

A  
COMPREHENSIVE  
ANALYSIS OF  
ILLINOIS  
COMMUNITY  
COLLEGE  
APPRENTICESHIP  
PROGRAM  
IMPLEMENTATION

WHITNEY  
THOMPSON,  
DEPUTY DIRECTOR  
FOR WORKFORCE  
EDUCATION

# ICCB Apprenticeship Survey

## Background and Purpose

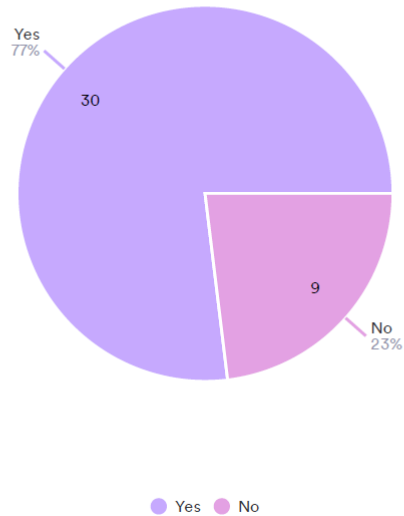
The Illinois Community College Board (ICCB), advised by a workgroup of community college administrators, conducted a survey in May 2025 to gain an understanding of the challenges, successes, growth opportunities, and technical assistance needs of community colleges who sponsor or partner to implement apprenticeship programs.

Our vision is to elevate the statewide awareness of the functions of community colleges in apprenticeships and expand and strengthen those apprenticeship roles. Through the collection of these data, the ICCB will identify areas for future focus, expansion, and funding ultimately to increase the number of apprenticeship programs, and apprentices, through community colleges.

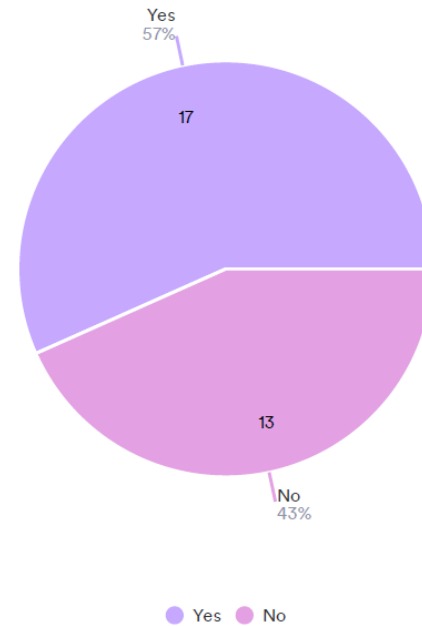
# Implementation and Infrastructure

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Does your college provide apprenticeships (registered and/or unregistered)?

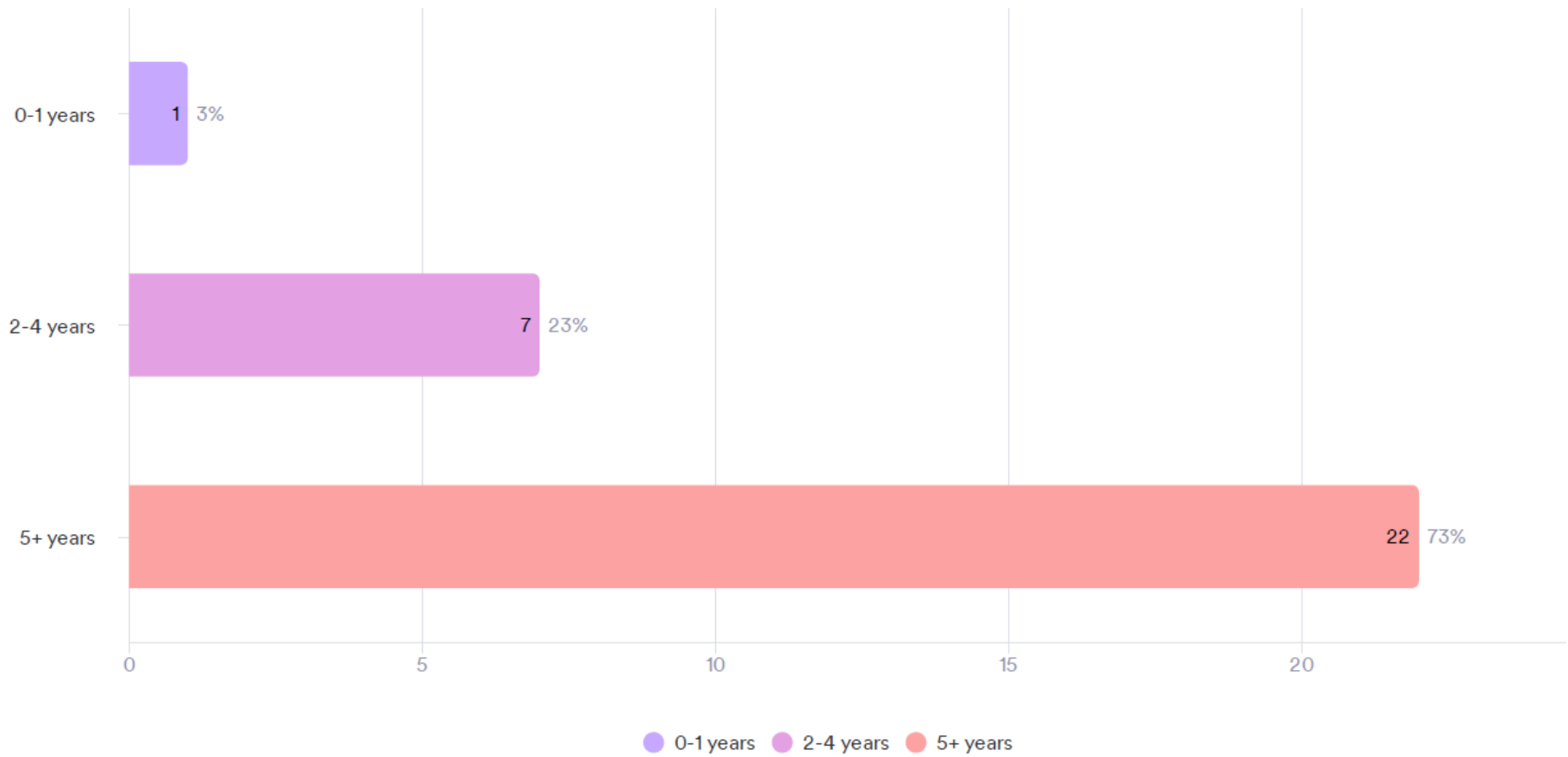


Does your college offer pre-apprenticeships?

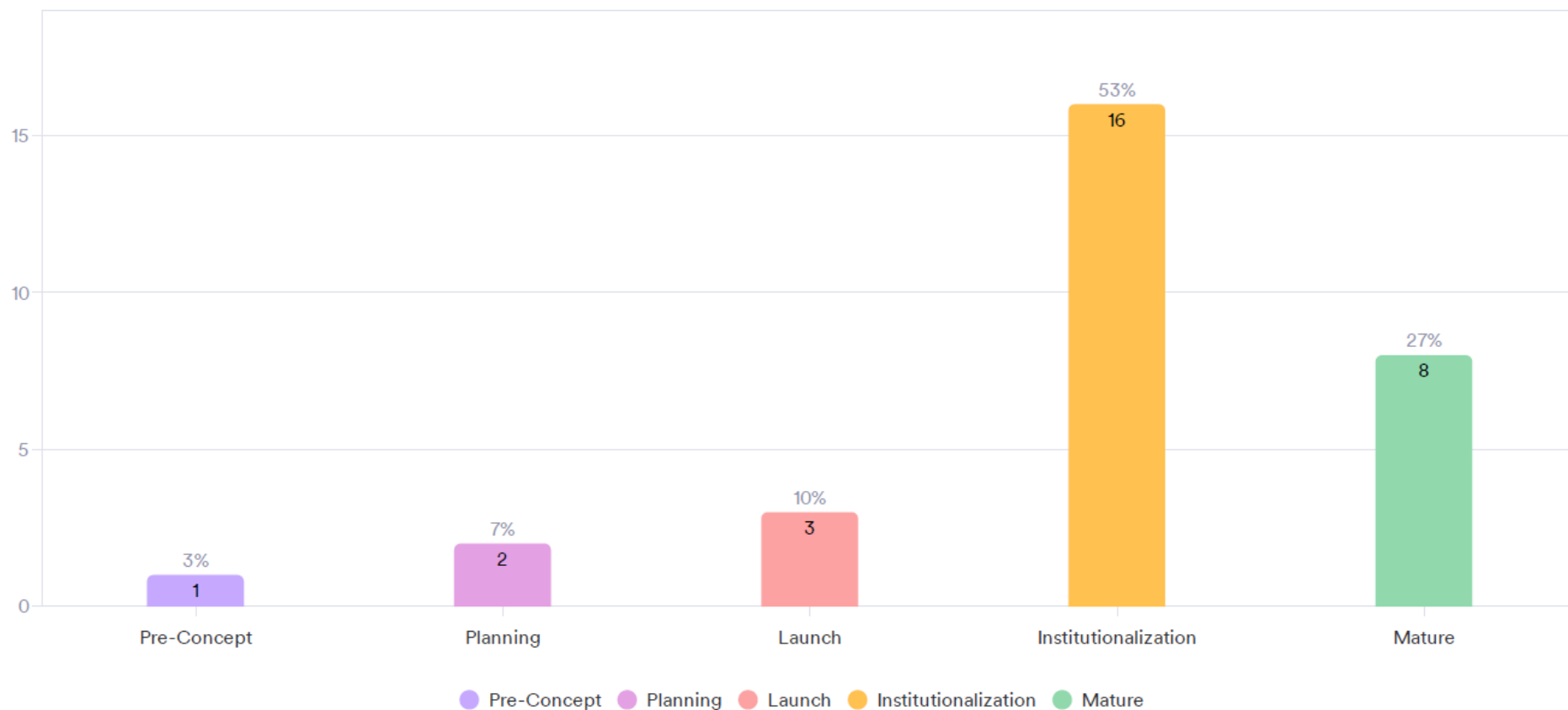


# Apprenticeship Implementation

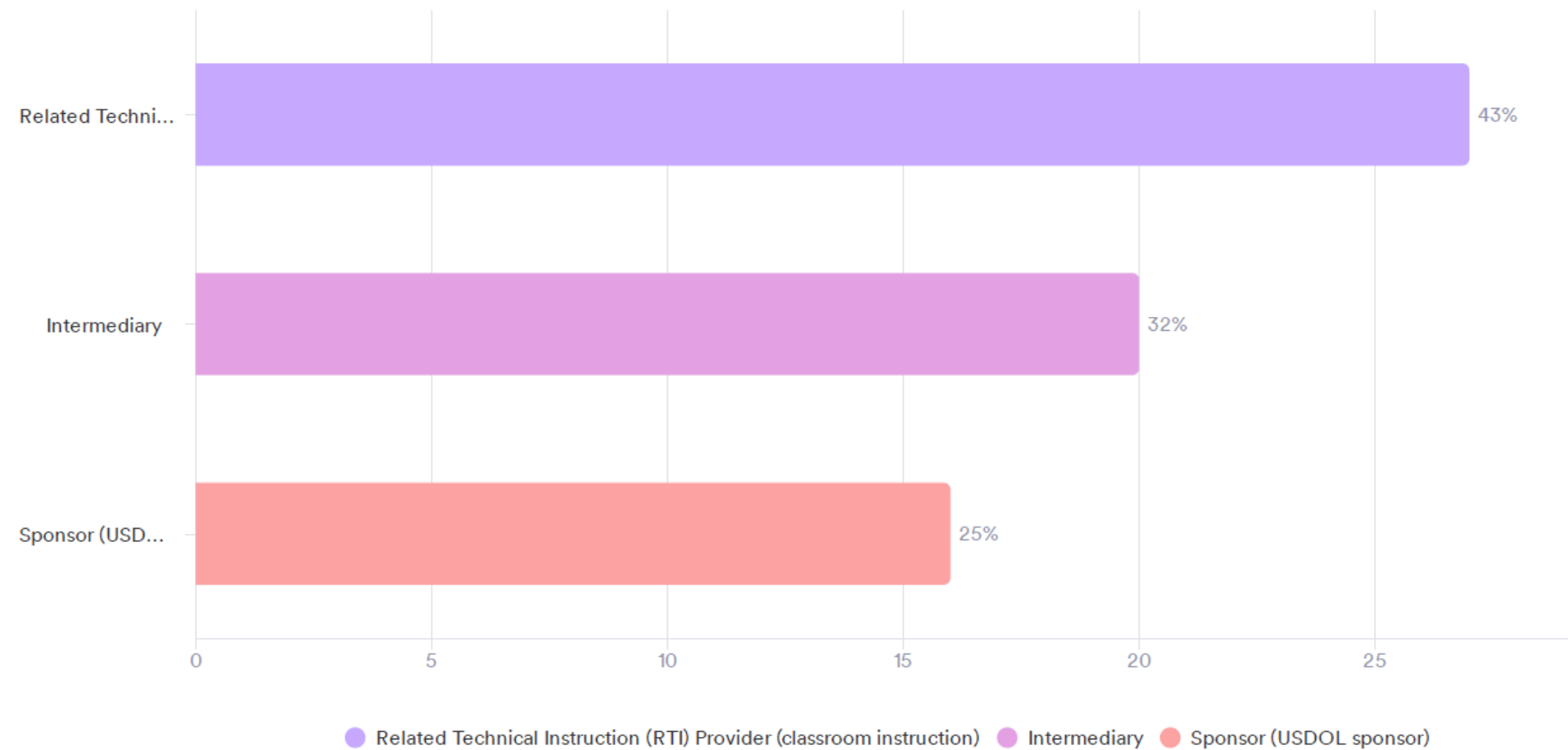
### How many years has your college offered apprenticeships?



How would you describe the overall stage of development of your apprenticeship program(s)?



## College Role in Apprenticeship Programs



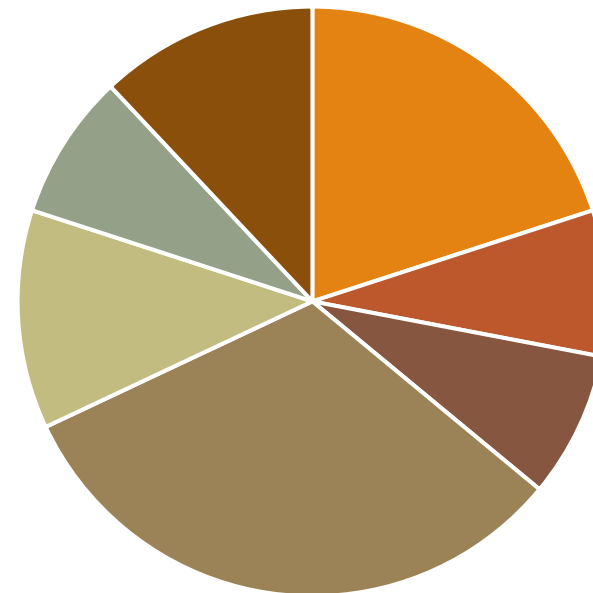
# Where are apprenticeship functions housed?

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Division/Department

## Why?

- Person in that division owns the responsibilities
- person or people responsible for collaborating with employers and companies
- where it started
- Where the funding is
- Purpose -fully integrated into the college's educational mission and academic infrastructure



■ Academic Affairs

■ Administration/Grants

■ CTE

■ Career Services

■ Student Services

■ Workforce, Continuing Education, Noncredit

■ Strategic Partnerships

■ Other



# Customer Relationship Management (CRM) system

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Navigate 360

Salesforce

Zoho

Illinois worknet

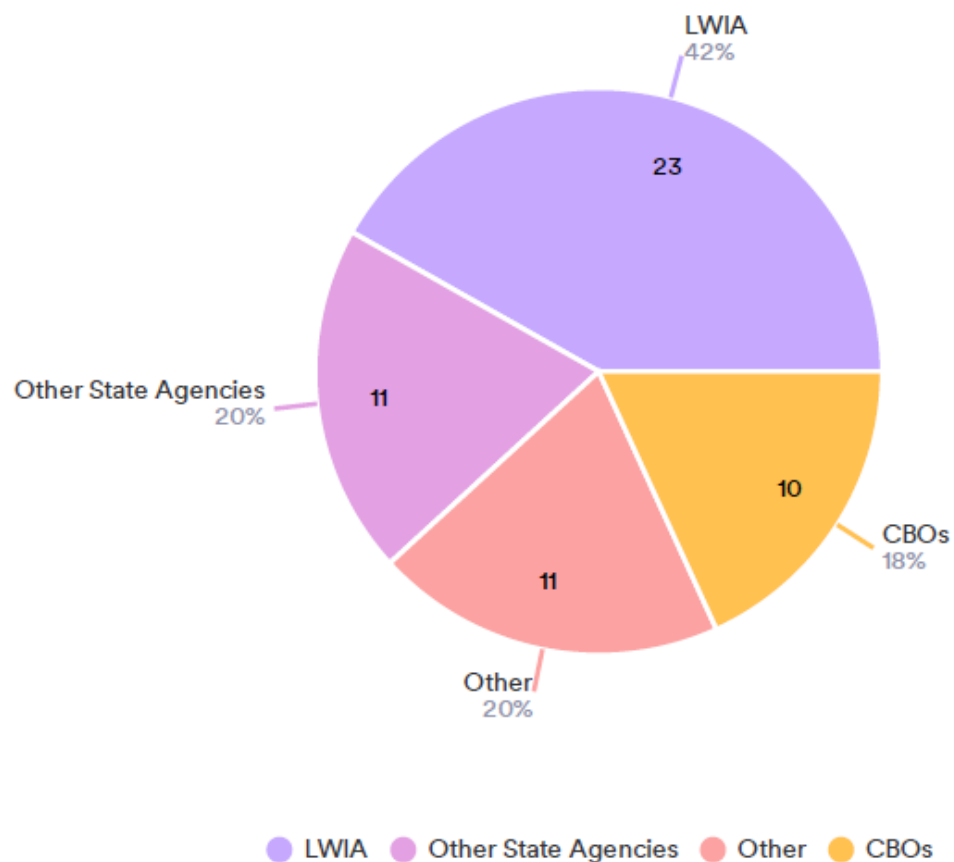
ApprentiScope

Access Database

Banner

Identify other external entities that your college collaborates with regarding apprenticeships.

55 Responses- 9 Fmmtv



# Funding

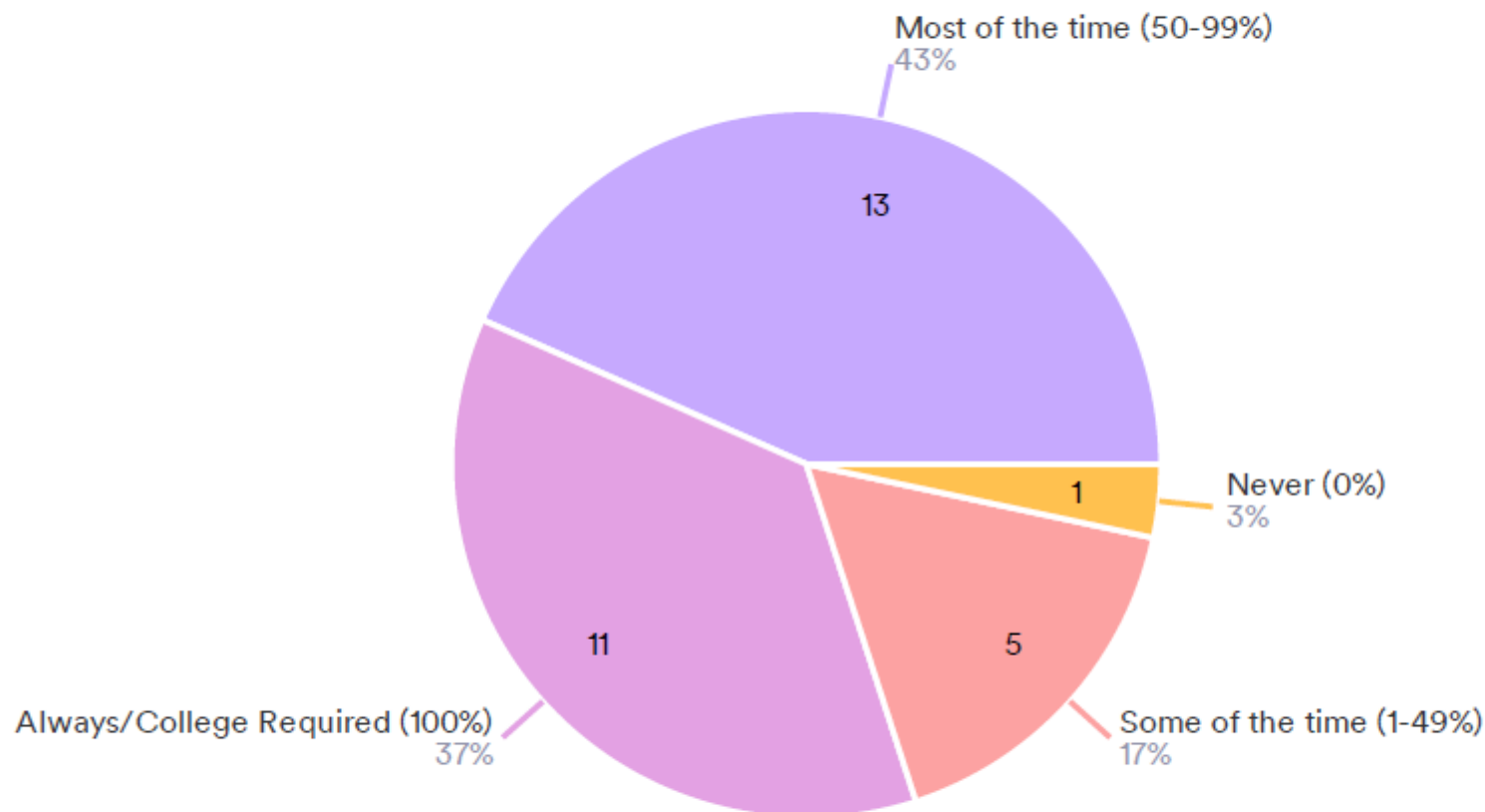
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### How are your apprenticeships funded?



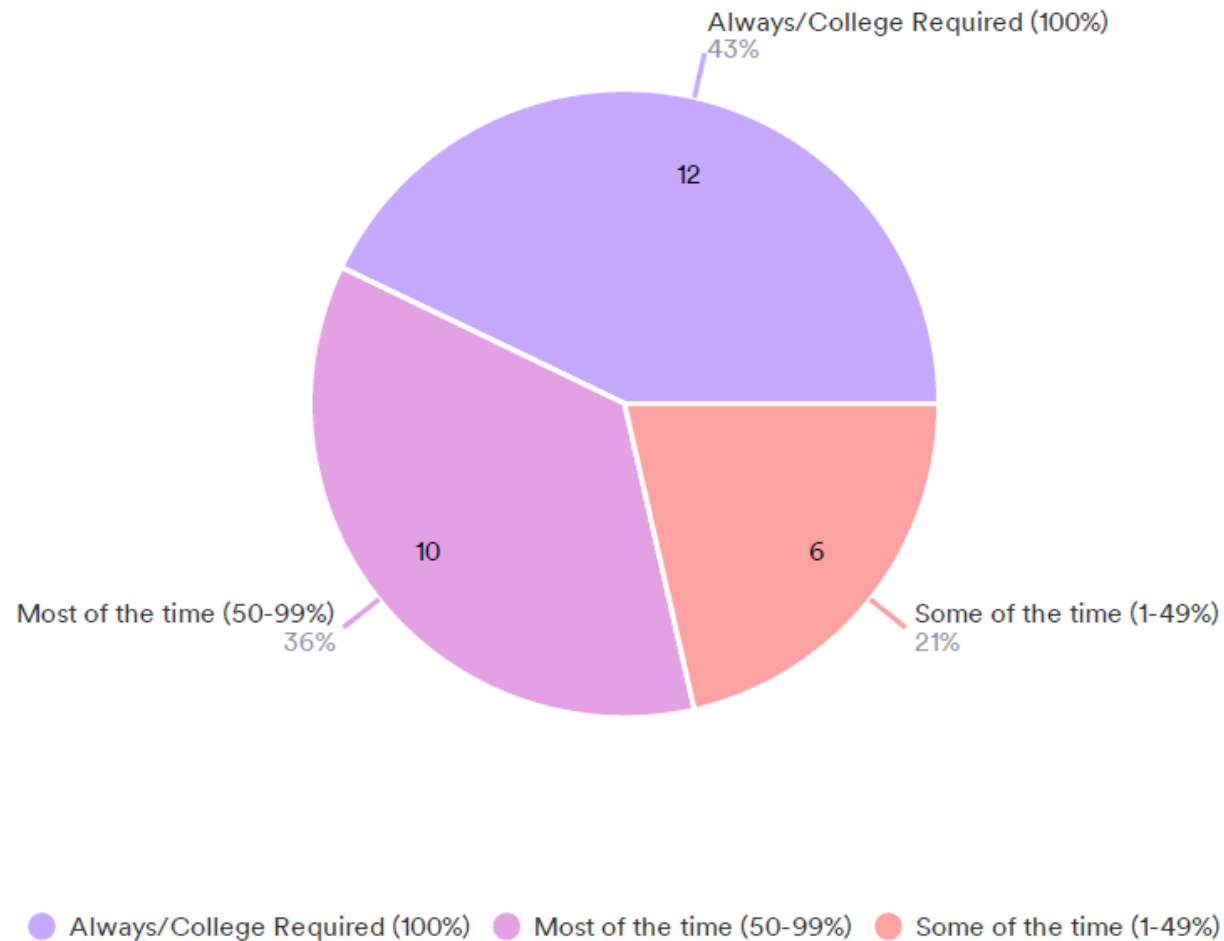
## 11. Do employers pay for the tuition and fees on behalf of apprentices?

30 Responses- 9 Fmnty

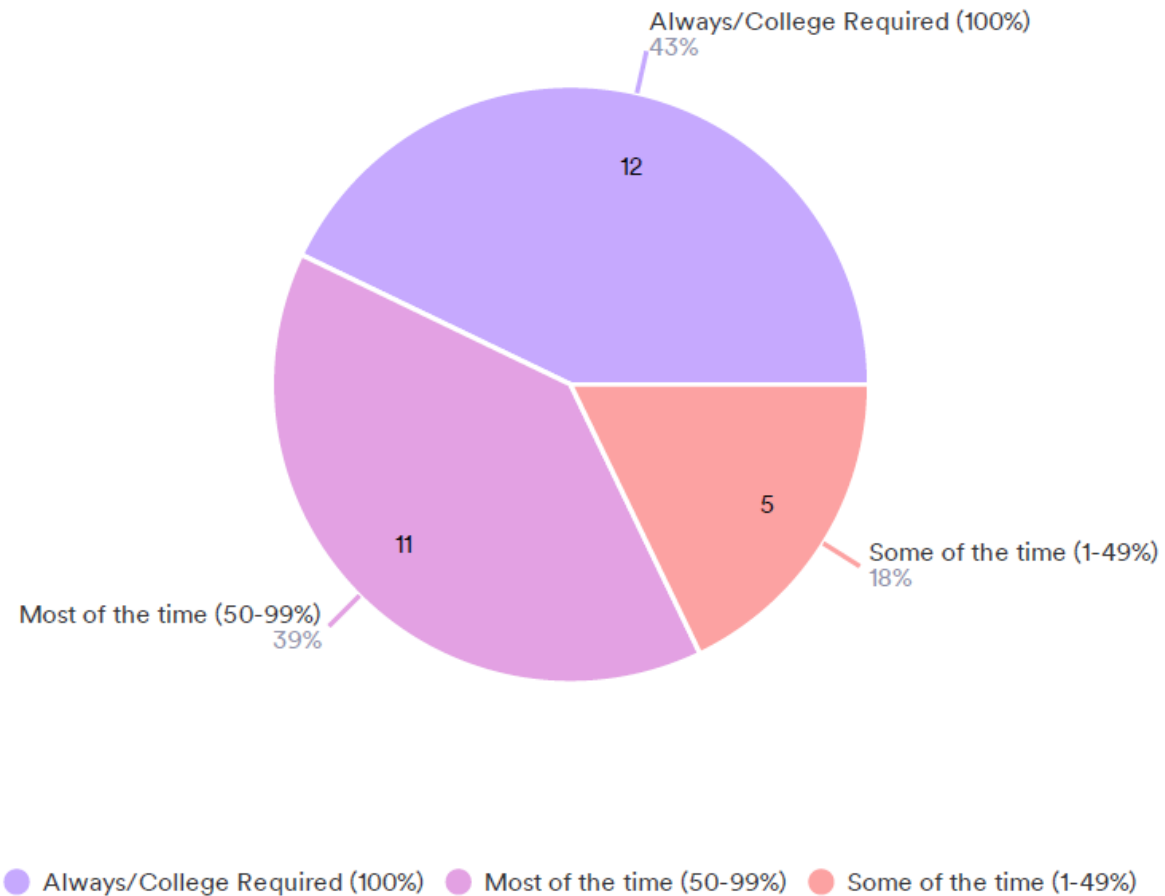


● Most of the time (50-99%) ● Always/College Required (100%) ● Some of the time (1-49%) ● Never (0%)

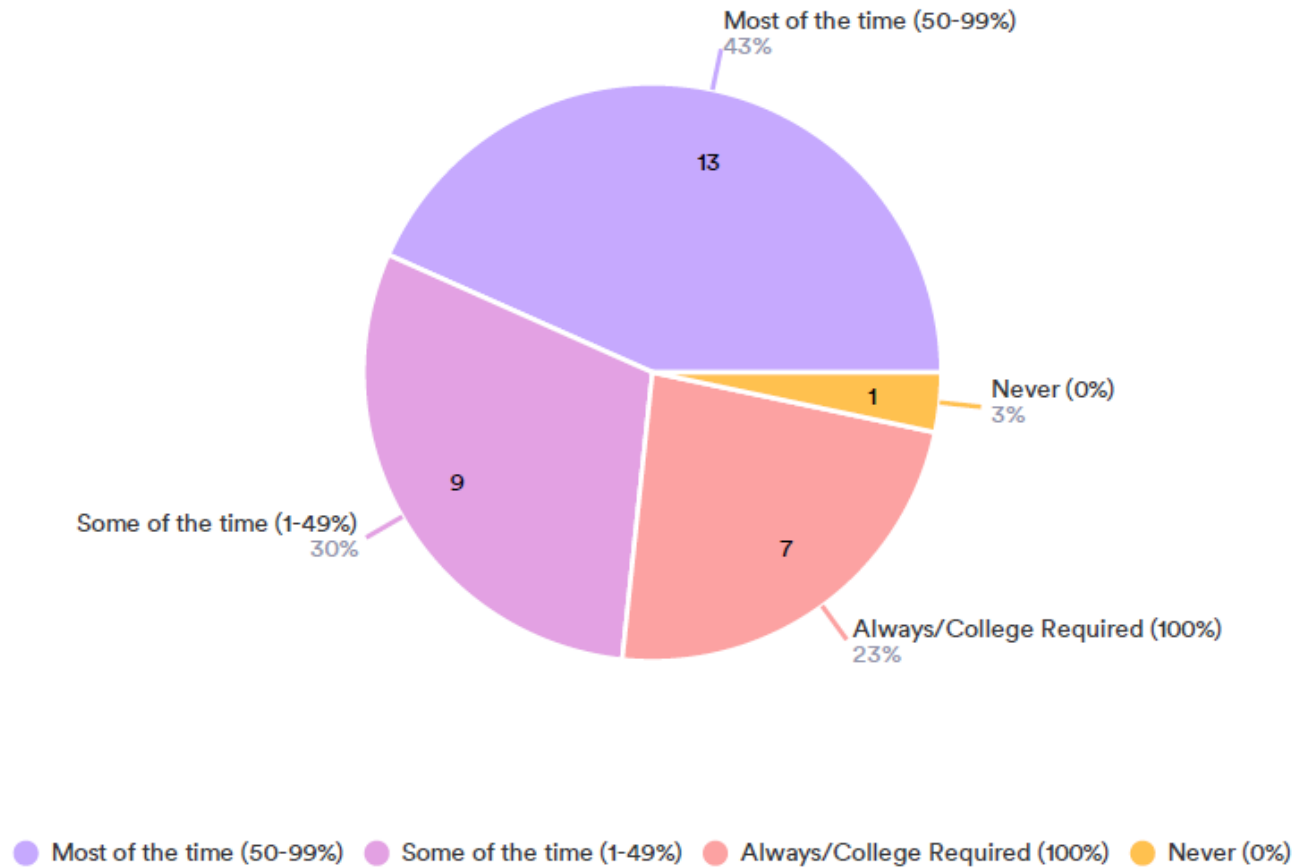
If so, do employers pay direct (rather than reimburse) students for the tuition and fees on behalf of apprentices?



If so, do employers pay direct (rather than reimburse) for the cost of books and materials on behalf of apprentices?

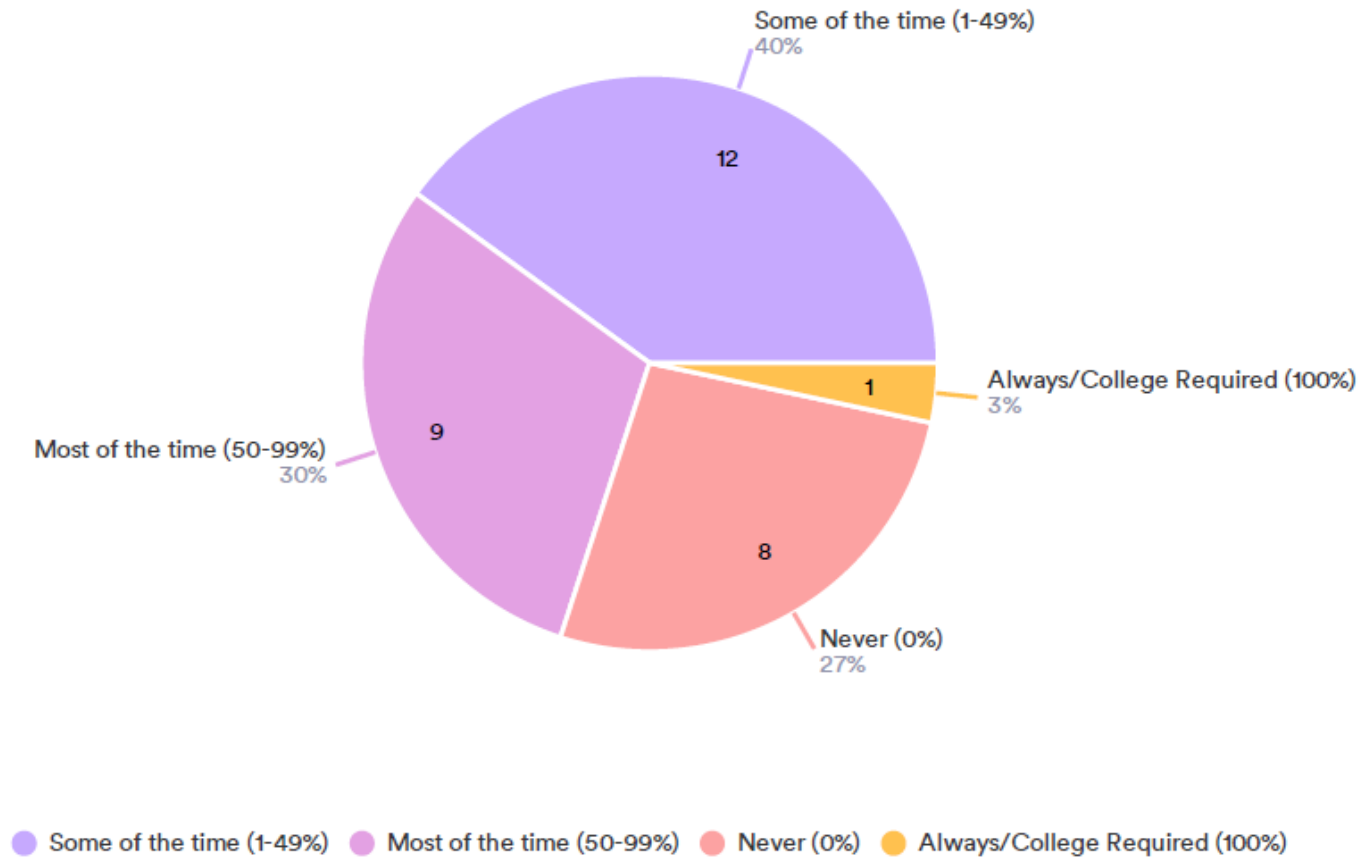


Do employers provide release time for apprentices to complete coursework during their workweek?





## Do employers pay their apprentices regular wages for time in class?



# Grants

- Job Training and Economic Development
- DOE PACEMAP grant
- PAYA
- JFF
- Urban Institute-Dell Family
- DCEO Apprenticeship Expansion Grant
- DOL Apprenticeship Building America
- Rev Up EV
- Customized Apprenticeship Program-IT
- Early Care and Education Pathways to Success
- WIOA
- IT Workforce Accelerator
- Taking Back the Trades Grant

# Challenges and Opportunities

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# What are the biggest obstacles to adopting or expanding apprenticeships on your campus?

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EMPLOYER BUY-  
IN



RESOURCES



CAPACITY



STAFFING



CROSS-CAMPUS  
COLLABORATION



SCHEDULING  
CHALLENGES



AWARENESS

# Employer Engagement

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Intensive

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Strategic

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Continuous and varied

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Community awareness

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Solution-oriented

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Brought in or used other partners to help  
make the sale

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Showcase existing programs

A word cloud of terms related to apprenticeship outcomes. The words are arranged in a roughly circular shape and vary in size and color. The colors include shades of orange, yellow, green, and purple. The words are: experience, rich, employment, skills, higher, long-term, relationships, enrollment, learning, gains, wages, satisfied, industry-relevant, workforce, students, employers, equity, partner, successful, economic, access, development, mobility, and strengthened.

What is the biggest impact/outcome of  
your apprenticeship program for  
apprentices and the college?

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Where do  
we go from  
here?

Majority of colleges indicated growth and expansion of programming.

Funding for:

- program development
- institutional infrastructure

Continued networking and collaboration between colleges

Ecosystem or structure to scale growth across the system

Explore ways to incentivize employer buy in

# Next Steps

SURVEY REPORT  
TO BE  
PUBLISHED  
SOON!



Thank you!

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