

# High Benefit, Low Lift: How Employers Are Leveraging Group-Sponsored Registered Apprenticeship Programs

## Group Sponsorship Defined

Group-sponsored registered apprenticeships are programs run by a single party that allow participation from multiple employers. Group sponsors—typically a training provider, nonprofit, or industry association—build and register the program; manage and oversee program administration, compliance, participation, and outcomes; and recruit employers to hire and provide on-the-job training to apprentices. The group model allows employers to tap into the collective resources of a network of employers with similar talent needs, reducing administrative burden and expanding capacity for running an effective apprenticeship program.

## Group Sponsor Highlights



The Atarashii Apprentice Program is a federally registered and PA state registered apprenticeship program in the field of cosmetology. Initially started in a salon and spa near Seattle, WA, the goal was to create an easy and sustainable career pathway for individuals motivated to enter the industry, as well as a sustainable workforce solution for the salon & spa. This salon & spa developed the Atarashii Apprentice Program and as more employers in this industry became interested in the model, the program became a Group Sponsor with now 140+ employer partners nationwide. Apprenticeship has provided the opportunity for many salon and spa employers to drive the hiring and training process by participating in this Group Sponsorship.

*“Many of our employer training partners run busy salons and spas and lack the resources to set up curriculum, administer the program, and hold apprentices accountable. Under this system, our partners focus on providing excellent service, while we handle the administrative aspects.”*

**-Jessee Skittrall, Founder and Program Coordinator, Atarashii Apprenticeship Program**

Drexel University operates and is a group sponsor for two (2) PA registered apprenticeship programs, **Cybersecurity Support Technician**, and **Certified Clinical Medical Assistant**. Both occupations are in high demand and the need for the skills in each are projected to grow significantly over the next decade. As a group sponsor, Drexel has built the systems and structures in place to ensure the most positive experience for the apprentice and their employer partners. This involves everything from creating a smooth and fair application process, monitoring the apprentice’s formal education, supporting employers with apprenticeship education and communication and coordinating financial supports for employers to assist with on-the-job training.



*“Although Drexel University can act as an employer for both programs, a group apprenticeship allows us to serve more apprentices and employers outside of ourselves. It allows us to bring multiple employers to the table to strategize around their particular needs, and provide programs that best solve their talent shortages.”*

**-Jessica Randall, Apprenticeship Program Manager, Drexel University**



BAYADA Home Health Care—which provides nursing, rehabilitative, therapeutic, hospice, and assistive care services to children, adults, and seniors in the Commonwealth of Pennsylvania and worldwide—operates a registered apprenticeship program for newly credentialed Licensed Practical Nurses and Registered Nurses with limited to no clinical experience, who would otherwise not yet meet BAYADA’s hiring requirements for prior work experience. Registered as an apprenticeship program in four states, a centralized delivery team manages and oversees the program, provides clinical coaching and mentorship, and delivers training to participants in multiple BAYADA service office locations. For BAYADA, group sponsorship minimizes for service office teams the administrative burden associated with participant tracking and reporting.

*“For a large organization like BAYADA with multiple locations across the Commonwealth and country, group sponsorship provides a means to ensuring program quality and consistency over time. Centralizing program implementation and oversight significantly reduces the time and effort required for program administration and facilitates compliance.”*

**-Adelina Garcia, Director of Workforce Development, BAYADA Home Health Care**

## Resources and Best Practices

- [Keystone Development Partnership - Navigator Program](#)
- [Registered Apprenticeship Standards Library](#)
- [ApprenticeshipUSA](#)
- [ApprenticeScope Management Software](#)

*“As a best practice, we recommend hiring someone skilled in organizing, administering, and overseeing the program, as well as developing standard operating procedures to manage the administrative effort required.”*

**-Jessee Skittrall, Founder and Program Coordinator, Atarashii Apprentice Program**

When registering our program, we found it helpful to draw examples from existing apprenticeship programs for similar occupations, particularly training outlines and apprentice competencies. In addition, for large programs like ours, it’s critical to hire someone to track participation—including apprentice registration, program completions, and attrition—and ensure compliance with apprenticeship regulations.”

**-Adelina Garcia, Director of Workforce Development, BAYADA Home Health Care**

As a best practice, don’t reinvent the wheel! There are many pre-written and registered programs for the same or similar occupations you can work off, so no need to start from scratch!

**-Jessica Randall, Apprenticeship Program Manager, Drexel University**



## ApprenticeshipPHL

ApprenticeshipPHL is a public/private collaborative of cross-sector stakeholders advancing apprenticeship as a powerful engine for regional prosperity in Southeastern Pennsylvania. We assist in building more equitable and inclusive apprenticeship models that open doors to career pathways for underrepresented populations. For more information, visit [apprenticeshipphl.org](http://apprenticeshipphl.org).

This resource was developed in partnership with APHL partners and apprenticeship programs, Drexel University, BAYADA Home Health, and Atarashii Apprentice Program. APHL supports apprenticeship development and expansion in the Southeastern PA region (Berks, Bucks, Chester, Delaware, Montgomery, and Philadelphia counties).

