

Goal and Outcomes Table

No.	Measurable Performance Goal/Outcome	Performance Indicator	Evaluation Method	Target Number/Result	Timeline to Meet Goal/Outcome	Comment
1	Collaborate with ATO to ensure required elements and standards of a registered apprenticeship are met.	<p>Leverage the expertise of ATO in the creation of the apprenticeship pathways to ensure alignment with industry standards and regulations.</p> <p>Collaborate with ATO on the development of curriculum and training materials, and mentor program.</p> <p>Consult with ATR on program/RAP alignment</p>	ATO and Council approval of program standards	Clear and concise guidance documents that align the RAP process with program goals, meeting ATO standards.	Quarters 1-3 October-June	Ongoing dialogue with the ATO will be critical in the review and approval of the template along with support materials.
2	Develop a sustainability plan that will allow for long-term apprenticeship planning.	Leverage intermediary supports in rural areas where resources (human and capital) are limited.	Comparative analysis of PA funding model with standard nationwide rates.	<p>Finalized Sustainability Plan.</p> <p>Secured funding (e.g., grants, industry contributions, tuition fees) to support the apprenticeship.</p> <p>Established formal agreements with industry partners representative of urban, suburban, and rural communities.</p>	Quarters 4-5 - July-December	
3	Develop a new Registered Apprenticeship Program serving at least 4 apprentices during the grant period.	<ol style="list-style-type: none"> 1. Connect with Apprenticeship Training Representative (ATR) to begin development of Standards to Registered Apprenticeship (RA). 2. Attend Pennsylvania Apprenticeship and Training Council (PATC) meetings to develop the RA. 3. Establish partner connections for related technical instructions (RTI). 4. Prepare On the Job Training (OJT) and Mentoring for Journeyworkers. 5. Market program for partner and industry support. 	<p>Use feedback from ATR and monthly PATC meetings to develop and register the apprenticeship program.</p> <p>Support growth and change of program parameters to encompass a wider workforce.</p> <p>Development of partnership with educational institutions and career centers to support RTI and growth of workforce candidates.</p> <p>Implement Journeywork mentoring program to support Journeyworkers in their mentorship abilities.</p>	<ol style="list-style-type: none"> 1. Finalize the Standards to Registered Apprenticeship. 2. Enroll apprentices in RAPIDS and CWDS. 3. Support journeyworkers completion of mentor program. 4. RTI/OJT begins for apprentices 	<p>Quarters 1-5 - Meet with ATO, ATR, and Council. Prepare Standards for RA. Begin journeyworker mentorship training. Collaborate with industry partners and develop sustainability plan. Market program availability.</p> <p>Quarters 6-9 - Finalize RA and begin enrolling apprentices</p>	Continued communication throughout the process with the ATO will be paramount to success.