

Governor's Office of Workforce Innovation

ANAA – Notice of Funding Opportunity

IMPORTANT INFORMATION

Purpose: To identify the intermediary support who will provide guidance and expertise in developing Registered Apprenticeship Programs (RAPs), oversee the awarding of tuition funds and employer stipends, and provide outreach training to interested parties for the Accelerating Nevada Apprenticeships for All (ANAA) grant

Applications Due: Friday, April 29, 2022 at 5:00 PM PST

Award Available: Award is for a total of \$3,049,800.00

- Intermediary Support – \$500,000.00
- Tuition Support – \$1,960,000.00
- Stipends to Employers to offset wages for OJT – \$525,000.00
- Outreach – \$64,800.00
- TOTAL – \$3,049,800.00

Refer to Section 5 for details

Website: <https://GOWINN.nv.gov>

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1. PROJECT OVERVIEW

The Accelerating Nevada Apprenticeships for All (ANAA) program will create new and expand existing Registered Apprenticeship Programs (RAPs) to connect underrepresented individuals, many of whom were affected by the pandemic, to career pathways in high-demand sectors as a means of strengthening the skilled workforce pipeline and meeting employers’ needs; aligning educational and economic development outcomes; and increasing economic security for Nevadans.

This Notice of Funding Opportunity (NOFO) is to identify the intermediary support who will provide guidance and expertise in developing RAPs, oversee the awarding of tuition funds and employer stipends, and provide outreach training to interested parties. This opportunity is to provide more RAPs in Nevada’s high-wage, high-growth sectors, and thereby allow workers to get back to work quickly. The Intermediary’s focus area in alignment with the purpose of the ANAA grant is in the southern Nevada region; therefore, the applicant must be aware and recognize the opportunities focused in southern Nevada.

The total amount of funding for this contract is \$3,049,800.00, with a period of performance of August 2022 through June 30, 2025.

This ANAA program is 100 percent supported by the Employment and Training Administration of the U.S. Department of Labor as part of a federal award to the State of Nevada totaling \$3,999,997.00 (AP-36518-21-60-A-32).

2. ACRONYMS/DEFINITIONS

For the purposes of this NOFO, the following acronyms/definitions will be used:

<p>Registered Apprenticeship Program</p>	<p>RAPs are a proven model of job preparation, registered by DOL or a DOL-recognized State Apprenticeship Agency (SAA), which employ workers and combine paid On-the-Job Learning (OJL) (also referred to as On-the-Job Training (OJT)) with Related Instruction (RI) to progressively increase workers’ skill levels and wages.</p>
<p>Pre-Apprenticeship</p>	<p>A pre-apprenticeship program is defined as a set of strategies designed to prepare individuals for entry into a RAP. Pre-apprenticeship programs differ from internships, job shadowing, externships, and co-ops, which may also offer individuals an opportunity to experience firsthand a profession or practice, but do not always engage in “real world” experiential learning. Quality pre-apprenticeship programs also support employers’ efforts to ensure a diverse and inclusive workforce.</p> <p>Visit https://wdr.doleta.gov/directives/attach/TEN/TEN_13-12.pdf to learn more.</p>

Underserved	Populations that have a lower apprenticeship rate, such as women, veterans, people of color, and individuals with disabilities.
Underrepresented	Groups that are underrepresented in apprenticeship programs including women, veterans, people of color, rural residents, tribal residents, and individuals with disabilities.
Underemployed	Individuals impacted by the COVID-19 pandemic who have been in entry-level positions and are looking for ways to expand their skills.
Under-resourced	Populations that are from relatively large high-poverty and/or low-income areas.
Protected and venerable populations	Populations that have a lower apprenticeship participation rate, such as women, veterans, people of color, rural residents, tribal residents, and individuals with disabilities.

Visit the DOL FOA to find out more on the grant and to provide clarity on any definitions here: <https://www.dol.gov/sites/dolgov/files/ETA/grants/FOA-ETA-21-07.pdf>

3. GOALS AND OBJECTIVES

The grant goals of ANAA are to:

1. Develop, expand, diversify, and modernize RAPs in health care, information technology and advanced manufacturing;
2. Strengthen partnerships and align Career and Technical Education (CTE) programs to expand RAP access to underrepresented populations;
3. Increase the number of apprentices enrolled in RAPs from underrepresented populations as well as individuals who were adversely affected by the pandemic; and
4. Introduce innovation in RAP expansion efforts.

The goal of this NOFO is to solicit applications from applicants who will offer the intermediary services needed to achieve the goals of this grant for GOWINN and the State of Nevada. The intermediary must meet the following objectives:

1. Provide tuition support for at least 490 apprentices
2. Provide employer stipends for at least 250 apprentices
3. Develop a total of at least 12 new RAPs in the designated program areas of in health care, information technology and advanced manufacturing
4. Expand a total of at least 4 RAPs in the designated program areas of in health care, information technology and advanced manufacturing
5. Engage a total of at least 16 new employers that adopt RAPs

Below are additional details on the required output and outcome that the intermediary applicant must be able to achieve:

A.	Grant Program Participant Outputs and Outcomes	ANAA
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1	<p>Total participants served Total number of all participants served (receiving a grant-funded service through this grant). Participants: individuals determined eligible under the Funding Opportunity Announcement (FOA) who receive a grant-funded service, including those who enter pre- apprenticeships and RAPs.</p>	Total: 577
2	<p>Total participants served and who enter a Registered Apprenticeship Program Individuals who only complete a pre-apprenticeship but do not start a RAP are not counted in this outcome.</p>	Total: 490
2a	<p>Increasing Diversity of RAP Total participants served in the program who are veterans (and veterans' spouses)</p>	Total: 50
2b	<p>Increasing Diversity of RAP Total participants served in the program who are women</p>	Total: 125
2c	<p>Increasing Diversity of RAP Total participants served in the program who are people of color</p>	Total: 125
2d	<p>Increasing Diversity of RAP Total participants served in the program who have disabilities</p>	Total: 50
23	<p>Increasing Diversity of RAP Total participants served in the program who are youth</p>	Total: 100
3	<p>Total participants who complete a Registered Apprenticeship Program (Anticipate more than 70% completion)</p>	Total: 404
4	<p>Total participants who receive a certificate of completion of a RAP (Anticipate more than 70% completion)</p>	Total: 404
5	<p>Median earnings in the second quarter after exit (median hourly earnings)</p>	Total: \$18.40-\$21.10

6	Total participants retaining training-related employment in the second quarter after exit (Anticipate 85% retention of 577)	Total: 490
7	Total participants retaining training-related employment in the fourth quarter after exit. (Anticipate 80% retention rate of 577)	Total: 462

B.	Expanding Registered Apprenticeship Program Outputs	
1	Total number of all newly created apprenticeship programs, including newly created Registered Apprenticeship Programs. Among the new RAPs Project ANAA seeks to certify are: Medical Assistant, Lab Assistant, Dialysis Technician, LPN, Phlebotomist, Certified Nurse Assistant, Emergency Dept Technician, Pharmacy Technician, Mental Health Clinician, Patient Account Representative, Community Health Worker, Respiratory Therapist, Radiology Technician, Ophthalmic Assistant, Sterile Processing Technician, Junior Software Developer, and Senior Software Developer (as well as others)	Total: 12
2	Total number of existing apprenticeship programs, including Registered Apprenticeship Programs, that are expanded (e.g., new industries, occupations or service areas, or increased number of apprentices registered).	Total: 4
3	Total number of new employers engaged due to the grant (i.e., those employers that adopt Registered Apprenticeship Programs as a result of your grant project).	Total: 16

4. SCOPE OF WORK

Below are the key aspects of the ANAA grant the applicant must take into account when responding to the questionnaire (Attachment A).

- A. Apprenticeship system expansion to support the development and modernization of RAPs.
 - a. ANAA seeks to expand RAPs in IT, health care, and advanced manufacturing.
 - b. ANAA seeks to expand the number of RAPs offered virtually, which will expand access to rural residents, tribal residents, individuals with disabilities, and under-resourced individuals.
- B. Partnership and alignment to support workforce system integration.
 - a. ANAA seeks to strengthen the pre-apprenticeship to RAP pathway (and improve facilitated entry/articulation) by increasing outreach and education efforts around participation in CTE programs.
 - b. ANAA will provide support to the Nevada Department of Education (NDE) CTE Navigators to increase outreach and education around apprenticeship opportunities, particularly for students of color and students with disabilities.
- C. Increasing the number of individuals enrolled in RAPs, including increasing access to RAPs.
 - a. The Intermediary, on behalf of GOWINN, will connect with and build new strategic partnerships with community organizations that work with protected populations including

- but not limited to Asian Community Development Council, veterans groups, and African American/Latino sororities and fraternities, etc.
- b. The Intermediary, on behalf of GOWINN, will partner with the College of Southern Nevada (CSN) and the City of Las Vegas, which has launched a new Westside Employment and Training Center (ETC) in a neighborhood that is predominantly African American and Latino. The Intermediary, on behalf of GOWINN, will recruit from the 300 individuals the Westside ETC will train annually.
 - c. The Intermediary, on behalf of GOWINN, will partner with Western Governor's University (WGU), to provide its curriculum for the IT Senior Developer RAP.
 - d. ANAA seeks to expand the number of RAPs offered virtually, which will expand access to rural residents, tribal residents, individuals with disabilities, among others.
- D. Innovation in apprenticeship expansion efforts.
- a. ANAA will expand the number of RAPs offered virtually, which will expand access to rural residents, tribal residents, individuals with disabilities, and under-resourced individuals.
 - b. Build new strategic partnerships with community organizations that work with protected populations including but not limited to underrepresented minorities, veteran groups, women, tribal communities, Asian Community Development Council, and African American/Latino sororities and fraternities, etc.

The intermediary applicant is responsible for ensuring participants are from underrepresented populations, as well as individuals who were adversely affected by the pandemic, and are eligible to utilize the tuition funding. The applicant also must ensure employer stipends are allocated appropriately in accordance with the grant and federal guidelines. A plan on how this will be tracked and ensured must be provided in the questionnaire response.

The development and expansion of RAPs are a main focus of this program. The applicant must provide information on their experience in this area and the success they have had in developing a program from development to approval and implementation. The pre-apprenticeships are also allowable opportunities in this program that the intermediary can utilize, but with the explicit plan that these pre-apprenticeships lead into an already existing or a planned new RAP during the grant period of performance.

The applicant will also be responsible for working with other state agencies and must provide a knowledge of their experience of the Nevada apprenticeship landscape. A key partner the applicant will be working with is the Nevada State Apprenticeship Council (NSAC), under the Office of the Labor Commissioner (OLC) in the Nevada Department of Business and Industry (B&I). The applicant will work with the NSAC and OLC to provide information on the new and expanding RAPs, offer training and guidance in accordance with the U.S. Department of Labor's policies regarding non-construction apprenticeships to the NSAC members and any other state officials wishing to learn more, and be the conduit between GOWINN and OLC. The Intermediary's role is to support the State Apprenticeship Director, NSAC, OLC, and B&I by providing any answers, guidance and expertise in the development, expansion and development of RAPs.

The applicant must also develop a plan for providing an assessment and/or evaluation of the work that is completed, from the development of the RAPs, any work on pre-apprenticeship, the outreach activities, the success of the apprentices, and the input from companies who utilized the stipends and/or one of the new or expanded RAPs. The need to share the data and hard numbers is essential and must be explained on how it will be shared. The applicant also needs to provide information on how the efforts developed make an impact, and what might be considered to improve the apprenticeship offerings in Nevada in the future.

GOWINN places a high priority on successful performance outcomes; therefore, GOWINN will require from the applicant quarterly and a final financial and programmatic report describing project activities, challenges, outcomes or other performance information. Participant reporting through Workforce Integrated Performance System (WIPS) at DOL is also a requirement of this grant on a quarterly basis, and GOWINN will work with the applicant to ensure this is completed.

Visit here to [learn more about the proposal](#) from the U.S. Department of Labor (DOL).

5 COST

The associated budget to utilize is as follows:

Performance period of contract: 06/14/2022 – 06/30/2025	Notes	Total
Intermediary Support	The ANAA grant will be in effect for three years. This budget line item averages \$166,666/per year, e.g., salary/benefits for two-three staff members	\$500,000.00
Tuition Support to 490 Apprentices	Tuition support for pre-apprentices and apprentices @\$4000 (average tuition)	\$1,960,000.00
Stipends to Employers to offset wages for OJT	Stipends to Employers to Offset On the Job Training (up to 50% of wages), budgeted at \$2,100 per apprentice.	\$525,000.00
Outreach		\$64,800.00
TOTAL		\$3,049,800.00

5.1 The Tuition Support is budgeted at \$4,000 per pre-apprentice/apprentice tuition or other educational fees, which was calculated as an average tuition amount. The applicant needs to provide information on their knowledge and ability of handling of tuition related support through other grants/contracts.

5.2 The Stipends to Employers is estimated at \$2,100 per apprentice for employers that might request assistance. The applicant must provide information on how they determine how much an employer will receive, previous experience and knowledge of providing stipends that are in accordance with any and all governmental policies and guidelines and provide proof of experience on working with an employer to understand any statues or guidelines that must be followed to receive stipend funding for apprenticeships. The negotiated reimbursement percentage for OJT may not exceed 50 percent of the participant’s hourly wage, and the applicant needs to have a plan in place to ensure this and any/all reimbursement policies and procedures with the U.S. Department of Labor are followed. GOWINN does not anticipate all employers requesting the available stipend funding, and the budget does not allow for it, so the

applicant must provide information on the plan for allocating these funds to employers, communicating available funds to employers, and how to ensure it stays within budget.

5.3 The total amount set aside for Outreach is to:

- 5.3.1 Conduct educational events for employers, k-12 and higher education students, parents, and representatives to build the network of stakeholders that will help apprenticeship in the state, as well as
- 5.3.2 Provide technical assistance and professional development training for work-based learning coordinators and other industry professionals with focused sessions to develop their knowledge in particular areas. The applicant needs to provide a breakdown of expenses and a plan to perform this training.
- 5.3.3 Ensure the consistent communication loop between the applicant as the intermediary support and the Nevada State Apprenticeship Council (NSAC), under the Office of the Labor Commissioner (OLC) in the Department of Business and Industry (B&I), on non-construction apprenticeship development.

6 NOFO TIMELINE

The following represents the proposed timeline for this project. All times stated are Pacific Time (PT). These dates represent a tentative schedule of events. The State reserves the right to modify these dates at any time. The State also reserves the right to forego applicant presentations and select applicant(s) based on the written applications submitted.

Task	Date/Time
Deadline for submission of applications	No later than 5:00 PM on 04/29/2022
Evaluation period (approximate time frame)	05/02/2022 – 05/06/2022
Selection of applicant	On or about 05/09/2022
Anticipated BOE approval	August 2022
Contract start date (contingent upon BOE approval)	August 2022

7 APPLICATION SUBMISSION REQUIREMENTS

- 7.1 Applicants shall utilize the **Attachment A** of this NOFO document to provide the Applicant’s contact information as well as the name, title, and telephone number of an authorized agent with the authority to officially respond to questions concerning the response.
- 7.2 Applicants shall fill in responses in the appropriate sections in the following attachments:
 - **Attachment B – Questionnaire**
 - **Attachment C – Cost Schedule**
- 7.3 Applicants shall submit this NOFO document with the completed Cover Page, Attachments A and B electronically as one Portable Document File (PDF) to Kristen Dwyer, kdwyer@gov.nv.gov.

- 7.4 NOFO must be received via email to kdwyer@gov.nv.gov no later than 5:00 pm Pacific Time, on **April 29, 2022**. Responses that do not arrive by NOFO closing time and date may not be considered. Applicants may submit their NOFO response any time prior to the above stated deadline.

8 APPLICATION EVALUATION AND AWARD PROCESS

- 8.1 The evaluation committee is committee comprised of the ANAA Leadership Team established to evaluate and score proposals submitted in response to the NOFO.
- 8.2 The evaluation committee may solicit information from any available source concerning any aspect of a proposal and seek and review any other information deemed pertinent to the evaluation process.
- 8.3 Each applicant shall include in its proposal a complete disclosure of any alleged significant prior or ongoing contract failures, contract breaches, any civil or criminal litigation or investigations pending which involves the applicant or in which the applicant has been judged guilty or liable. Failure to comply with the terms of this provision may disqualify any proposal. The State reserves the right to reject any proposal based upon the applicant's prior history with the State or with any other party, which documents, without limitation, unsatisfactory performance, adversarial or contentious demeanor, significant failure(s) to meet contract milestones or other contractual failures. Refer generally to NRS 333.335.
- 8.4 Clarification discussions may, at the State's sole option, be conducted with applicants who submit proposals determined to be acceptable and competitive per NAC 333.165. Applicants shall be accorded fair and equal treatment with respect to any opportunity for discussion and/or written revisions of proposals. Such revisions may be permitted after submissions and prior to award for the purpose of obtaining best and final offers. In conducting discussions, there shall be no disclosure of any information derived from proposals submitted by competing applicants.
- 8.5 Any contract resulting from this NOFO shall not be effective unless and until approved by the Nevada State Board of Examiners.

ATTACHMENT A – APPLICANT INFORMATION SHEET FOR NOFO

Applicant Shall:

- A) Provide all requested information in the space provided next to each numbered question. The information provided in Sections V1 through V3 shall be used for development of the contract;
- B) Type or print responses; and
- C) Include this Applicant Information Sheet in Section III of the Technical Proposal.

V1	Company Name

	Company Address	
V2	Street Address:	
	City, State, Zip Code:	

	Telephone Numbers		
		Area Code	Number
V3	Telephone:		
	Fax:		
	Toll Free:		

	<i>Contact Person for Questions / Contract Negotiations, including address if different than above</i>	
V4	Name:	
	Title:	
	Address:	
	Email Address:	
	Telephone Number:	
	Fax:	

	<i>Name of Individual Authorized to Bind the Organization</i>	
V5	Name:	
	Title:	

	<i>Signature (Individual shall be legally authorized to bind the applicant per NRS 333.337)</i>	
V6	Signature:	Date:

ATTACHMENT B – QUESTIONNAIRE

Please provide a detailed response to each of the following items, in the format provided.

Question	Applicant Response
What experience do you have working as an intermediary for pre-apprenticeships and apprenticeships?	
What is your experience with being the conduit from developing apprenticeships and getting them approved, and working with multiple state agencies? Provide a detailed narrative on working amongst state agencies.	
What is your experience with developing Registered Apprenticeship Programs (RAPs)? Provide a listing of RAPs you have directly been involved with developing.	
What knowledge do you have of pre-apprenticeships and apprenticeships in the state of Nevada?	
What is your experience working with State Apprenticeship Councils? Provide a narrative on your approach for working with state apprenticeship council members and other state agency staff on the allowability of pre-apprenticeships and apprenticeships.	
Provide a narrative on your management of allocating tuition dollars to higher education institutions to utilize for apprenticeships.	
Provide a narrative on your management of working with employers and providing employer stipend support for apprenticeships.	
Provide a detailed narrative on outreach activities that you have previously provided, that reaches potential apprentices, employers and state/local government agencies, and the success rate.	
Provide detailed narrative on plan for providing an assessment and/or evaluation of the work that is completed. The need to share the data and hard numbers is essential and needs to be explained how it will be shared. Also need to provide narrative on how the efforts developed make an impact, and what might be considered to improve the apprenticeship offerings in Nevada.	

ATTACHMENT C – COST SCHEDULE

Please provide information as highlighted in Section 5

Costs	Applicant Response
1. Budget and budget narrative for Intermediary Support	
2. Budget and budget narrative for Outreach	
3. Provide information on previous handling of tuition support	
4. Provide information on knowledge and previous handling of employer stipends	