



REGISTERED APPRENTICESHIPS

UNDERSTANDING YOUR NEW TALENT PIPELINE

A Registered Apprenticeship is a valuable investment designed to provide your organization with a long-term skilled talent pipeline. A sponsoring employer implementing this underutilized career pathway will aid in achieving your strategic business goals while providing apprentices with an opportunity to earn a transferable post-secondary credential.

Let the team at GCP help your company leverage the many tentacles of the workforce ecosystem and build a registered apprenticeship program that will strengthen your skilled workforce, increase retention, and provide critical advancement opportunities for a diverse talent pool.

Are you ready to take the leap in maximizing inclusive and equitable opportunities for all talent?

WHAT IS A REGISTERED APPRENTICESHIP?

A paid, work-based training program recognized by a State Apprenticeship Agency which grows a new hire into a skilled professional. The program combines On-the-Job Training (OJT) and Related Technical Instruction (RTI) to equip the apprentice with the necessary skills and experience.

MENTORSHIP

In Registered Apprenticeship, apprentices are paired with a Subject Matter Expert (SME) who advises and supervises the apprentice throughout the training program to provide essential technical and career advice. Mentorship within a Registered Apprenticeship also provides professional development opportunities for the mentor and highlights employer's investment in their success.

DIVERSITY, EQUITY AND INCLUSION

Registered Apprenticeships are a proven pipeline to recruit, train, and retain talent from underrepresented populations who are typically unable access to high-demand careers.

RETENTION

Registered Apprenticeships build long-term connections with employees by focusing the development culture on professional advancement.

At least 70% of individuals who begin an apprenticeship program advance to the completion of the program. Of those that complete the program, 90% remain employed with the same company five years later. Most become OJT mentors for future apprenticeship cohorts.

IT'S NOT JUST FOR TRADES!

Innovative companies are using Apprenticeships to outgrow their competitors' workforce in:

- Healthcare
- Information Technology
- Financial Services
- Manufacturing
- Hospitality Services
- Energy
- Transportation
- Construction



BENEFITS (FOR EMPLOYERS)

- Train your talent pipeline with the skills specific to organizational needs.
- Decrease Turnover and Increase Employee Retention.
- Professional Development for current employees who serve as Apprenticeship OJT Mentors.
- Technical skills are contextualized for your company's operations, value proposition and company needs
- Maximize ROI by training apprentices to become skilled professionals.
- Build RTI and OJT schedules which best meets the needs of the organization.
- Apprenticeship intermediaries and service providers who ease program administrative functions.
- Access to diverse talent who are typically underrepresented among in-demand careers

BENEFITS (FOR WORKERS)

- Earn a great wage with regular increases while developing skills and experience towards a high-demand career path.
- Access industries and occupations which have traditionally required post-secondary degrees.
- Job coaching and career planning assistance from service providers who specialize in providing wraparound assistance.
- Pair with mentors to learn skills and receive real-time feedback from experienced, skilled professionals in a live work environment.
- Receive a transferable credential equivalent to a post-secondary degree upon completion.
- Participate in pre-apprenticeship trainings designed to improve skill prior to entering the actual apprenticeship program.
- Earn post-secondary credits towards future degree pathways.

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