

## Benefits of Training Apprentices

Your company needs to be ready to compete in the 21st century. By training apprentices you will gain employees who will make a contribution to your bottom line. Apprenticeship training is a key investment in your company's future. Following are some of the key benefits of training apprentices:

- **Apprenticeship equals trained employees:** By combining on-the-job training with classroom instruction, apprenticeship provides an employer with fully trained employees. It creates better skilled workers for your company by providing skill training and job-related theory to meet your company's needs. Participating in an apprenticeship program ensures that you will have employees that are trained to industry standards, as well as to your company's.
- **Apprenticeship means less turnover:** Invest in your employees and they will invest in you. When you commit to training your workforce, you will see employee motivation and interest increase, improvements in overall work ethics, and increased employee loyalty. Training young people in your business creates skilled and experienced employees, many of whom will stay with you, becoming your supervisors and managers of the future.
- **Apprenticeship saves you money:** Although you pay for apprenticeship training, the actual cost to you is minimal. The program includes both classroom and on-the-job training, so apprentices will be producing for you while they learn. The result is employees ready to contribute to your bottom line. Also, if your business is in a field requiring licensing, when your employees finish the program, they are prepared for the exam.
- **Improve productivity:** The completion of an apprenticeship program results in highly-trained professionals who noticeably contribute to your bottom line and ensures a higher level of quality production and productivity. Their knowledge, skills and hands-on experience enable them to develop a thorough understanding of your business needs and how best to meet them.
- **Apprenticeship helps you provide career opportunities:** The apprenticeship program is a way to train qualified individuals by providing career opportunities and trained people in your industry. This means you will have trained employees when you need them. Apprenticeship will provide a pipeline of skilled employees for your industry's future growth needs.
- **Apprenticeship helps you plan for the future:** North Carolina will be experiencing a significant labor shortage as the number of people turning age

65, fueled by the aging of the baby boomer generation, surpasses the number of people turning age 18 due to low birth rates. Consequently, the number of workers entering the labor force will not be sufficient to replace those ending their working careers.

Implementing an apprenticeship program in your business will assist you to be better able to plan and meet your future workforce needs, ensuring that you have a pool of experienced employees of different ages within your company.

- **Recruit veterans for your organization:** Veteran's returning from duty already have many skills that you may require in your organization. These men and women bring maturity, experience and prior training to the job. Eligible veterans are able to use their GI Bill benefits while participating in a registered apprenticeship program. The NCDOL Apprenticeship and Training Bureau is the state-approving agency for the U.S. Department of Veterans Affairs and provides a communication link for veterans seeking employment and companies seeking workers. Click on the following link for additional information: [http://www.nclabor.com/appren/veterans/veteran\\_info.htm](http://www.nclabor.com/appren/veterans/veteran_info.htm).