

# What is Apprenticeship?

**Registered apprenticeship** is a time-tested employee training system that combines job-related technical instruction with structured on-the-job learning experiences. Apprenticeship prepares Minnesota workers to compete in a global 21st Century economy and develops highly trained, skilled and motivated employees. Registered apprenticeship is an investment in your workforce and your business.



## Why do employers choose apprenticeship?

Employers need a well-trained workforce to maintain their competitive edge. Apprenticeship can help employers develop highly skilled, productive and safe employees.



## Who can help you create an apprenticeship program?

Apprenticeship Minnesota is ready to assist you. We'll help you design and develop your program and get it registered.



## Benefits of apprenticeship



Build your own workforce



Create a pipeline of new skilled workers



Train workers as they produce for you



Increase productivity



Enhance efficiency



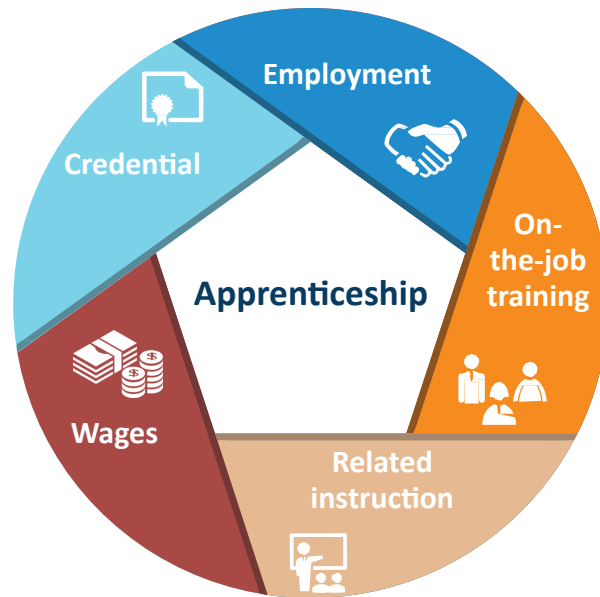
Reduce employee turnover



Increase safety in the workplace

## What are the components of an apprenticeship program?

- Employment with a sponsoring employer.
- Structured on-the-job training of at least 2,000 hours.
- Related instruction of a minimum of 144 hours or equivalent each year.
- Safety training of at least 50 hours.
- Wages that increase with experience and training.



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*What I like about apprenticeship is that it's an earn-while-you-learn model. The process can change as the work changes. The program is never behind workforce needs. It's continuously moving forward.”*

– Curt Jasper  
E.J. Ajax, Inc.  
Fridley, Minn.

## Is apprenticeship right for your company?

American business is the foundation of our country's economic competitiveness and prosperity. Companies in all sectors of the American economy are facing complex workforce challenges in increasingly competitive domestic and global markets. Current challenges to stay competitive include significant talent shortages and skill gaps that slow companies' efforts to expand, innovate and thrive.

Apprenticeship is a proven solution for recruiting, training and retaining world-class talent. By integrating a apprenticeship into your organization's current training and human resource development strategy you can invest in tomorrow's workforce today.

## How do you build a successful apprenticeship program?

Collaboration. Successful apprenticeships are born from collaboration among partners: businesses, workforce intermediaries (such as industry associations or labor organizations), educational institutions, the public workforce system and other key community organizations. The partnership works together to identify the resources needed, design the apprenticeship program, and recruit apprentices.

## ► Contact Apprenticeship Minnesota to get started.

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