How will an Apprenticeship benefit my business?

This innovative training opportunity will help your business:

- **Build a pipeline of skilled workers**
  An apprenticeship offers your business an opportunity to fill challenging vacancies while maintaining institutional knowledge. With “soon-to-retire” staff serving as instructors and mentors to new candidates, apprenticeship can help your business develop and retain skilled workers, eventually filling those vacancies.

- **Gain workers with customized skills**
  With an apprenticeship, your business will be able to train workers to meet your specific standards, using exact pieces of equipment, protocols, and procedures that are relevant to your industry.

- **Boost retention**
  Decrease worker turnover by fostering greater worker loyalty and productivity. DOL statistics show that apprentices remain most loyal to employers that invest in them.

- **Save money on wages**
  Since apprentices begin earning about 40-50% less than a fully trained employee, your business will save money on wages while sponsoring an apprentice.

- **Make a positive return on investment**
  A study found a financial ROI that averages around $1.40 earned for every dollar spent on the program.
What is an Apprenticeship?

An apprenticeship is an industry-driven, high-quality career pathway that allows employers to develop, prepare, and retain a skilled workforce. In return, potential candidates receive paid work experience, classroom instruction, and a portable, nationally recognized credential.

We are able to create an Apprenticeship for a variety of positions. Here are some examples:

- Application Developer
- Engineering Technician
- Community Health Worker
- Software Architect
- Aircraft Mechanic
- Camera Operator
- Analyst
- Drafter

Common Misconceptions About Apprenticeship Programs:

Myth 1: I am a small business. Apprenticeships are for the “big guys” and unions.

Reality: The size and structure of an apprenticeship is entirely dependent upon the needs of your business. Large or small, if your business experiences high turnover rates, or requires workers with skills that can only be learned on the job, apprenticeship is a great way to develop potential candidates. Hundreds of businesses with occupations across all industries have participated in the program — it’s not just for the construction craft, electricians, unions, etc.

Myth 2: Apprentices will leave after completing our program.

Reality: Department of Labor statistics report that approximately 90% of apprenticeship participants continue their employment with the employer upon completion of the program. Workers value the investment a business has made and remain loyal to the employer.

Myth 3: Apprenticeships are expensive!

Reality: While it’s true there are training costs involved, apprenticeships are actually a wise investment in your business — leading to higher productivity, lower turnover rates, less recruitment costs, and a workforce trained to develop specific skills that are relevant to your business or industry.

Myth 4: They are rigid programs that take 4 years to finish.

Reality: Created by you, based on the needs of your business, an apprenticeship is employer-driven and flexible. It can be customized your specifications — length, type of training involved, number of required hours, and any required competencies.

Interested?

Let us help you develop an Apprenticeship that is a perfect fit for your business.

Contact Lucinda Phoenix, Apprenticeship Grant Coordinator, at 618.998.0970, ext. 214, or via email at LucindaPhoenix@mantracon.org for additional information.

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