



**GROW  
APPRENTICESHIP  
CALIFORNIA**  
POWERED BY  
FOUNDATION for CALIFORNIA COMMUNITY COLLEGES



The **James Irvine**  
Foundation

## Pathway to Apprenticeship: Intermediaries

**Intermediaries** serve various functions including making connections between employers, educators, and the workforce system and aggregating the needs of smaller employers. Intermediaries provide technical assistance to employers and educators, manage apprentice support service networks, assist with apprentice monitoring, and can help create and register new programs. Effectively, an intermediary may step in to serve any function, for many apprenticeship programs simultaneously, that the employer and educational partners of those programs are not able to address.



# Sample Intermediary Start Up Costs (2022)

Activity	Description	Start Up Low	Start Up High
Design & Refine	<ul style="list-style-type: none"><li>Working with educators and employers to design or refine courses and OJT</li><li>Developing recruitment and onboarding processes</li></ul>	\$30,000	\$60,000
Stakeholder Administration	<ul style="list-style-type: none"><li>Acting as the backbone among employers, educators, industry associations and others</li></ul>	\$20,000	\$40,000
Apprenticeship Administration	<ul style="list-style-type: none"><li>Register Program with DAS</li><li>Develop work process schedules</li><li>Convene JAC or equivalent</li></ul>	\$10,000	\$20,000
Apprenticeship Support Services	<ul style="list-style-type: none"><li>Childcare, counseling, transportation, tools, work clothing, emergency assistance</li></ul>	\$0	\$0
Operating Overhead (Rent, office, equipment, etc.)	<ul style="list-style-type: none"><li>Ongoing search for new apprenticeship occupation opportunities and employer partners</li></ul>	\$6,000	\$24,000
Intermediary Total		\$66,000	\$144,000

## Funding Sources to Support Intermediaries During Start-Up

- [Apprenticeship Innovation Funding- Support](#)
- [California Youth Apprenticeship Grant](#)
- [California Apprenticeship Initiative, through an LEA partner](#)
- [Strong Workforce Program, through a CCD partner](#)

## External Links

- [www.cccco.edu/Students/Find-a-College](http://www.cccco.edu/Students/Find-a-College)
- [www.careeronestop.org/LocalHelp/AmericanJobCenters/find-american-job-centers.aspx](http://www.careeronestop.org/LocalHelp/AmericanJobCenters/find-american-job-centers.aspx)
- [www.dir.ca.gov/das/das.html](http://www.dir.ca.gov/das/das.html)
- [growapprenticeshipca.org/wp-content/uploads/2021/10/GAC-Equitable-Apprenticeship-Toolkit-final-1.pdf](http://growapprenticeshipca.org/wp-content/uploads/2021/10/GAC-Equitable-Apprenticeship-Toolkit-final-1.pdf)
- [growapprenticeshipca.org/wp-content/uploads/2021/10/gac-toward-sustainability-scale-spra-report-lr1-1.pdf](http://growapprenticeshipca.org/wp-content/uploads/2021/10/gac-toward-sustainability-scale-spra-report-lr1-1.pdf)

## Key Stakeholders in CA Apprenticeship

- The apprentice** is an employee enrolled in an apprenticeship program where they receive both on-the-job training (OJT) under a professional mentor, and related and supplemental instruction (RSI) which culminates in an industry-recognized and nationally portable credential.
- The employer** selects and hires apprentices, assigns mentors, and provides on-the-job training (OJT). Employers often serve as a program sponsor.
- The program sponsor** is the entity that assumes the full responsibility for administration and operation of the apprenticeship program.
- Local Education Agencies (LEAs)** develop curriculum, and administer and supervise related and supplemental instruction (RSI).
- California Community Colleges Chancellor's Office** (Chancellor's Office) distributes funding to Local Education Agencies for providing related and supplemental instruction to apprentices.
- The Division of Apprenticeship Standards (DAS)** administers California apprenticeship law and establishes apprenticeship standards for wages, hours, working conditions and the specific skills required for state certification.