



Apprenticeship Partnership Models in Action

Apprenticeship is growing rapidly in the United States, and taking new forms as it expands to more industry sectors and evolves to keep pace with the changing economy. While the traditional approach involved a single employer or labor organization operating a Registered Apprenticeship program on its own, today's ApprenticeshipUSA programs often feature collaboration among many partners - business, labor, education, workforce, and other intermediary organizations. Working together, partners identify resources needed to launch an apprenticeship program, design the related instruction and on-the-job training, and help to recruit qualified apprentices.

Each partner has a crucial role to play in promoting the success of Registered Apprenticeship programs. This resource highlights examples of collaborative strategies in apprenticeship, and focuses on partnerships with community colleges, industry intermediaries, and the public workforce system.



Community Colleges

Educational institutions play an important role in apprenticeships and are frequently the providers of the related instruction component of Registered Apprenticeship programs. Community and technical colleges often help apprenticeship sponsors design the curriculum for classroom education, and may provide college credit to apprentices for courses successfully completed. Colleges also sometimes take a leadership role in convening businesses and other partners and expanding apprenticeship training to additional industries in the state, and more and more colleges are becoming the sponsors of Registered Apprenticeship programs.

William Rainey Harper College

Overview. Located in Palatine, IL, Harper College has positioned itself as a key asset and an educational leader in apprenticeship partnerships in the state. The mission of Harper College's apprenticeship initiative is to develop Registered Apprenticeship programs and connect students and employers to promote area economic growth. The college designs curriculum to meet employer needs and provides the related instruction, which results in attainment of an Associate degree, related national, portable credentials and transferability to university programs. Harper College also serves as the sponsor of Registered Apprenticeship programs and currently has programs in four areas - insurance, CNC precision machining, industrial maintenance mechanic, and logistics/supply chain management. The college is an American Apprenticeship Initiative grantee and a member of the Registered Apprenticeship College Consortium (RACC).

Key Partnerships.

- Collaborating with Zurich North America to launch a first-of-its-kind apprenticeship program for the insurance industry in the U.S.
- Cooperating with the Illinois Manufacturers' Association Education Foundation, providing information to employers regarding apprenticeship opportunities in skilled occupations within advanced manufacturing.
- Collaborating with the Chicago Cook Workforce Partnership and the area Workforce Investment and Opportunity Act Worknet Center to support the Illinois Registered Apprenticeship Plus initiative.
- Working with employers, area townships and villages, economic development directors, associations, chambers of commerce, and other organizations.



Innovative Strategies. Harper College is implementing apprenticeships "on demand" - an approach that integrates related instruction and on-the-job training in the manufacturing, insurance, and information technology sectors. Through this model, Harper College is helping Abbott Rubber Company, Aon, Clingan Steel, Echo Incorporated, Green Worldwide Shipping LLC, IMS Buhrke-Olson, Independent Freight, Inland Die Casting, Lawrence Foods, Nation Pizza & Foods, Scot Forge, Tella Tool and Manufacturing, Trelleborg Sealing Solutions, Zurich North America and many other companies to ensure the success of their apprenticeship programs.

For more information, visit www.harperapprenticeships.org.

Industry Intermediaries

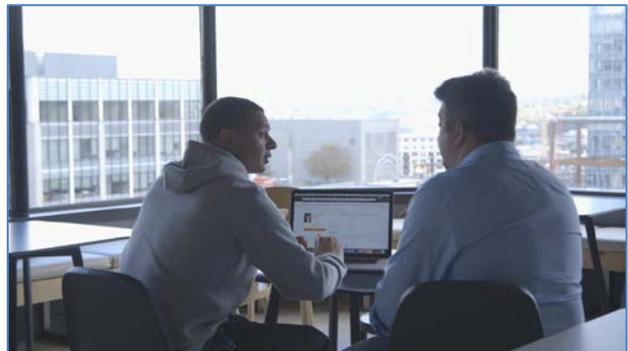
Industry intermediaries provide expertise to companies, typically within a specific industry sector, for launching, promoting and sustaining apprenticeship programs. Many apprenticeship intermediaries work closely with education and workforce partners - assisting with curriculum development, serving as classroom instruction providers, or helping to aggregate demand for apprentices across small companies. Intermediaries may also serve as the sponsor for an apprenticeship program, thereby relieving participating employers of the administrative aspects of operating a program.

Washington Technology Industry Association

Overview. As a major technology hub for the nation, Washington State is the top recruiter of tech industry talent in the country. In 2015, the Washington Technology Industry Association (WTIA) Workforce Institute launched Apprenti, a Registered Apprenticeship program in information technology (IT) to address the IT workforce shortage in Washington and nationwide. As the IT industry intermediary, Apprenti brings together industry, education and workforce partners to expand the pipeline of qualified, diverse workers for the IT industry. Apprenti is the first registered tech apprenticeship program in the country and, in recognition of its early success, the U.S. Department of Labor has awarded the program a contract to expand the model nationwide.

Key Partnerships.

- Supporting major IT employers nationwide, including Microsoft, Accenture, F5 Networks and Amazon, by identifying hiring needs for mid-tier technical positions, and leveraging the apprenticeship model to train diverse workers based on standardized job taxonomies.
- Partnering with the Washington State Department of Labor and Industries to launch the pilot program in Washington.
- Partnering with the best local and national training providers, including TLG, Code Fellows, Northeastern University, Coding Dojo, as well as colleges, to provide apprentices with accelerated, in-depth (480 - 640 hours) training prior to beginning work.
- Implementing Apprenti locally in states with a high demand for tech workers, in partnership with employers, tech associations, training providers and workforce development agencies.



Innovative Strategies. Apprenti launched its first cohort of apprentices in the fall of 2016. The hybrid competency- and time-based apprenticeship program is designed to train tech workers in high-demand occupations including Database Administrators, Network Security Administrators, Project Managers, Software Developers, Web Developers, Windows and Linux Systems Administrators, Cloud Support Specialists, Data Center Technicians and more.

Apprenti is focusing its recruitment efforts on groups that have been traditionally under-represented in the IT industry, including women, minorities and veterans. Competency screening begins with an assessment of math, logic and critical thinking, and soft skills. Hiring partners interview and contract with apprentices prior to their classroom training. Individuals accepted into the program begin with two-to-five months of full-time, technical training - at no cost to trainees. Following completion of the technical training - and attainment of an industry-recognized credential - participants begin a one-year paid on-the-job training program within one of the participating companies.

For more information, visit <http://www.apprenticareers.org>.

Public Workforce System

The public workforce system is a key partner in successful Registered Apprenticeship programs. The ways in which they support apprenticeship varies across different communities, but often include promoting strong, regional partnerships among businesses to expand apprenticeships and strengthen sector strategies; convening area partners to ensure apprenticeship programs developed meet the needs of one or more industry; promoting apprenticeship opportunities on websites and in meetings with workforce customers; recruiting and assessing apprenticeship candidates for sponsors; developing apprenticeship readiness programs to prepare job seekers for success in apprenticeship; and funding eligible apprentices' related technical instruction and/or helping to offset sponsors' on-the-job training costs.

Valley to Virginia Apprenticeship Initiative

Overview. The Shenandoah Valley Workforce Development Board, located in rural northwestern Virginia, uses apprenticeship programs as a work-based learning strategy that meets the needs of both its job seeker customers and area businesses. In 2015, the Workforce Development Board received a \$4 million grant from the U.S. Department of Labor to expand its regional apprenticeship programs. The area is focusing on expanding the pipeline of well-trained, qualified workers for the Advanced Manufacturing industry sector, to meet the growing needs of area employers. The *Valley to Virginia (V2V)* initiative is expected to create 600 new registered apprenticeships in the state, by attracting and providing funding for related instruction costs for job seekers entering apprenticeships. The initiative is customizing its apprenticeship strategies to meet the specific needs of each participating company. To increase awareness of the benefits of Registered Apprenticeship, Board staff make presentations to industry groups, economic development partners and community organizations.

Key Partnerships.

- Strong support from the Governor of Virginia.
- Expertise from the Virginia Department of Labor and Industry, Division of Registered Apprenticeship.
- Engagement of nearly 50 business partners, including The Hershey Company, International Automotive Components, MillerCoors, Perdue, ThermoFisher Scientific, along with the Virginia Manufacturing Association, Wilson Workforce Rehabilitation, and others.
- Participation of career and technical centers in the region.
- Involvement and support from the area's community colleges.
- Development and delivery of pre-apprenticeship work-readiness training through Goodwill Industries of the Valleys.

Innovative Strategies. The V2V initiative is engaging in strong promotion of its apprenticeship programs, including through the Workforce Development Board's website, which features videos and testimonials promoting the value of apprenticeship training in advanced manufacturing occupations. Comprehensive services provided to job seekers enrolled in V2V include pre-apprenticeship preparation, basic skills enhancement, case management and supportive services. Area leaders cite the initiative's career pathways and alignment with the state's sector strategies work as crucial success factors. The initiative will assist Virginia's employers to develop the highly-skilled, credentialed workforce they need to succeed in today's competitive global economy.

For more information, visit www.valleyworkforce.com.