



The Idaho Manufacturing Alliance has dedicated time and resources to develop the Forging Futures Apprenticeship Program so apprentices can, through a systematic program of related instruction and on-the-job learning, become qualified to be hired into their occupation of choice.

APPRENTICES FREQUENTLY ASKED QUESTIONS

<i>DO I HAVE TO TRAVEL TO THE IMA OFFICE FOR CLASSES?</i>	No. Apprentices have the option to take classes from an approved program of their (or their employer's) choice.
<i>HOW MUCH DOES THE PROGRAM COST?</i>	There is no cost to join the program as an apprentice. The employer is responsible for paying the apprentice's wages and for the Apprenticeship fees with the Idaho Manufacturing Alliance. Educational credits may have additional cost associated for the apprentice unless the employer assumes responsibility for those educational costs. Students will be able to use Financial Aid (Grants, Scholarships, Veteran Benefits, etc.) to pay for educational credits.
<i>DO I HAVE TO CHOOSE AN APPRENTICESHIP OCCUPATION OR CAN I PARTICIPATE IN MULTIPLE?</i>	Apprentices are not restricted from participating in multiple apprenticeships. However, due to the number of hours required by each occupation, we recommend participating in one apprenticeship occupation at a time.
<i>CAN APPRENTICES GET CREDIT FOR PREVIOUS EXPERIENCE AND TRAINING?</i>	Yes. Previous experience and training must be approved by the Apprenticeship Training Committee. This training may place an apprentice further along in their program.
<i>HOW DOES AN APPRENTICE RECEIVE EDUCATIONAL CREDIT NECESSARY IN ADDITION TO THEIR ON-THE-JOB TRAINING?</i>	Apprentices will be required to receive additional instruction on top of their job training. This credit can be obtained through local colleges/institutions, or can be obtained through an online program (ToolingU). We recommend working with an employer directly to determine the best option for receiving credit.
<i>WHAT HAPPENS AFTER THE APPRENTICESHIP IS COMPLETED?</i>	Upon completion of the program, the apprentice will receive a nationally recognized credential. The apprentice may have additional licensing requirements through the State of Idaho. Although it is not a requirement, we encourage apprentices continue working for their employer sponsor after they complete the program.
<i>WHAT IS THE ROLE OF THE EMPLOYER?</i>	The employer is required to provide appropriate training and supervision as well as maintain employment and on-the-job training records. Apprentices will be treated as employees of the company.
<i>HOW DOES AN APPRENTICESHIP BENEFIT WORKERS?</i>	From their first day of work, apprentices receive a paycheck that is guaranteed to increase as their training progresses. Apprentices also

	complete a combination of job-related instruction and hands-on training at the job site leading to a nationally recognized, portable credential. See the IMA Apprenticeship Value Proposition for more information on why an apprenticeship might be valuable for you.
HOW DO APPRENTICESHIPS BENEFIT THE WORKFORCE SYSTEM?	<p>Connecting Apprenticeship with your state and local workforce systems is a win-win partnership. The strategy helps businesses thrive by building a highly skilled, highly productive workforce, and it helps job seekers access and maintain stable careers with good wages. Additionally, apprenticeship is a successful job-driven training strategy that can be an effective tool under the Workforce Innovation and Opportunity Act.</p> <p>Apprenticeship contributes to positive outcomes in each of the workforce system's performance measures:</p> <ul style="list-style-type: none"> - Employment: Apprenticeship is a job. All apprentices enter employment when they begin an apprenticeship program. - Retention: Apprenticeship programs have high retention rates; 91% of apprentices retain employment after the program ends. - Earnings: The average starting wage for apprentices is \$15.00 an hour, with wage increases as apprentices advance in skills and knowledge. - Credential Attainment: All apprenticeship completers earn a national, industry recognized credential.
HOW DO I GET STARTED?	To apply as an apprentice, the individual must review the Standards of Apprenticeship and apply to the Forging Futures Apprenticeship Program. After we have received applications from apprentices, IMA will match apprentices with appropriate employers and vice versa.

For information on how to pursue an Apprenticeship reach out to IMA at apprenticeships@idmfg.org or 208-550-9296.

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