Apprenticeship programs benefit both employer and employee, but they require hands-on engagement by both parties. For programs in myriad industries such as manufacturing, health care, engineering, and construction, here is a typical path taken to apprenticeship by employers and their employees.

**Identify company with the desired program.**

**Find sponsor company with the desired program.**

**Employee must pass the entrance exam and provide a copy of high school or general equivalency degree diploma.**

**Employer provides on-the-job training covering relevant skills.**

**Every six months to 1,000 hours, employee checks in with program manager to ensure apprentice is on track.**

**Wage progression aligns with performance reviews. Increase in hourly salary can range from $1.50-$2.00.**

**Program includes classroom and theoretical training.**

**U.S. employers can get as much as 50 percent of the costs for apprenticeship training reimbursed through government funding.**

**Apprentice passes final tests.**

**Apprentice successfully completes program. If the sponsoring company registered program with the DOL, apprentice earns nationally recognized certification.**

**More than 150,000 U.S. businesses have integrated the apprenticeship model into their talent development strategy.**

**Apprentice earns a starting salary of $12.50 per hour can earn as much as $25 per hour upon completion of a three-year program.**

**Source: Technology & Manufacturing Association; U.S. Department of Labor; RSM research.**