

The ROI of YOUTH APPRENTICESHIP



How can apprenticeship benefit YOUR business?

FINANCIAL ROI



Productive Apprentices

Apprenticeship isn't simply an extended internship. Apprentices are trained with the idea that they will step into full time roles, taking on meaningful work from the start. Many employers report a positive return on their training investment after just a few months.



Increased Capacity

Because apprentices are performing entry-level tasks with high proficiency, existing full-time staff is free to focus on higher-value work.



Reduced Recruitment Costs

Employers spend tremendous resources to identify and attract talent from universities or staffing agencies. CareerWise works with schools in your community to encourage the best students to apply for apprenticeship positions, alleviating the burden and cost of recruitment.

DIVERSITY, EQUITY & INCLUSION



55+

Solving for Aging Workforce

By 2024, one in four U.S. workers will be 55 or older.¹ Some industries, like insurance, are already there. Bringing a pipeline of Gen Z apprentices into your industry creates an influx of young talent and builds a culture of mentorship that will see your workforce through the Boomer's retirements.



19%

Diverse Candidates

You want your workforce to reflect your community. There is no better way to act on that than to recruit apprentices from your local schools, which ARE your community. **Companies with higher-than average diversity had 19% higher innovation revenues.**²



34%

Breaking Gender Stereotypes

Want to see more women in tech? Start with apprenticeship. Many industries like IT and engineering are struggling with gender balance in their workforce. Youth apprenticeship provides the opportunity to create meaningful career paths for everyone. **Higher representation of women in C-suite level positions results in 34% greater returns to shareholders.**³

COMMUNITY STEWARDSHIP



Education Collaboration

Often when businesses engage with schools and students, it's philanthropy—the business doesn't benefit as much as the schools and students. Apprenticeship provides a meaningful connection to schools that builds tangible benefit in students' lives, and creates a feedback loop with the education system to inform it about the essential real-world skills that need to be taught.

Retaining Talent

Small communities have a hard time providing meaningful employment opportunities to young people. As a result, they leave and often won't return. Through apprenticeship, these communities are providing paths to success in their own backyard, keeping the talent at home and the community intact.



ATTRACTING & RETAINING GEN Z TALENT



Develop Gen Z Loyalty

Employee attrition costs **\$1 trillion per year**. Without your involvement, it will get worse: **43% of Millennials plan to quit their current job within two years and only 28% plan to stay for more than five.**⁴ Apprenticeship can stem the tide by providing clear career trajectories with the training companies.



Channeling Innovation

Gen Z are digital natives, and aren't shy about sharing their knowledge. **77% are willing to mentor co-workers who may be less experienced with technology.**⁵

That's good, because thanks to the explosion of tech advances and the data science skills needed to process the information coming at us, we need it!

Contact CareerWise to learn more about how employers are benefiting from modern youth apprenticeship.

www.CareerWiseColorado.org/business



CareerWise Colorado