

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.¹ Several **benefits** include:

- Increased flexibility to achieve defined outcomes and ability to focus on apprenticeship program goals²
- 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 MassHireCentral.com or TQAClark.com.

¹ 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>

² 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>

