

# ACCELERATE THE WORKFORCE

## FUNDING YOUR PROGRAM ✓

Apprenticeship is a long-term, proven solution to employers' need for a sustainable pool of future-ready talent. As with any workplace investment, apprenticeship requires committed leadership and funding. ACCEraterate can help employers by identifying, accessing and leveraging several sources of funding for your apprenticeship program. Funds can be used for program development, expansion, and administration. Sources of funding include:



### DIRECT INCENTIVE FUNDING

As part of our U.S. Department of Labor (U.S. DOL) grant, ACCEraterate has dedicated funding to award directly to employer sponsors of new or expanding apprenticeship programs. Our limited funding is designed to help provide strategy start-up or expansion efforts toward sustainability and can be used toward:

- » costs associated with developing your program;
- » costs associated with registering your program with U.S. DOL or your state apprenticeship agency (SAA);
- » required education costs for apprentices - delivered through a local community college, a national industry association, or even onsite at your location separately from your apprentices' paid work-based; and/or
- » learning mentor training.

There is no application process for incentive funds. The ACCEraterate team will work with you to determine program needs and will draw up an employer engagement memorandum of understanding (MOU). Funding requires ongoing engagement with ACCEraterate to monitor your program's performance and a monthly update as requested.



### FEDERAL AND STATE FUNDING

If you choose to register your apprenticeship program with U.S. DOL or your SAA, ACCEraterate can help your organization and apprentices access funding from a variety of federal agencies. Agencies that have specific apprentice-related funding and benefits include:

- » U.S. Department of Education
- » U.S. Department of Labor
- » U.S. Department of Veterans Affairs
- » U.S. Department of Agriculture
- » U.S. Department of Transportation

In addition to federal funding, most states have a variety of state-based support and funding to support apprenticeship programs including:

- » tax credits
- » tuition waivers for community college courses
- » direct apprentice subsidies



## BRAIDING FUNDS FOR YOUR PROGRAM ✓

ACCErate apprenticeship experts have decades of experience building customized apprenticeship programs to help employers meet specific, critical occupational needs. By collaborating closely we can have your program up and running within months!

- » **YOUR FUNDING:** The most significant in-house cost for your apprenticeship program is apprentice salaries. A general rule of thumb is that apprentices earn approximately 50% of the average salary of an experienced professional for the same position. As a paid employee your apprentice will learn from an experienced supervisor while contributing to your company's bottom line from day one.
  - » **TUITION WAIVER:** Most states offer some form of tuition waiver (partial or 100%) to employers that enroll their apprentices at a public, community or technical college for their related instruction.
  - » **STATE TAX CREDITS:** Many states offer an employer income tax credit either as a flat fee or percentage of apprentice's total wages.
  - » **STATE WORKFORCE FUNDS:** States can provide Workforce Innovation Opportunity Act (WIOA) funding to support the on-the-job training component of apprenticeship programs with the cost of related classroom instruction (tuition, books, supplies, fees), uniforms, tools and other required items.
- in some cases. In addition, some states offer grant funding to offset apprenticeship program development or expansion.
- » **ACCELERATE FUNDING:** ACCErate has a limited pool of incentive funding to award directly to employers for qualified apprenticeship program-related expenses including apprentice related instruction, program administration costs (i.e. oversight, marketing & outreach), etc.

Customized training and incumbent worker training are other ways that WIOA funds can support businesses that sponsor apprenticeship programs including direct apprentice wage reimbursement



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