

# Create Apprenticeship Programs

## APPRENTICESHIPS:

### INVEST IN YOUR PIPELINE

An apprenticeship is a proven training model that combines paid, hands-on work experience with related classroom instruction to prepare individuals for high-skill careers. It enables employers to build a pipeline of talent while offering workers a clear pathway to advancement and long-term economic opportunity. For maximized impact, organizations should consider partnering to co-create apprenticeships, unlocking shared knowledge, skills, competencies, and recognized credentials.

## HOW YOU BENEFIT:

### WHY SHOULD YOU CARE ABOUT APPRENTICESHIPS?

- ⚡ **Drive long-term workforce sustainability:** Cultivate in-house talent aligned with your company's mission and future needs
- ⚡ **Enhance operational resilience:** Apprenticeships reduce dependency on external hiring and mitigate skills shortages
- ⚡ **Boost ROI on talent development:** Invest early for reduced turnover, faster onboarding, and increased productivity
- ⚡ **Build your brand:** Apprenticeships show you're forward-thinking and committed to workforce equity and economic mobility
- ⚡ **Leverage public-private partnerships:** Get access to potential funding, tax incentives, and support through registered apprenticeship programs
- ⚡ **Align with ESG and CSR goals:** Apprenticeships create inclusive pathways into high-skill careers for underrepresented populations

## LOOK INTO PARTNERSHIPS AND FUNDING SOURCES

*Read through some helpful guides to kick start your next apprenticeship*

### NCCER

[NCCER and Apprenticeships](#)

### Apprenticeship USA

[Create a Program | Apprenticeship.gov](#)

### State of California Department of Industrial Relations

[Start an Apprenticeship Program | CADIR](#)





# TYPES OF APPRENTICESHIPS

*Apprenticeships can vary in target demographic and duration. We recommend exploring the following examples when establishing your program.*

*Apprenticeships tend to focus on adult audiences (for younger audiences, please see our guide for [Pre-Apprenticeships](#))*

## STANDARD or UNION APPRENTICESHIP

A proven way to build your talent pipeline from the ground up. Bring in new workers with no prior experience and train them to your standards through a mix of paid, hands-on work and classroom learning. Help reduce turnover and secure a loyal, skilled workforce.

### Why Standard/Union Apprenticeships?

- [ApprenticeshipUSA: Explore Apprenticeship](#) | [Apprenticeship.gov](#)

### Examples

- Plumbing and Pipefitting: [Apprentice – United Association](#)
- Electrical: [Apprentices | NECA/IBEW Electrical JATC](#)

## VETERAN APPRENTICESHIP

Tap into a pool of disciplined, mission-driven talent ready to transition into civilian careers. Veterans often qualify for benefits like the GI Bill, which can offset training costs and living expenses, making it easier for you to recruit and retain top-notch employees.

### Why Veteran Apprenticeships?

- [ApprenticeshipUSA: Hire Veterans](#) | [Apprenticeship.gov](#)

### Examples

- Helmets to Hardhats: [Post Jobs | Jobs For Military Veterans](#)
- Veterans in Piping: [Union Job Training for Transitioning Military Members](#)

*\*These examples are non-exhaustive and not representative of all organizations*