

The National Center for the Apprenticeship Degree (NCAD) is dedicated to spearheading the advancement of the Apprenticeship Degree throughout the United States, enabling 3 million Apprenticeship Degrees by 2035 through the national network of partner programs. NCAD is a catalyst for elevating the Apprenticeship Degree as a high-quality higher education pathway, providing invaluable resources, expert guidance, and forward-thinking insights to spark a movement that will ultimately transform the bridge between higher education and industry.

NCAD offers a comprehensive range of technical assistance to partners, tailored to support various aspects of program development and implementation. Key services include:

1. **Program Design and Delivery:** Comprehensive training in program design, delivery, competency mapping, job-embedded learning, and aligning programs with employer needs. Focus on affordability, professional capital, efficiency, flexibility, and relevance.
2. **Student/Apprentice Recruitment, Retention, and Credential Attainment:** Strategies for equitable student services, shared recruitment with workforce boards and employers, and retention strategies. Collaborative communication on On-the-Job Training (OJT) and Related Technical Instruction (RTI) performance, along with outcome definition and refinement.
3. **Employer Engagement:** Consulting on comprehensive employer engagement strategies, including planning, pathway alignment, talent pipeline development, mentorship training, compliance, and employer ROI.
4. **Apprenticeship Compliance and Registration:** Guidance on the US Department of Labor registration process, creating internal compliance systems, tracking/reporting KSAs (Knowledge, Skills, Abilities), and understanding roles/responsibilities.
5. **Policy Environment:** Assistance with policy alignment to support the growth of Apprenticeship Degree programs and ensuring compliance with federal policies.
6. **Financial Modeling and Program Sustainability:** Development of financial models, exploring braided funding sources, and identifying grant and philanthropic opportunities for sustainable program financing.

The partnerships NCAD has built over the last year have been instrumental to developing pathways that will transform the workforce and higher education. Select NCAD partnerships are as follows:

## Accelerate the Future (ATF) & Smith Family Foundation (SFF): Massachusetts Apprenticeship Degree Project

The Smith Family Foundation and Accelerate the Future is providing \$750,000 to four Massachusetts community colleges (per institution) over three years, to support the implementation of deeply-embedded, paid, work-based learning into their degree and credential programs. Four community colleges have been selected to design programs that build capacity to design and pilot an “Apprenticeship Degree” model. NCAD has partnered with this initiative to provide high-quality technical assistance over the three year period. Through bi-weekly meetings, employer learning session, program design sessions, and workshops with IHE’s and community colleges, NCAD will support the following:

To date, NCAD has done the following:

- Hosted 2 in person events in early 2024 to prepare the colleges for Apprenticeship Degree engagement.
- Held bi-weekly meetings with the four community colleges since May 2024
- Hosted two in-person employer learning sessions to engage employers in the Apprenticeship Degree and set the stage for what’s next
- Hosted webinars on several topics including:
  - *What is an Apprenticeship Degree*
  - *Surgical Technician Apprenticeship Pathways*
- Conducted in person site visits with each community college
- Hosted a Program Design Workshop for community colleges and their employer partners

Outcomes:

- ~500 apprentices within three years across the four institutions
- Implement nine total job-embedded pathways in the following industries
  - Behavioral Health
  - Community Health
  - Dental Assistant
  - Education
  - Healthcare
  - Hospitality
  - IT/Cybersecurity

## CareerWise Colorado & Colorado Mountain College (CMC)

Funded by an Opportunity Now Grant (\$300K for NCAD). CareerWise is lead applicant, allowing NCAD to support CMC in delivering a model they can scale in future years. NCAD will continue to provide technical support to CMC as it relates to curriculum implementation and

employer engagement. Additionally, NCAD is providing support to CMC as it relates to data collection and customer (apprentice, mentor, and employer) satisfaction.

To date, NCAD has performed the following functions:

- Led in person program design workshops for faculty
- Co-facilitated in person employer convenings
- Weekly calls with CMC program leadership and advise on Apprenticeship Degree design

Outcomes:

- 50 candidates in fall 2024 (archived) with 10 districts
- 80 candidates in year two with 20 districts
- Statewide scale by 2026 with over 100 candidates annually

### Talent Together Michigan

NCAD is supporting Talent Together Michigan, a statewide intermediary for teaching apprenticeships, in launching and scaling Registered Apprenticeship Programs (RAP's) to over 300 school districts. Launched Fall 2023 and scaling Fall 2024.

Quote from Michigan Educator Workforce Initiative CEO, Jack Elsey:

*"We would not have achieved year 1 with registered apprenticeships without you: you built our understanding, cleared away roadblocks, and provided so much manual support to get us across the finish line. We're making sure more and more Michigan superintendents know about how critical you all have been to our success. The Bellwether report will be a really nice tool to do more of this: our superintendents are excited to contribute to the project."*

To date, NCAD has performed the following:

- Advised Talent Together staff on U.S. Department of Labor (U.S. DOL) registration strategy
- Supported specific operational strategy that led to successful RAP registration
- Advised on program design

Outcomes:

- 3,100+ Applications for two cohorts
- 800+ Teacher Candidates in Cohort 1
- 550 Accepted Applicants for Cohort 2
- 82% Retention Rate for Cohort 1
- 40% of Cohort 2 identifies as candidates of color, a 31% increase compared to current MI teacher population
- 87% retention rate for teacher candidates of color

## Propel America

NCAD supports Propel America in their pursuit to launch more youth apprenticeship pathways in California. Propel America received a California Youth Apprenticeship Grant and made NCAD a subgrantee to provide technical assistance.

To date NCAD has performed the following:

- Facilitated employer awareness of Apprenticeship Degree design
- Facilitated calls with Propel staff on design and strategy

Outcomes:

- Support program design to support registration with U.S. DOL
- Register Medical Apprenticeship Program with U.S. DOL by 2026
- Launch Medical Assisting Apprenticeships targeted to opportunity youth in 2025 and 2026 and serve over 100 candidates.

## Metropolitan State University of Denver (Denver, CO)

NCAD supports the development of a Master of Arts (MA) in Social Work degree in partnership with Colorado Behavioral Health Administration and Community College of Aurora. The goal for this program is to ensure that the entire career pathway is designed utilizing stackable credentials starting with the Qualified Behavioral Health Assistant micro-credential ending with clinical supervision post-Masters Degree and licensure.

To date, NCAD has done the following:

- Supported faculty with program design workshops and strategy
- Created and supported MSU with a project timeline
- Held faculty informational sessions
- Held advising/student support informational session
- Facilitated calls work SAA around RAP strategy

Outcomes:

- Pilot Apprenticeship Degree program fall of 2024 with 16 apprentices
- Register "Clinical Social Worker" Apprenticeship Program by fall of 2025 with Colorado Department of Labor and Employment
- Launch 2025 with 20 apprentices
- Scale 2026 and beyond
- Design Bachelors of Social Work Apprenticeship Degree program pilot Fall of 2025

## Western Governors University (WGU)

NCAD is providing deep technical support to this large-scale university as they invest in

work-based apprenticeship and pathways in the colleges of education, technology, business, and healthcare. Last academic year, Reach University's National Center for the Apprenticeship Degree (NCAD), together with Reach University leadership, provided a series of professional development workshops for WGU's faculty and senior executive team that included training around lessons learned and tools to support Apprenticeship Degrees.

Outcomes:

- Scale to 3,000 candidates by 2025
- Scale to 10,000 by 2027 and beyond
- Positively impact over 1,000,000 lives in the next decade

### The College of New Jersey (TCNJ)

NCAD providing technical assistance (TA) to launch the first-ever Masters of Clinical Mental Health apprenticeship. Ultimate goal is to offer this program nationally once we have proof points in place.

To date, NCAD has done the following:

- Supported with U.S. DOL registration, including several required documents to create a new occupation
- Currently scheduling an "Employer Day of Learning"

Outcomes:

- Work with U.S. DOL to request "apprentice-ability" for the occupation "Clinical Mental Health Counselor"
- Provide TA to TCNJ through RAP process
- Launch cohort of 20 by Fall 2025

### University of Tennessee - Chattanooga (UTC)

NCAD provides TA to UTC in restructuring their Bachelors of Education degree into an Apprenticeship Degree; UTC wants a model very similar if not exactly like the Reach model. Hamilton County Schools is the sponsor for this RAP and UTC is the EPP. UTC will utilize the Reach's Associate of Arts (A.A.) program as a transfer into their undergraduate degrees for the teacher licensure pathway. Ultimate goal is for UTC to adopt the Reach model by Fall '25 (possibly Spring '25). UTC has a desire to register through the SAA to become their own sponsor and to expand into north Georgia.

To date, NCAD has performed the following:

- Held 4 in person convenings, including program design and employer engagement sessions.
- Weekly calls with UTC team

- Creating step-by-step process and strategy for Apprenticeship Degree design and launch

Outcomes:

- 15-20 candidates in year one
- Expand to 100 in 2025 with more regional school districts

## Building Impact - Bloomberg

NCAD is supporting the [early college career connected healthcare school initiative](#) from Bloomberg Philanthropies by offering deep technical assistance to the 10 sites across the U.S. around the integration of work-based learning, employer engagement, program design, and pathways alignment.

To date, NCAD has done the following:

- Facilitated panels around career connected learning for in person convening of all sites in May 2024 in NYC
- Created and facilitated webinar for sites around strategic scheduling and career connected learning alignment
- Advised site consultants

Outcomes:

- 4 schools launched fall 2024. 6 schools launch fall 2025. When fully enrolled, these schools will serve over 6,000 students. Each student will have pathways and certifications that lead to employment.

## Slippery Rock University

NCAD will provide technical assistance and support to Slippery Rock University as the program re-designs their existing career changers program to an Apprenticeship Degree program. This project will include registering with the Pennsylvania Department of Labor and Industry, as well as the Pennsylvania Department of Education. This program is still in infancy planning stages but has a goal to launch a pilot in Fall of 2025 in partnership with Pittsburgh Public Schools and Butler Public Schools. Slippery Rock University and NCAD will host an "Employer Day of Learning" in early October 2024.

## University of Colorado - Denver (UCD)

NCAD is supporting UCD in launching Teaching Apprenticeship pathways in 2024 with St. Vrain School District and Douglas County School district.

To date, NCAD has performed the following:

- UCD participated in NCAD’s Apprenticeship Degree Network from 2023-present, including Oxford
- NCAD staff advises UCD on Apprenticeship Degree strategy
- NCAD co-facilitated district engagement sessions with St Vrain and Douglas County

Outcomes:

- 20 apprentices in fall 2024, scale to 50 in 2025.

### Colorado State University (CSU)

- NCAD is providing technical assistance to launch teacher licensure apprenticeship.
- NCAD is in initial meetings with their Dean and faculty (May 2024), and will develop shared outcomes by September 2024.

To date, NCAD has done the following:

- Supported CSU with understanding the design of an Apprenticeship Degree
- Currently working on scheduling an “Employer Day of Learning”

Outcomes:

- Launch 2025 with 20 apprentices
- Scale 2026 and beyond
- Seek funding to support NCADs work in program design with CSU

### Apprenticeship Degree Network–Nationwide

NCAD started the Apprenticeship Degree Network in early 2023 as a cohort of 22 colleges and universities who banded together to support one another in their teaching apprenticeship degree launches. NCAD provided the coordination and facilitation of the cohort. Each college was represented in a week-long, intensive workshop in Oxford University in the U.K., where they developed standards for Apprenticeship Degree launches and plans for their respective launches.

Twenty-seven of the 34 leaders joined an in-person convening at the University of Oxford in August 2023. Many have participated in [case study](#) interviews to share the details of their programs. As we look to the future, we are envisioning the next iteration of this powerful, engaged community.

The initial partners included:

- |                                    |  |
|------------------------------------|--|
| ● Arkansas Department of Education | ● TN Grow Your Own                       |
| ● Ball State University            | ● Brazosport Independent School District |
| ● Talent Together Michigan         |  |

- Columbia College
- CU-Denver
- Dallas College
- Empower Schools
- MathTrack
- North Dakota Department of Public Instruction
- Oklahoma Christian University
- Oklahoma Public School Resource Center
- Reach University
- Region 4 Education Service Center
- Relay Graduate School of Education
- Teach For America
- The Pursuit Institute
- University of Northern Iowa
- UT-Knoxville Center for Grow Your Own
- West Virginia Department of Education
- Colorado Mountain College

### Bronx Community College (Bronx CC)

NCAD has the opportunity to provide technical assistance to Bronx CC in their journey to turn their Radiology Technician to Nuclear Medicine Technician pathway into an apprenticeship-able pathway. Candidates will enter into the Radiology Technician to Nuclear Medicine Technician Pathway, which also allows them to take a *free* Computed Tomography certification course in the summer of their first year. In a two year program, candidates can have three certifications.

To date, NCAD has done the following:

- Thought partnership on how to incorporate apprenticeship requirements to ensure smooth transition once BCC is ready to register
- Supported Bronx CC with employer partnership meetings

Outcomes:

- ~15 candidates per year
- Provide TA to Bronx CUNY through RAP process
- Engage employers and provide TA to employer partners

### Common Spirit Health

NCAD is supporting Arapahoe Community College and Common Spirit in launching three Allied Health Pathways.

Outcomes:

- ~30-60 apprentices annually
- Launch 3 Allied Health Pathways
  - Medical Lab Technician
  - Medical Assistant Certification
  - Sterile Processing Certification



## Serve Colorado

NCAD is working closely with John Kelly from the Colorado governor's office in creating more teaching apprenticeship opportunities for AmericCorps students.

Early stage. NCAD will collaborate with Colorado Mountain College to integrate select students into the new Teacher RAP program in Fall 2024.

## Hamilton County Schools

NCAD provided connection for Reach direct service to serve their immediate apprenticeship needs while in parallel providing deep technical support for the University of Tennessee Chattanooga as they create an Apprenticeship Degree path to serve Hamilton and surrounding district needs.

## Schultz Family Foundation & Pinterest Mental Health Career Corps Program

NCAD is supporting the launch of a Mental Health Career Corps across state grantees (early stage).

## FC Tech-Boston

NCAD is supporting the college's goal to create Apprenticeship Degree pathways in Automotive Technology, with a Fall 2025 launch goal of revamped Automotive curriculum and employer partnerships. This program is intending to serve 50 Apprenticeship Degree students by Fall 2025.

## Kansas State Apprenticeship Office

NCAD is supporting the Kansas State (KS) Apprenticeship office by offering technical assistance and support to KS colleges and universities around Apprenticeship Degrees. KS has a goal of doubling non-trade apprenticeships in the next three years. NCAD will provide a series of workshops in July 2024 and will follow up with a more formal relationship with the office pending a large federal U.S. DOL grant.

## Apprenticeship Degree Enabling Policy Framework Initiative

NCAD is performing a deep dive into enabling policy frameworks in each state around the viability and conditions for launching Apprenticeship Degrees in the fields of Behavioral Health and Healthcare (such as Nursing). This policy analysis will support colleges, employers, and public officials in their future launch of Apprenticeship Degrees.

## Capital University and ASPYR

NCAD is in the early stages of supporting Capital University to redesign their residency program into an Apprenticeship Degree model with the support of ASPYR, the region's local workforce development board. Capital University's Residency program has been designed similar to an apprenticeship model and will be transitioned into an apprenticeship degree; however, Capital U is concerned about long-term sustainability. NCAD will help Capital in understanding how to braid funding to reduce the cost of the program for candidates.

Interested in learning more about Apprenticeship Degrees? Join us at [www.ncad.org](http://www.ncad.org).