



# Apprenticeship Programs

## Addressing the Growing Talent Gap

American industry is the foundation of our country's economic competitiveness and prosperity. The challenge? Significant talent shortages and skill gaps are slowing companies' efforts to expand, innovate, and thrive. There is a proven solution to meet your talent challenges: Registered Apprenticeship. Apprenticeships can be integrated into your organization's current training and human resource development strategy or prove as a great starting point to your in-house training.



## Apprenticeship Program Benefits

### Recruit and develop a highly skilled workforce.

- 01|** Recruiting, training, and retaining talent is the most important thing employers do. The apprenticeship model allows our industry and its employers talent pipeline control and flexible training solutions aligned with both national industry standards, and your company-specific standards. You get the benefit of a well-skilled, well-rounded worker ready for a professional career in your company.

### Improve productivity, profitability, and your bottom line.

- 02|** With apprenticeships, you'll see the impact where it matters most... your bottom line: higher productivity, lower turnover, less recruitment costs, and increased workplace safety.

### Create flexible, customized training options, design a program that works for you.

- 03|** Apprenticeship can be customized to meet the needs of every business. You can choose a time-based program where workers complete a specific number of hours, a competency-based program where workers demonstrate skills through proficiency testing, or choose a hybrid program with the best of both models.

### Receive tax credits and employee tuition benefits.

- 04|** Many states offer tax credits related to apprenticeship programs. Employers may also be able to claim training expenses as a federal tax credit.

### Your workers also benefit.

- 05|** Apprentices receive a paycheck from day one that is guaranteed to increase as their training, knowledge, and skills progress – rewarding high-performing employees and moving them up the career ladder in your business. Workers who complete an apprenticeship program earn a credential

*For every \$1.00 businesses spent on apprenticeships, they see an ROI of about \$1.50*

*A survey of businesses with apprenticeship programs found that 97% would recommend apprenticeship to others.*

*Did you know that 91% of apprenticeship graduates stay with their companies?*



# Pursue Apprenticeship for Your Business

## How to Get Started

- 01|** Contact the IMA and let us know you are interested in apprenticeship.
- 02|** You will review the Occupational Standards for the apprenticeships you want to offer or work with IMA to develop a custom program.
- 03|** After reviewing the occupational standards, meet with the IMA team to establish expectations for the program.
- 04|** Sign agreements with IMA.
- 05|** Choose your apprentice! Enter into an Apprenticeship Agreement with IMA. Our recruiting efforts bring screened candidates for you to interview. If you have a current employee you wish to invest in, incumbent workers are eligible for the program, too.

## Program Details

### Current Available Apprenticeship Occupations

- |  |  |
|--|--|
| <b>01 </b> CNC Operator                    | <b>05 </b> Machine Operator                    |
| <b>02 </b> Engineering Technician          | <b>06 </b> Machinist                           |
| <b>03 </b> Fabricator-Welder               | <b>07 </b> Mechatronics Technician             |
| <b>04 </b> Industrial Maintenance Mechanic | <b>08 </b> Robotics Technician                 |
|  | <b>09 </b> Industrial Manufacturing Technician |

## Cost

Note: These costs do not include education option (your choice of ToolingU or local training options)

### Existing Programs

**Members |** \$950/apprentice per year

**Non-members |** \$1,500/apprentice per year

**Program Development Fee |** starting at \$1,250, contact us for details

### Price Includes the Following:

- |   |  |
|---|--|
| <b>01 </b> Turnkey registered apprenticeship standard                     | <b>05 </b> DOL registration & compliance support             |
| <b>02 </b> Screened candidates  | <b>06 </b> Mentor support                                    |
| <b>03 </b> Program promotion thru multiple channels and pipeline partners | <b>07 </b> Monitoring and Program Administration/Maintenance |
| <b>04 </b> Administrative support   |  |



**Idaho  
Manufacturing  
Alliance**

Forging Futures Idaho  
an Idaho Manufacturing Alliance Talent Pipeline Initiative  
5465 E. Terra Linda Way, Nampa, ID 83687  
Idmfg.org • Forgingfuturesidaho.org  
apprenticeship@idmfg.org



**FORGING  
FUTURES**