



Apprenticeship Benefits for Students



- **Earn while you Learn:** Work as a regular employee with benefits in a local biotech company while having all your tuition and books cost covered by your employer.
- **Graduate with little or no college debt.** Employer pays all the tuition.
- **Earn your degree and industry credential simultaneously:** Get relevant work experience while you are in college.
- **Hands on learning experience:** Industry training level training while in school
- **Excellent progression opportunities:** With a registered apprentice certificate from the Maryland Department of Labor and the 3- years of experience you will be easily employed in the same company or elsewhere.

Apprenticeship Benefits for Employers



- **Build your workforce.** Registered apprenticeship trains workers in the specific skills needed by your company.
- **Reduce turnover costs.** Registered apprentices boast an impressive 91% retention rate. (US Dept. of Labor)
- **Increase productivity.** Apprentices report high levels of motivation, satisfaction, and loyalty. For every dollar spent on apprenticeship, U.S. employers get \$1.47 back in increased productivity. (US Dept. of Labor)
- **Make your workplace safer.** A well trained workforce may reduce worker compensation costs.
- **Plan for employee succession.** Registered apprenticeships help you to successfully facilitate the transfer of knowledge from experienced employees to new recruits.
- **Take advantage of tax credits and financial incentives.** Maryland offers businesses valuable support to build a reliable pipeline of qualified workers.

State Incentives To Employers



	Example	
Annual Related Instruction	\$8,000.00	Total cost including books and fees
MD Reimbursement Grant	\$3,000.00	
MD Apprenticeship Tax Credit	\$1,000.00	
Maryland Business Works (Small businesses with 500 employees or fewer)	\$4,500.00	Pay up to 50% of your eligible training costs up to \$4,500 per apprentice and \$40,000 per company, per program year if eligible.
Total Cost per apprentice	\$0.00	

Employer Responsibilities



Hire an apprentice full time and pay wages/ benefits while apprentice is on the job and in the classroom.

Meet regularly with the Office of Internship & Apprenticeship coaches.

Pay the cost of the Registered Apprenticeship (RA) program at Frederick Community College.

Give apprentice annual salary increases until Registered Apprenticeship (RA) program completion to reflect skill and knowledge increase.
Implement a system or procedure, if one does not exist, to satisfy RA program wage increase structure.

Provide experienced mentor for the On the Job Training (OJT) component of the Registered Apprenticeship (RA) program.

Track apprentice hours and progress using competencies

Optional: Employer may contract with apprentice to repay any costs of RA program invested in their education to date if employer terminates their employment, apprentice fails a course, or apprentice decides to quit and does not complete the RA Program.

Optional: Employer may contract with apprentice to remain an employee 1 – 2 years after completion of Registered Apprenticeship program.