



Design Sprint Request for Partners Informational Webinar



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castlefoundation.org/hyan

Background: What are we solving for?

Complex, difficult to navigate, inequitable college and career pathways aren't serving **students** well

- HS degree alone limits job prospects
- Many young people need to contribute household income
- Students hesitant to take on debt for college
- College degrees and credentials don't always lead to job opportunities
- Low college completion rates
- Students who can't afford to continue get stuck with large loans but no degrees
- Large numbers of Opportunity Youth

Employers struggle to recruit and retain skilled workers

- Large numbers of difficult-to-fill job vacancies
- Retirement and turnover challenges
- Classroom training doesn't align with real-world skill needs, leaves graduates underprepared for work
- Workers don't have the skills they need to be maximally productive
- Traditional recruiting strategies are no longer working

Apprenticeship: A case for Hawaii

6,058 active apprentices in FY2024,
including 2,711 aged 24 or less (USDOL)

Over 100 registered apprenticeship
programs available representing a variety
of occupations (WDD)

Apprenticeship is growing in HI: Active
apprentices as a proportion of the labor
force increased by 15% from 2014 to 2024
(AFA)

HI awarded \$4.9M state apprenticeship
expansion grant from USDOL

**The top five states for the
proportion of apprentices in the
labor force in 2024 are**



Hawaii (0.92%)



Arkansas (0.68%)



Alaska (0.65%)



Missouri (0.63%)



Indiana (0.62%)



Source: [How States are Driving the Expansion of Apprenticeships State Apprenticeship Policy Scan](#)

Design Sprint RFP Grant Goals



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APPRENTICESHIP
NETWORK

01

Connect young people to college and career opportunities

Gain hands-on skills in a **professional environment** while earning money and building their resume.

02

Address the future talent needs of employers

Apprenticeships significantly enhance your job prospects by **providing relevant skills and experience employers are seeking.**

03

Create a viable youth apprenticeship model for Hawaii

Partners will **assess their readiness, build out the design and funding model, and lay the groundwork to launch the program.**

Youth Apprenticeship 101



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What is apprenticeship?

Employer-Driven Learning

Employers determine **what apprentices need to learn** over the course of their apprenticeship

Hands-On Learning

Apprentices **learn and practice** new skills **on-the-job**

Paid Employment

An apprenticeship is a **real job** that pays an hourly wage

Related Coursework

Apprentices complete **related instruction** that complements their on-the-job learning via classroom-based, online, or hybrid coursework

Mentoring

Apprentices are guided by a **skilled and experienced mentor**

Rewards + Recognition

Apprentices earn **increased wages** each time they achieve specific milestones and receive an industry-recognized **credential** upon completion

What is **youth** apprenticeship?

Youth apprenticeship includes the same core elements as traditional Registered Apprenticeships **PLUS:**

Targets Ages 16-24

Youth apprenticeship programs engage HS students, recent graduates, and/or GED students; HS diploma not required to begin

K12 + College Connections

Local high schools, GED programs, or community / technical colleges recruit apprentices, offer related courses, give credit towards degrees / credentials

Modified Scheduling

High School aged youth apprentices work part-time during the school year during hours that don't conflict with school + full-time in summers

Robust Supports

Young people receive soft skills training, coaching, help with transportation, \$ for tools or uniforms, etc. to help ensure their success

Options Multiplier

Youth apprenticeships provide on-ramps to a broad range of future work and learning opportunities

“Options Multiplier”

Youth Apprenticeship pathways lead to many options for the future:



Full-Time
Employment



Full-Time
College



PT College +
PT Work



Registered
Apprenticeship

How is Youth Apprenticeship different from...

Registered Apprenticeships

Many youth apprenticeship programs **are** Registered Apprenticeship Programs that have simply been structured to meet the needs of younger workers

Pre-Apprenticeships

- Typically does not pay an hourly wage
- Usually < 1 year
- Typically doesn't offer on-the-job learning and mentoring
- Often industry vs. occupation focused
- Tailored towards preparing participants for entry into a Registered Apprenticeship Program

Internships

- May or may not be paid
- Often very short-term
- Typically no structured plan for what interns will learn
- Usually no related coursework
- Does not typically lead to industry-recognized credential

But...it's not a silver bullet!

Youth Apprenticeship may not be a good solution if:

Current vacancies seem primarily driven by wages and/or benefits that are well below the regional average and non-competitive with other businesses

Current vacancies seem primarily driven by workplace culture or leadership concerns

Business is seeking a short-term solution to immediate hiring needs

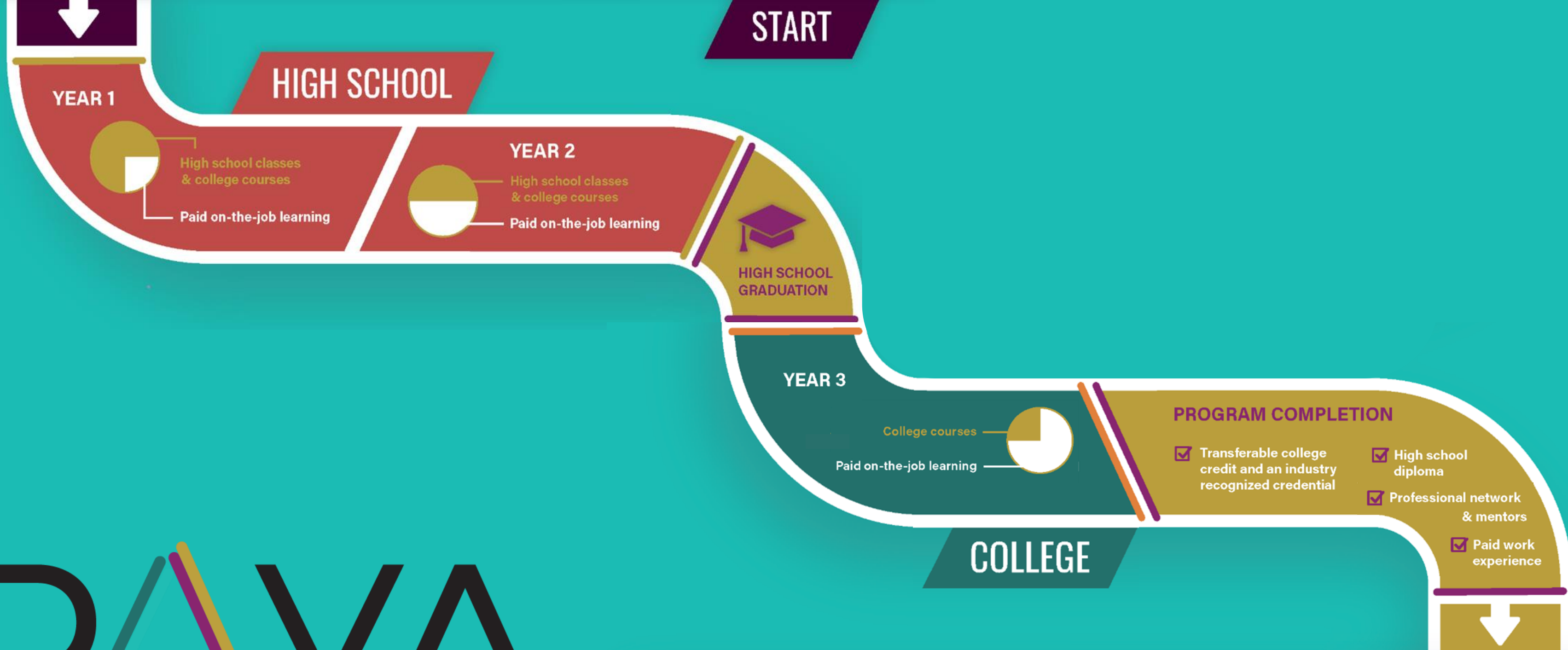
Company isn't able/willing to invest in a learn-and-earn model that pays wages to trainees

Employer isn't able to commit staff time for mentoring

Business is unwilling/unable to make a multi-year commitment



PARTNERSHIP TO ADVANCE YOUTH APPRENTICESHIP



MULTIPLE OPTIONS EXIST FOR STUDENTS WHO COMPLETE YOUTH APPRENTICESHIP



FULL-TIME EMPLOYMENT

Youth apprentices can start careers with valuable industry knowledge and experience.

OR



FULL-TIME EDUCATION

Youth apprentices can enroll full-time at postsecondary institutions to build on the college credits they earned through their apprenticeship programs.

OR



EMPLOYMENT AND EDUCATION

Youth apprentices can continue working and enroll in college courses to complete a degree.

FOR MORE INFORMATION ABOUT THE PARTNERSHIP TO ADVANCE YOUTH APPRENTICESHIP, VISIT WWW.NEWAMERICA.ORG/PAYA

Request for Partners Overview



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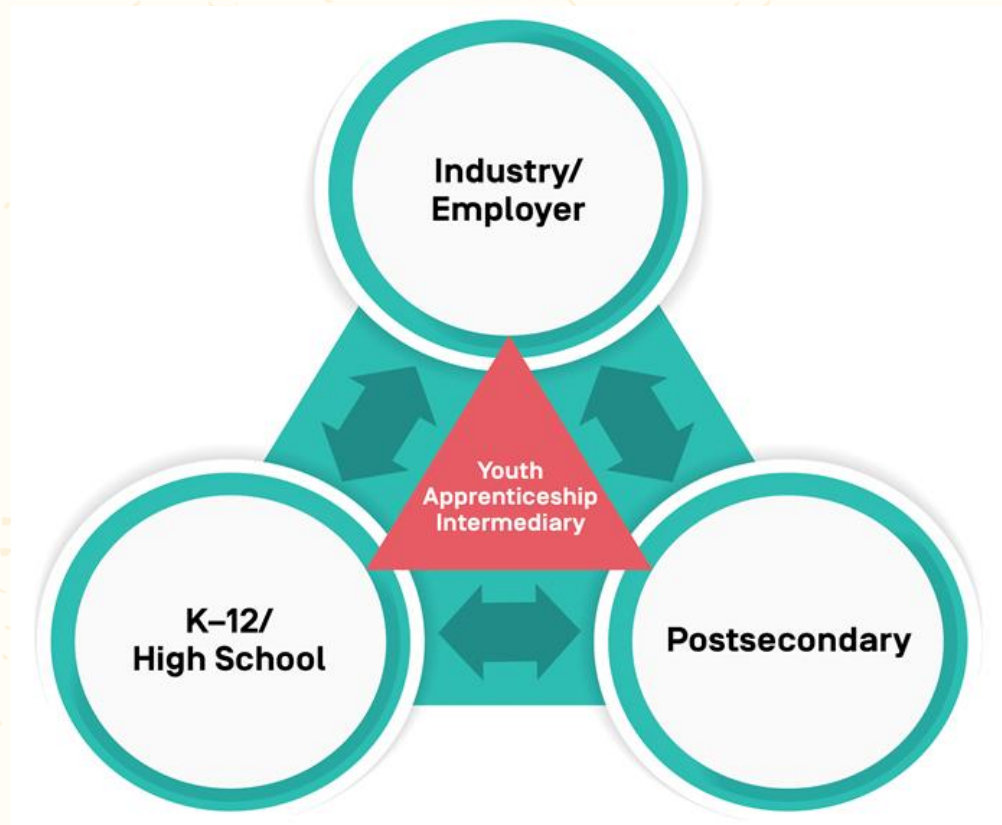
Partners will **assess their readiness, build out the design and funding model, and lay the groundwork to launch the program.**



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NETWORK

RFP Overview

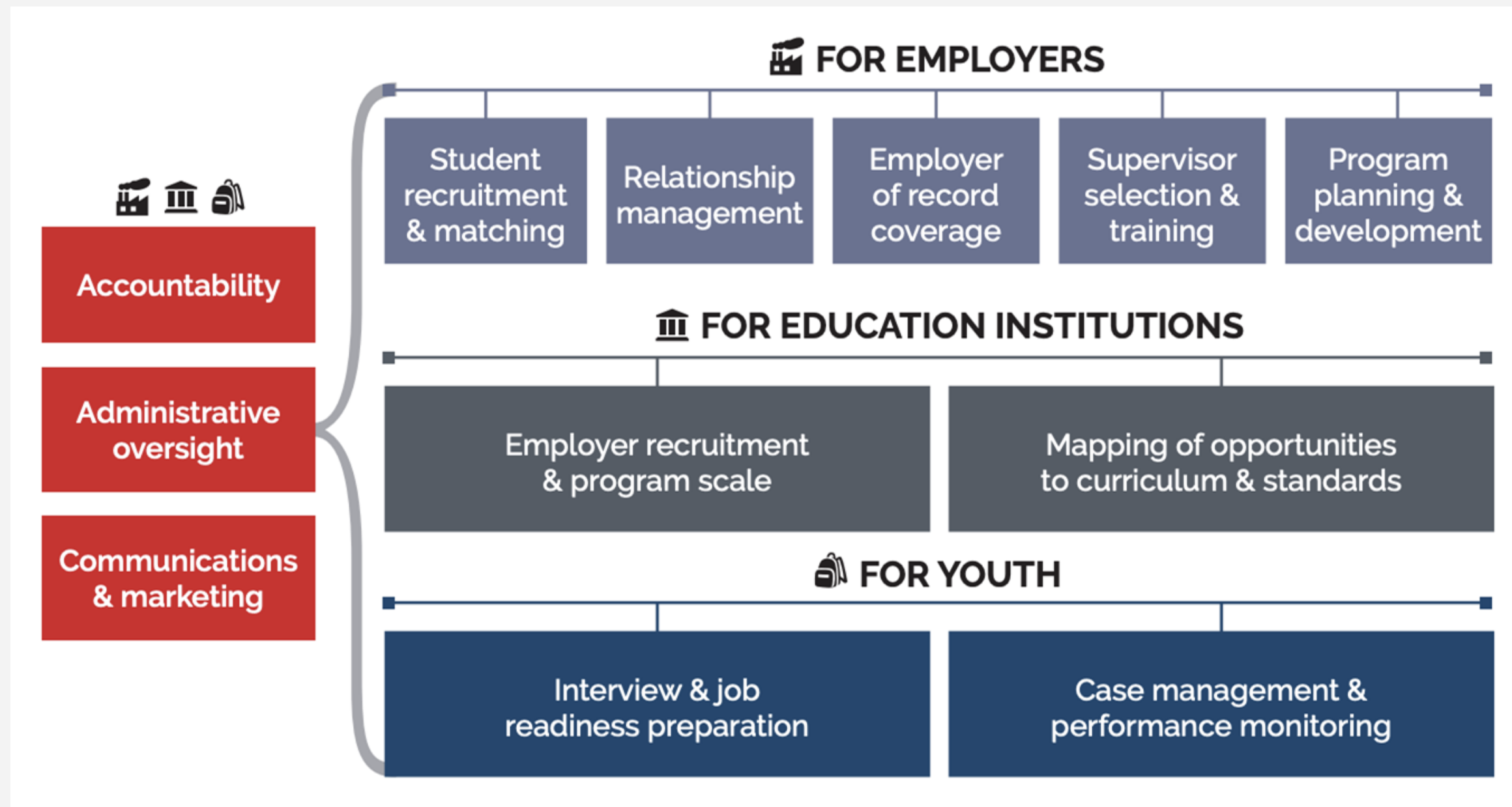


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- Support for 2-4 partnership teams
- Up to \$35,000 in funds
- 6-Month Design Sprint: July - December 2025
- Partnership Teams that include:
 - Lead apprenticeship intermediary (can also be one of the partners below)
 - Two employer partners (flexible)
 - One K-12 education partner
 - One post-secondary partner
- Teams receive funding, support & expert coaching from [Jobs For The Future](#)
 - Engage in peer-to-peer learning activities
 - Work together to raise awareness and understanding of youth apprenticeship
 - Identify shared policy and systems change needs/opportunities
- Future application for implementation support from January 2026 - June 2028 - up to \$200,000

Intermediaries offer resources, expertise, and staff capacity to reduce the workload on partners, coordinate activities, and ensure program quality + success



Source: The Critical Role of Intermediary Organizations in Expanding Youth Apprenticeship, Education Strategy Group

Eligibility Requirements and Selection Criteria

- Convene a partnership that includes a Lead Organization that is based in Hawaii to serve as the apprenticeship intermediary; at least two employer partners; a representative of K12 education; and a postsecondary partner.
- Clarify if your partnership will have a Place-Based Focus or Industry-Focus
 - Specify one or more industries and occupations you would like to develop a youth apprenticeship for.
- Ensure that all partners fully commit to participating in all Design Sprint coaching, technical assistance, and peer-to-peer learning activities.
- Ensure that all partners fully commit to working together to develop a written work plan for launching a youth apprenticeship program by the end of the Design Sprint



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RFP Timeline



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Wed, April 30	RFP Released and Online Application Live on Fluxx
Mon, May 12	Optional Applicant Information Webinar for interested applicants to learn more
Fri, May 30	Request writeups due
Mon, June 16	Selection announcement
Tue, July 1	Projects begin
July – November	Launch Event Strategic Planning and Coaching Employer outreach
Fri, December 19	Submission of Strategic Plans for Implementation Funding Consideration

STEP 1

VISIT
CASTLEFOUNDATION.ORG/HYAN



**HOW TO
APPLY**

STEP 2

Register for a Fluxx Account by May 27 (takes 1-2 days to create/approve account)

STEP 3

Recommend creating a draft in Word or Google Docs first and then copy and paste into the portal - [Questions linked on website](#)

STEP 4

Documents to prep for upload:

- Detailed Project Budget
- Letters of Commitment from Partners

Questions?

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