



The Montana Small Business Development Center presents:

MONTANA REGISTERED APPRENTICESHIP PROGRAM

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APPRENTICESHIP
PROGRAM

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<https://apprenticeship.mt.gov>

TODAY'S WORLD

THERE ARE NO QUALIFIED
WORKERS!



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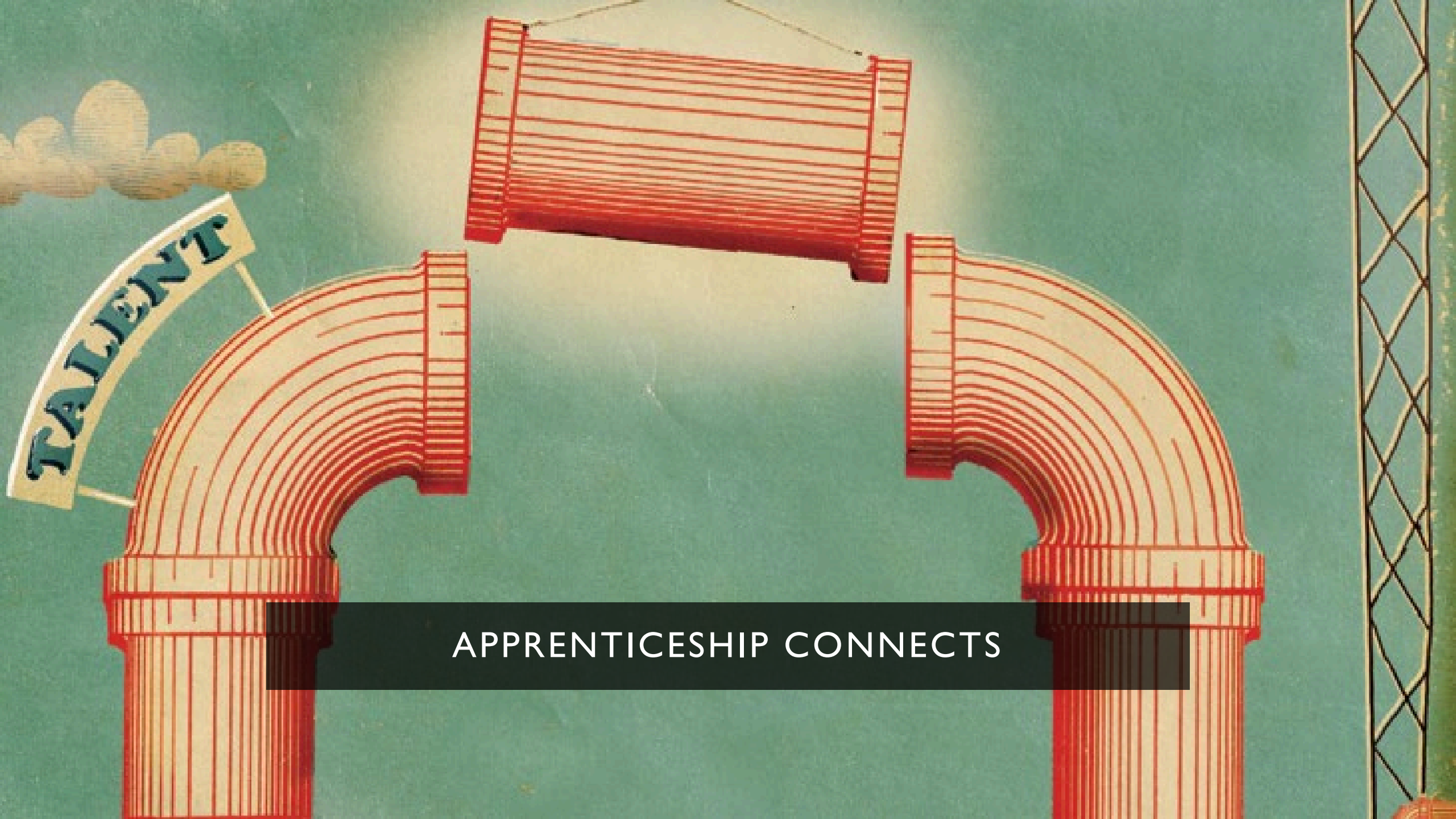
WE WANT A CAREER!



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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



Employer
Involvement



Structured
On-the-Job Learning



Related
Instruction



Rewards for Skill
Gains



National
Occupational
Credential



Five Core Components of
Registered Apprenticeship

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

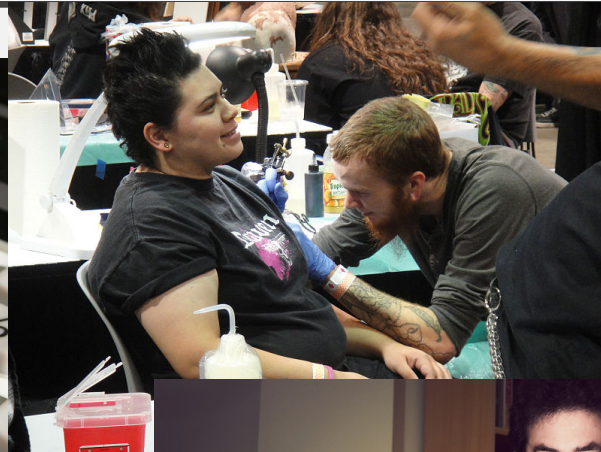
OCCUPATIONS



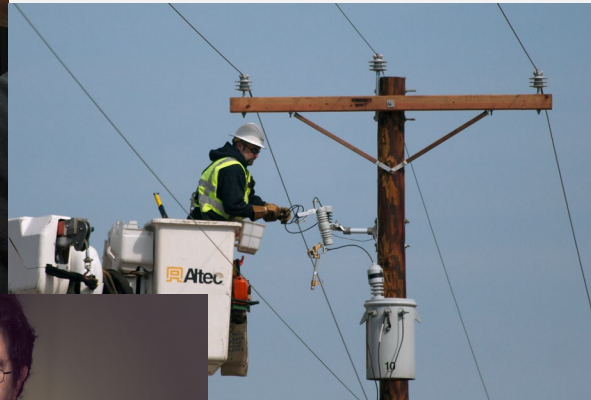
OCCUPATIONS



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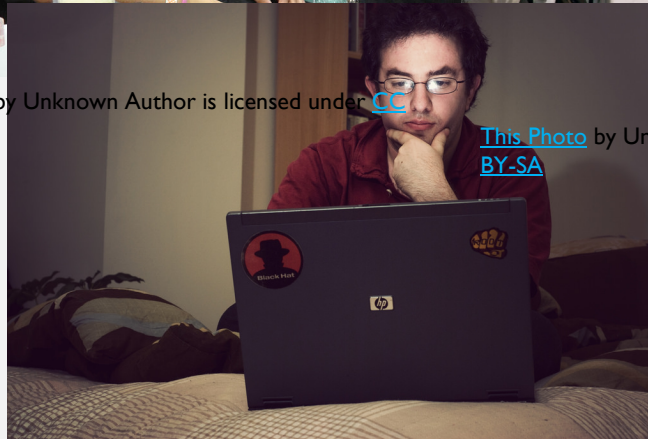
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WHY IT WORKS

- 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

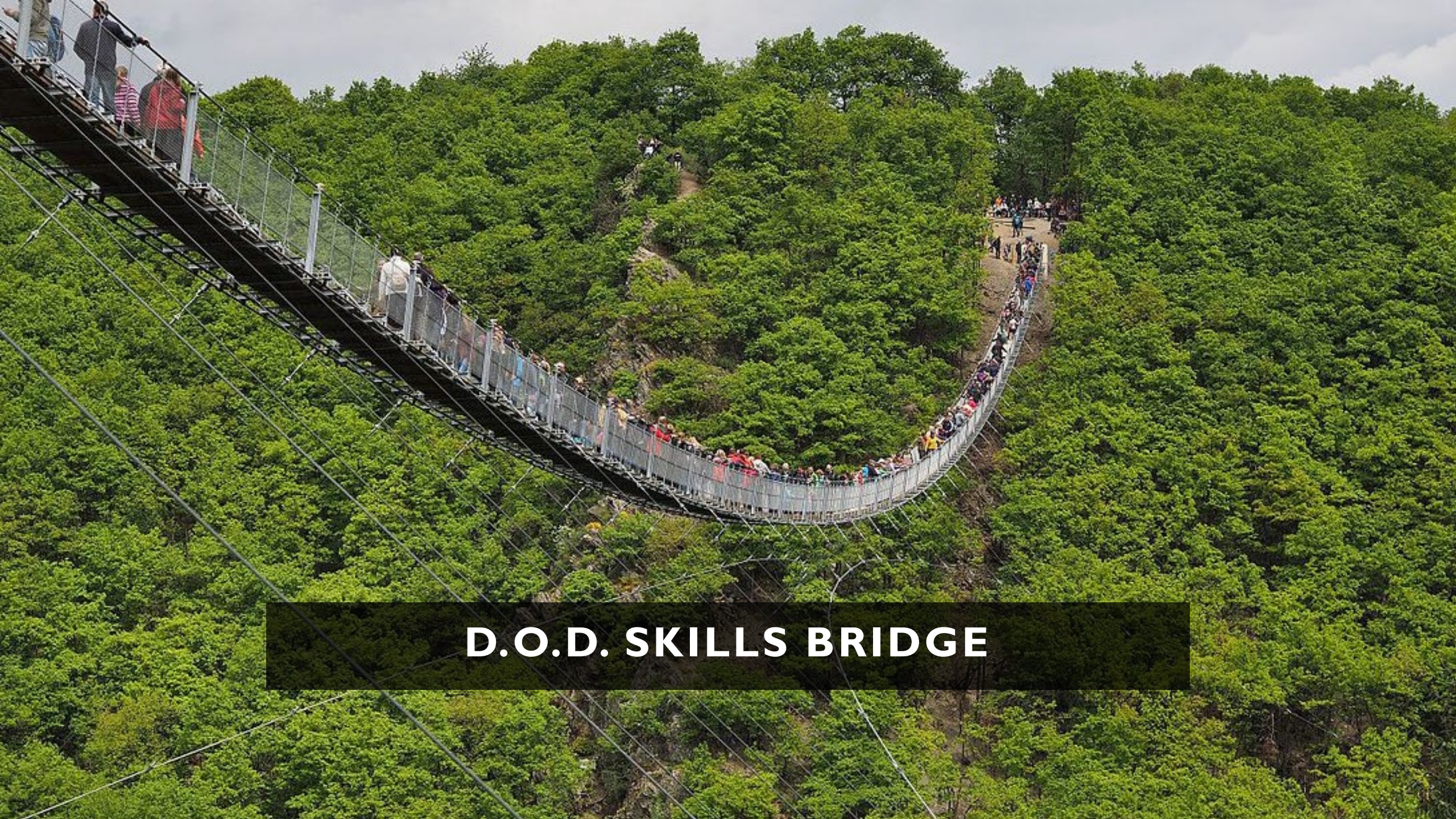
WIOA Federal Grant OJT

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...”**



D.O.D. SKILLS BRIDGE

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Mike Flaherty

Employer Support of the Guard and
Reserve **(ESGR)**

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