



EXPAND APPRENTICESHIP ACROSS INDUSTRIES

This statement intends to build awareness around the benefits of Apprenticeship Models for key industries such as Manufacturing, Healthcare, Information Technology, Business Services and Transportation, Distribution and Logistics; that have not traditionally used Apprenticeship Models to recruit and develop a highly skilled workforce.

Apprenticeship Models

1. **Work Earn & Learn:** Trainee works for a period of time under the guidance of an expert in a field, gradually accumulating knowledge, skills and hands-on competency. ¹
2. **Pre-Apprenticeship:** Prepares individuals to enter and succeed in a Registered Apprenticeship program and has a documented partnership with at least one Registered Apprenticeship (RA) program. ²
3. **Registered Apprenticeship:** Combines on-the-job training with related instruction in curricula tied to the attainment of national skills standards of a highly skilled occupation while offering concurrent employment.

	Work Earn & Learn	Pre-Apprenticeship	Registered Apprenticeship
Business involvement	varies	moderate	heavy
A paycheck	yes	varies	yes
Structured on-the-job training	yes	hands-on training	yes
Related instruction	usually	approved curriculum	yes
An education	yes	approved curriculum	yes
College credit/degree/credential	varies	no	varies
Rewards for skill gains	optional	optional	yes
Nationally-recognized credential	optional	optional	yes
Length of program	6 mos. – 1 year	varies	1-6 years
Requires a Sponsor	no	no, RA partner	yes

Primary Partners

Business Partners: Individual company, consortium of businesses

- Provide on-the-job training, assign mentor, pay progressively higher wages, identify skills apprentice must learn

Workforce Intermediaries: Workforce boards/providers, industry association, labor organizations, CBOs

- Serve as a Sponsor (administration of program), aggregate demand for apprentices, provide industry expertise

Educational Institutions: 4-year college, community college, career and technical education

- Develop curriculum, deliver instruction to apprentices, provide college credits

Business Call to Action

- ✓ Consider and learn more about apprenticeship models as a viable solution to hiring and retention needs
- ✓ Partner with Workforce Development Department to implement an Apprenticeship Model in your business
- ✓ Contact Lake County Workforce Development, Jennifer Serino at 847.377.2224 or JSerino@LakeCountyIL.gov

¹ <https://blog.dol.gov/2014/01/28/apprenticeship-101-earn-while-you-learn/>

² <https://www.dol.gov/Apprenticeship/>