U.S. Department of Labor – Employment and Training Administration
Apprenticeship Building America, Round 2 (ABA2)
 # FOA-ETA-24-04

Appendix B - Abstract

Lead Applicant / Organization Name:
Activate Work, Inc.
Lead applicant entity type:
Community based organization
Lead Applicant City and State:
Denver, Colorado

Select Grant Category:
☐ Ensuring Equitable Apprenticeship Pathways and Partnerships Through Pre-Apprenticeship Leading to RAP Enrollment: up to $4 million
☒ Creation of Education System-aligned Pre-apprenticeship and Registered Apprenticeship Programs: up to $4 million
☐ Registered Apprenticeship Hubs up to Registered Apprenticeship Hubs: up to $6 million for projects with a local/regional or statewide geographic scope; and up to $8 million for projects with a national geographic scope.

Project Title:
Accelerate Cybersecurity Apprenticeship Pathways

Funding Amount Requested:
$3,843,966.04

Applicants Geographic Scope of Proposed Project:
ActivateWork is based in Denver, Colorado and serves learners across the seven-county Denver metro area. Learners currently reside in Adams, Arapahoe, Boulder, Broomfield, Denver, Douglas, and Jefferson counties, with the majority from Denver, Arapahoe, and Adams counties. To increase accessibility for its diverse learners, ActivateWork designed its programming as a hybrid model, learners attend either virtually or in-person at the Harrison Street office classroom space in Denver. Additionally, through a new partnership with Colorado Mesa University, ActivateWork will expand to serve learners in the Grand Junction area as well.

Number of apprentices enrolled in RAPs during the life of the grant:
150

Population(s) to be served:
ActivateWork serves Coloradans aged 18+ who are low-income, under-skilled, or in need of reskilling, and underemployed or unemployed. ActivateWork learners reflect the following demographics:

- 83% are at or below 80% of area median income (AMI) with 36% at or below 30% AMI, or very low income.
- 70% identify as people of color.
- 25% are unemployed when they enroll.
- 67% have less than a four-year college degree.
- 35% identify as female, 1% identify as other, and 65% identify as male.
- 25% are immigrants to the U.S.
- 5% are veterans or still active in the military.

Required Partners: *(Organization name and entity type)*

Organization Name	Organization Type
Colorado State Apprenticeship Agency (Apprenticeship Colorado)	State Apprenticeship Agency
Cyber Sainik	RAP Sponsor
Governor's Office of Information Technology	RAP Sponsor
Metropolitan State University	Education Provider-Institution of Higher Education
University of Colorado Denver	Education Provider-Institution of Higher Education
Colorado Community College System	Education Provider-Institution of Higher Education
Colorado Mesa University	Education Provider-Institution of Higher Education
Per Scholas	Training Organization

Optional Partners: *(Organization name and entity type)*
    N/A

Project Purpose:
The purpose of this project is to accelerate education-aligned cybersecurity and IT apprenticeship pathways for underrepresented populations including low-income earners, women, and people of color. As an Education to Employment intermediary, ActivateWork will expand the Tech Talent Partnership, currently comprised of 20 employer partners (SteerCo) and 15 education partners, to build stackable learning pathways across K-12, higher education, and workforce to reach five critical roles in IT and Cybersecurity as identified by the employer-led SteerCo. Work-based learning and apprenticeships will play an important role in the development of the knowledge, skills, and behaviors that employers have identified. ActivateWork will provide wraparound supports to ensure pre-apprenticeship and RAP completion and launch Coloradans into thriving wage careers in IT and Cybersecurity. The solution is innovative leveraging an employ-led collaborative, focused on equity outcomes, job quality, includes an evidence-based training model, and builds on a foundation of past performance and high-quality programming to achieve its results.

Sub recipient Activities:
    N/A

List of Credential(s) to be awarded:
- CompTIA A+;
- CompTIA Network;
- CompTIA Security+;
- CompTIA CYSA+; and
- AWS Cloud Practitioner

SUMMARY OF PROGRAM ACTIVITIES

ActivateWork, through the ABA2 Category 2 grant opportunity, aims to establish and expand education system-aligned pre-apprenticeship programs leading to Registered Apprenticeship Programs (RAPs) in partnership with employers and educational institutions. Serving as an evidence-based bootcamp training provider, a Department of Labor (DOL) apprenticeship sponsor intermediary, and an Education to Employment intermediary for the Tech Talent Partnership (TTP), ActivateWork collaborates with 20 employers and 15 education partners to address talent needs in IT and cybersecurity in Colorado. By June 30, 2028, ActivateWork aims to train 600 learners in pre-apprenticeships, graduate at least 85% and launch at least 150 new apprentices (25% of graduates) in stacked RAPs, laying the groundwork for the growth of the workforce in these critical sectors.

The TTP, led by a Steering Committee comprising prominent employers like Trimble, Western Union, and Bank of America, identified five critical roles—IT Support Tech, Cybersecurity Analyst, Cybersecurity Governance, Risk and Compliance, Software Developer, and Data Analyst—and standardized job descriptions to meet hiring demands. ActivateWork, in collaboration with the Education Task Force, will build stackable pathways from high school, college, and workforce to attain these roles, emphasizing work-based learning, pre-apprenticeships, and RAPs. Three SteerCo employers are already piloting apprenticeships with the support of ActivateWork. These early adopters will provide proof points through documented case studies and ROI in order to encourage more employers to pilot apprenticeship. ActivateWork will connect employers to incentives in order to bring down barriers to engagement leveraging State and local incentives as well as funding through ABA2. The project aims to add 20 additional employers sponsoring apprentices.

Through the TTP Education Task Force, ActivateWork will coordinate with Career and Technical Education (CTE) and Institutions of Higher Education (IHE) partners to articulate pre-apprenticeship trainings to academic credit, as well as RAP apprenticeships, with a goal of 45 – 50 credits per pathway. This credit alignment is crucial for widening access to education and training for Coloradans by providing pathways that are recognized and valued within the formal education system. By aligning pre-apprenticeships and RAPs with academic credit, individuals participating in these programs can earn recognized credentials while gaining valuable hands-on experience, making their educational and career pathways more accessible and meaningful.

Public Contact Information:
Name: Kathryn V. Harris
Title: President and COO
Address: 1777 S. Harrison St., Denver, CO 80210
Phone Number: 720.921.5111
Email Address: kathryn@activatework.org