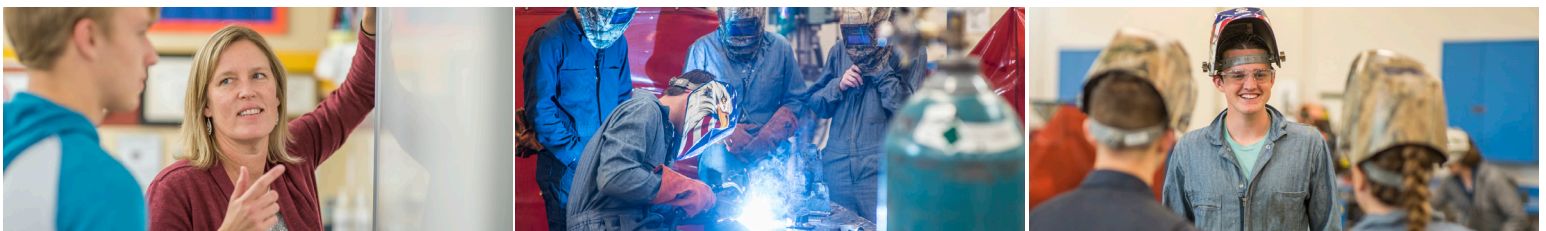


LEARNING AT WORK

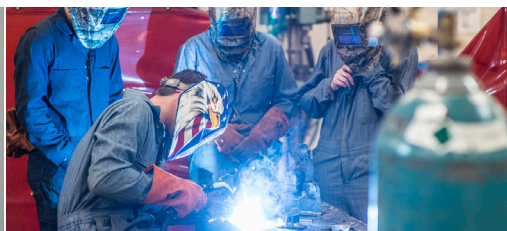
| CATEGORY | ON-THE-JOB TRAINING | SCHOOL TO REGISTERED APPRENTICESHIP PROGRAMS (STRAP) | YOUTH APPRENTICESHIPS | APPRENTICESHIP |
|----------------------------|---|--|--|---|
| Definition | Individuals are taught by other employees how to complete a task while doing the job. | School to Registered Apprenticeships are partnerships between High-Schools and employers and include providing paid, on-the-job training combined with classroom instruction at a nearby high school or community / technical college. Students (Jr. and Sr.) simultaneously earn a diploma, college credits and industry-recognized credentials. | Youth Apprenticeships offer youth from 16-24 the opportunity to gain hands-on experience as an employee of a company. | An “earn while you learn” model where on-the-job training is coupled with related instruction. Wage gains are incorporated and the experience culminates in industry-recognized credentials. |
| Business Objectives | <ul style="list-style-type: none"> • Offset cost of training employees • Hire individuals with transferable skills who fit your culture and train them using mentor trainers. • Provide hands on training and develop your own talent. • Assist with recruiting new talent to your industry | <ul style="list-style-type: none"> • Promote your organization to students in your area. • Provide hands on training and help influence the next generation of professionals entering the workforce. • Assist with recruiting new talent to your industry • Increase employee retention • Ensure your employees are trained and certified to produce at the high skill levels. • Create a stable and reliable pipeline of qualified workers. | <ul style="list-style-type: none"> • Create a stable and reliable pipeline of qualified workers. • Provide hands on training and help influence the next generation of professionals entering the workforce. • Assist with recruiting new talent to your industry • Increase employee retention • Ensure your employees are trained and certified to produce at the high skill levels. • Become a produce of talent through customized training. | <ul style="list-style-type: none"> • Increase employee retention • Assist with recruiting new talent to your industry • Ensure your employees are trained and certified to produce at the high skill levels. • Create a stable and reliable pipeline of qualified workers. • Become a produce of talent through customized training. |



IDAHO LEADER INITIATIVE



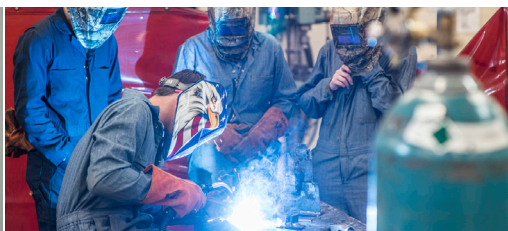
| CATEGORY | ON-THE-JOB TRAINING | SCHOOL TO REGISTERED APPRENTICESHIP PROGRAMS (STRAP) | YOUTH APPRENTICESHIPS | APPRENTICESHIP |
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| <p>How to Get Started</p> | <ol style="list-style-type: none"> Select at least 1 or 2 people who will be responsible for carrying out your organizations training objectives. Select mentor trainers who are currently in the occupation you planning to hire for. Create a structured on-the-job training plan. Recruit/Hire <p>For a list of on-the-job training funding opportunities that may be available to help offset a portion of the cost of training for eligible individuals click on the provided link.</p> <p>https://wdc.idaho.gov/idaho-leader-initiative-6/</p> | <p>https://www.labor.idaho.gov/dnn/Portals/0/Publications/STRAP_flyer.pdf?v=03112020</p> <p>Need help? Contact:</p> <p>Matthew Thomsen matthew.thomsen@wdc.idaho.gov 208.488.7562</p> | <ol style="list-style-type: none"> Identify your workforce challenges. <ul style="list-style-type: none"> Difficulty finding workers with the right skills? Positions with high turnover? Occupations where a highly skilled workforce is retiring soon? Challenges helping workers keep pace with continuing industry advances? Positions requiring skills that can be learned on the job? Difficulty in attracting new and more diverse talent pools? Partner. Successful apprenticeships are born from collaboration among <ul style="list-style-type: none"> Business partners Workforce intermediaries Educational institutions Public workforce system Apprenticeship system Idaho Department of Labor | <ol style="list-style-type: none"> Identify your workforce challenges. <ul style="list-style-type: none"> Difficulty finding workers with the right skills? Positions with high turnover? Occupations where a highly skilled workforce is retiring soon? Challenges helping workers keep pace with continuing industry advances? Positions requiring skills that can be learned on the job? Difficulty in attracting new and more diverse talent pools? Partner. Successful apprenticeships are born from collaboration among <ul style="list-style-type: none"> Business partners Workforce intermediaries Educational institutions Public workforce system Apprenticeship system Idaho Department of Labor |



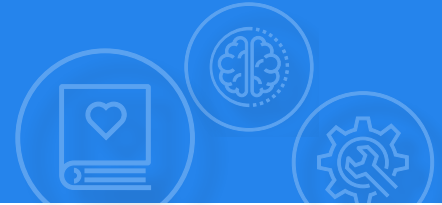
IDAHO LEADER INITIATIVE



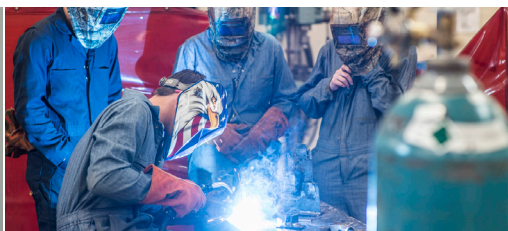
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| | | | <p>3. Next, design and build your apprenticeship program. Apprenticeship programs consist of five core components:</p> <ul style="list-style-type: none"> • Direct business involvement - Employers are the foundation of every Registered Apprenticeship program. • On-the-job training - Apprentices receive OJT training from an experienced mentor typically for not less than one year. • Related instruction - Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, apprenticeship training schools, provided online or at the job site. • Rewards for skill gains - Apprentices receive increases in wages as they gain higher-level skills. • National occupation credential - Registered Apprenticeship programs result in a nationally recognized credential – a 100 percent guarantee to employers that apprentices are fully qualified for the job. <p>4. Register. Once you have built your apprenticeship, the next step is to register the program to become part of the ApprenticeshipUSA and ApprenticeshipIdaho networks.</p> | <p>3. Next, design and build your apprenticeship program. Apprenticeship programs consist of five core components:</p> <ul style="list-style-type: none"> • Direct business involvement - Employers are the foundation of every Registered Apprenticeship program. • On-the-job training - Apprentices receive OJT training from an experienced mentor typically for not less than one year. • Related instruction - Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, apprenticeship training schools, provided online or at the job site. • Rewards for skill gains - Apprentices receive increases in wages as they gain higher-level skills. • National occupation credential - Registered Apprenticeship programs result in a nationally recognized credential – a 100 percent guarantee to employers that apprentices are fully qualified for the job. |
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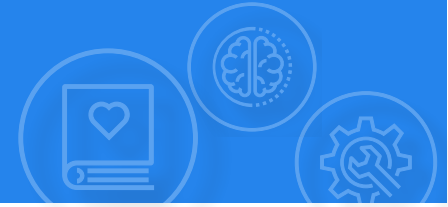


IDAHO LEADER INITIATIVE



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| | | | <p>5. Launch. With the program registered, you are now ready to move forward to launch your apprenticeship program.</p> <p>Need help? Contact:</p> <p>Matthew Thomsen matthew.thomsen@wdc.idaho.gov 208.488.7562</p> | <p>4. Register. Once you have built your apprenticeship, the next step is to register the program to become part of the ApprenticeshipUSA and ApprenticeshipIdaho networks.</p> <p>5. Launch. With the program registered, you are now ready to move forward to launch your apprenticeship program.</p> <p>Contact your nearest apprenticeship coordinator to learn more about ApprenticeshipIdaho and all the services available to businesses or job seekers in your area.</p> <p>Gina Robison, Boise (208) 332-3570 ext. 4168 gina.robison@labor.idaho.gov</p> <p>Jinny Boozer, Idaho Falls (208) 557-2500 ext. 4084 jinny.boozer@labor.idaho.gov</p> <p>Michelle Stout, Post Falls (208) 457-8789 ext. 3211 michelle.stout@labor.idaho.gov</p> |
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LEARNING AT WORK

| CATEGORY | ON-THE-JOB TRAINING | SCHOOL TO REGISTERED APPRENTICESHIP PROGRAMS (STRAP) | YOUTH APPRENTICESHIPS | APPRENTICESHIP |
|-------------------|--|---|---|---|
| Activities | Partner with the Idaho Department of Labor, Division of Vocational Rehabilitation and/or Department of Health & Welfare to hire Veterans, individuals with disabilities, and other individuals seeking work. | "Expand apprenticeship programs to School to Registered Apprenticeship to engage high school students." | Develop an apprenticeship program for in-school or out-of-school youth. | Develop registered apprenticeship programs for hard-to-fill positions. |
| Examples | | The mini-Cassia School District program would be the best example, but I am having troubles finding the article that was published in 2017. | https://www.theatlantic.com/business/archive/2018/09/apprenticeships-america/567640/ | https://www.labor.idaho.gov/dnn/Job-Seekers/On-the-Job-Training/Apprenticeships/About-Apprenticeships |

IDAHO WORKFORCE DEVELOPMENT COUNCIL

Caty Solace, Chief Communications & Operations Officer
 (208) 488-7564
caty.solace@wdc.idaho.gov

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leader.nextsteps.idaho.gov

