



National Occupational Framework: Human Resources Generalist

Human resources (HR) generalists perform numerous roles related to employee and organizational management. They recruit, hire, and onboard new employees; provide employee training; maintain knowledge of relevant guidelines and laws; develop and communicate personnel policies; administer employee compensation and benefits; and address employee relations issues.

Human Resources Generalist
National Occupational Framework
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Apprenticeship: A Solution for Recruiting and Training Human Resources Generalists

Apprenticeship programs combine learning on the job and in the classroom to train workers in the exact skills needed by employers. HR generalists perform many functions and work in various types of organizations, and apprenticeships provide the diverse training needed to learn this occupation. Demand for HR generalists is increasing as organizations need trained staff to explain complex employment laws and benefit options to employees.



Apprenticeship Benefits:

90%
employment retention for apprentices

86%
of employers with programs recommend apprenticeship

\$1.44
return on investment for every dollar spent

WHAT'S INCLUDED IN A [NATIONAL OCCUPATIONAL FRAMEWORK](#)?

- background information to help you learn more about the occupation
- comprehensive list of the competencies apprentices need to do the job
- building blocks of information for employers developing a registered apprenticeship program

Questions? Visit the National Apprenticeship Resource Hub at apprenticeships.urban.org or contact the Urban Institute at apprenticeship@urban.org.



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