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## Frequently Asked Questions (FAQ)

### *General Questions about the Future Ready Apprenticeship Center*

#### **What is the Future Ready Apprenticeship Center?**

The Future Ready Apprenticeship Center (the Center) is a national initiative led by CareerWise, with funding from the U.S. Department of Labor, and in collaboration with the Colorado Department of Labor and Employment. The Center supports states in building the capacity to expand access to high-quality Registered Apprenticeships for young people ages 16–24.

#### **Why was the Future Ready Apprenticeship Center created?**

The Future Ready Apprenticeship Center was created to support states in strengthening and scaling efforts to expand youth access to high-quality Registered Apprenticeships. The Center provides selected states with structured customized consulting which is tailored technical assistance designed to meet a state’s specific goals, readiness level, and system context., peer learning opportunities, and resources to support the development and implementation of state-level plans that advance broader adoption and long-term growth of youth participation in Registered Apprenticeship. In addition, the Center will maintain a shared resource library that houses tools, research, frameworks, and practical guidance generated through the Center’s work to support learning beyond participating states.

#### **Who are the partners involved in the Future Ready Apprenticeship Center?**

The Future Ready Apprenticeship Center is funded by the U.S. Department of Labor and is led by CareerWise as the national intermediary, in collaboration with the Colorado Department of Labor

and Employment. Together, these partners provide overall leadership, coordination, and implementation of the Center.

The Center also works with selected state teams and engages national subject matter experts to support key aspects of the work, including policy, systems design, data and research, sector strategies, and implementation. These partners contribute specialized expertise and shared learning that inform the Center's customized consulting, peer learning activities, and national tools and resources.

National subject matter expert partners include:

- American Institutes for Research (AIR)
- Jobs for the Future (JFF)
- Kinetic West
- New America
- Urban Institute

This list will be updated as partners are engaged.

### **What are the main goals or functions of the Center?**

The Center aims to:

- Support states in developing, implementing and refining state-level plans to expand youth access to Registered Apprenticeships
- Provide structured customized consulting and targeted support from national subject matter experts to build state capacity
- Facilitate peer learning and knowledge exchange among participating states to share strategies, challenges and lessons learned
- Develop and disseminate national frameworks, tools, and practical resources informed by state experience
- Identify and address system-level and policy considerations that shape youth access to apprenticeship opportunities
- Strengthen alignment across education, workforce, and industry systems to support sustainable and scalable apprenticeship pathways

### **Who can participate or get involved?**

All U.S. states and territories are eligible to apply to participate in the Future Ready Apprenticeship Center. One application per state or territory will be accepted. Each state must

identify a lead applicant agency or organization to coordinate a core project team and broader coalition of stakeholders representing education, industry, apprenticeship, and workforce systems.

**If I am not a state agency—such as a community-based organization, local workforce board, program sponsor, or other practitioner—can I still be involved?**

Advancing access to Registered Apprenticeship is a collaborative effort that benefits from the contributions of many partners. Community-based organizations, program operators, practitioners, and other interested parties are encouraged to reach out to their state apprenticeship agency, education agency, or workforce development agency to learn whether the state plans to submit an application and, if so, which agency or organization is serving as the lead applicant.

Your experience delivering services and implementing work-based learning programs can inform state planning and may lead to opportunities to participate in coalition activities, working groups, or relevant Center convenings. If your state has not yet applied or you are unsure who to contact, you may reach out to [futurereadycenter@careerwiseusa.org](mailto:futurereadycenter@careerwiseusa.org) for assistance in connecting with the appropriate state contacts.

**How do I express interest or get more information?**

You may complete the [Future Ready Apprenticeship Center Interest Form](#), which is available on the [Center’s website](#), or contact the team directly at [futurereadycenter@careerwiseusa.org](mailto:futurereadycenter@careerwiseusa.org).

**What benefits do participating states receive through the Future Ready Apprenticeship Center?**

Participating states receive a combination of strategic support, funding, and learning opportunities designed to strengthen state-level systems and expand youth access to Registered Apprenticeships:

- **Strategy & support:** Expert customized consulting to support the development and implementation of state plans, informed by a system readiness assessment. Support is provided by a national team that includes CareerWise, Jobs for the Future, Urban Institute, American Institutes for Research, Kinetic West, Oldmixon Consulting, and other national experts.
- **Community & learning:** Virtual and in-person convenings that support cross-state learning, peer-to-peer exchange, and employer engagement.

- **Tools & resources:** A \$200,000 state award to support participation, along with access to a growing hub of tools, toolkits, and research developed through the Center.

Through participation, states are positioned to achieve system-level outcomes such as reducing structural and policy barriers to scale, strengthening coherence across education, workforce, and industry systems, broadening and aligning state coalitions around a shared vision, and strengthening feedback loops between policy and on-the-ground program implementation.

### **What age group does the Future Ready Apprenticeship Center focus on?**

The Center focuses on improving systems that expand access to Registered Apprenticeships for young people ages 16–24. The Center does not operate or deliver apprenticeship programs directly; instead, it works with states to strengthen policies, partnerships, and infrastructure that enable high-quality apprenticeship opportunities for this age group to grow and scale.

### **What are the benefits to employers?**

Employers benefit from the Center’s work by engaging with state systems that are designed to support high-quality, scalable Registered Apprenticeships. Through participating states, employers can:

- Access stronger pipelines of emerging talent prepared through earn-and-learn apprenticeship models
- Engage in apprenticeship approaches aligned with industry-defined skills and competencies
- Help address current and future workforce needs through more coordinated state and regional systems
- Contribute to a national effort that supports consistency, shared standards, and visibility for apprenticeship pathways

### **Is there a cost for states to participate in the Center?**

No. Selected states will receive \$200,000 over the 33-month program period (April 2026 - December 2028) to support their participation and implementation work.

Participating states are expected to commit the staff time and leadership capacity needed to engage fully in the Center’s activities, including developing and implementing a state plan, participating in customized consulting, and attending required convenings and learning sessions.

### **How does this tie into registered apprenticeships?**

The Center focuses on strengthening the systems that surround and support Registered Apprenticeships, such as K-12 education, career and technical education (CTE), postsecondary institutions, workforce development, and industry partnerships, to create more seamless pathways for youth ages 16-24 to access these opportunities. Through the Center's support in building capacity, alignment, and coherence across these interconnected systems, participating states will create sustainable infrastructure that enables schools, employers, workforce boards, and other stakeholders to effectively collaborate and expand youth access to Registered Apprenticeships. As states strengthen these systems, any new or expanded programs developed will align with federal Registered Apprenticeship requirements and registration requirements, ensuring quality, credibility, and portability for young apprentices.

### **Do states need to demonstrate a certain number of programs created, apprentices served, businesses engaged as requirements for the Center?**

The primary requirement is developing, implementing, and refining a comprehensive state plan for expanding youth access to Registered Apprenticeships. The focus is on building systemic capacity and infrastructure that enables sustainable expansion over time. While states will participate in data collection and evaluation processes, there are no prescribed minimum targets for youth served or programs created. That said, it is expected that states will develop goals through the state planning process and then work towards achieving them throughout implementation.

### **Are states focused on pre-apprenticeship eligible to participate?**

Yes. A current focus on pre-apprenticeship does not disqualify a state. The Center welcomes states at different stages of building access to Registered Apprenticeship for youth. Pre-apprenticeship programs are often an important component of broader, connected pathways that support entry into Registered Apprenticeship and can play a meaningful role in state planning and systems development.

## Questions about the Application

### Who is eligible to apply?

U.S. states and territories are eligible to apply to participate in the Future Ready Apprenticeship Center. The Center will accept one application per state or territory, and each applicant must designate a lead applicant agency or organization responsible for submitting the application, convening the state's core project team and broader coalition, serving as the primary point of contact, and managing fiscal responsibility for the \$200,000 state.

States at different stages of building systems to expand youth access to Registered Apprenticeship are encouraged to apply. Prior implementation at scale or previous participation in related networks is not required. The Center seeks a mix of states and territories representing different regions and varying levels of experience, provided they demonstrate commitment, leadership engagement, and the capacity to participate fully in the multi-year customized consulting and planning process

### Can multiple core teams from a state submit an application?

No. Only one application per state is allowed.

### How do you apply?

States apply by completing and submitting the online application form available on the [Future Ready Apprenticeship Center website](#). A PDF version of the application is also available on the website for reference purposes only; all applications must be submitted through the online form to be considered.

### When are applications available?

Applications are available January XX, 2026 and will be open through March XX, 2026.

### Where can I see the application?

The application is available on the Future Ready Apprenticeship Center website. You can view a PDF version of the application on the site for reference, and access the online application form, which is the only way to submit an application.

## What are the application requirements?

To apply, states and territories must submit a completed application through the online application form and meet the following requirements:

- **One application per state or territory**, with an identified **lead applicant agency or organization** responsible for submission, coordination, and fiscal management of the \$200,000 state award
- **Designation of a Core Project Team** of 4–6 individuals with decision-making authority representing apprenticeship, education (K–12, CTE, postsecondary), and industry/business
- **Commitment to building and engaging a broader state coalition** (e.g., workforce boards, employers, education providers, community-based organizations, industry associations, labor) to support planning and implementation
- **Completion of all required application sections**, including:
  - A landscape analysis assessing current readiness and conditions
  - A clear articulation of the **state's need for the Center** and how participation will add value at this time
  - A vision for expanding youth access to Registered Apprenticeships and strategies to address barriers
  - Partner engagement and system alignment approaches
  - A proposed budget and sustainability narrative for use of the \$200,000 award
- **A letter of support from the Governor or Lieutenant Governor** confirming commitment to participation and to expanding youth access to Registered Apprenticeships
- **Commitment of staff time and leadership capacity** to participate in customized consulting, convenings, data collection, and state plan development throughout the program period (April 2026–December 2028)

## How will these applications be scored?

Applications will be reviewed and scored using a rubric for a maximum total of 100 points, based on the criteria outlined in the Request for State Applications. Scoring will assess:

- Landscape analysis (35 points): The state's understanding of current readiness, assets, and challenges related to expanding youth access to Registered Apprenticeships
- Statement of need and strategic vision (10 points): The extent to which the state will benefit from engagement in the Center

- Commitment to expanding access for youth (15 points): The clarity and strength of the state’s vision and approach
- Demonstrated state-level investment (10 points): Evidence of leadership support, policy alignment, and infrastructure or funding commitments
- Committed project team and capacity (15 points): Leadership engagement, decision-making authority, and ability to participate fully in Center activities
- Partner engagement and mobilization (10 points): Strength of partnerships and plans for collaboration
- Budget and sustainability (5 points): Clear and appropriate use of the \$200,000 state award

Higher self-selected ratings in the landscape analysis section do not automatically result in higher scores. Applications are evaluated based on the quality, clarity, and thoroughness of the narrative responses, the depth of understanding demonstrated about the state’s current landscape, and the extent to which the state clearly articulates its readiness and need for the Center and the value of participating at this time.

Applications will be reviewed holistically, with attention to building a cohort of states representing different regions and varying levels of experience in expanding youth access to Registered Apprenticeship

### **Who is part of the selection process?**

The selection process will be conducted by a review team including representatives from CareerWise, the U.S. Department of Labor, the Colorado Department of Labor and Employment, and customized consulting partners with expertise in apprenticeship systems, workforce development, and education.

### **Will we be penalized in the application score if we have low ratings throughout the landscape analysis section?**

You will not be penalized for having lower ratings in the landscape analysis. The Center is intentionally designed to support states at varying levels of readiness, and the goal is for participating states to learn, strengthen their systems, and grow through this work. The landscape analysis is scored based on the clarity, thoroughness, and candor of your self-assessment, as well as your demonstrated understanding of your state’s current strengths and challenges—not on how high the ratings are. The Center seeks to build a cohort of states

with a range of experiences, recognizing that states still building capacity often stand to gain the most from customized consulting and peer learning.

### **Who are the required partners within each state in the Center?**

Each participating state is required to identify a Core Project Team and engage a broader state coalition that together represent the key systems involved in expanding youth access to Registered Apprenticeships.

At a minimum, the Core Project Team must include 4–6 individuals with decision-making authority representing:

- Apprenticeship (e.g., the State Apprenticeship Agency or an Office of Apprenticeship–related entity)
- Education, including K–12, Career and Technical Education (CTE), and/or postsecondary education
- Industry or business, ensuring an employer voice in state planning and implementation

In addition, states are expected to convene a broader coalition of partners who support development and implementation of the state plan. This coalition may include workforce development boards, employers and industry associations, organized labor, community colleges and school districts, community-based organizations, intermediaries, and other relevant state or regional partners.

Together, the core team and broader coalition ensure cross-system alignment, shared ownership, and the capacity to design and implement sustainable, statewide strategies to expand youth access to Registered Apprenticeship.

### **Who is the lead applicant and what are expectations for this role?**

The lead applicant is the state agency or organization designated to submit the application on behalf of the state. The lead applicant is responsible for assembling and coordinating the core project team and broader state coalition, serving as the primary point of contact for the Center, and acting as the fiscal lead for the state award. The lead applicant also holds overall responsibility for coordinating partnerships and supporting the development and implementation of the state plan.

**How do we complete the budget portion of the application?** Applicants should complete the budget section by outlining how the \$200,000 state award will be used to support participation in the Center and the development and implementation of the state plan over the full program period. Budgets should align with the annual funding amounts provided in the application and clearly connect proposed costs to expected activities, such as project coordination, participation in customized consulting and convenings, coalition engagement, travel for required in-person events, and related implementation support.

States should also include a brief budget narrative explaining how the proposed expenditures advance the Center's goals and support sustainability beyond the grant period. The budget does not need to be highly detailed, but it should demonstrate thoughtful planning, appropriate use of funds, and alignment with the state's overall strategy and capacity to participate fully in the Center.

**Are there specific outcome requirements for grantees, such as a minimum number of youth served, apprenticeship programs created or expanded, or employers engaged?**

The primary requirement is developing, implementing, and refining this comprehensive state plan while participating fully in the Center's customized consulting, convenings, and evaluation activities, with a focus on building systemic capacity and sustainable infrastructure that enables long-term expansion. There are no prescribed minimum targets for youth served, programs created, or employers engaged set by the Center. However, as part of developing your state plan, you will be expected to establish your own goals and targets for quantifiable expansion - such as increasing youth participation, creating new programs, broadening employer engagement, and expanding geographic or demographic reach.

**What are the most critical criteria for selection?**

There are seven criteria for selection, and each is important for the success of a state team pursuing expanded access to Registered Apprenticeships for youth. Most essential are:

- Landscape analysis (35 points): Demonstrated understanding of state's current levels of readiness and ability to expand youth access to Registered Apprenticeship
- Commitment to expanding access for youth in registered apprenticeships (15 points)

- Committed project team and dedicated capacity to participate in the Center (15 points): States must have commitment from decision-makers and key leaders and commitment from necessary partners to participate in the Center engagements and to complete and implement the state plan

### **Do we have to already have youth engaged in registered apprenticeship in order to be eligible to apply?**

No, you do not need existing youth engaged in Registered Apprenticeship programs to be eligible to apply. The Center welcomes states at all levels of readiness and experience, from states with fewer than 50 youth in RA programs to those with more established systems, as the focus is on building capacity and creating systemic change from wherever your state currently is. What matters most is your state's commitment to expanding youth access and your readiness to engage in the planning and systems-building work the Center requires.

### **Which states are allowed to participate?**

All U.S. states and territories are eligible to participate in the Future Ready Apprenticeship Center. The Center will accept one application per state or territory, and participating states will be selected through a competitive application process.

### **Are U.S. territories and districts allowed to apply?**

Yes. U.S. territories are eligible to apply and participate in the Future Ready Apprenticeship Center. The Center will accept one application per territory, consistent with the application process for U.S. states.

### **When are the applications due?**

Applications are due March X, 2026 at 11:59pm local time

### **When and how will we be notified if we are selected? What about if we are not selected?**

Applicants will be notified of selection decisions via email to the Project Lead and Point of Contact listed in the application. Selected applicants will receive notification and next-step instructions, including information on onboarding and agreement execution.

**For states who are not selected to be part of the Center, will there still be ways we can remain connected or engaged?**

States not selected for the cohort can stay connected through the Center website, which will feature resources, toolkits, case studies, and research generated from the Center's work. Many in-person events, including the National Youth Apprenticeship Summit (NYAS), National Association of State and Territorial Apprenticeship Directors (NASTAD) convenings, and select employer convenings, will be open to the broader public beyond the selected state cohort. Additionally, CareerWise offers consulting services for states seeking more targeted, customized consulting to support their efforts to expand youth access to registered apprenticeships.

**What if we can't get the letter of support from the governor or lieutenant governor but we can get a different high-ranking state-level representative to do so?**

Executive-level support from the governor or lieutenant governor is a critical indicator of state commitment and is part of the scored selection criteria (Section 4), as this leadership helps ensure sustained engagement across potential transitions and signals institutional buy-in. If you're unable to secure a letter from the governor or lieutenant governor by the deadline, submit your application with whatever documentation of high-level state support you can provide and explain the situation in your response. If you secure the governor's or lieutenant governor's letter after the deadline, please send it to [futurereadycenter@careerwiseusa.org](mailto:futurereadycenter@careerwiseusa.org) as soon as possible, though the absence of this letter at the time of review may impact your application score.

**Can I include attachments in the application (e.g., letter of support, etc.)?**

Yes. The final section of the online application includes an option to upload additional materials to support your application, such as letters of support or other relevant documents. Submitting attachments is optional and not required to complete the application.

**I'm experiencing technical issues with the application – who should I contact?**

If you experience technical issues while completing the application, please contact the Future Ready Apprenticeship Center team at [futurereadycenter@careerwiseusa.org](mailto:futurereadycenter@careerwiseusa.org).

# Questions about Participation in the Future Ready Apprenticeship Center

## What is the expected time commitment for the "Core Team"?

Core Project Team members are expected to commit consistent time and engagement throughout the program period (April 2026–December 2028) to support state planning and implementation. At a minimum, this includes:

- Participation in **monthly 2-hour virtual customized consulting sessions** with the Center’s assigned state coach and subject matter experts
- Active involvement in developing, implementing, and refining the state plan, including coordination with the broader state coalition between formal sessions
- Attendance at **required Center convenings**, including virtual cohort convenings and select in-person engagements
- Participation in peer learning groups, data collection and evaluation activities, and knowledge-sharing efforts, as appropriate to each role.

While time commitments may vary by role, states should ensure that Core Project Team members have sufficient capacity and decision-making authority to engage meaningfully and sustain momentum over the full duration of the Center.

## Is there a specific template for the state plan?

Yes, the Center will provide a structured framework and template to guide state plan development over the first year of engagement. The template will walk states through building an ideal state vision, conducting a comprehensive current state assessment across foundational systems (apprenticeship, education, CTE, industry), identifying gaps and root causes, prioritizing 2-3 high-impact opportunities, and designing detailed goals, strategies, and tactics for each priority area. By March 31, 2027, states will complete a final draft plan that includes their current and ideal state visions, gap analysis, immediate priorities, implementation governance structure, functional diagram of owners, and a funding and sustainability strategy - with ongoing support from your coach and TA team throughout the process.

**What sorts of content will be covered? What type of customized consulting will participating states receive?**

States will receive customized consulting covering key system-building topics such as policy development, stakeholder engagement strategies, cross-sector alignment, employer mobilization, education system integration, funding sustainability, data systems, and communications. Each state will be assigned a dedicated coach and have access to subject matter experts from CareerWise and partner organizations including JFF, Urban Institute, American Institutes for Research (AIR), Kinetic West, and Oldmixon Consulting, with up to 10 additional TA hours per month available for state-specific needs. Content will be delivered through apprenticeship system modules, monthly virtual sessions, peer learning opportunities, and hands-on support for developing and implementing your state plan.

**Is travel to in-person events required as part of engagement in the Center?**

Yes, travel to in-person events is required as part of participation in the Center, including the National Youth Apprenticeship Summit (NYAS), the annual National Association of State and Territorial Apprenticeship Directors (NASTAD) convening, and employer convenings.

States should plan to send their full core team to NYAS, as dedicated time will be built in for state teams to work together. For other in-person events, states should strategically select core team members based on topical relevance - such as sending apprenticeship and workforce representatives to NASTAD and industry representatives to employer convenings. States should account for these travel costs in their proposed budget. Broader coalition members are welcome and encouraged to attend any in-person engagement depending on their role and the event focus.

**For the in-person events, does the entire Core Team need to attend? Do we need to bring members of our Broader Coalition?**

Travel to in-person events is required, including the National Youth Apprenticeship Summit and NASTAD convenings. Each state must be represented at all required events, though the specific attendees may vary based on the focus of each convening.

States should plan to send their full Core Project Team to the National Youth Apprenticeship Summit. For other events, the entire Core Project Team is not required to attend, and participation by broader coalition members may be appropriate depending on their role and the event's content. States should budget for required travel as part of their proposed budget.

**Who should participate in the peer network sessions? How many people can we include?**

Peer network sessions will be held based on key topic areas, including (1) sector and employer mobilization, (2) enhancing the “apprenticeship-readiness” of state education systems, and (3) data systems, data collection, and story-telling through data. Based on need, the Center may provide other peer session opportunities.

Peer learning group sessions are designed primarily for core project team members and select broader coalition members whose roles align with the session focus—for example, education systems peer groups would include K-12, CTE, and postsecondary representatives, while sector mobilization groups would include industry and employer engagement leads. While there is flexibility in attendance, states should be strategic about who participates to ensure meaningful engagement and contribution, typically limiting attendance to 2-4 representatives per session. Specific guidance on recommended participants for each peer learning group will be provided as part of the Center's programming details.

**What metrics will we be held accountable to? What data will you need to collect from us?**

States will be held accountable to participating fully in the Center's customized consulting, convenings, and state plan development process, with progress measured through your engagement and advancement on state plan milestones. You will be asked to participate in data collection and evaluation activities conducted by CareerWise and research partners, contribute to case study development that captures your state's experience and learnings, and provide information on your state's progress in building systemic capacity to expand youth access to Registered Apprenticeships.

## State Awards & Fiscal Administration

### What are the State Awards? How are they awarded?

Each selected state or territory will receive a \$200,000 State Award to support participation in the Future Ready Apprenticeship Center over the 33-month program period (April 2026–December 2028). Funds are intended to support activities such as state plan development and implementation, staff coordination, coalition engagement, and travel to required in-person convenings.

Awards are provided on a reimbursement basis and are allocated by federal fiscal year (FFY) as follows:

- Federal Fiscal Year 2026 (April 2026 – September 2026): \$50,000
- Federal Fiscal Year 2027 (October 2026 – September, 2027): \$70,000
- Federal Fiscal Year 2028 (October 2027 – September 2028): \$70,000
- Federal Fiscal Year 2029 (October 2028 – December 2028): \$10,000

The **lead applicant** is responsible for managing the award, submitting reimbursement requests, and ensuring all expenditures align with the approved budget and Center requirements.

### Who will be the recipient of the State Award?

The State Award will be issued to the lead applicant identified in the application. The lead applicant serves as the fiscal agent for the award and is responsible for managing funds, submitting reimbursement requests, ensuring that all expenditures align with the approved budget and the requirements of the Future Ready Apprenticeship Center, and distributing portions of the State Award to partner organizations or entities on the state's project team, as appropriate.

If a state prefers, it may choose to designate another agency or organization to serve as the recipient and fiscal agent for the State Award. This determination will be made after states are selected and prior to finalizing agreements with the Center.

## What are allowable costs for the state awards?

State Awards may be used to support costs directly related to participation in the Future Ready Apprenticeship Center and implementation of the state plan. Allowable costs include, but are not limited to:

- **Personnel and project coordination:** Staff time for planning, coordination, coalition management, and participation in customized consulting and Center activities
- **Travel:** Required travel for in-person Center convenings, such as the National Youth Apprenticeship Summit, NASTAD convenings, and employer convenings
- **Convenings and engagement:** Costs associated with stakeholder meetings, working groups, employer engagement, and coalition activities that support state plan development and implementation
- **Outreach and communications:** Materials and activities that support awareness, coordination, and alignment related to the state plan
- **Other implementation supports:** Reasonable costs that directly advance the goals of the Center and align with the approved state budget

All expenditures must align with the approved budget, support participation in the Center, and comply with applicable federal cost principles and requirements. Additional guidance on allowable and unallowable costs will be provided to selected states during onboarding.

## Are travel costs covered as part of the state awards?

Yes. Travel for mandatory in-person convenings should be included in your proposed budget under the “Travel” category.

## What reporting is necessary for reimbursement funds to be awarded?

To receive reimbursement funds, states will need to submit regular progress reports that include a brief narrative summarizing key activities and accomplishments from both Center engagements and your state-level work, along with documentation of actual expenditures. Reports should demonstrate progress on your state plan development and implementation in alignment with the Center's calendar of deliverables and milestones. Specific reporting templates, schedules, and reimbursement procedures will be provided during the onboarding process to ensure the process is clear and manageable for participating states.