



# GEAR UP

ADULT SPECIALIZED  
APPRENTICESHIP PROGRAM

## EXPLORE APPRENTICESHIP

Have Questions About Apprenticeship? Discover how your business can benefit and how you can get involved.

### BENEFITS

*As an Employer Partner in Gear Up, your business will:*

- Get support in designing, developing, and implementing your apprenticeship program.
- Reduce search and recruitment costs and attract top talent to fill those hard-to-fill roles quickly.
- Customize training to meet the unique needs of your business and ensure that employees develop the right skills.
- Increase productivity and gain a competitive edge as apprentices learn to earn industry credentials.
- Gain and retain loyal and engaged employees.
- Reduce onboarding costs through Gear Up grants, including up to six months of salary assistance to offset costs for work-based learning and necessary supplies.
- Easily integrate Gear Up into your organization's current training and human resource development strategies.
- Apprentices can be new hires – or your company can select current employees to join the apprenticeship program.
- Oh, and there's **never a fee** to participate, ever.

### What is Apprenticeship?

Apprenticeship is an industry-driven career pathway where employers develop and prepare their future workforce by combining customized, on-the-job training with related classroom instruction using the highest industry standards. It is a proven, time-tested system for recruiting, training and retaining a competitive workforce with business-specific skills.

***The Gear Up program provides a flexible approach to training tailored to meet the distinct needs of your business.***

### Why Should You Partner with the Gear Up Apprenticeship Program?

As a business leader, you strive to move your company forward. To do that, you actively seek bold, new ideas and solutions to everyday challenges like talent recruitment and retention. GuilfordWorks created this program to answer that need.



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***Gear Up | Adult Specialized Apprenticeship Program (ASAP) is a proven solution for developing and retaining skilled talent allowing your business to succeed.***

Businesses like yours face significant challenges in their efforts to expand, innovate, and thrive. These workforce challenges undermine your productivity and profitability. Automation or technical innovation alone can't overcome these hurdles.

Gear Up | ASAP is a proven solution for recruiting, training, and retaining world-class talent and allows you to produce the talent you need to succeed.

CHALLENGE	SOLUTION
An aging workforce of experienced workers.	Customize training to meet the unique needs of your business and ensure that seasoned employees mentor/develop your new talent.
Attracting new and more diverse talent.	Ease search and recruitment costs and attract top talent for those hard-to-fill roles quickly.
Investing in talent that can contend with the latest industry advancements.	Create flexible training options that ensure workers develop the right skills.
Increasing employees' skills and credentials.	Improve productivity and gain a competitive edge as apprentices learn to earn industry credentials.
The cost of hiring and training new staff.	Reduce onboarding costs through Gear Up grants, including up to six months of salary assistance to offset costs for work-based learning and necessary supplies.
The loss of talent in the workforce over time.	Increase retention of employees during and following the apprenticeship.
Implementing workforce training models that effectively develop and "up-skill" talent.	Get support in designing, developing, and implementing your apprenticeship program from GuilfordWorks and NCWorks staff.

## Contact Us Now!

Any business operating in Guilford County can apply to take part in GuilfordWorks' Gear Up program. We continue to explore new occupations and industry tracks, so if you're interested in participating in Gear Up, contact GuilfordWorks today! For more information and rules regarding Gear Up participation, contact the GuilfordWorks Business Engagement Staff to help you explore program options and resources designed to strengthen your workforce.

## Return on Investment

According to Apprenticeship.gov, 92% of apprentices retain employment after apprenticeship completion.

According to a 2020 ROI Study of North Carolina employers with apprenticeships, the average registered apprenticeship program in North Carolina yields a 170% return on investment. That means that for every \$1 invested in apprentices, employers receive an average of \$1.70 in additional value.

When asked about the value created by the average journey worker in their company, 63% of respondents said that journey workers create more value than comparable off-the-street hires.

In a 2020 ROI Study of North Carolina employers with apprenticeships, 87% of survey respondents said they were satisfied with the financial impacts of their programs.