

GAN GLOBAL

PRINCIPLES FOR RESPONSIBLE AI AND APPRENTICESHIPS

A shared foundation for launching or upgrading apprenticeship programs in an AI-driven economy

As AI transforms every industry, companies have the unique opportunity and responsibility to ensure that apprenticeships help build AI-ready talent and future proof employability. These principles provide companies with clear guardrails and actions for integrating AI responsibly and competitively into apprenticeship programs.

1. Put people at the center

Intent matters, make it explicit.

- Commit to augmentation, not displacement, ensuring meaningful human oversight of AI in hiring, task-assignment, and evaluation.
- Align procurement and practice to trustworthy AI norms (e.g. [OECD AI Principles](#)) for all systems apprentices interact with.
- Issue plain-language AI and data communication (what's used, why, data collected/retained, how to contest outcomes).

2. Make AI Fluency Foundational

Treat AI literacy like safety training, not as an optional module.

- Upskill mentors/trainers/supervisors first. Equip them to coach prompting, verification, and judgment in real workflows before engaging apprentices.
- Mandate training on AI capabilities, limits, risks, and “when NOT to use AI” for every apprentice to ensure responsible use.
- Use ready-to-deploy AI curricula and trade-specific tasks to accelerate roll-out.

3. Design AI-integrated Workflows

Redesign work to leverage AI with clarity and accountability.

- Use AI to reduce administrative burden for mentors and increase apprentices' practice time.
- Map tasks into people-led, AI-assisted, and machine-led segments. Define handoffs and verification steps.
- Assess which competencies that can be enhanced by AI using frameworks, like the [ILO's Global Index of Occupational Exposure](#).

4. Build the Human Skills AI Can't Replace

Make human strengths explicit performance outcomes.

- Use AI as a partner for simulation and risk analysis, but require apprentices to justify and defend final decisions.
- Evaluate apprentices on critical thinking, communication, collaboration, curiosity, and ethical judgment, not just tool use.
- Normalize safe questioning channels to flag bias, errors, and misuse, and act on feedback.

5. Foster Continuous Learning Beyond Apprenticeship

Progression should be visible, stackable, and ongoing.

- Create clear progression routes beyond the apprenticeship, encouraging cross-training and upskilling.
- Offer stackable micro-credentials (e.g. Responsible AI > Workflow Redesign > Domain-Specific AI use).
- Shift evaluation toward skills-based pathways, treating apprenticeships as the start of an evolving skills journey.

Other Global Resources:

- [UNESCO's Global Skills Tracker](#): International data on emerging skills needs and workforce transitions.
- [ILO Observatory on AI and Work](#): Research on how AI is reshaping jobs, tasks, and working conditions across sectors.

