



# WORKFORCE READY

An Employer's  
Guide to Youth  
and Adult  
Registered  
Apprenticeships



**COYN**  
CALIFORNIA OPPORTUNITY  
YOUTH NETWORK



September 1, 2025





## EXECUTIVE SUMMARY

Youth and adult apprenticeships offer employers a powerful workforce development strategy to cultivate the next generation of skilled workers while addressing current and future workforce needs. This guide is designed to help employers understand the fundamentals of apprenticeship programs and the many advantages they offer—from developing a loyal and productive talent pipeline to reducing recruitment costs and improving workforce diversity.

Employers will find practical steps to launch or expand an apprenticeship program, including how to identify suitable roles, connect with education partners, and ensure program quality. The guide also highlights success stories and available resources to streamline implementation.

Whether you're a small business or a large enterprise, investing in apprenticeships can yield measurable returns. This guide is your roadmap to building a stronger, more sustainable workforce—starting today.

## Section 1: Introduction to Apprenticeships

# What Are Youth/Adult Apprenticeships?



Apprenticeships are structured, work-based learning programs that allow employers to tap into the talent pipeline of opportunity youth (aged 16–24), as well as other adult populations, such as veterans, to gain hands-on experience in a real-world job setting while earning wages and completing their education. These programs combine classroom instruction with paid, supervised on-the-job training and are often the first step in a longer-term career pathway.

Unlike traditional internships or part-time jobs, apprenticeships are aligned with industry standards and lead to industry-recognized credentials, increasing employability and laying the groundwork for further education and advancement. Registered Apprenticeship Programs (RAPs) approved through the U.S. Department of Labor (DOL)—or, in California, the Division of Apprenticeship Standards (DAS)—offer formal recognition and portability across employers and states.



## Why Apprenticeships Matter

As workforce demands evolve, employers are increasingly facing challenges in recruiting and retaining skilled workers. Apprenticeships address this gap by introducing participants to careers in high-demand fields such as advanced manufacturing, healthcare, information technology, construction, and education. By participating in these programs, employers play a direct role in co-creating and developing the talent pipeline tailored to industry needs.

Apprenticeships also promote equity and opportunity by providing students from diverse backgrounds with access to quality career paths, especially those who may not immediately pursue a four-year degree. These programs strengthen connections between education and industry, ensuring that what students learn in the classroom is relevant, practical, and immediately applicable.

## Who Are They For?

Apprenticeships are designed to connect individuals to employer sponsored training and related classroom instruction. Participants typically:

- Are recently graduated from high school, in community college, or adult education programs.
- May be youth experiencing disconnection from education or the workforce.
- Commit to both classroom learning and part-time work.
- Receive mentorship and progressive responsibility on the job.
- Earn credit toward graduation and postsecondary credentials.

Employers who participate include businesses of all sizes—from small manufacturers and local clinics to global tech firms and school districts. Whether you're looking to build a workforce pipeline, improve retention, or support your community's future, apprenticeship can be a strategic talent development tool.

## A Win-Win Partnership

At their core, youth apprenticeships represent a mutual investment. Employers benefit from early access to emerging talent, while students gain meaningful experience and a head start on their careers. When well-designed and supported, apprenticeships deliver long-term value for businesses, young people, and communities alike.





## Section 2: Benefits to Employers

# Building a Future-Ready Workforce



Apprenticeships offer employers a proactive solution to one of the most persistent challenges in today's economy: developing a skilled, reliable workforce. By engaging diverse and non-traditional talent, employers can shape the next generation of workers to meet the specific needs of their industry, technology, and company culture. These investments help close skills gaps and ensure a steady pipeline of workforce-ready employees ready to contribute from day one.

### **Key Employer Benefits**

#### **1. Customized Talent Development**

Apprenticeships allow employers to train students in real-world environments using their own equipment, processes, and quality standards. This hands-on training reduces the learning curve for future full-time hires and ensures that workers are aligned with the organization's expectations from the start.

#### **2. Improved Retention and Loyalty**

Employees who begin as apprentices often feel a deeper connection to the company that trained them. Apprentices are more likely to stay with an employer post-program, reducing turnover and the associated costs of recruitment and onboarding.

### **3. Increased Productivity**

Apprentices can contribute meaningful work even as they learn, helping fill labor gaps and support operational goals. With proper supervision and mentorship, apprentices quickly become valuable members of the team, often bringing fresh perspectives and a willingness to learn.

### **4. Cost-Effective Recruitment**

By developing talent internally, employers save time and money spent on external hiring efforts. Apprenticeships provide a low-risk way to assess potential employees in real work settings before offering full-time roles.

### **5. Enhanced Company Reputation**

Participation in apprenticeship programs signifies a commitment to workforce development and community investment. Employers are often recognized as preferred workplaces and gain positive visibility in their industries and regions.

### **6. Access to Incentives and Support**

Many states and local programs offer financial incentives, tax credits, or training subsidies to offset the costs of apprenticeship. Employers may also benefit from partnerships with schools, workforce boards, and apprenticeship intermediaries who assist with recruitment, training plans, and program administration.

### **Broader Strategic Advantages**

Apprenticeship programs also contribute to long-term business continuity and competitiveness. As experienced workers retire or transition, apprentices help maintain institutional knowledge and ensure skills are passed on. Employers who prioritize apprenticeships are often better positioned to adapt to industry change and technology shifts through a workforce that is continuously learning and evolving.





## A Smart Investment

Ultimately, apprenticeships are not just a workforce solution—they're a business strategy. By engaging young people early and guiding them through structured, supported career paths, employers gain not only skilled workers but also stronger teams, greater innovation, and a more resilient future.

## Quantifying the Return on Investment

Studies have demonstrated the tangible financial benefits of apprenticeship programs for employers.

Positive ROI: A comprehensive study by the U.S. Department of Labor found that employers experience a median return on investment (ROI) of 44.3% for registered apprenticeship programs. This equates to a gain of \$1.44 for every dollar invested in an apprentice over the course of the program and the subsequent five years.

Substantial Net Benefits: The same study reported that the median employer realized net benefits of approximately \$17,800 per apprentice when considering both direct productivity gains and indirect benefits such as improved retention and reduced recruitment costs.

High Retention Rates: Employers benefit from high retention rates post-apprenticeship, with studies indicating that over 90% of apprentices remain employed with the company after completing their program.



## Section 3: Benefits to Youth and Adult Job-Seekers

# Empowering the Next Generation



Youth apprenticeships offer students more than just part-time work—they provide a meaningful pathway into high-demand careers with long-term earning potential, skills development, and educational advancement. These programs are especially impactful for students who may not see a clear route to postsecondary success or for those looking to jumpstart a career while still in high school.

By blending classroom learning with paid, real-world experience, youth apprenticeships prepare students to enter the workforce with confidence, industry-recognized credentials, and a head start on future opportunities.

### **Key Benefits for Youth Participants**

#### **1. Earn While You Learn**

Youth apprentices are paid for their work from day one. This income helps students support themselves and their families while gaining valuable skills—making education more relevant and accessible.



## **2. Real-World Experience**

Through structured on-the-job training, students build practical, hands-on experience in real workplace settings. This gives them exposure to professional expectations, workplace culture, and industry tools that can't be learned in a classroom alone.

## **3. Industry-Recognized Credentials**

Most youth apprenticeship programs lead to portable, stackable credentials that signal competency and value in the labor market. These credentials often align with national or state industry standards, providing a competitive edge for future employment or further education.

## **4. Academic Credit and Career Advancement**

Many programs offer dual credit—allowing students to earn both high school and/or postsecondary credit for their apprenticeship participation. This puts them on a fast track to an associate degree or further technical certifications, often at reduced cost.

## **5. Professional Mentorship and Career Guidance**

Apprentices receive supervision and mentorship from experienced professionals. This mentorship is critical to building confidence, learning workplace norms, and forming professional networks that support long-term career success.

## **6. Career Clarity and Exploration**

Youth apprenticeships help students discover what they enjoy (or don't) in a career—before committing to a costly degree or job path. This exploration builds career awareness and informs smarter decisions about their future.



# Empowering the Next Generation



Youth apprenticeships are a particularly powerful tool for advancing equity in education and employment. They create access to high-quality career pathways for:

- Students from low-income or historically underserved communities
- First-generation college-bound youth
- English language learners and students with disabilities

When thoughtfully implemented, youth apprenticeship programs can help close opportunity gaps and ensure that every student—regardless of background—has the chance to succeed in a rewarding career.

## Long-Term Impact

Research shows that youth apprenticeship participants experience:

- Higher starting wages after high school
- Increased postsecondary enrollment and credential attainment
- Improved career outcomes in terms of both earnings and job stability

## A Strong Start

Youth apprenticeships give students more than a job—they offer a launchpad for life. With the right supports, youth leave their apprenticeships with confidence, skills, credentials, and a sense of purpose. By investing in youth, employers not only develop their future workforce—they change lives.



# A Roadmap for Launching an Apprenticeship Program



Apprenticeships don't require employers to start from scratch—but they do require thoughtful planning and collaboration. Whether you're designing a new program or adapting an existing one, this chapter provides a step-by-step checklist and essential responsibilities to help employers take action.

Importantly, this guide defines "youth" and adult participants to include not only high school juniors and seniors, but also young adults over the age of 18, including recent graduates, early-career job seekers, and community college students. This expanded definition broadens the pool of potential candidates and allows employers to engage a wider talent pipeline.

### Step-by-Step Employer Checklist

#### 1. Identify Business Needs and Apprenticeship Roles

- Assess current and projected workforce gaps.
- Identify entry-level occupations suitable for hands-on training.
- Consider roles where on-the-job learning can lead to long-term employment.
- Tip: Roles in advanced manufacturing, healthcare, IT, skilled trades, early childhood education, and business operations are ideal for youth apprenticeships.

## 2. Engage Internal Stakeholders

- Gain buy-in from leadership, HR, frontline managers, and current staff.
- Assign a program lead or liaison to coordinate apprenticeship efforts.
- Outline expectations for training, mentorship, and support.
- Tip: Early engagement ensures alignment with your company's talent development strategy.

## 3. Connect with Education and Workforce Partners

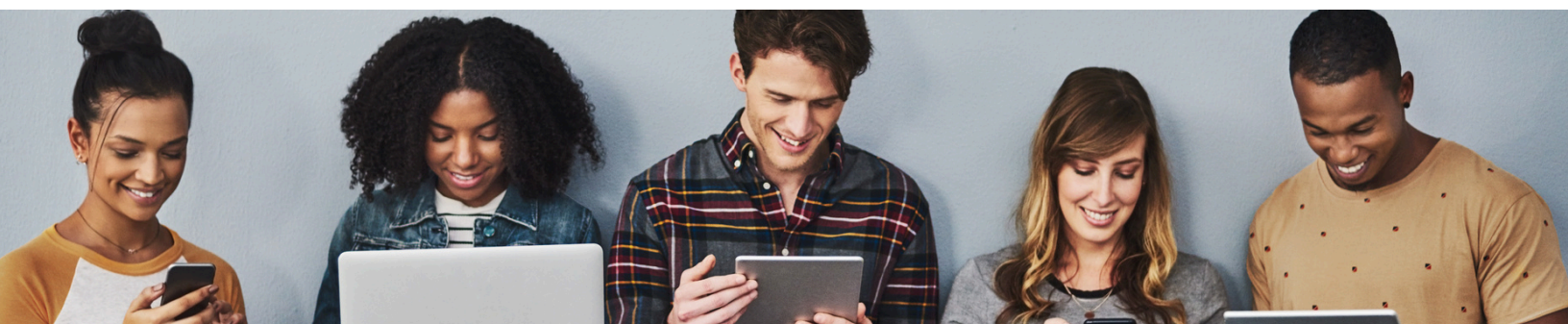
- Partner with high schools, community colleges, or workforce boards.
- Explore support from apprenticeship intermediaries or regional hubs.
- Collaborate on curriculum alignment, recruitment, and student support.
- Tip: Many partners can assist with logistics, program design, and funding access.

## 4. Design the Apprenticeship Structure

- Determine program length, wage progression, and schedule (e.g., part-time, full-time).
- Create a work process schedule detailing competencies and tasks to be learned on the job.
- Align related instruction with a postsecondary institution or training provider.
- Plan for mentorship, supervision, and regular evaluations.
- Tip: Apprentices over 18 offer scheduling flexibility and often more independence on the job.

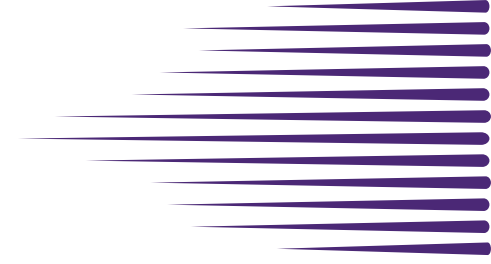
## 5. Understand Legal, Safety, and Compliance Requirements

- Ensure compliance with federal and state labor laws, including wage and hour standards.
- Implement appropriate workplace safety training.
- Consider whether the program will be a Registered Apprenticeship and meet Federal and/or State requirements.
- Tip: Apprentices 18+ can often engage in broader work tasks than minors, easing regulatory constraints.





# Getting Started Doesn't Mean Going It Alone



Many employers begin with a pilot program involving one or two apprentices. Support is often available from:

- State apprenticeship offices and [apprenticeship.gov](https://www.apprenticeship.gov)
- Local chambers of commerce or workforce boards
- Industry associations and labor-management partnerships
- Intermediary organizations with experience designing apprenticeship models

## Essential Responsibilities for the Employer

The following checklist outlines the essential duties that employers must uphold when sponsoring or partnering in a Registered Apprenticeship program. Terms of apprenticeships can vary from one to four years. Employers must:

- **Develop Work Process Schedule:** Outline the competencies and tasks the apprentice will learn on the job.
- **Provide Paid On-the-Job Training (OJT):** Designate skilled mentors or journey-workers to supervise and train apprentices.
- **Coordinate Related Technical Instruction (RTI):** Partner with educational providers or offer in-house classroom training aligned with OJT.
- **Ensure Progressive Wage Increases:** Pay apprentices increasing wages as they gain skills and competencies.
- **Track and Report Progress:** Maintain accurate records of hours worked, skills acquired, and training completed.
- **Adhere to Equal Employment Opportunity (EEO) Guidelines:** Ensure fair recruitment, selection, and treatment of apprentices.
- **Register and Maintain Program Compliance:** Work with the U.S. Department of Labor or State Apprenticeship Agency to register and manage the program.
- **Provide a Safe Working Environment:** Ensure the apprentice's health and safety on the job site.
- **Evaluate and Certify Completion:** Assess the apprentice's progress and certify completion when all requirements are met.

## Start Small. Think Big.

Even a modest youth apprenticeship program can deliver significant value—both for the business and for the apprentice. With the right preparation and partners, you can build a model that grows with your company's workforce needs.

## Section 5: The Role of Intermediaries

# The Dynamic Role of Connectors & Facilitators



Intermediaries play a critical role in helping employers develop, implement, and scale apprenticeship programs efficiently. These organizations—ranging from workforce boards and industry associations to community colleges and nonprofit workforce intermediaries—act as connectors, facilitators, and technical experts. Their value lies in their ability to bridge the gap between employers, education and training providers, and government agencies, streamlining the often-complex process of launching and sustaining registered apprenticeship programs.

For employers, partnering with an intermediary can significantly reduce the administrative and operational burden of program development. Intermediaries provide technical assistance with program design, registration, and compliance, and often serve as the sponsor of record, eliminating the need for employers to navigate these processes alone. They can coordinate recruitment and screening of candidates, align training with industry standards, and help integrate related instruction through partnerships with education providers. These services allow employers to focus on core business operations while still reaping the benefits of a tailored, earn-and-learn talent pipeline.





Strategically, intermediaries offer employers a cost-effective and scalable approach to workforce development. By aggregating demand across multiple employers, intermediaries can facilitate shared training models, reduce duplication of effort, and accelerate the launch of programs in high-demand occupations. They are also well-positioned to embed equity and access strategies by reaching underrepresented populations and ensuring wraparound support services are available to apprentices. In a competitive labor market, leveraging an intermediary can be a powerful strategy for employers to build a resilient workforce, improve retention, and future-proof their talent development investments.

More information about Registered Apprenticeship Intermediaries can be found in Section 8: Resources and Contacts.



# Building a Strong, Sustainable Youth Apprenticeship Program



Launching a youth apprenticeship program is a valuable investment—but its success depends on intentional design, consistent support, and continuous improvement. This chapter outlines best practices drawn from successful employers, workforce partners, and apprenticeship experts across the country. Whether you're starting small or scaling up, these strategies can help you maximize outcomes for both your business and your apprentices.

### 1. Start with a Clear Plan

Before bringing on your first apprentice, define:

- Program goals and business objectives
- Roles and responsibilities of supervisors, mentors, and support staff
- A structured training plan, including both on-the-job learning and related classroom instruction.
- Best Practice: Develop a written Work Process Schedule that breaks down key skills, tasks, and benchmarks over time. Align it with industry-recognized competencies or standards whenever possible.



## 2. Build Strong Partnerships

Collaboration is essential. Work closely with:

- Educational institutions (high schools, community colleges, technical schools)
- Workforce intermediaries and apprenticeship sponsors
- Community organizations that support youth development and career readiness

These partners can assist with:

- Recruitment and screening of candidates
- Curriculum development and delivery
- Support services such as transportation, tutoring, or counseling
- Best Practice: Hold regular coordination meetings with partners to align expectations, troubleshoot issues, and refine program delivery.

## 3. Choose and Train Mentors Thoughtfully

A high-quality mentor can make or break an apprenticeship experience. Mentors should be:

- Skilled and experienced in their trade or role
- Patient, communicative, and willing to coach and guide
- Trained in youth development principles and generational differences
- Best Practice: Provide formal mentor training that covers communication skills, coaching strategies, and how to balance productivity with teaching.

## 4. Communicate Clearly and Often

Apprentices are learning both workplace skills and professional norms—clear, consistent communication is key:

- Set expectations early and revisit them regularly
- Provide structured feedback at regular intervals
- Create a safe space for apprentices to ask questions or raise concerns
- Best Practice: Use a simple evaluation form or checklist during regular check-ins to track apprentice progress and set learning goals.

## 5. Focus on Inclusion and Support

Youth and adult apprentices may come from diverse backgrounds and varying levels of academic or social readiness. A strong program:

- Promotes equity and accessibility in recruitment
- Offers on-ramps and supports for youth with barriers (e.g., transportation, childcare, digital literacy)
- Ensures that all apprentices feel welcomed, valued, and safe in the workplace
- Best Practice: Consider partnering with youth-serving organizations to offer wraparound supports or identify a program champion internally who can serve as a liaison for the apprentice.



## 6. Measure What Matters

Track both short- and long-term indicators to evaluate program success, including:

- Apprentice retention and completion rates
- Skills mastery and certification attainment
- Post-program employment or advancement within the company
- Return on investment (e.g., productivity gains, reduced turnover, lower hiring costs)
- Best Practice: Gather feedback from apprentices, mentors, and managers regularly and use it to inform continuous program improvement.

## 7. Celebrate Milestones and Successes

Recognition fosters motivation and pride. Celebrate:

- Apprentice accomplishments (e.g., completing a training module, earning a certification)
- Mentor contributions and program milestones
- Company commitment to workforce development
- Best Practice: Host a signing day or graduation ceremony to mark key transitions. Share success stories internally and externally to build momentum and support.

## A Culture of Learning

Ultimately, a successful youth apprenticeship program is rooted in a culture that values learning, mentorship, and long-term investment in people. By following these best practices, employers can create a program that not only meets workforce needs—but also transforms lives and communities.



## Section 7: Success Stories

# Real Employers. Real Impact.



Youth apprenticeship programs are transforming how companies develop talent—and how young people launch careers. Across industries and regions, employers who invest in youth apprenticeships report measurable gains in productivity, retention, and workforce readiness. The following success story illustrates what's possible with leadership and action.

### **EMS Corps – Transforming Youth Training into a DOL-Approved Apprenticeship Pathway**

Founded in 2012 in Alameda County, California, EMS Corps began as a community-driven initiative aimed at training young adults aged 18–26 from underrepresented backgrounds to become Emergency Medical Technicians (EMTs). Over the years, the program has successfully graduated over 500 participants, with an impressive 95% employment rate within six months post-graduation.

Recognizing the need for structured career advancement, EMS Corps leveraged its existing training framework and collaborated with New Ways to Work to develop a Department of Labor (DOL)-approved youth apprenticeship program. This expansion was facilitated through California's EMS Intermediary initiative, which provided funding and support to transition pre-apprenticeship models into formal apprenticeship programs. The initiative aimed to create a sustainable healthcare pipeline, guiding participants from EMT training into advanced roles such as paramedics and firefighters.

"It turns out that young people who have faced adversity make amazing superheroes. When you put them on an ambulance and teach them how to save lives they are amazing at it."

- Alex Briscoe, who was the leader of the Alameda County Health Care Services Agency when EMS Corps launched.

"The biggest thing for me is the opportunity to change entire families over the course of several generations as a result of getting one of those family members in a position to have a higher-earning career."

- Jaime Villa, EMS Coordinator for the Oxnard Fire Department.

"The EMS Corps clearly stood out as a model that could be replicated around the state both as a way to address labor shortages in emergency medical services and to provide pathways to good jobs for young people coming out of the criminal justice and foster care systems or having other challenges to employment."

- Abby Snay, Deputy Secretary for California workforce strategy at the Labor and Workforce Agency

John Marshall, 32, went through the EMS Corps program in 2014 and is now a firefighter in Oakland. He said the stipend and promise of guaranteed employment is key to recruiting young people who need to earn while they learn in order to survive. Marshall, who grew up in the foster care system, said he had just gotten off probation and was scraping by doing odd jobs when he was recruited to EMS Corps.

After graduation, he worked on an ambulance and in a Kaiser hospital before getting hired by the Oakland Fire Department. He has also taught medical skills to high schoolers in the Oakland Unified School District and recruited and mentored participants in the EMS Corps.

"Being a firefighter in the city that I actually grew up in is being able to respond to people in an authentic way," Marshall said. "The connection piece is huge for me, being able to develop a larger meaning and purpose for the job is huge for me. That's one reason I love being a firefighter in Oakland."





# Amity Foundation and East LA College – Building a Behavioral Health Pipeline Through Apprenticeship

Faced with a growing shortage of qualified behavioral health professionals across California, The Amity Foundation—a nonprofit dedicated to supporting justice-involved individuals—took a bold step to build its workforce by partnering with New Ways to Work and East Los Angeles College (ELAC) to launch a Substance Use Disorder (SUD) Counselor Registered Apprenticeship Program approved by the U.S. Department of Labor (DOL) and California Division of Apprenticeship Standards (DAS).

"Amity Foundation is dedicated to the inclusion and rehabilitation of people marginalized by addiction, trauma, criminality, incarceration, poverty, racism, sexism, homelessness, and violence – aiming to improve community safety, support individual health, and promote justice. Students who come through our doors benefit greatly from having mentors who truly understand their situation through shared experiences. This is why we have focused heavily on providing educational opportunities and building pathways to careers in the behavioral health field. Building on this tradition, we are partnering with New Ways to Work, East Los Angeles College (ELAC), and Cuesta College in an agreement that establishes a pipeline for our students and members of our faculty to get the support and training they need to launch a successful career in behavioral health – fostering their personal growth and empowering them to support others in their journey."

- Doug Bond, President/CEO, Amity Foundation

Recognizing that traditional pathways into the behavioral health field often create barriers for non-traditional and returning citizens, Amity saw apprenticeship as a strategic solution to build a talent pipeline from within the communities they serve. New Ways to Work collaborated closely with ELAC leadership and faculty to align on-the-job training with classroom instruction, ensuring apprentices receive both the real-world experience and academic preparation needed to meet California's SUD counselor certification requirements. Plans are underway to establish a new SUD counselor program in the San Luis Obispo area with Cuesta College.

## Your Story Could Be Next

The EMS Corps and Amity Foundation stories shows what's possible when employers and other partners commit to developing young talent. Whether your company is large or small, urban or rural, the youth apprenticeship model can be tailored to meet your needs—and help shape the future of your workforce.

## Section 8: Resources and Contacts

# Tools to Support Your Apprenticeship Journey



Starting or expanding a youth apprenticeship program is a strategic decision—and you don't have to do it alone. This chapter provides a curated list of national, state, and local resources to help employers design, launch, and sustain high-quality programs. From funding opportunities to technical assistance, the right supports can make your program more effective, inclusive, and scalable.

[U.S. Department of Labor – Office of Apprenticeship](#), a comprehensive portal for employers, including:

- Information on registering an apprenticeship
- Searchable database of apprenticeship occupations and standards
- Funding opportunities and tax incentives
- Employer toolkits and success stories

[Partnership to Advance Youth Apprenticeship \(PAYA\)](#), a network that promotes high-quality youth apprenticeships. Offers:

- Policy briefs and research
- Program design frameworks
- Case studies and promising practices



Jobs for the Future (JFF), national nonprofit advancing workforce and education systems. Employer tools include:

- Apprenticeship ROI calculators
- Intermediary development resources
- Case studies and funding guides

U.S. Department of Labor – Partners for Apprenticeship Success, a resource for industry and education partners to connect with registered apprenticeship intermediaries, providing assistance with:

- Rapid registered program development and implementation support
- Technical assistance and partnership building

## **California Apprenticeship Resources**

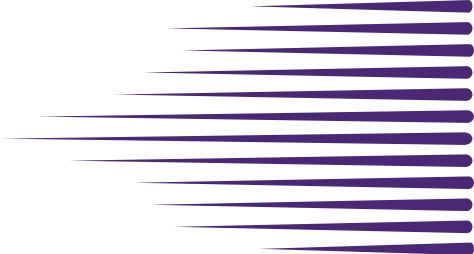
Apprenticeship Innovation Funding (AIF)

- Provides ongoing support for non-traditional apprenticeship programs in sectors like healthcare, IT, and advanced manufacturing
- Offers \$3,500 per active apprentice annually, plus \$1,000 upon completion, and \$10.05 per training hour

California Apprenticeship Initiative (CAI)

- Offers grants through the California Community College Chancellor's Office to support program planning, implementation, and expansion phases





### California Opportunity Youth Apprenticeship (COYA)

- Provides funding for new and existing apprenticeship and pre-apprenticeship programs to serve opportunity youth

### Related and Supplemental Instruction (RSI) Funding

- Supports classroom instruction costs for apprentices, available to California community colleges and other educational institutions

### Employment Training Panel (ETP)

- Funds incumbent worker training and apprenticeships, particularly in high-demand industries

### Eligible Training Provider List (ETPL)

- Funding for institutions/training providers that currently have, or are interested in listing programs on the San Diego ETPL to receive Workforce Investment and Opportunity Act (WIOA) funding

### High Road Training Partnerships (H RTP)

- Facilitates industry-driven partnerships focusing on equity and job quality

### **Foundation Grants**

- Seek funding from organizations like the James Irvine Foundation and the Broad Foundation, which support workforce development initiatives

## Education and Workforce Partners

### Employers are encouraged to build relationships with:

- Local high schools and career technical education (CTE) centers
- Community colleges and technical institutions
- Workforce Development Boards (WDBs)
- Industry associations and chambers of commerce
- Youth-serving community-based organizations

### These partners can help with:

- Apprentice recruitment and screening
- Curriculum design and alignment
- Wraparound services (transportation, mentoring, tutoring)

### State Apprenticeship Contacts

Each state has an apprenticeship agency or office that offers:

- Technical assistance with program design and registration
- Lists of eligible training providers and intermediaries
- Access to apprenticeship expansion funding

### Templates and Toolkits

Consider using or adapting:

- DOL's Quick-Start Toolkit for Building Registered Apprenticeship Programs
- Practical Tools from Grow Apprenticeship California
- Youth Apprenticeship Program Design Framework (PAYA)

### Your Network Is Your Strength!





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NIWL's Registered Apprenticeships are supported by the Employment Training Administration of the U.S. Department of Labor as part of an ABA2 grant award totaling \$8 million with 0% financed from non-governmental sources.

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