

## **Industry Survey on Apprenticeship Programs in Illinois**

(NOTE: these could also be used in a Focus group Forum Style)

### **Introduction Email:**

Dear First Name:

Thank you for participating in this survey focused on apprenticeship programs within the manufacturing, healthcare, and professional services sectors in Illinois. Your feedback is valuable in understanding the current perceptions and needs regarding apprenticeship programs.

This survey will take approximately [X] minutes to complete. All responses will remain anonymous.

### **Demographic Questions:**

1. Years of Experience in the Industry: [Dropdown menu: 0-5 years, 6-10 years, 11-15 years, 16+ years]
2. Company Size: [Dropdown menu: Small (<50 employees), Medium (50-250 employees), Large (>250 employees)]
3. What is your Industry Sector: (adjust answer choices based on this answer)
  - a. Manufacturing
  - b. Healthcare
  - c. Education
  - d. Professional Services
  - e. Other

*\*If we want to we can adjust the instructions, answer choices, and formatting as needed before deploying the survey on SurveyMonkey.*

### **Survey Questions:**

1. Awareness and Promotion of Apprenticeship Opportunities: Do you believe there is sufficient awareness and promotion of apprenticeship opportunities within Illinois?  
Yes / No
2. Workforce Development Programs: What do you currently do to help prepare or train your current or future workforce: (check all that apply)
  - a. University or Community College Partnerships
  - b. Private Training Provider
  - c. Department of Labor Registered Apprenticeship Program
  - d. Internship Programs
  - e. Mentorship or coaching programs
  - f. Other: (specify): Insert text
3. Perception of Apprenticeship Programs: When you hear the term 'Apprenticeship program,' what comes to mind?
  - a. Skill development
  - b. Career advancement
  - c. Hands-on training
  - d. Professional mentorship
  - e. Union or Trade affiliation
  - f. Vocational training
  - g. Entry into a specific trade or industry
  - h. Pathway to employment

4. Perception of Apprenticeship Programs: What do you perceive as the difference between apprenticeship programs vs internship programs? Duration and commitment level
  - a. Emphasis on skill development vs. gaining experience
  - b. Structured training curriculum vs. project-based learning
  - c. Formalized mentorship and supervision vs. independent work
  - d. Pathway to a specific trade or career vs. exploration of various fields
  - e. Paid vs. unpaid opportunities
  - f. Affiliation with trade/labor organizations vs. educational institutions
  - g. Other (please specify): [Text box]
5. Perception of Apprenticeship Programs: What 'one word' comes to mind when you apprenticeships?
  - a. Skill-building
  - b. Mentorship
  - c. Hands-on training
  - d. Mentorship
  - e. Union or Trade
  - f. Career-Pathway
6. Participation in Apprenticeship Programs: Have you ever participated in an apprenticeship program within the [manufacturing/healthcare/professional services] sector in Illinois?  
 Yes / No
7. Participation in Apprenticeship Programs: Is your company currently participating in an apprenticeship program in Illinois? {if yes, they answer question 8 otherwise skip to 9)}  
 Yes / No
8. Effectiveness of Apprenticeship Programs: On a scale of 1 to 5, with 1 being "Not Effective" and 5 being "Highly Effective," how would you rate the effectiveness of apprenticeship programs in these areas:
  - a. Program Satisfaction: effectiveness / overall experience in participating?  
1, 2, 3, 4, 5
  - b. Program Impact: effectiveness to which the program positively impacted workforce development.  
1, 2, 3, 4, 5
  - c. Skill Development: effectiveness program had in addressing the company's skill gaps.  
1, 2, 3, 4, 5
  - d. Employee Retention: effect to which the program positively impacted retention rates.  
1, 2, 3, 4, or 5
  - e. **ADD THIS TO THIS SECTION:** Improvements: What improvements or enhancements could be made to apprenticeship programs to better meet the needs of your company? **(Open-ended)**  
 [Text Box]
9. Benefits of Apprenticeship Programs: What do you perceive as the key benefits of apprenticeship program for **participants**? **(Select all that apply or Top 3 or Order Most Important to Least Important)**
  - Skill development
  - Hands-on experience
  - Career advancement opportunities
  - Financial incentives
  - Other (please specify): (Text Box)

10. Benefits of Apprenticeship Programs: What do you perceive as the key benefits of apprenticeship programs for employers? (Select all that apply or Top 3 or Order Most Important to Least Important)
- Cost-effective talent development
  - Enhanced workforce productivity
  - Reduction in recruitment costs
  - Improved employee retention rates
  - Access to a pool of skilled workers
  - Opportunity to customize training to meet specific needs
  - Positive impact on company culture and employee morale
  - Other (please specify)
11. Availability of Apprenticeship Opportunities: How would you rate the availability of apprenticeship opportunities in Illinois?
- Very Poor
  - Poor
  - Neutral
  - Good
  - Very Good
12. Collaboration Between Educational Institutions and Companies: How would you describe the level of collaboration between educational institutions and industry in Illinois regarding apprenticeship programs?
- Excellent
  - Good
  - Fair
  - Poor
  - Very Poor
13. Challenges Hindering Apprenticeship Programs: What do you believe are the main challenges hindering the successful implementation or expansion of apprenticeship programs within your company? (Select all that apply or top 3)
- Limited funding/resources
  - Difficulty finding qualified mentors/trainers
  - Compliance with regulations and standards
  - Limited time to dedicate to training and supervision
  - Lack of awareness or understanding of apprenticeship programs
  - Difficulty attracting suitable candidates
  - Limited flexibility in program structure
  - Lack of curriculum development knowledge
  - Other (please specify): Text Box
14. Financial Support Needs: What type of incentives or funding would be beneficial for a company to support the development of apprenticeship programs within the [manufacturing/healthcare/professional services] sector in Illinois? (Select all that apply / top 2 or order)
- Tax credits
  - Grants for program development
  - Wage subsidies for apprentices
  - Equipment/material subsidies
  - Other (please specify)
15. Types of Jobs/Career Pathways Needed: What types of jobs or career pathways do you believe are most needed within your industry? (Based on the Industry they choose in the beginning one of these sections will show)

**Manufacturing: (Check all that apply)**

- Machinist/CNC Operator or CNC Programmer
- Welder/Fabricator
- Industrial Maintenance Technician
- Quality Control Inspector
- Electrical Technician
- Automation Technician
- Manufacturing Engineer
- Energy Storage Technician
- Production Supervisor
- Service Technician
- Aircraft Maintenance
- Avionics Technician
- Painter (Aviation, Manufacturing etc)
- Airport Operations
- Other (please enter)

**Healthcare: (check all that apply)**

- Registered Nurse (RN)
- Certified Nursing Assistant (CNA)
- Licensed Practical Nurse (LPN)
- Medical Assistant
- Pharmacy Technician
- Dental Assistant
- Surgical Technologist
- Radiologic Technologist
- Other:

**Professional Services: Check all that apply.**

- Information Technology (IT) Specialist
- Human Resources Assistant
- Accounting Clerk
- Paralegal/Legal Assistant
- Administrative Assistant
- Marketing Coordinator
- Financial Analyst
- Customer Service Representative
- Other:

**Professional Services: Check all that apply.**

- Teaching Assistant
- Early Childhood Education
- Special Education Assistant
- Facilities Maintenance
- Counseling Assistant
- Nutrition Services

- Other

16. Skills or Areas Lacking in Apprenticeship Programs: In your opinion, what specific skills or areas are currently lacking in apprenticeship programs within your industry? (Open-ended)

[Text Box]

17. Considering your current knowledge of apprenticeship programs, how interested are you in participating in one within the [manufacturing/healthcare/professional services] sector?

- Not interested at all
- Slightly interested
- Moderately interested
- Very interested
- Extremely interested

18. Would you like us to send you more information on developing an Apprentice Program?

Y/N

Conclusion: Thank you for your participation in this survey. Your feedback is valuable in informing efforts to improve apprenticeship programs within Illinois. If you have any additional comments or suggestions, please feel free to share them below.