



## Apprenticeship Intermediary Programs

**Challenge:** TalentGro has taken action to address the **growing skills gap problem in our workforce:** Our incoming workers are lacking the skills and knowledge needed by the employers in addition to the aging current workforce with impending retirement. Our incumbent workforce has years of knowledge, history and learned ability about their industry that we need to teach to the upcoming generation.

**Solution:** Apprenticeship is a proven approach for meeting the needs of a highly-skilled workforce.

**What is an Apprenticeship:** Apprenticeships are known as a viable means of preparing the workforce for careers in a variety of occupations including manufacturing, healthcare, IT and financial services. There are over 2500 occupations recognized by the Department of Labor (DOL) as apprenticeable careers. These occupations, registered through the US Department of Labor, have specific job tasks identified and are referred to as *Registered Apprenticeships*.

There are five components to an apprenticeship program. These include:

1. **Business Involvement:** Employers are the foundation of the apprenticeship program. They are active participants in building the program and remain involved every step of the way.
2. **Structured On-the-Job Training:** Apprentices receive hands-on training from an experienced mentor on the job site. This person is referred to as a “journeyman”. The OJT focuses on skills and knowledge needed to be fully proficient on the job. The OJT is based on national industry standards and may be edited to meet the needs of each employer.
3. **Related Instruction:** Apprenticeships combine on-the-job learning with related instruction on the technical and academic competencies that apply to the job. Education partners develop curriculum which include national-level skill standards often provided by the Department of Labor.
4. **Rewards for Skill Gains:** Apprentices receive wages when they begin work and receive pay increases at benchmarks for skill attainment.
5. **Nationally-Recognized Credentials:** Every graduate of an Apprenticeship program receives a nationally-recognized credential from the Department of Labor. This is a portable credential that signifies to employers that apprentices are fully qualified for the job.

**Is this a solution for your company?** Many small to mid-sized companies do not have the knowledge or bandwidth to implement and sustain a Registered Apprenticeship Program. **That is the value of TalentGro: We provide the Sponsorship and Intermediary Services for you.**

**What is a Sponsor and Intermediary?** Every Apprenticeship program has a “sponsor” or author. Strong intermediaries are crucial to the development and management of apprenticeships. Our roles as sponsor and intermediary are:

- Identify and recruit new employees
- Coordinate educational providers
- Employ the apprentices
- Coach and mentor the current workforce
- Provide Related Instruction
- Maintain Compliance with DOL

To Learn More About TalentGro, contact Ruth Patterson: [rpatterson@hamilton-ryker.com](mailto:rpatterson@hamilton-ryker.com)

**Growing today's talent for tomorrow's success**