

Colleges and Universities as Partners in Registered Apprenticeship

Registered Apprenticeship has emerged as a key pathway to postsecondary credentials, careers, and student success as colleges and universities evolve to meet the growing demand for a skilled workforce. Registered Apprenticeships combine rigorous academic preparation with practical, hands-on training with a mentor, easing the transition for students from school to career. As Registered Apprenticeship expands to new and emerging sectors, colleges and universities are uniquely positioned to help connect more Americans, especially those from underrepresented populations, to good jobs.

Given the rising costs of higher education, Registered Apprenticeships, which are jobs from day one, offer an effective and equitable strategy for significantly expanding access to post-secondary pathways. Registered Apprenticeships can reduce student loan debt, produce high wages, and provide on the job training and career opportunities for students after graduation. In addition to heightened student success, Registered Apprenticeships provide an opportunity for colleges and universities to position their institutions as innovative talent pipelines responsive to community and employers' needs, increase access to funding and revenue, and achieve a higher return on recruitment investments.

WHAT IS REGISTERED APPRENTICESHIP?

Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience with a mentor and receive progressive wage increases, classroom instruction, and a portable, nationally recognized credential. Registered Apprenticeships are industry-vetted and are approved and validated by the U.S. Department of Labor (DOL) or a State Apprenticeship Agency (SAA).

BENEFITS OF REGISTERED APPRENTICESHIP PROGRAMS

Registered Apprenticeships help colleges and universities offer the opportunity to:

- ▶ Recruit and develop a talent pipeline of degree seekers, especially from underserved and underrepresented populations, increasing equitable access to postsecondary educational opportunities, credentials, and economic mobility.
- ▶ Ensure responsiveness to employers' needs by providing students with the right skills and an affordable pathway to postsecondary credentials.
- ▶ Increase access to public workforce dollars, tax credits, and other financial incentives to support program development and implementation. For more information, visit: <https://www.apprenticeship.gov/investments-tax-credits-and-tuition-support>
- ▶ Access a nationwide network of expertise, customer service, and support at no charge.



WHAT ROLES CAN COLLEGES AND UNIVERSITIES PLAY IN REGISTERED APPRENTICESHIPS?

- ▶ **As a training provider**, colleges and universities deliver academic instruction driven by industry standards. Primary responsibilities include co-creating Registered Apprenticeship curricula alongside local businesses, granting credentials based on competency testing, and facilitating access to financial aid and other support resources (e.g., academic, tutoring, counseling). For example, [Macomb Community College](#) (Macomb), the largest community college in Michigan, has targeted apprenticeship pathways in manufacturing occupations as a training provider for the Michigan Apprenticeship Program Plus.
- ▶ **As an intermediary**, colleges and universities serve as connectors, in addition to often being incubators themselves to their local business community while remaining committed to providing students with quality education, experiential learning, and skills that meet employer needs. A Registered Apprenticeship intermediary helps to build, launch, and run Registered Apprenticeship programs in collaboration with other Registered Apprenticeship partners like employers, educators, labor unions, and more. Primary responsibilities include recruiting, screening, and testing potential apprentices. Colleges and universities work with individual employers, large and small, to design a tailored training curriculum that meets individual employers' business goals. One example of this model is the [Community College System of New Hampshire](#) which serves as the State of New Hampshire intermediary for Apprenticeship.
- ▶ **As a sponsor**, colleges and universities operate a Registered Apprenticeship Program. Primary responsibilities include assuming full responsibility for administering and operating a Registered Apprenticeship program. This includes employing apprentices. [Harper College](#) became one of the first community colleges to sponsor a program in 2016. Today, there are nearly 500 institutions serving as Registered Apprenticeship Program sponsors.



To search for colleges and universities that partner with Registered Apprenticeship programs visit the [partner finder](#) on Apprenticeship.gov.

MINORITY SERVING INSTITUTIONS

Registered Apprenticeship can serve individuals who are historically underrepresented, underserved, and adversely affected by persistent poverty and inequality by allowing apprentices to earn while they learn. Minority Serving Institutions (MSIs) provide a key pathway to success and opportunity for low-income and first-generation students as well as students of color. MSIs, including Historically Black Colleges and Universities (HBCUs), continue to be important engines of economic growth and community service, and they are proven ladders of intergenerational advancement for men and women of all ethnic, racial, and economic backgrounds, especially African Americans and Hispanic Americans. There are currently 81 MSIs serving as Registered Apprenticeship Program sponsors.

For more information on Registered Apprenticeship at MSIs check out [this report](#) from the Center for Minority Serving Institutions (CMSI) under the [DEIA Registered Apprenticeship Technical Assistance Center of Excellence](#).

Explore Registered Apprenticeship Today!

Want to learn more? Visit the U.S. Department of Labor's one-stop source for all things apprenticeship: www.apprenticeship.gov or email us at apprenticeship@dol.gov.

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