

# BRAIDED FUNDING & APPRENTICESHIP



**Braiding Funds for apprenticeship programs is an effective way to maximize government and community funds; leveraging money *already* being spent on separate programs that serve similar populations and goals has proven most effective for all partners involved.**



Braiding funds is the act of using federal, state, local, private, and other types of funding streams to support a comprehensive and integrated service.<sup>1</sup> Several **benefits** include:

- Increased flexibility to achieve defined outcomes and ability to focus on apprenticeship program goals<sup>2</sup>
- Reinforced stakeholder collaboration, coordination of services and project management
- Enhanced participant experience and value while increasing the probability of sustainability past a grant funded period.

## Guiding Philosophy when Braiding Funds:

Prioritizing employer's needs, outcomes, and results will help drive the investment of a diverse program/funding stream resources.

### Several key questions to ask yourself:

- What does the employer need?
- Where is your funding coming from and what are the restrictions around those funds?
- How can we obtain and increase funding resources to meet the employer's need?

## "Where Can I Find Available Funding Sources?"

**Federal Funds:** U.S Department of Labor, U.S. Department of Education, Veteran Affairs, Pell Grants, Federal Work Study (FWS) and other departments.

**State Funds:** Department of Education, Department of Labor, Department of Corrections, Veterans Administration, Governor's Office, General Revenues, and other funds.

**Local Funds:** Workforce Development Board, County, City, School Districts, Higher Education, Libraries Systems, and other funds.

**Private Funds:** Employers, Foundations, Industry Associations, and other organizations.

***\*If you are managing a federal grant, check with your federal project officer to determine compliance when braiding funds.***

## Questions To Consider When Braiding Funds:

- What is the scope of the project and what do we want to achieve?
- Who are our potential partners?
- What level of funding (or other resources) do we need?
- What challenges might be faced in implementing braided funding?
- How likely is it that partners will remain with the project after grant funding?

## How Do I Implement Braiding Funds?

- Define a strategy of what you are trying to accomplish.
- Check the allowable costs for each funding stream- be aware of the terms and conditions of the award and when they end. You want to avoid disallowed costs.
- Design the braid. Determine what each stream of funding would best be used for and define the individual funding sources.  
*Hint: a matrix is an extremely helpful way of displaying all pieces of information at once*
- Set up a fund-based accounting system to track the expenditures.
- Review the individual performance metrics.
- Design the braided performing metrics

***\*A participant's eligibility must be established for the funding stream before any commitment of funds are put out from the apprenticeship program.***

**To learn more about how apprenticeship can help your company, visit [GuilfordWorks.com](https://GuilfordWorks.com) or [TQAClark.com](https://TQAClark.com)**

<sup>1</sup> Workforce GPS, PPT Braiding Funds: Yielding Greater Flexibility and Impact, <https://apprenticeship.workforcegps.org/-/media/Global-Site/Content/ETA-Webinars/2020/06-June/06252020-Braiding-SA-Braiding-Funds.ashx>  
<sup>2</sup> Workforce GPS, PPT Braiding Funds: Yielding Greater Flexibility and Impact, <https://apprenticeship.workforcegps.org/-/media/Global-Site/Content/ETA-Webinars/2020/06-June/06252020-Braiding-SA-Braiding-Funds.ashx>