

# ANALYSIS

## Higher Education Coordinating Commission State Apprenticeship Expansion

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**Analyst:** Kim To

**Request:** Approve the submission of two federal grant applications to the US Department of Labor (DOL), Employment and Training Administration, State Apprenticeship Expansion Formula program totaling up to \$5,864,103 to expand existing and develop new Registered Apprenticeships in early learning and care, K-12 education, and behavioral health.

**Analysis:** The US Department of Labor (DOL) announced a funding opportunity to support state Registered Apprenticeship Programs (RAPs) as a workforce development strategy and post-secondary education career pathway to meet the demand for adaptable and skilled workers in both traditional and emerging sectors. RAPs are job preparation programs authorized under the National Apprenticeship Act of 1937. These programs combine paid on-the-job learning with a mentor to progressively increase workers' skill levels and wages. These programs allow workforce partners, educators, and employers to develop and apply industry standards to training programs. Graduates of RAPs receive nationally recognized, portable credentials, and their training may be applied toward further post-secondary education.

DOL funding is available through Base Formula and Competitive grants. The Higher Education Coordinating Commission (HECC) will apply for both the Base Formula (\$864,103) and Competitive (\$5 million) grants. If awarded, funds will be used to expand existing and develop new pre-apprenticeships and Registered Apprenticeships Programs in early learning and care, K-12 education, and behavioral health throughout Oregon. A pre-apprenticeship program is a training model designed to assist individuals who do not currently possess the minimum academic or skills requirements for selection into an apprenticeship program, to meet the minimum selection criteria through structured workplace education and training.

There is no match requirement, and HECC will use existing staff to administer the grant funding. The performance period for both grants is July 1, 2025 through June 30, 2028. HECC will distribute the funding to agency and local workforce partners through requests for proposals and interagency agreements.

The application deadline is March 27, 2025. HECC submitted a notice of intent to apply to the Legislature on February 27, 2025. Should the grants be awarded, HECC may need to return to the Legislature to request additional Federal Funds expenditure limitation.

**Recommendation:** The Legislative Fiscal Office recommends approval of the request.

## Higher Education Coordinating Commission Chase

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**Request:** Authorization to apply for two grants totaling up to \$5,864,103 to support educator and behavioral health apprenticeships from U.S. Department of Labor.

**Recommendation:** Approve the request.

**Discussion:** The U.S. Department of Labor, Employment and Training Administration posted two grant opportunities to support the expansion of the National Apprenticeship System: a formula grant (up to \$864,103) and a competitive grant (up to \$5,000,000). The application deadline is March 18, 2025, and the period of performance is July 1, 2025, through June 30, 2028.

If awarded, grant funds will be used to expand existing, develop new, and support apprentices in the following areas:

- Early learning and care
- K-12 education
- Behavioral health

Funds will also be used to establish pre-apprenticeships that create pathways into Registered Apprenticeships within the above areas.

To increase the efficiency and quality of apprenticeship opportunities, funds will support streamlining the application process for new apprenticeships and the alignment of apprenticeship programs with the U.S. Department of Labor's Good Jobs Principles.

The Higher Education Coordinating Commission may subsequently request an increase in Federal Funds expenditure limitation to administer the grants. Neither grant requires matching funds.



# Oregon

Tina Kotek, Governor

Higher Education Coordinating Commission

3225 25th Street SE

Salem, Oregon 97302

[www.oregon.gov/HigherEd](http://www.oregon.gov/HigherEd)

**March 6, 2025**

Senator Kate Lieber, Co-Chair  
Representative Tawna Sanchez, Co-Chair  
Joint Committee on Ways and Means  
900 Court Street NE  
H-178 State Capitol  
Salem, OR 97301

Dear Co-Chairs:

## **Nature of the Request**

The Higher Education Coordinating Commission (HECC) requests approval to apply for two grants from the U.S. Department of Labor's Employment and Training Administration to support the expansion of the National Apprenticeship System. This funding opportunity supports state-identified innovation, sector strategies, and workforce system alignment by assisting new and emerging industries to establish Registered Apprenticeship Programs (RAPs). There are two grants available under this opportunity: a formula grant and a competitive grant. We plan to focus the application on K-12 and early childhood educator apprenticeships and behavioral health apprenticeships.

## **Federal Grant Information**

HECC intends to apply for up to \$864,103 for the formula grant and up to \$5,000,000 for the competitive grant, for a total of \$5,864,103 in federal funding and expenditure limitation. The period of performance for both grants are July 1, 2025, through June 30, 2028. The grant application deadline is March 27, 2025. There are no matching funds required. A total of .5 limited duration FTE would be required for the length of the period of performance.

Apprenticeship is a key workforce development model for achieving HECC's mission:

*Through strategic coordination, funding, outreach, services, reporting, and leadership for systems change, the HECC:*

- *Drives equitable postsecondary access and success for all Oregonians;*
- *Anticipates and meets workforce and economic needs; and*
- *Strengthens Oregon's collective future by fostering research, innovation, learning, civic engagement, and cultural contributions.*



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If awarded, these funds will be used to expand existing and develop new Registered Apprenticeships in early learning and care, K-12 education, and behavioral health, and to support apprentices in these programs. Funds will also be used to establish pre-apprenticeships that create pathways into Registered Apprenticeships in these sectors. To increase the efficiency and quality of these apprenticeship opportunities, funds will support streamlining the application process for new apprenticeships and the alignment of apprenticeship programs with the U.S. Department of Labor's Good Jobs Principles.

Sincerely,

Ben Cannon, Executive Director  
Higher Education Coordinating Commission