



# Partnering With Purpose: Building Partnerships to Drive Equitable Registered Apprenticeships

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Donna Lenhoff Associates  
*Leveling employment barriers*



RUTGERS  
STATE SCHOOL OF NEW JERSEY



UNIDOSUS

BEST PRACTICES FOR

## CREATING AND SUSTAINING PARTNERSHIPS AT MSIs

- 1) Make sure that the partnerships are mutually beneficial, and resources are distributed fairly.
- 2) Make sure that you understand the short-and long-term goals of the organization that you are partnering with, and how these goals are aligned with your own institution.
- 3) Be open to new ideas and perspectives as partnerships are opportunities for co-learning as well as collaboration.
- 4) Have a clear point of contact at each organization, and make sure everyone's role in the partnership is well-defined.
- 5) If the partnership is meant to be sustained over multiple years, expect and prepare for changes in leadership. Document your work together and, if necessary, have a transition plan.



HOW TO GET STARTED WITH

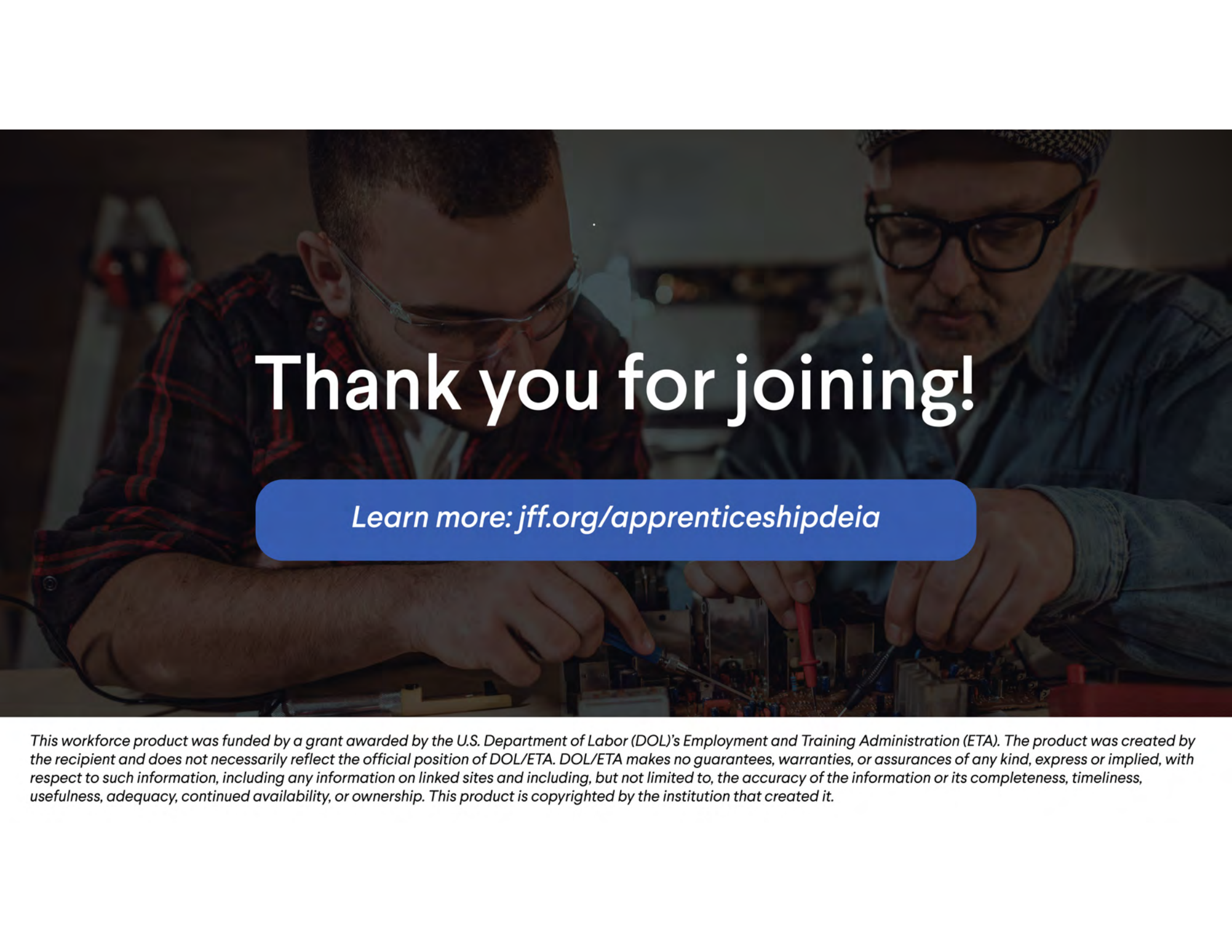
## CREATING A CULTURE OF BELONGING THROUGH PARTNERSHIPS

- Seek out, follow-up with, and create “Apprenticeship Champions” within employers, education providers, community organizations, and intermediaries.
- Strive to have your workforce reflective of your local community demographics.
- Education Providers and Community Organizations understand the needs of and provide additional supports to potential apprentice candidates.
- Build partnerships to have multiple avenues for supports needed on-the-job, within the classroom, and logistically for mental and physical needs.
- Intentionally select and prepare Mentors to impact inclusion and apprentice support.



# Disability Partnerships: *Best Practices*

- **Understand the disability partnership landscape:**  
*vocational rehabilitation, other public agencies, community providers, schools, technical assistance entities*
- **Have partners that can assist and guide with disability specific issues:**  
*recruitment of individuals with disabilities, accommodations, disclosure, support during apprenticeship*
- **Practice basics of good partnership:**  
*clear roles, good communication, opportunities for relationships to develop over time*

A photograph of two men in a workshop setting, focused on working on a circuit board. The man on the left is wearing safety glasses and a dark plaid shirt, using a blue-handled screwdriver. The man on the right is wearing glasses and a grey shirt, using a red-handled screwdriver. The background is slightly blurred, showing various tools and equipment. The text 'Thank you for joining!' is overlaid in large white font across the center of the image.

# Thank you for joining!

*Learn more: [jff.org/apprenticeshipdeia](https://jff.org/apprenticeshipdeia)*

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