
National partners engaged	10/01/2019	Year 3	\$0
Information data system implemented (includes executed data sharing agreements; participant forms and data templates designed; training for statewide data collection team)	07/30/2019	Year 4	\$0
		TOTAL	\$1,553,587 (federal) and \$543,756 (match) = \$2,097,343
Goal #2: Expand industry-led apprenticeships through sector partnerships.			
Activity: Align OMWP activities with existing apprenticeship and earn and learn activities to share opportunities; launch business outreach and engagement strategy; design and implement new and expanded apprenticeships/ enroll participants. Project management is ongoing.		Lead/Support Implementer (s): Leads – Lorain County Community College and Ohio Manufacturers Association Support implementers – OTN, JobsOhio, ODHE, ODE, ODJFS, sector partnerships, MI-NAM, NIMS, JFF, SkillsCommons	
Deliverable(s): OMWP operationalizes partnerships with regional sector partners, institutions of higher education, ODJFS, JobsOhio, ODHE, and ODE for recruitment and implementation support. Technical assistance and professional development strategy is launched. Business outreach and engagement strategy is launched. Apprenticeships are designed and implemented with participants enrolled. Project performance management and fiscal management is ongoing.			

LCCC Project Work Plan - Ohio Manufacturing Workforce Partnership

Milestones	Timeframe	Deliverable Dates	
Launch workshops with sector partners re: allowable use of funds, DOL compliance, allocation of educational innovation funds, tracking usage of credentialing funds, and data reporting	06/01/2019	Start: 08/01/2019	
Utilization of MakingOhio assets to recruit participants	08/01/2019	End: 01/31/2023	
Business outreach and engagement strategy launches	06/01/2019		
Launch initiatives to improve access for veterans, women people of color and ex-offenders	08/01/2019		
First apprenticeship programs developed and launched	09/01/2019		
First participants enrolled	09/01/2019	Annual Costs	
Programs at ODJFS, ODHE, JobsOhio, and ODE are aligned with OMWP	10/30/2019	Year 1	\$776, 794 (federal) + \$271,878 (match) = \$1,048,672
Industry advisors & SME’s support OWMP program design and structure of embedded OJT	10/30/2019	Year 2	\$1,620,431 (federal)+ \$567,150 (match) = \$2,187,581
Participant data management platform launched in partnership with NIMS and OERC	10/30/2019	Year 3	\$1,139,542 (federal) + \$398,840 (match) = \$1,538,382
MI-NAM begins to assist OMWP in tracking participant attainment of industry recognized credentials via National Student Clearinghouse	10/30/2019	Year 4	\$1,121,243 (federal) + \$392,435 (match) = \$1,513,678
		TOTAL	\$4,658,010 (federal) + \$1,630,303 (match) = \$6,288,313
Goal #3: Establish a “Learning Community” that enables the development of new models and integration of emerging skillsets and supports the elevation and spread of promising practices statewide and nationwide.			
Activity: Implement strategies for technical assistance, professional development, evaluation, and broad-based communications in support of spreading. Promote new models and Industry 4.0 skillsets in the initiative. Support expansion plans.		Lead/Support Implementer (s): Lead – Lorain County Community College Support Implementers – Ohio Manufacturers’ Association, MI-NAM, NIMS, JFF, SkillsCommons	
Deliverable(s): Strategies for technical assistance, professional development, evaluation, and broad-based communication are delivered.			

LCCC Project Work Plan - Ohio Manufacturing Workforce Partnership

Milestones	Timeframe	Deliverable Dates	
In partnership with NIMS and AWS, provide technical assistance and professional development in support of IRAP program design. Includes hosting workshops on competency-based models of credentialing & alignment to industry	06/30/2019	Start: 06/30/2019	
Launch approach for sharing effective models	10/01/2019	End: 01/31/2023	
AcademyOne, faculty and subject matter experts engaged for acceleration models including PLA, articulation and transfer strategies	11/30/2019		
Create consistent approach to embed industry-recognized / endorsed credentials.	12/31/2019		
IRAP identified in Advanced Manufacturing Career Pathways mapped from short term technical certificates to one year technical, to Associate and Bachelor's Degrees	12/31/2019		
Leverage existing infrastructure of Ohio TechNet, subawardees and state partners to support career technical, community colleges, and 4-year universities to support apprenticeship expansion including articulation and transfer of credit.	01/31/2020		
Program documentation and evaluation strategy is launched	01/31/2020		
		Annual Costs	
Broad-based communication strategy launched in support of spreading effective models	01/31/2020	Year 1	\$776,794 (federal) + \$271,878 (match) = \$1,048,672
Credit programs aligned with IRAP	09/01/2020	Year 2	\$1,296,344 (federal) + \$453,721 (match) = \$1,750,065
Articulation and transfer agreements in development	01/31/2021	Year 3	\$1,139,542 (federal) + \$398,840 (match) = \$1,538,382
In preparation for national replication, templates and toolkits created/linked for ongoing employer engagement, career counseling, targeted outreach and career awareness	09/01/2021	Year 4	\$840,932 (federal) + \$294,326 (match) = \$1,135,259
		TOTAL	\$4,053,613 (federal) + \$1,418,765 (match) = \$5,472,378

LCCC Project Work Plan - Ohio Manufacturing Workforce Partnership

Goal #4: Expand apprenticeship models nationwide			
Activity: Implement strategies for national expansion in partnership with national industry-representing partners		Lead/Support Implementer (s): Lead – Lorain County Community College Support Implementers – Ohio Manufacturers Association; SkillsCommons, NIMS,MI/NAM	
Deliverable(s): Apprenticeship models are expanded nationally			
Milestones	Timeframe	Deliverable Dates	
National expansion models identified, including TRAIN OH and Modern Manufacturing Work Study Program	09/01/2021	Start: 09/01/2021	
National expansion locations identified	12/31/2021	End: 01/31/2023	
Expansion plan launched	04/01/2022	Annual Costs	
Apprentices enrolled via national expansion	09/01/2022	Year 1	\$ 0
		Year 2	\$324,086 (federal) + \$113,430 (match) = \$437,516
		Year 3	\$569,771 (federal) + \$199,419 (match) = \$769,191
		Year 4	\$840,932 (federal) + \$294,326 (match) = \$1,135,259
		TOTAL	\$1,734,790 (federal) + \$607,176 (match) = \$2,341,966

LCCC Performance Outcomes and Expanding Apprenticeship Outputs Table
Ohio Manufacturing Workforce Partnership

A. Apprenticeship Employment & Training Apprentice Performance Outcomes			
1.	Total apprentices served Total number of all apprentices served (receiving a grant-funded service and/or grant-funded education/training) in pre-apprenticeship and apprenticeship programs. Figures provided for total apprentices served include all individuals who receive a grant-funded service, after they are determined eligible to be served by the program.	Year 1: 500 Veterans: 50 Women: 100 People of Color: 125 Ex-Offenders: 10 Year 2: 1,500 Veterans: 150 Women: 300 People of Color: 375 Ex-Offenders: 30 Year 3: 1,500 Veterans: 150 Women: 300 People of Color: 375 Ex-Offenders: 30 Year 4: 1,500 Veterans: 150 Women: 300 People of Color: 375 Ex-Offenders: 30	Total: 5,000 Veterans: 500 Women: 1,000 People of Color: 1,250 Ex-Offenders: 100
2.	Total apprentices that are hired by an employer and enrolled in an apprenticeship education/training program The total apprentices enrolled in education/training activities should not exceed total apprentices served.	Year 1: 500 Veterans: 50 Women: 100 People of Color: 125 Ex-Offenders: 10 Year 2: 1,500 Veterans: 150 Women: 300 People of Color: 375 Ex-Offenders: 30 Year 3: 1,500 Veterans: 150 Women: 300 People of Color: 375 Ex-Offenders: 30 Year 4: 1,500 Veterans: 150 Women: 300	Total: 5,000 Veterans: 500 Women: 1,000 People of Color: 1,250 Ex-Offenders: 100

LCCC Performance Outcomes and Expanding Apprenticeship Outputs Table
Ohio Manufacturing Workforce Partnership

		People of Color: 375 Ex-Offenders: 30	
3.	Total apprentices who complete an apprenticeship education/training program	Year 1: 350 Veterans: 35 Women: 70 People of Color: 88 Ex-Offenders: 7 Year 2: 1,050 Veterans: 105 Women: 210 People of Color: 263 Ex-Offenders: 21 Year 3: 900 Veterans: 105 Women: 210 People of Color: 263 Ex-Offenders: 21 Year 4: 900 Veterans: 105 Women: 210 People of Color: 263 Ex-Offenders: 21	Total: 3,500 Veterans: 350 Women: 700 People of Color: 875 Ex-Offenders: 70
4.	Total apprentices who complete an apprenticeship education/training program and receive a degree or other credential	Year 1: 350 Veterans: 35 Women: 70 People of Color: 88 Ex-Offenders: 7 Year 2: 1,050 Veterans: 105 Women: 210 People of Color: 263 Ex-Offenders: 21 Year 3: 900 Veterans: 105 Women: 210 People of Color: 263 Ex-Offenders: 21 Year 4: 900 Veterans: 105 Women: 210	Total: 3,500 Veterans: 350 Women: 700 People of Color: 875 Ex-Offenders: 70

LCCC Performance Outcomes and Expanding Apprenticeship Outputs Table
Ohio Manufacturing Workforce Partnership

		People of Color: 263 Ex-Offenders: 21	
5.	<p>Total number of unemployed and underemployed apprentices prior to enrollment who complete an apprenticeship education/training program and maintain their employment status with a current or new employer</p> <p>Incumbent Workers should not be included in this outcome.</p> <p>Note: Assumes un/underemployed = 30% of overall participant group*70% completion rate*100% maintain employment</p>	<p>Year 1: 105 Veterans: 11 Women: 21 People of Color: 26 Ex-Offenders: 2</p> <p>Year 2: 315 Veterans: 32 Women: 63 People of Color: 79 Ex-Offenders: 6</p> <p>Year 3: 315 Veterans: 32 Women: 63 People of Color: 79 Ex-Offenders: 6</p> <p>Year 4: 315 Veterans: 32 Women: 63 People of Color: 79 Ex-Offenders: 6</p>	<p>Total: 1,050 Veterans: 105 Women: 210 People of Color: 263 Ex-Offenders: 20</p>
6.	<p>Total number of incumbent worker apprentices who complete an apprenticeship education/training program and advance into a new position</p> <p>This includes incumbent workers who advanced into a new position with their current employer or a new employer following the completion of a training program.</p> <p>Incumbent workers who did not advance into a new position (i.e., who retained their existing position or layoff aversion) following the completion of a training program should not be included in this outcome.</p> <p>Note: Estimating 70% incumbents, 70% completion rate, and 40% of these will advance into a new position</p>	<p>Year 1: 98 Veterans: 10 Women: 20 People of Color: 25 Ex-Offenders: 2</p> <p>Year 2: 294 Veterans: 29 Women: 59 People of Color: 74 Ex-Offenders: 6</p> <p>Year 3: 294 Veterans: 29 Women: 59 People of Color: 74 Ex-Offenders: 6</p> <p>Year 4: 294 Veterans: 29 Women: 59</p>	<p>Total: 980 Veterans: 98 Women: 197 People of Color: 247 Ex-Offenders: 20</p>

LCCC Performance Outcomes and Expanding Apprenticeship Outputs Table
Ohio Manufacturing Workforce Partnership

		People of Color: 74 Ex-Offenders: 6	
7	Average hourly wage of apprentices at completion of apprenticeship education/training program This is the participant's average hourly wage earned when they are placed into unsubsidized employment upon completion of the apprenticeship program.	Year 1: \$16 Veterans: \$16 Women: \$16 People of Color: \$16 Ex-Offenders: \$12 Year 2: \$16 Veterans: \$16 Women: \$16 People of Color: \$16 Ex-Offenders: \$12 Year 3: \$16 Veterans: \$16 Women: \$16 People of Color: \$16 Ex-Offenders: \$12 Year 4: \$16 Veterans: \$16 Women: \$16 People of Color: \$16 Ex-Offenders: \$12	Total: \$16 Veterans: \$16 Women: \$16 People of Color: \$16 Ex-Offenders: \$12
B. Expanding Apprenticeship Program Outputs			
1.	Total number of newly created apprenticeship programs, including Registered Apprenticeship programs	Year 1: 4 Year 2: 7 Year 3: 7 Year 4: 7	Total: 25
2.	Total number of employers engaged (i.e., those employers that adopt apprenticeship programs as a result of your grant project)	Year 1: 50 Year 2: 150 Year 3: 150 Year 4: 150	Total: 500
3.	Total number of expanded apprenticeship programs, including Registered Apprenticeship (e.g., new industries, occupations or service areas, or increasing the number of apprentices registered)	Year 1: 6 Year 2: 13 Year 3: 13 Year 4: 13	Total: 45

DOCUMENTATION OF PARTNER COMMITMENT
Lead Applicant: Lorain County Community College
Project Name: Ohio Manufacturing Workforce Partnership
Scaling Apprenticeship Through Sector Based Strategies, FOA-ETA-18-08

SUB-AWARDEES

Required Partners –Private Sector

- The Ohio Manufacturers' Association (OMA)
- Manufacturing Institute - National Association of Manufacturers (MI-NAM)
- National Institute for Metalworking Skills (NIMS)

Optional Partners

- American Welding Society (AWS)
- Cleveland State University
- California State University (on behalf of SkillsCommons)
- Jobs for the Future (JFF)
- Ohio Education Research Center (OERC)
- AcademyOne

Regional Sector Partner Intermediaries

- Northwest State Community College (on behalf of Northwest Ohio Manufacturing Alliance) | *Region 1*
- Rhodes State College (on behalf of West Central Ohio Manufacturing Partnership) | *Region 2*
- Dayton Region Manufacturers Association | *Region 3*
- Partners for a Competitive Workforce (Advanced Manufacturing Industry Partnership) | *Region 4*
- Columbus State Community College (on behalf of Central Ohio Manufacturers' Partnership) | *Region 5*
- Foundation for Appalachian Ohio | *Region 6 & 9*
- Norwalk Economic Development Corporation | *Region 7*
- Workforce Institute of Lorain County | *Region 7*
- Manufacturing Advocacy and Growth Network | *Region 8*
- ConxusNEO | *Region 10*
- Manufacturing Works (on behalf of Alliance for Working Together Foundation) | *Region 11*
- Mahoning Valley Manufacturers Coalition | *Region 12*

OTHER PARTNERS

- Anchor Companies (committed to hiring at least 50 apprentices)
 - First Solar | *Region 1*
 - Nidec Minster Corporation | *Region 2*
 - Deceuninck North America | *Region 4*
 - GE Aviation | *Region 4*
 - Makino, Inc. | *Region 4*
 - MillerCoors | *Region 4*
 - Meyer Tool, Inc. | *Region 4*
 - The Shepherd Color Company | *Region 4*
 - Thyssenkrupp Bilstein of America, Inc. | *Region 4*
 - Honda North America, Inc. | *Region 5*
 - Lincoln Electric | *Region 8*
 - Vallourec USA Corporation | *Region 12*
- State Partners Providing Match
 - JobsOhio
 - Ohio Manufacturing Extension Partnership
 - Ohio Department of Education
- State Partners Other
 - Ohio Association of Community Colleges
 - Ohio Department of Higher Education
 - Ohio Manufacturing Institute
 - Ohio Department of Jobs and Family Services
- Institutions of Higher Education Providing Match
 - Belmont College | *Region 9*
 - Central Ohio Technical College | *Region 5*
 - Cincinnati State Technical and Community College | *Region 4*
 - Clark State Community College | *Region 3*
 - Cuyahoga Community College | *Region 8*
 - Sinclair Community College | *Region 3*
- Institutions of Higher Education Participating in Learning Communities
 - Eastern Gateway Community College | *Region 12*
 - Edison State Community College | *Region 2*
 - Hocking College | *Region 6*
 - Lakeland Community College | *Region 11*
 - Marion Technical College | *Region 5*
 - North Central State College | *Region 7*
 - Owens Community College | *Region 1*
 - Rio Grande Community College | *Region 6*
 - Shawnee State College | *Region 6*
 - Southern State Community College | *Region 6*
 - Stark State College | *Region 10*
 - Terra State Community College | *Region 1*
 - University of Akron | *Region 10*
 - Washington State Community College | *Region 9*
 - Zane State College | *Region 9*

NOTE: The following companies committed to hiring between 0-49 apprentices. Commitments are noted in parentheses below. Letters are on file and can be provided on request.

- Staub Manufacturing Solutions (4)
| *Region 3*
- AIM MRO Holdings, Inc. (4) | *Region 4*
- Clippard Instrument Laboratory, Inc.
(45) | *Region 4*
- Feintool Group (8) | *Region 4*
- Jet Machine and Manufacturing (20) |
Region 4
- Knox Machinery (6) | *Region 4*
- Pilot Chemical Company (10) | *Region 4*
- Rhinestahl Corporation (8) | *Region 4*
- Richards Industries (8) | *Region 4*
- Tri-State Fabricators, Inc. (30)
| *Region 4*
- Valco Melton (8) | *Region 4*
- Western States (6) | *Region 4*
- General Tool Company (25) | *Region 5*
- Atlantic Tool & Die (5) | *Region 8*
- Butech Bliss (12) | *Region 12*