

WHY LAUNCH AN APPRENTICESHIP PROGRAM?

A critical shortage of skilled labor is a major limiting factor to the future success and growth of manufacturing. On top of that, the regional population is shrinking and the manufacturing workforce is aging.

Apprenticeships can help *YOU* attract a new and diverse talent pool.

Being a small business, there is only so much time to invest in certain projects. [The Apprenticeship Network] made the transition to the program quite a bit smoother."

-Jeremy Sewell, Quality Switch

How can an apprenticeship help your company?

Registered apprenticeships equip workers to **innovate and adapt**, meeting business needs for a **highly-skilled, 21st century workforce**.

An apprenticeship is a **work-based learning** program, designed to build talent pipelines by providing **employer-driven, flexible training solutions**. Businesses with apprenticeship programs experience:

- Reduced turnover
- Increased employee loyalty
- Increased productivity
- Improved bottom line

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Need assistance with launching an apprenticeship program?

The Greater Oh-Penn Manufacturing Apprenticeship Network – *The Apprenticeship Network* – can help! The Apprenticeship Network serves manufacturing companies in Astabula, Columbiana, Geauga, Mahoning, Portage, and Trumbull Counties In Ohio, and Clarion, Crawford, Erie, Forest, Lawrence, Mercer, Venango, and Warren Counties in Pennsylvania.

The Apprenticeship Network offers:

- A group sponsored registered apprenticeship program for **machining and industrial maintenance** that simplifies your participation in a registered apprenticeship program
- **Technical assistance** in developing individual registered apprenticeship programs
- Easy to apply for **grant funding** to reimburse costs associated with training apprentices

"It's never been easier to get a program ramped up and ready to go...It's ready for you now."

-Kyle Kiraly, Kiraly Tool & Die



Greater Oh-Penn Manufacturing Apprenticeship Network

OH: Ashtabula, Columbiana, Geauga, Mahoning, Portage and Trumbull Counties
PA: Clarion, Crawford, Erie, Forest, Lawrence, Mercer, Venango and Warren Counties

Get the Facts.

Don't let these 6 common myths keep you from building your talent pipeline.

- 1 MYTH.** "It's difficult to start an apprenticeship program."

FACT. The Greater Oh-Penn Manufacturing Apprenticeship Network can help you build a program, including assistance with registration and in developing on-the-job training and instruction.
- 2 MYTH.** "Starting an apprenticeship program is costly."

FACT. The Apprenticeship Network offers easy-to-apply-for reimbursements to help offset the cost of training, and additional workforce dollars can help to subsidize wages.
- 3 MYTH.** "Employees I train will leave for other opportunities, and I'll have wasted my investment."

FACT. Joining a group-sponsored program not only offsets the cost of investment, but also provides access to effective screening, coaching, and support services to promote retention. A recent study conducted by the Department of Labor found that 91% of employees who complete an apprenticeship are still employed after nine months.
- 4 MYTH.** "Apprenticeships are long, rigid programs."

FACT. The Apprenticeship Network offers two group sponsored apprenticeship programs that are competency-based. This approach allows apprentices to demonstrate proficiency through attaining credentials rather than through fulfilling strict requirements on hours completed.
- 5 MYTH.** "Small- or medium-sized businesses couldn't possibly take on apprenticeships."

FACT. Small employers can take advantage of the resources and assistance available through the Apprenticeship Network – such as development assistance, a group-sponsored apprenticeship in machining and industrial maintenance, and assistance in working with State apprenticeship agencies.
- 6 MYTH.** "It's difficult to figure out an apprentice selection process."

FACT. The Apprenticeship Network can assist in identifying best practices to select apprentices, and in connecting you to the right resources for pre-apprenticeship program completers.

Interested?

Contact Megan Wagner-Ingram, Employment & Engagement Specialist, today at mingram@tpma-inc.com.



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