

Public Sector Apprenticeship & Reskilling Programs Training Course

Professional Development Training Course Outline

Category	Public Sector Innovation	Duration	10 Days
Base Fee	\$3,000 USD	Delivery Mode	Online / On-site Hybrid

Course Introduction

Public Sector Apprenticeship & Reskilling Programs Training Course equips governments and public institutions with future-ready workforce development strategies focused on skills transformation, competency-based learning, digital workforce readiness, inclusive employment pipelines, and public service modernization. This course supports the design, implementation, and scaling of apprenticeship systems aligned with labor market intelligence, national development priorities, workforce mobility frameworks, and public sector performance outcomes.

Participants gain practical expertise in apprenticeship design models, reskilling frameworks, workforce analytics, digital credentialing systems, public-private training partnerships, and performance measurement systems. The program emphasizes workforce agility, lifelong learning ecosystems, talent sustainability, skills portability, employability outcomes, and data-driven workforce planning to strengthen institutional resilience and service delivery excellence across public sector organizations.

Programme Curriculum

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Course Objectives

1. Strengthen public sector workforce development through apprenticeship frameworks
2. Design scalable reskilling programs aligned with future skills demands
3. Apply labor market intelligence to workforce forecasting models
4. Integrate competency-based learning into government training systems
5. Build inclusive talent pipelines for underserved populations
6. Implement work-based learning models across public institutions
7. Strengthen public-private workforce partnerships
8. Develop digital credentialing and micro-certification systems
9. Measure workforce program performance using analytics dashboards
10. Align reskilling strategies with national employment policies
11. Strengthen coaching and mentorship frameworks
12. Promote lifelong learning cultures in public organizations
13. Advance workforce innovation through agile training delivery

Organizational Benefits

1. Improved workforce productivity and operational efficiency
2. Reduced critical skills shortages across public services
3. Enhanced employee retention and career mobility
4. Stronger leadership and succession pipelines
5. Increased digital readiness and transformation capacity
6. Improved training return on investment
7. Stronger public-private skills partnerships
8. Faster onboarding and workforce deployment
9. Improved workforce equity and inclusion outcomes
10. Sustainable workforce resilience and adaptability

Target Audiences

1. Government HR and workforce development managers
2. Public sector training and learning officers
3. Policy makers and labor market planners
4. Public administration leaders and supervisors
5. Workforce development agencies and boards
6. Technical and vocational education partners
7. Public service reform and modernization teams
8. Youth employment and apprenticeship coordinators

Course Duration: 10 days

Course Modules

Module 1: Public Sector Apprenticeship Systems Fundamentals

- Understanding apprenticeship models in government settings
- National and international apprenticeship frameworks
- Legal and regulatory compliance requirements
- Public sector workforce pipeline development
- Stakeholder roles and governance structures
- Case Study: National public service apprenticeship rollout model

Module 2: Workforce Reskilling Strategy Design

- Skills gap analysis and workforce diagnostics
- Future skills identification and forecasting
- Reskilling roadmap development
- Career mobility pathways
- Change management for workforce transitions
- Case Study: Reskilling public service employees for digital roles

Module 3: Competency-Based Learning Frameworks

- Designing competency standards and benchmarks
- Job role mapping and skill taxonomy development
- Performance-based assessment models
- Curriculum alignment to job outcomes
- Learning pathway personalization
- Case Study: Competency framework adoption in civil service

Module 4: Work-Based Learning Program Design

- Structuring on-the-job training models
- Coaching and mentoring systems
- Supervisor engagement frameworks
- Workplace learning evaluation tools
- Learner progression tracking
- Case Study: Government workplace learning pilot program

Module 5: Digital Learning Platforms & Tools

- Learning management system selection criteria
- Virtual training delivery models
- Mobile learning platforms for public sector staff
- Learning analytics dashboards
- Digital content development strategies
- Case Study: Government digital learning transformation

Module 6: Labor Market Intelligence & Skills Forecasting

- Workforce data collection methodologies
- Skills demand forecasting models
- Sector-based workforce planning
- Evidence-based policy design
- Labor market information systems integration
- Case Study: Skills forecasting for public administration roles

Module 7: Inclusive Workforce Development Programs

- Equity-driven talent pipeline design
- Youth, women, and disability inclusion strategies
- Community-based recruitment models
- Removing employment access barriers
- Monitoring inclusion outcomes
- Case Study: Inclusive public sector apprenticeship initiative

Module 8: Employer & Education Partnerships

- Public-private workforce collaboration models
- Employer engagement strategies
- Education institution partnerships
- Co-designed curriculum development
- Partnership performance management
- Case Study: Government-industry skills partnership framework

Module 9: Coaching, Mentorship & Supervisor Development

- Mentor selection and training models
- Coaching frameworks for apprentices
- Supervisor capability development
- Performance feedback systems
- Learner engagement strategies
- Case Study: Mentorship framework in public service training

Module 10: Credentialing, Certification & Skills Portability

- Micro-credentialing system design
- National qualification frameworks alignment
- Digital badges and certification models
- Skills portability across public agencies
- Credential verification systems
- Case Study: Government credentialing reform program

Module 11: Monitoring, Evaluation & Impact Measurement

- Apprenticeship performance indicators
- Outcome measurement frameworks
- Data visualization dashboards
- Continuous improvement methodologies
- Reporting and accountability mechanisms
- Case Study: Workforce program impact evaluation system

Module 12: Funding Models & Program Sustainability

- Public workforce financing strategies
- Employer co-investment models
- Grant and donor funding mechanisms
- Cost-benefit analysis methods
- Long-term sustainability planning
- Case Study: Sustainable funding model for government apprenticeships

Module 13: Change Management & Organizational Readiness

- Workforce transformation leadership models
- Stakeholder engagement strategies
- Organizational readiness assessments
- Communication and adoption planning
- Resistance management techniques
- Case Study: Managing workforce change in public institutions

Module 14: Policy Alignment & Regulatory Compliance

- National skills policy integration
- Apprenticeship legislation frameworks
- Compliance monitoring systems

- Accreditation and quality assurance standards
- Policy advocacy strategies
- Case Study: Public sector apprenticeship policy reform

Module 15: Scaling, Innovation & Future Workforce Systems

- Apprenticeship program scaling strategies
- Innovation models in workforce development
- AI and automation workforce readiness
- Continuous learning ecosystem design
- Workforce agility and resilience frameworks
- Case Study: Scaling national public sector reskilling programs

Training Methodology

- Instructor-led expert workshops
- Practical simulations and scenario-based learning
- Group discussions and collaborative projects
- Real-world case study analysis
- Hands-on apprenticeship design labs
- Digital tools demonstrations
- Peer learning and best practice exchanges
- Action planning and implementation roadmaps

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.com or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

- a. The participant must be conversant with English.
- b. Upon completion of training the participant will be issued with an Authorized Training Certificate
- c. Course duration is flexible and the contents can be modified to fit any number of days.
- d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon

successful completion of Training.

- e. One-year post-training support Consultation and Coaching provided after the course.
- f. Payment should be done at least a week before commence of the training, to FINESKILL TRAINING CENTER account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
07 Sep 2026	18 Sep 2026	Physical	\$3,000
14 Sep 2026	25 Sep 2026	Physical	\$3,000
21 Sep 2026	02 Oct 2026	Physical	\$3,000
28 Sep 2026	09 Oct 2026	Physical	\$3,000
05 Oct 2026	16 Oct 2026	Physical	\$3,000
12 Oct 2026	23 Oct 2026	Physical	\$3,000
19 Oct 2026	30 Oct 2026	Physical	\$3,000
26 Oct 2026	06 Nov 2026	Physical	\$3,000

Ready to enroll or request a customized program? Book online or contact us:

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