



Networks Northwest (Northwest Michigan Works!):  
Evelyn and her team at NW MI Works have experience and connections to help you establish an apprenticeship program that addresses your workforce goals.

Northwestern Michigan College (NMC):  
NMC is a registered educator of apprenticeship training, and they have staff dedicated to experiential learning programs that meet your classroom training needs.

Build Your Life:  
The Build Your Life initiative is centered around creating opportunities for the future of the construction industry in Northwest Michigan. We can help connect you with potential employees, additional resources for training and development, and promotion by telling the story of your apprenticeship successes!

## Apprenticeship Support Locally:

### **What is a Registered Apprenticeship Program (RAP)?**

An apprenticeship is workforce development in the form of training and mentorship during full-time employment.

A Registered Apprenticeship Program (RAP) is made up of 5 distinct pieces:

1. Paid income
2. On-the-job training
3. Classroom learning
4. Mentorship
5. Post-apprenticeship credentials

While investing in future talent is always important, registering your apprenticeship program with the Department of Labor is extremely important for the future of your apprentice. Completing a RAP and receiving credentials are instrumental in improving an apprentice's ability to find full-time employment, to grow their wages, and to transfer skills to new roles.

### **Who will your apprentice be?**

It goes without saying, your apprentice will be the person of your choosing. But here in Northwest Michigan, the pool of industry talent is growing rapidly. Both Northwestern Michigan College and the TBAISD Career-Tech Center have full classrooms with students that are a few short months from being ready for full-time employment.

Placing these students into a RAP gives you the opportunity as their employer to help them hone their skills in a way that you can tailor to your needs.

Keep in mind, approx. 95% of apprentices stay with their employer for at least 1-year after the program ends. You aren't just investing in the apprentice, you are investing in your future team.

### **What support is available to you?**

In Northwest Michigan, there is an extensive network of resources and support services for creating and maintaining apprenticeship programs.

### **Why we need your commitment soon!**

While the local resources are always available to help you develop a Registered Apprenticeship Program, now is a great time to get connected with them.

A regional consortium of apprenticeship creators, experts, educators, and employers is forming. This consortium is making a pledge to support State Apprenticeship Expansion efforts in 5 ways:

1. Expand Youth RAPs
2. Expand Veteran RAPs
3. Expand RAP access for underrepresented communities
4. Strategically scale the RAP Model into New Industry Sectors and Occupations
5. Expand RAP Intermediary Services

This consortium needs your involvement to help guide the development of pre-apprenticeship programs by identifying career skills that all talent should have before being hired on. This consortium is also requesting grant funding from the State, which will be available to involved organizations to cover apprentice training costs.

### **How can you qualify for these grant funds?**

1. **Join the consortium before February 1, 2021.**
2. **Develop a Registered Apprenticeship Program.**
3. **Hire apprentice(s) between April 1, 2021 and March 31, 2023.**

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