



Youth Apprenticeship-ready Employer Checklist

Is your organization experiencing challenges attracting talent? Youth apprenticeships can serve as a strong tool for quality and diverse talent recruitment and development. There are many factors to consider when implementing a youth apprenticeship program. Those bullets in bold are the most significant to a strong apprenticeship program. As you advance through each question below, do not be discouraged if your organization is not quite ready to launch a formal youth apprenticeship. The Buffalo Niagara Partnership can provide the necessary resources to make your organization youth apprentice-ready.

CHECKLIST

- ♦ Is your company facing a potential crisis with an aging workforce?
- ♦ Does your company have a workforce succession plan?
- ♦ Has target audience for filling critical positions been identified (dislocated workers, high school or community college students, incumbent workers)?
- ♦ Have skill set, education, and certificates required for in-demand positions and paths been identified?
- ♦ Is there a recruiting, screening, and testing mechanism in place for new hires?
- ♦ Does your company have existing and qualified individuals to serve as mentors?
- ♦ Have you determined the number of apprentices your company can sustain?
- ♦ Does your company have a sufficient budget to train apprentices?
- ♦ Is your company able to hire youth, younger than 18 years old?
- ♦ Are you comfortable making space in the apprentice's schedule to take the required college coursework?
- ♦ Have you identified a preferred training provider?
- ♦ Has your company completed Diversity, Equity & Inclusion (DEI) training?



Youth Apprenticeship-ready Employer Checklist continued

CHECKLIST

- Does your company have a DEI workplace strategy?
- Does your company have a DEI Director, or someone leading DEI efforts?
- Does your company have a DEI committee?
- Is your business/organization on a major bus line?
- If not, is there any form of transportation assistance offered to employees?
- Are you committed to making a full-time job offer with at minimum, a salary of \$45,000 annually after the successful completion of the apprenticeship?
- Are you willing to hire apprentices as juniors in high school?

Connect with our team to discuss how apprentice-ready your organization is, and if an apprenticeship program is right for you.

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