

5 REASONS EMPLOYERS SHOULD CONSIDER APPRENTICESHIP!



1. Build a pipeline of skilled workers

An opportunity to fill challenging vacancies and maintain institutional knowledge when soon-to-retire workers serve as instructors and mentors to new workers. Training apprentices can help a company accommodate an aging workforce.

2. Gain workers with customized skills

Companies have the opportunity to train workers to meet their specific standards, using the exact pieces of equipment, protocols, and procedures that are relevant to your company.

3. Boost retention

Decrease worker turnover due to the fostering of greater worker loyalty and productivity. Apprentices are loyal to the companies that invest in them. There is an added sense of loyalty between employers and employees.

4. Save money on wages

Since apprentices begin earning about 40-50% less than a fully trained employee, businesses can save money on wages by sponsoring an apprentice.

5. Make a positive return on investment

A study found a financial return on investment that averages around \$1.40 earned for every dollar spent on the program.

To learn more, see [Frequently Asked Questions \(FAQs\)](#) below.

FREQUENTLY ASKED QUESTIONS FROM EMPLOYERS

Why hire an apprentice?

- Build a talent pipeline for highly-skilled employees with industry credentials.
- Lower costs of advertising and recruiting.
- Reduce turnover rates.
- Enhance employee loyalty and motivation.
- Invest in talent that can keep pace with the latest industry advances.
- Solution for workforce retirements of highly-skilled and experienced workers.
- Create career pathway for employees.
- Apprentices can play a role in future recruiting of talented employees.

How is apprenticeship different from other types of work-based training such as internships?

The apprenticeship training model is distinguished from other types of workplace training by several factors: (1) participants who are newly hired (or already employed) earn wages from employers during training; (2) programs provide on-the-job learning and job-related technical instruction; (3) on-the-job learning is conducted in the work setting under the direction of a mentor(s), one or more of the employer's personnel; and (4) training results in an industry-recognized credential.

What companies can participate?

- Any company that is interested in offering apprenticeships in existing occupations or is interested in developing a new apprenticeship program.
- The apprentice can be a new hire or a current employee.
- There is no minimum or maximum number of apprentices required.

What is an employer required to do for an apprenticeship program?

First, an employer should consider offering apprenticeships to meet the needs of the company for a highly-skilled labor force. If it seems like on-the-job training, coupled with classroom instruction is the right way to hire by training, then an apprentice program is right for the business.

Employers can create and manage their own program or they can partner with an intermediary who offers apprenticeships. Intermediaries also handle all of the administrative requirements for managing an apprenticeship.

Once an apprenticeship program is in place, the employer will need to ensure they provide mentorship/supervision for the apprentice, just as they would with any employee. The employer will also need to ensure the apprentice receives scheduled evaluations, and wage increases as the apprentice reaches certain pre-determined milestones or skills learned.

What are the benefits of having an apprenticeship program?

Companies develop highly skilled employees by hiring through training. Once established, apprenticeship programs also reduce turnover rates, increase productivity, lower the cost of recruitment, and increase safety in the workplace/job site.

Can the apprentice program save me time on hiring and training employees?

The apprenticeship program is designed to improve and streamline the hiring, training and retention processes for employers and apprentices. Since apprenticeship employers typically report a high retention rate with their apprentices, this decreases turnover and the costs associated with recruiting and hiring positions.

Who pays the apprentice?

An apprentice is considered an employee of the company and is compensated fairly through the company's regular payroll.

What are the risks, other than financial, of having an apprentice?

A workforce is a dynamic and changing resource. Through proper development, coaching, training, clear policies, and a reasonable level of accountability and consequences, hiring apprentices should not result in any risk greater than an existing human resource recruitment program.

Can I terminate the apprentice?

Yes. If a company does not see progress or evaluates the apprentice as a less-than-ideal fit for the position or company culture, the employer can terminate the apprentice at any time.

What kind of administrative work is involved with running an apprenticeship program?

If working with an intermediary, the intermediary usually handles all program paperwork. Companies can elect to sponsor their own program too.

Who in the business should oversee an apprentice program?

It's up to each business individually. In some businesses, it's best for the human resources department to administer the apprentice program. They are usually the most familiar with hiring, workplace policies, benefits, compensation, and training/coaching. In other companies, it may be mostly handled through the departments where the apprentices are actually working.

What kind of jobs can an apprentice do?

There are currently over 1,000 occupations for which registered apprenticeship programs have been established across the nation. These occupations span a broad range of industry clusters and demonstrate the power of the registered apprenticeship model to build a 21st century workforce. Programs include an industrial maintenance mechanic, CNC machine operator and Certified Nursing Assistant, plus many more.

Do I have to specially train a journeyman/mentor?

The mentor is selected by the company and should be fully competent in the occupation of the apprentice. They should represent the sort of employee to which you want the apprentice to aspire to become. Although no formal training is required, we do recommend a brief mentorship training to help provide tips on the best way to mentor apprentices.

Which training provider or school would be the best partner to create a program?

There are no restrictions on which educational provider employers use. Many community colleges have started programs for high demand occupations in their area.

How long does it take to launch an apprentice program?

Each program is unique and depends on the specific classroom and on-the-job components.

To offer an existing apprenticeship program working with an intermediary, you may be able to start immediately by signing an agreement. To develop and launch a new program, an average timeline is about three months from conception to launch. This includes structuring the program, identifying mentors, seeking program approval and hiring the apprentices.

Find more information on Apprenticeships by
visiting Illinois' Apprenticeship Illinois' website:

<http://apprenticeshipillinois.com/>