

How Can Tech Apprenticeship Benefit Your Business?

Resources for Small- and Medium-Sized Businesses in North Carolina



Apprentices have a **positive return on investment**: for every \$1 invested in training, apprenticeships return \$1.44 to employers.

Apprentices are highly motivated and are often able to **provide immediate benefits to employers**, even while building skills.

Apprentices have a higher retention rate than comparable employees. **94 percent of apprentices retain employment** after completion.

Small- and medium-sized businesses can access **funding to offset training and mentorship costs** after registering their program with North Carolina.

Registered apprenticeship is a proven strategy for businesses to hire new talent, particularly in specialized positions like tech jobs. The Urban Institute is working with **small- and medium-sized businesses (SMBs)** with 500 or fewer employees to help them grow their own talent through tech apprenticeship programs in collaboration with Apprenticeship North Carolina (<https://www.apprenticeshipnc.com/>).

To learn more about how the Urban Institute can help your business or organization explore and develop a registered apprenticeship program, please contact us at apprenticeship@urban.org or visit our website at urban.org/smb.

HOW THE URBAN INSTITUTE CAN SUPPORT YOUR TECH APPRENTICESHIP PROGRAM IN NORTH CAROLINA

- **Design a new tech apprenticeship program** or organize an existing training program into a registered apprenticeship. Urban will provide free support to help register your program with Apprenticeship North Carolina.
- **Provide funding offsets** through incentives of up to \$4,000 per new apprentice in new programs, and up to \$1,000 per new apprentice in existing registered apprenticeship programs.
- **Advise on program elements** like training, recruitment, and connections to industry certificates and credentials. Many resources are free to SMBs that participate in registered apprenticeship.

- **Connect you with national, state, and local funding resources** to support your program.
- **Facilitate recruitment of talented people** and make connections to programs that prepare workers for tech apprenticeships, such as community colleges.

WHY TECH APPRENTICESHIP MAKES SENSE

- **Employers need programs that align with their business' goals and needs.** Urban works with businesses to design robust tech apprenticeship programs that meet industry requirements and are customized. Each business is unique, and we help shape training programs to their needs. Tech apprenticeships vary in length, with most being one-to-two years depending on the tech role or nature of the program.
- **Apprenticeship programs help businesses recruit and retain a more diverse workforce.** To disrupt typical hiring streams, employers need creative approaches such as registered apprenticeship to create more pathways into careers for diverse talent.
- **Funding opportunities can help level the playing field for SMBs.** Direct funding incentives for training are crucial for upfront costs to many employers. Connecting employers to funding can help remove the initial financial hurdles.
- **Apprenticeship registration might seem complex, but it doesn't have to be.** The registration process for many employers can appear complicated, dense, and may not initially seem worth the effort. But research shows that 90 percent of employers with programs would recommend them. Experts at Urban help guide employers through the registration process—unlocking access to North Carolina's resources, funding, and a community of organizations with apprenticeship programs.

REFERENCES AND ADDITIONAL READING

What Works in Tech Apprenticeship

Diana Elliott, John Marotta, Fernando Hernandez-Lepe, and Jacqueline Rayfield urban.is/3ONaoLI

Do Employers Earn Positive Returns to Investments in Apprenticeship?

Siobhan Mills De La Rosa, Daniel Kuehn, Robert I. Lerman, and Kevin Hollenbeck urban.is/44YF6Xh

Beyond Productivity: How Employers Gain More from Apprenticeship

Daniel Kuehn, John Marotta, Myca San Miguel, Robert I. Lerman urban.is/450NvcQ

WHAT EMPLOYERS ARE SAYING ABOUT TECH APPRENTICESHIPS

Flexibility and customization are key, especially in the field of information technology. Being able to customize the training curriculums to meet the IT skillsets needed makes the difference in apprenticeship training versus a boot camp-type training. **The apprentice graduates are ready to begin working to fill the positions needed once the apprenticeship training program is completed.**

—Connie Robbins, director of apprenticeship and federal programs, Xpanxion

I am incredibly grateful to the Urban Institute for their invaluable support in navigating the registration of our apprenticeship program with the Department of Labor. **Their expert advice, guidance in crafting our answers, and dedication made an otherwise complicated process remarkably smooth.**

Thanks to their assistance, we successfully established the program and have already onboarded multiple cohorts.
—Tal Frankfurt, founder and CEO, Cloud for Good

We have seen firsthand how registered apprenticeships can build [diversity, equity, and inclusion] in the tech industry, especially for underrepresented parties.

Organizations that deliver these programs require the utmost support to continue impacting our workforce.

—Courtney Jackson, CEO, Paragon Cyber Solutions

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