



— + 2025 + —

APPRENTICESHIPNC

Conference

REGISTRATION. RESPONSIBILITY. SUPPORT. EXPANSION.

WASHINGTON DUKE INN & GOLF CLUB
DURHAM, NORTH CAROLINA

MARCH 10-11

CONFERENCE REGISTRATION FEE: \$350

Monday, March 10, 2025

8:00 a.m. - 9:15 a.m.

Registration

9:15 a.m. - 10:45 a.m.

Welcome from ApprenticeshipNC (President's Ballroom)

Get to know the ApprenticeshipNC Team during the opening session of the 2025 ApprenticeshipNC Conference! After team/attendee introductions, Dr. Chris Harrington, Director, ApprenticeshipNC will lead a discussion on the Registered Apprenticeship Ecosystem and Communities of Practice.

10:50 a.m. - 11:30 a.m.

Apprenticeship Randolph Spotlight (President's Ballroom)

Apprenticeship Randolph (AR) is a consortium recognized both nationally and statewide for its impact. Launched in 2017, Apprenticeship Randolph has been instrumental in transforming the workforce landscape in Randolph County—providing opportunities for skill-building, career advancement, and economic growth. Listen in as we discuss and learn from the key elements that have made AR a success.

11:40 a.m. - 11:55 a.m.

Keynote Address by Governor Josh Stein (President's Ballroom)

12:00 p.m. - 1:00 p.m.

Lunch (President's Ballroom)



1:00 p.m. - 1:50 p.m.

Youth & Community College Breakout Sessions

Youth Apprenticeship: Engaging with Career Development Coordinators (President's Ballroom)

Dive into the dynamic world of Youth Apprenticeships! Join seasoned Career Development Coordinators, an industry employer, and a representative from DPI as they explore how Youth Apprenticeship jumpstarts careers while contributing to tomorrow's workforce. This session will give you an insider's look at effective career development strategies, successful workforce-school partnerships, and more steps to get started. Don't miss this chance to learn how today's youth can make an impact now — and how you can help shape their future!

Community College Check In (Ambassador's Ballroom)

For Community Colleges Only: Join ApprenticeshipNC Community College Liaison Jill Hendrix, SPHR-SCP, SPHR, for the latest updates from ApprenticeshipNC. Kristie Sauls, Director of Apprenticeships, Wayne Community College will share best practices to help enhance your Registered Apprenticeship Programs and drive success. This will also be a great in-person opportunity for Community College Apprenticeship leaders to meet their counter parts from across the Great 58.

2:00 p.m. - 2:50 p.m.

Best Practices Breakout Sessions

Mentorship (President's Ballroom)

Apprentice mentorship is fundamental to a successful Registered Apprenticeship Program. In this session, hear from experienced mentors as they share their proven techniques for guiding Apprentices through on-the-job learning, building strong, trust-based relationships, and maintaining open lines of communication. Our panel will discuss common challenges in mentorship, how they've overcome them, and the role mentorship plays in both skill development and retention. Whether you're a seasoned mentor or new to the Apprenticeship model, you'll leave with practical insights and strategies to enhance your own mentorship practices.

Tracking On-the-Job Learning and Supplemental Education (Ambassador's Ballroom)

Tracking on-the-job learning and supplemental education (formerly related instruction) are two essential responsibilities of the employer/sponsor. This session will cover practical strategies for accurately documenting apprentices' progress in both hands-on training and classroom learning, including leveraging technology to simplify record-keeping and reporting. Attendees also will learn how to align on-the-job learning with educational goals, establish clear performance milestones, and improve communication with mentors, instructors, and apprentices to track development effectively.



Monday, March 10, 2025 Continued

3:00 p.m. - 3:50 p.m.



What am I Responsible For? Breakout Sessions

Group Program Sponsors (President's Ballroom)

In this session, we will explore the essential reporting responsibilities for Group Programs—focusing on compliance, data collection, and best practices for effective reporting. This session will address common challenges and provide strategies for overcoming them to ensure that Apprenticeships meet all necessary legal and regulatory standards.

Employers (Ambassador's Ballroom)

In this session, we will explore the essential reporting responsibilities for employers—focusing on compliance, data collection, and best practices for effective reporting. This session will address common challenges and provide strategies for overcoming them to ensure that Apprenticeships meet all necessary legal and regulatory standards.

4:00 p.m. - 4:50 p.m.

Industry Spotlight Panel (President's Ballroom)

Registered Apprenticeship Programs are not limited to traditionally apprenticeable occupations; they can and do also serve a variety of high demand industries and career pathways, including healthcare, IT, education, and local and state governments. Hear from industry experts as they discuss how they have used Registered Apprenticeship to fill their workforce needs.

5:30 p.m. - 7:30 p.m.

Networking Reception (President's Ballroom)

Join the ApprenticeshipNC Team at a reception following the first day of the conference. Enjoy award-winning food while connecting with industry leaders and peers during this exciting networking opportunity.

Tuesday March 11, 2025



7:45 a.m. - 8:30 a.m.

Breakfast

8:45 a.m. - 9:30 a.m.

Recruitment & Retention Breakout Sessions

Utilizing the Apprenticeship Ecosystem (President's Ballroom)

Explore key challenges sponsors face in managing Registered Apprenticeship Programs, including lack of community support, funding obstacles, apprentice transportation options, and the tension between class schedules and work responsibilities. We'll discuss strategies to overcome these barriers, tackle negative stigmas surrounding apprenticeships, and foster a stronger, more sustainable Apprenticeship model.

8:45 a.m. - 9:30 a.m.



How Can the Skilled Trades Attract Youth Apprentices/Pre-Apprentices? ***(Ambassador's Allen/McGhee/Page)***

Join a panel of skilled trades professionals and Registered Apprenticeship experts as they share effective strategies for attracting youth to Apprenticeship and Pre-Apprenticeships Programs. Discover ways to break stereotypes, foster relationships with your local Apprenticeship ecosystem, and market the trades in ways that resonate with young people.

Expanding Your Recruiting Network (Ambassador's Duke)

Employers face challenges in filling vacancies with qualified talent due to the tight labor market. As a result, they need to get creative with their recruitment strategies. Registered Apprenticeship Programs offer a solution, allowing business and industry to be intentional in expanding their recruitment pool by reaching out to often overlooked groups like individuals with intellectual and developmental disabilities (IDD), justice-involved individuals, military veterans, and others. Join us to learn how programs have successfully partnered with community organizations to connect employers with untapped talent.

9:45 a.m. - 10:30 a.m.

Getting to Know Your Partners Breakout Sessions

Attendees will be grouped by geographic region to meet with their Apprenticeship Consultants for focused, region-specific discussions. This is an opportunity to address local challenges, share best practices, and receive tailored advice. Participants will also connect with other program sponsors in their area to exchange insights and build regional networks.

10:45 a.m. - 11:30 a.m.

Apprenticeship in Focus: Examining Economic Impact and Key Trends (President's Ballroom)

This presentation by Andrew Berger-Gross, Senior Analyst, LEAD, will explore the latest research on how Apprenticeship drives higher earnings and improves long-term employment outcomes. Attendees will gain valuable insights into the evolving role of apprenticeships in today's workforce and economy through an examination of past trends, current dynamics, and emerging shifts that are shaping the future of Registered Apprenticeship Programs.

11:45 a.m. - 1:30 p.m.

Lunch / Awards Presentation (President's Ballroom)

1:45 p.m. - 2:30 p.m.



2:30 p.m.

ApprenticeshipNC Website Walk-Through (President's Ballroom)

The wait is almost over — the newly designed ApprenticeshipNC is nearing completion, and it's packed with powerful tools designed to support Registered Apprenticeship group programs and employers! Join ApprenticeshipNC leadership for an exciting walk-through of all the innovative features, including Apprenticeship data dashboards and an updated Apprenticeship Directory. Discover how the new website will be your go-to resource for the latest Registered Apprenticeship information across North Carolina.

2025 ApprenticeshipNC Conference Concludes