

All Aboard the Apprenticeship Express: From Idea to Impact



Focus Points

**STARTING YOUR
APPRENTICESHIP
PROGRAM**

**DEVELOPING EMPLOYER
PARTNERSHIPS**

**BUILDING SUPPORT AT
YOUR COLLEGE**

**FINDING AND UTILIZING
FUNDING
OPPORTUNITIES**

**PARTNER DEVELOPMENT
AND COLLABORATION**

**SCALING YOUR
APPRENTICESHIP PROGRAM**

First Steps



- Does an apprenticeship fit the needs of your college?
- Who at your college will support the start of an apprenticeship program?
- What fields can most benefits from an apprenticeship in your district?
- Find a need and figure out how an apprenticeship can fill that void.

WHY EMPLOYERS?

- Apprenticeships are built according to an employers exact needs.
- Creating a successful apprenticeship program means finding the right employer partner to start with.
- Figure out which employers will see the benefit of an earn -while -you -learn program



EXAMPLES

- Advisory Committee Members
- Foundation Donors
- Large Employers in your District
- Employers Faculty already have a relationship with
- Employers that have previous tuition reimbursement programs
- Employers going through an expansion

Find Your Employer Partners

CHALLENGE

- Current Workforce is Retiring
- Hard -To-Fill Positions
- Training Costs
- Turnover
- Need Highly Skilled Workers

OPPORTUNITY

- Create a Talent Pipeline
- Apprenticeships
- Shared resources and funding opportunities
- Employee Retention
- Classes picked specifically by employers

What Employers Told Us



Building Trust



- Growing a relationship with an employer is all about building trust. You can do this through:
 - Frequent Visits
 - Showing Up Consistently
 - Learning Employer Language
 - Solving Employer Problems
- Keep in mind, an apprenticeship may not be for every employer, and it may take others longer to make their choice. That's okay. Give each employer the time and patience they need.

Faculty and Institutional Buy-In

- **ANSWER INITIAL CONCERNS**
 - Be prepared to answer a variety of questions
 - Encourage faculty to assist with the process
 - Explain ways an apprenticeship can benefit their classrooms/programs
- **CLEAR UP CONFUSION**
 - Make sure faculty understand the ins and outs of apprenticeships
 - Emphasize the importance of partnerships with employers to continue growing programs





Creating Momentum

- **OUR STORY**
 - Our first partners
 - Pilot programs
 - Employers in KC's district
 - Growing the program
 - Using relationships to build
 - Build current programs when new opportunities arise
- **YOUR TURN**
 - Who was your first champion?
 - Which program was your first apprenticeship?
 - Largest employer in your district?
 - Which department can you start proposing a program to?

The Power of Workforce Agencies



WIOA/CEFS

- Provide funding opportunities for employees and employers
- Offer a variety of resources for students
- Assistance available for a variety of programs

GRANT FUNDING

- Grant funding can provide support for tuition, fees, and books.
- Kaskaskia College has utilized grant funding for a variety of programs including Pre -Apprenticeships and Apprenticeships.

DCEO

- Provide tax credits for employers with active apprentices
- Assist all forms of employers with a variety of resources

Braiding Funding and Support Opportunities

- Workforce Agencies not only help with funding resources but can also help with identifying which employers may be interested.
 - Example: A manufacturer is opening a new location in your district. They have reached out to DCEO for support on expanding and are looking to hire three new welders. Your college can offer support with a registered apprenticeship program for that employer.
- Federal Grant Funding
 - Several federal grants support Work-Based Learning Opportunities for high school students. These WBLs can be used as the first stepping stone to an Apprenticeship.



Maintaining Momentum



- Once you've launched your apprenticeship program, it is important to continue building those relationships and the program itself.
- Some best practices would include:
 - Reaching out to employers at least once a month
 - Keeping open communication with both the apprentice(s) and the employer(s)
 - Assist employers with growing their programs through student recruitment
 - Make sure employers have all the information they need to run a successful program
- Host events to continue spreading the word about the benefits of an apprenticeship program
- Attend recruitment events at your college and throughout the district to continue spreading the word.

Apprenticeship Events



Apprenticeship Forum
Fall 2024

Apprenticeship Job Fair
Spring 2025

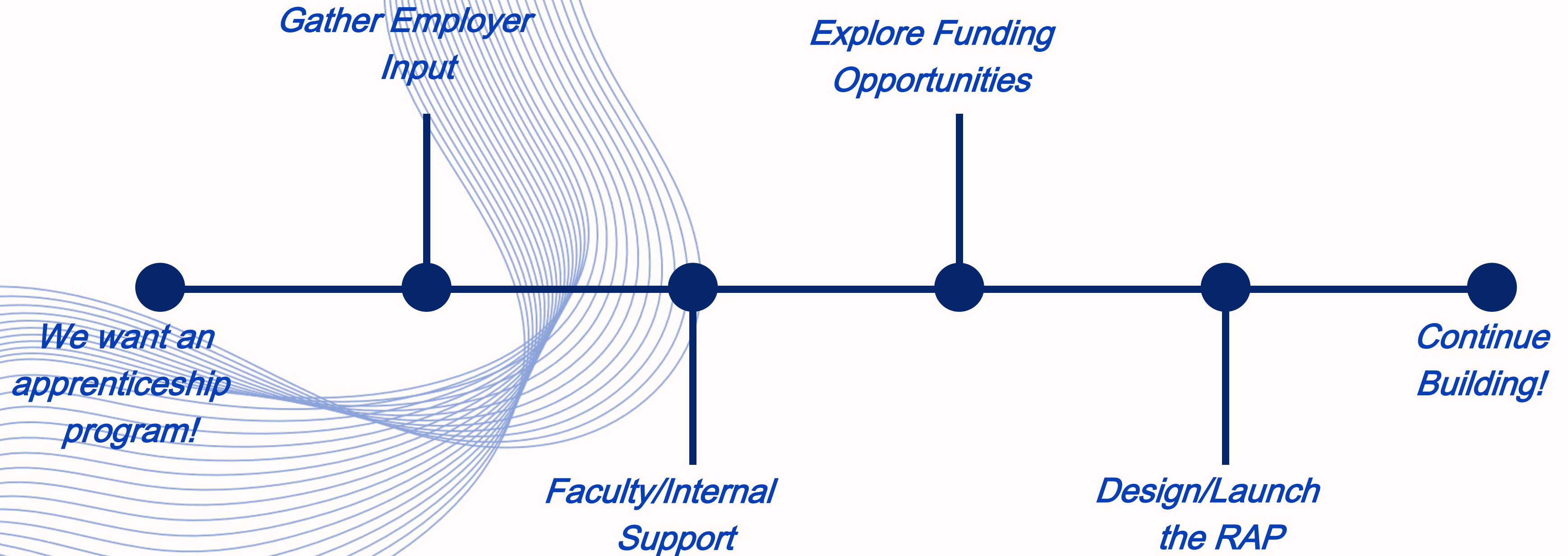
Apprenticeship Panel
*Spring 2026 During Industrial
Trades Day*



Unexpected Detours

- *As with any new program, you will face challenges along the way. Here are a few of our challenges:*
 - Every employer is different. What works for one employer, may not work for the next. It is okay for an employer to build a program differently from another.
 - The programs and classes need to be flexible for apprentices. The best thing you can do is make sure the instructors are on board with an apprenticeship to ensure flexibility for the student.
 - Some years are really good; some years are not so good. It is okay to have a lull in apprenticeships as long as you take that time to be ready to continue building.

The Route to Success



Important Lessons

Here are some of our best practices you may find helpful when it comes to your own program:

- Start small
 - Start with one program. Develop and master that then move to another. Apprenticeship have several rules and guidelines, so it is important to understand the process.
- Listen more than you talk
 - An apprenticeship program is an *Employer - Driven* model. It is based completely on an employers' need. Be willing to listen to what they have to say.
- Focus on the relationship building
 - An employer may not say yes at first, but keeping the line of communication open helps them know your college is there to help.
- Be prepared to adapt
 - As mentioned, every employer is different. Every program will be different. Be ready to have a plan in your head and for it to end up going a completely opposite direction.



Example: Incorporating a Pre new Apprentices

-Apprenticeship with

Two Helpful Additons

- *Mobile Manufacturing Trailer*
 - Our Mobile Trailer allows us to reach a wide variety of students accross our district.
 - Through traveling with the trailer, we have been able to speak to a multitude of students about opportunities with apprenticeships
- *Employer/Students Apprentice Interest Form*
 - This is a link on KC's website under Apprenticeships where both potential employers and students can go to fill out a form about their interest.



[https://www.kaskaskia.edu/campus
life/services --resources/career
services/apprenticeship -program/](https://www.kaskaskia.edu/campus-life/services--resources/career-services/apprenticeship-program/)

Our Employers

- North American Lighting
- ConAgra
- Carl's 4 Wheel Drive
- Velocity Metalworks
- Americana
- Continental Tire
- Jansen Chevrolet and Jansen Ford
- Intermountain Electronics
- South Central Transit
- Siblings and Company
- Willow Walk
- Building Blocks
- Little Lambs
- Modern Solution Services
- The Maschhoffs
- Nascote Industries **pending*
- Clark Schools Academy **pending*

Where We Are Now

Our Programs

- Industrial Maintenance Mechanic
- Fitter -Fabricator
- Automotive Technical Specialist
- Welding Machine Operator; ARC Welding
- Electrical Technician
- Welding Combination
- Bus Transit Technician
- Early Childhood Educator
- Structural Production & Assembly Technologist
- Swine Animal Care Technician



Your Next Steps

WHICH EMPLOYERS CAN
YOU MEET WITH NEXT
MONTH?

WHERE CAN YOU FIND
INTERNAL SUPPORT?

WHAT FUNDING PARTNER
CAN YOU ENGAGE?

CREATE A CHECKLIST TO
ENSURE COMPLETION OF
ALL PAPERWORK

DEVELOP INTERNAL AND
EXTENAL PARTNERSHIPS

CONTINUE GROWING
YOUR PROGRAM

QUESTIONS?

Below is our contact information if you have questions later on.

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**THANK
YOU**