

GRANT AGREEMENT
Between
JEFFERSON COUNTY PUBLIC SCHOOLS
And
NEW AMERICA

This Grant Agreement ("Agreement") is entered into between Jefferson County Public Schools (JCPS), with offices at 3332 Newburg Road, Louisville, KY 40218, and New America Foundation ("NA" or "New America"), located at 740 15th Street NW, Suite 900, Washington, DC 20005. NA and JCPS may be referred to as the Party or Parties.

PURPOSE

New America leads the Partnership to Advance Youth Apprenticeship ("PAYA"), a multi-year initiative to support the expansion of high-quality apprenticeship opportunities for high school-age students in states and cities and across a broad range of industry sectors. PAYA includes a set of activities that advance three core objectives:

1. Improving public understanding and awareness of American youth apprenticeship and how they serve students, employers, and communities.
2. Documenting and disseminating information about the conditions and strategies necessary for the success and sustainability of youth apprenticeship partnerships.
3. Putting resources in the hands of policymakers, and community and industry leaders to support their strategies to establish, improve, and expand high-quality youth apprenticeship partnerships.

The PAYA Grant Initiative is structured to support all three of these objectives by providing grants and technical assistance to partnerships in states and cities with clear action plans to expand participation in high-quality youth apprenticeship. The PAYA Grants will support diverse strategies tailored to local needs of states and communities, but aligned toward shared goals across the cohort. Specifically, grantees will work together and alongside national experts in education and workforce development to:

- **Develop a youth apprenticeship vision and strategy** that lays a foundation for the sustainable expansion of programs in the state or region.
- **Launch, expand, and strengthen youth apprenticeship programs** aligned to careers with family supporting wages that provide a return on investment for employers.
- **Advance system and policy alignment** to mainstream youth apprenticeship as a high-quality post-secondary option with equitable access and outcomes.

PERFORMANCE PERIOD

The terms of this Agreement shall be in effect from July 17, 2019 until September 25, 2020.

GRANT OBJECTIVES

The work of PAYA grantees is critical to supporting the success of high-quality, scalable, youth apprenticeship partnerships that serve the needs of participating students, employers, and communities. As a PAYA grantee, Jefferson County Public Schools will contribute to this goal by leading activities and demonstrating progress in line with the following objectives:

OBJECTIVE ONE: *Identify and implement actions to launch, expand or improve high-quality youth apprenticeship programs.* Jefferson County Public Schools will work with industry, education and community partners to launch a new youth apprenticeship pilot program

or implement steps to expand and improve an existing program by the end of the performance period.

New programs are expected to be publicly announced with employer and education partner commitments and at minimum, entering a recruitment phase by end of the performance period. For existing programs, improvements aimed at expanding apprentice participation and strengthening program outcomes are expected to be implemented by the end of the performance period. All programs supported by the PAYA grant initiative should:

- Reflect the PAYA National Definition and Principles for expanding high-quality youth apprenticeship programs.
- Be positioned to report key data on program participation and outcomes using a consistent data framework mutually agreed upon between New America and Jefferson County Public Schools and guided by the Principles for High-Quality Youth Apprenticeship.

OBJECTIVE TWO: *Identify and advance opportunities for systems and policy alignment.*

Scaling high-quality youth apprenticeship demands alignment with existing education and workforce systems, as well as overcoming barriers and developing new capacities across industry, education, and community partners. Jefferson County Public Schools will engage partners to assess needs and challenges related to the expansion of youth apprenticeship in Louisville, and advance priorities related to:

- Aligning and integrating youth apprenticeship within broader education, workforce and economic development goals and initiatives in Louisville.
- Building the capacity of and overcoming systemic barriers for industry and education partners to develop and implement high-quality youth apprenticeship experiences.
- Engaging policymakers to capitalize on opportunities to shape a clear framework for supporting the expansion of youth apprenticeship programs over time.

OBJECTIVE THREE: *Develop and deliver a shared vision and strategy for sustainable expansion of youth apprenticeship.*

The PAYA Grant Initiative is structured to support partnerships in cities in states to develop a clear plan for the expansion of high-quality youth apprenticeship opportunities over time. Jefferson County Public Schools will convene key partners and stakeholders to shape, iterate, and build support for a five-year strategy for expanding high-quality youth apprenticeship in Louisville. This strategy will articulate the following:

- Priority industry sectors and occupations for youth apprenticeship pathway development and expansion.
- Roles and responsibilities within public-private partnerships across industry, K-12, postsecondary to deliver high-quality apprenticeship programs for high-school age youth.
- Intermediary strategy and identification of capacity-building needs to support the implementation of accountable programs.
- Communications and engagement strategy to build awareness and support among industry groups, businesses, and employers, K-12, postsecondary, government and other critical community leaders.
- Plan to mobilize new and existing public and private resources to support both the strategic work of the partnership and the sustainable expansion of youth apprenticeship.

GRANTEE EXPECTATIONS

Under this Agreement, Jefferson County Public Schools is expected to build awareness of their efforts, and participate in broader field building and peer-learning activities over the course of the performance period. Specifically, grantees are expected to:

- ***Form and coordinate the efforts of a working team to participate in local strategy implementation and PAYA national activities.*** The working team is expected to participate in regular technical assistance activities and national research and communications efforts as outlined below. The working team must include at minimum leadership and representation from core partners from industry, K-12 education, and higher education. It should additionally include key community and government leaders critical to action plan implementation. There must be a designated project lead to coordinate partners and manage strategy development and implementation.
- ***Organize and host at least one awareness building event or engagement in related to Jefferson County Public School's participation in PAYA.*** Jefferson County Public Schools is expected to organize an event or public engagement to support stakeholder outreach and build awareness of their efforts to expand youth apprenticeship. Jefferson County Public Schools will work with New America to determine what time and format will best serve the needs of Jefferson County Public Schools' work plan. The event should focus on engaging key stakeholders critical to the success of Jefferson County Public Schools' efforts including, but not limited to, industry, education, and relevant political leadership.
- ***Participate in regular virtual and required in-person technical assistance activities.*** Team leads and the working group are expected to participate in PAYA Grant Initiative technical assistance activities through peer-learning and engagement with the PAYA National Partners. Grantees will engage in cross-site learning opportunities to source and share best practices, and will co-develop solutions in partnership with national experts and partners. This includes up to two in-person site visits and monthly calls with grantee liaisons assigned by New America, peer-learning workgroups, and webinars across the grantee cohort and the broader PAYA Network, and up to three in-person convenings, which include:
 - PAYA National Meeting in Denver, Colorado (September 2019). Jefferson County Public Schools is expected to form a team of up to five team members to travel to participate in a national meeting to present Jefferson County Public Schools' action plan and engage in a set of team working sessions. Note: PAYA grant funds are to be used to cover the costs of team travel to this required meeting.
 - PAYA Grantee Leadership Meeting in Washington, DC (Winter 2020). Grant team leads will travel to Washington, DC at the interim point in the grant period to discuss best practices, progress, and priority actions for the remainder of the grant period. Note: PAYA grant funds are to be used to cover the costs of team lead travel to this required meeting.
 - Closing Meeting in location TBD (Fall 2020). Grantees and key team members may be requested to participate in a closing meeting to discuss progress and lessons learned. Note: Grantees do not need to budget PAYA grant funds to cover travel for this meeting.
- ***Participate in national research and communications activities led by the PAYA National Partnership.*** Over the course of the performance period, New America and

the PAYA National Partners will lead a series of national activities to improve awareness and understanding of high-quality youth apprenticeship. As a PAYA grantee, Jefferson County Public Schools is expected to participate in the development of profiles, data collection efforts, and other activities to elevate and further support states and communities in communicating their success and mobilize resources to realize a sustainable, long-term vision for expanding youth apprenticeship.

Key PAYA Grantee Milestones and Dates*	
July 2019	Performance Period begins and grantee kick-off calls take place
July – August 2019	Site Visit by New America liaison to support action plan development and assess technical assistance needs
September 18-20, 2019	Grantee teams participate in PAYA National Meeting in Denver, Colorado
October 4, 2019	Deadline for Grantees to submit action plan and baseline data report
Fall 2019 – Summer 2020	Action plan implementation phase and second site visit by New America liaison
February 2020	Grantee Lead Interim Meeting in Washington, DC
September 2020	PAYA Phase One Closing Event
September 25, 2020	Performance Period Ends and Final Report due
<i>* Dates subject to change</i>	

GRANT DELIVERABLES

In line with the activities undertaken to advance three grant objectives, under this Agreement, Jefferson County Public Schools is expected to deliver the following:

DELIVERABLE ONE: Grantee Action Plan and Baseline Report (October 4, 2019).

Jefferson County Public Schools will submit to New America a comprehensive action plan that provides key baseline information and identifies priority actions to guide the work over the course of the grant performance period. This action plan will include:

- A coordinated work plan and aligned budget for outlining the use of grant funds to support grantee activities during the performance period. Note, grantees should include travel costs for the team to participate in the PAYA National Meeting in September, 2019 and the cost of the team lead to travel to Washington, DC in Winter 2020 in this work plan budget.
- With available data, submission of a baseline report, assessment of existing data reporting capacity, and a plan to enhance data capacity as needed.

- An assessment mapping local assets and barriers to expanding youth apprenticeship programs, including identifying priorities for system/policy alignment, partnership, and outreach.

DELIVERABLE TWO: Grantee Final Report (September 25, 2020). Jefferson County Public Schools will submit to New America a final grant report that includes the following components:

- Final strategy, including partnership vision statement and growth plan to guide program scale and system sustainability over a five-year timeline.
- Final report of available data on an existing programs or data dashboard for new program reporting information consistent with a disaggregated data reporting framework jointly developed in partnership with New America.
- Reflection on lessons learned over the course of strategy implementation during the grant period including documenting of key outcomes related to systems change and policy development.

FUNDING TERMS

As a PAYA Grantee, Jefferson County Public Schools will receive \$150,000 to support costs associated with the activities, deliverables, and expectations described above. Upon execution of this agreement, Jefferson County Public Schools will receive a first installment of \$75,000. Upon submission of Grantee Action Plan and Baseline Report (Deliverable One, described above) to New America, Jefferson County Public Schools will receive the remaining balance of \$75,000.

Installment One (July 2019): Within 30 days of the execution of PAYA Grant Agreement	\$75,000
Installment Two (October 2019): Within 30 days of the submission and approval of Grantee Action Plan and Baseline Report by New America.	\$75,000

USES OF FUNDS

Funding provided by New America to Jefferson County Public Schools will support cross-site learning, strategy development and implementation activities over the course of the performance period. Activities to be supported by grant funds shall be outlined in the work plan and budget submitted for review to New America as a component of Deliverable One described above. Direct wage or other subsidies to employers hosting or sponsoring youth apprentices is not a permitted use of funds. Allowable uses of funds include, but are not limited to:

- Staffing or consulting capacity related to action plan development, coordination, and implementation.
- Meeting costs associated with convening partners and relevant stakeholders.
- Research, or communications activities
- Training or engagements with subject-matter experts
- Travel within Jefferson County Public Schools or beyond to engage in peer-learning.
- The following costs associated with the effective launch or implementation of pilot programs or program improvements are allowed:

- Start-up or seed funds to education, intermediary, or community partners to support program
- Trainings or bootcamps to prepare employer and education partners, and students to participate in programs
- Supportive services to address equity gaps
- Program branding or outreach and recruitment costs
- Some direct programs costs such as equipment, and tuition may be eligible.

TERMINATION

This Agreement may be terminated by either Party and all obligations under this Agreement will thereby cease, upon thirty (30) days' written notice to the other Party. In the event of any such termination, any unused funds provided by New America to Jefferson County Public Schools in connection with this Agreement shall be immediately returned to New America.

FINANCIAL REPORTS

Jefferson County Public Schools will furnish a final accounting statement detailing the final expenditure of funds within 60 days of the conclusion of the term of engagement.

USE AND ACKNOWLEDGEMENTS GUIDELINES

National PAYA Publications: New America retains editorial control over all national PAYA and New America branded digital and print publications, including use of PAYA and New America name and logo. Any publication or product that is developed as part of this agreement by Jefferson County Public Schools using grant funds will be subject to review by New America, and will acknowledge PAYA and New America in writing in an Acknowledgements section, through logo use, and either in the text or in a header or footer as appropriate (depending on the parameters established by publishing entity).

STANDARD GRANT TERMS AND GRANTEE ACKNOWLEDGEMENTS

- A. Jefferson County Public Schools shall not use the grant funds to attempt to influence legislation, to lobby, to influence the outcome of any election, or to register voters.
- B. Any funds not used to carry out the stated purpose of this grant as set forth above and in related attachments must be returned to New America at the close of the grant period.
- C. For the duration of the Agreement, Jefferson County Public Schools will maintain effective internal controls over the management of this Agreement, ensuring compliance with all applicable Federal, State, or Local statutes, regulations, and terms & conditions of this Agreement.
- D. Jefferson County Public Schools takes responsibility for informing, monitoring, and holding accountable all other parties that it involves in the execution of the work of the grant.
- E. Jefferson County Public Schools acknowledges that funding for this request does not guarantee future funding, that failure to comply with the terms of this Grant Agreement may jeopardize future funding from New America, and that there may be circumstances under which New America may determine that it will not disburse an unpaid portion of the grant.
- F. Each Party shall be responsible for its own negligent acts or omissions and the negligent acts or omissions of its employees, officers, or directors, to the extent allowed by law. Neither Party shall be obligated to indemnify, hold harmless, or defend the other Party in any action arising out of this Agreement. In no event shall either Party, its affiliates or

each of their partners, principals, agents, servants, personnel, officers and directors be liable for consequential, special, indirect, incidental, punitive or exemplary loss, damage or expense relating to this agreement, nor shall either Party be liable for any claim or demand against the other Party by any third Party, regardless of whether either Party has been apprised of the likelihood of such damages occurring. The provisions of this paragraph shall apply to the fullest extent of the law, whether in contract, statute, tort (such as negligence) or otherwise. The provisions of this paragraph shall survive the termination of this agreement for any reason.

- G. For the duration of the Agreement, Jefferson County Public Schools will maintain sufficient financial systems and processes, ensuring Grant funds are only used for activities within the agreed upon scope and authorized award period of this Agreement.
- H. Jefferson County Public Schools hereby agrees to immediately notify New America of any legal matter arising in relation to the Agreement and any potential violation of the terms stated within.

The undersigned duly authorized representative of Jefferson County Public Schools acting for and on behalf of said organization, as the Grantee hereunder, has read, accepts, and agrees to comply with the terms of this Agreement with New America, and agrees to notify all related persons and agencies under the direction of Jefferson County Public Schools to comply with all of said terms.

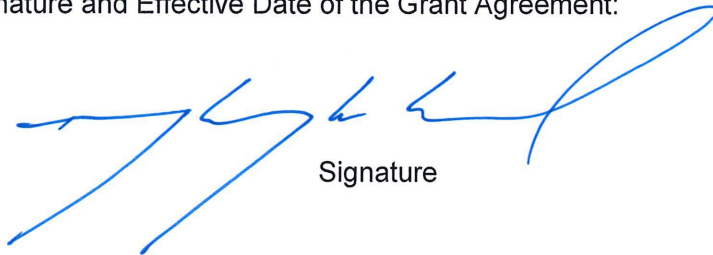

Signature


Signed Date

Dr. Marty Pollio

Superintendent of the Jefferson County Public School (JCPS) District

Countersignature and Effective Date of the Grant Agreement:


Signature


Signed Date

Barry Howard

Chief Financial and Administrative Officer

New America