

What is ApprenticeshipNH?



An “earn and learn” training model
that combines on-the-job training and classroom education to increase an apprentice’s skills

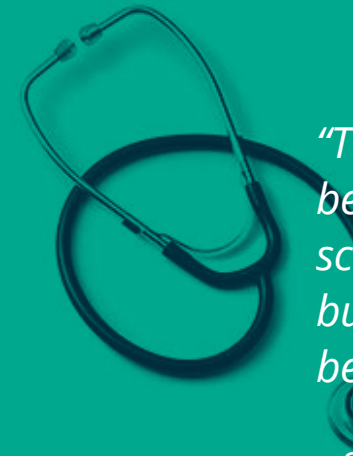
A proven solution for businesses facing workforce shortages and a desire to build a pipeline to hire and retain workers

An opportunity for jobseekers to earn immediate employment, steadily increasing wages, and develop new skills in a high-demand field

ApprenticeshipNH.com

603.230.3527

ApprenticeshipUSANH@ccsnh.edu



“Take this apprenticeship opportunity because it’s a great one. I was very scared to reach out in the beginning, but I’m glad that I did. It’s one of the best decisions I’ve ever made.”

*– Shannon, healthcare apprentice
Senior Helpers of the Greater Seacoast*

YOUR GUIDE TO

ApprenticeshipNH



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For Everyone

Since 2016, ApprenticeshipNH has helped businesses develop over 42 Registered Apprenticeship programs and helped over 200 NH residents find opportunities.

› Funding source

The Community College System of NH (CCSNH), through funding from the U.S. Department of Labor Employment and Training Administration and the American Association of Community Colleges, is leading efforts to enhance Registered Apprenticeship opportunities within the advanced manufacturing, automotive technology, biomedical technology, business and finance, construction/infrastructure, healthcare, hospitality and information technology sectors. These grants support the development of new Pre-Apprenticeship and Registered Apprenticeship opportunities, provides funding for related instruction at NH's community colleges, and supports outreach to employers who wish to expand work-based learning at their sites.

› Recruitment assistance

We work to match employers with a pipeline of apprentices, which could include high school youth and/or adult learners. We maintain relationships with many high schools and partner organizations that regularly refer individuals to opportunities with our program.

› Funding is available

Programs are developed around a job/occupation, and there are thousands of occupations on file that can be developed into an apprenticeship program.

There is state and federal funding available to employers to offset apprenticeship training costs.

There may be funding available for apprentices to help pay for education and other costs associated with apprenticeship.



"I am very proud to stand here today and say that I have learned new things every day and have worked alongside healthcare professionals that are hard-working and compassionate. With lots of help, I succeeded in finding a career for myself."

- Amy Quimpo, medical assistant apprentice, CMC's New England Heart Institute

EIGHT SECTORS IN NH'S WORKFORCE



Advanced Manufacturing



Automotive Technology



Biomedical Technology



Business and Finance



Construction & Infrastructure



Healthcare



Hospitality



IT

WHO TO CONTACT

› ApprenticeshipNH.com
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› References available!



For Employers

› Certified and registered

Registered Apprenticeship programs here in NH are registered and approved with the US DOL Office of Apprenticeship, a federal agency based in Concord.

› Customized to companies

Programs are driven by the employer and can be customized to meet your training needs.

› Detailed timeline

Expect that it will take 3-6 months to develop a new program, but ultimately the process moves at your pace.

› 90% worker retention

Apprenticeship retention rates are higher than regular employees; on average 90% of apprentices stay employed after completing the program.

› Build a Talent Pool

Develop career pathways and connect with high school youth to build a pipeline of qualified candidates as they enter the workforce.



"We have upskilled our workforce and given mentoring opportunities to our legacy employees through Registered Apprenticeship. The ApprenticeshipNH team will streamline the process for you and customizes the apprenticeship training to your organization as needed. You owe it to your company to check it out!"

- Hope Kelly, SPHR, SHRM-SCP
Director of Human Resources,
Granite State Manufacturing

"As a business, how can ApprenticeshipNH help me?"

In addition to walking you through each step of building an apprenticeship program, ApprenticeshipNH has a fully-staffed office that will help you with recruitment and outreach to apprentices, marketing and promotion of your program, as well as connecting you with resources in NH that help to fund apprentice training and education.

"Can I use apprenticeship to train my existing employees?"

Yes! We can develop apprenticeship programs for both new and existing employees.



"We really see Registered Apprenticeship as an opportunity to stay competitive and train the staff that our company needs. With new technologies and advancements, our employees always require some level of training before we can hire them into a more skilled position. Apprenticeship is a win-win for both parties."

- Karen MacLeod, human resources manager, Freudenberg

For Job Seekers

› Ages 16+

Anyone aged 16 years or older can become an apprentice depending on employer requirements – there is no upper age limit! In fact, Registered Apprenticeship is a great way to make a career change or get started in a new field.

› College credit

Many apprenticeship programs provide college credit and can lead to a community college certificate or degree, helping you not only jumpstart your career but your education as well.

› Pre-Apprenticeship

Enroll in programs that provide an advantage for entry into a Registered Apprenticeship.



"Apprenticeship is a door that leads to success if you're committed and determined."

- Jozimar, manufacturing apprentice, Tecomet, Inc.

"It's been amazing to have been given this opportunity. The day that Wire Belt called me to offer me the job was life changing."

- Tristan Chicoine, manufacturing apprentice, Wire Belt Company of America



FAQs

"How long does it take to complete an apprenticeship?"

Each apprenticeship is unique because it is based on different factors, such as the occupation, industry, and training requirements. However, at a minimum, an apprenticeship requires 144 hours of classroom learning and 2,000 hours (about one year if working full-time) of paid, on-the-job training. Programs typically take anywhere from one year to six years to complete.

"How do I qualify? What if I don't have any previous experience?"

Registered Apprenticeship is for everyone! The only criteria are that you must be at least 16 years old to apply (some employers may only hire apprentices at age 17-18) and must be able to physically perform the essential functions of the occupation. Some employers may require some form of pre-employment screening. For many apprenticeships, no previous work experience or education is required.

› You can also visit [Apprenticeship.gov](https://www.apprenticeship.gov) to search for apprenticeship opportunities in your area.

