NORTH Dakota | Commerce
Be Legendary.

Apprenticeship Program

FACTS

OVER **100** APPROVED PROGRAMS WITH OVER 1,250 APPRENTICES, AND STILL GROWING

92% EMPLOYMENT RETENTION AFTER APPRENTICESHIP COMPLETION

$1.47 APPRENTICESHIP ROI FOR EMPLOYERS ON EVERY DOLLAR INVESTED

Nearly 65% of current jobs do not require a college degree, but they do require some sort of post-secondary education. Apprenticeship fills this void.

WHAT IS AN APPRENTICESHIP?

An apprenticeship is a formal, on-the-job training program that typically has five components:

1. Employer involvement.
2. On-the-job training.
3. Related instruction.
4. Work experience and skills development.
5. Award of a college credit or nationally recognized industry credential. Apprenticeship programs can be sponsored by individual employers, joint employer and labor groups, and/or employers associations.

BENEFITS OF APPRENTICESHIP FOR THE WORKER

- Earn while they learn, receiving a paycheck from day one.
- Hands-on career training.
- Potential to earn college credit while working.
- Career advancement.
- Industry recognized credential.

For the Business

- An ongoing supply of skilled workforce, trained to fit your needs and work environment.
- Incentive to attract quality workers.
- Reduced turnover rates.
- Higher productivity.
- More diverse workforce.
- Federal and state programs for financial assistance may be available.

For North Dakota's Workforce System

- Job seekers can enter workforce quicker.
- Apprenticeship connects industry with education.

EMPLOYER RESOURCES

Outside of the apprentice's wages and benefits, other costs may include staff time to set up and manage the apprenticeship program and its curriculum, recruitment, mentorship time, equipment, and possibly tuition and classroom materials. However, financial resources may be available to employers:

Credential Funding
Funding to pay for industry recognized credentials.

Operation Intern
Matching funds for new apprenticeship wages.

Boot Camps
Accelerated, intense training to skill up individuals to prepare them for apprenticeships.

HOW TO GET STARTED

Conduct a brief company assessment.

- Jobs for which it is difficult to find workers with the right skills?
- Positions with high turnover? Occupations where a highly skilled workforce is retiring soon?
- Challenges helping workers keep pace with continuing industry advances?
- Positions requiring skills that can be learned on the job?
- Difficulty in attracting new and more diverse talent pools?

If you answered yes to a majority of these questions you may be an excellent fit for an apprenticeship program.

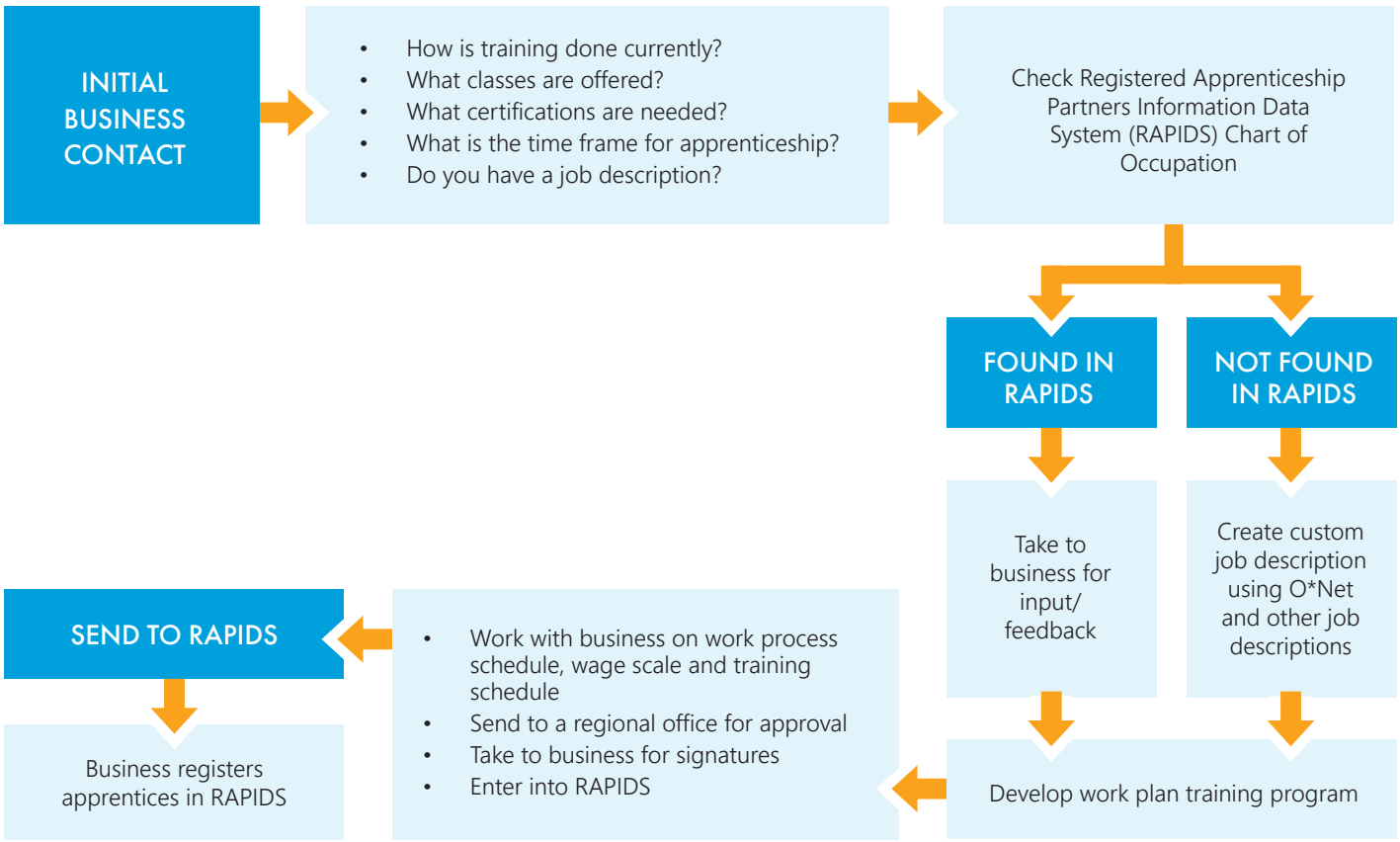
Conduct assessment on the specific occupation.

- How is the training done currently?
- What classes are offered?
- What certifications are needed or desired?
- What is the time frame for the apprenticeship?
- Is there a job description?
- What is the wage schedule of the occupation?

Contact the North Dakota apprenticeship program coordinator.

The apprenticeship program coordinator will assist the employer to explore financial resources that may be available for apprenticeship program development and help navigate through the program development process.

HOW AN APPRENTICESHIP PROGRAM IS ESTABLISHED



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