

MONTANA  
REGISTERED  
APPRENTICESHIP  
PROGRAM

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<https://apprenticeship.mt.gov>

# TODAY'S WORLD

THERE ARE NO QUALIFIED  
WORKERS!



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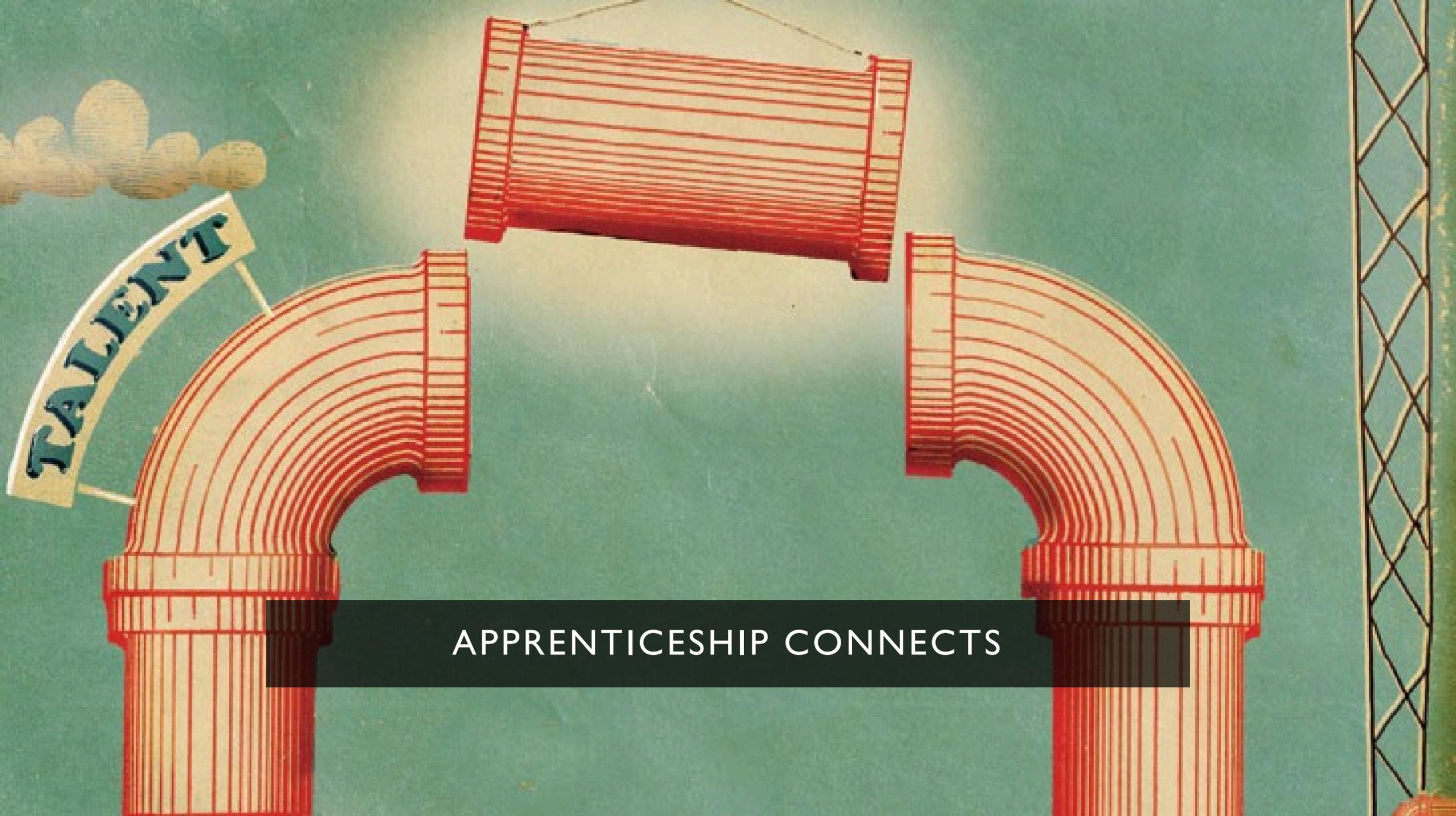
WE WANT A CAREER!



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**A PERFECT WORLD**



**TALENT**

**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

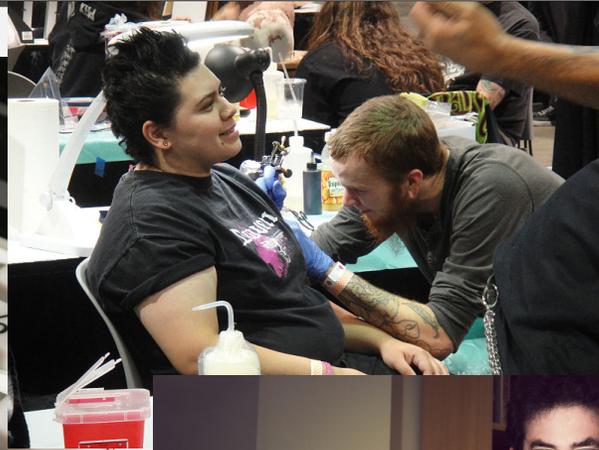
# OCCUPATIONS



# OCCUPATIONS



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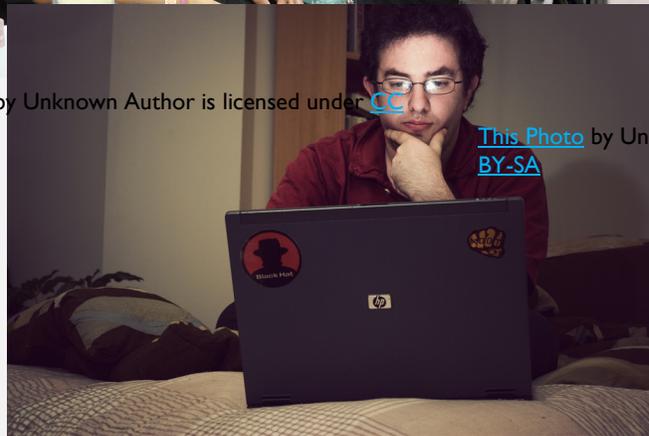
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## WHY IT WORKS

- 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

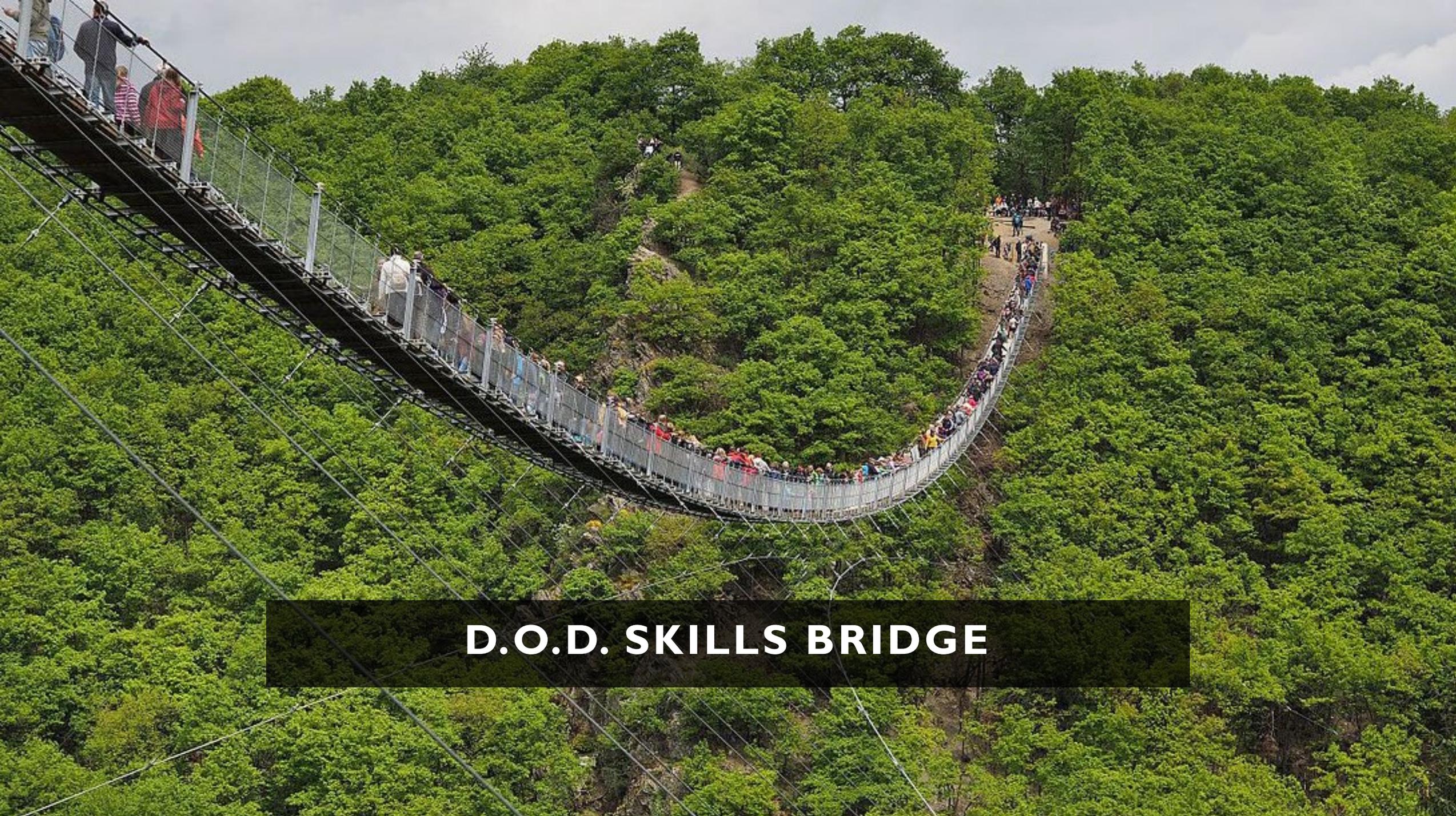
WIOA Federal Grant OJT

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**

# CONTACT

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## Mike Flaherty

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