

APPRENTICESHIP NETWORKS: WHAT ARE THEY AND HOW CAN I GET INVOLVED?

What are Apprenticeship Networks?

Apprenticeship Networks are collaborative initiatives that bring together diverse stakeholders to promote and expand apprenticeship opportunities, often focusing on non-traditional industries and underserved populations. There are two main types:

1. Private-Sector Networks

Many are based on the Chicago Apprenticeship Network model and led primarily by businesses and industry groups, which serve as a platform for organizations to share best practices and grow apprenticeship programs

2. Public-Sector Networks

Overseen by workforce boards and other public entities, which also seek to serve as a platform for organizations to share best practices and grow apprenticeship programs

The key goals of Apprenticeship Networks include:

- Increasing the number of registered and unregistered apprenticeships
- Expanding apprenticeships into non-traditional industries
- Reaching underrepresented populations and promoting diversity, equity, and inclusion
- Creating an ecosystem that promotes apprenticeship as a primary method of workforce development

How Can I Work with an Apprenticeship Network?

1. Participate as a Member

- Identify a network in your region by contacting local Chambers of Commerce, workforce boards, employers, and the apprenticeship system
- Join the network to access resources, training, and collaborative opportunities
- Share your organization's apprenticeship goals and challenges

Chicago Apprentice Network

- The professional apprenticeship movement originated in Chicago in August 2017, where Accenture, Aon, and Zurich North America co-founded the Chicago Apprentice Network.
- Today, the Chicago Apprentice Network works with dozens of employers across the Chicago metro area and has created over 1,500 apprenticeships.
- The National Apprentice Network now operates in ten areas throughout the United States: Chicago, Philadelphia, Northern California, Southern California, Massachusetts, Michigan, New York, Minnesota, Greater Washington, and Greater Houston.

2. Leverage Network Resources

- Utilize toolkits, webinars, and other materials developed by the network to develop new or expanded apprenticeship programs
- Attend regular meetings and convenings to learn and connect with partners who can assist in strategic ways, i.e., candidate recruitment, related instruction development, funding, etc.

3. Collaborate on Initiatives

- Partner with the network on apprenticeship program development and recruitment
- Advocate for state and local policies that advance apprenticeship and help align the workforce and apprenticeship systems
- Contribute to network committees and working groups

4. Provide Funding and Support


- Private-sector networks rely on member contributions and philanthropic funding
- Public-sector networks supplement workforce funding with grants and private dollars

5. Promote the Network

- Spread awareness of the network and its services to your industry contacts
- Encourage other organizations to get involved and support the network's mission

By engaging with apprenticeship networks, you can tap into a powerful collaborative model to expand quality apprenticeship opportunities in your community.

As workforce systems look to engage with apprenticeship networks, think of what your role can be within the network. You can serve as a convener or facilitator of meetings, provide a pipeline of businesses and workforce professionals, leverage funding, serve as a committee member, and several other roles. Connecting with these networks can help expand apprenticeship opportunities throughout the country.



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