



Powerminds.

WHY APPRENTICESHIPS?

Apprentices improve America's and California's global competitiveness.

Apprenticeship programs produce a workforce with the skills and abilities they need and that employers want.

Employers are increasingly worried about finding and holding on to quality, skilled workers and economists warn of a widening skills gap. Apprenticeship is an important part of the solution to reducing that skills gaps.

Apprenticeship is a time-tested training model that pairs on-the-job training with classroom instruction and used to develop skilled labor. In the United States, a formal system of registered apprenticeship is administered by the U.S. Department of Labor. Companies register their program with the Department's Office of Apprenticeship, and, in return, the government issues a nationally recognized certificate to workers at the company who complete an apprenticeship.

Apprenticeships offer significant benefits to employers. By investing in talent development through apprenticeship, employers gain a pipeline of loyal skilled workers, increase productivity, and improve the bottom line.

Apprenticeships:

1. Build a pipeline of skilled workers

For businesses faced with the increasing likelihood that they won't be able to rely solely on buying their talent, apprenticeship can be an effective tool to build their talent instead. In fact, more than 80 percent of U.S. companies that sponsor apprentices say that apprenticeship is an effective strategy for helping them meet their demand for skilled labor.

2. Gain workers with customized skills

Through apprenticeship, businesses have the opportunity to train workers to meet their specific standards.

3. Boost retention

Apprentices are loyal to the companies that invest in them. American businesses that sponsor apprentices have found that apprenticeship increases worker loyalty.

Moreover, a significant majority of apprenticeship sponsors report that apprenticeships raise productivity and worker morale across the board—not just among apprentices.

4. Save money on wages

Because apprentices start out earning about 40 percent to 50 percent less than a fully trained employee, businesses can save money on wages by sponsoring an apprentice. These lower wages serve to offset some of the costs of offering an apprenticeship program, which can include mentor time, equipment for training, and often tuition for classroom-based instruction. More than 60 percent of U.S. employers surveyed said saving money on wages was either a "very important" or "somewhat important" benefit of apprenticeship.

5. Make a positive return on investment

Companies in countries with more expansive apprenticeship systems have been found to make a positive return on their investment in apprenticeship.

American businesses that sponsor apprenticeships overwhelmingly recommend them. Eighty-six percent of registered apprenticeship sponsors in the United States say they would strongly recommend hiring an apprentice. All told, a total of 97 percent of sponsors in the United States recommend apprenticeship programs.

The American Apprenticeship Project & Powerminds

Five California Community Colleges are working together in The American Apprenticeship Project to increase partnerships with local industry, provide training to meet their employment needs and establish an apprenticeship model in CA for advanced manufacturing and other sectors where none currently exists.

Powerminds, Inc. is the facilitating organization for this grant.

The American Apprenticeship project will provide training or retraining 1,000 advanced manufacturing workers for regional job openings in California. This will happen in large part through better collaboration between colleges, employers, labor and workforce and economic development organizations to support and place trainees.

The Project targets apprenticeship opportunities in advanced manufacturing, Computer Numerical Controls (CNC), mechatronics, machining, and stainless steel and robotics welding, as well as industries like IT, autonomous technologies, health, and other key priority sectors throughout the state. Through the Project community colleges will improve advanced manufacturing and other sector classes and programs to better align with industry needs. It will also use Department of Labor Best Practices to design programs. It will also reduce the number of H-1B visas by training American workers for needed skill sets.

The Project focuses on providing training to:

- Out-of-school youth 16 and older;
- Underrepresented populations such as women, young men and women of color, persons with disabilities, low- skilled populations;
- Veterans, including transitioning service members.

The Project is a very cost-effective way for employers, with a limited investment, to see significant returns.

Contact us to explore opportunities!

info@power-minds.com

858-356-4290



3525 Del Mar Heights Rd, Ste 360
San Diego, CA 92130



858-356-4290



www.power-minds.com