**Deliverables and Milestones Chart for STEPs4GROWTH**

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| **Deliverable or Milestone #** | **Due Date** | **Description** |
| D0 | 30Sep2022 | Complete IRB application at NCAT, and any CCs or other institutions requiring IRBs (Save Certificates/Authorizations in file) |
| M1 | 01Jan2023 | Vertical CE Sectoral Teams formed; Horizontal Thrust teams formed |
| EDA Report | 15Feb2023 | 1QY1 QUARTERLY Financial Status and Performance Reports |
| D1 | 30Apr2023 | Curriculum for Pyramid Models in each CE Sector and sub-sector defined (online and hands-on training) |
| M2 | 30Apr2023 | Align CCs with curriculum development and delivery, including at RTCs |
| M3 | 30Apr2023 | Alpha Test pre-apprenticeship planning complete for summer 2023 |
| D1.1 | 30Apr2023 | Publish the DEIA statement/policy for STEPs4GROWTH |
| M3.1 | 30Apr2023 | Regional Coordinators are hired and trained along with CC Student Services staff to support future CE workers year-around |
| M3.2 | 30Apr2023 | Regional Coordinators have formed connections with HSs in regions and have recruited ~100 future CE workers for Alpha Test; and are working with CE Sectors and sub-sectors to recruit more industry partners |
| D1.2 | 30Apr2023 | Industry partners have access to and have been trained to use Navigator Job Placement software (linking workers to industry) |
| D1.3 | 30Apr2023 | Deliver report on the expected future technology direction for each CE Sector and sub-sector, and define future curriculum needed to stay relevant in each CE Sector. (include CE, Advanced Manufacturing, and Cybersecurity) |
| D1.4 | 30Apr2023 | Report delivered on different battery technology used in each CE Vertical Sector, and ensure that training represents the different needs in each Pyramid Model developed. |
| D1.5 | 30Apr2023 | Publish a strategic plan to attract additional industry partners; and to pursue additional funds from Federal Agencies and Industry |
| M3.3 | 30Apr2023 | Define and recruit members to the IAB and EAB |
| D1.6 | 30Apr2023 | Carry out an ISO9001 IAB and EAB meeting, including producing a summary report. |
| EDA Report | 15May2023 | 2QY1 QUARTERLY Financial Status and Performance Reports |
| EDA Report | 15Aug2023 | 3QY1 QUARTERLY Financial Status and Performance Reports |
| D2 | 30Sep2023 | Complete Alpha test of pre-apprentice summer programs in all 4 regions of study (~100 future CE Good Job Placements) |
| D2.1 | 30Sep2023 | Metrics Report 2023: Publish Performance Measures (negotiated and defined with Program Officers in DOC EDA GJC) |
| EDA Report | 15Nov2023 | 4QY1 QUARTERLY Financial Status and Performance Reports |
| EDA Report | 15Feb2024 | 1QY2 QUARTERLY Financial Status and Performance Reports |
| M4 | 30Apr2024 | Enhance CC curriculum and hands-on training to cover all CE Sectors and sub-sectors. |
| D3 | 30Apr2024 | Purchase and install RTC equipment to support hands-on training for all CE Sectors and sub-sectors |
| M5 | 30Apr2024 | Beta Test pre-apprenticeship planning complete for summer 2024 |
| M5.1 | 30Apr2024 | Incorporate DEIA policy across all vertical CE sectors |
| D3.1 | 30Apr2024 | Report on DEIA for STEPs4GROWTH delivered. Detailed metrics will be included and presented in next IAB and EAB mtgs. |
| M5.2 | 30Apr2024 | Wrap-around support provided by Regional Coordinators and CC Student Services departments in place |
| M5.3 | 30Apr2024 | Full cohorts of future CE workers have been recruited for Beta Testing in summer 2024; industry partners also recruited to support each pre-apprentice |
| M5.4 | 30Apr2024 | Pre-apprentices have been linked to Industry hosts using Navigator placement software |
| M5.5 | 30Apr2024 | Improve the CC core curriculum in all CE Sectors, and define the curriculum, the teachers and instructors for all Pyramid Models |
| D3.2 | 30Apr2024 | Submit Proposal(s) to federal agencies to support additional CE sector workforce development. |
| D3.3 | 30Apr2024 | Report on the Industry recruitment, including repeat apprenticeship hosting. Enhance the recruitment strategy for the report if needed. |
| M5.6 | 30Apr2024 | Convene both the IAB and EAB for a second time by this date following the ISO9001 Management Meeting template. |
| D3.4 | 30Apr2024 | Report from both IAB and EAB delivered |
| EDA Report | 15May2024 | 2QY2 QUARTERLY Financial Status and Performance Reports |
| EDA Report | 15Aug2024 | 3QY2 QUARTERLY Financial Status and Performance Reports |
| D3.5 | 30Sep2024 | Report on DEIA summarizing adherence to Policy in pre-apprenticeship and apprenticeship programs |
| D3.6 | 30Sep2024 | Report on Wrap-around services in all 4 regions of NC |
| D3.7 | 30Sep2024 | Report on complete curriculum of all Pyramid Models: CCs, courses, providers, teachers/trainers, and hands-on training process |
| D3.8 | 30Sep2024 | Report on attracting additional industry partners; and to pursue additional funds from Federal Agencies and Industry based on Strategic Sustainability Plan published in Apr2023. |
| D4 | 30Sep2024 | Complete Beta test of pre-apprentice summer programs in all 4 regions of study (~240 future CE Good Job placements) |
| D4.1 | 30Sep2024 | Metrics Report 2024: Publish Performance Measures (negotiated and defined with Program Officers in DOC EDA GJC) |
| EDA Report | 15Nov2024 | 4QY2 QUARTERLY Financial Status and Performance Reports |
| EDA Report | 15Feb2025 | 1QY3 QUARTERLY Financial Status and Performance Reports |
| M6 | 30Apr2025 | Plan for full implementation of Pyramid Model curriculum in all regions/CCs. Define all online courses and instructors/teachers. Horizontal alignment with shared resources planned. |
| D5 | 30Apr2025 | Enhance/Finalize RTC equipment installation at CCs to support all CE Sectors and sub-sectors |
| M6.1 | 30Apr2025 | Future CE workers across NC are able to take all core curriculum online and have access to hands-on training through RTCs. |
| D5.1 | 30Apr2025 | 2nd Report delivered on different battery technology used in each CE Vertical Sector, and ensure that training represents the different needs in each Pyramid Model developed. |
| EDA Report | 15May2025 | 2QY3 QUARTERLY Financial Status and Performance Reports |
| EDA Report | 15Aug2025 | 3QY3 QUARTERLY Financial Status and Performance Reports |
| D6 | 30Sep2025 | Complete Pilot #1 of pre-apprentice summer programs in all 4 regions of study (~1000 CE Good Job placements) |
| D6.1 | 30Sep2025 | Collect and Report on DEIA metrics across all regions. Detail whether metrics are being met. |
| D6.2 | 30Sep2025 | Tracking Data from all participants, *placed CE workers*, and Industry Partners reported in spreadsheet format. Special report on meeting cohort and industry hosting metrics. |
| D6.21 | 30Sep2025 | Report on Wrap-around services in all 4 regions of NC |
| D6.3 | 30Sep2025 | 2nd Report on attracting additional industry partners; and to pursue additional funds from Federal Agencies and Industry based on Strategic Sustainability Plan published in Apr2023 (and enhanced in Sep2024) |
| D6.4 | 30Sep2025 | Metrics Report 2025: Publish Performance Measures (negotiated and defined with Program Officers in DOC EDA GJC) |
| EDA Report | 15Nov2025 | 4QY3 QUARTERLY Financial Status and Performance Reports |
| EDA Report | 15Feb2026 | 1QY4 QUARTERLY Financial Status and Performance Reports |
| M7 | 30Apr2026 | Evaluate Pilot #1 implementation. Improve and Plan for Pilot #2 |
| D6.5 | 30Apr2026 | Deliver 2nd report on the expected future technology direction for each CE Sector and sub-sector, and define future curriculum needed to stay relevant in each CE Sector. (include CE, Advanced Manufacturing, and Cybersecurity) |
| EDA Report | 15May2026 | 2QY4 QUARTERLY Financial Status and Performance Reports |
| EDA Report | 15Aug2026 | 3QY4 QUARTERLY Financial Status and Performance Reports |
| D7 | 30Sep2026 | Complete Pilot #2 of pre-apprentice summer programs in all 4 regions of study (~1500 CE Good Job placements) |
| D7.1 | 30Sep2026 | Collect and Report on DEIA metrics across all regions. Detail whether metrics are being met. |
| D7.2 | 30Sep2026 | Tracking Data from all participants, *placed CE workers* and Industry Partners reported in spreadsheet format. Special report on meeting cohort and industry hosting metrics. |
| D7.3 | 30Sep2026 | 3rd Report on attracting additional industry partners; and to pursue additional funds from Federal Agencies and Industry based on Strategic Sustainability Plan initially published in Apr2023 (and enhanced in both Sep2024 and Sep2025) |
| D7.4 | 30Sep2026 | Metrics Report 2026: Publish Performance Measures (negotiated and defined with Program Officers in DOC EDA GJC) |
| EDA Report | 15Nov2026 | 4QY4 QUARTERLY Financial Status and Performance Reports |
| *Final Post-Project Status Report* | *30June2027* | *Tracking Data from all participants, placed CE workers and Industry Partners reported in spreadsheet format. Special report on meeting cohort and industry hosting metrics.* |