



5 Proven Practices for Building Effective Pre-Apprenticeship, Apprenticeship, & Apprenticeship Degree Programs

Workforce Insights
Episode 1



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National Center for the Apprenticeship Degree

 **Eric Dunker, Ph.D.** · 1st
Aspen Rising President Fellow--Chief Growth Officer and Founding ED...
7mo · 🌐

The **National Center for the Apprenticeship Degree (NCAD)** team had a wonderful time with the team of Massachusetts Community College presidents and teams from **Bunker Hill CC**, **Middlesex Community College, Mass** ...more



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This week, over a dozen Apprenticeship Degree visionaries and partners gathered in Tempe, Arizona, for the **National Center for the Apprenticeship Degree (NCAD)**'s annual strategic retreat. Leaders from industry, higher ...more



NCAD

National Center for the
**APPRENTICESHIP
DEGREE**

Workforce Partnership Continuum

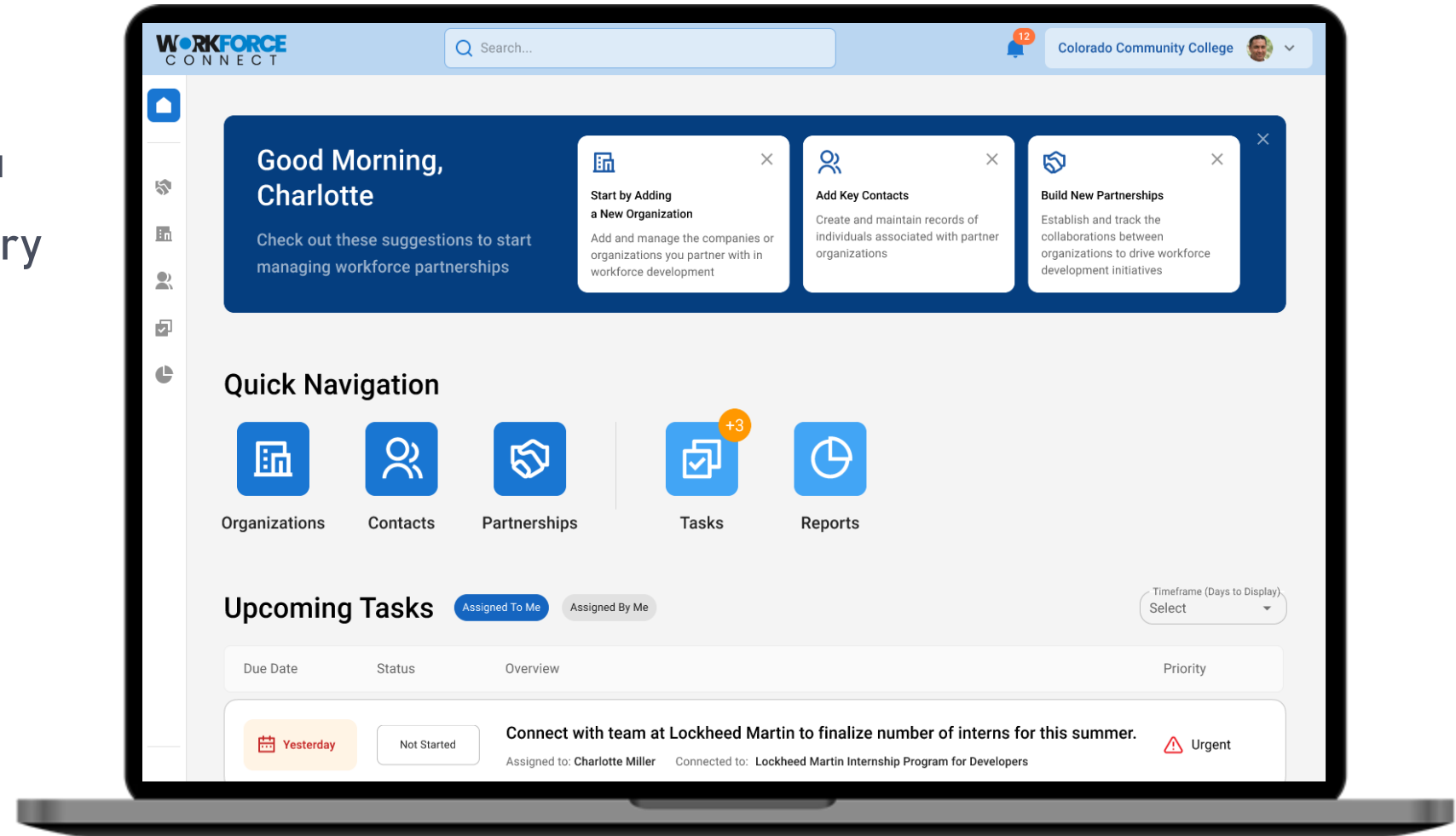


Managing Partnerships Today

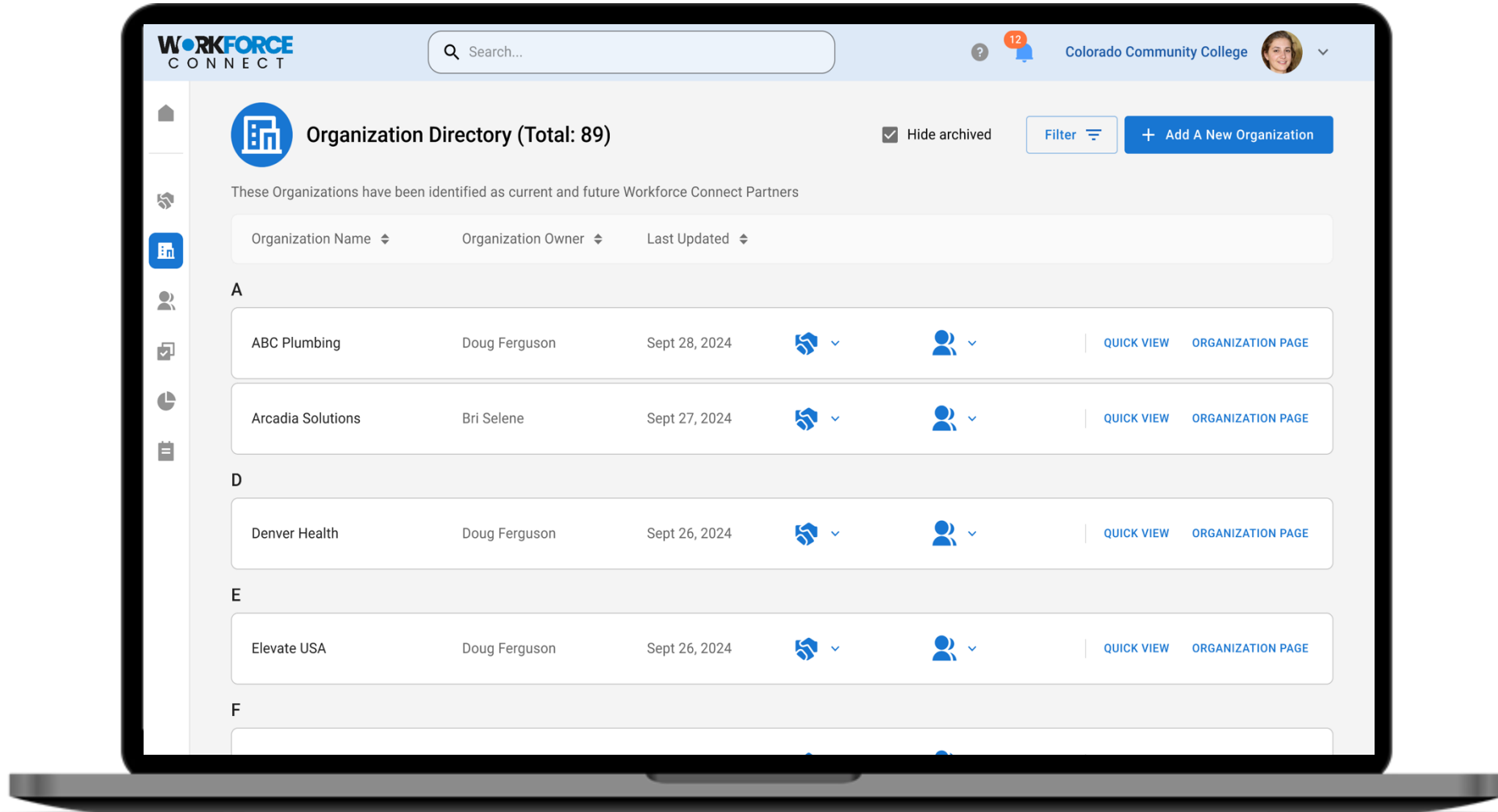


Workforce Partnership Management Solution

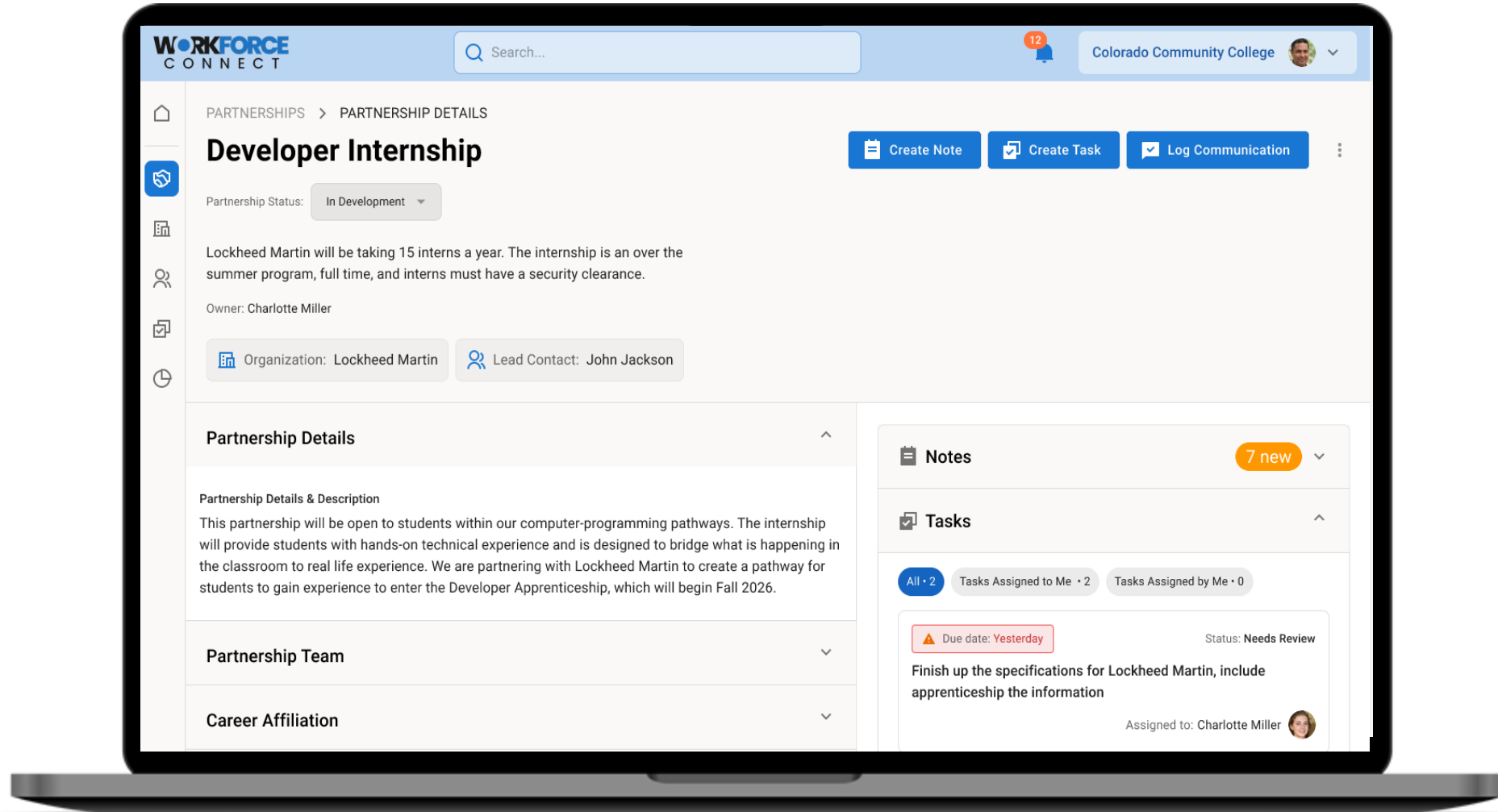
- Partnership Management
 - Directories
 - Partnership Builder™
 - Notes & Comms History
 - Sector Partnerships
- Task Management
 - Partnership Teams
 - Assign and Monitor
 - Alerts & Notifications
- Analytics
 - Dashboards
 - Reports



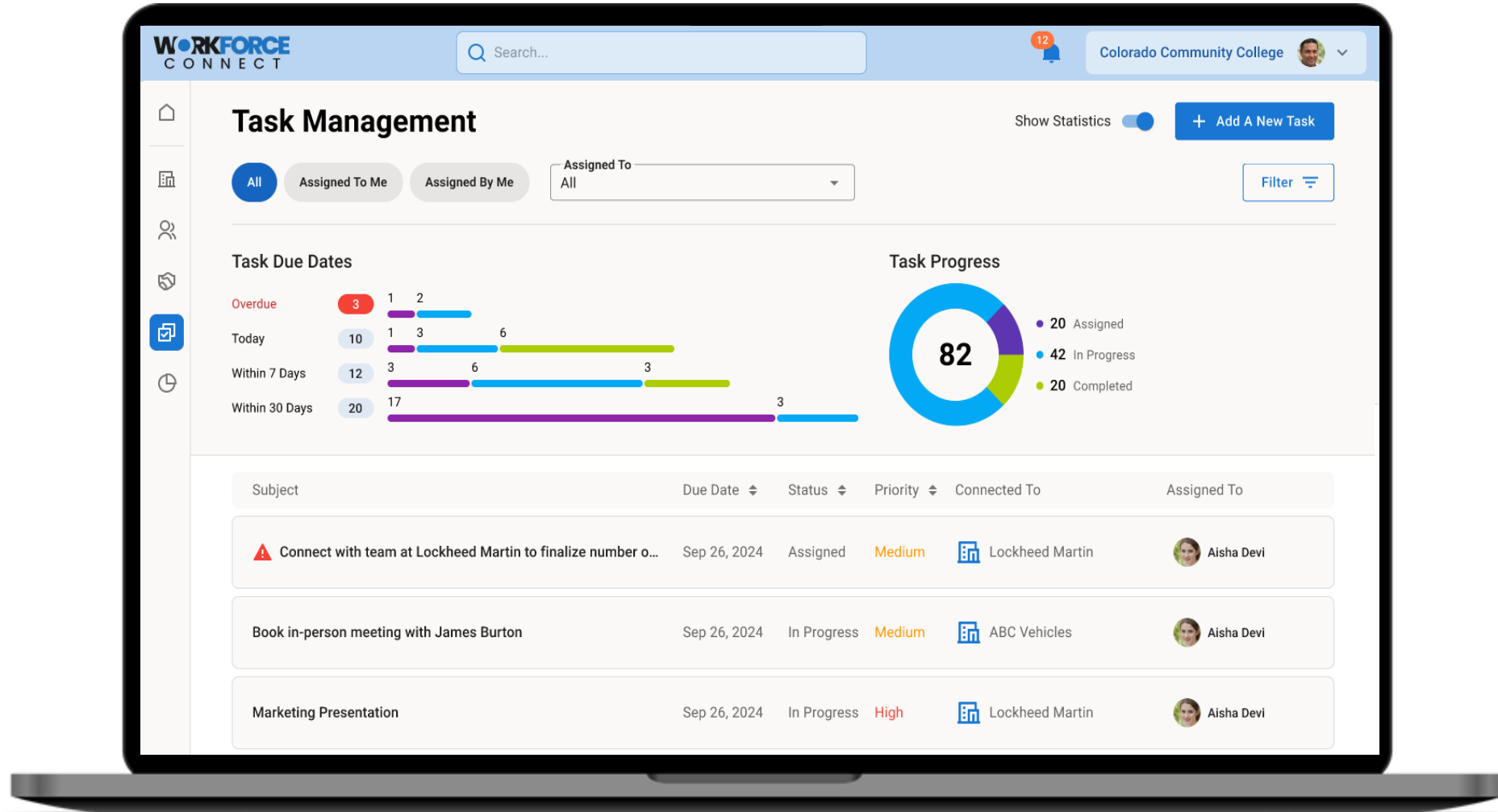
Simplifying Directory Information



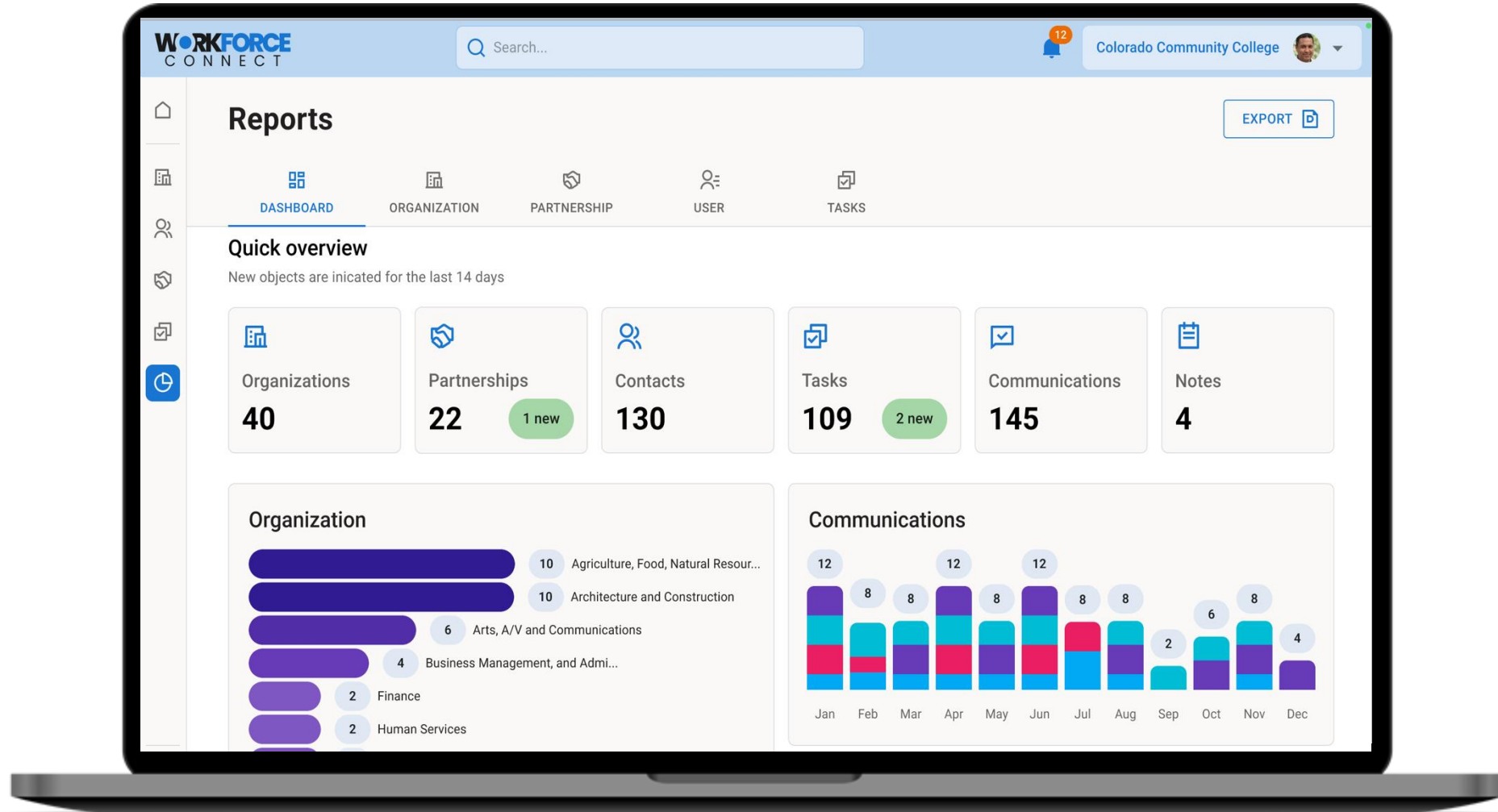
Standardizing Partnership Agreements



Improving Processes with Task Management



Managing with Reports and Dashboards



Thinking About Apprenticeships



- Apprenticeship Continuum
- Focus on Apprenticeship Degrees
- 5 Proven Practices for Building Success Apprenticeship
- Questions

Apprenticeship Continuum

Pre-Apprenticeship

Focus: Career Exposure, Preparation for Apprenticeships

- Provides foundational skills, basic training, and career exploration.
- Targets individuals new to an industry.
- Usually short-term and includes job readiness support and basic technical training.

Apprenticeship

Focus: Paid, On-the-Job Training with Formal Education

- Combines hands-on work experience with related formal instruction.
- Structured, longer-term programs designed to develop in-depth skills for specific careers.
- Participants earn a wage while learning and often receive an industry-recognized credential.

Apprenticeship Degree

Focus: Integrating Apprenticeships with Academic Degrees

- Merges apprenticeship training with higher education to award a degree (Associate, Bachelor's, Master's) recognizing on-the-job training as formal education.
- Allows participants to earn both industry credentials and a college degree simultaneously.
- Blends academic and practical expertise to build career pathways.

Example: Pre-Apprenticeship

Pre-Apprenticeship

Apprenticeship

Apprenticeship
Degree



COLORADO
HEALTH CAREERS COLLABORATIVE

ARAPAHOE COMMUNITY COLLEGE
COMMUNITY COLLEGE OF DENVER

Arapahoe Community College & Community College of Denver Introduce
**COLORADO HEALTH CAREERS
ACADEMY SUMMER 2024**

- Learn about different careers in healthcare through online learning modules
- Develop workforce skills by building your resume & practice professional interviewing
- Get connected to employment opportunities with large healthcare companies
- Earn your Basic Life Support (BLS) certification
- Gain hands on experience in CNA and/or Nursing Labs
- Create friendships & build community
- Earn a \$500 scholarship upon completion

Check out our website to apply and learn more »

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https://www.dol.gov/sites/dolgov/files/OASAM/Agency/Res/EO_Notice_WIOA_English.pdf ED is the Law. This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The U.S. Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. dol.gov

- Pre-Apprenticeship - Colorado Health Careers Academy
- Purpose - Create medical career pathway awareness across Colorado
- Education and Employer Part Involvement - Colleges, K12 School Districts, Healthcare Employers
- Funding - Grants
- Impact and ROI - 1,000+ Pre-Apprentices. Direct pathways into educational programs with employer partner career pathways support.

Example: Apprenticeship

Pre-Apprenticeship

Apprenticeship

Apprenticeship
Degree



Advent Health
ACC
ARAPAHOE COMMUNITY COLLEGE

**MEDICAL ASSISTANT
APPRENTICESHIP**
FALL 2024
Starting August 23, 2024

What does our program include?

- Six-month program that prepares students to take the Certified Clinical Medical Assistant (CCMA) exam through the National Healthcareer Association.
- Apprentices will be hired by Advent Health while completing their medical assistant training through Arapahoe Community College.
- Selected apprentices will work up to 32 hours a week with Friday classes.

What is a Medical Assistant?

Medical Assistants are allied health professionals who work alongside providers to perform both administrative and clinical duties in mostly outpatient care locations. They are trained to take vitals, perform phlebotomy, give injections taking medical histories, assisting in examinations and procedures, patient education, performing or arranging an array of medical tests, and some administrative work. Medical Assistants are a vital partner to the provider.

Join an Info Session

Tuesday, June 4th at 9 am - Virtual Session
Friday, June 7th @ 12 pm - In-person
Friday June 14th @ 12 pm - Virtual Session

303-797-5722 | apprenticeships@arapahoe.edu | 5900 S Santa Fe Drive, Littleton, CO

GET IN TOUCH

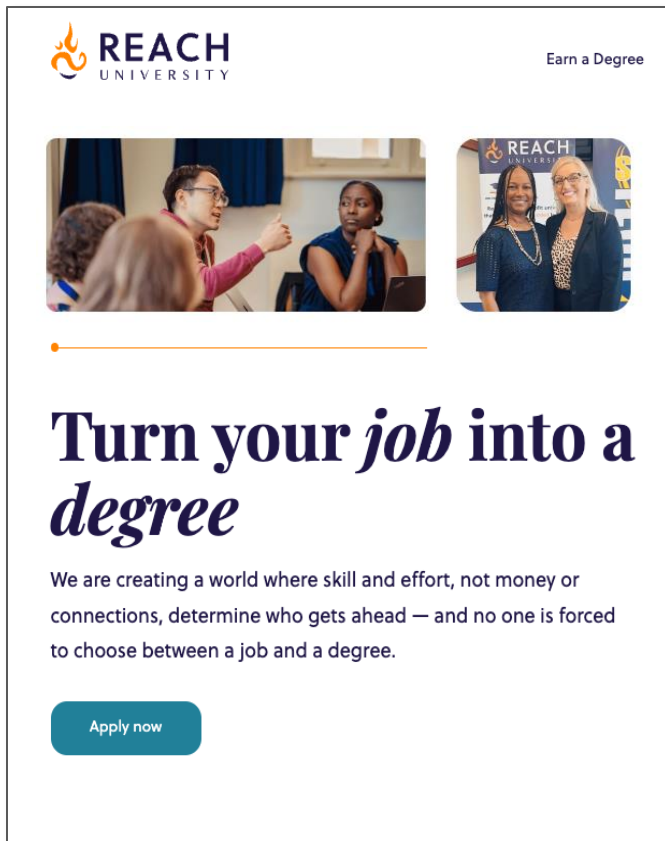
- Apprenticeship – Medical Assistant Apprenticeship
- Purpose – Learn and Earn, filling MA Vacancies
- Education and Employer Part Involvement – Numerous Health Organizations + Arapahoe Community College
- Funding – Employer Partner, Grants, Enrollments
- Impact and ROI – Positive Return, Filled Pipelines, Students Passing Certifications

Example: Apprenticeship Degree

Pre-Apprenticeship

Apprenticeship

Apprenticeship
Degree



The screenshot shows a promotional page for REACH University's 'Earn a Degree' program. It features the university's logo, two photographs: one of a man in a classroom setting and another of two women standing together. The main headline reads 'Turn your *job* into a *degree*'. Below this is a paragraph of text and a teal 'Apply now' button.

REACH UNIVERSITY

Earn a Degree

Turn your *job* into a *degree*

We are creating a world where skill and effort, not money or connections, determine who gets ahead — and no one is forced to choose between a job and a degree.

Apply now

- Apprenticeship Degree – Teacher Apprenticeship
- Purpose – Solve Teacher Shortage while Earning a Degree
- Education and Employer Part Involvement – Reach University + Numerous School Districts
- Funding – Employer Partners, Grants, Enrollments
- Impact and ROI – Positive Return, Filled Pipelines, Students Passing Certifications

Flip the Paradigm

Apprenticeship degrees serve working adults seeking to reach their full potential.



What if your job
led to your degree?

Not the other way around.

Why Apprenticeship Degrees

Employers Continue to Hire Based On Degrees

Degrees hold ground in skills-based hiring



Though the number of job postings without a degree requirement has surged 240% since 2019, in the same period the number of hires without a degree only grew by just **three** percent.

70% of good paying jobs require a bachelor's degree



Employers responding to NACE's 2023 *Recruiting Benchmarks Survey* said an average of 70% of their entry-level jobs require a bachelor's degree.

Degrees required for upper-level advancement



College degrees remain explicitly required for upper-level roles in education, healthcare, social work, accounting, law, and other professions.

Not Just Degrees

73% of college students do not participate in paid work based learning. Students who participate in work-based learning are twice as likely to graduate into a 'good job' (Strada, 2024). Analysis by [LinkedIn found](#) that about 35% of "entry-level" jobs also require two to three years or relevant work experience. In fields like software and IT services, it **jumps** to 60%.

Making the Case

The Apprenticeship Degree aligns to five design standards that embed access and equity in the model.

	DESIGN STANDARD	TRADITIONAL DEGREE	APPRENTICESHIP DEGREE
1	EFFICIENCY	Full-time workers take longer to graduate because work competes with school and doesn't offer credit.	Full-time workers graduate on time* because 50% of credit comes from the job itself.
2	PROFESSIONAL CAPITAL	Graduates enter the job market with minimal experience and limited professional connections.	Students have years, not months, of experience and professional relationship building, resulting in job offers by the time they graduate.
3	AFFORDABILITY	Students must take on loans to cover both tuition as well as living expenses while they study.	Low tuition and braided funding, plus students are paid for work resulting in no student loan debt.
4	FLEXIBILITY	Courses are offered on campus and/or at times that conflict with the needs of working parents and/or caregivers.	Students rarely have to: 1) miss work; or 2) arrange childcare; or 3) find transportation.
5	RELEVANCE	Courses are taught by academics, largely in isolation from relevant workplace experiences.	Courses are taught by seasoned practitioners and create direct feedback loops with the workplace.

**Two years for an associate degree, four years for a bachelor's degree.*

5 Proven Apprenticeship Building Practices

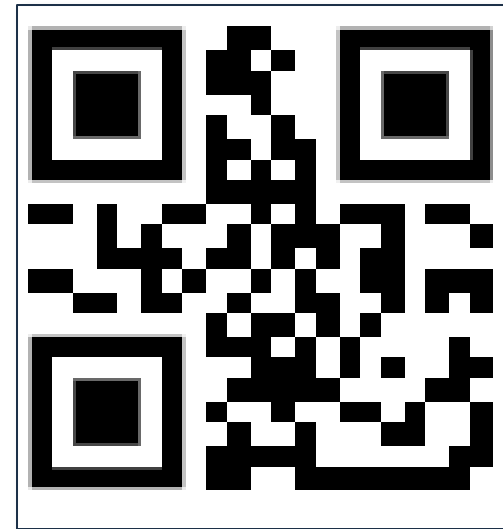


1. Reciprocal Employer Engagement
2. Responsive and Receptive RTI Provided
3. Enabling Policy & Culture Conditions for Apprenticeships
4. Availability of a Market of Future Apprenticeships
5. Regional Systematic Blurring of K-12, Postsecondary, and Workforce



National Center for the
**APPRENTICESHIP
DEGREE**

- Program Design & Delivery
- Apprenticeship Compliance & Registration
- Apprentice Recruitment, Retention & Credential Attainment
- Comprehensive Services for Employer Engagement
- Financial Modeling and Program Security
- Policy Environment



[NCAD.org](https://www.ncad.org)



WORKFORCE CONNECT

Partnership Management Made Easy