

Types of Apprenticeship Funding Sources

Blended, Braided, & Aligned

Significant costs are associated with developing and operating any training program, and building Registered Apprenticeship and Pre-apprenticeship programs is no different. Braiding, blending, and aligning funding are all ways to make the most of available resources so that no single budget must absorb the total cost of a program. *Here's a look at how each model works:*

Braided Funding

Braided funding coordinates funds or resources from two or more funding sources to pay for a specific program or program component. Under this model, the individual programs or components of a program are each paid for with funds from a different source. When braided, expenditures are allocated and reported by individual fund sources.

Braided funding, via a co-enrollment approach, promotes efficiencies because it leverages services and supports that a single program alone cannot provide. For example, money made available through WIOA might pay for training, while a foundation grant pays for the tools and equipment needed for that training.

Braided Funding Example

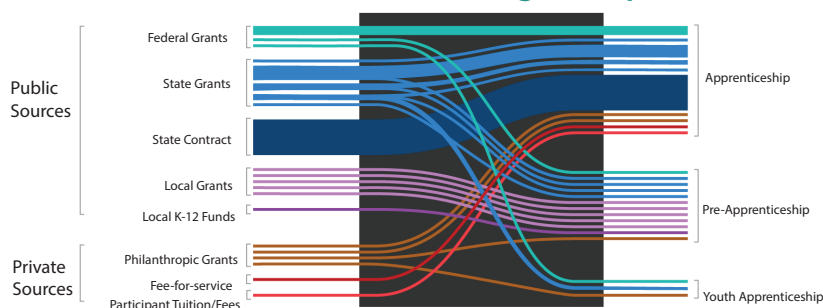


Blended Funding

Blended funding combines - or blends - funds from two or more sources to pay for a specific program or program component. When blended, expenditures may be reported by individual fund source if required by the funder. For example, Workforce Innovation and Opportunity Act (WIOA) funds pay for 50 percent of the cost of training and the other half is covered by contributions from employers.

Blended funding arrangements may make it difficult to track specific program expenditures by fund source but may be helpful in situations where organizations have access to less restrictive funding sources, like endowment funds and philanthropic grants that can support program operations.

Blended Funding Example



It is important to note that fund recipients may need to seek waiver authority or approval from a funder to enter into a blended or braided funding agreement. For example, local areas can request waivers from U.S. DOL with respect to WIOA funds.

Types of Apprenticeship Funding Sources

Blended, Braided, & Aligned

Even with strong strategies, diverse funding, and solid partnerships, apprenticeship programs still face threats to their long-term sustainability and growth. Combining funds from various sources innovatively can create more opportunities than any single program alone. Coordination of funding from multiple sources can enable programs to thrive.

Coordinating funding from multiple sources can enable programs to work together to provide more services and feed industry innovation.

Aligned Funding

In this model, two or more organizations collaborate to use funding or resources from multiple sources in support of a common program, population, or initiative. Each organization allocates and reports expenditures for its own funding source(s) separately.

All these programs operate and are funded separately but complement one another as the organizations collaborate to boost apprenticeship capacity in the community. Aligned funding allows for the greatest independence for programs while still collaborating towards a common goal.

For example, one organization uses WIOA funds to pay the staffing costs of an adult apprenticeship program, a foundation pays the staffing costs of a youth apprenticeship, and a college launches a pre-apprenticeship program.

Aligned Funding Example

Local Foundation	——	Youth Apprenticeship
WIOA Funded Org	——	Adult Apprenticeship
Local University	——	Pre-Apprenticeship



Braided, blended, and aligned approaches can all create greater efficiency and improve program services and outcomes. However, it is important to recognize that the choice of a collaborative funding approach depends on the particular program context and the individual funding situations for the parties involved.

CONNECT WITH US!

To learn how the Hub can help, please visit SCWorkforcehub.com or email us at SCAWorkforceHub@manhattanstrategy.com.