



HOW IT WORKS

In July 2019, the Community and Technical College System of West Virginia was awarded a nearly \$4 million grant from the U.S. Department of Labor to create Apprenticeships in Motion (AIM). The program's mission is to train and place apprentices in middle- to high-skilled information technology (IT) occupations that are in demand across the Mountain State. With priority for small businesses, AIM connects employers with students through community colleges, allowing apprentices to take technical courses to achieve an industry-recognized credential while gaining paid work experiences. The student wage is shared by the company and AIM, with students receiving at least \$12 per hour to work in an IT occupation, such as software development, coding and cybersecurity.

BUSINESS BENEFITS*

Apprenticeships are a known solution for attracting and retaining a skilled workforce. Businesses that incorporate apprenticeships into their practices have a competitive advantage due to their long-term investment in a skilled workforce. Customized training and education create the *right-skilled* workers and result in cost savings in employee recruitment, training and retention. Apprenticeships also create a pipeline to middle- and high-skilled positions within a company, allowing incumbent workers to advance to positions otherwise left unfilled.

STUDENT BENEFITS*

Apprentices gain success through real-world, on-the-job training and related technical instruction - "earning while learning" through paid cooperative experiences offered by their colleges and partnering companies. Though job placement after graduation isn't guaranteed, similar programs in West Virginia often result in at least 90% of graduates being hired by either participating companies or other regional employers who value qualified, skilled workers produced through apprenticeships.

LEARN MORE

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**The DOL-ETA AIM Grant provides funding to assist participating businesses and students in support of this apprenticeship opportunity.*