

Employer FAQ

1. What is an apprenticeship? How is it different from an internship?

- **Apprenticeships** are defined as “earn-and-learn” programs that combine formal learning (e.g. in-person, virtual or computer-based training) with on-the-job training experiences.
 - They provide the candidate with the training and mentorship needed to develop proficiency in targeted business and technology areas, supplemented by soft skills to augment the individual’s performance and ready them for success.
 - Apprentices should earn a wage during the program and, upon successful completion, have the opportunity to convert to full-time employment (FTE) with the sponsoring company.
 - Apprenticeships can vary in length and focus depending on the nature of the business and the requirements of the roles. Apprentices can be new hires or existing employees.
- **Internships** is a broader term generally connected to an educational program or pathway and are not explicitly leveraged as a talent solution or recruiting strategy. Internships typically have a set end date that is not established for conversion to FTE. Internships do not require wages, which creates accessibility challenges for students/ job seekers who cannot afford an unpaid work-based learning experience.

2. What does it take to set up an apprenticeship in my company?

- Receive support from leadership and HR to move forward
- Identify the role that an apprentice will fill
- Deconstruct the job description and develop the learning/development plan for the role
- Identify the coursework and/or educational partners that will support the apprentice(s)
- ★ Reach out to [Division of Apprenticeship Standards](#) and [US Department of Labor](#) to consider registration and funding options ★
- Identify the mentor/s for the apprentice(s)
- Begin recruitment and make offer(s) of employment to the apprentice(s)

3. What are the benefits of apprenticeship?

- Apprenticeships provide a viable talent solution for business while opening the door to well-paid roles for diverse and underrepresented talent.
- According to the U.S. Department of Labor, more than 90% of apprentices remain employed after completing their programs. Aside from retention of skilled employees, businesses also realize a significant return on investment – studies show that for every dollar spent on apprenticeship, employers receive an average of \$1.47 return in increased productivity,

reduced waste and greater front-line innovation.

- c. Potential for increased productivity with highly-skilled employees trained to the specifications of your business and industry based on national skills standards.

4. What is The Northern California Apprentice Network (NCAN)?

- [Northern California Apprentice Network](#) is employer-driven and provides an open forum for all Northern California employers to learn from each other about the benefits and best practices of quality apprenticeship programming. The Network strives to build awareness and excitement around apprenticeship programs.

5. As an employer, what are the benefits of joining NCAN?

- **Community**
 - i. Access to a community of employers and employees with shared values around apprenticeship
 - ii. Ability to leverage the collective expertise of the growing consortium
 - iii. Ability to tap subject matter experts on the model of apprenticeship
 - iv. The ability to participate in B2B (Business-to-business) mentorship programs which inform and provide apprenticeship best practices between companies
- **Talent**
 - i. Access to untapped talent
 - ii. Comprehensive summary of available skilling/ education providers for your program:
 - Community Colleges (Local Education Agencies)
 - Bootcamp students
 - Workforce Development System participants
- **Resources**
 - i. Early access to funding and other supportive resources for your apprenticeship program(s)
 - ii. Intermediary support/ technical support - creating apprenticeship work processes, connection to talent, data support, etc.

We Love Questions!

Complete our [contact form](#) or reach out to [Kelly Cure](#) from the Bay Area Council

