

**Workforce Ecosystem along the Heavy Equipment Supply Chain:
A National Hub for Youth-Focused Registered Apprenticeships**

Cover Sheet

Apprenticeship Building America Grant, Round 2 (ABA2)

Required Attachments

1. Abstract
2. State Apprenticeship Agency (SAA) Document

<h2 style="margin: 0;">Project Abstract</h2> <h3 style="margin: 0;">FOA-ETA-24-04</h3> <h3 style="margin: 0;">Apprenticeship Building America, Round 2, Grant Program (ABA2)</h3>																			
<p>Lead Applicant / Organization Name: Youth Workforce Development Foundation <i>(Legal name of organization: Illinois Foundation of SkillsUSA-VICA)</i></p>																			
<p>Lead Applicant Entity Type: Consortium of Two Organizations:</p> <ol style="list-style-type: none"> 1. <u>Industry Group:</u> Youth Workforce Development Foundation (lead applicant; intermediary); 2. <u>Industry Association:</u> AED Foundation, representing Associated Equipment Distributors (AED), a membership of 700 heavy equipment dealerships and original equipment manufacturers (OEMs) nationwide. 																			
<p>Lead Applicant City and State: Pekin, Illinois</p>																			
<p>Select Grant Category:</p> <p><input type="checkbox"/> Ensuring Equitable Apprenticeship Pathways and Partnerships through Pre-Apprenticeships Leading to RAP Enrollment: up to \$4 million.</p> <p><input type="checkbox"/> Creation of Education System-Aligned Pre-Apprenticeship and Registered Apprenticeship Programs: up to \$4 million.</p> <p><input checked="" type="checkbox"/> 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.</p>																			
<p>Project Title: Workforce Ecosystem along the Heavy Equipment Supply Chain: A National Hub for Youth-Focused Registered Apprenticeships</p>																			
<p>Funding Amount Requested: \$7,999,948</p>																			
<p>Applicant's Geographic Scope of Proposed Project: National Hub</p>																			
<p>Number of Apprentices Enrolled in RAPs during the Life of the Grant: 2,200</p>																			
<p>Population(s) to be Served:</p> <ol style="list-style-type: none"> 1. 100% of participants will be youth, an underserved community (FOA-ETA-24-04). 2. Furthermore, 60% of pre-apprentices and 45% of registered apprentices will be youth from underrepresented populations. (Of those individuals, no less than 10% of pre-apprentices and no less than 7% of registered apprentices will be youth with disabilities.) 																			
<p>Required Partners:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">1. AED</td> <td>Industry association (700 employers)</td> </tr> <tr> <td>2. AED Foundation</td> <td>Industry association (foundation)</td> </tr> <tr> <td>3. Berry Companies</td> <td>Employer (in KS, TX, OK, CO, WY, MO, IN, AL, & GA)</td> </tr> <tr> <td>4. TraxPlus</td> <td>Employer (in MS & AL)</td> </tr> <tr> <td>5. Emery Equipment</td> <td>Employer (in LA)</td> </tr> <tr> <td>6. RDO Equipment Co.</td> <td>Employer (in MN, ND, SD, WY, TX, CA, WA, AZ, MT, & OR)</td> </tr> <tr> <td>7. Kirby Smith Machinery, Inc.</td> <td>Employer (in OK, KS, MO, & TX)</td> </tr> <tr> <td>8. Ohio CAT</td> <td>Employer (in OH & KY)</td> </tr> <tr> <td>9. Thompson Tractor Co., Inc.</td> <td>Employer (in AL, FL, & GA)</td> </tr> </table>		1. AED	Industry association (700 employers)	2. AED Foundation	Industry association (foundation)	3. Berry Companies	Employer (in KS, TX, OK, CO, WY, MO, IN, AL, & GA)	4. TraxPlus	Employer (in MS & AL)	5. Emery Equipment	Employer (in LA)	6. RDO Equipment Co.	Employer (in MN, ND, SD, WY, TX, CA, WA, AZ, MT, & OR)	7. Kirby Smith Machinery, Inc.	Employer (in OK, KS, MO, & TX)	8. Ohio CAT	Employer (in OH & KY)	9. Thompson Tractor Co., Inc.	Employer (in AL, FL, & GA)
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10. Ditch Witch Mid-States	Employer (in KY, PA, NY, & OH)
11. Komatsu	Employer (national; original equipment manufacturer)
12. Alignment Collaborative for Ed.	Equity-focused community-based organization
Optional Partners:	
1. State Apprenticeship Agencies	SAAs
2. SkillsUSA State Associations	Industry groups; also workforce intermediaries
3. High schools across U.S.	Education providers (Guidance Depts.; CTE teachers)
4. Local Workforce Investment Boards	WIOA providers
Project Purpose: To create a National Hub for youth-focused registered apprenticeships along the heavy equipment supply chain. The National Hub will source diverse talent for a new workforce ecosystem for original equipment manufacturers, heavy equipment dealerships, and contractors to address their critical workforce shortages for diesel technicians and heavy equipment operators. (Sector Prioritized by U.S. DOL: Transportation supply chain sector.)	
Subrecipient Activities: Promotion and engagement of: (a) employers; and (b) youth (ages 16 and above), prioritizing youth from underrepresented populations. DEIA consulting: DEIA training, facilitation of employer community of practice, and technical assistance.	
List of Credential(s) to be Awarded: (a) U.S. DOL Office of Apprenticeship Certificate of Completion in the Occupation of [Diesel Technician or Heavy Equipment Operator]; (b) Industry Certified Technician credential. Both are portable and industry recognized.	
Summary of Program Activities:	
<u>Project Goal #1:</u> Build network of industry and stakeholder partners to address workforce shortages in the heavy equipment supply chain sector.	
1.1) Industry engagement and support: AED membership of 700 employers	
1.2) Promotion / outreach: DEIA opportunities, Career Awareness Day recruitment events	
1.3) Partnership-building: AED, AED-member employers, SAAs, SkillsUSA State Associations, high schools, Local Workforce Investment Boards	
1.4) Policy / system alignment	
<u>Project Goal #2:</u> Develop DEIA-focused diesel and heavy equipment career pathways, spanning from: H.S. to youth-focused pre-apprenticeship to youth-focused RAP to permanent hire in a quality job. <i>(All activities will be industry-led and data-informed.)</i>	
2.1) Promotion / outreach: Targeted recruitment of youth from underrepresented populations	
2.2) Career Awareness Days: Career fairs with employer-youth connection, job/tool simulation, AED Career Readiness Assessment, and career development workshops	
2.3) Pre-apprenticeship development (youth-focused)	
2.4) RAPs development (youth-focused)	
2.5) Underrepresented youth engagement services: Case management and supportive services	
2.6) Exam prep for Industry Certified Technician credentialing	
2.7) Career development support	
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State Apprenticeship Agencies (SAAs)

Letters of Commitment

During proposal development, the Youth Workforce Development Foundation (YWDF) and the AED Foundation, representing Associated Equipment Distributors' 700-employer network, consulted with four State Apprenticeship Agencies: California, Ohio, Texas, and Illinois.

YWDF and AED have experience working with a number of SAAs, including these.

All SAAs indicated plans to neutrally support ABA2 applicants, rather than signing specific letters of commitment. Informally they indicated an interest in partnering if funded.