The Montana Small Business Development Center presents:

MONTANA REGISTERED APPRENTICESHIP PROGRAM
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TODAY’S WORLD

THERE ARE NO QUALIFIED WORKERS!

WE WANT A CAREER!
A PERFECT WORLD
APPRENTICESHIP CONNECTS
EARN AND LEARN TALENT PIPELINE

Attract Talent

Develop Talent

Retain Talent
APPRENTICESHIPS – CUSTOMIZABLE, COLLABORATIVE APPROACH

Designing Training Programs for Montana Employers
Five Core Components of Registered Apprenticeship

- Employer Involvement
- Structured On-the-Job Learning
- Related Instruction
- Rewards for Skill Gains
- National Occupational Credential
WHO CAN DO AN APPRENTICESHIP?

- Must be at least 16 years old to become an apprentice
- Must have High School Diploma, HiSet or GED
- Physically able to perform the essential functions of the occupation
- Must possess the basic aptitude essential for acquiring the skills of the occupation
ADVANTAGES FOR APPRENTICES

- Well-paid CAREER – most apprentices make $50,000+ upon completion
- Full-time, PAID employment
- Earn-While-You-Learn
- GI Bill can offset cost of apprenticeship program
- Receive a nationally-recognized credential
ADVANTAGES FOR EMPLOYERS

• Builds your own pipeline of skilled workers

• Gains workers with customized skills

• Boosts employee retention

• Saves money on wages

• GI Bill can offset cost of apprenticeship program

• Tax Credits

• Makes a positive return on investment
OUR ROLE

- Promote Registered Apprenticeship in Montana
- Assist in organizing new programs
- Register, oversee, and monitor programs
- Provide technical assistance
- Issue nationally recognized credential upon completion
OCCUPATIONS
OCCUPATIONS
WHY IT WORKS

- Your Business, Your Culture
- You design it
- You hire your employee
- Key to retention - Both of you INVEST
- Structured roles – Mentor-Apprentice
- You build Your workforce, Your way
FUNDING SUPPORT

- Tax Credit $750/$1,500
- Grant up to $4,500
- IWT Incumbent Worker Training
- WIOA Federal Grant OJT
- WOTC Work Opportunity Tax Credit
- Healthcare AHIMA Foundation
Montana’s Unemployment Rate 3.7% in March

- “We must continue to educate and train our workforce through existing programs, such as apprenticeship and traineeship, while instilling career readiness skills in the next generation of Montanans,” said Governor Bullock. “I also encourage businesses to look for innovative ways to recruit and retain qualified employees...”
CONTACT

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