

What Are Employers Saying About Apprenticeship?

"Apprenticeships are about creating opportunity...for people who might not have those opportunities...It's about creating real support systems and...creating more diverse talent pipelines."

- Melissa Flores, Global Impact Manager, McDonald's Corporation



"There are grants and tax benefits to the Apprenticeship Initiative. It's helped a lot of companies in getting new talent in. We have to be ready for the 21st century. And what better way to do this than to get people in, educate them and teach them at the same time?"

- Phyllis Higgins, Apprenticeship Talent Navigator, Zurich



"The apprenticeship solution works not only for large organizations, but also small to medium-sized enterprises. The opportunity to invest in human capital as a growth engine for the business is just as important as having a meaningful revenue-generating product or service to offer to the market. You can't grow the business if you don't have talent."

- Shelly Brown, Diversity Solutions Leader, Aon

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Apprenticeship at a Glance

Developing a skilled workforce requires strategic planning. Address skill shortages and foster a healthy workforce pipeline by starting an apprenticeship program!

Apprenticeship is a framework that allows employers to develop their future workforce through flexible training and paid jobs.

Why Choose Apprenticeship

Skills development:

- Employers cultivate a skilled, knowledgeable workforce.
- Current or new workers learn the specific skills.
- Bring in and train new talent in a cost-effective way.

Pipeline creation:

- Create and foster healthy pipelines of diverse individuals who are trained to meet future demands.

Knowledge management:

- Facilitate smooth succession planning, maintain expertise and create continuity.

Tax credits:

- Up to \$3,500 per apprentice per year as a reimbursement for educational expenses.
- Additional \$1,500 for apprentices who reside in a IL Department of Commerce & Economic Opportunity (DCEO) Zone.

Per the American Apprenticeship Initiative Evaluation, employers experience a 44.3% ROI on apprenticeship programs: every \$100 invested results in \$144.30 in benefits.



Benefits

Apprenticeship helps employers with:

- Cost-effective recruitment
- Smooth succession planning
- Reduced turnover
- Stronger employee loyalty
- Improved company culture
- Strengthened pipeline of skilled workers
- Higher worker productivity
- A more diverse workforce
- Fewer skill shortages
- Development of future leaders
- Community engagement

Apprenticeships have expanded into almost every sector!

Industries

Apprenticeships are most common in:

- | | |
|--|--------------------------|
| • Agriculture | • Cybersecurity |
| • Construction | • Energy |
| • Education | • Hospitality |
| • Finance | • Information Technology |
| • Healthcare | • Public Service |
| • Technical Services | • Telecom |
| • Real Estate | • Transportation |
| • Advanced Manufacturing | • Utilities |
| • Care Economy (including Social Services and Education) | |

How Apprenticeships Work

Employers connect with their local or State Apprenticeship Specialist to find training providers, funding opportunities, and help set up their program for free!

Employers work with the designated Apprenticeship Specialist to develop a Registered Apprenticeship training program that includes:

- Direct business involvement
- On-the-job training
- Related instruction
- Progressive wage schedule
- Credentials

Employers can hire new candidates or upskill their existing workforce in the program.

Apprentices work a paid job while also engaging in classroom learning. Upon completion of the program, they earn a nationally-recognized industry certification.



How To Get Started

- Apprenticeship Specialists are here to help your business build a Registered Apprenticeship program from start to finish at no cost! Explore more information at **ApprenticeshipIllinois.com**.
- Reach out to educational institutions and intermediaries to build partnerships.
- Design your program, integrating the specific skills you need your workforce to have.
- Register your program.
- Launch and interview!
- Promote your program by listing it on the Apprenticeship Finder website:
www.apprenticeship.gov/apprenticeship-job-finder



Visit **ApprenticeshipIllinois.com** to learn more.

