



A Message From the N.C. Apprenticeship Advisory Council

If you own or manage a business, you make investment decisions every day. Some of the major decisions include investing in space (office space, warehouse, shop space, production space, work space or retail space), investing in materials, raw materials, products or supplies, and investing in your equipment. These are all tangible investments. They can all be touched, felt and seen.

There is another kind of investment that companies make. It is called the “human investment.” Successful companies realize that their employees are one of their most valuable assets. Your workforce has to be a positive reflection of your company. Organizations that train tend to thrive, even in the face of strong competition. If your business and North Carolina’s economy are going to grow, it is important to develop a skilled workforce.

North Carolina’s apprenticeship program is a resource you can utilize to ensure that your company operates at peak efficiency. Apprenticeship is a time-honored training system that involves a combination of classroom and on-the-job training under the direction of a skilled worker. Training apprentices is the best way to guarantee that your employees are trained in industry-accepted practices as well as in specific techniques and methods employed by your company.

To assist you in making a decision to invest in your workforce, here are three reasons that companies train apprentices:

Productivity: What if everyone in your company was either in apprenticeship training or had completed an apprenticeship? It is a simple fact that a person who is properly trained is far more productive than someone who has not been trained.

Classroom Instruction + On-the-Job Training = Increased Productivity

Retention: Numerous studies have shown that employees who are properly trained tend to work for the same employer longer. In addition, they use fewer sick days. One of the reasons is the difference between working in a job and having a career. In general, those who are in careers tend to stay with their employers.

Quality: The apprenticeship training process instills a sense of pride. The training environment in both the classroom and in the field dictates that it is simply not acceptable to “slap things together.” This learned attitude increases the overall standard of quality.

Apprenticeship Advantage

Companies that offer apprenticeship training opportunities often attract higher quality job applicants. The person who wants to serve an apprenticeship is one who is willing to make a commitment to his or her career and to your company.

It all comes down to a willingness to invest in your most valuable resource—your employees. Training apprentices is one of the best ways to accomplish this investment. If you empower your employees through training, you will see direct benefits. Take the first step and find out more about how you can make the apprenticeship training process work for you.