



# **AMPLIFY, DIVERSIFY, & MODERNIZE YOUR TALENT PIPELINE**

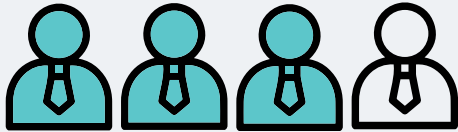
Find a path to invest in the next generation of talent, respond proactively to the impending retirement cliff, and take an active role in training your future workforce.



# What is Modern Apprenticeship?

Modern Apprenticeship is a three-year, work-based learning experience with local employers, where students emerge with a high school diploma, college credits, relevant credentials, and paid professional experience.

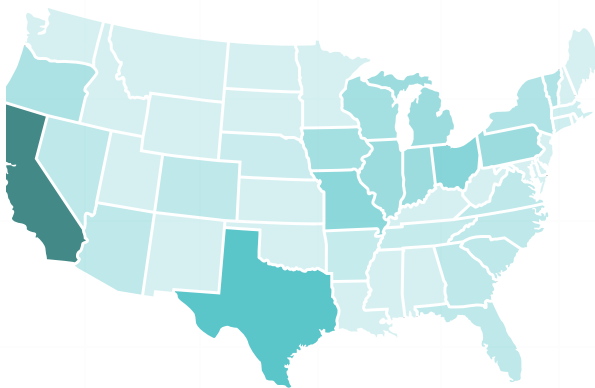
## Why it Matters



**75%** of Indiana employers **cannot find enough qualified candidates** to fill open positions<sup>1</sup>



As demand grows, companies of all sizes across a range of industries are utilizing an updated version of a centuries-old method – **modern youth apprenticeship**.



**>70,000**   **>25,000**   **>15,000**   **<5,000**

*Number of apprentices per state*

## Apprenticeship Across Continental U.S.

Inspired by a European training model, modern apprenticeship programs are proving to be effective in helping employers establish a reliable and diverse talent pipeline.

**103%**

Growth in active apprentices in the U.S. since 2013<sup>2</sup>

## Modern Apprenticeship Program

The MAP Program is seeing great success in Marion County and Indianapolis. The Modern Apprenticeship Program (MAP) launched in Fall 2020—providing employers with an **innovative approach to a time-tested model for building their talent pipeline**.

MAP was developed and modeled after other successful programs, including CareerWise Colorado, which has placed more than 1,400 apprentices since 2016.

# Reimagine Your Workforce

MAP provides a path for filling immediate staffing needs by recruiting and preparing the talent needed to succeed in the 21st Century economy—helping companies ultimately achieve their workforce goals.



## Develop a Diverse Workforce

Through MAP, employers gain a structure to become part of the workforce solutions that remove barriers and provide students with equitable access to career-ready training across in-demand industries.

# 78

**STUDENTS  
PLACED**

## Create Opportunity

To date, MAP has placed 78 students in apprenticeship positions, of which more than 90% are students of color, 60% are women, and a third are from low-income backgrounds.



## Receive Support

Employers, supervisors, mentors and students receive support as they progress successfully through the program.

## Available Industries

- Advanced Manufacturing
- Business Operations
- Construction Trades
- Education
- Financial Services
- Information Technology
- Healthcare



“As a pilot partner in the Modern Apprenticeship program, Katz, Sapper & Miller is excited to explore a new avenue for identifying and nurturing young talent, while providing meaningful work-based opportunities for high school students who otherwise might not be exposed to a career in public accounting. It’s a win all around – for participating students, for their schools, and for us as an employer.”

### Jim Nestor

*Chief Human Resources Officer, Katz, Sapper & Miller*

“Ascension St. Vincent is thrilled to be partnering with Ascend Indiana and EmployIndy to improve the attraction of a diverse healthcare workforce through several innovative work-based training and education programs for high school students, including MAP. We share the mutual goal of **promoting an inclusive culture of engaged associates** within the workplace.”

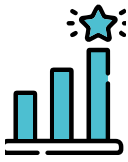
### Cindy Adams

*Chief Nursing Officer, Ascension St. Vincent*



# A Competitive Edge

Expand your recruitment possibilities, diversify your workforce,  
and start filling the skills gap today—and for the future.



## Experience a Positive Return on Investment

Gain an immediate return on investment as apprentices engage in productive activity while training

**91%**

Of apprentices retained employment with their company after program completion<sup>3</sup>

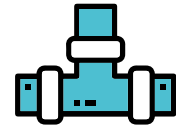


## Reduce Labor Expenses

Paying apprentice wages is a smart, cost-saving solution that also reduces training expenses

**\$13**  
PER HOUR

Average apprenticeship wage in Indiana<sup>4</sup>



## Establish a Reliable Talent Pipeline

Establish a path to find and develop skilled talent, ultimately improving retention and reducing turnover

**\$1.47**

Earned for every dollar invested in apprenticeship<sup>5</sup>

## Our Employer Partners





# IT'S TIME TO **REIMAGINE** YOUR **WORKFORCE.**



GET STARTED BY VISITING

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