# ApprenticeshipUSA THE EMPLOYER ADVANTAGE

## Building Skills. Building Confidence. Building the Future.

Recruiting, training, and retaining talent is the most important thing employers do. The Registered Apprenticeship model allows employers to take charge of building their own pipeline of highly-skilled and highly-motivated workers.

Apprenticeship offers a flexible training solution aligned with national industry standards and your company-specific standards. You get the benefit of a well-skilled, well-rounded worker ready for a professional career in your company.

### The 21st century apprenticeship model: structured, sustainable training that combines learning with doing.

If you have positions with high turnover, an aging, but skilled workforce, or are facing the challenge of helping your workers keep up with industry changes, apprenticeship is the solution. You'll see the impact where it matters most… your bottom line: higher productivity, lower turnover, less recruitment costs, and increased workplace safety.

**fact**

**Over 150,000 businesses have integrated the apprenticeship model into their talent development strategy.**



"With our **[Registered Apprenticeship]** program partners, **Hypertherm has educated and apprenticed over 450 CNC machine operators in the past 7 years,** allowing us to keep our manufacturing facilities within the United States."

**Matthew Burge,** *Hypertherm Technical Training Institute*

### Design a program that works for you.

Apprenticeship can be customized to meet the needs of every business. You can choose a time-based program where workers complete a specific number of hours, or a competency-based program, where workers demonstrate skills through proficiency testing. Or choose a hybrid program with the best of both models.

**fact**

**A survey of businesses with apprenticeship programs found that 97% would recommend apprenticeship to others.**



"Participants in our **Direct Support Professional Registered Apprenticeship program** demonstrate pride of accomplishment that is reflected in the quality of the work that they perform. They raise the bar for other staff."

**Jean M. Phelps,** *CEO, LifeLinks, Inc.*

### Productive from Day One, & more likely to stay on the job.

Train new workers or upgrade the skills of your current workforce. As employees retire, are promoted or reassigned, you'll be creating career paths for the next generation of skilled workers.

**fact**

**Studies show the average retention for apprentices completing programs is 91%.**

# ApprenticeshipUSA

## THE EMPLOYER ADVANTAGE



"As a cutting-edge IT services provider, we are challenged with finding qualified talent in our area. Through our **Internetworking Associate Registered Apprenticeship,** we designed a program that trains entry-level technicians in our niche technology field. We have had incredible success with this program and see it as an integral business mechanism for hiring talent and training them the Atrion way."

**Rachel Croce,** *Atrion Networking Corp.*

### Not just for skilled trades.

Nationwide, there are apprenticeship programs in more than 1,000 occupations, including jobs in health care, energy, information technology, transportation, and advanced manufacturing, as well as the building trades.

**fact**

**There are over 400,000 Registered Apprenticeships across the country.**

### Your company may qualify for tax credits.

Many states offer tax credits related to apprenticeship programs. Employers may also be able to claim training expenses as a federal tax credit.

### Your workers also benefit.

Apprentices receive a paycheck from day one that is guaranteed to increase as their training, knowledge, and skills progress – rewarding high-performing employees and moving them up the career ladder in your business. Workers who complete an apprenticeship program earn a credential equivalent to a 2- or 4-year college degree.

# READY TO GET STARTED?

Join companies nationwide who have used apprenticeship to develop a highly-skilled workforce with increased productivity, higher morale, and lower turnover.

**For more information on Registered Apprenticeship, visit** http://www.dol.gov/apprenticeship/employers.htm

Name

Organization

Phone

Email

**Your local workforce system is your training and recruiting partner. Call or click today.**

Website