

## **Northern California Apprenticeship Network**

### *Expectations of participation for Employer Members*

Talent is equally distributed, opportunity is not. NCAN will bring together leadership from employers, the public sector, community colleges, non-profit training providers, apprenticeship intermediaries, and funders to scale up apprenticeship programs as a vehicle to achieve an equitable economic recovery. NCAN is employer-driven and will provide an open forum for all Northern California employers to learn from each other about the benefits and best practices of quality apprenticeship programming. The Network will strive to build awareness and excitement around apprenticeship programs, then work with companies to build similar programs to fit their needs. Apprenticeships provide a viable talent solution for business while opening the door to well-paid roles for diverse and underrepresented talent across the region.

Employer Members of the Northern California Apprenticeship Network will participate in the Network to build apprenticeship programs, expand existing programs, share best practices and learn from other employers running apprenticeship programs. The following expectations are shared to define the participation and time commitment requirements, as well as the goals towards growing the number of apprenticeships provided by employers in the network. For an overview of the network, its vision, stated goals, and principles, please reference the Northern California Apprenticeship Network Two-Pager you have received.

#### **Participation & Time Commitment**

- Participate in B2B (Business-to-business) mentorship program to inform and provide best practices to other companies who are at the beginning of their apprenticeship journey
- Designate a staff lead to participate in NCAN quarterly meetings. If possible, staff lead will designate a substitute if they are unable to join. Employers should plan to engage graduates and apprentices from their programs in networking events associated with NCAN
- Approve use of company/organization logo for branding associated with the Network

#### **Apprenticeship Growth & Benchmarks**

- As a Network, build 10 new apprenticeship programs in the first year
- Engage at least 20 companies in the network in the first year
- Working towards Governor's goal of 500,000 active apprenticeships by 2029
- Support the Network's collective goal of increasing the number of apprenticeship opportunities provided by the network by 20% each year. Employers are committed to investigating scaling their apprentice programs by number of apprenticeships and / or additional business areas within their organizations
- Each employer member will provide baseline data on the number of Northern California-based apprenticeships planned with corresponding occupations. Employers will also report out data periodically on the continued progress and development of their programs. This data will be used to track progress of the Network

#### **Current Founding Members**

- Accenture
- Adobe

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- Aon
- Apprenti
- Bay Area Council (Lead Coordinator)
- Greater Sacramento Economic Council
- LinkedIn
- San Francisco Chamber of Commerce
- TechSF
- Twilio

### **Point of Contact:**

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