



HEARTLAND
COMMUNITY COLLEGE

Aligning Community College Apprenticeship Priorities: A Collaborative Planning Lab

ICCB Appreniticeships At Work Convening
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Purpose

To identify and prioritize the areas where collaboration among Illinois community colleges would:

- reduce duplication, simplify employer participation
- create a more consistent apprentice and mentor experience
- preserve appropriate institutional and regional flexibility

Working Assumptions

- All colleges are at different stages with Apprenticeship
- Alignment does not require complete standardization
- We do not have to recreate the wheel
- Collaboration should reduce duplication or improve the employer, apprentice, or mentor experience
- Employer and apprentice needs will drive continuous improvement

Wave the Magic Wand



- Don't worry about who would be responsible
- Don't worry about how much it would cost and whether resources could exist
- Don't worry about the when, where, and how it would happen

Some differences among community college apprenticeships that create the greatest confusion, duplication, or burden for employers are:

- Related vocabulary
- Program structures (RA/unregistered; credit/non-credit, PLA, CBE)
- Funding models
- Case management
- Mentor Training
- Common Tracking tools (MOUs, Attendance, Billing, Grades, Competencies)
- Employer one-off vs. Multiple Employer models

How could system collaboration best address these differences?

Which components of an occupation- or sector-based apprenticeship model should be shared or aligned so colleges can adopt, adapt, and expand successful pathways more efficiently?

Cast Your Votes



How could system collaboration best address these differences?

Illinois dictionary / Terminology sheet ●●●

State apprenticeship directory ●●●●●

Aligning state ecosystem leadership clear direction (WEI model) ●●●

Data/tracking? ●

Facilitate telling the story ●●●●●
- Illinois powers your marketplace
- facilitates funding conversations

Employers across districts

● visibility on conversations
collaboration

create app. w/ large employers
from a system perspective

build through industry associations
to scale

Make common resources available
to peers / system availability
(dropbox, canvas) ●●●●●

Industry manual/playbooks

Common model elements? → fees, ●

System Collaboration Priority	Votes
Facilitate telling the story • Illinois, peers, and your workforce • Facilitate funding conversations	11
Make common resources available to peers / system availability • Dropbox • Canvas	10
State apprenticeship directory	10
Aligning state ecosystem leadership • Clear direction (WEI model)	5
Illinois dictionary / terminology • Cheat sheet	3
Employers across districts • Visibility on conversations • Collaboration • Create app with large employers from a system perspective • Build through industry associations to scale	1
Common model elements (e.g., fees)	1
Data / tracking	1
Industry manual / playbooks	0

System Collaboration Priority	Votes
Storytelling and Funding Support	11
Shared Resources and Tools	10
Apprenticeship Directory	10
Statewide Leadership Alignment	5
Illinois Terminology Guide	3
Employer Coordination by District	1
Common Apprenticeship Model	1
Statewide Data and Tracking	1
Industry Playbooks	0