

HIGHLY SKILLED WORKERS EVEN HIGHER RETURNS

What is apprenticeship?

Apprenticeship is a program geared to create highly skilled workers that help businesses excel in the global economy. Apprenticeship ensures quality training by combining on-the-job training with classroom instruction. The result is exceptional workers for American businesses.

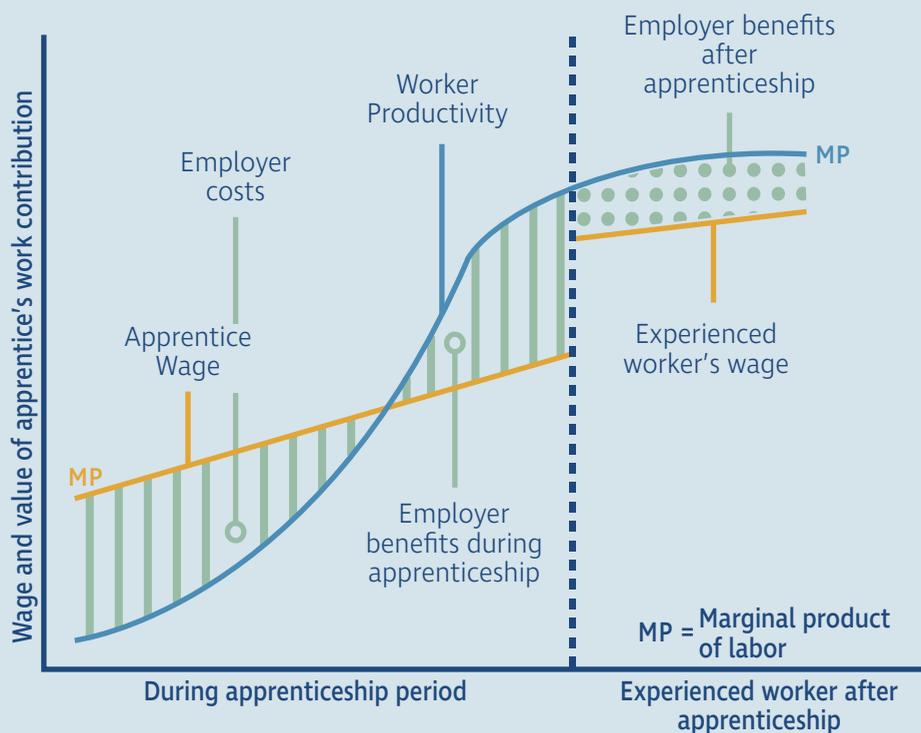
What can it do for you?

- Enhanced employee retention
- A stable and reliable supply of qualified workers
- Customized training that meets your specific business needs

Examples of Industries that use Apprenticeships

- Information Technology
- Health Care
- Manufacturing
- Construction
- Telecommunications
- Military
- Service & Retail
- Public Sector
- Utilities

The Value of Apprenticeship



Adapted from Lerman, Robert. 2014. "Do Firms Benefit from Apprenticeship Investments?" IZA World of Labor, no. May: 1-10. doi:10.15185/izawol.55."

40,000

40,000 U.S. employers host apprentices

500,000

Over 500,000 apprentices in the U.S.

700

Over 700 Employers in NC host apprentices

5,100

Over 5,100 apprentices in NC

2,000

Over 2,000 Apprenticeships completed 2014-2016

Apprenticeship is good for business



Helps recruit and develop a highly skilled workforce



Improves productivity and the bottom line



Reduces turnover costs & increases employee retention



Provides opportunities for tax credits and employee tuition benefits



Creates industry-driven and flexible training solutions to meet national and local needs

For more information about apprenticeship and how to start a program, please contact:
NC Community Colleges ApprenticeshipNC

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apprenticeshipnc@nccommunitycolleges.edu | <http://apprenticeshipnc.com/>

WHAT IS APPRENTICESHIP?

ON-THE-JOB TRAINING

Apprentices are partnered with an experienced employee mentor to learn the hands-on skills necessary for the job.

WAGE PROGRESSION

Participants are paid an hourly wage by employers during training, a wage that increases over time as new skills are learned.



RELATED TECHNICAL INSTRUCTION

Employers and their training partners provide job-related classroom or technical instruction.

CERTIFICATION

Training results in an industry-recognized credential that certifies occupational proficiency.

BENEFITS OF APPRENTICESHIP

REDUCED TURNOVER

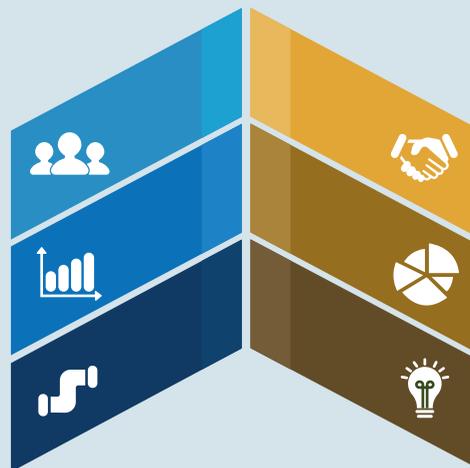
Apprentice sponsors report attrition rates for apprentice graduates far below the industry average.

INCREASED PRODUCTIVITY

Apprenticeship graduates often have higher productivity than workers who did not receive such training.

PIPELINE FOR NEW TALENT

The intensive training and immersion in company culture provided by apprenticeship is ideal for preparing future company leadership.



EMPLOYEE LOYALTY

Apprentices' recognition of the investments made in their training fosters a deep sense of loyalty toward their sponsor company.

LOWER RECRUITING COSTS

Apprenticeship provides a pipeline of skilled employees to replace retirees or others who leave the company.

PROBLEM-SOLVING CAPABILITIES

Both classroom and hands-on cross training provide apprentices with a powerful toolbox for responding to unforeseen challenges.

FIXED COSTS



OVERHEAD AND MANAGEMENT

Firms often dedicate at least one staff member to managing their apprenticeship program.

CURRICULUM DEVELOPMENT

Firms can develop curriculum in-house or with the assistance of a local community college or workforce development organization.

EQUIPMENT PURCHASES

Firms will need to set up for a training space or classroom to be used by all apprentices and future classes.

RECRUITMENT

Recruitment costs include identifying the target population and using staff time to reach this population.

CLASSROOM SPACE

Space within facility may have to be used for apprenticeship rather than other functions (opportunity cost).

STAFF TIME SPENT ON SETUP

Firms pay for staff time spent on setting up the apprenticeship program, including building relationships with other key stakeholders.

SPOTLIGHT

Benefits



MEDICAL CODING APPRENTICESHIP AT WAKE FOREST BAPTIST MEDICAL CENTER

Wake Forest Baptist Medical Center was faced with a shortage of medical coders across the country, a reality many in the industry have faced. The hospital was forced to adopt short term strategies that involved existing staff having to work overtime, coders working remotely across state lines, and even employing contract coders who were sometimes offshore. The solution to the problem was an apprenticeship program called the Veteran Coding Academy.

Wake Forest Baptist Medical School recruits veterans who have graduated from a two-year program at Wake Technical Community College into a one year apprenticeship program. The one-year apprenticeship program includes additional education, training, and mentoring. Jackie K. Josins, Assistant VP HIM and Clinical Coding, said "they are doing an incredible job, and they will become medical coders doing the most advanced, complex types of work."