

# WHY APPRENTICESHIP?

An Overview for Employers



For industries like broadband, renewable energy, and transportation, demand for high-skilled workers has far outpaced the number of candidates. In recent years, more and more companies are turning to an employment model championed by other specialized, high-skilled trades: apprenticeship.

## HERE'S WHY:

- 1 Build talent to fit your needs, not the other way around.** Apprenticeship is the most employer-driven form of workforce development. Instead of competing for candidates with hard-to-find skills, companies build a pipeline of talent to close the gaps themselves.
- 2 Tap into bigger, better candidate pools in your local market.** For in-demand tech skills, the candidate pool is small. Apprenticeship allows you to hire based on potential, not existing credentials. It's a great way to promote diversity and equity in your workforce.
- 3 Retain high-skilled employees.** Tech has the highest turnover rate of any industry, and 1/3 of employees in niche technology roles plan to leave their current job within the next year. By contrast, 89% of apprentices stay for at least 3 years after completing their program.<sup>1</sup>
- 4 See greater return on investment (ROI).** \$1 spent on apprenticeship returns \$1.46 for the company, and most programs pay for themselves within an apprentice's first year.<sup>2</sup> These gains come through reduced turnover, increased productivity, tax breaks, and higher-quality work.

## HOW DOES APPRENTICESHIP WORK?

- Identify talent gap and design program**  
TechBuild works with companies to identify specific skill gaps and create program(s) to develop talent. With flexible program designs, employers can choose a model that works best for them.
- Employees start learning on the job**  
Apprentices are paid employees who start contributing on Day 1. Employers provide on-the-job training and mentorship to teach them the specifics of the business and day-to-day work.
- Job-related classroom training builds additional skills and credentials**  
Employees attend academic or technical classes (in-person or virtually) and earn nationally-recognized credentials.
- Business sees greater retention, innovation, and ROI**  
After completing a one- or multi-year program, these highly-skilled, high-performing employees have a 94% retention rate.<sup>3</sup> Businesses see both immediate and long term ROIs.

Tech Quest Apprenticeship is a nonpartisan, federally-sponsored effort to help American businesses close gaps in their workforce through apprenticeship programs. We offer support, guidance, and financial incentives to help you get started.



Visit [TechBuildClark.com](https://TechBuildClark.com) to learn more.



## HOW IS THIS DIFFERENT?

Most employers already offer all the ingredients of apprenticeship: training, mentorship, performance management, and professional development. By registering a formal apprenticeship program through TechBuild, businesses can unlock benefits such as:

- ✓ Access to experts who will help assess your needs, build a tailored program, and provide support at no cost to you
- ✓ Access to funding such as tax credits, employee tuition, and wage reimbursement<sup>4</sup>
- ✓ Employees receive industry-recognized credentials and high-quality academic instruction customized to your needs as an employer
- ✓ Recruitment support and access to a network of great candidates who are eager for a tech apprenticeship
- ✓ Maximize return on investment and retention through TechBuild's technical assistance, technology solutions, resources and support

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Registered Apprenticeship effectively builds talent as 90% of IBM's apprenticeship graduates are now full-time employees. ”

- IBM

### THE OLD WAY: RECRUIT FOR HARD-TO-FILL POSITIONS



### APPRENTICESHIP: BUILD THE WORKFORCE YOU NEED



## HOW DO I GET STARTED?

TechBuild can help you understand options and assess whether apprenticeship is the right fit for your business. Consider:

- Do we have unfilled IT, professional, scientific, and technical service positions? What's our vacancy rate for in-demand positions?
- How much does turnover and recruitment cost us every year? Could we be investing that in our employees and our business instead?
- Do we rely on visas to bring in candidates from overseas, when there are available workers in our area that are eager to join our industry?
- Could we recruit from within, finding great employees that just need to build their skillsets?
- Is our workforce as diverse and innovative as we want it to be? What's our strategy to improve?

To learn more about the benefits for your business, go to [TechBuildClark.com](https://TechBuildClark.com)

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#### Sources

<sup>1</sup>Sources: LinkedIn Talent Blog, "These 3 Industries Have the Highest Talent Turnover Rates"; Nelson Frank Salary Survey; Utah Department of Workforce Services, *Apprenticeships*, [jobs.utah.gov/apprenticeship/apprentiroi](https://jobs.utah.gov/apprenticeship/apprentiroi).

<sup>2</sup>W.E. Upjohn Institute for Employment Research, a "Net Impact and Benefit-Cost Estimates of the Workforce Development System in Washington State."

<sup>3</sup>US Department of Labor

<sup>4</sup>Tax credits and reimbursements vary by state or region. Contact your local workforce development board for more information.