



Northern California  
Apprentice Network

## What we do

NCAN convenes cross-sector leaders interested in Apprenticeship to demystify and scale Apprenticeships in California. This includes employers, the public sector, community colleges, non-profit training providers, apprenticeship intermediaries, and funders to scale up apprenticeship programs. We provide an open forum for all Northern California employers to learn from each other about the benefits and best practices of quality apprenticeship programming.

### Goals

- Build awareness and excitement around apprenticeship programs
- Work with companies to launch impactful apprenticeship programs
- Serve as a connector, convener and amplifier of Apprenticeship opportunities
- Connect companies and organizations to expedite collaboration efforts
- Unlock funding pathways for Apprenticeship
- Support the development of California's apprenticeship systems

### Employer Benefits of Joining NCAN:

- Assistance in building Apprenticeship programs efficiently with the right partners
- Data and insights from other employer's best practices
- Access to readily available funding to launch or scale Apprenticeship programs
- No-cost administration of your apprenticeship program

## Who we are

We are a cross-sector group of leaders who were brought together to fulfill a business need in 2019. Overtime we are becoming the Northern California regional hub in all things Apprenticeships.

**Founding Steering Committee:** Aon | Accenture | The Bay Area Council | TechSF | Bay Area Community College Consortium | Opportunity@Work | BAVC Media

## Our Why

- To scale Apprenticeships, as a viable talent solution for business, while opening the door to well-paid roles for diverse and underrepresented talent across the region
- Lower hiring: on average employers receive \$1.47 return for every \$1 invested<sup>1</sup>
- Working towards Governor's goal of 500,000 active apprenticeships by 2029
- California lacks cohesion across its education and workforce development systems

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<sup>1</sup> With new data to be presented by Bay Area Council's Economic Institute on CA employer Apprenticeship ROI Q1 '26

## Points of Contact:

[Kelly Cure](#) | VP Public Policy | Bay Area Council | [kcure@bayareacouncil.org](mailto:kcure@bayareacouncil.org)

[Orrian Willis](#) | Sr Workforce Dev Specialist | SF OEWD - TechSF | [orrian.willis@sfgov.org](mailto:orrian.willis@sfgov.org)