



Why Apprenticeships?

Apprenticeships are specific to what a company needs!

- For the business they help fill a skills gap or a work force need
- For the apprentice it provides a pathway to a career, not just a job.

Basic Structure

1. Employer Involvement
2. Structured on-the-job training with a mentor
3. Related training and instruction
4. Progressive wage increase as skills increase
5. Nationally recognized credentials

Types

- Time based – progress measured by hours spent on job & classroom
- Competency based – progress measured by ability to demonstrate the application of relevant knowledge, skills and abilities.
- Hybrid – progress measured with a combination of hours spent & competencies

Value

- Stepped-up wage system – can hire at lower wage while they can earn skills they need to perform job.
- Increased retention rates – Don't have to incur cost on money and lost productivity of rehiring and training for the same position
- Repeatable, organized framework for recruitment hiring, onboarding, and advancing – Develop a hiring system & advancing that ensures consistency.

Benefits

1. Build a pipeline of skilled workers
2. Gain workers with customized skills
3. Boost retention – 91% rate in Illinois
4. Save money on wages
5. Make a positive return on investment - \$1.40 for \$1 spent
6. May be eligible for new Apprenticeship Education Tax Credit
 - \$3500 educational credit + \$1500 in underserved areas

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