

Many partners contribute to the success of apprenticeship programs.

Apprenticeship program sponsors are responsible for the development, registration, and management of apprenticeship programs. Employers oversee the on-the-job training portion of RA, while training providers manage the classroom training. Sponsors are supported by workforce and other community partners that assist with apprentice recruitment, funding and other forms of support.

Apprenticeship Program Sponsor

Every Registered Apprenticeship program has a “sponsor” that is responsible for the overall operation of the program. Sponsors can be a single business, a consortium of businesses, Joint Apprenticeship Training Committees (JATCs), training providers, or a range of workforce intermediaries including industry associations, and community-based organizations.

Primary Roles/Tasks:

- Develop a training plan for the apprenticeship program
- Identify and engage a training provider to instruct the classroom/technical training component
- Register the program with the State
- Establish an Apprenticeship & Training Committee to manage the program
- Monitor apprentice progress and keep information updated on RAPIDS

Required Partners**Employers / JATCs**

Manages the apprentice's on-the-job training

Training Providers

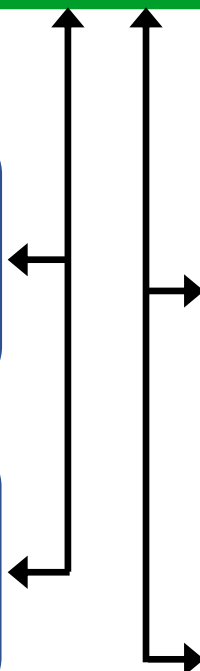
Provides the apprentice's classroom training

Support Partners**Workforce Partners**

Provides public support for the development and implementation of apprenticeship programs

Community Partners

Helps facilitate partnerships and assist with apprentice recruitment and support



Required Partners

Employers / JATCs – Providers of OJT

Who: Individual companies, JATCs (for union-affiliated programs), consortium of businesses (for group-sponsored programs)

Roles/tasks:

- Identify the skills and knowledge that apprentices must learn
- Hire new workers, or select current employees, to be apprentices
- Provide on-the-job training
- Identify an experienced mentor to work with apprentices
- Pay progressively higher wages as skills increase
- Can provide related instruction in-house or in partnership with others

Training Providers – Providers of RTI

Who: 4-year colleges, community colleges, Career and Technical Centers (CTCs), employers / JATCs, business associations

Roles/tasks:

- Develop curriculum for related instruction
- Deliver related instruction to apprentices
- Can provide college credit for courses successfully completed
- Aggregate demand for apprentices

Support Partners

Workforce Partners

Apprenticeship and Training Office (ATO)

- Provide technical assistance and support to new sponsors
- Answer questions about apprenticeship
- Guide the partners through the steps to develop and register a program
- Connect businesses with training providers
- Advise partners on sources of funding to support apprenticeships

PA CareerLink® /

Workforce Development Boards

- Develop sector and career pathway strategies utilizing apprenticeship
- Recruit and screen apprentice candidates
- Provide pre-apprenticeship and basic skills preparation
- Provide supportive services (such as tools, uniforms, equipment, or books)
- Contribute funding for on-the-job training or classroom instruction

Community Partners

Economic development organizations can serve as a convener of businesses in the region.

K-12 educational system can help develop pipelines to apprenticeship for students.

Community-based organizations may have capacity to help certain worker populations, such as women, veterans, minorities, individuals with disabilities, and others, prepare for apprenticeships and provide supportive services to apprentices.

