

## APPRENTICESHIP PROGRAM FAQs

### WHAT IS APPRENTICESHIP MINNESOTA?

Apprenticeship Minnesota helps employers develop and register apprenticeship programs and promote workforce diversity through outreach and education. Minnesota's apprenticeship program allows employers to design their own apprenticeship program that provides apprentices with specific skills, training and job-related instruction tailored to the company's needs.

### WHAT IS AN APPRENTICESHIP?

Apprenticeship is a successful and innovative employee training model that can be designed to meet employers' needs to recruit, train and retain 21st century talent. From day one, an apprentice earns, learns and works for their employers as they receive structured on-the-job training and related classroom instruction. Apprenticeships help businesses develop highly-skilled and motivated employees, reduce turnover rates, increase worker productivity and lower the cost of recruitment.

### WHAT RESOURCES ARE AVAILABLE TO DEVELOP AN APPRENTICESHIP PROGRAM?

Our Apprenticeship Minnesota team provides free services to assist employers with the development, registration and launch of their apprenticeship strategy and program. Apprenticeship Minnesota does not pay for apprentice wages, but our team will provide ongoing support to ensure your apprenticeship program is a success.

### WHAT ARE THE COSTS TO SET UP AN APPRENTICESHIP PROGRAM?

Cost considerations include apprentice supervision, administrative support and related classroom instruction. However, if you leverage your existing leadership and human resource roles and functions, it will help reduce costs. There is no requirement that employers pay the cost of related instruction, however, if an employer covers the cost of classroom training to accompany the on-the-job work, it is a great way to attract potential talent. Apprenticeship is a solid investment in an employer's long-term workforce recruitment and retention strategy because its systematic approach to training ensures employees are trained and certified to produce at the highest skill levels required for the occupation.

### WHAT ARE THE EMPLOYER BENEFITS OF APPRENTICESHIP?

- Build a motivated, highly skilled workforce
- Customize your apprenticeship program to fit your company needs
- Increase employee productivity and enhance efficiency
- Improve employee recruitment and retention

### HOW DO I START AN APPRENTICESHIP PROGRAM?

An Apprenticeship Minnesota representative will meet with you to discuss your options.

**Email:** [dli.apprenticeship@state.mn.us](mailto:dli.apprenticeship@state.mn.us)

**Call:** 651-284-5090 or 1-800-342-5354

**Visit:** [apprenticeship.mn.gov](http://apprenticeship.mn.gov)