MI APPRENTICESHIP

Apprenticeship Sponsors

Purpose: Describes the meaning of "sponsor" in terms of an apprenticeship, the responsibilities of an apprenticeship sponsor, and which types of organizations typically serve as program sponsors.

Every DOL Registered Apprenticeship has a single organization that is responsible for its successful implementation. This organization is called the **program sponsor** or standards-holder of their apprenticeship program.

Typical Sponsor Responsibilities

A program's sponsor is the organization that is ultimately responsible for ensuring that the program is run properly and in accordance with their standards and DOL regulations. Their responsibilities include (but aren't limited to):

- Maintain records in accordance with DOL regulations, including records documenting
  - Apprentices' completion of RTI
  - Apprentices' progress through the program's work process
  - Proof of required wage increases
  - Employer EEO policy
  - Hiring procedures and HR records
- Prepare for, participate in, and resolve DOL program audits
- Work with DOL to
  - Develop program standards
  - Develop RTI and Work Process
  - Update and maintain program standards and appendices
- Register apprentices in RAPIDS (DOL online tracking system)
- Report apprentice progress to DOL through RAPIDS

Who can be a program sponsor?

Employers – employers often sponsor their own apprenticeship programs.

Labor Unions – many labor unions sponsor apprenticeship programs and provide apprenticeship RTI.

Third Party Organizations – sometimes, a third party organization may serve as the sponsor of an apprenticeship program on behalf of employers. This essentially "outsources" the management and oversight of the program to the sponsor.

Who can benefit from apprenticeship intermediaries?

Many companies may benefit from utilizing an intermediary to sponsor their apprenticeship program. In particular, small and mid-size companies without extra HR capacity can benefit from an intermediary's support in creating and managing their apprenticeship programs.

Related Resources

Section 4: Manage

(8) WIN Apprenticeship Program