



**Is your business having trouble recruiting new hires and skilled workers?**

**Do you find that many new hires lack the skills they need to do the job?**

**Does the job training available in your area meet your business needs?**

**We can help.**

The Institute for Workplace Skills and Innovation (IWSI) Group is an international consulting firm with decades of experience working with employers to launch apprenticeship and other employer-provided training programs.

Thanks to a generous grant from the US Department of Labor, IWSI is available to provide a range of services **free of cost** to employers seeking to launch youth apprenticeship programs.

- The IWSI team can help your firm identify its most pressing skills needs and tailor a company-specific workforce solution.
- Team members can help your firm find a nearby school to partner with in launching an earn-and-learn program.
- Team members can help you structure the on-the-job learning component of a company-specific training initiative – appropriate tasks, mentorship and more.
- IWSI will take care of the paperwork to register your youth apprenticeship program.
- The team can help your firm develop a strategy for overcoming legal and regulatory hurdles.

IWSI America, the Urban Institute and Opportunity America can also offer modest funding to help employers offset the start-up costs of registering a youth apprenticeship program.

### **WHAT IS YOUTH APPRENTICESHIP?**

Learners combine classroom learning with hands-on on-the-job experience – usually a few days a week at school and a few days a week on the job. Ages range from 17 to 23 years old.

Apprentices come to your firm with basic knowledge of your industry and well-honed workplace skills – ready to fit into your team and be productive as they train.

The company provides instruction, mentorship and an apprentice wage for hours spent on the job.

Research shows that most companies are able to recoup their investment in youth apprenticeship during the training period.

Registering your youth apprenticeship program confers significant government benefits, including relaxed legal standards for employers hiring younger workers.