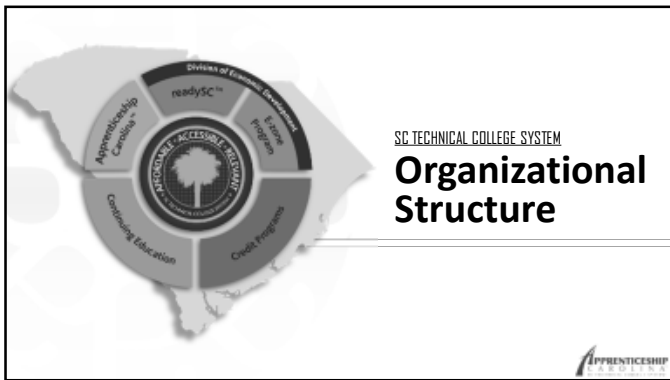
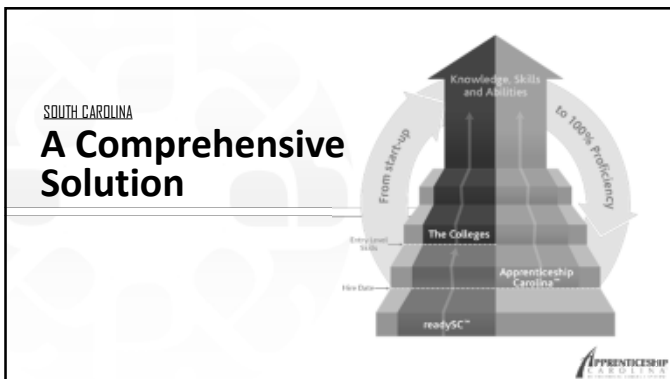


The information provided here is for informational and educational purposes and current as of the date of publication. The information is not a substitute for legal advice and does not necessarily reflect the opinion or policy position of the Municipal Association of South Carolina. Consult your attorney for advice concerning specific situations.



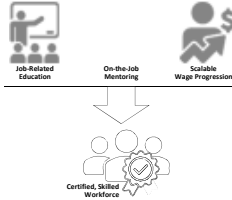




WHAT IS A REGISTERED APPRENTICESHIP PROGRAM?

A registered apprenticeship program is an opportunity to earn while you learn in a structured environment.

- A registered apprenticeship program starts with a job. Apprentices are employed and paid while they learn.
- A registered apprenticeship program combines on-the-job training from a seasoned mentor with job-related education in classroom setting.
- A registered apprenticeship program flexibly trains to industry specifications.
- A registered apprenticeship program includes a wage progression as apprentices learn and master new skills.
- A registered apprenticeship program is registered with U.S. Department of Labor and leads to a nationally recognized credential.



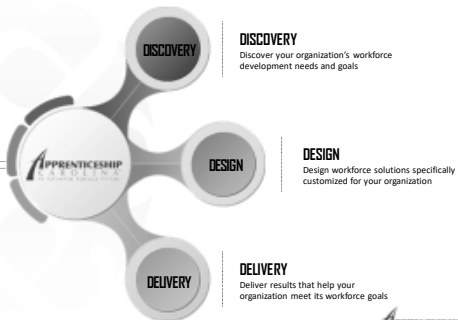
EARN AND LEARN



Youth Apprenticeship provides South Carolina high school students the unique opportunity to earn while they learn. By combining high school curriculum with critical on the job training at a local business, students can pull in a pay check while earning a national credential at the same time as their high school diploma.



Our Process



APPRENTICESHIP BENEFITS


The combination of customized job-related education and supervised on-the-job learning provides a number of benefits for participating employers.






**HIGHLY-SKILLED
WORKFORCE**


**STATE
TAX CREDIT**



**STANDARDIZED
SKILLS**


**REDUCED
TURNOVER**


**INCREASED
PRODUCTIVITY**




APPRENTICESHIP CAROLINA: ROI STUDY




Return on investment study conducted by the University of South Carolina as part of the South Carolina Apprenticeship Initiative (SCAI) grant.

250
COMPANIES
SURVEYED


Summary Results, December 2020



\$1.41 RETURN ON INVESTMENT
For every \$1 invested in apprenticeship training, South Carolina employers realize a net gain of \$0.41.





NET POSITIVE ROI IN FIVE YEARS
Employers realize a net positive return on investment from apprenticeship program as early as five years after apprentice initially hired.




LONGER AVERAGE TENURE
The average tenure among employees who have completed a registered apprenticeship program is 3.2 years longer than those that have not.


NET BENEFIT FOR ALL INDUSTRIES
A net benefit for apprenticeship training was found within each industry category surveyed. Manufacturing experienced the highest overall net benefit.


\$1.41
YEAR 5 ROI


\$2.35
YEAR 10 ROI

NET BENEFIT INCREASES IN SUBSEQUENT YEARS
The net benefit for apprenticeship training was found to increase in each subsequent year with the cumulative ROI growing from \$1.41 in Year 5 to \$2.35 in Year 7.






Apprenticeship Carolina wins big with USDOL grant awards!

TOTAL COMBINED AWARD:

\$11,490,999



TARGETED INDUSTRY CLUSTERS

Over 1,000 occupations can be part of an apprenticeship program. Innovative outreach into targeted industry clusters has made South Carolina a national model for its broad range of programs.



CONTACT INFORMATION

Tania Appel
Youth & Community Apprenticeship
Consultant

843-349-7119 (o)
843-803-397-0278 (c)
Appelt@sctechsystem.edu