

# LIFT INITIATIVE

## REGISTERED APPRENTICESHIP PROGRAM

PROGRAM  
ADMINISTRATORS



SOUTH BEND | ELKHART  
REGIONAL PARTNERSHIP



NORTHERN  
INDIANA  
WORKFORCE  
BOARD, INC

STATE PARTNER

Indiana Office of  
**WORK** BASED  
**Learning**  
and Apprenticeship

## INFORMATION SHEET

### LIFT INITIATIVE ADULT REGISTERED APPRENTICESHIP PROGRAM

#### **GROW TALENT. ENHANCE PRODUCTIVITY. EMBRACE DIGITAL TRANSFORMATION.**

The U.S. Department of Labor Registered Apprenticeship program model is a tried and true, employer-led workforce development strategy that enables employers to crosswalk company skill needs with national industry standards and customized, company specific standards. Firms that deploy the programs gain highly skilled workforces, while apprentices strengthen their sense of belonging and increase their own productivity and effectiveness in their day-to-day work.

#### **EMPLOYER BENEFITS OF REGISTERED APPRENTICESHIP PROGRAMS<sup>1</sup>**



##### **IMPROVED PRODUCTIVITY**

Apprentices complete tasks more efficiently and take on higher technical work functions, boosting employer bottom line.



##### **INCREASED KNOWLEDGE TRANSFER**

On-the-job training from an experienced mentor enhances internal knowledge sharing and process standardization.



##### **CUSTOMIZED TRAINING APPROACH**

Competencies and skills taught are guided by company and training leadership, aligned with direct needs of the company.



##### **ENHANCED EMPLOYEE RETENTION**

94% of apprentices who complete U.S. Department of Labor Registered Apprenticeship programs are still employed nine months post completion.

#### **LIFT INITIATIVE DIGITAL SKILLS APPRENTICESHIP TRAINING FUND**

The South Bend – Elkhart Regional Partnership manages a \$1.1 million dollar registered apprenticeship training fund to subsidize up to \$15,000 (maximum \$5,000 per apprentice) per employer in related training instruction costs to a regional, third-party education provider. Currently approved training providers include Ivy Tech Community College, Purdue Polytechnic Institute – with additional partners under development.

1. Explore research and resources at: [apprenticeship.gov/employers/explore-apprenticeship](https://apprenticeship.gov/employers/explore-apprenticeship)

## MANUFACTURING AND ADVANCED INDUSTRY PATHWAYS

The LIFT Initiative is focused on enhancing digital workforce skills of the South Bend – Elkhart regional workforce, aligned with the Manufacturing and Advanced Industry sectors. Initial occupation pathways identified for pilot program development include:

- » Automated Logistics Coordinator
- » CNC and/or PLC Machinist
- » Industrial Maintenance Technician
- » Quality Assurance Technician
- » Robotics Technician
- » Recreational Vehicle Service Technician

## HOW THE PROGRAM WORKS

### 1 IDENTIFY

Identify skill and occupational needs for your company.

### 2 CONNECT

Connect with the LIFT Initiative Apprenticeship Design Team to review and/or develop a program training plan.

### 3 REGISTER

Register as a U.S. Department of Labor registered employer partner with the Northern Indiana Workforce Board.

### 4 DEVELOP

Develop an apprentice cohort recruitment plan.

### 5 SCHEDULE

Schedule related technical instruction courses with your approved education training provider.

### 6 LAUNCH

Launch program with your company cohort of apprentices.

### 7 MONITOR

Monitor and provide success support for apprentices until apprentice cohort completion.

## COMPANY REQUIREMENTS TO HOST APPRENTICESHIP PROGRAM

- » Inform development and customization of apprenticeship training plan.
- » Provide apprentice mentor to guide and support apprentice throughout program.
- » Provide incremental and final wage increase to apprentice upon completion of program. The LIFT Network promotes an ending wage of at least 25th Percentile wage rate for the designated occupation.

## PROGRAM CONTACT

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## REGISTERED APPRENTICESHIP PROGRAM COMPONENTS

- » Paid Employment
- » On-the-Job Training and Learning
- » Related Technical Instruction and Education
- » Mentorship
- » Nationally Recognized Credential

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