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Apprenticeship
Management
Solutions

Creative Solutions to Apprenticeship Management

Tuesday May 5, 2026

3-3:45 pm ET

Wednesday May 6, 2026

12 – 12:45 pm ET

A PCG Solution.

Today's Presenters



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Challenges to Apprenticeship Launch and Management

Why Apprenticeship

- Financial benefits for apprentices
- Apprentices receive industry backed, relevant, real-world training
- Improved productivity and profitability
- Talent pipeline development
- Leverage incentives and funding
- *What led to your organization to get involved in apprenticeship? (Share in chat)*



Common Reasons Apprenticeships Fail to Successfully Launch

- **Lack of capacity** – Small businesses, HR has several hats
- **Lack of understanding** – No clear understanding of what apprenticeship management really requires
- **Internal misalignment** – Those managing apprentices are not those administering program/reporting on program
- **Limited mentors and/or instructors available**
- **High costs/perceived high costs**
- **Struggle finding Employers to Participate or commit**
- **Apprenticeable Occupation does not align with needs of Employers** – Length of training, training approach, ratios, wages, etc.
- **Unrealistic State Agency or OA barriers** – Length of time to register, individual ATR or Regulatory Committee biases, access to state or workforce funding, etc.





What challenge(s) have you experienced in apprenticeship management?



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Creative Solutions for Apprenticeship Program Management

Common Reasons Why Apprenticeships May Not Sustain Long-Term

- **Lack of Time** - Not our primary business line
- **Workload** – Added responsibilities to existing personnel
- **Attrition** - Person(s) who started the program have left
- **Post-Registration** - Absence of support from Registration Agency / Intermediary / Workforce Board
- **Compliance** - Trying to keep up with required paperwork or forms
- **Caught up in the Hype** - Not what we thought it was or would be
- **Funding** – Grant(s) ran out, apprentice WIOA eligibility challenges
- **No Sustainability Plan** – Program has no plan for self-sustainability
- **External Issues** – Employers, apprentices, instructors, journey-workers



Case Study #1

Unfocused Training Center



Synopsis:

- A training center offered training in a single occupation, but then they enthusiastically discovered that by embracing Registered Apprenticeship and Preapprenticeship, funding may be available to assist in expanding their training offerings.





Unfocused Training Center needed a way to manage their expansion efforts.

- They contracted with Apprenticeship Management Solutions to:
 - Take over Apprenticeship administrative duties
 - Ensure program maintains quality assurance and compliance responsibilities
 - Manage and monitor apprentice progress
 - Expansion consultation
 - Design, Develop, and Register new occupations
 - Interface with stakeholders (employers, workforce boards, registration agency, etc.)



Case Study #2

Grand Theft Automotive



Synopsis:

- An automotive dealership sponsored their own Registered Apprenticeship Program, but soon found out that much of the support and guidance little by little dwindled, and now they are struggling to keep the program running.





Grand Theft Automotive needed a way to reduce the responsibilities of being a Sponsor while continuing to use the Apprenticeship System:

- Grand Theft Automotive simultaneously deregistered their Apprenticeship program and joined an existing Registered Apprenticeship Program as a participating employer.
 - Advantage:
 - Less administrative and compliance responsibilities
 - Maintain OJT work process and RTI relationship
 - Seamless transition for apprentices



Case Study #3

Front N' Center



Synopsis:

- Front N' Center is a for-profit high-tech regional training entity offering bootcamp style trainings, Preapprenticeship, and Apprenticeship. Throughout their existence they have been awarded multiple state and local grants. They had also built their brand and established themselves as the go-to training facility throughout the region for their industry.



Front N' Center needed to form innovative partnership to maintain their image and brand:

- Front N' Center partnered with PCG's Apprenticeship Management Solutions to "White Label" Apprenticeship services
 - Front N' Center deregistered their Apprenticeship Program, while continuing to use their brand as forward facing to the public.
 - Participating Employers and Apprentices were transferred to the PCG Apprenticeship Program for administrative and management purposes.
 - PCG billed Front N' Center for Apprenticeship Management services.
 - Technically, Front N' Center resold those services to the employers and apprentices



**Who has implemented a creative solution for
your Sponsored Program?**





Apprenticeship Management Solutions

PCG offers full, hands-on apprenticeship management services. We design, register, and manage apprenticeship programs for employers:

- Design and develop Standards of Apprenticeship
- Assist with registration and liaise with state and federal apprenticeship offices
- Provide strategic advising, tracking, and reporting
- Provide technical assistance to employers and apprentices
- And much more!



In July 2025 the U.S. Department of Labor approved PCG as a National Apprenticeship Program sponsor.

Celebrating National Apprenticeship Week 2026

Share in the chat or come off mute!



Questions?



About PCG

PCG is a management consulting firm that helps public sector agencies better serve their targeted populations. Our experts – who often have decades of experience working in and around the state and local government agencies – collaborate across four PCG practice areas:

- Human Services
- Health
- Technology Consulting
- Education



Contact us



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